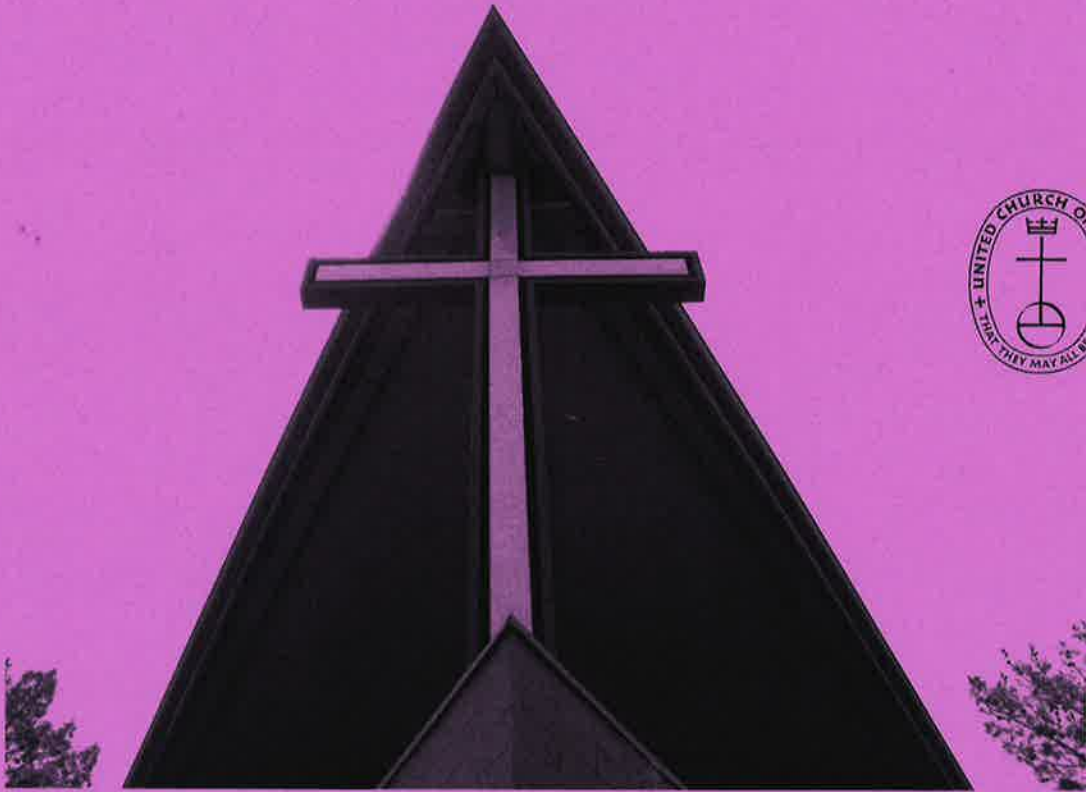


# THE CHURCH OF THE RED ROCKS

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## ANNUAL REPORTS 2024



Presented at the Annual Meeting  
of the Congregation

January 26, 2025

Rev. Dr. Guillermo Márquez-Sterling  
Rev. Dr. Margaret Gramley  
Dr. Ryan Holder

Settled Pastor  
Moderator  
Director of Music

**THE CHURCH OF THE RED ROCKS**  
Sedona, Arizona

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## PASTOR

### Calling All Angels

Do you believe in angels? Biblically, angels were ethereal beings with wings who came to earth to deliver a message from our Creator God. In later times, angels were also seen as ethereal beings who actually intervened and did work on behalf of our Creator God.

Today, it is common to ascribe angelic traits to living humans. They don't have wings, and they might be rather fleshy, full of aches and pains, but nonetheless, they're doing God's work.

So, I ask again, do you believe in angels? Go ahead and consider how angels just might be around. I know I do. As I look back at 2024, I mostly see angels (ethereal and human) at work:

There was the angel who whispered in my ear about a church in Sedona I should look into.

There were the many angels who worked behind the scenes to make my transition to The Church of the Red Rocks as timely and smoothly as it could ever be.

I saw angels moving among the congregation, welcoming visitors and promoting a worship space for all people, regardless of where they might be in their spiritual journey.

There were several individuals who consistently stepped forward to do the work of a whole committee, and then humbly offer an angelic smile.

There have been angelic voices, hitting high notes during an anthem, and ringing bells so the worshipping community can feel the Spirit of the Living God.

Angels float in and out of our church property, some worried about the bulletins and the plumbing, others offering encouraging words. Maybe you've been one of them.

These are the angels that brought me to The Church of the Red Rocks, and I depend on them as I look ahead at 2025, a year with all the markings of excitement and full of God's work. I have ideas, but I need your counter-thoughts to be part of the process. We all dream of our church growing and becoming all that God intends it to be, but it can only happen with your help and contribution.

So, go ahead, stand in front of the mirror and look at your reflection. It is more than flesh, full of aches and pains. You are part of God's work, with a purpose to fulfill this coming year. Go ahead, know that you too can be an angel, to make a difference and grow The Church of the Red Rocks into fullness for a new generation and a new community waiting to experience the Spirit of the Living God.

**Rev. Dr. Guillermo Márquez-Sterling**

**MODERATOR**

Prayer summons light .... blessing bends light. *Guillermo*

One of the phrases that has been running on a loop in my head comes from a sermon that Pastor Guillermo preached on the Sunday before Christmas. It was when Mary had gone to meet her cousin Elizabeth and received a blessing. Out of all the things that were noted about that encounter was the declaration that “prayer summons light .... but blessing bends light.” I’ve been thinking about blessing and light ever since.

Blessing!!! In many, many ways The Church of the Red Rocks has been **both blessed and a blessing** this year.

We have been blessed with -

**PEOPLE** .... have been here a long time, and for not so long, and with some who are just now arriving and making themselves known to us.

**BLESSED WITH PEOPLE** who are **generous** with their time, their gifts, their talent and their service.

**BLESSED WITH PEOPLE** who can **envision** the possibilities, who can **inspire and engage** others, who can **wrangle the technology**, and the **church process**, the **search process** and **engage the staff and service providers** needed to support it all.

**PEOPLE** who can identify the process needed to **welcome, to befriend, to guide and stand with** those who visit us .... identify and **execute** on the plan.

**PEOPLE** who know how to **run the coffee maker**, and know **where the key to the janitor’s closet and thermostat lives**, who **bring cookies and clean up after whatever** ..... people who will **pick up the load** for a while, and **relinquish** it to others when the time comes to set it down.

**PEOPLE** who seek to **build community** and to **care for others** by **teaching, preaching, being in worship, leading worship, making visits, knitting, organizing the library, the pantry, the office, the data base, cleaning out the basement, and cabinets, membership lists, and people who pray, send cards, drive others to the hospital, and who give generously!**

We’ve been blessed with **music and musicians** who nourish our spirits, and with a **variety of pastoral leaders** this year.... with varieties of gifts and perspectives.

**AND** we’ve been blessed with **MANY FINANCIAL RESOURCES**. No ... we didn’t balance the budget this year. But we had the resources to do the things we are being called to do. We are Blessed because others who have gone before us had the foresight to invest in property that has served us over the years, now serves the larger community of tourists in the area, and that has yielded a financial benefit that allows us to continue to be a blessing into the future.

**AND** we’ve been blessed with the arrival and leadership and pastoral presence of the **Rev. Dr. Guillermo Márquez-Sterling**, among us now as our Senior Pastor.

The list could go on and on ..... **WE HAVE BEEN BLESSED** in so many ways.

And because of those blessings, we’ve been *blessed to be a blessing* ....

**Monday night suppers....**

**Hope House support ....**

**Sedona Food Bank ....**

**Manzanita Outreach....**

**Toys for Tots ... drop off place**

**Guatemala House Building Trip in honor of John Lothrop**

**Solar Panel Project ....**

**Sedona Unitarian Universalist Fellowship ...**

**Alcoholics Anonymous ...**

**acappella sedona ....**

**James Antal lecture on March 10 open to community - Climate Justice**

**Interfaith Thanksgiving Service hosts ...**

**Weddings and other Celebrations of many kinds ... life, retirement, welcoming, in thanksgiving ...**

**Yoga classes weekly, open to all comers November through July**

During the first couple of days in January, as I was literally sitting down and beginning to gather my thoughts to write this report, a card arrived in my mailbox that was actually meant for you ... The Church of the Red Rocks. It is a thank you note of sorts ... and speaks of blessing.

*Dear Church of the Red Rocks,*

*May you be blessed for all you have done for others.*

*Your generous donation to our flood disaster at Pass-a-Grille Beach Community Church was a bright light to all of us - reminding us that we are truly one in Christ! In this season when many of us are homeless, we are so grateful to be reminded that others care and want to help.*

*I personally lost my home and any possessions that were under 28", but I am filled with hope because my study scripture that week said, "See, I am making a new thing ..."*

*We were blessed by Guillermo during one of the lowest points of our church history - and I know he will be a blessing to you also. May God's grace continue to surround your church and please know that I was touched by your generosity.*

*Sincerely, Deb Kenneda.*

We've been blessed and we've been a blessing .... and God's light continues to grow and glow and bend, in our life together in this place and time and back out into God's beautiful and challenging world.

Cory Booker ... African saying. If you want to go fast, go alone. If you want to go far ... go together.

May You Run and Not Be Weary .....

*May you run and not be weary. May your heart be filled with song.*

*And may the love of God continue to give you hope and keep you strong.*

*And may you run and not be weary. May your life be filled with joy.*

*And may the road you travel always lead you home.*

**Margaret Gramley**

Moderator

### VICE-MODERATOR

Learning more about the Church of the Red Rocks and the Congregation, which I have loved for over 21 years, has made this an exciting year. I am in awe of the leadership and commitment of the women and men who have stepped into leadership over the past five years. Attending many Ministry and Church Council meetings and reading many transition and search committee documents has been enlightening. We are blessed!

During Moderator Margaret Gramley's absence, it was a privilege to serve as the Chair of the Congregational meeting on May 19, 2024, when the Reverend Dr. Guillermo Marquez-Sterling was a candidate to become our Settled Pastor. The gathering had an air of anticipation, and following an excellent Q&A session, 75 members voted unanimously to extend the Call to him to become Pastor and begin his ministry on September 1, 2024. The room erupted with joy!

In June, the Church of the Red Rocks hosted the Mission Team from Valley Bible Church in Pleasanton, CA, as they were en route to the Navajo Reservation. They confirmed a maximum group size of 80, including 10-12 adult chaperones, arriving in 10 vans and support vehicles. (Their last stop at CRR was in 2019, with a group of 120). They arrived on a Friday, June 20, 2025, an exciting travel day during monsoon season. This group was intergenerational, including six families who wanted their own private space (classrooms in Life Long Learning Center and Class Rooms) in addition to Painted Cliffs Hall and Fellowship Hall downstairs. Many male counselors/drivers slept in the Hallway outside of the kitchen. Thank goodness all of the plumbing and bathrooms were working. They had evening Vespers and Morning Worship in the Sanctuary. Nearly every adult and many youth expressed appreciation for our accommodations and complimented us on the beauty of our facilities.

While hosting this Mission Group, I became aware of the need to clear out and clean storage areas and classrooms in the Learning Center. The objective was to make space available for outreach and potential new ministries of the Church in anticipation of new pastoral leadership and our emerging vision for mission in the community. This cleaning mission was accomplished with the assistance of Judith Glenn and Isaac Wagner. That inspired Congregational Care Ministries to deep clean in the Kitchen. Surplus items were donated to Habitat for Humanity, Old Town Mission, and St. Vincent de Paul and reported to Faith in Action Ministry.

At the request of Moderator Margaret Gramley, Chaired the Welcome Team for introducing and welcoming Dr. and Mrs. (Maria) Guillermo Marquez-Sterling to Church of the Red Rocks on September 1, 2024. Our talented Team included Gene Moore, Sara Johnson, Karen Barrow, Maureen Zdimal, Bonnie McKeon, Dennis Matheson, Sue Buffum, Judith Glenn, Kathy Vetter, Margaret Gramley, and Sally Phillips. Activities included Neighborhood Welcome Meals, Welcome Coffee Hour, Second Sunday Fellowship meal attendance of 110 or more, organizing 10 Welcome Groups, and deep cleaning of the Pastor's Office and other areas throughout the Church. Margaret Gramley, Gene Moore, Sue Buffum, and Penny Beers managed dozens of details in the Pastor's move and getting settled in Sedona. Being a scribe in three of the Welcome Groups was also a privilege.

In the Broadway Show “The Music Man,” Harold Higgins, a traveling salesman, tells everyone, “You got to know the territory.” The same is true for Church leaders. Throughout the year, I became increasingly concerned that our congregation had aged beyond our awareness. So, to better understand the needs of the Church family and friends, I began a survey of the membership records, noting years of membership, year of birth, and year of marriage.

The survey revealed that Karen and Leonard Barrow (1979), Tom Wells (1980), and Claude and Dorothy Wigent (1980) have the longest membership.

As of July 30, 2024, approximately 211 members and friends are in the following age groups:

- 10 members 95-100 years of age; one at 100. (years 1924-1929)
- 61 members 85-94 years of age. (years 1930-1939)
- 62 members 79-84 years of age. (years 1940-1945)
- 40 members 72-78 years of age. (years 1946-1952)
- 28 members 60-71 years of age. (years 1953-1964)
- 10 members 59 years or younger. (years 1965-2004)

The need for compassionate care has increased substantially over the last ten years, representing a significant challenge for our congregation's ministries. Likewise, this demographic profile challenges us to focus on growing the next generation of members and friends.

Members of the 1924-1945 generation grew up with the impact of the Great Depression on their lives. Hard work, thrift, and saving were values seared into their consciousness and lifestyle. Subsequent generations may not have inherited those values. The aging of our congregation impacts current and future annual giving to support the Congregation's ministries.

In October, it was noted that a significant number of members and friends who participate in the life of the Church of the Red Rocks are only in Sedona from November to April. Every family's participation is important to a successful stewardship emphasis in the Church's life. The Annual Stewardship emphasis was recommended to begin following the Congregations Annual Meeting on January 26, 2025.

In the last quarter of 2024, the Congregation leadership has suggested new approaches to contributing to the Church, such as Automated Pay, contributions from one's IRA, contributions of appreciated stocks and bonds, and legacy giving. Several joyful givers took these steps in giving.

The Church of the Red Rocks was organized in 1960, and construction began soon after. Effective planning and excellent construction have given us a sound building. Maintaining our beautiful facilities requires continuing that good planning. Bob Wych and Michael Redhawk, Co-Chairs of the Property Management Ministry, are leading the way in high-quality maintenance and effective planning with the Reserve Study that is underway. The Reserve Study is providing new insight into the systems that keep the building operating in excellent condition and their replacement costs. It makes us aware of systems with the potential for failing or becoming inadequate for the

congregation's current and future needs. This is yet another dimension of stewardship. An aging and invisible infrastructure failure can easily disrupt the best-laid plans.

The Reserve Study's "asset inventory" also records the value of the building and its contents for insurance purposes. Incidentally, property insurance premiums have increased significantly because of the increase in wildfire risks in the Southwest and West.

The Go Solar Team is leading the way in adopting efficient solar energy and environmental awareness. With his experience going solar at Hope House, Ed Bowersox is at the forefront of coordinating the many details of acquiring and installing the solar system at the Church of the Red Rocks. We eagerly anticipate the new energy efficiency and savings the Go Solar initiative created.

Hence, to Care for our Church Families and implement Outreach initiatives for new and current residents of Sedona and the Verde Valley, the Church Council must conserve the resources realized from the sale of the Highway 179 parking lot for strategic priorities. We will work on those strategic priorities in the Church Council and Ministries following the Annual Meeting.

Throughout the congregation, Pastor Guillermo's leadership has given us new hope and glimpses of a new vision for the future. We are blessed. We can identify with the Apostle Paul when he said, "The whole world is standing on tiptoe to see daughters and sons of God usher in the kingdom of God."

As members and friends were invited to accept leadership roles in our eight ministries for 2025, I became aware of the "church fatigue" many leaders are experiencing because they have devoted significant time, talent, and energy over the last three transitional years in the life of the Church of the Red Rocks; of note are Members of the Transition Team and the Pastoral Search Committee. I sincerely appreciate their exceptional service. Two simple words seem inadequate to express our heartfelt gratitude. **Thank You!**

Serving as vice moderator and co-worker with Margaret Gramley, Moderator, has been a blessing and an honor. She has been a patient mentor and an excellent counselor. Thank you, Margaret!

I am equally humbled and grateful for each woman and man who has said "Yes!" to serving on one of the Church's ministry teams in 2025. I look forward to serving CRR with you in 2025. The preliminary roster of Nominations is attached. There may be a few additions on January 26, 2025. This report would not have been possible without the guidance and support of Pastor Guillermo, Margaret Gramley, and Sara Johnson. Thank you!

Respectfully,  
**Gary W Wagner**  
Vice Moderator



4:41 PM  
01/06/25  
Accrual Basis

The Church of the Red Rocks  
**Balance Sheet**  
As of December 31, 2024

Dec 31, 24

**ASSETS****Current Assets****Checking/Savings**

1001 · Checking - Chase - 0640	23,016 36
1002 · Chase Temp. Restricted - 0657	33,662 49
1050 · Money Mkt - Chase - 9698	167,471 70
1051 · Money Mkt - Reserve 9763	53,452 16
1104 · Schwab One Cash Acct	31,976 72

**Total Checking/Savings** 309,579 43

**Other Current Assets****1400 · PREPAID EXPENSES**

1415 · Ppd Workers Comp 1,067.19

**Total 1400 · PREPAID EXPENSES** 1,067.19

**Total Other Current Assets** 1,067 19

**Total Current Assets** 310,646 62

**Fixed Assets**

1701 · Land	23,549 86
1702 · Land Improvements	24,015 70
1703 · Building	462,138 16
1704 · Furniture & Fixtures	219,547 30
1705 · Columbarium	42,919 78
1720 · L.L.L. Center & Parking Lots	3,968,466 38

**Total Fixed Assets** 4,740,637 18

**Other Assets****1500 · ENDOWMENT FUNDS**

1501 · Mission Endowment Fund	687,312 28
1503 · Legacy Fund	272,583 76
1505 · Jack Harris Music Fund	25,572 58
1507 · Chase CD's	71,175 42
1509 · Parking Lot Fund	1,125,095.52

**Total 1500 · ENDOWMENT FUNDS** 2,181,739 56

**Total Other Assets** 2,181,739 56

**TOTAL ASSETS** **7,233,023.36**

**LIABILITIES & EQUITY****Liabilities****Current Liabilities****Other Current Liabilities**

2010 · Solar Funds	44,740.00
2201 · Wedding Funeral Fees	837 46
2216 · Columbarium Additions	51,660 55
<b>2280 · Reserve Funds</b>	
2280a · Beginning Balance	1,560 41
2280b · Receipts	523,408.33
2280c · Disbursements	-471,516 68

**Total 2280 · Reserve Funds** 53,452 06

**2610 · Fin., Admin., & Plan. Min. Liab**

2611 · Payroll Liabilities -124.30

2612 · AZ State Withholding 361 68

**Total 2610 · Fin., Admin., & Plan. Min. Liab** 237 38

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01/06/25

Accrual Basis

**The Church of the Red Rocks**  
**Balance Sheet**  
**As of December 31, 2024**

	<b>Dec 31, 24</b>
<b>2620 · Cong. Care Ministry Liab</b>	
2622 · Sunday Lunches	867.16
2627 · Women's Fellowship	-59.69
2629 · Memorial Reception	763.32
<b>Total 2620 · Cong. Care Ministry Liab</b>	1,570.79
<b>2630 · Endowment Liabilities</b>	
2631 · Due to Mission Endowment Fund	250.00
2634 · Due to Moore Music Fund	3,557.45
<b>Total 2630 · Endowment Liabilities</b>	3,807.45
<b>2650 · Finance Liabilities</b>	
2651 - Chase CD's	71,175.42
2653 - Tech./Website Upgrades	3,191.21
2655 - Administrative Assistant	14,484.15
2652 · QuickBooks Support	3,558.48
<b>Total 2650 · Finance Liabilities</b>	92,409.26
<b>2670 · Faith in Act. Ministry Liab.</b>	
2672 · VV Caregivers Collections	175.00
2674 · OCWM Collections	
2674c · UCC Christmas Fund	249.00
<b>Total 2674 · OCWM Collections</b>	249.00
2675 · Rainbow Acres Collections	410.00
2676 · Misc. Donations	
2676k · Caring for Community	2,274.63
2676k · Tewa Project	10.00
2676a · Hope House	930.04
2676b · Homeless Support	232.32
2676f · V.V. Sanctuary	70.00
2676g · Community Supper	449.95
2676 · Misc. Donations - Other	2,938.71
<b>Total 2676 · Misc. Donations</b>	6,905.65
2677 · Sedona Food Bank	56.00
2678 · Mission Endowment	
2678a · Beginning Balance	18.02
2678b · Receipts	12,000.00
2678c · Disbursements	-9,900.00
<b>Total 2678 · Mission Endowment</b>	2,118.02
<b>Total 2670 · Faith in Act. Ministry Liab.</b>	9,913.67
<b>2680 · Spirit, Grow, &amp; Ed Min. Liab.</b>	1,229.09
<b>2690 · Worship Liabilities</b>	
2691 · Music Interns	
2691a · Beginning Balance	2,703.96
2691b · Receipts	61,250.00
2691c · Disbursements	-47,028.89
<b>Total 2691 · Music Interns</b>	16,925.07
2692 · Friends of Music	
2692a · Beginning Balance	10,682.14
2692b · Receipts	8,500.00
2692c · Disbursements	-9,150.00
<b>Total 2692 · Friends of Music</b>	10,032.14

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01/06/25

Accrual Basis

**The Church of the Red Rocks**  
**Balance Sheet**  
 As of December 31, 2024

	Dec 31, 24
<b>2693 · SACS Singers</b>	
2693a · Beginning Balance	30,000.29
2693c · Disbursements	-34,545.20
<b>Total 2693 · SACS Singers</b>	-4,544.91
<b>2695 · Jack Harris Music Fund</b>	25,572.58
<b>2697 · Visual Equipment Upgrade</b>	3,894.03
<b>Total 2690 · Worship Liabilities</b>	51,878.91
<b>Total Other Current Liabilities</b>	311,736.62
<b>Total Current Liabilities</b>	311,736.62
<b>Total Liabilities</b>	311,736.62
<b>Equity</b>	
<b>3900 · Retained Earnings</b>	4,808,912.53
<b>3980 · Temporarily Restricted Funds</b>	
3696 · Organ Maintenance Fund	10,226.46
3981 · Building Fund	180.00
3982 · Designated Memorial Fund	20,119.12
3983 · Undesignated Memorial Fund	4,661.92
<b>Total 3980 · Temporarily Restricted Funds</b>	35,187.50
<b>3990 · Restricted Funds</b>	
3991 · Mission Endowment Fund	687,312.28
3992 · Legacy Fund	272,583.76
3993 · Parking Lot Funds	1,125,095.52
<b>Total 3990 · Restricted Funds</b>	2,084,991.56
<b>Net Income</b>	-5,804.85
<b>Total Equity</b>	6,921,286.74
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>7,233,023.36</b>

Preliminary 2025 Budget		2024		2025		
		2024	APPROVED BUDGET		PROPOSED BUDGET	
		ACTUAL	OPERATING BUDGET	TOTAL	OPERATING BUDGET	TOTAL
<b>Revenue - Operating Budget</b>						
4101 - Pledge Receipts	291,690		302,252	302,252	297,000	297,000
Pledges (Projected 2024 pledges)				227,432		242,000
Add'l Pledges expected				5,000		5,000
Non-Pledge giving				30,000		50,000
Prev. Year Pledgers who have not pledged				39,820		
4102 - Loose Offering	18,018		16,000	16,000	16,000	16,000
4103 - Church Use	3,362		1,500	1,500	2,700	2,700
4105 - Interest Earned-Accounts	42		35	35	40	40
4106 - Cell Tower Rent	21,581		25,180	25,180	22,175	22,175
4109 - Prior Yr Pledge Rec'd Current	1,000		1,250	1,250	1,250	1,250
4109 - Gain/Loss on Sale of Securities	427		0	0	0	0
4110 - Initial Offerings	50		250	250	100	100
4111 - C. Schwab Interest & Dividends	224		0	0	0	0
4250 - In. Min. Duplex Reimbursement	4,700		0	0	0	0
4300 - Other Income	14,757		500	500	500	500
4305 - Legacy Fund Earnings	6,000		6,000	6,000	12,000	12,000
<b>Total Unrestricted Revenue</b>	<b>361,851</b>		<b>352,967</b>	<b>352,967</b>	<b>351,765</b>	<b>351,765</b>
<b>Expenses</b>						
<b>CONGREGATIONAL CARE</b>						
5701 - Congregational Life Supplies	2,538		1,800	1,800	2,300	2,300
5704 - Stephen Ministries	262		900	900	500	500
5705 - Social Events	382		0	0	0	0
<b>Total CONGREGATIONAL CARE</b>	<b>3,182</b>		<b>2,700</b>	<b>2,700</b>	<b>2,800</b>	<b>2,800</b>
<b>COUNCIL</b>						
5900 - Stewardship Campaign	40		500	500	100	100
<b>Total COUNCIL</b>	<b>40</b>		<b>500</b>	<b>500</b>	<b>100</b>	<b>100</b>
<b>FAITH IN ACTION</b>						
5801 - Other Missions and Concerns	11,000		11,000	11,000	11,000	11,000
5802 - O C W M	17,000		17,000	17,000	20,000	20,000
5803 - Per Capita Assessment-\$11.00 (250)	2,530		2,530	2,530	2,750	2,750
<b>Total FAITH IN ACTION</b>	<b>30,530</b>		<b>30,530</b>	<b>30,530</b>	<b>33,750</b>	<b>33,750</b>
<b>FINANCE, ADMINISTRATION &amp; ENDOWMENT</b>						
5101 - Pastor Salary	25,240		68,750	68,750	75,000	75,000
5102 - Pastor Pension/Life/Disability	8,073		0	0	19,375	19,375
5103 - Pastor Health Insurance	9,541		0	0	22,593	22,593
5103a - Pastor SS Offset	3,187		0	0	9,562	9,562
5104 - Pastor Housing	16,667		0	0	50,000	50,000
5106 - Pastor Relocation	8,160		5,000	5,000	0	0
5107 - Pastor Continuing Ed.	0		1,000	1,000	1,000	1,000
5107a - Auto Allowance Pastor	750		1,000	1,000	3,000	3,000
5108 - SW Conference Delegate Expenses	1,957		2,000	2,000	3,000	3,000
5110 - Guest Minister 10 weeks	878		2,000	2,000	2,000	2,000
5111 - Salary-Office Administrator	35,437		31,200	31,200	41,878	41,878
5114 - Salary-Music Director	40,237		40,173	40,173	42,182	42,182
5114a - Seminars - Music Dir.	1,919		2,000	2,000	2,000	2,000
5114b - Substitute Music Dir.	150		1,000	1,000	500	500
5115 - Accompanist	22,227		22,292	22,292	11,700	11,700
5115a - Organ Lessons	0		0	0	1,500	1,500
5116 - Technical Director	14,151		14,196	14,196	14,906	14,906
5117 - FICA Taxes-Employer Expense	11,708		17,907	17,907	18,802	18,802
5118 - Workers Compensation Ins	1,195		1,600	1,600	1,400	1,400
5131 - Marketing Specialist	0		0	0	20,000	20,000
5132 - Video Technician	9,450		13,000	13,000	13,000	13,000
5140 - Admin-Miscellaneous	3,766		150	150	3,000	3,000
5141 - Admin-Supplies	3,284		3,000	3,000	3,500	3,500
5143 - Postage	1,706		2,000	2,000	2,000	2,000
5144 - Ad Min Computer Expenses	2,838		4,000	4,000	4,000	4,000
5144a - Website Maintenance	87		500	500	500	500
5145 - Insurance - Property	13,258		13,258	13,258	19,800	19,800
5147 - Copier Rental	5,829		5,000	5,000	6,000	6,000
5181 - Salary - Handbell Director	5,719		5,737	5,737	6,024	6,024
5234 - Housing Expenses	23,769		26,600	26,600	0	0
5235 - Bridge Minister Salary	38,000		40,000	40,000	0	0
5235a - Auto Allow-Bridge Pastor	610		1,000	1,000	0	0
5236 - Senior Pastor Search Contingency	4,189		4,000	4,000	0	0
5752 - Endowment Donation Plaque	0		30	30	30	30
6560 - Payroll Expenses	193		300	300	150	150
<b>Total FINANCE, ADMINISTRATION &amp; PLANNING</b>	<b>314,175</b>		<b>328,693</b>	<b>328,693</b>	<b>398,402</b>	<b>398,402</b>

	<b>GROWTH AND OUTREACH</b>								
	5142 - Advertising & Publicity	6,273	4,500	4,500	10,000	10,000			
	5502 - Hospitality & Welcomers	0	0	0	0	0			
	<b>Total CHRISTIAN GROWTH &amp; OUTREACH</b>	<b>6,273</b>	<b>4,500</b>	<b>4,500</b>	<b>10,000</b>	<b>10,000</b>			
	<b>PROPERTY MANAGEMENT</b>								
	5401 - Plant-Utilities	32,344	35,500	35,500	30,975	30,975			
	5402 - Plant-Maintenance	34,543	31,000	31,000	36,550	36,550			
	5403 - Plant-Supplies	1,974	2,500	2,500	2,625	2,625			
	5412 - Landscaping Maintenance	1,290	3,000	3,000	3,000	3,000			
	<b>Total PROPERTY MANAGEMENT</b>	<b>70,151</b>	<b>72,000</b>	<b>72,000</b>	<b>73,150</b>	<b>73,150</b>			
	<b>SPIRITUAL GROWTH AND EDUCATION</b>								
	5201 - Christian Nurture-Adults	0	500	500	1,000	1,000			
	<b>Total SPIRITUAL GROWTH AND EDUCATION</b>	<b>0</b>	<b>500</b>	<b>500</b>	<b>1,000</b>	<b>1,000</b>			
	<b>WORSHIP AND ARTS</b>								
	5301 - Worship Supplies	1,145	1,500	1,500	2,000	2,000			
	5303 - Music Supplies	2,356	3,000	3,000	3,500	3,500			
	5304 - Music Equipment Maintenance	1,000	1,600	1,600	2,000	2,000			
	5306 - Flowers	(40)	350	350	350	350			
	5308 - Handbell Choir	2,844	1,500	1,500	1,500	1,500			
	<b>Total WORSHIP AND MUSIC</b>	<b>7,305</b>	<b>7,950</b>	<b>7,950</b>	<b>9,350</b>	<b>9,350</b>			
	<b>Total Expense</b>	<b>431,656</b>	<b>447,373</b>	<b>447,373</b>	<b>528,552</b>	<b>528,552</b>			
	<b>NET SURPLUS/(DEFICIT)</b>	<b>(69,805)</b>	<b>*</b>	<b>(94,406)</b>					<b>(176,787)</b>
	<b>ADDITIONAL RESOURCES</b>	<b>64,000</b>	<b>64,000</b>	<b>64,000</b>	<b>68,000</b>	<b>68,000</b>			<b>68,000</b>
	Funds to be used, as needed, from interest								
	<b>NET</b>	<b>(\$5,805)</b>		<b>(\$30,406)</b>					<b>(\$108,787)</b>

**NOMINATING COMMITTEE - 2025**  
(**Bolded positions are to be voted on by the congregation**)

<b>Moderator</b>	<b>Gary Wagner</b>
<b>Vice Moderator</b>	<b>Sara Johnson</b>
<b>Secretary</b>	<b>Karen Barrow</b>
<b>Treasurer</b>	<b>Penny Beers</b>
<b>Financial Secretary</b> (ex officio on Council)	<b>Lynn Schreiner</b>
<b>Member-at-Large</b>	<b>Margaret Gramley</b>

**Faith in Action Ministries** **Steve Canipe/Jan Wells**  
Ministry Members: Dane Gruver, Gene Moore, Holly Johnson, Duane Ellingson, Lynn Schreiner,

**Finance, Endowment, Administration Ministries** **Sue Buffum**  
Ministry Members: John Heyer, Jim Rostedt, Penny Beers, Lynn Schreiner, Ed Bowersox,

**Congregational Care Ministries** **Maureen Zdimal/Bonnie McKeon**  
Ministry Members: Dee Carr, Joyce Bethune, Sally Phillips, Syd Bowersox, Pam Stabenfeldt

**Stephen Ministries** **Joyce Matheson/Debbie Wych**  
Ministry Members: Wally Hornberger, Sallyanne Navaro, Jim Newby, Pam Moore,  
Sally Phillips, Gayle Potter, Pam Stabenfeldt, Bonnie Vander-Muellen, Kathy Vetter

**Growth, Outreach, and Hospitality Ministries** **Chair -Vacant**  
Ministry Members: Sallyanne Navaro, Nancy True, Ned Phillips, Kathy Rostedt,  
Karen Ellingson, Judy Reichert

**Property Management Ministries** **Bob Wych/Michael Redhawk**  
Ministry Members: Jerome Ehrhardt, Judith Glenn, Dennis Matheson, Andy Bethune,  
Bob Johnson, Ned Phillips

**Spiritual Growth & Education Ministries** **Sharon Canipe**  
Ministry Members: Michael Eaton, Nelle Moffett, Rick Bower, Sara Johnson,  
Library Members: Sally Phillips, Maureen Zdimal,

**Worship & Music Ministries** **Guillermo Marquez-Sterling**  
Ministry Members: Pam Moore, John True, Dee Carr, Suzanne Moore, Betty Morgan

Other nominees may be added to the annual meeting.

## MINISTRIES

### MEMBERS-AT-LARGE

The function of a Member-at-Large is to be available to the congregation for any input that they have and would like to relay to the Church Council. The position can also serve to give continuity to the future council. Pam Stabenfeldt served as Vice-Moderator and then Moderator in the 2 years prior to being appointed to this position. We have been available to the congregation by attending worship regularly, coffee hours, and being involved in ministries and activities afforded to us by the church. Thank you for allowing us to serve this past year.

**Pam Stabenfeldt and Kathy Vetter**

### CONGREGATIONAL CARE MINISTRY (CCM)

The Congregational Care Ministry represents how we relate to and care for each other. Different ways that we give service to others include activities such as; Stephen Minister Program, Fellowship Coffee Time, Game On, Book Club, 2nd Sunday Potluck Lunch, Special Events, Memorial Receptions, and Christmas Greening of the Church. We have made changes to these so that we can continue to promote building relationships among members safely and have needed fellowship to grow friendships.

We keep the kitchen organized, order and maintain the supplies these activities require. After the Sunday service, Fellowship Coffee Time is an opportunity for us to come together in Painted Cliffs Hall. It is a time to get to know each other better, welcome visitors and build friendships. Game On is a monthly activity that brings us together and helps us develop new relationships. It is open to anyone in our community that would like to participate. The Stephen Ministers and Memorial Receptions are ways that we give needed support for our church families during difficult times in their lives. This ministry will continue to explore, develop and introduce different ideas that will help support our community's needs. These services to others are a very important part of our church family.

Chairpersons:

**Bonnie McKeon**

**Maureen Zdimal**

### STEPHEN MINISTRY

Stephen Ministry is very active providing caregiving to the congregation and others in need. We currently have 9 Stephen Ministers. This group meets twice a month for a time of sharing, further training, and support. We are committed to providing the best of care to the care receivers. To accomplish that we will offer a training class in 2025 which will enable us to serve more care receivers. We especially need more men. After a meeting with Pastor Guillermo that focused on

offering more services for needs in our church family, it was decided that some church members would receive parts of the Stephen Minister training and then focus on such services as friendly visits, card writing, care baskets at special times of the year, and making phone calls when appropriate and needed. These members would not be Stephen Ministers and they would organize independently from Stephen Ministers, but they would be of importance in offering expanded services to support our pastor.

Please let the pastor or the Stephen Leaders know of anyone whom you believe would benefit from our ministry. We ask that you keep us in your prayers as we work to help those who would benefit from having a Stephen Minister or other kinds of care.

**Debbie Wych and Joyce Matheson**

**FAITH IN ACTION MINISTRY (FIAM)**

The Faith In Action Ministry is responsible for informing the Church membership of the greater mission of the United Church of Christ and encourage support of the various aspects of that mission; Encouraging Church members to participate financially and through volunteering in mission outreach activities within our community and beyond; Managing the distribution of funds from the annual budget and the proceeds from the Mission Endowment Fund for appropriate mission purposes; and Address aspects of social issues.

The Faith in Action Ministry relies on three sources of funding for our financial outreach: an annual distribution from the Mission Endowment Fund, an allocation from the Church’s annual budget, and individual gifts. The following table summarizes the receipt and distributions for the Faith in Action Ministry in 2024:

**2024 FAITH IN ACTION MINISTRY MISSION SUMMARY**

**SOURCES OF FUNDS**

Allocation from church annual budget:	\$11,000
Distribution from Mission Endowment Fund:	\$12,000
Individual Gifts Endowment Fund:	\$900.00

**DISTRIBUTIONS:** Were made to 16 organizations:

Bwindi Community Program	\$500.00
Hope House of Sedona	\$2000.00
Manzanita Outreach	\$2,000.00
Ministerial Discretionary Fund	\$500.00
Old Town Mission	\$500.00
PFLAG Sedona/Verde Valley	\$250.00
Rainbow Acres	\$1,500.00
Sedona Community Center	\$1,000.00
Sedona Community Food Bank	\$1,150.00
Sedona Community Supper	\$1,000.00
UCC Annual Fund	\$2,000.00
UCC Ukraine Relief Fund	\$ 500.00



Verde Valley Caregivers Coalition	\$1,500.00
Verde Valley Habitat for Humanity	\$1,500.00
Verde Valley Sanctuary	\$1,000.00
TOTAL DISTRIBUTION AMOUNT:	\$16,900.00

The Faith in Action Ministry also contributed funds for three special one-time donations. Pastor Guillermo Marquez-Sterling requested donations from the Congregation for Hurricane Relief in the area of his former Church. \$16,844.00 was collected. The Faith in Action Ministry added \$2,000.00 for a total of \$18,844.00. Involvement in the Monthly Sedona Community Suppers continues to be an important mission of Faith in Action. However, the breakdown of the ovens at St. Andrews Episcopal Church has affected the ability to prepare 80+ meals. The Faith in Action Ministry voted to donate \$3,000.00 for the purchase of two wall ovens for the St. Andrews Church. Constru Casa was a mission The Church of the Red Rocks supported through financial donations and volunteer labor. John Lothrop, a highly active member of The Church of the Red Rocks who passed away, was the Church's liaison for the Church's involvement. In honor of John's work, the Faith in Action Ministry voted to donate \$2,000.00 to this organization. With the addition of these special donations, the Total 2024 Fund distributions equaled \$23,900.00.

Throughout the year, the Faith in Action Ministry provided messages during Sunday worship services providing information on activities and missions of the United Church of Christ and explaining the Special Offering collections.

Those Special Offerings include:

\*One Great Hour of Sharing (OGHS)=Channels resources for international programs in health, education, and agricultural development, emergency relief, refugee ministries, and both international and domestic disaster response.

\*Strengthen the Church=Re-imagines and builds the future of the UCC, supporting youth ministries and full-time leaders for new churches in parts of the world UCC does not have a strong presence. It also provides support for existing churches' new initiatives.

\*Neighbors in Need (NIN)=Supports ministries of justice and compassion throughout the United States, including the Council for American Indian Ministries (CAIM), justice and advocacy, and direct service projects supported by Justice and Local Church Ministries.

\*The Christmas Fund=The Christmas Fund for the veterans of the Cross and the Emergency Fund is a special mission offering that provides direct financial support to those who serve the church and are facing financial difficulties. Active and retired clergy, lay employees, and their surviving spouses may be eligible.

#### 2024 RESULTS OF SPECIAL OFFERINGS:

\*One Great Hour of Sharing: \$953.00

Strengthen the Church: \$669.00

Neighbors In Need: \$431.00

The Christmas Fund: \$534.00

#### Other Faith in Action Ministries during 2024:

\*Monday Night Meals at St. Andrews Church: CRR members led again by Dave and Pam Stabenfeldt continued to provide sit down meals at St. Andrew's Episcopal Church in West Sedona

on the first Monday of each month. An average of eighty meals were provided. Manzanita Outreach, Sedona food Bank, and local grocery stores provided the food.

\*Intern Food Pantry: In appreciation of our Northern Michigan University student interns and in recognition of rising food costs, the Faith in Action Ministry created a Food Pantry where the students can take food items as needed.

\*Many CRR members continue to give freely of their time, talents, and financially in support of Hope House of Sedona and other organizations within our community.

**Gene Moore and Jan Wells, Co-Chairs FIAM With additional Leadership by Steve Canipe during Fall, 2024.**

### **REPORT OF THE FINANCE, ENDOWMENT AND ADMINISTRATION MINISTRY (FEAM)**

The Finance, Endowment and Administration Ministry is responsible for overseeing all staff and clergy, their functions and relationship to the Congregation. It oversees and coordinates all aspects of the financial operations of CRR.

#### **FINANCE**

See the preceding pages of the Annual Report for profit and Loss Budget Performance for 2024, YE Balance Sheet and Proposed Budget for 2025.

Finance has been responsible for investing the proceeds from the parking lot sale. The monies have been invested in cds at attractive short-term rates averaging between 4.5-5%. The funds were initially invested at Chase Bank but have been moved to Vanguard, where they are currently invested in a variety of FDIC insured cds. Some of the parking lot funds have also been used to make the initial deposits for the solar panel project. The hope is that donations will cover most if not all of the solar expense remaining after we receive cost rebates from the federal government, which could take over a year after installation.

A committee of church members investigated longer term options for investing the parking lot proceeds. After researching several options for outside managers and bringing in the AZ Community Foundation for a presentation to the church family, FEAM and Council approved moving the proceeds to the AZ Community Foundation. Funds will move starting in February 2025. A decision on how to allocate the income from the parking lot proceeds has not been made as more work needs to be completed on the needs and wishes of CRR as we embark on a new church chapter under our new leadership.

#### **ENDOWMENT**

CRR has two permanent endowments - Mission and Legacy. The principal of each is to be permanently maintained. Earnings from the Mission Endowment Fund (MEF) are used solely to support the mission outreach ministry of CRR. Earnings from the Legacy Endowment Fund (LEF) can be used for any purpose deemed appropriate by the Church Council.

As of 12/17/24, the market value of MEF was \$699,995, an increase of \$88,917 from 12/31/23. MEF did not receive any donations from bequests in 2024. Since its inception in 1989, MEF has distributed \$345,530 from its earnings for mission outreach. In 2024, \$12,500 was distributed for mission outreach through Faith in Action Ministry (FIAM).

As of 12/17/234 the market value of LEFT was \$277,601 an increase of \$33,587 from 12/31/23. LEF did not receive any donations in 2023. Since its inception in 2006, LEF has distributed \$44,800, primarily to support the operating budget of CRR. In 2024, \$6,000 was distributed from LEF.

The assets of both MEF and LEF have been invested with The Vanguard Group since March 2016. Since that time, the annualized rates of return for MEF and LEF have been 9.8% and 9.5% respectively. The funds have performed well this year and continue to outperform other balanced funds we compare ourselves with.

The Endowment Committee was tasked with investing the monies in the Jack Harris Music Fund, which was established in 2020. As of 12/17/24 the market value of that fund was \$25,877 an increase of \$1,714 from 12/31/23. Distribution of the assets of the JH fund is the responsibility of the Worship and Music Ministry. No funds were distributed from this fund in 2024.

The Endowment Committee would love to welcome some new members. If interested, please contact Sue Buffum, Chair

### **ADMINISTRATION COMMITTEE**

The Administration Committee (Admin) is responsible for personnel communications between the Pastor, other church staff members and church membership in general. In 2024, 74% of the unrestricted budget was the responsibility of Admin. Staff salaries and benefits comprise the majority of that amount, with the remainder being office supplies and related expenses.

The Committee was active in helping Pastor Guillermo transition to his position as our settled pastor. Jussara Wagner is doing a great job as our church administrator and has been taking on more responsibilities.

FEAM is involved in establishing a Marketing Oversight Team tasked with designing and developing strategies to promote CRR and its programs. Implementing the strategies will likely involve hiring a website manager and marketing/communications person as well as training staff and others on implementing the strategy. This is a project for 2025.

Other activities Admin has worked on this year include:

- Processing bills related to the administration function
- Reviewing insurance documents
- Working with Finance on preparing the annual budget

Respectfully submitted,  
**Sue Buffum, Chair FEAM**

### **GROWTH, OUTREACH, & COMMUNITY ENGAGEMENT MINISTRY (GOCOM)**

In 2024 the Growth and Outreach Ministry members were: Co-chairs Marcia Byrd and Karen Stupak, Wendel Werploeg, Ned Phillips also Moderator Margaret Gramley and head usher Lawrence Byrd.

We were busy with providing greeters and welcomers and had great people helping in that capacity. We also made sure that the red bags were made up and ready to be presented to visitors. We also handled mailings, advertising, chamber, Canyon Echo, web site, printed material and staffing, and the ushers.

On Hospitality Sunday, October 27, 2024, Karen Stupak did a presentation to the congregation to promote people to help with greeters, welcomers and ushers. We received a number of volunteers. We will go into 2025 with a lot of new ideas and a new name: Growth and Hospitality. Stay tuned and volunteer.

Respectfully submitted,  
**Karen Stupak & Marcia Byrd**

### **PROPERTY MANAGEMENT MINISTRY (PMM)**

From the church website: "The purpose of this Ministry shall be to plan and supervise the care, maintenance, and use of the Church building and grounds and the included property."

**Landscape Maintenance.** From January through September, ministry members took care of all landscape maintenance. In early summer we re-established irrigation lines (that had been abandoned previously in a cost-cutting effort) to shrubs on the north side of the building between the sanctuary and office wing. In midsummer five dead or dying trees on the parking lot perimeter were removed by a vendor. In October we retained a local landscaping contractor to perform ongoing monthly maintenance of trees and shrubs on the church property. Lastly, we did light bulb replacement as needed in the parking lot.

**Interior Maintenance.** We hired vendors to repair and repaint the ceiling in the men's bathroom next to PCH; repair a leaking toilet tank in one bathroom; repair two fluorescent fixtures in the kitchen pantry; clean the carpet in Painted Cliffs Hall (PCH); clean and re-wax floor tiles in the kitchen, upper level bathrooms, and basement meeting room; remove a 44-year-old non-working water heater in the basement utility room; and remove dead chipmunks from an interior wall space in the main office. In March ministry members helped identify, interview, and hire a new cleaning service. A new skylight was installed in the lounge area next to the office, replacing the original one, which was cracked. Elsewhere, ministry members replaced light bulbs and AC air filters as needed. In August we emptied one room in the education wing and readied it for use by Reverend Anthony Johnson of the Sedona Unitarian Universalist Fellowship. Most of this work was performed by Gary and Isaac Wagner (a big thanks is extended!). Much clutter and obsolete equipment was removed from storage rooms in the basement (kudos to Judith Glenn and Gary Wagner!).

**Utilities.** In April a Trane 10-ton commercial heating and cooling unit was installed for PCH. During one of the first summer monsoon rain events, a leak directly above the men's bathroom was noted. Follow-up efforts to locate and solve the leak took several months and "detective work", followed by repairs noted in the Interior Maintenance section above. The AC units that cool the sanctuary, narthex and kitchen all needed repairs, and new thermostats were installed in PCH, the kitchen and narthex.

**Long-Range Planning.** We have an aging building, particularly the sanctuary, basement and many appliances. Technology equipment in the sanctuary and PCH is not that old, but is quickly becoming obsolete due to the rapid pace of technology development. Hence, in early summer we began an inventory and data collection exercise that we have called a "reserve study". This information will inform future budgeting decisions for replacements when needed. A special thank-you goes to Kathy Vetter and Gary Wagner for their help in itemizing technology equipment throughout the building.

**Acknowledgements.** We thank ministry members Andy Bethune, Judith Glenn, Bob Johnson, Dennis Matheson, Dave Norton, and Ned Phillips for dedicated hard work during the past year. In addition, Vice Moderator Gary Wagner assisted us on several indoor projects.

Respectfully submitted,

**Michael Redhawk and Bob Wych**

### **SPIRITUAL GROWTH AND EDUCATION MINISTRY (SGEM)**

Sedona Winds Bible Study continues to meet every Tuesday from 11-12. They studied the upcoming scripture lessons for the following Sunday Service. There are several people that stepped in and taught – Lawrence Byrd, Kathy Vetter, Gary Wagner and Pastor Lyn Sylvester and Pastor Guillermo have helped.

Thursday Bible consistently met on Thursday, but the timing was moved around to allow members to attend the Pastor Search Team. They took the summer off. Classes covered this year include a class taught by the Rev. Len Sylvester on "What did Paul really say about Women." There was a class via video from the Dider Seminars done by Elizabeth Schrader Polczer, another presentation by Diana Butler Bass, we studied minor prophets of the Old Testament, we studied an Advent book, Low by John Pavlovitz. The group did a 1 week class on the controversial sculpture, "The Crowning of Jesus" by Esther Strauss.

Pastor Guillermo taught 2 classes this year. In October and November, he taught "How to share your Spiritual Story/Testimony." In December his Advent Class was "The Need for Christmas in Uncertain Times." Both classes were short 3 week classes held in the mornings.

EDGE - David Stabenfeldt leads most of the year via Zoom on Mondays at 12:45pm. Currently they are reevaluating whether to continue into 2025 or to take a break.

Sedona Unitarian Universalist Fellowship offered to invite us to join them for their classes held within the church building.

Men's Prayer Breakfast is currently on hold and not meeting.

Library Team - Sharon Canipe and her team report they have cleared out most of the unused extra books and took a survey of what people in the congregation wanted to find in the library. They are looking for a new laptop to help organize the books. This will be an ongoing project, but they have made great progress. They are now providing quality books in Painted Cliffs Hall during the Coffee Hour.

**Sara Johnson**

### WORSHIP AND MUSIC MINISTRY (WMM)

This has been a unique year for The Church of the Red Rocks. The Rev. Len Sylvester started 2024 with us. On his vacation time in February the Rev. Rich Smith covered Sundays. The Rev. Len Sylvester came back and led us from March to the end of May. The Rev. Rich Smith came back to provide pulpit supply for June and July. The Rev. Kristina Campbell was pulpit supply for August. The Rev. Dr. Stabenfeldt and the Rev. Dr. Margaret Gramley provided intermittent coverage during this time. The Rev. Dr. Guillermo Márquez-Sterling joined us September 1<sup>st</sup> as our full time settled pastor.

During this year we experienced many different styles of music and worship with each pastor sharing their unique strengths and talents.

- Suzanne Moore retired as our Organist/Pianist on November 24, 2024. She has moved to Musician Emeritus.
- We hired a new pianist – Alec Wilkes, a graduate student from NAU.
- The church hosted “Women of Courage” and the Interfaith Thanksgiving Service.
- Pastor Guillermo has assembled a full Worship Team slate that all want to continue into 2025. The meetings were held every two months for the extensive work on planning ahead. This year that was not possible due to Pastor Guillermo’s September arrival. He does not want to do worship in a vacuum. Brainstorming was encouraged as he asked us to look at how we do worship and welcome the visitors. Every program needs to be evaluated, including worship.
- Pastor Guillermo discussed his Sunday Worship Description and his Philosophy– 1) Prayer is woven throughout, 2) Silence for contemplation is intentional, 3) Music with varying styles is woven throughout. 4) Genuine hospitality, 5) There is joy and energy from the pulpit, choir and pews, 6) Intentional transitions, 7) Moments of celebration, 8) A compelling sermon, 9) Lay participation and 10) Attractive and inviting decorations of the sanctuary and altar. He recognizes people online are important. Celebrating together creates space for joy. Pastor Guillermo suggested calling this group Worship and the Arts instead of Worship and Music. No action was taken.

The Worship Team wants to thank the entire congregation for their willingness to step in and help in so many ways over this last year. They have served as lectors, ushers, communion stewards, bread makers, choir members, set-up and clean up teams.

**Sara Johnson**

## **PASTORAL SEARCH COMMITTEE - FINAL REPORT**

It was with great pleasure that the Search Committee presented to the Congregation the Rev. Dr. Guillermo Márquez- Sterling as the nominee for Senior Pastor at The Church of the Red Rocks on the weekend of May 18, 2024.

Since the congregation's election of the Committee in October 2023, the Search Committee, building on the work of the Transition team, diligently worked on behalf of the congregation to find the individual that God would have us call to lead The Church of the Red Rocks into the future. We developed a comprehensive list of qualifications and qualities we were looking for in our next Senior pastor as well as taking into consideration the responses of the congregational survey.

The Search Committee, representing a wide cross-section of the congregation, over six months considered sixteen candidate's applications from all over the country. Each member of the Search Committee participated in every interview with the final candidates and provided strong input, thoughtful consideration and spiritual discernment. We unanimously concluded that the Rev. Dr. Guillermo Márquez- Sterling topped the list. He checked all the boxes. He has a deep faith, great intellect, constructive perspective, positive energy and a discerning outlook to lead and help strengthen and grow our church from our current strong foundation.

Throughout our time together, we believed that God was at work during all of this. All nine members of the committee agreed without hesitation that the Rev. Dr. Guillermo Márquez- Sterling will truly be a blessing for us and our church's future.

The Congregation voted unanimously to call the Rev. Dr. Guillermo Márquez- Sterling as Senior Pastor, Sunday May 19, 2024. The Rev. Dr. Guillermo Márquez -Sterling accepted the call and signed the covenant of agreement.

Subsequently, a team was formed to assist Guillermo and his family with their arrival in Sedona. September 1, 2024, was Guillermo's first Sunday with us. A church wide welcome reception, over lunch, was held in his honor September 8, 2024.

In October, November, and December, Guillermo held a total of 10 small group gatherings to meet the people attending church, with a special focus on listening to what people are passionate about doing with their church family and within our local community.

The culmination of the search process will be on January 19, 2025, when the Rev. Dr. Guillermo Márquez-Sterling will be installed by the Rev. Dr. Toni Hawkins, the Southwest Conference Minister, as the Senior Pastor for The Church of the Red Rocks.

We offer gratitude and thanks to the dedicated members who served on the Search Committee: Sara Crosby, Gene Moore (Co Chairs), Karen Barrow, Lawrence Byrd, A J Cook, Margaret Gramley, Sara Johnson, Wendell VerPloeg, and Pam Stabenfeldt. We also offer gratitude and thanks to the Welcome Committee and to the UCC conference staff for their commitment and

support which they have given us throughout the process. Thanks also to the congregation who provided prayers and support.

Blessings & Shalom

**Sara Crosby & Gene Moore**

Co-Chairs of the Search Committee

### **DIRECTOR OF MUSIC**

Dear Members of The Church of the Red Rocks,

It is with profound gratitude and joy that I present the 2024 Annual Report for the Music Ministry. This past year has been marked by growth, collaboration, and an unwavering commitment to musical excellence—a reflection of the dedication, talents, and hard work of our entire church community.

Working alongside the gifted musicians, staff, and volunteers of The Church of the Red Rocks continues to be one of my greatest blessings. The Chancel Choir, Handbell Choir, and Choral Music Interns have demonstrated extraordinary artistry and perseverance, making each rehearsal and performance a true team effort. Together, we have created an environment that celebrates faith, music, and service.

This year, we were blessed to welcome our new pastor, Rev. Dr. Guillermo Márquez-Sterling, whose inspiring leadership and vision have already begun to enrich our congregation. I eagerly anticipate working alongside him as we continue to shape meaningful worship experiences together. His guidance and partnership will undoubtedly strengthen our ministry and deepen the bonds within our faith community.

The Music Ministry continues to be enriched by the generosity of John and Suzanne Moore, whose sponsorship allowed us to welcome eight Choral Music Interns from Northern Arizona University (NAU). We bid a fond farewell to Grace Andersen, whose contributions will be deeply missed, and we warmly welcomed Adara Knelange and Jake Fagone into our church family. Their remarkable talent and commitment have enhanced our worship services, and I remain profoundly grateful for their efforts.

The Friends of Music remain a cornerstone of our ministry's success. Their financial support has provided special music, instrumentalists, and additional musical support for significant services such as Christmas and Easter. The importance of the Friends of Music was first recognized during the 2013 strategic retreat, and their contributions continue to ensure the vitality and growth of our music program today. I extend my heartfelt gratitude to this dedicated group, whose generosity allows us to dream bigger and reach higher. I am profoundly grateful to Margaret Gramely, Pam Stabenfeldt, and others who encouraged and supported this revival, which promises to once again bring high-quality musical performances to our community.

As I conclude my sixth year as Director of the Handbell Choir, affectionately known as the "Bells' Angels", I remain immensely proud of this group's dedication and growth. Their monthly contributions to worship, along with special performances during the Christmas season, have



added depth and beauty to our services. The warmth, diligence, and camaraderie of the Handbell Choir continue to inspire both me and our congregation, and I am grateful for their ongoing commitment to our shared ministry.

Our choir-in-residence, the Sedona Academy of Chamber Singers, delivered outstanding performances throughout the year, including Easter services, Gospel Sing-along Sunday, and a memorable Lessons & Carols Service in December.

Recognizing the importance of accessibility, we continued refining our online worship experience, including weekly streaming via YouTube. This ongoing effort required innovation and adaptability, and I am profoundly grateful to Kathy Vetter, Bailey White, Mathieu Moser, and James Ainsworth for their expertise and dedication in managing the technological aspects of this ministry. Their efforts have ensured that our message and music extend beyond the physical walls of the sanctuary, offering inspiration to an even broader community.

I would like to extend my heartfelt gratitude to our staff—Jussara, Suzanne, Penny, and Lynn—and to the devoted members of the various councils, including Property Management, whose hard work and dedication have been vital to the success of our ministry.

I am especially grateful to Betty Morgan, our choir president, for her leadership and tireless support. Most importantly, I thank the entire congregation for your continued encouragement and involvement in sustaining our vibrant music ministry.

Music at The Church of the Red Rocks is not the result of any one person's efforts but rather the outcome of a collective commitment to worship, faith, and artistic excellence. I am continually inspired by the generosity and enthusiasm of those who lend their time, talent, and resources to make this ministry possible.

As we look forward to 2025, I remain committed to serving our church and the wider community through the transformative power of music. With the partnership of Rev. Dr. Guillermo Márquez-Sterling, the dedication of our musicians, and the support of our congregation, I am excited to see what lies ahead for the Music Ministry at The Church of the Red Rocks. With profound gratitude,

**Dr. Ryan Holder**

*Director of Music*

*The Church of the Red Rocks*

**Minutes of the Annual Congregational Meeting  
January 21, 2024**

**CALL TO ORDER:** The Moderator, Pam Stabenfeldt, called the meeting to order at 10:55 am.

**INTRODUCED SECRETARY:** Lynn Schreiner

**INTRODUCED PARLIAMENTARIAN:** Margaret Gramley

**QUORUM REPORT:** Lynn Schreiner, Clerk/Secretary: a quorum was met and the meeting proceeded.

**OPENING PRAYER:** Pastor Len Silvester, Interim Pastor

Pam Stabenfeldt thanked Jusarra Wagner and Kathy Vetter for their work in assembling and printing the Annual Report.

Pam Stabenfeldt also announced that Sara Johnson had been named as **CRR's Volunteer of the Year.**

**MEMORIAL MOMENTS:** Pam Stabenfeldt read the list of the CRR members who had died in 2023.

Assisted by Suzanne Moore (chime) and (Memorial Rose Bouquet)

The following members died during 2023: Bunny Allen, Iris Kraus, Trudi Slipher, John Soderberg,

Richard Roberts.

**Approval of Minutes of Last Annual Meeting January 29, 2023:** Karen Stupak moved Penny Beers seconded that the minutes be approved motion passed

**Approval of Minutes of the Special Congregational Meeting, June 25, 2023**

Bob Wych moved and Steve Wells seconded that the minutes be approved motion passed

**Approval of Minutes of the Special Congregational Meeting, December 10, 2023**

Jan Wells moved and Marcia Byrd seconded that the minutes be approved motion passed

**Introduction and Tutorial for the New Pictorial Church Directory** Karen Barrow presented a slide presentation on how to use and to obtain the church directory online, on your cell phone or computer.

**Election of Officers and Chairs of Committees**

Report of Nominations was given by Margaret Gramley

**CRR Officers / Church Council Members:**

Moderator – Margaret Gramley

Vice Moderator – Gary Wagner

Secretary of Council – Lynn Schreiner

Financial Secretary- Lynn Schreiner

Treasurer -- Barbara Beers (Penny)

Members-at-LARGE --Pam Stabenfeldt & Kathy Vetter

**Ministry Chairpersons / Church Council Members:**

Congregational Care (CCM) – Maureen Zdimal/Bonnie McKeon

Faith in Action (FIAM) – Glenn “Gene” Moore

Finance, Endowment, Administration (FEAM) – Sue Buffum

Growth, Outreach, Community Engagement (GOCOM) – Marcia Byrd & Karen Stupak

Property Management (PMM) - Michael Redhawk/Bob Wych

Spiritual Growth, Education (SGEM) - Sara Johnson

Worship, Music (WMM) - UNFILLED

Ex-Officio Council Members (Council voice but no vote)

Interim Pastor - Rev. Len Silvester

Church Office Administrator - Jussara Wagner

Ned Phillips moved to accept the nominees and vote they be elected for 2024; Pam Moore seconded motion passed.

**REPORT OF THE FINANCE COMMITTEE** Penny Beers, Treasurer

Penny reported that 2023 was a good and disappointing year financially. The good included the sale of the lower parking lot and the funds received from the Care Act for Employee Retention from the Federal Government. The disappointment was related to a \$37,000 deficit in pledge giving. The good was the \$31,000 received in interest from the parking lot funds and also the ability to donate \$75,000 to three worthwhile efforts using the federal refund monies. ( \$25,000 to relief for the Maui fire, \$25,000 to Hope House and \$25,000 to Lago Gardens) Unfortunately we had to use the balance of these funds over \$48,000 to help with the budget deficit. Even after applying these extra funds we were over budget by \$23,000.

For the 2024 proposed budget a 4% increase was included for employees. In anticipation of the new pastor, we took one half of the middle salary range used in our profile and placed it into Pastor Salary(5101) for the second half of 2024. This produces a deficit of over \$94,000 with the

projected income. To offset this deficit the Finance Committee recommended and the Church Council approved that we take a draw on some of the monies from the parking lot sale for 2024 only. The recommendation is to allocate 20% in Mission Endowment(\$320,000), 20% in Operating Reserve(\$320,000), and 60% in Legacy Endowment(\$960,000). We then take a 5% draw on these funds to help with the budget deficit. (The 5% would come from the interest earned without drawing from the principal amount invested.) During the upcoming months, the plan is to have small group meetings with the congregation to discuss the future distribution of funds from the parking lot sale. After applying this \$64,000 to the proposed budget, there is still a deficit of \$30,400 for the 2024 budget. Gary Wagner moved and Ed Bowersox seconded that we adopt this budget for 2024. motion passed

**ANNUAL MEETING OF THE CONGREGATION IS RECESSED** 11:45 Pam Stabenfeldt

**ANNUAL MEETING OF THE CORPORATION IS CONVENED** 11:45 Pam Stabenfeldt

**ELECTION OF OFFICERS OF THE CORPORATION AND CORPORATE DIRECTORS**

Our Bylaws specify who the nominees will be:

President of the Corporation – Moderator Margaret Gramley

Vice-President of the Corporation – Vice-Moderator Gary Wagner

Secretary of the Corporation – Lynn Schreiner

Treasurer of the Corporation – Barbara Beers (Penny)

Member-at-large of the Corporation - Pam Stabenfeldt

Motion to elect the slate as specified in our Bylaws was made by Ned Phillips; seconded by Bob Johnson motion passed

**OTHER BUSINESS OF THE CORPORATION:** None

**ADJOURNMENT OF THE CORPORATION MEETING FOR THE CHURCH OF THE RED ROCKS** 11:48

**RECONVENE THE CONGREGATIONAL MEETING** 11:48 Pam Stabenfeldt

**MODERATOR REPORT (FINAL REMARKS)** Pam Stabenfeldt

A few months ago, in place of the opening prayer at that particular Council meeting, I made them sing the song “I am the Church! You are the Church!” All 5 verses I might add. Now, I am not going to make you all sing it this morning, but please listen to the words of the refrain and the first verse.

I am the Church! You are the Church!

We are the Church together!

All who follow Jesus,  
All around the world!  
We are the Church together!  
The church is not a building

The church is not a steeple;  
The church is not a resting place;  
The church is the people  
I especially want you to hear the last line of the first verse.  
“The church is the people”

There is no way that I, as moderator or any of the other officers and chairs of our various ministries could do the tasks placed before us without the congregation’s help and support.

“The church is the people”

You all have hung in there as we have moved through one transition after another. There’s that word again, “transition” that I referenced in my Moderator’s report. And there will be more transitions to come in this next year as we look forward to finding and calling a new settled pastor.

Keep in mind, though, that whoever the new pastor is, he, she, they, can not do all the work of the church on their own. My hope is that everyone will continue to check their spiritual voice mail and email as Pastor Len spoke of last Sunday, and heed the call to step up and out as The Church of the Red Rocks looks to the future.

One more time ..... say it with me!

“The church is the people”

I want to say that it has been an honor and a privilege to serve you as your Moderator this past year. Trials and tribulations included. The word “pivot” certainly became a part of my life during this time.

I would be remiss if I did not thank the members of the 2023 Council for all their guidance, support and just good ole hard work on behalf of this church. Please, thank them in person if and when you have a chance.

One more shout out to the Transition Team as they have finished their work and have evolved into the Pastor Search Committee. Please keep them in your prayers as they begin the process of seeking our new settled pastor.

I leave you in the capable hands of your new Moderator, Margaret Gramley and the incoming 2024 Council. As I said in my written report, I feel that there is a renewed energy here at The Church of the Red Rocks, and this is a very capable, dedicated group to lead you into this new year of 2024.

Peace and blessings!

### **PRESENTATION OF THE GAVEL TO MODERATOR ELECT**

Pam Stabenfeldt presented the gavel to the Moderator Elect Margaret Gramley

**COMMENTS BY THE MODERATOR ELECT** Margaret Gramley

Years ago one of my colleagues asked me about my call. What is the essential work to which you are called? No matter what setting or task you are facing, what is the guiding value that shapes how you do what you do?

It caught me off guard at first. But as I sat with it, what emerged from my heart was my desire to invite people into conversations,

to offer hospitable space and relationships for the sharing of the joys and fears,

the longings and disappointments,

the demands and the rewards we are given,

the questions and answers of living, of living in community,

of living in God's presence and absence.

In many ways that is still my calling ... to invite folk to be present to their deepest questions and to find ways to explore and share the answers that have come to them over time. In other words, to engage in conversations that nourish the soul and give light to the path ahead.

I believe that those conversations can happen anywhere .... not only in the church. But I think the church ... and this particular church ... is uniquely called to be a place where we are nourished and nourish each other into God's presence and call upon our lives. We do that by building connections with one another, and with the world around us, and learning to live with joy, hope, love, and peace in that connected space.

In the year ahead we have several important tasks in which to engage.

On-boarding a new pastor — the Search Committee is charged with the specific task of recruiting a candidate for the congregation to consider. But once we've made the decision as a community to issue a call, we all will have responsibilities to welcome and be engaged in moving forward together.

Considering the best way to utilize our financial resources for the church's future and for its ministry in this time and place.... with particular attention to the money accrued from the sale of the lower church parking lot to the city.

Our current system of Governance and Management needs to be assessed and updated. We need to discern a way to organize ourselves as a people of faith to respond to what we believe is God's call upon us. As is stated in answer to one of the profile questions: The Church the Red Rocks hears God calling us to become an engaged and engaging community of faith that worships, learns, serves and offers sacred hospitality in the Verde Valley in a variety of ways and spaces. And the Vision of the Church of the Red Rocks involves growth and engagement at several levels: membership, participation, diversity, the wider community.

As we begin this new year together, I invite you all ... and us as a community of faith ... to ask ourselves the question I was asked:

What is the essential work to which you are called? No matter what setting or task you are facing, what is the guiding value that shapes how you do what you do?

**COMMISSIONING OF OFFICERS AND CHAIRS OF THE MINISTRIES**

Rev. Len Silvester

**CLOSING PRAYER** Rev. Len Silvester

**ADJOURNMENT OF THE CONGREGATIONAL MEETING** 12:05 Margaret Gramley

Respectfully submitted: Lynn Schreiner Church Council Secretary

**Church of the Red Rocks  
Special Congregational Meeting  
May 19, 2024**

The meeting was called to order at 11:41am by the Rev. Gary Wagner, Vice-Moderator in Moderator Margaret Gramley's absence.

Dennis Matheson, on behalf of our church's Council moved to accept the Council's recommendation to call the Rev. Dr. Guillermo Marquez-Sterling as the new settled pastor of Church of the Red Rocks. This was seconded by Joyce Matheson

Pam Stabenfeldt called for an amendment to the above motion, that included "according to the terms negotiated". This was seconded by Joyce Matheson.

Discussion followed.

It was determined per Pam Stabenfeldt, acting as clerk/secretary in Lynn Schreiner's absence that we did, indeed, have a quorum.

Rev. Gary Wagner then called for the vote. Paper ballots were distributed and then collected.

Ballots were then counted by Pam Stabenfeldt and Kathy Vetter.

The tally of both proxy and paper ballots was 75 votes. The outcome was a unanimous YES for the calling of Rev. Dr. Marquez-Sterling to be the next settled pastor of Church of the Red Rocks.

Gene Moore and Sara Crosby-Hartman then took the results of the vote to Rev. Dr. Marquez-Sterling.

He was then welcomed back to the meeting, where he offered a response of gratitude and joyfully accepted the call to Church of the Red Rocks.

Applause and standing ovation followed.

Rev. Wagner had the Pastor Search Committee stand and be recognized for their work. He also charged the Search Committee and the Congregation to do their part in supporting our newly called Senior Pastor and his wife, Maria, as they move into this new chapter in their lives.

The meeting was adjourned by the joining of hands and singing “Blest be the tie that binds”.

Respectfully submitted.

Pam Stabenfeldt Acting clerk/secretary.

**Special Congregational Meeting**  
**Church of the Red Rocks United Church of Christ**  
**Sedona**  
July 14, 2024

Subject: Purchase and Installation of Solar System for Church of the Red Rocks

The meeting was called to order at 10:40 followed by an opening prayer by the Moderator, Margaret Gramley

Introduction of Secretary Lynn Schreiner and Parliamentarian Gary Wagner

From the By-Laws: **The Council shall have the power to buy, sell, mortgage, lease, transfer or make major changes to property only upon specific authority of the Governing Body. The voting members of the congregation are the Governing Body.**

The Secretary determined that a quorum was present.

The Moderator Called for the Motion that came from the Church Council:

**Purchase and Installation of Solar System**

MOTION: The Council is asking the Governing Body of The Church of the Red Rocks to approve Rooftop Solar’s Proposal for a state-of-the-art PV Solar Energy System in the amount of \$154,960, and to approve the “borrowing” of funds” from the sale of the Parking Lot in 2023 to pay for it up front. Those funds will be repaid upon the receipt of Federal Incentives expected over the next 12-18 months, and with the receipt of gifts for the Solar Fund Campaign.

There was discussion and questions were answered by Ed Bowersox. The motion passed unanimously. 44 votes present and 9 proxies.

ADDITIONAL MOTION: The Council authorizes the Moderator Margaret Gramley to sign the contract with Rooftop Solar on behalf of the congregation. The motion passed with 44 votes.



The Solar Fund Committee led by Deve Stabenfeldt and Ed Bowersox introduced the Committee and gave a presentation about the opportunities to pledge to support the solar project. A mailing will be sent the week of July 15 to all church members and friends about this opportunity.

Rev. Rich Smith Closed with Prayer

The meeting was Adjourned at 11:10 by Moderator Margaret Gramley

