

ANNUAL REPORT 2023



Evangelical
Lutheran Church
in America

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A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

Over the past year we have continued to experience changes in the world around us. Even as our church finds ways to adapt to this changing world, we find hope in the unchanging and always present promise of God's love through Jesus Christ. We change and adapt not to conform to the world but because we believe that the gift of God's Son is for the world, and that our congregations and worshiping communities are places to gather and be sent into the world, where we will tell the story of God's love in word and deed.

The ministries of our congregations, our synods and the churchwide organization provide ways for the church to move beyond the boundaries of structures and geography and to share God's love with people in our neighborhoods, our cities, our country and beyond. We engage in this ministry knowing that our church walks by faith, trusting in God's promise in the gospel, and that we exist by and for the proclamation of this gospel word. In John 15:5, Jesus reminds us, "I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." We are connected by the promise that we do all through Christ and can do nothing apart from him.

God gives the Holy Spirit, who uses gospel proclamation — in preaching and sacraments, in forgiveness and in healing conversations — to create and sustain this faith. Just as we rely on God to sustain our faith, we rely on each other to sustain the ministries that offer God's love to the world. Through your generosity to each expression

of this church — your congregation, your synod and your churchwide organization — you add to our collective voice proclaiming God's love for all.

I am grateful for your generosity over this last year. My gratitude spreads far beyond your generous financial gifts. You've shared your gifts of time through countless hours of volunteering, serving and accompanying. You've shared the gifts of your voices as we've tried to discover and learn how God is calling us to be the church now and into the future. And, finally, dear church, you have shared the gift of the realness of God's love with the world around you. Be well, dear church, and stand steadfast in the promise of God's love and grace as you take that promise with you into the world.

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

“I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing.” —John 15:5

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 [ELCA.org/SOFIA](https://elca.org/SOFIA).



Evangelical
Lutheran Church
in America



Northwest Intermountain Synod ELCA

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

January 2024

“13 *Now on that same day two of them were going to a village called Emmaus, about seven miles from Jerusalem,* ¹⁴*and talking with each other about all these things that had happened.* ¹⁵*While they were talking and discussing, Jesus himself came near and went with them...*” (Luke 24)

Dear Friends in Christ,

Welcome to annual meeting season! I hope that in addition to doing the important work of electing leaders and/or approving budgets, your congregation’s annual meeting is a time to celebrate the way the Holy Spirit is working through your congregation and the many ways God’s love is shared in your larger community, across the Northwest Intermountain (NWIM) Synod, and around the world. I am writing this letter in early January, after reading Christmas cards full of laments for Israel and Palestine, Ukraine, and so many other places where violence harms the innocent. But the letters also spoke of the deep hope that comes from trusting in the abundant love and life that comes from the Triune God we worship. I encourage you to rejoice in this hope during your meetings even as you pray for peace.

At the end of April, the NWIM Synod Assembly gathered under the theme *Bega Kwa Bega* (shoulder to shoulder). We use this Swahili phrase because Swahili has no word for *accompaniment*, the term the ELCA uses to describe companion synod relationships (like our relationship with the Ulunga Kilombero Diocese of Tanzania) and the many other relationships in our neighborhoods and communities. The scripture story at the heart of our understanding of accompaniment is the Road to Emmaus from Luke Chapter 24, which begins with Jesus walking shoulder to shoulder with two disciples who do not recognize him. The teaching document on accompaniment states, “We, and our acquaintances on the road, are all part of the body of Christ. We walk the Emmaus road every day and the people with whom we share the journey accompany us and we accompany them. The Emmaus road story helps to illuminate *Accompaniment, a theology of mission*. We see that mission is a journey, and that this journey, taken with many companions, shows us the unexpected and sometimes unrecognized Christ who walks with us. In this journey, we break bread together, we move toward Christ’s mission of reconciliation between us and God, between us and one another.”

Now, anything can become an idol, even a theology. I am not inviting us to worship at the altar of accompaniment, but I do find it a helpful theme and thread for our mission as a synod. Our rostered leaders leaned into accompaniment when we heard from Vance Blackfox at Bishop’s Fall Convocation. Accompaniment will be in the background during our three spring regional gatherings (Spokane Valley, Twin Falls, and Ellensburg) where we will talk about *Funding Forward* and stewardship. Most important, accompaniment is what each of our congregations and ministries do locally—you are accompanied by your neighbors, and you accompany them. Accompaniment is sometimes hard, other times joyful, and occasionally puzzling. Our synod staff also seeks to accompany you, whether in the call process, a new adventure, or a time of struggle. The English word synod combines two Greek words that literally mean *a way together*.

In the life of the church, the other place the word accompaniment arises is of course in worship, during which the instrumentalist accompanies the assembly in singing. This may not be shoulder to shoulder, but what joy we have when the instrument and assembly are in sync! All our accompaniment in the world is grounded in worship. We are both sent from worship to serve, and we return to be fed and nourished. Thank you, finally, for your faithful worship of a God whose love is boundless.

Bishop Meggan H Manlove

Pastor Connie Winter-Eulberg's Report 2023

In 2023, I have been extremely grateful for the members of King of Glory who have taken on tasks and volunteered for projects or musical opportunities that they have never done before. I am so supported by volunteers who have gotten excited about different ways to do stewardship or learning about how to serve on the altar guild or how to be a hospitable greeter before worship begins. Our worship volunteers are extremely faithful and welcoming.

I would like to lift up our AV pilots who create slides for our screens and who do the magic of Live Streaming our worship services. They have put hundreds of hours into this ministry and their help expands the number of households that join us for worship online from all over the U.S.

Our Columbarium Committee lost Glen Laushman when he moved and Doneta Stephensen stepped up to take his place. This committee has had a lot to do during 2023 and they are thoughtful and kind to those who are grieving.

Our Sunday School teachers have taught youth on Sunday mornings and put together a Christmas Pageant for our 3 pm Christmas Eve service.

Staff

2023 was a tough year with waiting for many months for our new Director of Music to come to the U.S. and join our ministry. This process dragged out for a long time before we decided that we needed to go a different direction. During our year of interviewing candidates for the Director of Music position and waiting months for our candidate, we had the pleasure of having Del Parkinson be our musician. Del's kindness and his faithfulness, plus his great attitude was a joy. I am so appreciative of his help.

When we decided to change course and let our candidate go, we were able to interview Steve Eulberg, who was ending his time as the interim Director of Music at Covenant Presbyterian Church. Steve was hired and started as our Director of Music on October 1, 2023 and quickly got the vocal choir up and running as well as a chimes choir.

Pastor Connie Winter-Eulberg's Report (continued)

We continue to gather members to be part of short-term Worship planning teams. Each team organizes worship for 4-6 weeks, depending on the liturgical year. This has worked well and several members of our congregation have learned a lot about worship and how to match music, prayers, and scripture together that is based around a theme. Many of the people who have participated in a Worship planning team have seen this as a way to praise God and to prayerfully offer worship to all those who gather.

Our lay preachers continue to be a wonderful addition to our worship team. They understand the responsibility that comes with preaching and they take great care in crafting a sermon. God has truly blessed us with Mary Rickerd, Todd Kraft and Sharlene Harvey.

Our Administrative Assistant, Diana Shafer, resigned at the end of August after being with us for one year. Transitions are hard, but we were able to hire Rebecca Darga who had worked at 3 different churches in the past. Rebecca has been a god-send to us. She takes on new projects and if she has never done them before, she does research and figures out how to complete the task. She is also very welcoming to all who come to KOG. Charlene Etoka continues to serve as our custodian. Charlene is a gift to us as she keeps our church clean and ready for members and visitors.

LEAP Housing

One of the most exciting aspects of 2023 was the congregational approval of partnering with LEAP to have them buy some of our land and build affordable housing in our (God's) backyard. I am so appreciative of the leadership of Mary Rickerd, Todd Kraft and Becky Newberry for heading up this project. Bart Cochran and the other staff from LEAP have come to many meetings with the congregation and with KOG's neighbors to make this project work. LEAP expects to have a ground breaking in the spring of 2024. After many years of talking about what could happen on this land, King of Glory prioritized housing and an additional well to provide water for our neighborhood and to keep our community garden. This is a fantastic way to show love to our neighbors. Thanks be to God!

Pastor Connie Winter-Eulberg's Report (continued)

Confirmation

Cluster Confirmation – It was a joy for me to be part of the Treasure Valley Cluster Confirmation with great colleagues, Pastor Mike Sager, Pastor Meggan Manlove, Casey Cross and Mary Riedl. In June of 2023, King of Glory confirmed Lawson Rocke and Fabrice Maditoloum.

Cluster confirmation disbanded in the summer of 2023 when Pastor Meggan became Bishop Meggan Manlove and Casey Cross ended her time as staff at Hope Lutheran to work as the Assistant Director at Luther Heights.

Luther Heights Bible Camp helped us out by planning and facilitating two confirmation retreats in the fall of 2023 and they will offer 2 retreats in the spring of 2024. Our three confirmation students are: Hudson Rocke, Angeline Boinde and Elaine Mansell (friend of KOG). They attended a day retreat on September 23, 2023 at Immanuel Lutheran Church and an overnight retreat on October 28-29, 2023 in Payette at St. James Retreat Center.

King of Glory hosted “Camp Christmas” in early December which was led by the staff at Luther Heights. This was a Treasure Valley Cluster event for all generations. This event was fun because grandparents brought their grandkids and everyone had a great time. Current confirmation students from various churches had fun making crafts, and doing a quiz game. Kids of all ages were able to paint and decorate a board for an Advent wreath and given candles to take home and have a Advent devotional time at their homes. The ending worship was wonderful with Steve Eulberg playing songs and having us sing along. Leaders read the story of the birth of Jesus and the youth acted it out. This was a great time for all. This event was successful and we are hoping that Luther Heights does this again next year.

Pastor Connie Winter-Eulberg's Report (continued)

Multifaith Action Project (MAP):

Members: King of Glory Lutheran, Covenant Presbyterian, St. Paul Baptist Church and the Church of Jesus Christ of Latter Day Saints.

The Multifaith Action Project hosted a luncheon on May 19, 2023 and invited leaders from the members faith communities as well as leaders from the Boise mayor's office, not-for-profit organizations, the media and community partners. This gave MAP more friends and partners to do the work of feeding people and making connections around housing in our area.

On September 9, 2023, MAP partnered with a national program called "Feed the Hungry" to put together packets of food. MAP gathered 500 volunteers on that day and put together 100,800 packets of food that has been spread throughout the Treasure Valley to faith communities, food pantries and not-for-profits.

On December 16, 2023 MAP gathered people from our member congregations and had a night of prayer and music at St. Paul's Baptist Church. This was a night where we experienced the Holy Spirit among us. The King of Glory members who were a part of the combined choir said that they didn't know they could sing like that.

The initial grant from the Myrtle Collaboration has now ended. MAP continues to have a fund from this grant and we will continue to gather together for joint worship, music and service. The leadership from the partner faith communities will continue to meet and plan how our group can positively affect the Treasure Valley.

Pastor Connie Winter-Eulberg's Report (continued)

Pastor Connie's Continuing Education 2023:

Since I took Godly Play training in 2022, I continue to be updated on how we can use Godly Play in the homes of our families with small children.

I took advantage of the Convergence Lab <https://convergenceus.org> and watched 11 podcasts with many different speakers who addressed the question, "Can the Church Change?" I have had several conversations with colleagues about this topic and the future of the ELCA and religion in the U.S.

I had time away with ELCA clergy as we discussed the books we had recently read, I was able to be in on a church consultant meeting with a pastor who is a client of the consultant. We also viewed four of the "Can the Church Change?" podcasts and had lengthy discussions about the questions raised in the podcasts and the ideas for change.

I chose to read books on racism, commentaries on various books in the Bible, books written by or about welcoming the LGBTQIA+ community and books written by people who have left organized religion.

Pastor Connie's Ending Remarks

I want to let you know that I am extremely grateful to be your pastor. I truly see how we are in ministry together. You are compassionate, eager learners of how to be followers of Jesus. It is my pleasure to love you and care for you as your pastor. The Holy Spirit is with us and guiding us in new ways to love God and to love our neighbors. Thank you for a great 2023!

Pastor Connie Winter-Eulberg

King of Glory Lutheran

2023 Annual Report Statistics

Pastoral Acts

Baptisms:

11/12/2023 Lanee Beasnan

New Members:

11/5/2023 Lisa Kenyon

11/5/2023 Rod Eide

11/5/2023 Darlene Flacker

11/5/2023 Pat Harris

12/17/2023 Gretchen Bingea

12/17/2023 Anne Palma

Celebrations of Life/Funerals:

1/21/2023 Moise Nayigihungu

5/16/2023 Catherine Margaret Starenko (Katy)

6/10/2023 Margaret Reed

6/28/2023 Louise Moore

8/22/2023 Sharon Barnard

8/30/2023 Robert (Bob) Maylum

Confirmation: Lawson Rocke, Fabrice Madjitouloum

Statistics

Number of baptized Members as of January 1, 2023 335

Number of baptized Members as of December 31, 2023 203

Number of Confirmed Members as of January 1, 2023 283

Number of Confirmed Members as of December 31, 2023 171

Average Weekly attendance for in-person worship in 2023 87

Average Weekly attendance for on-line households in 2023 37

Note: Church Council audited our membership list this fall based on ELCA church constitution bylaws

President's Report 2023

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 throughout 2023. We recognize and appreciate the efforts of the AV Pilots Team: Wes & Dawn Lewis, Matt Lee, Lisa Kraft, Jim Rickerd, Joel Tompkins and Becky Newberry.
- Our handbells were loaned to Covenant Presbyterian - this was a great opportunity to nurture this music ministry at Covenant while we were without a Director of Music Ministry ourselves. Covenant is now able to purchase their own handbells and our 4-octaves were returned to KoG.
- Our LEAP/Veolia Project was approved by our congregation at the mid-year congregational meeting on June 25, 2023. Shortly thereafter, a KoG Task Force was formed to represent the congregation as the decision-making body and liaison between LEAP/Veolia and Church Council. The members are Shirley Engerbretson, Dean Falk, Todd Kraft, Becky Newberry, Mary Rickerd, Mark Stephensen and Carolyn Watts. The services of an experienced attorney, Anne Kunkel, have been secured for the legal contracts work and the required Neighborhood Town Meeting for our neighborhood occurred in November. LEAP has filed with the City of Boise for the creation of the KoG Pocket Neighborhood and we now await the progress and completion of this filing.
- The Fall Stewardship Appeal for 2024 was guided by our affiliation with the Stewardship for All Seasons program. 'Called to Serve, Called to Share' is the theme and statements of intent from the congregation are being received gratefully.
- KoG Staffing Changes included the saga of the search for a Director of Music Ministry which began in late 2022 with the departure of Laurann Taylor. The Personnel Committee interviewed multiple candidates before pursuing the applicant, Brian Copple. An employment agreement was signed in June of 2023 with Brian, but after numerous delays there was also a communication breakdown and KoG Council made the difficult decision in September to release Brian from his employment agreement. The Personnel Committee then reopened their search for candidates and found that Steve Eulberg was interested in this position. Steve was interviewed and hired to begin his ministry as our Director of Music Ministry in October 2023. Concurrently, our administrative assistant, Diana Shafer, gave her notice in September to take a position closer to her home and better suited to her interests. Again, the Personnel Committee sprang into action with interviewing candidates and hired Rebecca Darga, who became our administrative assistant in October 2023.

President's Report (continued)

- Recognitions for faithful service to our Church Council go out to the following individuals who are finishing their terms: Dan Price, Mary Rickerd, Matt Lee, Katie Vaage and Dwayne Gjoraas. 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 2023. Thank you for your prayers of support and encouragement.

-Becky Newberry-
Church Council, President

2023 Annual Meeting Minutes

King of Glory Annual Meeting: January 29, 2023

Mary Rickerd, Council President, called the meeting to order at 11 AM with an opening prayer.

It was determined that a quorum is present with attendees in the Sanctuary and live via Zoom.

MSP (Mark Stephensen/Anise Lee Dahlquist Approve minutes of the 2022 Annual Meeting.

Pastor's Report: Pastor Connie Winter-Eulberg

Pastor Winter-Eulberg's report is contained in the 2022 Annual Report.

The Pastor highlighted activities of note for the year.

Council President's Report: Mary Rickerd

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

Mary thanked members completing faithful service in several ministries:

Wes and Dawn Lewis for leadership in the Worship Committee and technical knowledge to begin livestreaming.

Wayne Bradburn and Ron Nearman for leading the Property Committee, including emergencies related to the facilities, as well as supervising contracts and routine needs of the building.

Glen Laushman and Jim Stumpf completing two 3-year terms on the Columbarium Committee.

Anise Lee, Nick Tinker, Ian Tompkins for completion of Church Council terms.

The Executive Committee, serving a second year: Dan Price, Matt Lee, Carolyn Jean Smith

Pastor Connie recognized Mary's service and expressed appreciation for her leadership and support.

Committee Reports:

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

2023 Annual Meeting Minutes (continued)

Nominating Committee Report by Nicki Tompkins:

Columbarium Committee - 2 open positions:

Jim Cambron

Lynda Cambron

Mission Endowment Committee - 1 open position:

Stan Fornander

Church Council: 2 open positions:

Greg Olson

Nominated from the floor:

Becky Newberry

Joel Tompkins

Paterne Naraneang-Djikoloum - Youth Position

Written ballots will be required to decide the 2 open Council positions. A procedure to ensure that only those who attended the meeting, in person or on-line, will be eligible to vote was established. Those attending in-person will vote before leaving the sanctuary. Electronic ballots will be sent to the on-line attendees who registered with the Council Representative On-Line meeting host. They will be asked to return their ballots to the Church Office by Wednesday, February 1 to be included in the final count. The Administrative Assistant will collect the e-mailed ballots, redacting names and email addresses. The results will be counted by the Nominating Committee and announced to the congregation.

ADDENDUM: February 1, 2023 Election Results: Becky Newberry and Joel Tompkins were elected to fill two 3-year terms.

MSP (Todd Kraft/Shirley Engerbretson) Council shall select the 2023 Nominating Committee.

Financial Reports: Carolyn Jean Smith, Treasurer

Financial Reports were distributed to the congregation.

Due to the resignation of Ashlee Wetherington, King of Glory bookkeeper, accounting services have been contracted with a local accounting firm. Financial procedures have been customized to meet the ability of the firm to maintain the financial system according to good accounting procedures.

There were additional questions and observations on the financial reports.

MSP (Shirley Engerbretson/Todd Kraft) Accept the 2022 Financial Reports.

2023 Annual Meeting Minutes (continued)

2023 Budget Report: Dan Price

The 2023 budget has been reviewed and approved by the Finance Committee and Council. Due to the new accounting firm maintaining financial records, access to the year-end report was delayed so the budget process was slowed.

The 2023 budget is a balanced budget. There have been 70 pledges = \$338,960. There are increases in expenses in 2023 for administrative financial support, accounting services, and salary increases for all staff. Maintenance and utilities have increased because of delayed building maintenance and increased use of the building. Capital improvement has not been included because there are leftover funds from the AV projects (about \$47,000) which can be used for capital improvements (e.g., HVAC, monitors in Narthex/Fellowship Hall or other projects approved by Council and/or congregation.)

MSP (Stan Fornander/Greg Olson) Approve and accept the 2023 Budget.

Due to an oversight on the ballot, Mary Rickerd reported that Nick Tinker and Ian Tompkins had been nominated for the two King of Glory representatives at the 2023 Synod Assembly but were not approved by the congregation in the voting process. The nominations of Nick Tinker and Ian Tompkins as Synod Assembly representatives were approved by voice vote. Greg Olson will be the alternate.

LEAP Affordable Housing

Mary Rickerd reported that the Council has proposed acceptance of Proposal #2 that would be a hybrid housing option with sale of the land to LEAP. Consultation with real estate lawyers and further discussion and negotiations with LEAP are continuing. It is the plan of the Council to keep the Community Garden intact, and continue the process of the sale of property to Veolia for a community well. A special congregational meeting will be called at a later date to consider and vote on the proposals.

MSP (Mary Kay Tinker/Todd Kraft) to adjourn the 2023 Annual Meeting.

Pastor Connie closed with prayer.

Matthew Lee, Congregational Secretary

2023 Mid-Year Meeting Minutes

King of Glory Mid-Year Meeting, June 25th, 2023



King of Glory
LUTHERAN CHURCH

King of Glory Congregational Mid-Year Meeting June 25, 2023

Minutes of the Congregation Mid-Year Meeting, King of Glory Lutheran Church, Boise, ID June 25th, 2023

Becky Newberry opened the meeting at 11:30am.

Present

70 people signed into the meeting, physically present.
12 people attended the meeting via Zoom.

Quorum needed: 15% of 320 individual members, or 48 members

Becky declared the quorum met.

Becky led the opening prayer.

Mary Rickerd made the first motion on the three-part LEAP, Veolia, and garden proposal.

The first motion was seconded by Shirley Engerbretson and Laura Burlingame Lee.

Becky called for discussion.

Dan Price made the second motion to change the constitution to allow fewer members at large on the council.

The second motion was seconded by Jim Mossholder.

Becky called for discussion.

Mid-Year Meeting Minutes (continued)

King of Glory Mid-Year Meeting, June 25th, 2023

Dan Price made the third motion, to allow the Treasurer to have a vote in Council and on the Executive committee.

The third motion was seconded by Val Bridges.

Greg Olson asked clarifying questions about each of the two constitutional amendments which were answered to his satisfaction.

Becky called for discussion.

A vote was taken on all three motions via written ballot. The written ballots were collected for counting. Zoom attendees were emailed a ballot, to be marked and returned by Wednesday, June 28th.

After the ballots were collected and secured, Pastor Connie led the closing prayer.

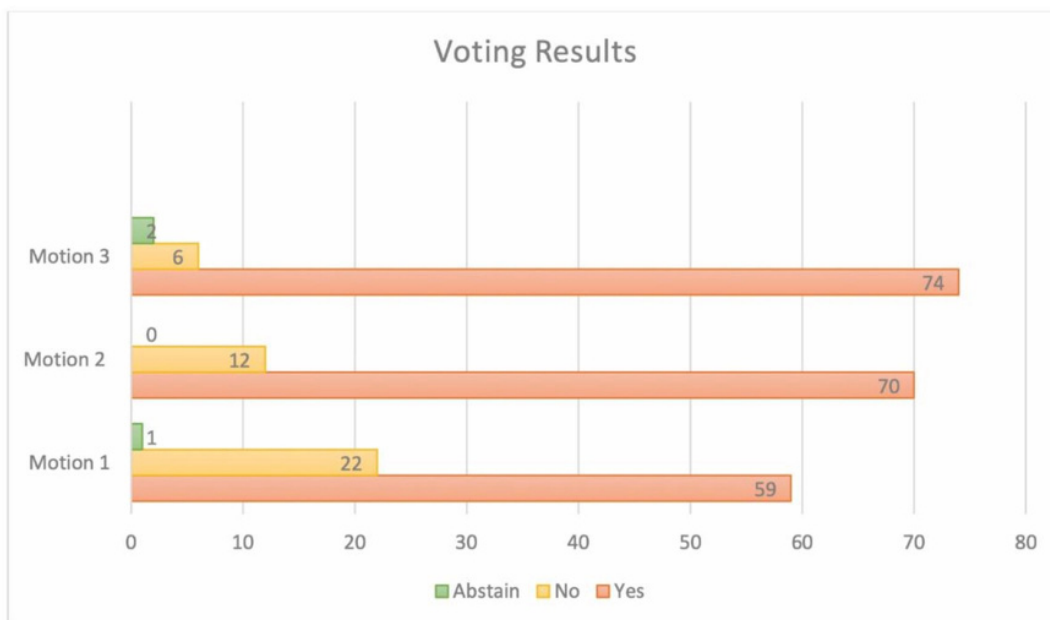
The meeting was declared closed at 11:43 AM.

Respectfully submitted by

Joel Tompkins, Council Secretary

Mid-Year Meeting Minutes (continued)

King of Glory Mid-Year Meeting, June 25th, 2023



Motion 1: (a) KOG commits to the building of affordable housing, in partnership with LEAP, on the back property of the church. The project will include the sale of X acres (pending land survey and City of Boise lot split approval) to LEAP to be placed in a Land Trust for the purpose of building eight (8) rental units to be managed by LEAP and its management company, along with a common use space agreement about parking, trash and recycling etc. Details of the sale and common use agreements will be worked out by a Task Force appointed by KOG Council, consisting of up to five members.

(b) KOG commits to the sale of X acre (pending land survey and City of Boise lot split approval) to VEOLIA for the purpose of drilling a new community well on the back property of the church. The project will include the construction of appropriate fencing and an access road to allow VEOLIA access to the well and its associated buildings. Details of the sale will be worked out by the Task Force and approved by KOG Council.

(c) KOG commits to retaining the current community garden with the assurance that water supplies will be available from either the current church well or from VEOLIA. Details of the water access will be worked out by the KOG Property Committee and approved by KOG Council.

1) 72% voted yes

Motion 2: Constitutional Revision

Chapter 12 Congregational Council

C12.01. The voting membership of the Congregation Council shall consist of the pastor(s), the officers of the

Mid-Year Meeting Minutes (continued)

King of Glory Mid-Year Meeting, June 25th, 2023

congregation and six members of the congregation.

Proposed Change: The voting membership of the Congregation Council shall consist of the pastor(s), the officers of the congregation and a range of 1-4 additional members of the congregation.

2) 85% voted yes

Motion 3: Constitutional Revision

Chapter 11 Officers

C11.01. (d) If the treasurer is not selected from the elected membership of the Congregation Council, the treasurer shall have voice but not vote at the meetings of the Congregation Council.

Proposed Change: If the treasurer is not selected from the elected membership of the Congregation Council, the treasurer shall have voice and can vote at the meetings of the Congregation Council.

3) 90% voted yes

82 total ballots

Balance Sheet

King of Glory Lutheran Church

Statement of Financial Position

As of December 31, 2023

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
Bill.com Money Out Clearing	0.00
Cash in Bank	0.00
Columbarium Acct - Cash Bal	11,164.96
Endowment Acct Investment MIF	159,158.74
Mountain West Checking	97,856.67
Reserve Fund-Cash Bal MIF	79,717.69
Women of the ELCA (local) Idaho LLC	17,791.98
Total Bank Accounts	\$365,690.04
Other Current Assets	
Endowment Investment Account -Ed Jones	20,645.32
Mission End Fund Cash Bal	15.00
Total Other Current Assets	\$20,660.32
Total Current Assets	\$386,350.36
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	\$3,831,111.36
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Credit Cards	
MW CC	965.36
Credit Card X2562 (Control Acct)	-3,545.09
MWB CC Off1 x2588	2,412.00
MWB CC Off2 x2596	822.90
MWB CC x2570	943.79
Total MW CC	1,598.96

Balance Sheet

King of Glory Lutheran Church

Statement of Financial Position

As of December 31, 2023

	TOTAL
Total Credit Cards	\$1,598.96
Other Current Liabilities	
Direct Deposit Payable	0.00
General Fund Designated - Other	
Adult Education	117.25
Altar Guild	578.91
Capital Improvements Project	8,801.24
Children & Youth Director	7,027.92
Coffee Fund	18.44
Columbarium	3,864.87
Community Feeding Program	1,529.74
Community Gardens	3,346.30
ELCA Disaster Response	0.00
ELCA Good Gifts	51.74
Endowment Fund	50.00
Family in Crisis	3,728.02
Handbell Maintenance	1,027.00
Interfaith Sanctuary	260.00
Library	0.00
Luther Heights Scholarships	1,584.79
Lutheran World Relief	0.00
Memorial Funds	0.00
Misc Office	2,183.35
Mission Churches	90.00
Myrtle Collaboration Fund	5,000.00
New American Resources	1,749.79
Pfankuch Medical Fund	7,507.18
Piano/Organ Fund	0.00
Receptions Fund	193.49
Sabbatical Leave - Pastors	3,000.00
Sandwich Sunday	536.20
Social Ministry Programs	25.00
Staff Gifts	446.39
Stephen Ministry	753.00
Thrivent Choice	727.64
WELCA Quilts & Bazaar	132.72
World Hunger	140.00
Youth Ministry	28,017.19

Balance Sheet

King of Glory Lutheran Church

Statement of Financial Position

As of December 31, 2023

	TOTAL
Total General Fund Designated - Other	82,488.17
Paycheck Protection Loan	0.00
Payroll Liabilities	
Federal Taxes (941/944)	2,934.89
ID Income Tax	295.00
ID Unemployment Tax	0.00
Portico	-605.61
Total Payroll Liabilities	2,624.28
Total Other Current Liabilities	\$85,112.45
Total Current Liabilities	\$86,711.41
Long-Term Liabilities	
Columbarium Contracts & Reserves	20,650.00
Expansion Const Loan (MIF)	238,118.87
Memorail Funds for Piano	200.00
Total Long-Term Liabilities	\$258,968.87
Total Liabilities	\$345,680.28
Equity	
Opening Balance Equity	567,455.87
Prior Year Equity	2,562,340.88
Unrestricted Net Assets	265,245.40
Net Revenue	90,388.93
Total Equity	\$3,485,431.08
TOTAL LIABILITIES AND EQUITY	\$3,831,111.36

King of Glory - 2024 Proposed Budget

	2022 Actual	2023 Budget	2023 Actual	2024 Budget
REVENUE				
General Fund	\$ 373,885		\$ 420,568	
Building Usage Donations	\$ 1,480		\$ 2,585	
Christmas / Thanksgiving	\$ 345		\$ 195	
Easter	\$ 196		\$ 178	
Good Friday	\$ 15		\$ -	
Lent	\$ 95		\$ 290	
Lutheran Magazine	\$ 1,203		\$ 22	
Other	\$ 2,725		\$ 253	
Total Revenue	\$ 379,945	\$ 417,000	\$ 424,091	\$ 429,600
EXPENDITURES				
Administrative				
Annual Audit	\$ -	\$ -		\$ 2,500
Bank Fees	\$ 2	\$ -		\$ -
Bookkeeping & Accounting Services	\$ 11,442	\$ 8,000	\$ 18,710	\$ 20,000
Council/Pastor Discretionary Fund	\$ 1,261	\$ 1,000	\$ 498	\$ 1,000
Insurance/Umbrella	\$ 7,580	\$ 7,500	\$ 8,631	\$ 8,650
IT Internet Connection	\$ 3,457	\$ 3,500	\$ 3,737	\$ 3,700
IT/AV Software, Licenses & Copyrights		\$ 2,400	\$ 5,384	\$ 3,900
IT Support - Included Software in 2022	\$ 3,144	\$ 3,000	\$ 382	\$ -
Vanco Fees	\$ 497	\$ 500	\$ 966	\$ 1,000
Office Equipment & Services	\$ 705	\$ -	\$ 70	\$ -
Office General	\$ 2,732	\$ 2,500	\$ 2,609	\$ 2,500
Paper Supplies	\$ 867	\$ 1,200	\$ 250	\$ 500
Photocopier Lease & Maint	\$ 7,881	\$ 6,000	\$ 4,312	\$ 4,500
Postage	\$ 476	\$ 600	\$ 327	\$ 300
Synod Convention	\$ 215	\$ 1,000	\$ 1,468	\$ 1,500
Total Administrative	\$ 40,259.74	\$ 37,200	\$ 47,344	\$ 50,050
Benevolence				
Camp Luther Heights	\$ 4,000	\$ 4,000	\$ 4,000	\$ 5,000
Global Missions	\$ 600	\$ 600	\$ 825	\$ 600
Lutheran Community Services	\$ 200	\$ 200	\$ 200	\$ 200
Mission Congregations	\$ 225	\$ 225	\$ 300	\$ 225
PLU Congregational Partner	\$ 300	\$ 300	\$ -	\$ -
Synod	\$ 16,500	\$ 16,000	\$ 16,000	\$ 17,000
Total Benevolence	\$ 21,825	\$ 21,325	\$ 21,325	\$ 23,025
Christian Education				
Adult Education - Speakers	\$ -	\$ 200	\$ -	\$ 100
Adult Education - Sunday School	\$ -	\$ 100	\$ 162	\$ 100
Camp Scholarships	\$ -	\$ 1,800	\$ 140	\$ 1,800
Confirmation - Camp	\$ 50	\$ -	\$ 50	\$ -
Confirmation - Material	\$ 114	\$ 150	\$ 77	\$ 150
Library	\$ 260	\$ 500	\$ 391	\$ 300
Lutheran Magazine	\$ 1,736	\$ 250	\$ -	\$ -
Sunday School - Youth	\$ 510	\$ 500	\$ 80	\$ 500
Total Christian Education	\$ 2,669	\$ 3,500	\$ 901	\$ 2,950
Compensation & Benefits				
Director of Music - Salary	\$ 26,083	\$ 34,000	\$ -	\$ 43,745
Director of Music - Continuing Ed	\$ -	\$ 250	\$ -	\$ 1,000
Director of Music - Professional fees	\$ -	\$ 250	\$ 10,936	\$ 250
Custodian - Salary	\$ 18,350	\$ 19,250	\$ 19,250	\$ 20,200
Nursery Attendant	\$ -	\$ -	\$ -	\$ -
Staff Payroll Taxes	\$ 6,193	\$ 8,000	\$ 3,366	\$ 3,600
Director of Choirs	\$ 10,498	\$ -	\$ -	\$ -
Supply Pastors	\$ 150	\$ 250	\$ 200	\$ 250

King of Glory - 2024 Proposed Budget

	2022 Actual	2023 Budget	2023 Actual	2024 Budget
Administrative Asst. - 30 hrs/wk	\$ 22,519	\$ 28,860	\$ 26,798	\$ 29,250
Pastor - Salary	\$ 45,032	\$ 56,388	\$ 59,271	\$ 54,280
Pastor - Housing	\$ 40,000	\$ 40,000	\$ 43,125	\$ 45,000
Pastor - S/S Allowance	\$ 6,007	\$ 6,810	\$ -	\$ 6,200
Pastor - Professional Expense Allowance	\$ 2,413	\$ 3,000	\$ 969	\$ 3,000
Pastor - Health/Dis/Life Insurance	\$ 31,232	\$ 32,000	\$ 30,804	\$ 22,175
Pastor - Pension	\$ 8,503	\$ 9,639	\$ 10,168	\$ 10,320
Pastor - Continuing Education	\$ 923	\$ 1,500	\$ 1,500	\$ 1,500
Workers Compensation	\$ 2,275	\$ 2,300	\$ 1,899	\$ 2,000
Total Compensation & Benefits	\$ 220,178	\$ 242,496	\$ 208,286	\$ 242,770
Debt Payments				
Expansion Loan Payment	\$ 65,472	\$ 65,475	\$ 65,475	\$ 65,475
Total Debt Payments	\$ 65,472	\$ 65,475	\$ 65,475	\$ 65,475
Evangelism				
Advertising	\$ -	\$ -	\$ 73	\$ -
Total Evangelism	\$ -	\$ -	\$ 73	\$ -
Fellowship				
Activities / 60th Birthday Celebration	\$ 954	\$ 1,000	\$ 499	\$ 500
Total Fellowship	\$ 954	\$ 1,000	\$ 499	\$ 500
Property				
Capital Improvement Fund	\$ -		\$ -	\$ -
Inspection/Monitoring	\$ 1,898	\$ 1,825	\$ 2,558	\$ 3,000
Landscaping / Lawn Mowing	\$ 4,550	\$ 9,650	\$ 2,027	\$ 7,500
Maintenance & Repair	\$ 7,385	\$ 7,600	\$ 7,102	\$ 7,000
Supplies	\$ 2,454	\$ 950	\$ 2,634	\$ 3,000
Utilities	\$ 11,359	\$ 13,500	\$ 13,640	\$ 12,000
Total Property	\$ 27,646	\$ 33,525	\$ 27,960	\$ 32,500
Social Justice				
	\$ 276	\$ 500	\$ 217	\$ 500
Social Ministry				
Projects & Programs	\$ 445	\$ 1,000	\$ 980	\$ 1,000
Total Social Ministry	\$ 445	\$ 1,000	\$ 980	\$ 1,000
Stewardship				
Offering Envelopes	\$ 328	\$ 250	\$ 165	\$ 150
Stewardship Promotional Materials			\$ 1,145	\$ 1,000
Stewardship for All Seasons	\$ 1,428	\$ 1,740	\$ 616	\$ 500
Total Stewardship	\$ 1,756	\$ 1,990	\$ 1,927	\$ 1,650
WELCA - Maintains separate account	\$ -	\$ -	\$ -	\$ -
Worship				
Altar Supplies	\$ 2,113	\$ 1,575	\$ 905	\$ 1,000
Choir (Hand Bells)	\$ -	\$ 150	\$ -	\$ 150
Choir (Vocal)	\$ -	\$ 150	\$ 197	\$ 300
Copyright Fees	\$ 1,226	\$ 1,614	\$ -	\$ 1,100
Flowers/Decorations/Spec Occasions	\$ 64	\$ 200	\$ -	\$ 200
General Music	\$ 42	\$ 100	\$ 227	\$ 280
Handbell Maintenance	\$ -	\$ 200	\$ -	\$ 400
Instrument Tuning/Repair	\$ -	\$ 150	\$ 375	\$ -
Maint/Misc Supplies	\$ 1,712	\$ 2,000	\$ 2,101	\$ 2,000
Nursery Supplies	\$ -	\$ 75	\$ -	\$ 100
Special Services	\$ 428	\$ 500	\$ 250	\$ 1,600
Supply Organist	\$ 3,300	\$ 1,200	\$ 9,700	\$ 1,000

King of Glory - 2024 Proposed Budget

	2022 Actual	2023 Budget	2023 Actual	2024 Budget
NEW: Youth Worship Resources				\$ 600
Total Worship	\$ 8,885	\$ 7,914	\$ 13,755	\$ 8,730
Youth and Family Ministry				
Family Sunday School Days	\$ -	\$ 125	\$ -	\$ -
Fundraising Expenses	\$ -	\$ 250	\$ 38	\$ 100
Milestones	\$ 17	\$ 200	\$ 93	\$ 100
Youth Activities	\$ 214	\$ 500	\$ 12	\$ 250
Total Youth and Family Ministry	\$ 230	\$ 1,075	\$ 143	\$ 450
Total Expenditures	\$ 390,595.37	\$ 417,000	\$ 388,884	\$ 429,600
Net Operating Revenue	\$ (10,651)	\$0	\$ 35,207	\$0

NOTES on 2024 BUDGET

- Balanced budget. Projected income covers projected expenses
- Offerings include pledges plus 17.3% (vs 30% historically). 67 pledges received totaling \$366,104
- 3% projected increase in income over 2023 budget
- Includes salary increases for all employees
- Bookkeeping & Accounting Services: Increased expenses + moved \$2000 from IT/AV Software to this line item
Also includes QuickBooks and Veritas payroll services
- IT/AV expenses were separated into different categories
- Includes 8% increase in overall benevolence giving
- Lutheran Magazine is now online
- Property Committee increase in Lawnmowing expense due to anticipated lawn mowing service contract
- Worship Committee budget increased due to now having a music program
- Copyright fees were moved from Admin section to Worship section
- New line item under Worship - Youth Worship Resources covers costs for kids bags and messages

Note: Designated Funds are on page 48

Altar Guild 2023

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
- Ensuring items needed for communion are purchased and available
- Replacing candles as needed and maintaining candle lighters
- Keeping the robes used by the pastor and assisting minister clean.
- Ensuring that items needed for baptism are available to the pastor when needed
- Placing flowers in the chancel for Christmas, Easter and other times as requested
- We also set up and clean up communion items before and after services.

There is a sign up sheet outside the Fellowship Hall for those interested in helping with communion.

We are happy to accept new members. We do not require a major time commitment and we rotate and are flexible in scheduling members. Anyone from high school age and up (including men) are welcome.

Thank you to Glen Laushman , Lyman Larson and Stan Fornander for assisting in changing the banners according to the season in 2023.

Current members are: Carol Belangee, Nancy Cormier, Sue Fornander, Patty Larson, Claudia Laushman, Mary Rickerd.

Respectfully submitted,
Shirley Dodson (chair)

Christian Education 2023

Youth Education

- In the spring we continued two Sunday school classes. One for 3 year-olds through 3rd grade, taught by Doneta Stephensen and Coletta Hill. The other was for 4th through 6th grade taught by Phyllis Bradburn and Sharon Grove. Attendance was irregular, but 17 students attended at various times, although a few only once.
- Bible were presented to three 4th and 5th graders.
- For the Cradle Role (Newborns thru age 2) we sent out Splash monthly Newsletters to the parents of 6 children, all who aged out at various times of the year. Now we have a new infant in the church.
- For the children ages 3 -8 we mailed 11 copies of Spark Family every 3 months. We need to keep our list of youth current with birthdates and contact information.
- For 4th thru 6th graders 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 14 books left to complete the set.
- Two students were confirmed in 2023. 7th to 9th graders are currently attending cluster wide confirmation classes monthly, with Pastor Connie.
- Katie Vaage continues activities with high schoolers and junior high students providing preparation and fund raising for the ELCA National Youth Gathering to be held July 16-20, 2024 in New Orleans with the theme "Created to Be," taken from Psalm 139. A young adult gathering for ages 18-25 has been added since many of them missed the chance to go to the last youth gathering which was cancelled.
- Eight youth, from grades 2 thru high school, attended a week at Luther Heights Bible Camp this summer. For many it was a much-anticipated repeat activity. Katie Vaage, Sally Husted, Gabrielle Applequist and many others in the congregation helped to make this happen.
- In September we held a meeting with parents of Sunday Schoolers to discuss their hopes for their children's Christian education.
- In September we combined the Sunday School classes into one class for ages 3 through 6th grade. We are using the Spark All Kids Sunday school curriculum. The teachers are Coletta Hill, Doneta Stephensen, Phyllis Bradburn and Shirley Dodson.
- In December, Luther Heights provided an inclusive Advent afternoon at King of Glory, for all school age youth from the ELCA churches in the Treasure Valley.
- For the Christmas Eve family service the youth dressed in costumes (from previous years) of the nativity, and were a visible part of the gospel reading. The children concluded the reading with a song.

Christian Education 2023

Adult Education Classes

Sunday morning classes have been provided by various groups and individuals.

- During Lent, Mary Rickerd provided a discussion on the book, “Entering the Passion of Jesus,” by Amy-Jill Levine.
- Bill Amos taught a two-session class on the Earliest Church.
- The Social Justice Committee provided 2 sessions of a 4-session class on the ELCA topic “Civic Life and Faith.” They had to skip the last two sessions, so we could have the following LEAP class.
- Question and Answer sessions about LEAP.
- Pastor Connie has led various classes during the year.

Independent of our committee four Bible studies meet during the week. A Men’s Bible study meets each Thursday morning at a restaurant. A Women’s Bible study meets each Friday morning. Another Women’s study meets twice a month on Wednesday mornings. And on the fourth Monday afternoon of the month women gather with others from local ELCA churches to study the Bible lesson published in the WELCA women’s “Gather” magazine.

Other adult opportunities are provided by various groups. A book club meets monthly on a Saturday. And the Christian Life Study group meets on Zoom the first and third Monday afternoons of the month to study a religious life book of their choosing.

Committee members:

Bill Amos—Secretary

Phyllis Bradburn—Chair

Carlene Rocke

Pastor Connie

Doneta Stephensen

Katie Vaage—Council Liaison

Coletta Hill

Respectfully Submitted,

Phyllis Bradburn

Director of Music Report 2023

Equipping the Saints

Since beginning on October 1st, I have been getting better acquainted with the congregation, particularly those who participate in sharing their musical gifts. I conducted an inventory of musical experience and interest in order to revive the Vocal and Chimes Choirs with weekly rehearsals and preparing regular offerings of music for worship. Our bells have returned from their long-term loan to Covenant Presbyterian Church and we're beginning to get acquainted with them again with plans to include them soon.

I am excited to work with musicians in the congregation: Jorgen Vaage (drums) & Ken Grove (organ) to incorporate their gifts in Sunday Worship. I have deep gratitude to Del Parkinson for his leadership over the long interim and as I get acquainted with all the varieties of music that the congregation has experienced and explored, I am also grateful for the long-term leadership of Laurann Taylor who helped to make that possible! I coordinated brass for Reformation & Oktoberfest, and seek to bring a rich and varied approach to instrumental accompaniment, all with the goal of supporting and equipping congregational songs of praise.

I interact with: Church staff, Worship Committee, Worship Planning Teams, and church leadership; I recruit Cantors and program music to include more percussion so that the children and youth can participate regularly in musical accompaniment and leadership. I have recommended and am overseeing the implementation of Planning Center Services software to help the congregation be more easily connected and informed for their worship leadership and responsibilities.

I have been the contact person with AVI-Neurilink for the final installation of the screens in the sanctuary, which we expect to be completed before summer.

Director of Music Report (continued)

I have helped coordinate and provide musical leadership for an Ecumenical Christmas Choir program with St. Paul Baptist, Resurrection Covenant, King of Glory and Jesus Christ of Latter Day Saints members. We were particularly excited to have our Chimes Choir play accompaniment for one of the anthems.

I am eager for the planned collaborations which are coming up in 2024, and am also eager to start a percussion choir with youth, and welcome people of all ages to share their musical gifts. The Holy Spirit has been busy here at King of Glory and I can't wait to see what is next!

--Steve Eulberg
Director of Music

New American's Task Force 2023

The New Americans are faithful members of our congregation. They are appreciative and are dedicated to bringing their kids to church and having them hear the Word of God.

They continue to progress and in some ways, thrive in our community. They still, at times, need help. They have been helped with dentist appointments, taxes, Health and Welfare forms, Housing Authority forms and other government forms.

Because of the tireless efforts of Katie Vaage, King of Glory was able to send 8 New American students to Luther Heights this summer. Katie's funds provided partial scholarships and Luther Heights provided the rest. New Americans are also involved in the Youth Gathering this summer in New Orleans. This year, the Youth Gathering is also having a session for young adults, 18-35, who missed the Youth Gathering due to Covid. Students are also involved in Campfirmation, offered by Luther Heights and participating churches this year. We and the students are grateful for Katie's efforts to fund these events.

They at times; although less than in the past, need financial assistance. They are grateful for all of the help.

Our congregation has helped them in the past and continues to help them. WELCA funds from the New American Fund, the Sunday School teachers with the lessons they teach, the materials they send if the kids are absent are just some of the ways our congregation has shown them the Light of Christ.

Recently, Jack Seid, Nancy Seid's husband, refurbished two little kids bikes for one of the families.

We on the New Americans Task Force are grateful for their faithful commitment to King of Glory. The New Americans enrich our worship experience and congregation. We are fortunate that they are with us.

Sally Husted

On behalf of the New Americans Task Force

Personnel 2023

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 work place for staff. The committee serves as a resource to the Pastor/Head of Staff and Council President in personnel matters.

Primary activities 2023:

- No formal meetings were held during the year.
- The congregation said good-bye to Diana Shafer. We appreciate the time that she dedicated to King of Glory.
- Various members of the committee assisted in interviewing a new Director of Music Ministry and Administrative Assistant.
- We welcomed Steve Eulberg, Director of Music Ministry, and Rebecca Darga, 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. We are always looking for new members. If you would like to be considered, please let one of the Personnel Committee members know.

Respectfully,

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

Property Committee 2023

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

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 2023 include the replacement of a 'vintage' toilet in the women's restroom and the replacement of four HVAC RTU's (Roof Top Units) because cracks were found in the heat exchangers. The remaining seven of the original eleven RTU's are approaching 20 years of age and replacement will become inevitable in the future.

Our building maintenance and inspections include support by several reliable vendors. ACCO Engineering Systems supports the repair and maintenance of the eleven HVAC RTU's. There was an opportunity to combine the inspection services of four different vendors into one 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.

Future contracting work will need to be pursued for summer lawncare and winter snow removal unless we receive more volunteer assistance from our congregation members.

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 2024. We meet monthly for property task-planning meetings on the second Thursday of the month and we hold Saturday morning Work Days, following that Thursday 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 Work Day.

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

Social Justice/RIC Committee 2023

Members:

Gabrielle Applequist, Chair; Carolyne Pietz, Secretary; Kurt Borm; Nick Tinker; Paterne Naraneang-Djikoloum, Liaison with Council

*The RIC former Task force is now a part of the Social Justice Committee

Activities

ELCA Civic Life and Faith

6 study sessions were organized during the Adult Sunday School from May 7 to June 11. This study curriculum was released by the ELCA Task Force as a critical step on the way to a Social Statement called for by the 2019 churchwide assembly.

Members of the congregation were welcomed to attend in person or online and turn in their surveys. Unfortunately, the last 2 sessions at King of Glory had to be cancelled due to a scheduling conflict. Thank you, Carolyne Pietz, Pastor David Ophus, Lisa Kraft, and Paterne Djikoloum for leading the sessions.

RIC (Reconciling in Christ) Welcoming Statement

With Pastor Connie and the Council's approval, it was updated in August 2023.

The RIC survey was also completed showing our congregation's growth into welcoming everyone.

An annual contribution to the RIC organization was also accepted by the Council.

Bold, Loud, and Joyful Retreat

Gabrielle, Pastor Connie, and other members of the ELCA congregations in the Valley attended the retreat, led by speaker Jamie Bruesehoff, at the Luther Heights Bible Camp from June 4 to 6. The goal was to help us have a broader conversation on the role of the church and how we can intentionally welcome all, particularly the LGBTQIA+ youth.

Boise Pride Parade on Sunday September 10, 10-11 am

Members of King of Glory were invited to participate under the umbrella of the Interfaith Equality Coalition. King of Glory had her own banner showing that we are an RIC congregation. The parade was preceded by a religious service in the Cecil Andrus Park. A very moving experience. And a joyful parade. So many kids!

Social Justice/RIC Committee (continued)

Display of books on the LGBTQ topic

With the help of our librarian, Nicki Tomkins, several books for adults and children were purchased and then displayed in the narthex from Sunday August 27 to September 17. Members of the congregation were invited to look at them and borrow them.

Idaho Interfaith Roundtable Against Hunger

Nick and Mary Kay Tinker attended the IIRAH Spring 1023 Forum: Strengthening Local Food Systems. King of Glory is a member of this organization.

Nick was also appointed to the ELCA World Hunger Team for the Northwest Intermountain Synod

Respectfully submitted by Gabrielle Applequist, Chair

Social Ministry 2023

The Social Ministry Committee is focused on helping people in our community and around the world. The congregation has generously supported all of our projects.

In August and September, we asked for donations of school supplies for Lutheran World Relief. We received enough supplies to fill 50 backpacks which were sent out with the hundreds of quilts made by our church members. Any donations that were left over were donated to several local elementary schools and our church members.

We have been collecting eyeglasses for many years which are distributed to other countries by Barbara Blasch. We also collect pop tabs which are donated to Ronald McDonald House. They sell the tabs and use the proceeds to purchase food for their guests who have children in the hospital.

As the Funeral Committee, we purchase, set up and serve food as is needed by the families.

We continued to ask for "Food on the Fourth" where we provide bags for people to take home on the third Sunday and return with food on the Fourth Sunday. This food is donated to the Rescue Mission and local food pantries at the end of each month. We also leave some food at the church for people who might need it.

The Free Meal has provided a meal for people in the community monthly. Twenty-six people volunteered to help this year, some nearly every month. Many meals were eaten or sent home as take-out. In July, a group of young ladies volunteered to help serve and clean up as a service project. Carolyn Jean Smith and Anise Lee head the free meal.

Sandwich Sunday is a branch under Free Meal where 380 to 400 sandwiches are made per month by volunteers and taken to the River of Life/Boise Rescue Mission. The ingredients are donated and volunteers make the sandwiches, which are delivered after church usually by Val and Tom Bridges.

Social Ministry (continued)

In December, we work with WELCA to combine our funds to purchase gift cards at Walmart for some of our members

Those serving on Social Ministry Committee in 2023 are Barbara Blasch, Anise Lee, Marilyn Falk, Rhonda Howard Gjoraas, Pat Nearman, Carolyn Jean Smith and Terri Wiley.

New members are welcome to join the committee any time.

Respectfully submitted,
Shirley Dodson, Chairperson

Stewardship 2023

The Stewardship Team would like to report that the first year of participating in the Stewardship for All Seasons program allowed our council to provide the church staff with a pay increase and the purchase of lapel microphones for our worship leaders.

We just completed the second year of the 2-year Stewardship for All Seasons program. This year our appeal for 2024 was Called to Serve, Called to Share! Our goal for 2024 is to increase giving by \$30,000 for:

- Automatic front doors, for an entrance that will open to welcome all who are called to serve and share our building. The estimated cost is \$10,000.
- General Operations, acknowledge the good work of our Church staff with pay increases and funding general building maintenance expenses and upgrades. The estimated cost is \$15,000.
- Technology Updates, improve our current system to better share our worship service with others and facilitate hybrid classes/meetings to include in-person and remote attendance. The estimated cost is \$5000.

As of 12/31/2023, we have received 49 pledges totaling \$259,592. We are hopeful that additional pledges will come in at the end of 2023.

Last year at this time, 12/31/2022, we received 69 pledges totaling \$333,384.

Due to the need for additional volunteers, we published a new Time & Talent brochure in December. We are hoping to create a larger database for our Sunday volunteers and introduce our new members to ministry opportunities throughout our church.

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

Respectfully submitted,
Lisa Kraft

Youth and Family 2023

ELCA YOUTH GATHERING 2024

- July 16-20, 2024 - is the date for the next Youth Gathering. The Theme is "Created to BE" (Free, Disciples, Disruptive)
- The last ELCA Youth Gathering was held in Houston Texas in 2018 (14 youth and 3 adults from KOG attended).
- ZOOM call - August 22 - Casey Cross is the Synod contact for the Youth Gathering. King of Glory will be financially and spiritually supporting 4 youth attending the Gathering for the first time in New Orleans.
- September was early registration which was paid from youth & family designated funds that have been raised in past years.

ELCA YOUNG ADULT GATHERING 2024

- Because the last ELCA Youth Gathering was cancelled in 2021-22 in Minneapolis, a large number of high school youth did not have the opportunity to attend.
- The YOUNG ADULT GATHERING will be held concurrently with the Youth Gathering in New Orleans, July 16-20th. Katie Vaage has registered 5 young adults (aged 18-30) that are interested in having the experience of worship and fun with thousands of others in New Orleans.

LUTHER HIGHTS BIBLE CAMP

- Bingo - April 16th - we had approximately 55 in attendance for sloppy joe lunch and bingo with prizes. \$1,100 was raised for scholarships for Luther Heights.
- Senior High Camp - July 9 - we had one of our high schoolers attend.
- Junior high and Intro to Camp - we had around 12 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. Thanks to the Bradburns for providing transportation.
- Camp Christmas was held on Sunday, December 3rd for the whole cluster from 1-4 pm. Closing worship was 3:30 - 4 pm. A host of crafts were set up in the Fellowship hall along with stories and music. Families and kids came and went with peak numbers of people reaching around 60.

Youth and Family (continued)

FUNDRAISING

During the 2023 year, we did not pursue any youth fundraising due to the uncertainty of the next Gathering date (at the time).

I redirected the WINE PULL funds (approximately \$1,000) to "MAUI Lutheran Relief" (instead of the youth funds) due to the needs of that community.

Respectfully submitted - Katie Vaage

Columbarium Memorial Garden 2023

INURNMENTS

There were 3 inurnments in 2023:

Margaret Reed, Louise Moore, Stephanie Moore.

54 saints are inurned in the Columbarium Memorial Garden as of December 31, 2023.

COLUMBARIUM CONTRACTS

2 new contracts were purchased in 2023.

- 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 to purchase a niche are \$500 per niche.)

MAINTENANCE

There were no major maintenance projects during 2023.

MEMORIAL BRICK PROGRAM

The memorial brick program is a special fund-raising program of the Columbarium Memorial Garden to assist with on-going maintenance for the Garden. Bricks are a suggested donation of \$75.

145 bricks have been purchased since the beginning of the memorial brick program in 2002. There was no formal brick fund raising program in 2023.

FINANCIAL STATEMENT, December 31, 2023

Asset Accounts:	\$46,532.81	
	\$31,719.00	Columbarium Garden Value
	\$14,813.81	Checking Account
Liability Accounts:	\$22,050.00	
	\$17,650.00	Columbarium Contracts
	\$4,400.00	Reserve Balance

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

Columbarium Memorial Garden (continued)

The Columbarium Memorial Garden Board of Trustees is made up of six members elected by the congregation at the Annual Meeting. According to constitutional by-laws, Board members serve a 3-year term, and can succeed their term once, for a total of 6 years. They are eligible again for re-election after sitting out a term of service.

Responsibilities of the Board include: quarterly meetings to review obligations as outlined in the Columbarium Garden Agreement; prepare the Columbarium Memorial Garden for inurnment services, coordinating all details with the pastor and families; on a weekly rotating basis, oversee general maintenance of the Columbarium Memorial Garden.

We thank Shirley Dodson and Doneta Stephensen who faithfully served six years of service.

Columbarium Memorial Garden Board of Trustees

Doneta Stephensen, Chairperson

Shirley Dodson, Recording Secretary

Gary Derr

Lyman Larson

Lynda Cambron

Jim Cambron

Community Garden 2023

We had another successful gardening year, beginning with the installation of all new irrigation pipe! My sister and I worked for four straight days laying in the new pipe, which is blissfully leak-free.

The garden greenhouse was removed this fall in anticipation of the LEAP building project. The working compost pile, along with the aged manure and City compost will soon be hauled away.

Some heavy fruit tree pruning will occur this winter, so the fruit can more easily be sprayed and accessed.

Big changes are coming our way! We will be losing some garden space, but we will make it work.

Cheers,
Carolyn Watts, Community Garden Caretaker

Mission Endowment Fund (MEF) 2023

Members: Steve Wargo, Stan Fornander, Ron Nearman, and Sandy Lieske. The Council liaison is Joel Tompkins.

As a reminder, last year we moved the majority of the MEF investments to an account in the ELCA Ministry Growth Fund. We do still have a small amount in the Edwards Jones account and a checking account. We currently have about \$196,000 in total among our accounts. Our ELCA Ministry Growth Fund continued to gain back the value we lost in 2022. When we set up this account, we elected to re-invest the dividends back into our account. Most churches take the dividends directly and then use those as their MEF distributions. We have decided to take this approach, update our account as such, as well, and will make distributions for 2023 based on the dividends issued this past year. We are soliciting feedback from the congregation on ideas for recipients of the distributions.

We adhere to the following guidelines for our distributions:

20% - Outreach in the community and our synod

20% - Outreach in North America and throughout the world through the ELCA

20% - Capital improvements or building programs of King of Glory

40% - May be distributed among any of the other three designated areas

We have two areas of focus for the committee this year. First, we would like to develop a thorough policy manual for the committee. We have examples from a valley wide ELCA MEF summit that occurred last October. Secondly, we want to focus on marketing efforts for the MEF. The ELCA has a lot of resources to consider so we hope to make progress on that.

Respectfully submitted, Sandy Lieske

WELCA 2023

Greetings to King of Glory from your WELCA Board,

2023 was a busy year in supporting the mission of King of Glory Lutheran Church.

We are extremely thankful for, but saddened to say good-bye to three very valuable and industrious board members: Carolyn Jean Smith, Anise Lee and Nancy Perry-Dale. However, they have been replaced by three wonderful women Shirley Dodson, Doneta Stephensen and Shirley Engerbretson, who will carry on beautifully in each place.

The activities we were able to support in 2023 were:

- Spring Luncheon
- Luther Heights Women's Retreat
- Retreat to the Monastery of St. Gertrude
- WELCA Triennial held in Phoenix
- Visitation of homebound & assisted living
- On going management of the Little Library
- Prayer shawl blessing in September
- Quilt blessing in October
- Two days of lefse making in November
- Two days of Bazaar
- Publication of the 60th anniversary cookbook

The quilters sent out 200 quilts through Lutheran World Relief and 71 Prayer Shawls have been donated through November of 2023.

We continue to send our greetings to congregational members through our Card Ministry. This ministry of love and compassion is conducted by Nancy Seid and Wanda Firman. Thank you, Ladies!!!

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

Respectfully submitted,
Patty Larson: WELCA President

Worship Committee 2023

Members: Shirley Dodson (Altar Guild), Matt Lee (Council Liaison), Shirley Engerbretson, Coletta Hill, Jim Rickerd, Lois Wisner, Pastor Connie Winter-Eulberg, Music Director Steve Eulberg

As we began 2023, we had not yet found our new Music Director. This continued to put additional workload and pressure on Pastor Connie. She had begun using Worship Planning Teams and, throughout the year, she has continued to rely on them for planning our worship services. We are so grateful to the people serving on these teams for helping to create meaningful and inspiring worship. If you are looking for a short-term project in which to be involved, this is for you!

During the first half of the year, the Personnel Committee continued to oversee the search for a Music Director, eventually finding our Steve Eulberg. We want to profusely thank Sharlene Harvey for her willingness to start up the choir this fall before Steve arrived! It was and is good to hear them again. Steve jumped in and has proved to be a wonderful blessing to us. We can't wait to see how he involves the kids, and adults, too, more and more as time goes by.

Our AV Pilots have continued to refine the technological aspects of reaching the people of God. We have a following on YouTube with our livestreamed and recorded services. The AV Pilots have guided the purchase of equipment which upgrades and enhances these efforts. We are immensely grateful to Matt Lee for his expertise and guidance in all things technological. We will miss him as he leaves this committee. We are currently waiting for additional monitors for Pastor Connie and the musicians.

The Worship and Music Committee has a wide and varied responsibility for the worship experience. During the past year, we have discussed and made decisions regarding the Altar Guild; the Nursery; the Welcome Center; Baptism and Confirmation gifts; the Music Director; vocal and bell choirs; budgets; special occasion musicians; Communion elements; ushers, greeters, lectors, assisting ministers; church instruments; security; kids' activity bags; worshipping with members of other churches; and other worship-centered issues. Serving on this committee has been truly enlightening and humbling. Together, we work for Spirit-filled and inspiring worship experiences for the King of Glory congregation, both in person and online.

Respectfully submitted,
Shirley Engerbretson

King of Glory Lutheran Church

Designated Funds

As of November 30, 2023

	Total
General Fund Designated - Other	
Adult Education	117.25
Altar Guild	613.42
Capital Improvements Project	10,780.46
Children & Youth Director	7,002.00
Coffee Fund	2.44
Columbarium	3,864.87
Community Feeding Program	1,791.52
Community Gardens	3,346.30
ELCA Disaster Response	0.00
ELCA Good Gifts	51.74
Endowment Fund	50.00
Family in Crisis	2,827.02
Handbell Maintenance	1,027.00
Interfaith Sanctuary	210.00
Library	0.00
Luther Heights Scholarships	1,584.79
Lutheran World Relief	20.00
Memorial Funds	0.00
Misc Office	2,203.57
Mission Churches	120.00
Myrtle Collaboration Fund	5,000.00
New American Resources	1,749.79
Pfankuch Medical Fund	500.00
Piano/Organ Fund	0.00
Receptions Fund	193.49
Sabbatical Leave - Pastors	3,000.00
Sandwich Sunday	637.33
Social Ministry Programs	25.00
Staff Gifts	24.90
Stephen Ministry	753.00
Thrivent Choice	727.64
WELCA Quilts & Bazaar	57.72
World Hunger	210.00
Youth Ministry	27,917.19
Total General Fund Designated - Other	\$ 76,408.44

Monday, Dec 18, 2023 09:49:35 AM GMT-8 - Cash Basis