





# TABLE OF CONTENTS



## Minutes

- 1 Annual Meeting of February 16, 2020

## Reports

- 3 Congregation Council President
- 5 Transition Pastor
- 6 Pastoral Pastor
- 7 Director of Church Administration
- 8 Director of Music and Artistic Ministries
- 9 Director of Adult Ministries
- 12 Young Adult Ministries Coordinator
- 14 Director of Youth and Family Ministries
- 15 Children's Ministries Coordinator
- 16 Director of Communications
- 18 King of Glory Foundation Report

## Treasurer and Financial Statements

- 19 Statement of Revenues and Expenditures of the General Fund for the Year Ended December 31, 2020
  - 20 Detailed Statement of Revenue and Expenses of the General Fund for Years Ended December 31, 2020 and 2019 and Detailed Budget for Year Ending December 31, 2021
  - 22 General Fund Balance Sheet
  - 23 Restricted Fund Balance Sheet
  - 24 Rental Houses
  - 25 Church in Society Sources and Uses of Funds - 2020
  - 26 Statistical Overview
- 2021 Congregation Council and Staff**
- 27 2020 Congregation Council Members
  - 27 January 2021 Staff

# MINUTES

## Annual Meeting

February 16, 2020

Pastor Jim Graeser provided an opening prayer.

President Michelle Hild called the meeting to order at 9:49 am and declared a quorum.

### Approval of Meeting Agenda:

President Hild asked for a motion to approve the meeting agenda for the 2020 Annual Congregational meeting, which was made and seconded. There was no discussion and the motion passed.

### Approval of the 2019 Annual Meeting Minutes:

President Hild asked for a motion for the approval of the minutes of the 2019 Annual Congregational Meeting as available on pages 1-2 of the Annual Report, which was made and seconded. There was no discussion and the motion passed.

### Adoption of the 2020 Spending Plan:

President Hild asked for a motion to approve the 2020 Spending Plan, in the amount of \$2,043,000, as presented in the 2019 Annual Report and discussed at the Spending Plan Meeting held January 26, 2020, which was made and seconded. There was no discussion and the motion passed.

### Election of Congregational Council Members:

President Michelle Hild presented the nominees, nominated by the Selection Committee: Tad Doering for a three-year



term, Ashley Hanks renewing for a second three-year term, Michelle Hild renewing for a second three-year term. President Hild asked for additional nominees from the floor. There were none and the chair asked for a motion to close the nominations as presented, which was made and seconded. There was no discussion and the motion passed.

The chair asked for a motion to elect the following members to serve on the congregation council: Tad Doering, Ashley Hanks, and Michelle Hild, each being elected to a three-year term, which was made and seconded. There was no discussion and the motion passed. Ballots were distributed for the election of council members.

#### **Council President Report:**

President Hild acknowledged full reports available in the 2019 Annual Report from the Council President, each King of Glory Director, Pastor Jim Graeser, and the King of Glory Foundation. President Hild recognized volunteers amongst over 50 volunteer ministry opportunities at King of Glory.

#### **Results of Congregational Council Election:**

It was announced that Tad Doering, Ashley Hanks, and Michelle Hild were elected to the Council, each for a three-year term.

#### **Election of Selection Committee for 2020-2021**

President Hild asked for nominees to select candidates for the 2021 Council vacancies. Three persons were nominated: Courtney Benson, Tim Johnson, and Jeff Kodat. President Hild made the motion to elect the Selection Committee nominees for a one-year term. The motion was seconded and passed.

#### **Rental Property Sale**

President Hild announced that, following the approval to sell 6410 Clubhouse Circle at the 2019 Annual Meeting, the house was placed on the market in October, sold and closed on December 18th. President Hild reminded the congregation that King of Glory still owns one rental house on the west side of the property and the corner house on the east side.

#### **Staffing Update**

Pastor Jim Graeser announced a Half-time Pastoral Associate to begin March 1. Beth Taylor has been authorized by the Bishop to preside over the Sacraments within the context of King of Glory as she fulfills the candidacy requirements for ordination. Pastor Jim recognized Pastor Olin and thanked him for his ministry at King of Glory and announced his time on staff will end in April.

#### **Further Discussion**

President Hild opened the floor for questions and discussion.

- Q: Is there an update on a part time A/V position?
- A: Pastor Jim stated Ross Weir has been brought on staff in a 30 hr/week capacity for ongoing IT maintenance. Christopher Harris is to maintain his Sunday morning A/V responsibilities and provide training to Ross until the time comes that those responsibilities can be smoothly transitioned.

There were no more questions or discussion.

#### **Recognition of Council Members:**

Pastor Jim acknowledged and thanked Carl Skooglund for his six years on Council, including one as Vice President. Pastor Jim additionally thanked Michelle Hild for her year of service as Council President.

#### **Adjournment**

A motion to adjourn was made by the chair and seconded. The motion passed and the meeting was adjourned at 10:12.

*Respectfully submitted by Erika Allen, recording secretary in the absence of Ashley Hanks, Secretary*

## REPORTS

### Congregation Council President – Michelle Hild

Our Senior Pastor and one of our Directors both decided to say goodbye to King of Glory this year. We all, members and staff, have learned how to have effective meetings using the Zoom format and we have directed our attention to staying safe and watching worship from the comfort of our homes. So, I would say we have learned a lot this past year, and even though we have dealt with the sadness of losing precious people in our lives, we also have experienced many blessings for which we can indeed be thankful.

Change in our church community always brings about a need for adjustments and, I have to say, the adjustments we've made have been both challenging and great learning experiences. Thank you to the staff for letting those creative juices flow and giving us these new experiences along the way.

What has Council been working on through all of these changes?

- The Neighborhood Connection Groups were officially implemented in March, at the start of our pandemic shutdown, to keep contact with those neighbors who may have needed a little extra help and encouragement. Our exceptional volunteer leaders and co-leaders made phone calls to each member to verify their immediate needs and update contact information. We hope that in the next few months our neighborhood groups will find ways to gather in a park and have the opportunity to meet each other face to face. Michelle Hild, Vernell Shuey, and our Pastoral Associate, Beth Taylor, continue to nurture these group leaders in sharing the care!
- During our Spring Council Retreat, we were asked to verbalize the Mission and Vision of King of Glory. That led us to form the Mission/Vision Subcommittee to review the findings of the 2016 Vision Committee. Their hard work was never implemented, so this new subcommittee is simplifying their conclusions. After many meetings, we are very close to presenting this Mission and Vision to you, our community. We want all our members to know it, teach it and live it.
- Due to COVID-19, a Re-Opening Task Force was created in March to help guide our staff through the processes and procedures of keeping our members safe. The Task Force has continued to meet regularly and make adjustments according to the Dallas County reports. We hope to begin in-house worship again shortly after Easter with hopes of allowing our other ministry groups access to the church facility soon after that. Sunday School will definitely not resume in-house until the Fall 2021.
- We have continued regular communication of your Council's projects and decisions through our Council News delivered via King of Glory email.
- We said goodbye to Pastor Jim Graeser and welcomed our Transitional Pastor, The Rev. Don Haven. He is a blessing to us in that he knows the history of King of Glory along with many of our members. He has the experience and knowledge to help us through this transition, and he brings empathy and sincerity to our community. Thank you, Pastor Don, for your willingness to step into our world.
- After many months of research, investigating options and prices of equipment for Worship Ministry upgrades, we are ready to move forward. Members have been wonderful in providing donations and we say thank you. Council has submitted the balance needed for Phase One as a grant request to the King of Glory Foundation to complete the expenditures for the IT upgrades. They have approved this grant and Council will submit another grant request to the Foundation for Phase Two to improve our streaming capabilities with better cameras and a new board and cable to increase our worship video functions. Worshiping online is becoming the culture of today and

we are looking forward to these upgrades. We hope to have this all installed in the next couple months. You will be kept up to date as to the progress.

- We are grateful for the tireless efforts of the committees we have worked so closely with this last year:
  - > **Personnel Committee:** led by Dianne Egenes (Chair), Jim Allen, Laura Hornung, Kristen Miles, and Becky Pederson.
  - > **Facilities Committee:** Steve Brookover (Chair), Bob Burton, Jeffrey Horn, Sandy Knutson, and Amanda Schulz.
  - > **Re-Opening Task Force:** Tad Doering (Chair), Erika Allen, David Cowart, Dianne Egenes (PC), Ashley Hanks, Michelle Hild, Pastor Jim Graeser, and now Pastor Don Haven.
  - > **Mission/Vision Subcommittee:** Our Pastoral Associate, Beth Taylor, guided us in this process along with Tad Doering, Ashley Hanks, Michelle Hild, Brian Thomas, Pastor Jim Graeser, and Pastor Don Haven.
  - > **Council Strategic Personnel Subcommittee:** Dianne Egenes, Michelle Hild, Sharon Lane, Brian Thomas, Michael Weir, and Pastor Don Haven
- In addressing David Cowart's departure, the staff has agreed (THANK YOU, KOG STAFF!) to fill in where they could so that the church will continue to run smoothly. Council, Staff, and the Personnel Committee have been working very closely to improve communication with one another, evaluate position needs, and develop future direction for the church to function in a viable capacity. A Council Strategic Personnel Subcommittee was formed, with Pastor Don's expertise in this area, to help determine the exact needs and structure to help the current staff function to its full potential. One conclusion is that interim positions would help fill the facility's needs. We provided the offer to Larry Oberg to move into the Interim Facility Administrator's position with hopes of it turning permanent in the next six months. A job application has been posted for an Interim Business Administrator to move into a more permanent position once the strategies have been completely aligned. This position's financial side is temporarily covered by Michael Dorman, our Manager of Accounting, Michael Weir, Council Treasurer, and the incoming Council Treasurer. This strategic plan is working towards allowing our staff to flourish where their passions lie, fill the areas that have needed more attention, align with our Mission and Vision, and be in a place where a new pastoral candidate can come on board with a structure that addresses their needs as well.
- The Young Adult Ministry continues to meet and find their common ground during the challenges of COVID-19. They have met outside, with other ELCA groups, with the youth, and virtually. They continue to create ways that suit their interests, studying the Scripture and growing together.
- Yes, this year we have had challenges put before us, but we have also had numerous blessings. For example, our Council members, who typically travel for work, have been able to be part of our subcommittees. We found we could continue to function in a virtual world. We have learned that staff needs more communication with us and we have put measures in place to help in that area. We are all now working towards the same goals for the benefit of King of Glory, and it feels good. Thank you for your prayers over this last year. It has been a pleasure to serve you!

Respectfully submitted,

*Michelle Hild, President; Sharon Lane, Vice President; Erika Allen, Secretary; Michael Weir, Treasurer; Tad Doering, Ashley Hanks, Paul Jentz, Laura Kodat, Brian Thomas and Pastor Don Haven.*

## Transitional Pastor - Pastor Don Haven

First of all, I want to thank King of Glory's leadership for placing their confidence in me in the invitation to serve as your Pastor during this time of transition. It is an honor and privilege to be able to serve in this role in the congregation to which I was called to serve as King of Glory's first Associate Pastor over four decades ago. Even in the brief time we have been with you, Cindy and I have experienced your support and prayers.

I have settled into my role and duties as your Transitional Pastor and I'm enjoying working with the staff and leadership immensely. There is such great talent and commitment to ministry in this congregation and that bodes well for a dynamic and healthy future.

It has been a joy leading worship with Pastoral Associate Beth, our Assisting Ministers and Liturgists as well as our incredible Sunday Morning Staff who make our livestream possible: Monica, Ross, Marilyn, Lynn, Kerri, Nathan and our choral scholars. I especially appreciated their creative work in providing an inspirational Christmas Eve Worship service!

I am so impressed with the education and spiritual growth opportunities through our Adult Education, Young Adults, Youth and Family and Children's Ministry. A great variety of opportunities are being offered for growing in faith as well as for inviting others who are not part of this faith community to join in!

I've also had the opportunity to meet with many of the KOG ministry committees during the past months including the Care Ministries Committee, the KOG Foundation Grant Committee, Rebels with a Cause, Jackie and Mary Ann's Prayer Group and the Personnel Committee among others. I have also been working alongside our Mission/Vision Subcommittee, The Re-Opening Task Force, and the Council Strategic Personnel Subcommittee.

Our KOG Staff has met weekly for lively and productive planning and ministry reviews. In addition, I have been able to meet with individual staff members to discuss their respective ministries. Beth and I have established a weekly planning time as well. Veronika will be involved in a seminary required quarter of Clinical Pastoral Education in the congregation through May, so Beth and I have met with her for planning and supervision. WE believe Veronika's work will be an immense assistance to our pastoral care program.

Worship planning is unfolding for Lent and Holy Week with some creative ideas designed to engage the congregation during this time of "virtual" ministry. In addition, Confirmation is currently planned for the morning of March 28 during our livestream worship service.

One highlight was the Virtual Staff Epiphany Party designed and hosted by Dianne Egenes and the Personnel Committee, including a Christmas Cookie Decorating Contest (lots of smack talk!), "Name that Tune" and a Harold as our" Family Feud Game Show Host. One of the staff members commented that it was the best staff party ever!

I want to especially thank our Council President, Michelle Hild, for her tireless and excellent work as our Congregation President. She has been an invaluable source of support and inspiration for me as well as for the staff, committees and task forces. I also want to say thanks to the members of the Church Council, for their continuing prayers and support for me, the staff and all the ministries of King of Glory.

As God's vision for future ministry at King of Glory unfolds, my hope and prayer as God's people of faith, is that we will continue to Boldly Sharing the Grace of God with the World!

In God's Abundant Grace and Peace,  
*Pastor Don Haven*

## Pastoral Associate - Beth Taylor

I began as Pastoral Associate because God asked me to deepen my relationship with the King of Glory community. I did not know what that would mean or how much joy it would be to serve you in such a visible manner throughout 2020. I prayed with you, talked with you by phone, and made personal visits when permitted under Covid restrictions. With your blessing, I led you in worship and, through the power of the Holy Spirit, you heard the word of God as I preached. I also encouraged you in your ministry to one another and our neighbors.

As a community, we DO love. We love actively through Care and Outreach Ministries. Our Care Ministry teams presented the Care Ministry Fair in February 2020 to allow each of you to find where you might also serve and/or be served. Ministries represented included: Stephen Ministers, Support Groups (the Caregivers Support Group, Grief Group, and Twelve-Step Groups), In Ministry Together, the Columbarium Team and the Parish Care Team. These teams continued in ministry throughout 2020; joining them would be a good way to share your gifts in 2021. At the fair, we kicked off the Neighborhood Connection Groups (NCGs) that quickly became our best way to reach out to you when the pandemic first hit. NCGs will continue to be a wonderful way to let the church know your prayer and care needs and to provide a way to connect with KOG folks near you in the future.

The focus of our Outreach Ministries shifted to help our partner ministries deal with the pandemic in 2020. In addition to the budgeted distributions of \$156K to our 16 ministry partners, Church in Society channeled the Christmas offerings and other special gifts from congregants totaling \$8256 to help North Dallas Shared Ministry, Network of Community Ministries, Storehouse of Collin County, and North Texas Food Bank address the food shortage crisis caused by the pandemic. The Serve Team supplied socks, an In the City for Good team packed over 1340 hygiene kits, and Comforter Club knitted 70 hats and scarves for our neighbors in Southern Dallas through a partnership with the MLK Community Center.

Serve Team also supported RISD's Dobie Prekindergarten by coordinating your Angel Tree Christmas gifts and providing Teacher Appreciation bags with grants from Thrivent and the King of Glory Foundation.

Despite the pandemic and political restrictions, the Refugee Resettlement Team sponsored two families in 2020 - a family of seven from the Congo and a family of four from Afghanistan. Approximately 32 of you volunteered directly and many more contributed funding, furniture, and prayers.

Care and Outreach ministries continue to be tangible ways we DO love at King of Glory. What a joy it has been to serve with you in 2020!

## Director of Church Administration - David Cowart

2020 was a challenge. We did our utmost to rejoice and be glad in it. Thank you to our Lord of All, who gave us so many blessings and opportunities during 2020. Thank you to you the congregation, to the council, and to the individual volunteers and committees who steadfastly continued to bring community and possibilities to each of us. Thank you particularly to our staff, who shared their incredible talents and devotion to raise King of Glory as a beacon of hope.

COVID was the unwelcome guest in 2020. Monica Czausz and Marilyn Cupp were wonderfully creative guides, showing us how we could worship together in person despite COVID's restrictions. We pivoted to worship online in ways none of us thought were possible and found it uplifting. Lynn Sullivan and Ross Weir were repeatedly asked to do more than we thought we could; they shouldered our needs and impressed us all. We learned too much about Zoom. Easter and Christmas Eve were strangely different, as was the Backpack Challenge, but each was celebrated. COVID intruded. You prevailed.

The congregation historically has seen many of its contributions come from passing the plate. Those stopped abruptly last March, but your generosity (and our expenses) adjusted. We secured a \$161,000 PPP loan in 2020 to help us keep our valuable staff, and late last year, the entire loan was forgiven by the bank. Michael Dorman performed superbly keeping us up to date on our day-to-day commitments and expertly stretching your money. COVID intruded. You prevailed.

Volunteers replaced our wooden fence on the east end of the building. We avoided a Biblical-sized flood in our basement, restored June 2019 damage to our chiller system, replaced three major components in our five other air conditioners, and repaired over 10 toilets and sinks. Our electronic doors and their monitoring systems were upgraded. Longstanding problems with our fire alarm and burglar alarm systems and with our fire sprinkler system were ironed out; you would have laughed at how my trusty baseball bat and I dealt with pre-dawn false alarms before the fixes. Our bus and our two vans were recurring targets for thieves in 2020, so the church now has only one van. Three trees and three old aluminum light poles were quietly removed; landscaping is much better. New signage was installed, and more is near. Six computers were acquired. COVID intruded. You prevailed.

The staff was remarkable in 2020. Four valuable new members were hired. We faced three cases of COVID among the staff and more instances where COVID got too close. We did not miss a step. When the church's needs called, staff jumped (usually to do strange new things), whether it was Luis Cabrera and Jose Duran for our buildings or our indomitable Event Coordinators, Larry Oberg and Jan Wilkinson, for you. You wisely took good care of staff, and they responded in kind. Five efforts were made in 2020 to get unemployment benefits from the church; we got a ruling the church is not responsible. COVID intruded. You prevailed.

The members of the Teaching Team class walked in a manner worthy of their calling as they combined to contribute more than \$1,000 in December to bolster the Jon Lee Library's study resources for students and teachers of the Word. What a wonderful fruit of the Spirit that was!

"Lift up your eyes on high and see ... [and] mount up with wings like eagles" as we transition now. Walk in love, knowing that the Lord will be with you. May the Lord bless each and every one of you, hold you close, and buoy you with His abundant joy."



## Director of Music and Artistic Ministries – Monica Czausz

In a year of uncertainties in our world and transitions in our church, we continue to seek God's help on our journey toward wholeness. His light continues to shine through us and brings us together even as we continue to worship from our homes and build relationships by Zoom.

The start of our year was characterized by many musical offerings, including Alleluia Choir (K-2nd grade), directed by Emily Seeley and assisted by Allie Becker and Laudate Singers (3rd-5th grade), directed by Shannon Carnley. The Glory Ringers, directed by Jan Fisher, rehearsed weekly and rang regularly, heightening our worship experience. The Sanctuary Choir was directed by Interim Josh McGuire and led worship each week prayerfully and joyfully. A particular highlight for the choir, offered in celebration of Fat Tuesday, was the Jazz Missa Brevis of Will Todd in partnership with King of Glory's jazz ensemble. The Choral Scholars - Victoria Kerr, Sam Nolte, Michaella Prussack, and Marcus Rodriguez - supported our choral music at the start of the year. During the pandemic, they have carried the choral program and exhibited great ownership and professional growth, with Jake Jenkins replacing Sam in September.

In March, thanks to the streaming and A/V infrastructure already in place, we pivoted seamlessly and offered worship fully remote for the first time in our history. Good Friday featured our own Kyle Rosenquist on cello, and Easter was celebrated joyously with our four choral scholars.

Also in March when facing the overwhelming challenges posed by COVID-19, the executive committee chose to conclude our formal working relationship with King of Glory's early service jazz ensemble. We could not have anticipated the need to make this difficult decision, and we remain grateful for their many contributions during their time with us.

Through the summer, we continued to explore the talents of our choral scholars as soloists, and starting in September, we joined them together each Sunday to sing as a quartet. In October, they were joined by brass to celebrate Reformation and wish Pastor Graeser farewell.

We enjoyed our very first Christmas Carols and Community event in early December, where 150 members gathered outside to enjoy fellowship and tell the nativity story through word and song. It was very special to see so many excited faces for the first time in many months, and to actually join together in singing some favorite Christmas carols. Christmas Eve was experienced remotely but with great sincerity as we shared the voices and images of our children and families. We really shine when we come together as a community and celebrate the many folks that make us special.

Throughout this time, the Sanctuary Choir and Bell Choir have maintained regular contact through Zoom calls and phone check-ins. They have learned more about each other, lifted one another up, and been anchors for each other. The choir members have persevered and fought to learn new technology to create three virtual choir videos, including one (Christmas Eve anthem) that they even learned virtually. We were joined by some choir alums across all the videos, and even our least tech-savvy choir members made recordings to sing with the group. If this isn't proof that we can do anything, I don't know what is.

Phase One of streaming and sanctuary improvements is underway, and we look forward to continuing to enhance the worship A/V experience with much-needed upgrades.

Marilyn Cupp remains a critical support at King of Glory, handling needs known and unknown with great care and patience. The arrival of Interim Pastor Don Haven has been such a blessing. His heart for ministry and eagerness to problem solve is just what we needed. I have so much hope for a brighter year with his guiding hand and with the continued support of each of you, our members. Thank you for remaining part of this community. I can't wait to see you again soon and I look forward to all the exciting possibilities in store for us.

## Director of Adult Ministries – Kerri Macy

In 2020, King of Glory continued to challenge our members to intentionally grow in their discipleship practice by participating in "Cross Fit KOG." Adult Education, Small Groups, Fellowship Groups, and Women's Ministry are some of the Adult Ministry environments where our members are experiencing God in new and meaningful ways and exercising their faith.

**Online Education Initiatives:** In addition to launching in-person classes and groups, Adult Ministry also made a significant investment in online education tools. Little did we realize how our lives would change in 2020 and how online education would become the new normal. I'm proud to report that our congregation has risen to the challenge that COVID-19 has presented. It has been my privilege to work with the leadership of these groups and classes and I commend you all for your brave willingness to try new things, learn new skills, and your continued commitment to faith formation and practice.

- **Mid-Week Video Devotions** – As a part of our Socially Distant, but Spiritually Connected initiative, KOG began mid-week video devotions as a way to encourage and connect our members during the pandemic. These video devotions were available via email, Facebook, and YouTube and averaged 223 views per week.
  - > *5 Practices from the Cross* with Judy Berg, April 7
  - > *Where I see Jesus*, April 15-May 27 with Harold Huddleston, Kerri Macy, Pr. Olin Knudsen, Pr. Jim Graeser, Veronika Czutor, Pr. Beth Taylor, Monica Czausz
  - > *How I Serve*, June 3 – Sept 9 with Pr. Jim Graeser, Sara Jones, Kathy Bean, Sharon Lane, Paul Jentz, Sherri Harris, Nancy Wolfe, Pr. Beth Taylor, Tyler & Dominique Knauss, Laura Kodat, Michael Weir, Denise Blessing, Tad Doering, Michelle Hild, and Jed Gifford
  - > *Generosity*, Sept 16 – Oct 21 with Pr. Jim Graeser, Pr. Beth Taylor, Kerri Macy, Mark Hinzman, Jaryn Wacker
  - > *Advent Word of the Day* with Harold Huddleston, Dec 2 – Dec 23
- **Zoom** - The King of Glory Foundation funded nine Zoom lines to support the transition to virtual ministry due to the COVID-19 pandemic. Additionally, KOG Leaders were provided training and support throughout the pandemic to support the transition. Almost all of our ministry environments are taking advantage of this resource and we are very grateful to the KOG Foundation for making all of our online gatherings possible.
- **AdventWord Global Advent Calendar** provided a "word of the day" to guide our thoughts and actions during the 25 days of Advent. KOG members engaged with this daily focus through daily devotional emails, podcasts, and by sharing thoughts and ideas with one another on KOG's social media pages. We appreciate the leadership of Veronika Czutor, Young Adult Coordinator, for her insightful and thought-provoking social media posts each day!

**RightNow Media:** The Education ministry funded congregation-wide access to RightNow Media for 2020. This online library of over 15,000 faith-based videos, Bible studies, and conferences was used by our members for both individual at-home-study and in small group settings.

- **AmplifyMedia:** In the Fall of 2020, KOG transitioned our online media platform to AmplifyMedia. Amplify offers hundreds of programs for both children and adults, that are taught by leading Pastors, Authors, and Theologians from the Lutheran, Methodist, Presbyterian and other ecumenical partner denominations.
  - > Amplify also allows us to post our own content, so check out KOG classes such as *Healing the Heart of Democracy*. Visit [kingofglory.com/amplify](http://kingofglory.com/amplify) to sign up for your free account.

**Adult Education:** Our education program provides a variety of open, on-going classes, each committed to spiritual growth and connection. All classes meet during the 9:45-10:45 Education Hour.

- **3 classes in the Spring Semester:** The Cross Fit Life class studied *Half Truths*, the Bible Teaching Class presented *Making It Real: Isaiah's Promises to Us*, and the Young Adult Community class discussed *What does it mean to be Lutheran in 2020?*
  - > In March of 2020, our education program was unexpectedly interrupted by the COVID-19 pandemic. The Cross Fit Life class hosted a monthly Cross Fit Life Conversation Hour via Zoom. It was a much-needed time for faith conversation and fellowship during the first weeks of the lockdown.
- **1 class in the Summer Semester:** *Healing the Heart of Democracy* (8 weeks)
  - > KOG's Rebels with a Cause group presented this highly attended summer education program aimed at addressing issues of injustice through education, service and advocacy. This was the first KOG education class to utilize the Zoom break-out rooms for conversation and the participants enjoyed the virtual opportunity to share ideas. This fall, a new group was formed to encourage further exploration and study.
  - > **2 classes in the Fall Semester:** All of our education classes met via Zoom in the Fall. The Bible Teaching class studied *Galatians & Ephesians in Comebacks!*, Steve Lund presented a 6-week class on *The Secret World of Paul's Missionary Journeys*, and the Young Adults Community studied *The Miracles of Jesus*.
  - > **24 teachers:** These classes would not be possible without the faithful members of our teaching teams. I want to extend thanks to this passionate group for the wisdom, flexibility, and willingness to learn new skills this year!

**Small Groups:** Our small group environments meet on a regular basis to share their lives, study the Bible, and have faith conversation. All groups began meeting via Zoom in March of 2020.

- **22 Small Groups:** We have groups for Women, Men, Couples, and people of all ages. The groups this year studied a wide variety of topics including spiritual formation, prayer, racial reconciliation, and in-depth studies of different books of the Bible. Our groups always welcome new participants and we encourage you to visit the <https://www.kingofglory.com/small-groups/> for more information on meeting times and topics.
- **Small Group Leader Training:** 2020 required a big step for our small group leaders and they met in both March and September for training on Zoom and to discuss group health, best practices for group leaders in a virtual environment, and to share curriculum ideas. Many of our leaders also attended NTNL's *Learning Coaching Skills for Grief and Loss Zoom* seminar on May 5. We give thanks for the amazing group of lay leaders who lead, shepherd, and encourage these groups and thank them for being a life-line during this difficult season.

**Fellowship:** We have a strong culture of fellowship groups at KOG. Our groups focus on building relationships through fellowship activities, but also serve the community together and support each other in times of need. Each group is led by a dedicated group of volunteers who have a gift for hospitality, event planning, and relationship-building.

- **5 Life-stage Groups:** Young Adults, Young Families, ACTION, FACTs, Wine, Worship & Wisdom
  - > **Young Adults** – See Veronika Czutor's ministry report on pg 12.
  - > **Young Families:** Parents with infants & preschoolers hosted two Parent Night Out events prior to the COVID shutdown. They have found creative ways to connect and serve in 2020 such as an outside Halloween playdate and organizing 50 "Thankful Bags" for the residents at Sunrise Senior Living.

- > Additionally, they mailed 50 Christmas treat bags for all the families in their life-stage to remind them of the love of their KOG family during the pandemic.
  - > **ACTION** – ACTION members met for Ladies Bunco & Guys Night Out monthly until March. The group met virtually during the pandemic for virtual happy hours, stayed connected via a group text, and prayed together in their weekly Advent small group. They also provided volunteer man-power for the Women's Ministry Food Drive and Backpack Challenge.
  - > **FACTs & PIFs** – These two groups continue to support one-another via email and social media. They were a huge support to the Food Drive, Backpack Challenge and Christmas Carols & Community Event on Dec 6.
  - > Wine, Worship & Wisdom - This new life group gathers to discuss current events/topics and our ability to serve, impact and influence our community. The group has paused during the pandemic, but we look forward to restarting in 2021!
- **8 Interest Groups:** The KOG Interest Groups include Dinner Club, GUSTO, Book Discussion Group, Let's Eat Out, Seasoned Friends Birthday Bash, Duplicate Bridge Club, Friday Night Bridge Club and Friends & Neighbors Bridge Club. Our fellowship groups mourn the inability to gather, but are being creative in finding opportunities to connect online.
    - > **The KOG Book Club** is enjoying extra time to read and meets monthly to discuss their monthly selections. New participants are always welcome!
    - > **The GUSTO ministry** has continued their exciting lineup of monthly speakers in 2020. Their spring program met in-person and their fall program transitioned beautifully to meeting online via Zoom. In preparation for this transition, GUSTO offered a Zoom training class for their members. Kudos to GUSTO for embracing our new reality!

**Women's Ministry:** As we conclude our 4th year together, we celebrate the many ways God is uniting KOG women across life-stages and life-situations for ministry.

- **2020 Women's Ministry Retreat: PLANNED, but POSTPONED**
  - > A talented and hard-working team of volunteers worked diligently through the Fall of 2019 and Spring of 2020 to plan a Women's Retreat. Weeks prior to the event, COVID arrived in Dallas and the difficult decision was made to post-pone the retreat. We look forward to bringing back the Women's Retreat in 2021!
- **Drive Thru Food Drive, April 25, 2-4 PM**
  - > In lieu of the women's retreat, the KOG Women's Ministry hosted a Drive-Thru Food drive benefitting NETWORK of Community Ministries. There was an enormous outpouring of food & hygiene products to assist families in need in our community. THANK YOU to an amazing team of masked volunteers who made the day go smoothly!
- **Stuff the Backpack Event, Sunday July 28, 12-2 PM**
  - > Even COVID can't stand in the way of the KOG Backpack Challenge! Leaders Julie Brookover, Jaryn Wacker and Kerri Macy were creative and tireless in their efforts to continue the project. Donations were delivered to personal residences due to a closed KOG facility, backpacks were collected at two drive-thru events, and socially-distanced events were hosted for small groups of volunteers to stuff the packs. KOG collected 573 backpacks and \$13,000 for supplies this year! Additionally, we were able to provide 70 backpacks to Upbring to support local children in foster care. Thank you KOG for this amazing outpouring of support for our community!



**New Members:** We enjoy spending time with these individuals, learning about their faith story, and welcoming them into mission we share at King of Glory.

- **14 New Members** were received into membership in 2020. The Spring new member class was the first-ever virtual class. We're thankful for these new partners in ministry!
- **2 Conversation with the Pastor Coffees** – Information sessions for prospective members to meet the staff and discuss their questions about faith and membership. These meetings have been successful on-ramps into the membership class.
- **New Member Partners:** At the conclusion of each class, new members are matched with a partner in their life stage to help them transition into the life of the church. Thank you to faithful members who have answered the call to serve in this ministry.

I leave you with an encouragement to keep finding ways to be Cross Fit in 2021. Commit to taking a class, joining a group, or attending a workshop. Not just to learn something new, but to be encouraged by those around you, reminded of the love of our Savior, and strengthened for the challenges ahead. Thank you for your partnership in ministry.

### Young Adult Ministries Coordinator - Veronika Czutor

#### **Beginning-** Getting familiar with ongoing ministries

- Rebels with a Cause – first Tuesday of the month (1/7/2020)
- New member orientation (1/8/2020)
- Young Families (1/11/2020)
- Taco Tuesday – every second Tuesday (1/7/2020)
- Joyful Spirit worship – every Sunday 5 pm (1/12/2020)
- Confirmation (1/12/2020)
- In The City for Good (1/23/2020)
- Refugee Resettlement Ministry Service Day (1/25/2020)
- Ecumenical worship – Holy Trinity Catholic Church (1/26/2020)
- BUNCO (1/31/2020)
- Interfaith Environmental Network (2/9/2020)
- KOG Prayer Group (2/12/2020)
- Young Adult Ministry Team Meeting 2/19/2020
- City Square (2/20/2020)
- NTNL (2/25/2020)
- Criminal Justice Reform (2/8/2020)
- Vine Fellowship (3/12/2020)
- Officially joined KOG as member (4/19/2020)

#### **Communication**

- Newsletter - Sent out on Thursdays (weekly)
- Creating content for online retreats
  - > Virtual – Spiritual Lenten Retreat
  - > Earth Day Week Special
  - > Ignatian Spirituality Retreat – end of summer
- Welcoming email to high school graduates to young adult ministry
- Regular surveys – on future programming

#### **Young Adult Study & Social Conversation & Fellowship time**

- Sundays – on Lutheran Identity
  - > starting online 3/22/2020 - On Webex, later Zoom
- New Member class for spring – 5 new Young Adults joined
- Pentecost Picnic at the Park 5/31 - Churchill Park (social distancing)
- Young Adult Conversation - Chris Mendezona leader 6/14/2020 4-6 pm
- Young Adult hikers – 8/1/2020 at Arbor Hills preserve
- Short summer break: 8/16/2020-9/6/2020 – no online meeting, but offering remote “End of Summer Spiritual Retreat”
- 8/23/2020 Lauren Osborn's baby shower
  - > First Bible scrapbook sent in the name of KOG community
- Miracles of Jesus Study for fall – hybrid: zoom and in person (Michelle Hild's backyard)
  - > Reformation theme on Ref Sunday – back to online
  - > All Saints theme on All Saints Sunday – zoom
- Remy Remmers ordination (10/10/2020)
- Faith on The Move – online study – 2021 winter

#### **Cross Generational Ministry**

- Being part of Rebels with a Cause – goal: to involve Young Adults in the work
  - > Summer Education Classes (Palmer: Healing the heart of democracy)
    - \* Editing and sending out the weekly email to the congregation
    - \* Leading small group conversation on Sundays 9:45-10:45 am during Summer Education Classes (Palmer: Healing the heart of democracy)
- Neighborhood Connection Group “F” phone calls – by young adults
- Earth Day – FreeRice.com, food collecting.
  - > Competition with the youth - Young Adults (11,200 grains of rice) surpassing the Youth (10,110 grains of rice)
- Handing out VBS materials with Miss Rainey (6/27/2020)
- Backpack challenge 8/9/2020 and 8/10/2020
- MLK drive back to school 8/14/2020 with in the City for Good
- Handing out Bible and Sunday school materials with Rainey (9/12/2020)
- Youth & Young Adult Christmas fun – devotion and game – (12/13/2020)

#### **Projects**

- Videos
  - > Lord's Prayer in Hungarian – on the ecumenical day of the Lord's Prayer (3/24/2020)
  - > Hippo Song for Children Ministry
  - > Where do I see Jesus devotional (Luke 24:44-49) – May 13, 2020
  - > Foreign language reading for Pentecost (involving Victor too)
  - > Christmas wishes video
- Encouraging Young Adults to join ELCA's “Abide” group online (national program)
  - > Co-leading a group – weekly from 4/3/2020
- Musical May: sharing favorite music
  - > To encourage participation, responding (13)
- Event U training with KOG staff (9/10/2020)
- Possible service project discovery – Breakfast Burritos with St Luke's (11/7/2020)

#### **NT-NL Synod Young Adult Group**

- Joint project to create YA group at a Synod level – being part of a big community



- Spring 2020 - Holy Hollywood
  - > Opportunity to meet other young adults in the area
  - > Every two weeks on Tuesdays
  - > Netflix party & Zoom conversation
- Facebook group
  - > Thoughtful Thursday
  - > Make me smile Monday
  - > For summer shifting to Wednesday posts
- Fall 2021
  - > Pumpkin Party – Oct 17, Briarwood Camp, outside fellowship, 5 churches outreach
  - > Friendsgiving – Nov 21 with a Global Mission guest speaker – Kendra Hernandez

#### Assumed role – Social Media Manager

- One week “Back to school” prayer challenge (8/5/2020 – 8/12/2020)
- Bilingual Bible quote posts

#### Studies

- Synod Entrance Interview – successful – 8/15/2020
- Theological Review Panel (9/21/2020)
- Luther Seminary classes on Innovative Ministries & New Missional Ministries – assistance in building up Young Adult Ministries and other innovative ministries at KOG
- Eastern Conference at the NTNL Synod – once a month meeting
- Support from KOG Foundation for seminary books
- NTNL Synod Relator meetings
- New assigned Contextual Education Mentor (in place of P. Jim Graeser) meeting – every Wednesday

### Director of Youth and Family Ministries – Harold Huddleston

*“In the middle of difficulty lies opportunity.”* Albert Einstein

2020... an interesting year. There is no doubt that 2020 did not unfold the way we thought it would. But as I reflect on the year, I can see many ways in which we were blessed by the amazing things God continued to do at King of Glory which includes the Youth program! And yes, I am still very excited as I look back and see some wonderful things we did... and wonderful things on the horizon as King of Glory continues to become more and more of a safe place for our young people to grow in their faith... in person OR online!

#### Discipleship Camp

The year started quite promising as Discipleship Camp was, once again, a wonderful opportunity to experience God with our youth! Our theme was Let It Go and we dove into what it means to give it to God and, well, let it go. We had 21 youth join us for this fun filled retreat. 2021’s D Camp had to be postponed... but just for the time being. We hope that we will be able to have Discipleship Camp 2021 when it is safe with a theme yet to be determined.

#### Confirmation / Junior High

We have 7 9th graders who are waiting to complete their Confirmation process. Our usual Confirmation celebration and Affirmation of Baptism had to be delayed. We plan on this occurring March 28th 2021 and are very excited for the amazing young people! While the celebration may not look the same as years past, it still will be a

special and moving event to celebrate and acknowledge the work and dedication of these 9th graders. It is always encouraging to have young people choose to affirm their faith and take this important step and we want to celebrate these young people regardless of COVID!

Our regular Confirmation program shifted to a Zoom format starting in April. We continued to utilize online gatherings and Zoom in the Fall and continue that currently. It has proven to be a good alternative to our in person gatherings as we have maintained a very high participation rate. While it is not a permanent replacement for in person (and we certainly look forward to that happening again!), it has been a very welcome way to experience Confirmation and to be together during the pandemic.

#### High School Youth

Our Senior High program is also utilizing Zoom for our gatherings. We have made use of Zoom for fellowship time as well as Bible study time. As with Confirmation, we look forward to being together in person again but are thankful for our online option!

#### Mission Trips, Lock-ins etc

It is worth noting that mission trips and overnight activities did not occur after D Camp in 2020. The pandemic brought about many pivots for many people and organizations and to say that I missed our mission trips would be a severe understatement. We were excited to be able to assist with VBS more this summer and with the cool stuff Rainey put together! And as we look ahead to this summer it is important to note that the ELCA National Youth Gathering, which was originally scheduled for summer of 2021, has been delayed to 2022. Some mission trip opportunities may be available but many opportunities that we had in the past will not be available this year. So our summer will bring with it more opportunities for creativity and allowing the Holy Spirit to guide us in new and exciting directions.

#### In closing...

2020 was weird. But I see so many ways that God continued to guide us and present us with opportunities for ministry. I am so thankful for all the young people in our program and I am thankful that we have found creative ways to stay connected. While I do not know how 2021 is going to shake out, I know that God will continue to do awesome things through King of Glory and the Youth program and I look forward to being a part of that! So hang tight... cool stuff is coming!

#### Children’s Ministry Coordinator- Rainey Smith

*So many children’s events became delayed or cancelled beginning March 2020, but many wonderful opportunities still became available to friends and families of King of Glory. It was a blessing to be able to quickly move most events online. And as I write this report, I am optimistic that we will be back together again soon!*

*Blessings, Miss Rainey*

**Vacation Bible School** – Knights of North Castle was our theme. We had 63 children attend virtually and many youth/adult volunteers who brought their talents through videos. This made it possible to bring the fun into children’s homes. Elementary aged children had fellowship Zoom time on Fridays. Many of the children were visitors, some out of state, and we were blessed to share the love of Jesus Christ with them all!

**Sunday School moved online during the pandemic.** Preschoolers viewed pre-recorded classes turning Sunday School into a family event. Through the magic of video, preschoolers are invited to watch stories, cartoons, play games at home, sing along with Allie Becker for music and watch how to make art. Elementary children met through Zoom. The classes were divided into 1st – 3rd and 4th and 5th. We are blessed to have 3 leaders/shepherds volunteer their Sundays to teach our children about God’s love and His word through technology.

**Children's sermons were moved online**, but are available to everyone via our webpage.

**Children's Ministry** provided families with Advent Resources during the Christmas season. Advent Wednesday Children's Devotions were available to view on the King of Glory Family Ministry Facebook page. Children's ministry also provided Craft Bags for children during our socially distant Community and Carols Advent event.

**Christmas Eve for Children's Ministry looked very different.** The children's Christmas message was available to watch online and included the Christmas story, a short message and a sing-a-long. Thank you to Allie Becker for bringing her musical talents.

**1,2,3 Go! and Club 4/5** – opportunities to meet and build relationships among our elementary children.

#### **Stepping Stones**

- Into Education – Children beginning the 2-year-old Sunday School Class received a toddler Bible (2 year olds)
- Into Worship – When you outgrow the nursery and are ready for worship. Children received a KoG Into Worship Lanyard (1st Graders)
- Into Communion – First Communion workshops and communion celebration (2nd Graders)
- Into the Bible – Learning to use your Bible. Children receive a Bible during worship followed by four Sundays of workshops. (3rd Graders)

**Created by God** – Facilitated by Sharon Lane, sex education workshops in a safe, warm, nurturing Christian setting.

#### **Children's Ministry 2021**

**Easter Egg Hunt** – A modified Easter Egg hunt is currently being discussed for Easter 2021.

**Vacation Bible School** – Discovery on Adventure Island is the theme for 2021. I am praying for in-person, but that remains unknown at this time.

**In Ministry Together** – Joyful Spirit has begun to meet via Zoom on Sunday nights. We are blessed to continue to empower those with intellectual and/or physical disabilities so all may serve, worship and share God's love in a friendly environment. All are Welcome. As always, In Ministry Together works with congregation members to make King of Glory accessible for all. If you have any ideas, thoughts, comments or questions, please contact Rainey Smith (rsmith@kingofglory.com) and share them. If you know of anyone who would enjoy a spirit filled friendly worship environment, please email joyfulspirit@kingofglory.com to receive the Zoom link and password.

#### **Director of Communications - Lynn Sullivan**

2020, a year of blessings and hope.

In February, Ross Weir joined staff in a 30 hr/week capacity for ongoing IT maintenance. Christopher Harris was to maintain Sunday morning A/V and provide training to Ross until June. On March 13, that all changed. Understandably, Covid concerns forced Christopher to step away from his Sunday morning AV responsibilities and with just 5 weeks training, Ross jumped in. Trial by fire is never easy but Ross has persevered and we are **blessed** to have him on staff. Ross became our full time IT/AV Coordinator in October.

March saw online traffic to our worship service go from 60 views to over 500 views in an instant and communicating to the congregation became 95% digital. Having an established online worship service and email list was a **blessing** and helped us go from no on-site worship to only online worship without missing a beat.

By May, multiple daily emails, video devotions, committees and small groups meeting via Zoom became the new

normal. Veronika Czutor stepped in to be our Social Media manager in August and was a tremendous blessing with daily posts on all our platforms. As fall approached, we were waiting in **hope** for the flattening of the Covid-19 curve.

As we began to plan for Christmas Eve Worship, it became apparent that we would not be able to be in the building to worship. The ministry team put forth an idea for a preproduced worship service. It would be available for the community on Christmas Eve, to be watched at whatever time felt best. That worship service had over 1200 views and our Christmas Day Devotion had over 460 views. Both numbers were higher than the onsite and online numbers combined of previous years. It was a **blessing** to be able to reach so many during a difficult year.

#### **Moving Forward in 2021**

The COVID-19 shutdown and social distancing guidelines brought into focus and accelerated an already growing trend of "living our lives online." If you want information about anything, go to the internet. If you need groceries, go to the internet. Need to fix your washing machine? Go online. If you want to hear a message about God or study the Bible from home, there are thousands of options found on the internet. So we know that our digital presence is vital to our ministry of sharing the love of Christ.

However, connection and community are two things not easily found on the internet. As disciples we are not only called to share the message of Christ but to walk in faith caring for and in community with others. King of Glory has always valued faith relationships and caring connections as part of its ministry. So why not also take those values to the internet and build an online King of Glory community. We need to explore beyond an online worship service and find ways to cultivate connections, encourage faith relationships that support and care for one another.

We began online streaming in February of 2013 with just one portable camera and the same sound equipment we currently use today. Generous gifts and budget allocations over the past eight years have allowed us to add additional cameras, a second computer and software. Covid-19 has now brought to the forefront that we need to make improvements to our online capabilities so that we can expand beyond online worship and create an online ministry.

To that end, Ross, along with Facilities chair Steve Brookover, have created a 2 Phase plan that will take our online capabilities to the next level. Formulating this plan has taken many months of assessment using both internal and external professionals.

**Phase 1** will include:

- Programmable switches, allowing for us to create a 'tunnel' for the outbound signal to go directly from the Sanctuary balcony straight out without competing for priority on the network
- Programmable access points, which will increase speed, capacity, and security
- A New Firewall and network upgrades, which will allow for faster livestream signal escape velocity and reduce buffering and lagging to the worship participant.

**Phase Two** will include the complete replacement and overhaul of the Audio/Visual equipment along with lighting upgrades in the Sanctuary and Choir loft.

It has been amazing to watch our community of faith continue in ministry these past nine months. Without missing a step, our community has remained steadfast and continues to share the transformative love of Christ. I look forward to a another blessed year with a sense of hope and purpose.



## King of Glory Lutheran Church Foundation - Hans Larson

The King of Glory Lutheran Church Foundation (Foundation) was established to provide a flexible, intentional, and more protected financial structure to manage gifts in support of the mission of King of Glory Lutheran Church (To be and to make followers of Christ who boldly share the grace of God with the world).

The Foundation's Board of Trustees is responsible for managing gifts to the Foundation, investing and distributing funds received by the Foundation. Grants from the Foundation are made based on applications reviewed by the Trustees.

The 2020 Trustees were President Hans Larson, Vice President Mark Hinzman, Treasurer Donna Burton, Secretary Tim Hutchison, Sharon Chapman, Jon Lee, Jay Morris, Tim Schildt, Kurt Schweitzer, Randy Kurtz, David Pederson, Jan Rollow and Will Jacob. Ex-officio members are KOG's lead pastor, Director of Administration, Council President and Council Treasurer.

During 2020, the Foundation approved the following grants for a total of \$29,000.

- Debbie Jacob Speaker Series: "Scales of Justice"
- Seminary expenses for KOG members/staff
- KOG COVID-19 Fund for member needs
- Zoom accounts for KOG meetings and Sunday school
- NTNL Briarwood Ministry
- KOG Refugee Support
- In the City for Good
- Sierra Leone Ministry
- Kuwala Christian Girls School

These grants were distributed within KOG, in the metroplex and across the globe.

The Foundation has over 100 families or individuals who have either named the King of Glory Foundation in their estate plans or have indicated that they plan to do so. We are very appreciative of those who have made this selection and strive to be excellent stewards of those gifts.

The Foundation's assets, which started with \$24,000 in 2008, have grown to a balance of \$737,000 with significant grants made each year. In 2021, the Foundation will have \$52,416 available for grants to KOG programs and affiliated groups.

The current assets of the KOG Foundation are:

Opening Balance on January 1 2020:	<b>\$606,944</b>
Contributions:	<b>\$78,893</b>
Investment Gains/Income:	<b>\$80,915</b>
Distributions/Withdrawals:	<b>\$29,070</b>
Ending Balance on December 31 2020:	<b>\$737,694</b>

Respectfully submitted, Hans Larson  
King of Glory Lutheran Church Foundation President

## Treasurer and Financial Statements — Michael Weir, Council Treasurer

### TREASURER'S REPORT

Your support during this pandemic has been amazing! Through online worship, Zoom meetings and special social distancing events, we have remained connected. Your offerings were supplemented with \$55,000 designated for increased staffing. We also received a PPP loan, which was forgiven in November. Council authorized \$12,000 to be distributed to our mission partners to come from the \$120,000 received in December 2019. Another special gift of \$69,313 was received in June 2020. Of this, \$7,000 was distributed to mission partners and the balance was forwarded to the Foundation.

Expenses were significantly lower in 2020 due to pandemic closures. We ended the year with an operational surplus of \$84,770. The PPP forgiveness, less the \$12,000 in special benevolence distributions, added another \$149,000 to our surplus.

Net rental income was \$14,210, increasing our rental reserves to \$31,407. Of this, \$20,000 will be transferred to operations for use in 2021.

At December 31, 2020, King of Glory has no debt and an operational surplus of \$287,000!

### KING OF GLORY LUTHERAN CHURCH STATEMENT OF REVENUES AND EXPENDITURES OF THE GENERAL FUND FOR THE YEAR ENDED DECEMBER 31, 2020

	<u>ACTUAL 2020</u>	<u>BUDGET 2020</u>	<u>VARIANCE</u>
<b>REVENUES</b>			
Total Offerings	\$ 1,848,513	\$ 1,960,000	\$ (111,487)
Other Revenue	61,723	83,000	(21,277)
<b>Total Offerings &amp; Other Revenue</b>	<b>1,910,236</b>	<b>2,043,000</b>	<b>(132,764)</b>
<b>EXPENDITURES</b>			
Benevolence (16% of offerings)	299,362	313,600	(14,238)
Personnel Expenditures			
Salaries	784,099	780,000	4,099
Pension & Benefits	238,027	262,000	(23,973)
Other Personnel Expenses	79,610	121,700	(42,090)
<b>Total Personnel Expenditures</b>	<b>1,101,736</b>	<b>1,163,700</b>	<b>(61,964)</b>
Ministry Expenditures	74,473	173,280	(98,807)
Communication Expenditures	77,828	106,000	(28,172)
Building & Property Expenditures	231,819	256,000	(24,181)
Other Expenditures	40,248	30,000	10,248
<b>Total Expenditures</b>	<b>1,825,466</b>	<b>2,042,580</b>	<b>(217,114)</b>
<b>Operating Surplus (Deficit)</b>	<b>84,770</b>	<b>420</b>	<b>84,350</b>
Special Benevolence distributed	(12,000)	-	(12,000)
PPP loan forgiven	161,000	-	161,000
<b>Net Surplus (Deficit)</b>	<b>\$ 233,770</b>	<b>\$ 420</b>	<b>\$ 233,350</b>

KING OF GLORY LUTHERAN CHURCH  
 DETAILED STATEMENT OF REVENUE AND EXPENSES OF THE GENERAL FUND  
 FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019  
 AND DETAILED BUDGET FOR YEAR ENDING DECEMBER 31, 2021

	<u>BUDGET 2021</u>	<u>ACTUAL 2020</u>	<u>ACTUAL 2019</u>
<b>REVENUES</b>			
Total Offerings	\$ 1,870,000	\$ 1,848,513	\$ 1,876,957
	<i>percent change from prev yr</i> 1.2%	<i>-1.5%</i>	
Income from Rent Houses	20,000	-	-
Designated Gifts for Operations	55,000	55,000	-
Inflow from accumulated surplus	50,000	-	-
Outflow for capital improvements (AV, lighting)	(50,000)	-	-
Other Revenue	-	6,723	15,863
<b>Total Offerings and Other Revenue</b>	<b><u>1,945,000</u></b>	<b><u>1,910,236</u></b>	<b><u>1,892,820</u></b>
<b>EXPENDITURES</b>			
Benevolence			
NTNL Synod Allocation	149,600	149,681	150,156
Directed Church in Society Allocation	149,600	149,681	150,157
Total Benevolence/Church in Society Allocations	<u>299,200</u>	<u>299,362</u>	<u>300,313</u>
	<i>percent of offerings</i> 16.0%	<i>16.2%</i>	<i>16.0%</i>
Personnel Expenditures			
Salaries	780,000	784,099	733,705
Pension & Benefits	262,000	238,027	213,163
Auto/Expense Allowance	14,700	8,365	11,375
Continuing Education	6,500	1,198	4,095
Wages - Nursery	10,000	9,616	11,828
Payroll Taxes	53,500	50,376	43,416
Contract / Temporary Labor	23,000	10,055	25,452
Total Personnel Expenditures	<u>1,149,700</u>	<u>1,101,736</u>	<u>1,043,034</u>
	<i>percent of total receipts</i> 59%	<i>58%</i>	<i>55%</i>
Ministry Expenditures			
Education Ministry - Adult	1,950	1,455	1,667
Education Ministry - Children	6,550	6,143	6,066
Music & Worship			
Musicians, special services	10,000	2,300	9,880
Musicians, jazz service	-	23,870	79,370
Choral Scholars	24,000	18,475	15,085
Student Music	5,000	1,125	4,438
Other Music expenses	7,085	2,476	7,004
Other Worship expenses	6,650	3,424	5,786
Youth Ministries			
Discipleship Camp	7,000	7,859	5,161
Jr. High Summer Trip	-	-	4,491
Sr. High Summer Trip	-	-	4,807
Other Youth expenses	6,000	2,551	3,500

KING OF GLORY LUTHERAN CHURCH  
 DETAILED STATEMENT OF REVENUE AND EXPENSES OF THE GENERAL FUND  
 FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019  
 AND DETAILED BUDGET FOR YEAR ENDING DECEMBER 31, 2021

	<u>BUDGET 2021</u>	<u>ACTUAL 2020</u>	<u>ACTUAL 2019</u>
Family Ministry	2,400	-	1,121
Fellowship / Life Groups	7,300	407	4,100
GUSTO	500	170	225
In Ministry Together	1,450	-	-
Congregational Care	2,700	819	70
Invitational Ministries	1,500	-	1,075
Small Group Ministries	4,600	3,399	2,270
Impact Dallas/Outreach	2,000	-	3,973
Total Ministry Expenditures	<u>96,685</u>	<u>74,473</u>	<u>160,089</u>
Communication Expenditures			
Office Supplies	6,000	4,489	6,343
Paper Supplies	5,000	1,240	2,513
Printing & Postage	10,000	3,597	5,096
Office Equipment - Rental/Maintenance	60,000	49,728	60,568
Computer Expenses	15,000	13,511	13,913
Media and Website	9,000	5,263	9,086
Advertising and Other	5,000	-	49
Total Communication Expenditures	<u>110,000</u>	<u>77,828</u>	<u>97,568</u>
Other Expenditures			
Flowers (net of income)	4,000	1,215	4,590
Bank & Stocks Fees	12,000	21,062	13,806
Staff & Volunteer Lunches/Awards/Retreats	2,500	10,683	3,921
Staff/Member - Conventions	4,000	65	2,446
Vehicle Maintenance/Expense	4,000	584	3,750
Nursery Expense	1,000	61	261
Search/Call Committee (incl. moving exp.)	15,000	5,066	1,282
Miscellaneous	2,500	1,512	383
Total Other Expenditures	<u>45,000</u>	<u>40,248</u>	<u>30,439</u>
Building & Property Expenditures			
Utilities	95,000	87,843	98,851
Service Contracts	25,000	29,739	46,977
Kitchen, Food, Maintenance Supplies	17,000	10,097	11,339
Building & Equipment Maintenance	40,000	31,507	39,672
Grounds Maintenance	24,000	24,586	25,066
Insurance	43,000	48,047	40,432
Total Building and Property	<u>244,000</u>	<u>231,819</u>	<u>262,337</u>
<b>Total Expenditures</b>	<b><u>1,944,585</u></b>	<b><u>1,825,466</u></b>	<b><u>1,893,780</u></b>
<b>Operating Surplus (Deficit)</b>	<b>\$ 415</b>	<b>\$ 84,770</b>	<b>\$ (960)</b>
Special Benevolence (2020) / Transfers In (2019)	-	(12,000)	50,000
PPP Loan (2020) / Special Gifts (2019)	-	161,000	120,000
<b>Net Surplus (Deficit)</b>	<b><u>\$ 415</u></b>	<b><u>\$ 233,770</u></b>	<b><u>\$ 169,040</u></b>



KING OF GLORY LUTHERAN CHURCH  
GENERAL FUND BALANCE SHEET  
DECEMBER 31, 2020 and 2019

	12/31/2020	12/31/2019
<b>ASSETS</b>		
Operating Cash	\$ 360,692	\$ 329,849
Land, Building & Equipment	13,097,761	13,097,761
<b>Total Assets</b>	<b>\$ 13,458,453</b>	<b>\$ 13,427,610</b>
<b>LIABILITIES &amp; FUND BALANCES</b>		
Liabilities		
Advanced Insurance Proceeds	51,196	100,456
Prepaid Pledges (add'l in Desig. Funds)	22,500	176,168
Total Liabilities	73,696	276,624
Fund Balances		
Funds Expended for Assets	13,097,761	13,097,761
Accumulated Surplus end of year	286,996	53,225
Total Fund Balances	13,384,757	13,150,986
<b>Total Liabilities and Fund Balances</b>	<b>\$ 13,458,453</b>	<b>\$ 13,427,610</b>
<b>CHANGES IN FUND BALANCE</b>		
Accumulated Surplus (Deficit) beginning of year	\$ 53,225	\$ (115,815)
Special Benevolence (2020) / Transfers In (2019)	(12,000)	50,000
PPP Loan (2020) / Special Gifts (2019)	161,000	120,000
Operating Surplus (Deficit) (rounding included)	84,771	(960)
Fund Balance - end of year	<b>\$ 286,996</b>	<b>\$ 53,225</b>
<b>CHANGES IN FUNDS EXPENDED FOR ASSETS</b>		
Expended funds beginning of year	\$ 13,097,761	\$ 12,921,984
Funds spent on Chiller principal	-	175,777
Fund Balance - end of year	<b>\$ 13,097,761</b>	<b>\$ 13,097,761</b>

KING OF GLORY LUTHERAN CHURCH  
RESTRICTED FUND BALANCE SHEET AND ACTIVITY  
DECEMBER 31, 2020 and 2019

	12/31/2020	12/31/2019	Change
<b>ASSETS</b>			
Current Assets			
Restricted Cash	\$ 588,773	\$ 576,342	\$ 12,431
Other Assets			
Inventory - Bookstore	12,042	12,043	(1)
Total Other Assets	12,042	12,043	(1)
<b>Total Assets</b>	<b>600,815</b>	<b>588,385</b>	<b>12,430</b>
<b>LIABILITIES &amp; FUND BALANCES</b>			
Liabilities			
Accounts Payable	-	-	-
Fund Balances			
Undesignated Funds	-	100	(100)
Funds for Youth	30,266	25,817	4,449
Bookstore Funds	31,248	31,248	-
Capital Improvements	117,422	122,128	(4,706)
Advent Community Event	8,456	7,454	1,002
Funds for Music Ministries	19,888	18,528	1,360
Special Gift-personnel	41,803	70,500	(28,697)
Special Gift-Reserved	74,709	69,059	5,650
Chapel/ Columbarium Reserve	124,232	119,770	4,462
Landscape Funds	26,830	-	26,830
Special Gift-Signage	32,420	61,370	(28,950)
KOG Refugee Support	5,078	1,725	3,353
Prepaid pledges 2021	35,600	22,746	12,854
Caring for COVID-19	14,316	-	14,316
Other Designated Funds	38,547	37,940	607
Total Fund Balances	600,815	588,385	12,430
<b>Total Liabilities and Fund Balances</b>	<b>\$ 600,815</b>	<b>\$ 588,385</b>	<b>\$ 12,430</b>
<b>ACTIVITY SUMMARY - 2020</b>			
	Additions	Deductions	Net
Undesignated Funds	16,293	16,393	(100)
Funds for Youth	4,449	-	4,449
Capital Improvements	22,254	26,960	(4,706)
Advent Event	1,002	-	1,002
Special Music (part of Music Ministries)	2,610	1,250	1,360
Special Gift-personnel	26,803	55,500	(28,697)
Special Gift-Reserved	5,650	-	5,650
Chapel/ Columbarium Reserve	5,000	538	4,462
Landscape Funds	27,250	420	26,830
Special Gift-Signage	-	28,950	(28,950)
KOG Refugee Support	4,668	1,315	3,353
Prepaid pledges 2021	19,400	6,546	12,854
Caring for COVID-19	24,316	10,000	14,316
Other Designated Funds	5,871	5,264	607
<b>Total</b>	<b>165,566</b>	<b>153,136</b>	<b>12,430</b>

KING OF GLORY LUTHERAN CHURCH  
RENTAL HOUSES  
DECEMBER 31, 2020 and 2019

BALANCE SHEET	12/31/2020	12/31/2019
<b>ASSETS</b>		
Cash	\$ 29,699	\$ 6,643
Insurance Receivable	5,708	25,000
Houses (2)	532,469	532,469
<b>Total Assets</b>	<b>\$ 567,876</b>	<b>\$ 564,112</b>
<b>LIABILITIES &amp; FUND BALANCES</b>		
Liabilities		
Security Deposits	4,000	4,000
Payable to Capital Improvements	-	10,446
Fund Balance		
Expended for Assets	532,469	532,469
Operational Surplus (Deficit)	31,407	17,197
<b>Total Liabilities and Fund Balances</b>	<b>\$ 567,876</b>	<b>\$ 564,112</b>
<b>RECEIPTS &amp; EXPENDITURES</b>		
	2020	2019
<b>RECEIPTS</b>		
Rental Income	\$ 46,668	\$ 66,697
Renter reimbursements	2,720	4,483
<b>Total Receipts</b>	<b>49,388</b>	<b>71,180</b>
<b>EXPENDITURES</b>		
Utilities	4,109	5,017
Service Contracts	1,573	2,262
Maintenance & Miscellaneous	-	60
Repairs	6,881	4,628
Management fees	2,587	4,049
Taxes	20,028	29,045
<b>Total Expenditures</b>	<b>35,178</b>	<b>45,061</b>
<b>Net Income</b>	<b>\$ 14,210</b>	<b>\$ 26,119</b>
<b>CHANGES IN FUND BALANCE</b>		
Fund Balance - beginning of year	\$ 17,197	\$ (8,922)
Current Year Activities	14,210	26,119
Fund Balance - end of year	<b>\$ 31,407</b>	<b>\$ 17,197</b>
<b>CHANGES IN ASSET BALANCE</b>		
Fund Balance - beginning of year	\$ 532,469	\$ 773,506
Basis of house sold	-	(341,037)
pay off borrowings	-	100,000
Fund Balance - end of year	<b>\$ 532,469</b>	<b>\$ 532,469</b>

King of Glory Lutheran Church  
Church in Society  
2020 Budget and Activity; 2021 Budget

	2020 Budget	Disbursements		2021 Budget
		KOG	Directed	Total
<b>NTNL Synod</b>	\$ 156,800	\$ 151,121	\$ -	\$ 151,121
<b>Partner Agencies &amp; Organizations</b>				
Network of Community Ministries	8,000	8,000	4,139	12,139
North Dallas Shared Ministries	12,000	12,000	4,318	16,318
VNA Meals on Wheels	3,000	3,000	1,250	4,250
The Storehouse of Collin County	5,500	5,500	3,719	9,219
North Dallas Food Bank	-	-	1,150	1,150
RAI Habitat for Humanity	8,500	8,500	2,108	10,608
Texas Ramp Project	19,000	19,000	-	19,000
Dallas Area Interfaith	6,500	6,500	-	6,500
Mosaic	-	-	500	500
Durable Medical Equipment (DME)	5,000	5,000	-	5,000
Mt. Olive Food Pantry	-	-	22,900	22,900
In the City for Good *	69,500	69,500	100	69,600
Outcry in the Barrio	-	-	100	100
Family Gateway	5,000	5,000	500	5,500
H.E.R.O.E.S.	-	2,000	100	2,100
Briarwood Retreat Center	3,000	3,000	370	3,370
ELCA Disaster Relief	-	-	3,174	3,174
KOG Refugee Support	6,000	10,861	2,000	12,861
Uprising (LSS)	3,000	3,000	-	3,000
Emergency Relief - Contingency	2,800	1,500	-	1,500
Backpack Challenge	-	-	13,390	13,390
<b>Total Partner Agencies &amp; Organizations</b>	<b>156,800</b>	<b>162,361</b>	<b>59,818</b>	<b>222,179</b>
<b>Total Synod, Agencies and Organizations</b>	<b>\$ 313,600</b>	<b>\$ 313,482</b>	<b>\$ 59,818</b>	<b>\$ 373,300</b>

\* In the City for Good Budget includes support for Client Choice Food Center-St. Philip's, Mt. Olive Food Pantry, Hope Restoration, Circle of Support, Park South YMCA and Outcry in the Barrio.

**CHRISTMAS OFFERING (included above)**

Network of Community Ministries	2,469	Refugee spending includes \$4,668 transferred to designated funds.
North Dallas Shared Ministries	2,468	
The Storehouse of Collin County	2,469	
North Dallas Food Bank	1,150	
<b>Total</b>	<b>8,556</b>	\$12,000 of special benevolence was used for all partners. \$5,000 was for hunger ministries and \$2,000 was for HEROES.

**SOURCES AND USES**

NTNL Synod from Offerings	\$ 149,681	Including Christmas, directed contributions and special benevolence, KoG donated 19.4 percent of offerings received.
Other Budgeted Benevolence from Offerings	149,681	
Special Benevolence from special gifts	19,000	
Directed Contributions	54,818	
<b>Total Benevolence Receipts</b>	<b>\$ 373,180</b>	
Disbursements (from above)	(373,300)	
<b>Use of carryover funds</b>	<b>(120)</b>	
Carryover balance, beginning	6,301	



Statistical Overview

2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	
1792	1788	1810	1850	1872	1901	1915	1436	1452	1456	1485	1404	Baptized Membership
85	98	65	75	49	63	54	43	41	26	53	16	Baptized Members Received
56	27	43	35	27	21	40	61	25	22	24	30	Baptized Members Released <sup>a</sup>
29	71	22	40	22	42	14	18	16	4	29	37	Baptized Net Gain\Loss
	75						-461				67	Statistical Adjustment Bap. Memb. Released <sup>d</sup>
1468	1433	1452	1477	1494	1512	1521	1192	1207	1209	1228	851	Confirmed Membership
83	64	43	58	30	35	32	15	24	17	43	15	Confirmed Members Received
40	18	24	33	13	17	23	42	9	15	24	30	Confirmed Members Released <sup>a</sup>
43	46	19	25	17	18	9	-27	15	2	19	15	Confirmed Net Gain\Loss
	81						-302				67	Statistical Adjustment Conf. Memb. Released <sup>d</sup>
789	811	820	836	848	868	878	706	714	719	728	431	Resident Family Units
34	33	23	24	20	28	22	16	17	14	19	11	Family Units Received
17	11	14	8	8	8	12	188	9	9	10	8	Family Units Released
25	18	7	11	7	8	6	5	3	5	6	1	Births
20	27	15	11	12	18	10	9	13	4	10	1	Infant Baptisms
0	2	2	3	1	0	0	0	1	0	1	0	Adult Baptisms
7	6	7	2	2	4	0	1	2	4	6	1	Weddings
20	15	16	22	9	14	9	7	10	2	4	0	Youth Confirmations <sup>b, k</sup>
0	2	2	3	1	0	0	0	1	0	0	0	Adult Confirmations
12	5	11	11	5	13	12	7	13	7	10	19	Member Deaths
667	631	632	625	572	542	561	535	553	504	475	589	Avg. Sun Attendance Jan-Apr <sup>c, h, j</sup>
594	575	561	548	500	552	474	420	457	343	387	506	Avg. Sun Attendance May-Aug <sup>h, j</sup>
579	560	529	574	478	507	492	444	471	446	377	440	Avg. Sun Attendance Sept-Dec <sup>e, f, g, h, j</sup>
115	103	110	107	111	108	87	64	76	72	55	42	Avg. SS Attendance Age 2-Gr 12 <sup>i</sup>
86	80	73	61	56	92	106	67	61	78	70	176	Avg. SS Attendance Adult <sup>i</sup>
201	183	173	168	167	200	193	131	137	150	125	218	Avg. Sunday School Attendance <sup>i</sup>
141	127	124	105	124	122	143	81	80	71	68	0	Avg. Lenten Ser. Attendance <sup>k</sup>
1060	1379	1352	1367	1240	1337	1228	1191	1039	1071	1045	1200	Christmas Eve Services <sup>f</sup>
0	74	96	50	76	59	112	68	40	65	32	464	Christmas Day Services <sup>e, f, h</sup>
1366	1390	1319	1224	1274	1236	1218	1145	1196	1023	1003	1092	Easter Sunday Services

<sup>a</sup> Includes transferred, deaths, and dropped members.  
<sup>b</sup> Included in confirmed membership.  
<sup>c</sup> Includes Easter Sunday.  
<sup>d</sup> Reflects change in computer classification of inactive members 1999-2002, 2003-2006-2008, and 2009-2010.  
<sup>e</sup> Christmas Day was on a Sunday in 2011.  
<sup>f</sup> Inclement weather cancelled 2009 Christmas Eve and Christmas Day services.  
<sup>g</sup> Inclement weather cancelled Sunday, December 8, 2013 worship services.  
<sup>h</sup> Includes on-line Streaming Viewing  
<sup>i</sup> Dedicated Sunday School Hour began in Fall 2014  
<sup>j</sup> Beginning 2018, there have been 2 worship services on Sunday mornings.  
<sup>k</sup> Due to COVID19 events were postponed to 2021

2020 CONGREGATION COUNCIL

Michelle Hild, *President*  
 Sharon Lane, *Vice President*  
 Erika Allen, *Secretary*  
 Michael Weir, *Treasurer*  
 Paul Jentz  
 Laura Kodat  
 Brian Thomas  
 Ashley Hanks  
 Tad Doering

JANUARY 2021 STAFF

The Rev. Don Haven  
 Pastor Beth Taylor\*  
 Monica Czausz  
 Kerri Macy  
 Veronika Czutor  
 Harold Huddleston  
 Rainey Smith  
 Lynn Sullivan  
 Ross Weir  
 Marilyn Cupp  
 Jan Wilkinson\*  
 Larry Oberg\*  
 Michael Dorman  
 Luis Cabrera  
 Jose Duran  
 Dianne Frye\*\*  
 Linda Stopani\*\*  
 Transitional Pastor  
 Pastoral Associate  
 Director of Music and Artistic Ministries  
 Director of Adult Ministries  
 Young Adult Ministries Coordinator  
 Director of Youth and Family Ministries  
 Children's Ministry Coordinator  
 Director of Communications  
 IT/AV Coordinator  
 Music & Artistic Ministries Coordinator  
 Event Coordinator/Administrative Assistant  
 Interim Facility Administrator/Event Coordinator  
 Manager of Accounting  
 Facility Manager  
 Custodian  
 Library/Gift Shop/Book Store Manager  
 Librarian

\* Denotes part-time  
 \*\* Denotes volunteer



# KING OF GLORY

LUTHERAN CHURCH

6411 LBJ Freeway • Dallas, TX 75240 • 972-661-9435 • [kingofglory.com](http://kingofglory.com)