



Evangelical
Lutheran Church
in America



ANNUAL REPORT 2024

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A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

All around us, we see signs of God's love and goodness. A person who has stepped away from church for many years steps back into a congregation, feeling the call of the Holy Spirit. Young adults feeling isolated in a digital-first world start gathering in person in a small group, enjoying the warmth of a hug and a new friend asking about their week. A mother plants a garden, and it yields fruits and vegetables, giving her nutritious food for her kids and extra produce to sell at the local market. Everywhere we look, we see signs of Christ's love. In Psalm 93, we read: "More majestic than the thunders of mighty waters, more majestic than the waves of the sea, majestic on high is the Lord! Your decrees are very sure; holiness befits your house, O Lord, forevermore" (4-5).

God's love is a majestic thing, and it moves us to share it in word and deed. The ministries of our congregations, our synods and the ELCA churchwide organization are all working together to share God's love with people in our neighborhoods, across our country and around the world.

I am so grateful for you, dear church. Your generosity to each of these three expressions of the church — your congregation, your synod and the churchwide organization — has bolstered the church's ability to share the message of God's love to people who are longing for it. Through your

**"More majestic
than the thunders
of mighty waters, more majestic
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holiness befits your house, O
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—Psalm 93:4-5

financial resources, your time volunteering and accompanying others, and your voices, you've helped carry this message of God's majestic love. Thank you, dear church. As we look ahead to the coming year, I encourage you to stand steadfast in God's promises, sure of God's love and goodness.

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

Through your generosity, God is at work across the ELCA. A portion of your offering, called Mission Support, advances the ministry of our church, helping the ELCA nurture Christian community, raise up leaders, serve our neighbors and strive for justice. Read stories and learn more at **[LivingLutheran.org/SOFIA](https://www.lutheran.org/SOFIA)**.



Evangelical
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in America



Northwest Intermountain Synod ELCA

Rev. Meggan Manlove, Bishop
Rev. Phil Misner, Asst. Bishop
Rev. Liv Larson Andrews, Dir. Evangelical Mission
Cathy Steiner, Executive Assistant

January 2025

¹³Jesus said to her, 'Everyone who drinks of this water will be thirsty again, ¹⁴but those who drink of the water that I will give them will never be thirsty. The water that I will give will become in them a spring of water gushing up to eternal life.' John 4:13-14

Dear Friends in Christ,

Our synod staff and synod council have been using the phrase Wellsprings of God's Love to describe ministries across the beautiful and vast Northwest Intermountain Synod. In our [two-page document](#) about what we do together as a synod, you'll read, "As the waters of our synod all flow into streams and creeks that run into the Snake and Columbia Rivers, our ministry sites make up a watershed proclaiming the life-giving gospel of Jesus Christ." Using the phrase Wellsprings of God's Love is meant to be descriptive, not prescriptive. In other words, we do not want to give you one more thing to do or be. The phrase comes out of who you already are, which our staff observes as we travel throughout the synod. Furthermore, a wellspring implies abundance, and we trust that such abundance is possible because of God's love made known to us through Jesus Christ. Whether you are in a rural community or a more urban area, your ministry might feel isolated; you are not. The waters above ground and the aquifers below keep us connected as one synod, one church. Wellsprings are not isolated, and neither are our ministries!

Our scripture guide for Wellsprings of God's Love comes from John chapter 4: Jesus' encountering the woman at the well. Jesus uses the phrase "living water" for the Holy Spirit that meets people's thirst for life in relationship with God. Ultimately, that is what ministries in our Northwest Intermountain Synod do, help people be in relationship with the loving God we worship. Whatever that looks like in your context, thank you! And thank you also for your gifts of Mission Support. Because of Mission Support from congregations like yours, our entire synod can collectively help people build and strengthen their relationships with God.

When we gather online for our Synod Assembly, Saturday, May 3, we will use John 4:7-15 as our central text. Further along in the story, in verse 29, the woman says to the people in her city, "Come and see a man who told me everything I have ever done! He cannot be the Messiah, can he?"

As you celebrate the ministries in your own congregation from the past year and look ahead to the new year, I encourage you individually and collectively to wonder and commit to who you will proclaim, "Come and see!" Who in your sphere of family and friends has no idea that a Wellspring of God's Love even exists? Who needs a place of welcome? Who has no clue that God's love is absolutely without a doubt for them? Who is parched from the daily grind of life? Telling someone about God's love can be scary. Inviting someone to join you for worship or a potluck might be overwhelming. Consider how you have experienced your congregation, or one like it, as a Wellspring of God's Love. That is your story, your truth. And then you can be bold to say, "Come and see!"

Peace,

Bishop Meggan Manlove

Pastor Connie Winter-Eulberg's

Report 2024

2024 was a really good year at King of Glory. Our confirmation classes are going strong with the help of the other cluster churches. Our music program has expanded. Our Adult Education classes are informative and we have members who are excited about offering a class. Our bible studies continue to be a vital part of our congregation. The youth Sunday school is doing well and they did an excellent job of presenting a Christmas Pageant on Christmas Eve. Our service to the Boise community through our food programs was vital for several not-for-profits in the area. Sandwich Sunday, Food on the Fourth and the Free Meal have made a big difference.

We were excited to have LEAP start the housing project by digging a trench through the north parking lot. This project allowed King of Glory to close on selling the property to LEAP. We look forward to having a ground breaking and to see these houses get built.

There are a lot of really exciting things happening at King of Glory. Please invite your friends and family to be a part of this great ministry.

Staff

We have a great staff and it is wonderful to work as a team

Charlene Etoka, (Janitor) – Charlene is a wonderful employee. She is a great asset to KOG because she keeps our church extremely clean. Charlene takes great care in taking care of our church. Most of us don't see her cleaning, but we can clearly see each time we walk into church that Charlene has done a great job!!

Mary Riedl, (Administrative Assistant) – We appreciated Rebecca and Mary is taking us to several new levels of efficiency and clarity. She has many ideas of how we can reach out to more people through social media and how we can connect with visitors. After discussing these with staff she had helped put those ideas into action.

Steve Eulberg, (Director of Music) – Steve has done a great job with organizing the vocal choir, bell choir and has gathered together youth for a percussion choir. Steve has invited other musicians in the congregation to be a part of the "band" and having additional instruments has been a delight. I think that the whole congregation appreciates Steve's versatility as he plays several instruments during worship and his excitement and delight at playing the music that has us praising God.

Pastor Connie Winter-Eulberg's Report (continued)

Worship

Our Worship Committee is truly wonderful group of people who love worshipping God. They give feedback and suggestions at each monthly meeting. Several of the committee members have also been on Worship Planning Teams.

- I am very appreciative of those members who volunteer for our Worship Planning Teams for each season of the Church year. They read the scriptures for each Sunday, and read the theme for each week and then search for songs and hymns that match the theme. When the team meets we sing the tunes, look at the words of a hymn and how it lifts up the theme for worship. There is laughter and storytelling as we share song favorites.

- During 2024 we have instituted a time of silence before worship starts. The prelude starts at 9:50 and then at 9:55 there is a message on the screens that invites people to start a time of silence to prepare for worship to begin. This time of quiet meditation and prayer has been helpful for the worship leaders. This also helps our online people because there are microphones in the sanctuary that pick up conversations before worship starts. The quiet helps the people on the Live Stream and those viewing a video to also prepare for worship. We have learned that conversations in the sanctuary before worship are not confidential.

- We have GREAT writers in our congregation and I am extremely grateful for Mary Rickerd and Dawn Lewis who have written prayers for worship. They both has a strong faith and their writing adds greatly to our worship.

Young Adult Gathering

Katie Vaage, (Sponsor) Eric, Fabrice, Paterne, Junior, Aurelie, Ornella, and Reuben. This was a fantastic trip for these young adults who traveled to New Orleans and joined together with other young adults in the ELCA. They learned and they listened to speakers at the large group gathering each night. They sang, they danced, ate good food and had many new experiences. They shared their adventures with us during a worship service in August.

National Youth Gathering

We are grateful to Luther Heights for organizing and having chaperones for our three youth to go to the gathering in New Orleans. Lawson and Hudson, Angeline attended the gathering and said that this trip and the gathering was "life changing." They are grateful for all of the donations from KOG members that made this trip happen for these youth.

Pastor Connie Winter-Eulberg's Report (continued)

Confirmation

Cluster Confirmation started up in 2024 after a break in 2023 due to not having called pastors in several congregations in the Treasure Valley. Redeemer, Immanuel, Hope, Trinity and King of Glory get together to plan and to facilitate each of the classes. It is wonderful having all of the Pastors and leaders put together learning opportunities and fun activities as we all learn. Our confirmands are: Angeline, Angelo, Cyriaque, Lynne, Chris, Elaine and Hudson. Those who will be confirmed in May of 2025 are Elaine, Hudson, and Angeline.

Multifaith Action Project (MAP) - Activities during 2024:

- Holy Week - Maundy Thursday at Covenant Presbyterian
- Good Friday at St. Paul's Baptist Church
- Luncheon for Days for Girls with a service component
- Service project with games for kids at an LDS stake
- Christmas Concert. - St. Paul Baptist Church with combined choir, combined kids choir and the KOG youth percussion choir.

Pastor Connie's Continuing Education 2023:

I attended the Byberg Preaching Conference in Oregon, January 2024. This conference focused on using the story-telling of film as a way to prepare sermons. Dr. Shauna Hannan was the main speaker.

In the fall of 2024 I attended the Bishop Convocation.

Pastor Connie Winter-Eulberg

King of Glory Lutheran 2024 Annual Report Statistics

Pastoral Acts

Baptisms:

6/2/2024 Novalie, Daughter of Justin and Larise

New Members:

Casey Cross

Karen & Kevin Johnson

Chuck Lindeen

Celebrations of Life/Funerals:

Members:

Fern LehnPassed on March 6 2024

Celebration of Life February 22, 2025

Cathie Olson.....Passed on July 26, 2024

Service August 17, 2024

Former members and Non-members

Roger Siefkes.....Service March 25, 2024

Lorrie Fulton & Marion Sivak.....Columbarian Service

James Green..... June 27,2024 (Idaho Veterans Cemetary)

Nancy BirchPassed 7/22/24..... Graveside Service 9/6/24

Statistics

Number of baptized Members as of January 1, 2024	<u>203</u>
Number of baptized Members as of December 31, 2024	<u>188</u>
Number of Confirmed Members as of January 1, 2024	<u>171</u>
Number of Confirmed Members as of December 31, 2024	<u>158</u>
Average Weekly attendance for in-person worship in 2024	<u>85</u>
Average in-person adults	<u>76</u>
Average in person youth	<u>9</u>
Average Weekly attendance for on-line households in 2024	<u>41</u>

*ELCA guidance is that for every computer that clicks onto the Live stream or watches the recording later should be counted as 2 people

President's Report 2024

The Year in Review: reports are regularly posted on the KoG website:

<https://www.koglutheran.org/council>

- Livestream Worship has been a reality now at King of Glory since mid-2022. We recognize and appreciate the efforts of the AV Pilots Team: Wes & Dawn Lewis, Lisa Kraft, Jim Rickerd, Joel Tompkins and Becky Newberry. The planned improvements provided by AVI-Neurilink became a reality through the leadership of Steve Eulberg and Wes & Dawn Lewis.
- Our LEAP/Veolia Project KoG Task Force consists of the following members: Shirley Engerbretson, Dean Falk, Todd Kraft, Becky Newberry, Mary Rickerd, Mark Stephensen and Carolyn Watts. We enjoy a good working relationship with an experienced attorney, Anne Kunkel, for the legal contracts work. and the required Neighborhood Town Meeting for our neighborhood occurred in November. With LEAP we have crossed the final hurdles for closing on January 8, 2025. For Veolia, we have arrived at agreements on easement and PSA documents and hope to close on that sale by end of January 2025.
- KoG Staffing Changes included saying farewell and well-done to Rebecca Darga and the hiring of Mary Riedl in the same month of October as our new Administrative Assistant.
- Audit Team members have been identified by Church Council and have accepted their invitation: Chuck Lindeen, Terri Wiley and Stan Fornander have confirmed that they are able to support an audit in 2025 for the past 3 calendar years (2022, 2023, 2024).
- Recognitions for faithful service to our Church Council go out to the following individuals who are finishing their terms: Ken Grove and Joni Barry. Also, we wish to thank all volunteers who have shared their gifts during worship services: altar guild, ushers, greeters, assisting ministers, AV Pilots, choir, coffee hosts ...the list goes on!

It has been an honor and a privilege to serve as your Congregation President for 2024. Thank you for your prayers of support and encouragement. -Becky Newberry-

2024 Annual Meeting Minutes

King of Glory Annual Meeting: January 28, 2024

Council President Becky Newberry called the meeting to order at 11:32 AM

Pastor Connie began with an opening prayer.

A quorum was verified with 50 confirmed members present in person and three households on Zoom.

Pastor's Report: Pastor Connie Winter-Eulberg

Pastor Winter-Eulberg's report is contained in the 2024 Annual Report.

The Pastor noted appreciation for many of the volunteers who have stepped forward in 2023.

Council President's Report: Becky Newberry

The Council President's Report is contained in the 2023 Annual Report.

Becky highlighted the forward-thinking visioning produced by Steve Eulberg's "I Have A Dream" session. These included things we hope to have accomplished during 2024 and over the next three years.

Committee Reports:

No further discussion or questions on the Committee Reports contained in the Annual Report.

Approval of the minutes from the 2022 Annual Meeting and the June 2023 Mid-Year Meeting. Carolyn-Jean Smith moved to approve the minutes, Todd Kraft seconded the motion. Passed by show of hands, none opposed.

Congregational Ratification for 2 Constitutional Amendments (Chapter 11 & 12) passed in June 2023 at the Semi-Annual Congregational Meeting. [Protocol required by the ELCA and the Synod for our constitution changes had not been followed previously and we are now correcting that oversight to be in compliance.]

1. Updates confirmed by ELCA Parliamentarian, Evan Sperline
2. Section references corrected in Chapter 16
3. A continuing resolution was added in Chapter 18, which references the update made in Chapter 12 for the number of members-at-large on the Congregational Council. Currently, the number is 2 members-at-large.

2024 Annual Meeting Minutes (continued)

Becky Newberry reviewed the constitutional changes that were approved by vote at the June Mid-Year Congregational meeting:

- to allow the treasurer a voice and vote on Council
- to define the Congregational Council to consist of the Pastor(s), the executive committee plus a range of 1-4 at-large members of the congregation.

Nicki Tompkins moved to ratify the constitutional changes. Nancy Seversen seconded. A show of hands was counted to ensure a greater than two-thirds majority voted affirmatively. None opposed.

Nominating Committee Report by Nick Tinker:

Church Council: 3 open positions:

Sharlene Harvey (3-year term)

Ken Grove (1-year term)

Joni Barry (1-year term)

Columbarium Committee - 2 open positions, 3-year term:

Jim Stumpf

Patty Larson

Mission Endowment Committee - 1 open position, 3-year term:

Anne Palma

Nominating Committee - 2 open positions, 3-year term:

Doneta Stephensen

Marilyn Falk

Church Treasurer (3-year term):

Carolyn-Jean Smith

Financial Secretary (3-year term)

Kurt Borm

The entire slate was voted in by acclamation. None opposed.

2023 Financial Reports: Carolyn Jean Smith, Treasurer

Carolyn-Jean reported that this year was the first year the checking account balance more than covered the amount in designated funds. Were all the designated funds to be spent, it would not have left us in the red. She has spent much of the year getting established with a new accounting firm and bringing them up to speed on how we do our accounting. Overall, in 2023 we spent \$388,884 from a budget of \$417,000.00. Actual income was \$424,091.09. The financial reports are included in the 2023 Annual Report Addendum.

2024 Annual Meeting Minutes (continued)

2024 Budget Report: Dan Price

The 2024 budget has been reviewed and approved by the Finance Committee and Council. The 2024 budget is a balanced budget. We received 67 pledges totaling \$366,104. There are increases in salary for all Church Staff. There is an increase in Bookkeeping & Accounting Services to cover increased expenses. There is an 8% increase in Benevolence giving for the first time in several years. This Benevolence includes both for the NWIM Synod and for Luther Heights Bible Camp. The Worship Committee budget is increased to cover the music program, and copyright fees were moved here from the Administration category.

Mary Kay Tinker moved to accept the 2024 budget. Dawn Lewis seconded. Passed by show of hands, none opposed.

LEAP Affordable Housing

Becky Newberry and Todd Kraft reported on the current status of the LEAP pocket neighborhood and access for Veolia for a new Community well to be drilled. Two meetings have been held with our neighbors, and some of the planned structures will be rotated to allow greater privacy for those neighbors. The plans call for three duplexes and two single unit houses for a total of eight Affordable Housing Units. Because the LEAP parcel will be sold instead of leased, the city requires a “flag lot” allowing access to Maple Grove Road. Thirty (30) feet south from the north boundary will be “cross access” ownership for the ‘pole’ of this flag lot. Footpath walking access will be required between Maple Grove Road and the Pocket Neighborhood. LEAP has filed with the City of Boise for the appropriate zoning to create this Pocket Neighborhood.

The meeting was concluded with the Lord’s Prayer, prayed in unison.

Dan Price moved to adjourn the meeting; Patty Larson seconded. The vote to adjourn was by show of hands, none opposed.

The meeting adjourned at 12:34 PM.

Written and submitted by Joel Tompkins, Council Secretary

Altar Guild 2024

Altar Guild is a dedicated group of people who work mostly behind the scenes to keep the church's chancel ready for worship.

Routine responsibilities include:

- Changing the paraments (linens) according to the season
- Keeping the robes and linens clean and in place
- Purchasing the communion bread on Saturday and ready for Sunday worship
- Setting the altar with communion bread, wine and juice chalices
- Replacing the candles as needed and maintaining the candle lighters
- Ensuring the baptism items are available to the pastor
- Purchasing communion supplies and flowers for certain seasons

If you are interested in joining Altar Guild or want to know more of what we do, please Contact us. We are flexible and can accommodate most schedules. Anyone high school age or above is welcome to join.

We thank Stan Fornander and Lyman Larson for helping with changing banners and Wayne Bradburn for repairing finials etc.

The members of 2024 Altar Guild are:

Carol Belangee

Nancy Cormier

Sue Fornander

Patty Larson

Respectfully submitted

Shirley Dodson Chairperson

Christian Education 2024

Youth Education

- In 2024, the Christian Education Committee sponsored Sunday school, Adult education, and a Christmas program. They also continued with mailings of the Spark Family Magazine, Cradle Role and slowly adding to the little books of the Bible for Middle school age.
- In the spring we continued one class for youth ages 3 to 6th grade, taught by Coletta Hill & Phyllis Bradburn, the format that we had started in the fall of 2023. Doneta Stephensen, Sally Husted, Shirley Dodson have been substitutes. We used the ELCA All Kids Spark Activate Faith (green) series. In the fall this format was continued. There have been 16 students attending, at various times, usually having 7 or 8.
- Currently we have 2 children of Cradle Role age (Newborns thru age 2) we are sending out Splash monthly Newsletters to the parents of only one, to a family who has not previously received the newsletters.
- For the children ages 3 -8 we were mailing 11 copies of Spark Family every 3 months, but the magazine ceased publication after the September issue. So that program has been discontinued.
- For those who were in 4th to 6th graders during the covid break in 2021, I continued to make tiny books of the Bible, sending 6 or so at a time with a lesson sheet about the books to 10 students. There are 7 books left to complete the set, and all but Revelation is ready to print.
- Confirmation classes continued with Pastor Connie in conjunction with the other ELCA congregations in the valley.
- Katie Vaage and Erik Vaage and 9 youth /young adults attended the ELCA national youth gathering held July 16-20, or 23-26 2024 in New Orleans with the theme "Created to Be," taken from Psalm 139.
- Some were attending the young adult gathering for ages 18-25 which was added because many missed the chance to go to the last youth gathering which was cancelled.
- Six youth, from grades 2 thru high school, attended a week at Luther Heights Bible Camp this summer, a much-anticipated repeat activity. Lynne and Angeline were also in the camp leader in training program. Katie Vaage, Sally, Gabrielle and many others in the congregation helped to make this happen.
- In September we continued the combined Sunday school class for ages 3 through 5th grade. We are using the Spark All Kids Sunday school curriculum. The teachers are Coletta Hill, and Phyllis Bradburn. Doneta Stephensen and Sally Husted have been substitutes
- In December, Luther Heights provided an inclusive Advent afternoon at King of Glory, for all ages including all the ELCA churches in the Treasure Valley.

Christian Education 2024

Youth Education (continued)

- Coletta Hill again led the youth in telling the Christmas story during the Christmas Eve family service. The youth dressed in Biblical costumes (from previous years) and briefly acted out the Christmas story. The youth concluded with a drum rendition of the “Little Drummer Boy” lead by Steve.
- Steve Eulberg has been not only concluding the youngest class with ten minutes of drumming practice, he has also provided the middle schoolers with a Sunday morning drumming class during the Sunday school hour.

Adult Education

Doneta Stephensen has been responsible for lining up Sunday morning classes which have been provided by various groups and individuals. Classes have been taught by Ann Palma, Mary Kay Tinker, Gretchen Bingea, and Mary Rickerd. Other adult activities are available independent of our committee.

Committee members:

Bill Amos—Secretary

Phyllis Bradburn—Chair

Carlene Rocke

Pastor Connie

Doneta Stephensen

Joni Berry—Council Liaison

Coletta Hill

Respectfully Submitted, Phyllis Bradburn

Director of Music Report 2024

Martin Luther was quoted as saying, "Whoever sings prays twice." At King of Glory this past year I can affirm that since a LOT of singing has happened, even MORE prayers have been lifted up. "Equipping the Saints" to share their musical gifts is my goal and delight.

With the return of our Bells from their loan to Covenant Presbyterian, our **Chimes Choir** has fully transitioned to our **Bell Choir** and its ranks have grown. We rehearse weekly and have provided musical leadership in our worship about once every 6 weeks. The **Vocal Choir** has been steadily adding to our repertoire and have shared many new anthems from **All Creation Sings**, as well as taking part in the MAP congregations' *Holy Week* worship and *Christmas Concert* at St. Paul Baptist Church. The Choir is preparing new anthems from **This Far By Faith**, the Lutheran African American Hymnal which celebrated its 25th anniversary last year. Thanks to a grant from our WELCA, we were able to purchase copies for the Choir.

In the Fall I began a Praise Lab after worship on Sundays to equip our middle school youth as percussion leaders. Together we then lead the weekly Sunday School Closing in the sanctuary. This is the basis of our Youth Percussion Choir which also provides leadership in our Sunday Worship, and provided special music for the O Holy Night Christmas Concert at St. Paul Baptist, and they played a featured role in our Christmas Pageant.

The roster of our weekly worship musicians has also grown to include Jorgen Vaage (drums), Sam Alessi (guitar), Ken Grove (organ), Lawson Rocke (also sax and piano) and Hudson Rocke (guitar). We have been well-served by substitute musicians, Del Parkinson, Mary Rickerd and Ken Grove. Here is a reminder and invitation: there is **always** room at this table for the instrument(s) YOU play!

We were blessed to host several outside musicians this year as well: Mountain Dulcimer Quartet, Erin Mae Lewis and the Treasure Valley Musik Meisters for Reformation. We have introduced and explored two new liturgical settings **Light Into the World Bluegrass**, by Kent Gustavson, and **Christ Is Our Peace**, by Steve Eulberg.

Director of Music Report 2024

(continued)

We have finalized our audio/visual upgrades with AVI-Neurilink with monitors for the leaders in the chancel and for our musicians; we've traced down and fixed issues with the speakers throughout the building; we upgraded our piano sound with a matched set of piano microphones that help the AV pilots provide balanced sound. The team of our AV Pilots and the full implementation of Planning Center Services has made communication and the presentation of our worship, both within the sanctuary, and the livestream that leaves our building a powerful witness to God's grace. **WE DO HAVE NEED FOR 2 more pilots to join our roster for 2025.** Is God calling you? We are ready to train and equip you.

In addition to our ensembles, musicians and AV Pilots, I am so grateful to work with the Worship Committee, the seasonal Worship Planning Teams and our Office Staff. These meetings are spirit-filled, grace-full and often buoyed on laughter.

I am grateful to the support of the congregation for my continuing education (clawhammer banjo at the Idaho Bluegrass and Banjo Camp in Weiser, ID in June) and professional development via the virtual annual gathering of the **Association of Lutheran Church Musicians**, in July.

New American's Task Force 2024

The New Americans at King of Glory continue to be faithful members of the King of Glory family

Thanks to those who asked New Americans to be part of the service. Greeting, serving communion, as well as the students Steve involves in drum playing.

Several people help with differing needs for the New Americans. They are Pastor Connie, Steve, Katie Vaage, Sally Husted and Gabrielle Applequist, among others.

Help that is needed and provided:

Health care – doctor's appointments, tests, and dental care. Thanks to Katie Vaage, some of the New American children have received much-needed dental care.

Income Tax help through VITA and AARP.

One of our New Americans has spent much time learning the DMV handbook in order to take the written test.

Seven New American students attended Luther Heights this summer, thanks to fund raising and Luther Heights scholarships as well as transportation.

Legal name changes for one of the New American families so that all the family has the same last name.

Help with translation and explanations as well as accompanying for medical tests.

Help and translation with rent and property management companies.

Five New Americans are attending confirmation classes. Thank you to Pastor Connie for your instruction as well as transportation. Two of our New Americans, as well as another student will be confirmed in the spring.

Translations of sermons.

Respectfully submitted,
Sally Husted

Personnel 2024

The Personnel Committee is part of the Administration and Support Ministries as established by section C13.07.02 c of the King of Glory By-Laws. The Personnel Committee provides support to the Council and Pastor/Head of Staff as a Human Resources Department provides in a business or non-profit organization. The committee recommends employment-related policies and establishes employment-related processes to create a fair, positive workplace for staff. The committee serves as a resource to the Pastor/Head of Staff and Council President in personnel matters.

Primary activities 2024:

§ No formal meetings were held during the year.

§ The congregation said good-bye to Rebecca Dargo as she relocated out of the area. We appreciate the time that she dedicated to King of Glory.

§ Various members of the committee assisted in interviewing a new Administrative Assistant.

§ We welcomed Mary Riedl, Administrative Assistant, during the year.

The personnel committee meets on an “as needed” basis. Some months the committee does not have business; in other months the committee is more active.

Respectfully,

Dan Price (Chair), Jorgen Vaage (Vice-Chair), Nicki Tompkins (Secretary), Becky Newberry, Shirley Engerbretson.

Property Committee 2024

MEMBERS: Wayne Bradburn, Lynda Cambron, Dean Falk, Jeff Lehn, Ron Nearman, Harold Nesbett, Becky Newberry, Jack Newberry, Doneta Stephensen, and Joel Tompkins.

We have also received congregational support from Ron Eide, Lisa Kenyon and Todd Kraft during our workdays.

Reports are posted monthly on the King of Glory Website:

<https://www.koglutheran.org/committees>

The summary of our faithful monthly service commitments includes interior and exterior building maintenance, roof patrol and groundskeeping. Our budget is broken into these five categories: Inspection/Monitoring, Landscaping, Maintenance & Repair, Supplies, Utilities. We receive monthly reports on expenses from our Church Treasurer, Carolyn Jean Smith.

Improvements seen in 2024 include the installation of carbon monoxide monitoring devices around the church building (thanks to Katie Vaage's Thrivent Action Team Project); replacement of the existing toilet in the sacristy restroom (now known as the All-Gender Restroom); removal of a diseased pine tree on the church's back lawn. Relocation of regular building users: The Life Ahead was moved to the Forum and the Bethlehem room repurposed for AARP use.

Our building maintenance and inspections include support from several reliable vendors. ACCO Engineering Systems supports the repair and maintenance of the eleven HVAC RTU's (Roof Top Units). There was an opportunity to combine the inspection services of four different vendors into one 5-year contract with Crane Alarm, resulting in an overall contract savings of 25%.

Curtis Clean Sweep remains our parking lot support vendor for snow removal and planned resurfacing and restriping after the LEAP/Veolia Projects are completed.

Because we have not been able to recruit additional younger volunteers from our congregation for summer lawncare and winter snow removal, we are currently contracting with Idaho Premier Lawncare for this support.

As we have heard before, "it takes a village" to keep King of Glory a vibrant and active part of our community. We encourage you to consider becoming a part of the Property Committee in 2025. We meet monthly for property task-planning meetings on the second Thursday of the month. Saturday morning Work Days, follow that Thursday evening meeting, between the months of March and November, weather permitting. As an additional perk, Lynda Cambron coordinates food donations and serves a delicious lunch at the end of each Workday.

Jack & Becky Newberry are committed to co-chairing this committee through 2025 (our third year at this position) and then will step down to give others an opportunity to chair this committee.

Respectfully submitted by the Property Committee Co-Chairs, Jack & Becky Newberry

Social Justice/RIC Committee 2024

Members:

Gabrielle Applequist, Nick Tinker, Gretchen Bingea, Kurt Borm
Ken Grove: Liaison with Council

Activities

Silent Prayer Vigils in front of the Capitol during the legislature session (Wednesdays from noon to 12:30). Organized by The Interfaith Equality Coalition. We pray for the legislators and also the Idahoans whose voice is not heard.

Transgender Panel Discussion (Sunday February 4 at noon), organized by Debbie Mallis (Interfaith Equality Coalition) and hosted by King of Glory. 4 panelist and a moderator were present, and different faith communities were also invited to attend.

Interfaith Lunch Bag (Wednesday April 24 from noon to 1pm), organized by the Interfaith Equality Coalition and hosted by King of Glory.

American Indian and Alaskan Native Land Acknowledgement. Gabrielle and Gretchen attended the webinar on Zoom "Indian 101", July 2nd.

Every Sunday an Acknowledgement of this area's natives tribes is read by the congregation at the beginning of the service.

November 13 being the Indigenous People's Day, the First Nations' translation of NT was used during the service.

Boise Pride Parade (Sunday September 15). King of Glory had its own banner, and we marched behind the Interfaith Coalition banner with other faith communities.

There is also a new banner in front of the church showing that all are welcome in our congregation.

Greeting cards' Fundraiser for Matt Christensen. After the Sunday services in the Fall. The money is put in a fund to be used by Matt when he is released from prison. Karen Campbell, Mary Rickerd and Ken Grove helped organize it. Other ELCA churches in the Valley had a similar event. The cards were drawn by Matt while incarcerated.

Café Justo during the Sunday coffee hour (August 18th). Information was given by Gretchen at the beginning of the service, and there were brochures available in the Fellowship Hall. The tasting of the new coffee went well according to the survey.

Respectfully submitted by Gabrielle Applequist, Chair

Social Ministry 2024

The Social Ministry Committee is focused on helping people, whether it be in our community or around the world.

This summer we asked for donations of school supplies for Lutheran World Relief. These supplies were sent to places in the U.S. or around the world where needed.

This year we received enough supplies to put 70 kits together thanks to our church members generosity. The kits were shipped out in October with the hundreds of quilts our church members made.

We have been collecting eyeglasses for many years which are taken to other countries by Barbara Blasch. The box outside the fellowship hall has the box for donations. Anyone who might need them at our church or elsewhere are welcome to take them.

As a funeral committee, we set up, purchase and serve food if requested by the families.

We have a table set up on the third week of the month along with bags for food that we call "Food on the Fourth." This food is taken to local food banks such as Boise Rescue Mission and Meridian Food Bank. This year we have delivered hundreds of pounds of food thanks to our friends at church and the Life Ahead group. We also collect pop tabs tfor Ronald McDonald House, who use the proceeds for food.

WELCA and Social Ministry worked together to purchase gift cards at Walmart for our members who might need them in December.

The Shawl Ministry crocheted and knitted shawls and lap blankets to give to people who need the prayers and comfort these give.

The Free Meal is made and served once per month to anyone in the community who might enjoy a hot meal and/ or to go meals for those who need them.

Volunteers and Donations:

Joni Barry, Carol Belangee, Steve Bolton, Tom Bridges, Val Bridges, Nancy Cormier and Jesse and Jennifer, Shirley Dodson, Rhonda Gjoraas, Sharon Grove, Bill Landriani, Anise Lee, Carolyn Jean Smith, Joel and Nicki Tompkins, Katie Vaage, Diane Weber, Pastor Connie, Deborah?, Lynda Cambron, Jeff Lehn, Pat Nearman, Becky Newberry

Those serving on Social Ministry Committee are: Barbara Blasch, Anise Dahlquist, Marilyn Falk, Pat Nearman, Carolyn Jean Smith.

We do not have regular meetings but work together when needed.

Stewardship 2024

Our Stewardship team members are not only on this church committee but serve on other committees and council as well. This year was a year to keep Stewardship Simple so that other areas could have more attention.

In June of 2024 the Stewardship and Finance teams hosted two forums to inform the congregation of a potential budget shortfall. Due to some cutbacks and member giving we did not encounter the shortfall.

King of Glory's SIMPLE 2024 Stewardship program breakdown:

Participation

- Total confirmed church members: 173
- Households submitting commitment cards: 59
- Members represented by commitment cards: 86
- Members with regular contributions (without cards): 38

Financial Commitments

- Pledged amount from commitment cards: \$316,660
- Additional projected contributions: \$54,000
- Total projected contributions for 2025: \$370,660

Membership Engagement

- Percentage of confirmed members participating: 56%
- Total members contributing: 97 out of 173

Budget Projection

- Anticipated 2025 budget: Approximately \$403,000

At the beginning of this report, I talked about belonging to more than one committee/ council/ group, we know that many of you are over involved. Some might call it the 20/80 rule. The Stewardship team will be distributing updated Time & Talent forms in January 2025. We encourage everyone to fill one out.

2025 our team will be focusing on Time - Service - Volunteers.

Our 2025 theme is: Offer as gifts the best that you have. Serve the Christ!

Members: Dan Price, Kurt Borm, Lisa Kraft, Becky Newberry, and Sandy Lieske

Respectfully submitted,

Lisa Kraft

Youth and Family 2024

ELCA YOUTH GATHERING 2024

- **July 16-20, 2024** - was the date for the Youth Gathering. The Theme was **“Created to BE” (Free, Disciples, Disruptive, Brave, Authentic)**
- **3 King of Glory youth** joined the group of 24 from the Treasure Valley Cluster led by Casey Cross of Luther Heights staff.
- The schedule included a nightly Mass Gathering at Smoothie King Arena, Synod Day, Worship, Accompaniment (service) day, large group learning and sight seeing.
- The next Youth Gathering will take place in 2027 in Minneapolis Minnesota.

ELCA YOUNG ADULT GATHERING 2024

- 7 Young Adults attended the Young Adult Gathering with Katie Vaage July 14th - 20th
- The YOUNG ADULT GATHERING was held concurrently with the Youth Gathering in New Orleans, July 16-20th.
- Monthly meetings were attended by youth, and some parents to prepare with the Gathering materials provided by the ELCA.
- Through yearly fundraisers (Bingo, wine pulls etc.), the cost of registration, airfare, hotel and food were paid from the Youth and Family Designated funds.

LUTHER HEIGHTS BIBLE CAMP

- KOG had 2 campers attend the Leaders in Training session in July. This is to prepare youth for roles available at camp in the future such as camphands, kitchen helpers etc.
- Senior High Camp - we had one of our high schoolers attend.
- Junior high and Intro to Camp - we had around 7 kids who were able to attend Luther Heights from 3-5 days. Many people contributed money, sleeping bags, hygiene items etc. to make their week awesome. The final costs were over \$3,000.
- LHBC also arranged bus transportation for the cluster to depart from King of Glory. This was immensely helpful as many of our Newer American families have children attend, but are unable to transport them to Stanley due to car issues and costs.
- Camp Christmas was held on Sunday, December 8th for the whole cluster from 12-4 pm. Closing worship was 3:30 - 4 pm. A host of crafts were set up in the Fellowship hall along with stories and music.

Youth and Family (continued)

FUNDRAISING

- Shrove Breakfast was held on Sunday, February 11th. The Mardis Gras theme prevailed in decor and dress. Just under \$ 2,000 was raised in conjunction with the Wine Pull (which sold 48 bottles).
- Bingo and lunch was hosted on Sunday, October 20th to start replenishing the Youth and Family designated funds. Sunday School youth were invited to help serve and clean up to “pay it forward” for camp scholarships etc. \$ 850 was raised. Around 30 were there.

Respectfully submitted – Katie Vaage

Columbarium Memorial Garden 2024

Lyman Larson - President

Patty Larson - Secretary

Jim Cambron, Lynda Cambron, Sam Alessi, Pauline Alessi - Members

Becky Newberry and Mary Rickerd - Co-Managers

Joni Barry - Council Representative

For health reasons, Sam Alessi replaced Gary Derr as a member.

Jim Stumpf was mistakenly elected and was replaced by Pauline Alessi.

Both replacements were approved by the Church Council.

Mary Rickerd stepped down as Columbarium Manager but remained as a Co-Manager, along with Becky Newberry. The committee was seeking a new Columbarium Manager with the job description posted in the monthly newsletter and nominating committee inquiries.

Quarterly meetings were held on Sundays at 11:30 am in the church library Feb. 13, May 19, Aug. 18 and Nov. 17, 2024.

Columbarium monthly upkeep was assigned in rotation.

Seasonal decorating dates are Easter, Memorial Day, Independence Day, Veterans Day, Thanksgiving and Christmas. Thank you to the members for faithfully cleaning, decorating and un-decorating throughout the year!

An Urn Display was created to visually show the maximum urn size (5.5" x 5.5" x 11") permissible. A few prior urns were too large to physically fit into the niche at the time of interment.

The Veterans Plaque engraving was brought up to date with the addition of Robert Applequist, Gary Frost and Roger Siefkes.

Interments and niche panel engraving for 2024 include: Lorrie Fulton, Marion Sivak, Roger Siefkes and Cathie Olson.

Interments and niche panel engraving for 2024 include: Lorrie Fulton, Marion Sivak, Roger Siefkes and Cathie Olson.

Columbarium Memorial Garden 2024

(continued)

6 Memorial Bricks are currently being engraved and will be blessed, then installed at a later date. The brick memorials and honorees are for Pastor Connie, Helen Gregory's family, Cameron Melton, Cathie Olson, Lance Stephensen, and Patty & Lyman Larson.

Thank you for the donations made to the Columbarium Memorial Garden, including a very generous donation made by the Siefkes estate and decoration funding by the Rickerds!

Thank you for Lynda Cambron for making two beautiful padded seat covers for the concrete benches in the Columbarium. Thank you Doneta Stephensen for the beautiful flowers. Thank you Jack and the Property Committee for the new lighting and removal of the very large junipers.

Respectfully submitted by Lyman Larson, President.

COLUMBARIUM CONTRACTS

47 contracts have been issued since 2002, the start of the Columbarium Memorial Garden program.

97 niche spaces have been reserved by the contracts.

(Contract fees for purchase of a niche are \$500 per niche.)

57 saints are inurned in the Columbarium Memorial Garden as of December 31, 2024.

FINANCIAL STATEMENT, December 31, 2024

Asset Accounts: \$67,660.69

\$31,719.00 Columbarium Garden Value

\$35,941.69 Checking Account

Liability Accounts: \$19,700.00

\$15,700.00 Columbarium Contracts

\$ 4,000.00 Reserve Balance

The King of Glory Columbarium Memorial Garden finances are independent of the General Fund.

Plans are to invest \$30K in a short term interest vehicle.

Community Garden 2024

Well, it was a bit of a change and a challenge for us this year! We lost some space due to the splitting of the parcel, which included not only a large swath of three gardens and a pathway, but our precious working and finished compost piles. However, we still have 21 plots for families to use to grow food.

I got the new irrigation pipe cut and moved, and a new pathway laid out to match the new space, so we should be ready for any construction next year. We successfully moved the free city compost pile to where one of the peach trees was, and will utilize that spot in the future also.

We tried putting mid-season debris in the church dumpster, but the dumpster was immediately overwhelmed, and at one point became a combustible hazard due to the compression, heat and rapid decay of hundreds of pea plants. I

I am wrestling with the idea of forbidding our gardeners' cultural practice of succession planting, but because these gallons and gallons of dried peas are so important to them for food security, I am working on finding other ways of dealing with the loss of the compost pile.

We finally rented a dumpster for the rest of the season, and I am pretty sure that it has reduced the garden budget to zero, or close to it. I am afraid to get an actual number!

With help from Doneta Stephensen, I did work out a location for a new compost area between the garden shed and the back fence bordering the current Veolia property. This should meet our needs pretty well. May thanks to Jack Newberry for prepping the site!

We still need to cut a new door in the yellow garden shed and fence the area to contain the compost, and I will start on that as soon as the weather warms up.

One of the water tanks has a leaking faucet, and I will attempt to repair it in the spring also, but considering these tanks are not designed for permanent use, it may not be feasible. We can easily get by with one tank if needed.

Community Garden 2024

(continued)

Our hose reel broke this summer, and bundling up 350 feet of hose after filling the water tanks is tricky, but I did buy new hoses last year that are much lighter weight than the old hodge-podge of leaky hoses.

I had a discussion with the gardener who has enjoyed planting way too many tomato plants, and hopefully they can restrain themselves a bit next year.

Regarding the tomato plants, we have been struggling a bit with the theft and vandalism of garden produce. Most of the gardeners are growing things that do not appeal to thieves, so unfortunately the prime targets have been our sweet little Russian gardener, and the tomato-lover. I know there has been talk that increased activity may help reduce the problem, but the thefts are not occurring during the day when activity is likely to take place, so the church may need to consider fencing the garden in the future if the vandalism (including an apparent tomato fight!) and theft do not resolve.

Thanks!

Carolyn Watts, Community Garden Coordinator

Mission Endowment Fund (MEF) 2024

The calendar year of 2024 for the King of Glory Mission Endowment Fund was another year of promoting the fund, encouraging contributions and revising and updating the Policy and Procedure Manual. The following individuals were pleased to serve as your Endowment Fund committee during the year.

Joel Tompkins Stan Fornander Ron Nearman Sandy Lieske Anne Palma

The purpose of the fund is to establish a permanent endowment fund to accumulate gifts, bequests and income and to distribute the net annual income from the fund for the following purposes:

Twenty percent of the net annual income will be allocated to outreach in the community and Synod. This will include social service agencies, institutions and other agencies to which the congregation relates and special programs catering to the needs of people in southwest Idaho who are in spiritual or economic need. These programs can include the homeless, jobless, chemically dependent, victims of violence, unwed mothers, boys' and girls' clubs, orphans and foster children, the elderly and many others.

Twenty percent of the net annual income will be spent in North America and/or worldwide for missions of the ELCA for outreach. This will include grants to the ELCA for new congregations, leadership, training, education, global missions, ecumenism, evangelism, social ministries and capital financing.

Twenty percent of the net annual income will be spent for capital improvements or a building program for King of Glory.

The balance of the net annual income, representing forty percent, may be added to any one or all of the above areas. The committee shall determine the allocation for causes and programs consistent with the Endowments Fund's purpose.

Mission Endowment Fund (MEF) 2024

(continued)

In 2024 the endowment fund distributed \$6,479 in accumulated income to the following organizations and projects.

Safe Families for Children	\$1000
Lutheran World Relief	\$887
ELCA Good Gifts	\$1000
Camp Luther Heights	\$1000
King of Glory AV Pilots	\$1296
King of Glory Capital Improvement fund	\$1296

We are expecting a similar amount of accumulated income to be available for distribution in 2025 and encourage the congregation to submit suggestions to the committee prior to the end of January.

A major focus for our committee this year was the development of a policy and procedure manual for the endowment committee. The purpose of the manual is to ensure consistency in the administration of the endowment fund and the distribution of grants as described above. As of the end of the year this manual has now been completed and distributed to all committee members.

In September, the committee hosted a coffee hour and provided handouts explaining the purpose of the endowment fund and encouraging contributions. Anne also gave a temple talk at that service. In October, the committee encouraged members of the congregation to participate in an Eternal Hope-Earthly Conference workshop presented by Immanuel Lutheran Church which focused on issues around aging and estate planning concepts.

We will be losing two of our members at this annual meeting, Sandy Lieske and Ron Nearman. While we hate losing their guidance and input, we look forward to working with the new committee members elected at the annual meeting and welcoming them into our group.

Mission Endowment Fund (MEF) 2024 (continued)

The Endowment Fund has continued to grow this year, and we thank all those individuals who have made generous donations to the fund. The fund balances as of November 30, 2024 were: ELCA Endowment Fund Pooled Trust \$215,538.20; The Mission Investment Fund \$7,018.00; and the Edward Jones brokerage account \$490.69.

Over the years many of your fellow members have chosen to use the King of Glory Endowment Fund to reach out and promote the work of the church. As we move forward into 2025 the committee would like to encourage the congregation to prayerfully consider including the Endowment Fund in your charitable giving plans for the year. We are hopeful that the growth of the fund will continue to increase so that we can address the needs that we all see in our community and the world.

Please watch for more exciting events sponsored by the Endowment committee throughout the coming year and prayerfully consider how the King of Glory Endowment Fund can be incorporated into your overall plan for giving.

Respectfully submitted.

The Endowment Fund Committee

Stan Fornander chairman

WELCA 2024

Greetings to King of Glory from your WELCA Board.

2024 was a busy year in supporting the mission of King of Glory Lutheran Church.

The activities we were able to support in 2024 were:

Spring Luncheon

Luther Heights Women's Retreat

Retreat to Faith Heights Camp in Donnelly

WELCA Synod gathering held at Redeemer Lutheran

Visitation of homebound & assisted living

On going management of the Little Library

Prayer shawl ministry

Quilt blessing in October

Two weekends of lefse making in September & October

Two days of Bazaar: Main earnings from this year's Bazaar:

Crafts	\$ 3,450
--------	----------

Baked goods	\$ 4,088
-------------	----------

Lefse	\$ 1,109
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Sales in kitchen	\$ 955
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Philanthropies of support outside of King of Glory:

Tumaini Girls' School

Community Garden

Meridian Food Bank

Days for Girls

Los Ninos

Safe Families

Hope House

Thank you to King of Glory for your encouragement of WELCA'S endeavors, allowing us to fully support our numerous philanthropies.

Respectfully submitted,

Patty Larson: WELCA President

Worship Committee 2024

Members participating during the year were Shirley Dodson, Lois Wisner, Jim Rickerd, Matt Lee, Coletta Hill, Shirley Engerbretson, Ken Grove, Nick Tinker, Pastor Connie Winter-Eulberg and Steve Eulberg.

Worship planning teams have worked throughout the year to plan worship services and to select appropriate hymns for the scriptures in each one. As with the normal Sunday services, other services are planned for Lent, Easter, Advent, Christmas and other special days. Many thanks to all who have helped and are continuing to help in the planning of our worship.

At the request of the Social Justice Committee, we have added the Land Acknowledgement Statement at the beginning of our services to honor those who were forced from the land we now occupy.

The Bell Choir has been working on their skills. We have enjoyed their many anthems and preludes throughout the year. The Vocal Choir continues to heighten our worship experience.

We celebrated R.I.C. Sunday using liturgy from Reconciling Works. Some of our members also marched in the Pride Parade in downtown Boise.

We work to include more people as communion assistants and have added some of our youth as well.

Altar Guild continues to keep the sanctuary looking beautiful and appropriate for the season, as well as other duties behind the scenes.

We appreciate the work the AV Pilots continue to do to make our worship easy to follow in the sanctuary and provide an online opportunity for God's people out in the world. More screens have been added to help Pastor and the musicians. We are hoping to find more pilots to train to do this important mission to reach out to God's people throughout our region and even out into the country. The Pilots have been troubleshooting various issues over the year and have been largely successful in solving the problems.

Worship Committee 2024

(continued)

We appreciate the work the AV Pilots continue to do to make our worship easy to follow in the sanctuary and provide an online opportunity for God's people out in the world. More screens have been added to help Pastor and the musicians. We are hoping to find more pilots to train to do this important mission to reach out to God's people throughout our region and even out into the country. The Pilots have been troubleshooting various issues over the year and have been largely successful in solving the problems.

Our music director, Steve Eulberg, has been able to enhance our worship experience with the addition of musicians Jorgen Vaage, Sam Alessi, Lawson and Hudson Rocke. Ken Grove has been gracing us with his organ skills from time to time over the year, as well. Steve was able to purchase percussion instruments for the church. He started a percussion orchestra with the children, who seem to enjoy performing very much. Along with our choir, they participated in the 'O Holy Night' Christmas program at St. Paul's Baptist Church and were a big hit.

We had the Music Meisters Oompah band again for a festive Reformation Sunday celebration, after which a potluck lunch, with BBQed bratwurst, was enjoyed by all.

The Worship and Music Committee is responsible for many facets of the worship life of King of Glory. Among them are decisions regarding the music and musicians; people who work on the Altar Guild; Vocal and Bell Choirs; ushers and greeters; lectors and assisting ministers; kids' activity bags; ecumenical worship; and other worship activities which may occur during the year. Serving on this committee affords another opportunity for church members to be involved in the worship life of King of Glory. Together, we work for Spirit-filled and inspiring worship experiences for the King of Glory congregation, both in person and online.

Respectfully submitted,
Shirley Dodson and Shirley Engerbretson

Balance Sheet

King of Glory Lutheran Church

Statement of Financial Position

As of December 31, 2024

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
Bill.com Money Out Clearing	0.00
Cash in Bank	0.00
Columbarium Acct - Cash Bal x1800	35,650.57
ELCA Endowment Fund Pooled Trust x3089	206,116.60
Endowment Acct Investment MIF x7171	8,985.53
Mountain West Checking x0448	24,420.82
Reserve Fund-Cash Bal MIF x8000	81,816.89
Women of the ELCA (local) Idaho LLC x8605	20,299.38
Total Bank Accounts	\$377,289.79
Other Current Assets	
Endowment Investment Account -Ed Jones x1218	490.23
Mission End Fund Cash Bal	0.00
Total Other Current Assets	\$490.23
Total Current Assets	\$377,780.02
Fixed Assets	
Bldg and Equipment (Estimate)	3,313,042.00
Columium Garden Cost Valuation	31,719.00
Land (Estimate)	100,000.00
Total Fixed Assets	\$3,444,761.00
TOTAL ASSETS	\$3,822,541.02
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Credit Cards	
MW CC	
MWB CC Off1 x2588	4,832.17
MWB CC Off2 x2596	4,997.26
MWB CC x2570	1,645.48
MWB Credit Card X2562 (Control Acct)	-10,279.12
Total MW CC	1,195.79

Balance Sheet

King of Glory Lutheran Church

Statement of Financial Position

As of December 31, 2024

	TOTAL
Total Credit Cards	\$1,195.79
Other Current Liabilities	
Columbarium - Non Designated	24,485.61
Direct Deposit Payable	0.00
General Fund Designated - Other	
Adult Education	117.25
Altar Guild	0.00
Capital Improvements Project	1,259.35
Children & Youth Director	7,372.63
Coffee Fund	-23.04
Columbarium	1,368.88
Community Feeding Programs	2,678.30
Community Garden	2,023.86
ELCA Disaster Response	0.00
ELCA Good Gifts	0.00
Emergency Assistance Fund	248.38
Endowment Fund	1,287.50
Families in Crisis	3,763.02
Handbell Maintenance	1,627.00
Interfaith Sanctuary	80.00
Library	90.00
Luther Heights Scholarships	275.79
Lutheran World Relief	0.00
Memorial Funds	50.00
Misc Office	2,145.85
Mission Churches	0.00
Myrtle Collaboration Fund	5,000.00
New American Resources	1,749.79
Pfankuch Medical Fund	7,857.35
Piano/Organ Fund	0.00
Receptions Fund	193.49
Sabbatical Leave - Pastors	3,000.00
Sandwich Sunday	1,530.65
Social Ministry Programs	35.00
Staff Gifts	411.22
Stephen Ministry	753.00
Thrivent Choice	349.44
WELCA Quilts & Bazaar	-73.88
World Hunger	0.00
Youth Ministry	10,970.16

Balance Sheet

King of Glory Lutheran Church

Statement of Financial Position

As of December 31, 2024

	TOTAL
Total General Fund Designated - Other	56,140.99
Paycheck Protection Loan	0.00
Payroll Clearing	725.92
Payroll Liabilities	0.00
Portico	0.00
Total Payroll Liabilities	0.00
Total Other Current Liabilities	\$81,352.52
Total Current Liabilities	\$82,548.31
Long-Term Liabilities	
Columbarium Contracts & Reserves	20,650.00
Expansion Const Loan (MIF) x9019	181,052.17
Memorail Funds for Piano	200.00
Total Long-Term Liabilities	\$201,902.17
Total Liabilities	\$284,450.48
Equity	
Opening Balance Equity	569,270.49
Prior Year Equity	2,562,340.88
Unrestricted Net Assets	378,847.61
Net Revenue	27,631.56
Total Equity	\$3,538,090.54
TOTAL LIABILITIES AND EQUITY	\$3,822,541.02

King of Glory - 2025 Budget
(v7. 1-21-25)

	2023 Actual	2024 Budget	2024 Actual	2025 Budget
REVENUE				
General Fund	\$ 420,568		\$ 360,214	\$ 377,550
Building Usage Donations	\$ 2,585		\$ 3,955	\$ 4,000
Christmas / Thanksgiving	\$ 195		\$ 1,032	\$ -
Easter	\$ 178		\$ 297	\$ 300
Good Friday	\$ -		\$ 30	\$ 30
Lent	\$ 290		\$ 117	\$ 100
Lutheran Magazine	\$ 22		\$ -	\$ -
Other	\$ 253		\$ -	\$ 70
Total Revenue	\$ 424,091	\$ 429,600	\$ 365,645	\$ 382,050
EXPENDITURES				
Administrative				
Annual Audit		\$ 2,500	\$ -	\$ -
Bank Fees		\$ -	\$ -	\$ -
Bookkeeping & Accounting Services	\$ 18,710	\$ 20,000	\$ 19,586	\$ 12,180
Council/Pastor Discretionary Fund	\$ 498	\$ 1,000	\$ 853	\$ 1,000
Insurance/Umbrella	\$ 8,631	\$ 8,650	\$ 9,227	\$ 9,300
IT Internet Connection	\$ 3,737	\$ 3,700	\$ 4,079	\$ 3,737
IT/AV Software, Licenses & Copyrights	\$ 5,384	\$ 3,900	\$ 6,656	\$ 5,800
IT Support - Included in IT/AV line	\$ 382	\$ -	\$ -	\$ -
Vanco Fees	\$ 966	\$ 1,000	\$ 911	\$ -
Office Equipment & Services	\$ 70	\$ -	\$ -	\$ -
Office General	\$ 2,609	\$ 2,500	\$ 2,178	\$ 2,500
Paper Supplies	\$ 250	\$ 500	\$ 659	\$ 500
Photocopier Lease & Maint	\$ 4,312	\$ 4,500	\$ 5,475	\$ 4,500
Postage	\$ 327	\$ 300	\$ 176	\$ 300
Synod Convention	\$ 1,468	\$ 1,500	\$ 1,371	\$ 500
Total Administrative	\$ 47,344	\$ 50,050	\$ 51,170	\$ 40,317
Benevolence				
Camp Luther Heights	\$ 4,000	\$ 5,000	\$ 2,000	\$ 1,000
Global Missions	\$ 825	\$ 600	\$ 600	\$ 600
Lutheran Community Services	\$ 200	\$ 200	\$ 200	\$ 200
Mission Congregations	\$ 300	\$ 225	\$ 225	\$ 225
PLU Congregational Partner	\$ -	\$ -	\$ -	\$ -
Synod	\$ 16,000	\$ 17,000	\$ 17,000	\$ 17,000
Total Benevolence	\$ 21,325	\$ 23,025	\$ 20,025	\$ 19,025
Christian Education				
Adult Education - Speakers	\$ -	\$ 100	\$ -	\$ 100
Adult Education - Sunday School	\$ 162	\$ 100	\$ 45	\$ 100
Camp Scholarships	\$ 140	\$ 1,800	\$ -	\$ 1,800
Confirmation - Camp	\$ 50	\$ -	\$ -	\$ 50
Confirmation - Material	\$ 77	\$ 150	\$ 26	\$ 100
Library	\$ 391	\$ 300	\$ 105	\$ 250
Lutheran Magazine	\$ -	\$ -	\$ -	\$ -
Sunday School - Youth	\$ 80	\$ 500	\$ -	\$ 450
Total Christian Education	\$ 901	\$ 2,950	\$ 176	\$ 2,850
Compensation & Benefits				
Director of Music - Salary	\$ -	\$ 43,745	\$ 45,428	\$ 45,060
Director of Music - Cont Ed / Prof Fees	\$ -	\$ 1,000	\$ 1,017	\$ 1,000
Director of Music - Prof Fees (see line above)	\$ 10,936	\$ 250	\$ 90	\$ -

King of Glory - 2025 Budget
(v7.1-21-25)

	2023 Actual	2024 Budget	2024 Actual	2025 Budget
Custodian - Salary	\$ 19,250	\$ 20,200	\$ 20,200	\$ 20,800
Nursery Attendant	\$ -	\$ -	\$ -	\$ -
Staff Payroll Taxes	\$ 3,366	\$ 3,600	\$ 5,282	\$ 5,300
Director of Music	\$ -	\$ -	\$ -	\$ -
Supply Pastors	\$ 200	\$ 250	\$ -	\$ 250
Parish Administrator			\$ 2,553	\$ -
Administrative Asst. - 30 hrs/wk	\$ 26,798	\$ 29,250	\$ 27,125	\$ 28,860
Pastor - Salary	\$ 59,271	\$ 54,280	\$ 54,777	\$ 55,910
Pastor - Housing	\$ 43,125	\$ 45,000	\$ 45,000	\$ 46,350
Pastor - S/S Allowance	\$ -	\$ 6,200	\$ 5,677	\$ 6,200
Pastor - Professional Expense Allowance	\$ 969	\$ 3,000	\$ 1,080	\$ 3,000
Pastor - Health/Dis/Life Insurance	\$ 30,804	\$ 22,176	\$ 12,858	\$ 11,925
Pastor - Pension	\$ 10,168	\$ 10,320	\$ 10,361	\$ 10,548
Pastor - Continuing Education	\$ 1,500	\$ 1,500	\$ 1,334	\$ 1,500
Workers Compensation	\$ 1,899	\$ 2,000	\$ 1,822	\$ 2,000
Total Compensation & Benefits	\$ 208,286	\$ 242,771	\$ 234,604	\$ 238,703
Debt Payments				
Expansion Loan Payment	\$ 65,475	\$ 65,475	\$ 65,475	\$ 65,475
Expansion Loan - Interest		\$ -		\$ -
Total Debt Payments	\$ 65,475	\$ 65,475	\$ 65,475	\$ 65,475
Evangelism				
Advertising	\$ 73	\$ -	\$ -	\$ -
Total Evangelism	\$ 73	\$ -	\$ -	\$ -
Fellowship				
Activities / 60th Birthday Celebration	\$ 499	\$ 500	\$ 881	\$ -
Total Fellowship	\$ 499	\$ 500	\$ 881	\$ -
Property				
Capital Improvement Fund	\$ -	\$ -	\$ -	\$ -
Inspection/Monitoring	\$ 2,558	\$ 3,000	\$ 2,235	\$ 3,000
Landscaping / Lawn Mowing	\$ 2,027	\$ 7,500	\$ 5,148	\$ 6,000
Maintenance & Repair	\$ 7,102	\$ 7,000	\$ 9,136	\$ 7,000
Supplies	\$ 2,634	\$ 3,000	\$ 3,665	\$ 3,000
Utilities	\$ 13,640	\$ 12,000	\$ 14,189	\$ 13,000
Total Property	\$ 27,960	\$ 32,500	\$ 34,373	\$ 32,000
Social Justice	\$ 217	\$ 500	\$ 746	\$ 750
Social Ministry				
Projects & Programs	\$ 980	\$ 1,000	\$ 185	\$ 1,000
Total Social Ministry	\$ 980	\$ 1,000	\$ 185	\$ 1,000
Stewardship				
Offering Envelopes	\$ 165	\$ 150	\$ 222	\$ 150
Stewardship Promotional Materials	\$ 1,145	\$ 1,000	\$ -	\$ -
Stewardship for All Seasons	\$ 616	\$ 500	\$ -	\$ -
Total Stewardship	\$ 1,927	\$ 1,650	\$ 222	\$ 150
WELCA	\$ -	\$ -	\$ 530	\$ -
Worship				

King of Glory - 2025 Budget
(v7. 1-21-25)

	2023 Actual	2024 Budget	2024 Actual	2025 Budget
Altar Supplies	\$ 905	\$ 1,000	\$ 632	\$ 675
Choir (Hand Bells)	\$ -	\$ 150	\$ -	\$ 50
Choir (Vocal)	\$ 197	\$ 300	\$ 219	\$ 250
Copyright Fees	\$ -	\$ 1,100	\$ -	\$ -
Flowers/Decorations/Spec Occasions	\$ -	\$ 200	\$ 32	\$ 30
General Music	\$ 227	\$ 280	\$ 161	\$ 280
Handbell Maintenance	\$ -	\$ -	\$ 575	\$ 600
Instrument Tuning/Repair	\$ 375	\$ 400	\$ 260	\$ 250
Maint/Misc Supplies	\$ 2,101	\$ 2,000	\$ 2,643	\$ 2,000
Nursery Supplies	\$ -	\$ 100	\$ -	\$ 200
Special Services	\$ 250	\$ 1,600	\$ 749	\$ 1,000
Supply Organist	\$ 9,700	\$ 1,000	\$ 700	\$ 1,000
Youth Worship Resources		\$ 600	\$ 534	\$ 600
Total Worship	\$ 13,755	\$ 8,730	\$ 6,504	\$ 6,935
Youth and Family Ministry				
Family Sunday School Days	\$ -	\$ -	\$ -	\$ -
Fundraising Expenses	\$ 38	\$ 100	\$ -	\$ 200
Milestones	\$ 93	\$ 100	\$ -	\$ -
Youth Activities	\$ 12	\$ 250	\$ -	\$ 150
Total Youth and Family Ministry	\$ 143	\$ 450	\$ -	\$ 350
Total Expenditures	\$ 388,884	\$ 429,601	\$ 414,892	\$ 407,555
Net Operating Revenue	\$ 35,207	\$ (1)	\$ (49,247)	\$ (25,505)
Paycheck Protection Program (PPP) '20-'21				
Adjust Net Operating Revenue				

NOTES on 2025 BUDGET

- \$81,817 in Reserve Fund
- Veolia sale will net about \$210,000
- LEAP land sale proceeds \$32,383
- 3 years left on mortgage (\$180k balance) and then will have additional \$65,000 per year available
- Designated funds total \$56,141 (as of Dec 31, 2024)
- Balance in general checking account at YE 2024 \$24,420.82
- Pledges \$322,700 (61) as of 1/12/25. Apply 17% to total: $\$322,700 \times 1.15 = \$377,550$
- 4.5% increase in '25 revenue vs '24 actual
- Bookkeeping and Account Services (fixed contract): $\$950 \times 12 = \$11,400$ IAS + \$780 ADP Payroll
- Vanco Fees (Now Planning Center Giving): Moved \$1000 to IT/AV Software, Licenses and Copyrights
- Synod: Represents 4.54%: Goal is 5% of annual regular giving per Bishop letter 11/7/24
- Director of Music Salary: 2024 actual was higher due to receiving one week of 2023 pay in 2024
- Salary increases 3% (2.8% for Mary Riedle \$18.00 to \$18.50 per hour)
- Parish Administrator Line: Rebecca Dargo January '24 pay
- Social Justice: Includes \$250 Reconciling Works renewal
- WELCA maintains its own checking account
- Copyright Fees Line Item: CCLI \$662 & One License \$300 Fees are included in IT/AV Software, Licenses under Admin Budget
- Maint/Misc Supplies: Includes AVI-Neuralink expenses
- Youth Activities Line Item: Includes \$150 Family Sunday School Days

King of Glory Lutheran Church

Designated Funds

As of December 31, 2024

	<u>Total</u>
General Fund Designated - Other	
Adult Education	117.25
Altar Guild	0.00
Capital Improvements Project	1,259.35
Children & Youth Director	7,372.63
Coffee Fund	-23.04
Columbarium	1,368.88
Community Feeding Programs	2,678.30
Community Garden	2,023.86
ELCA Disaster Response	0.00
ELCA Good Gifts	0.00
Emergency Assistance Fund	248.38
Endowment Fund	1,287.50
Families in Crisis	3,763.02
Handbell Maintenance	1,627.00
Interfaith Sanctuary	80.00
Library	90.00
Luther Heights Scholarships	275.79
Lutheran World Relief	0.00
Memorial Funds	50.00
Misc Office	2,145.85
Mission Churches	0.00
Myrtle Collaboration Fund	5,000.00
New American Resources	1,749.79
Pfankuch Medical Fund	7,857.35
Piano/Organ Fund	0.00
Receptions Fund	193.49
Sabbatical Leave - Pastors	3,000.00
Sandwich Sunday	1,530.65
Social Ministry Programs	35.00
Staff Gifts	411.22
Stephen Ministry	753.00
Thrivent Choice	349.44
WELCA Quilts & Bazaar	-73.88
World Hunger	0.00
Youth Ministry	10,970.16
Total General Fund Designated - Other	<u>\$ 56,140.99</u>