

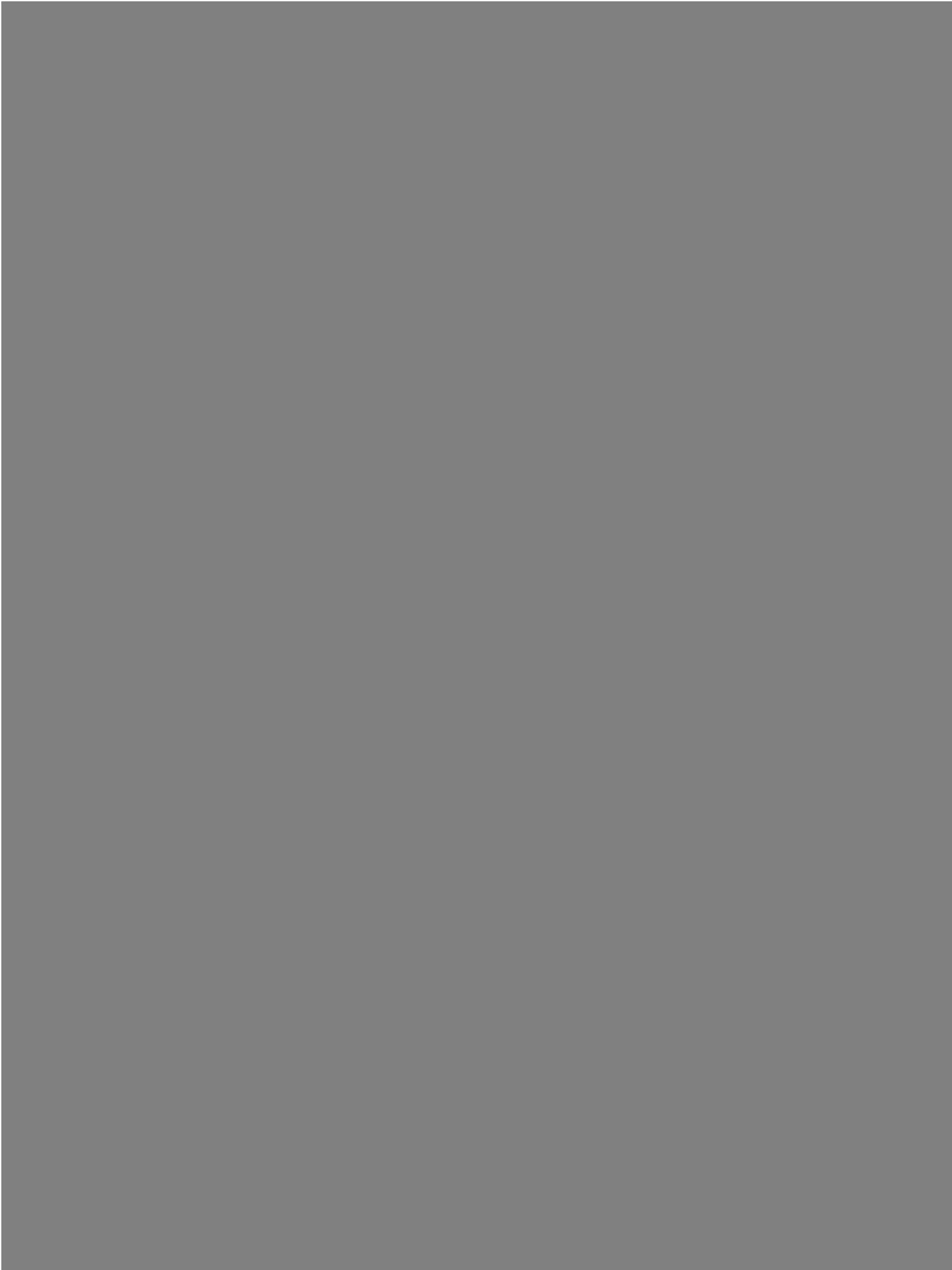
BOLDLY SHARING THE GRACE OF GOD WITH THE WORLD

# KING OF GLORY

LUTHERAN CHURCH

2021 ANNUAL MINISTRY REPORT











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# ANNUAL MINISTRY CELEBRATION MEETING MINUTES

FEBRUARY 28, 2021

## **Due to COVID-19 the meeting was held online via Zoom.**

Congregation Council President Michelle Hild reviewed the procedures for the meeting in Zoom format. There was a practice poll for congregants to practice voting on this platform. Pastor Don provided an opening prayer. Michelle Hild declared a quorum and called the meeting to order at 3:39 pm.

## **Approval of the Meeting Agenda**

President Hild entertained a motion to approve the meeting agenda for the 2021 Annual Ministry Celebration, previously approved by Council. There was no discussion and the motion passed.

## **Approval of the Minutes of the 2020 Annual Meeting Minutes**

President Hild entertained a motion to approve the Minutes from the 2020 Annual Meeting, previously approved by Council. There was no discussion and the motion passed.

## **Council President's Report**

President Michelle Hild highlighted many of the committees and groups that were formed in 2020 including the Neighborhood Connection Groups, 2021 Mission, Values, and Vision subcommittee, COVID Task Force, and Council Strategic Personnel subcommittee. Michelle went on to highlight and thank members from other committees that continued to flourish in 2020 including the Facilities Committee and Personnel Committee. President Hild also took the time to thank the members of the congregation who have agreed to serve on the Call Committee and gave an update on where they are in the process.

## **Election of Council Members**

Michelle Hild presented the nominees nominated by the Selection Committee, each for a three-year term: Erika Allen, Julie Brookover, and Jon Schulz.

President Hild asked for additional nominees from the floor. There were none and Michelle asked for a motion to close the nominations as presented, which was made by Dori Weir and seconded by Valarie Remmers. There was no discussion and the motion passed. Congregants used the polling feature on Zoom to record votes, and the results were that Erika Allen, Julie Brookover, and Jon Schulz were all approved to serve on Council each for a three-year term.

## **Election of Selection Committee for 2021-2022**

Due to COVID, President Hild asked for nominations via email for the week leading up to the Annual Ministry Celebration. Three persons were nominated: Dianne Egenes, Tim Hutchison, and Sarah Schultz and were presented to the congregation at this time. Michelle asked for additional nominations from the floor, Kerri Macy was nominated and declined the nomination. President Hild asked for a motion to close the nominations as presented and elect the three nominees each to a one-year term which was made by Dori Weir and seconded by Bill Terry. There was no discussion and the motion passed.

## **Adoption of the 2021 Spending Plan**

Michael Weir, Council Treasurer, presented the 2021 Spending Plan as detailed in the Annual Report and entertained a motion to approve the 2021 spending plan as presented, previously approved by Council. There was minimal discussion about the communications budget, A/V upgrades, and impact of COVID and the PPP loan on the 2020 actual budget. After discussion, the motion passed.

### **Motion to Sell Rental House**

Steve Brookover, Facilities Committee Chairman, presented the congregation with history surrounding acquisition of the properties to the east and west of the church property and their use. Council presented a motion to approve the sale of the property located at 6406 Clubhouse Circle, Dallas, TX, and to authorize the Congregation Council to proceed with such sale. The floor opened for discussion and after Steve answered questions related to the church facility and expenses on rental house property, Janet Follstaedt moved to amend the motion presented by Council, seconded by Roxanne Knauss. During discussion, Brian Thomas moved to amend the amended motion, seconded by Tina Larson, to approve the sale of the property located at 6404 Clubhouse Circle, Dallas, TX, and to authorize the Congregation Council to proceed with such sale; provided (i) the proceeds of the sale will be used only for capital expenditures (i.e., acquiring or maintaining fixed assets, such as land, buildings, and equipment), and (ii) such expenditures will be recorded to conform with such use restrictions. After lengthy discussion, a motion from the floor was made by Carolyn Ping to call the question, seconded by Dori Weir. The motion passed. The congregation proceeded to vote on the motion to accept the amendment to the motion as presented by Brian Thomas and the motion passed. Discussion ensued on whether to accept the amendment to the motion and the potential downside of restricting the use of funds generated from the sale. After lengthy discussion, a motion was made from the floor by Jan Rollow to call the question, seconded by Wesley Johnson. The motion passed. The congregation proceeded to vote to accept the amended motion. The motion passed and the amended motion was accepted and replaced the original motion presented by Council. Discussion resumed on the pros and cons of selling the property. After lengthy discussion, a motion was made from the floor by Dan Reckmeyer to call the question, seconded by David Carlson. The motion passed. The congregation then voted on the motion to sell per the amendment and the motion passed with overwhelming majority.

### **Adjournment**

President Michelle Hild took time to acknowledge the outgoing Council Members Paul Jentz and Michael Weir and thanked all the staff members.

A motion was made by Michelle Hild, seconded by David Kankel, to adjourn the meeting. The motion passed. Pastor Don provided a closing prayer, and the Annual Ministry Celebration was adjourned at 5:36 pm.

*Respectfully submitted by Erika Allen, 2020 Council Secretary.*

# REPORTS

## Congregation Council - Tad Doering

Now I would remind you, brothers and sisters, of the good news that I proclaim to you. 1 Corinthians 15: 1

Paul was reminding those early Christians that even in times of change, struggle, and doubt, that we should refocus on what is most important: the saving message of Jesus can energize a community and allow it to grow stronger.

This has been a focus of the Council in 2021: How do we discern and understand what Christ is calling us to do? We have so many blessings as a congregation: a healthy outreach effort, a building and campus that is amazing, preaching and teaching that allows us to think, a traditional music approach that is amazing, building a healthy online worship experience, etc. But do we have concerns? Yes. We yearn to meet and be in fellowship daily; we are searching for a new lead pastor; we are discerning where and how we serve as a congregation; we need to elevate current ministries; we want an active and vibrant youth and young adult ministry.

In all these blessings and in all these challenges, Christ is with us – allowing us to use our gifts to determine our future.

So 2021, what has Council been working on through this period of discernment?

- Our Mission/Values/Vision (MVV) work started to become fully fleshed out. While we built on prior work, the 2016 mission definition, we also realized we have been challenged in the past around activating our vision. With so much change at King of Glory, we engaged with Convergence, a church consulting firm, to help us discover opportunities and articulate our vision and then create accountabilities. We initiated a congregation wide survey and then hosted a variety of learning sessions. As we enter 2022, we will begin to apply these learnings to King of Glory and specifically discern where God is calling us. So be with us as we begin to Boldly Share... Grounded, Growing, and Generous.
- Our Lead Pastor Search continues. The Call Committee, led by Dan Reckmeyer, with Council support by Michelle Hild, has been working diligently with the North Texas/North Louisiana Synodical Office to discern pastoral leadership for King of Glory. Your support and prayers are appreciated as we face a challenging time to help a new pastor discern if King of Glory is part of his or her future. We believe 2022 will bring an exciting resolution.
- The Miracle Offering Sunday was developed and executed in 2021. What a beautiful way to celebrate all that is King of Glory. We focused on two areas: our building and our sense of generosity. With the focus on a “one Sunday” capital campaign, our gifts of more than \$700,000 are to be celebrated. A unique component – 20% of our gifts were externally focused: half to ELCA World Hunger, part of our national church effort, and half close to home via North Dallas Shared Ministries. Thank you to all of you, and especially to Pastor Don Haven. We know we are following God’s calling to our community – and we should feel blessed.
- The sale of one of our Rental Houses and our Miracle Offering Sunday allowed our Facilities Team to rethink Our Physical Plant. The Facilities Committee has done a masterful job to assess, prioritize, bid, and begin to execute numerous updates to our building. Steve Brookover, leading the Facilities team, has created a master plan to allow us to effectively execute our initiatives. We have already seen the benefits of this – see the Facilities report for examples. The Projects will continue throughout 2022 as we wisely invest in our campus including enhanced sanctuary streaming capabilities with new cameras, sound, and lighting; parking lot lighting, comprehensive landscaping/direction/appearance, children’s ministry; youth ministry; and more.



- At the end of 2021, we said goodbye to our Transitional Minister, Pastor Don Haven. He was a blessing to be with us: he knew the history of King of Glory; provided leadership, musical skills, and most of all, challenged how we think about generosity as a congregation. His leadership in our Miracle Offering Sunday is deeply appreciated. Thank you to Pastor Don for 13 months of service to King of Glory and enjoy your delayed retirement with your wife, Cindy.
- We worked with our North Texas/North Louisiana ELCA Synodical Office to identify a new Transitional Pastor. Working outside traditional ELCA options, we called Pastor Kenny Dickson, an ordained United Methodist Church pastor, to lead us. We look forward to the contributions Pastor Kenny will provide as we continue to discern our future. Welcome to Pastor Kenny and his wife, Michelle.
- Our Re-Opening Task Force worked tirelessly to help our staff decide how to handle the process of keeping our members safe. The Task Force has continued to meet and make adjustments, according to the Dallas County reports. We returned to in-house worship and added additional options to meet together, including Sunday School, meetings, youth programs, etc. We plan to return to full programming on campus as 2022 unfolds.
- Our outreach efforts continue to be amazing – answering Jesus’ call to make a difference in our world. Our Church in Society report mentions many of these, but it is worth calling out a few. Please celebrate how we have answered the call to serve and share the good news:
  - Hunger Ministries – Network of Community Ministries and North Dallas Shared Ministries
  - Housing Ministries – Habitat for Humanity and Texas Ramp Project
  - Ecumenical/Justice/International Ministries – Dallas Area Interfaith, Rebels with a Cause and Durable Medical Equipment
  - Missionary Ministries – In the City for Good, Dobie Pre-K School
  - Family and Youth Ministries – Family Gateway, Upbring, and Angel Tree Organization
  - Lutheran Ministries – Briarwood Lutheran Ministries, KOG Refugee Support, ELCA World Hunger, Impact Dallas

Please celebrate how we have answered the call to serve and share the Good News!

- We have experienced changes in our Staff Team. Two of our Directors moved on to new opportunities and although they are greatly missed, we wish them much love and success. We hired a new Director of Administration, a new Accountant, an Acting Director of Communication, and a new Administrative Assistant. These new team members have been a blessing. As we continue our search for a Lead Pastor, and determine the best staffing structure for King of Glory’s next chapter, we believe our staffing team will only continue to be strengthened in the future.

Blessings abound and new directions are before us. Paul’s advice to the Corinthians over two thousand years ago can serve us here at King of Glory today. As we remember the good news, we need to focus on what is most important: discerning and executing on God’s call to us as a congregation.

Respectfully submitted,

Tad Doering, President; Michelle Hild, Vice President; Erika Allen, Secretary; Julie Brookover, Treasurer; Ashley Hanks, Laura Kodat, Sharon Lane, Jon Schulz, Brian Thomas, and Pastor Don Haven.

- *Tad Doering*

## Departing Transitional Pastor - Don Haven

### **Looking Back**

What a great privilege it was to serve as your Transitional Lead Pastor from November 30, 2020 through December 31, 2021! I'm so grateful for the opportunity to return to King of Glory in this role after having served as the first Associate Pastor here over 40 years ago! A remarkable circle of seasons!

In 2021, as the Covid Pandemic continued, we worshiped together online, held classes for all ages through Zoom and met with our ministry committees and teams to carry out vital ministry with our congregation and community. The leadership of our Ministry Staff and Council Leaders has been amazing, and I give thanks to God for having the opportunity to work with such gifted leaders. A special thanks to Michelle Hild who was serving as Council President when I arrived and to Tad Doering, who has served as Council President following the Annual Ministry Celebration in February. What great dedication and leadership they, and each of the members of the Council, have offered. A huge shout out to the members of our Call Committee who have been working diligently to identify King of Glory's next Lead Pastor!

In the spring and early summer, we said farewell to our Accountant, Michael Dorman, and to our Young Adult Ministry Coordinator, Veronika Czutor, as she began her pastoral internship at Christ Lutheran Church in Dallas. In late spring we were fortunate to add two new staff members - Phil Thomas as our Director of Church

Administration and Keith Prim as our Accountant. In late summer, we said farewell to Kerri Macy who had served faithfully for 10 years as our Director of Small Group Ministries and Adult Education. In December, we also bid farewell to Lynn Sullivan who served for 10 years as our Director of Communications. We welcomed Tricia Parker in October to serve as our Front Desk Receptionist and Administrative Assistant and in December added Thayne Mitchell to the staff to serve as our Acting Director of Communications.

It was such a privilege for me to work with Pastoral Associate Beth Taylor as a pastoral colleague, worship leader, and ministry collaborator! Beth brings many gifts to her ministry here and has served in a critical role in moving our Strategic Visioning planning forward and helping to clarify KOG's Mission, Values and Vision. She also works closely with our Church in Society Committee and offers compassionate Pastoral Care and leadership for all of our Care Teams.

I greatly enjoyed our weekly staff meetings planning worship and ministry, hearing inspiring devotions by each staff member, sharing joys and sorrows, praying for and with each other, and coordinating and creatively planning ministry opportunities for KOG. What a joy it was to plan worship with our Monica Berney, Marilyn Cupp, Beth Taylor, Ross Weir, and Lynn Sullivan. Working alongside Harold Huddleston and Rainey Smith and their ministry with our children, youth, and families was also a delight as they led our young people in Sunday School, Confirmation classes, Vacation Bible School, and so many other activities serving to deepen their faith. Rainey's leadership of the Sunday afternoon Joyful Spirit Worship continues to bring delight to so many in our congregation and community who have special needs. Larry Oberg worked diligently and patiently as we began to worship in the sanctuary and hold meetings and ministry events on campus in recent months. Jan Wilkinson stepped up in a big way assisting with our Adult Education classes and coordinating our most recent New Members Class. Finally, the dedication and over 20 years of service offered by Luis Cabrera and Jose Duran and the care they've taken of these facilities is greatly appreciated.

With our Covid Task Force guiding the way, we gradually returned to in-person worship, education, and other serving opportunities, keeping one another healthy through social distancing and mask-wearing. Thanks to each of you for caring for and loving your neighbor as yourself.

## Looking Forward

The generous response to our Miracle Offering Sunday was outstanding! The gifts and pledges offered along with some of the proceeds from the sale of the rental house will allow King of Glory to move forward with the facilities enhancements that were outlined in the Miracle Offering brochure. A huge thank you to our newly formed Generosity Team that worked diligently and creatively to deepen the generosity that continues to flow from this congregation. Thanks be to God!

The Vision Team invited Convergence Consulting to work alongside KOG's leadership to create a Vision Plan for King of Glory through individual interviews, congregation survey, community interviews, and demographic studies. I pray that you have gained insight from the two Convergence presentations in November and December 2021 and those that will be offered in 2022. This is YOUR ministry plan, King of Glory members. Embrace it, continue to participate in it, contribute to it, and pray for your leaders as they implement it!

Our Adult Education Leaders have planned wonderful opportunities for learning in 2022. There will be refugee families to resettle in the year ahead. The Call Committee will continue its work. As more people of all ages receive the Covid Vaccine, there will hopefully be a growing number of ministry activities returning.

King of Glory is a congregation of talented, dedicated, curious, willing, and generous disciples. Those characteristics will become apparent to Pastor Kenny Dickson in his role as your Transitional Lead Pastor. Keep Pastor Kenny in your prayers as he leads and guides you in this new year and into a new season at King of Glory.

Just know how deeply grateful I am that you have kept Cindy and me in your prayers and offered your support during this season of transition. Thank you. And Thanks be to God!

- Pastor Don Haven

## New Transitional Pastor - Kenny Dickson

*Rejoice in the Lord always; again I will say, Rejoice. Let your gentleness be known to everyone. The Lord is near. Do not worry about anything, but in everything by prayer and supplication with thanksgiving let your requests be made known to God. And the peace of God, which surpasses all understanding, will guard your hearts and your minds in Christ Jesus. Philippians 4:4-7*

*A voice cries out: "In the wilderness prepare the way of the LORD, make straight in the desert a highway for our God. Every valley shall be lifted up, and every mountain and hill be made low; the uneven ground shall become level, and the rough places a plain. Then the glory of the LORD shall be revealed, and all people shall see it together, for the mouth of the LORD has spoken." Isaiah 40:3-5*

This passage from Philippians is one I have often turned to and relied on over the last several years, yet, as with the Philippians, I hate to admit how often I forget to live out the teaching. In the good times I too often forget to rejoice, and when I do rejoice, I usually forget to rejoice "in the Lord." In the troubling times I just fail to rejoice. At first look it seems counter-intuitive to rejoice in the times of abundance and times of want, but Paul is not calling on us to rejoice in or for our situation or time. The Apostle is calling us to rejoice in the One who is with us in all times and in all places. The reason we rejoice in all times and places is "the Lord is near." What is better than the Lord being near and what challenge overshadows the Lord's immediacy?

The world of course turned upside down almost overnight in March of 2020, and the entire world, including King of Glory entered with all churches, into a wilderness season. Even though we knew our location, as with a wilderness, little in life, living, and ministry as recognizable, and the future was hard to discern. Although King of Glory with other

churches adjusted and found ways to worship and be in community and service online, there exists still the feeling of wilderness, wandering and wondering, when normal will return. The transition from settled to interim pastorates only intensified the wilderness of wondering. Yet, though this has been a season of loss, uncertainty, and change, it has also been a season to rejoice.

We rejoice because God has been with us. During unprecedented changes, the One who is constant abides with us. We rejoice as God provided Pastor Don to bring his grace and gifts to shepherd and serve with this congregation through what we pray was the darkest time of this wilderness season. In the midst of staff persons who received other calls in life, God brought dedicated and talented persons to replace those who were called away and to join the capable and dedicated staff already here. I humbly rejoice with the feeling God brought me to serve with this congregation through, we pray, this last portion of the covid and interim pastoral seasons. I rejoice in knowing God is calling the next pastor to come and serve with and lead this great congregation, and I trust that it will be the right timing for the pastor and for King of Glory.

In the meantime, I rejoice that the leadership and members of the congregation have accepted the challenge of making straight in the wilderness the way for King of Glory to be the church God desires it to be in this season of social changes. We can lastly rejoice that, following the Spirit's direction, God will empower the congregation to serve the membership as well as the neighboring and greater communities and best witness and proclaim the Gospel of Christ.

In the mission, vision, and values conversations and webinars with Convergence, there have been discussions that were disappointing regarding the decline of mainline denominations such as the ELCA, the United Methodist Church, the Episcopal Church, and others. While we all hate to see decreasing membership, influence, and identification of people with denominations, there are opportunities for King of Glory. With fewer people looking first at congregations of specific denominations, more people are looking for and considering churches with vibrant ministries that serve God, love others, and develop faith in individuals and families.

I do not doubt that with the dedicated and faithful membership of this congregation, and being open to the leadership of the Holy Spirit, King of Glory Lutheran Church can be a place where the promises and hope of God and the Gospel of Christ are experienced and realized.

I join Pastor Don in recognizing and celebrating the talent and dedication of the staff of King Of Glory Church. I appreciate very much the generous time and hospitality Board President Tad Doering, Pastor Don and Pastor Beth afforded me prior to my arrival and the entire staff and membership upon my assuming the position of Transitional Lead Pastor. Part of this hospitality has been patience as I learn about the people and ministries of this great church as well as the ELCA. My two months at King of Glory has been a time of ministry and faith renewal and growth, and for that I am very grateful.

Rejoice, in the Lord, always,

- *Pastor Kenny*

## Pastoral Associate - Beth Taylor

We expected 2021 to be a year of “returning to normal.” Instead, we discovered life does not go backwards and learned to trust that God has us right where we need to be. God has plans for our future: *“For surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope”* (Jer 29:11). It remains my sense of call that I am here - that we are all here - to embrace movement into that future.

Indeed, God has provided for our faith community during 2021 in multiple ways:

### **VISION**

It has been a true sharing of my gifts to partner with members of our council in discerning just how God might be calling us to boldly share God’s grace with the world. In 2021, we continued a process of articulating our Mission, Values, and Vision (MVV), and remain determined to develop and, ultimately, implement a strategic plan based on the unique gifts and calling of this congregation. With council leadership and congregation blessing, we contracted with the consulting team Convergence to ensure both strategy development and implementation in 2022.

### **GENEROUS IN SERVICE**

One of the core values identified in the MVV process is a commitment to service that has been central to who we are since KOG’s beginning. The ministry of serving our neighbors continued in 2021 as we participated in projects instigated by the KOG Serve Team. A few examples:

- You donated Valentines cards, and volunteers placed them in approximately 450 bags and delivered them to children at Dobie Pre-School and Park South YMCA Pre-School
- You donated items and assembled 40 goody bags to provide comfort to transplant patients at Medical City Hospital
- You generously contributed to and assembled 125 goody bags for COVID medical personnel at Medical City Hospital
- You donated socks and underwear for distribution by Network of Shared Ministries
- You provided Christmas joy for the children and families of Dobie Pre-School through gift cards (Angel Tree)

If you’d like to join SERVE TEAM contact Janet Follstaedt (jfollstaedt@sbcglobal.net)

KOG Serves Weekend is another example of living into our call to serve and love our neighbors. Over 80 people participated in 8 projects over one weekend! Led by a dedicated team, we provided hats and gloves to veterans, refurbished a garden, cleaned durable medical equipment, made blankets for babies in ICU, packed 800 hygiene packs for those without access to everyday utilities, built ramps providing access for the homebound, assembled goody bags for first responders, and organized donated food supplies.

### **GROUNDED IN THE LOVE OF CHRIST**

#### **Justice**

The love of Christ means participating in God’s love of all creation: REBELS WITH A CAUSE continued to promote awareness of issues of injustice and to inspire KOG to move into action. Through “Rebels,” our congregation engaged in discussions about issues such as white supremacy and racism, overcoming bias inherent in all of us, and creating a democracy aligned with valuing human dignity. Our members also participated in Dallas Area Interfaith justice activities and became prayer partners with a nearby African American congregation. In 2022, Rebels will host a congregation-wide event focused on understanding a Christian perspective on climate change and the environment.



## Care and Connection

As God is with us, we are with one another on the journey of life. A few of the ways we do that: A dedicated group of KOG Caregivers sends notes and makes calls to those who are grieving, ill, or homebound, even visiting when possible. Neighborhood Connection Group leaders continue to connect with those who live nearby and provide needed support, such as prayers and meals, and yearn for the day social gatherings can be safely done on a larger scale. Stephen Ministers serve those in need of a listening ear on a one-on-one confidential basis. The Caregiver Support Group is a group where those who are taking care of others can share the load with those who understand.

God has plans for our future. In 2022, I hope to continue in the calling that first brought me to the role of Pastoral Associate - to help us envision and follow God's call upon our life as a congregation. I look forward to being on the journey with each of you as we discover what 2022 will bring.

In all things, thanks be to God!

- Pastor Beth Taylor

## Director of Church Administration - Phil Thomas

*Rejoice in the Lord always; again I will say, rejoice!* Philippians 4:4

2021 may have presented some difficulty when it came to finding joy. At one moment, it may have seemed like we were gaining ground on this pandemic, only to have the rug pulled out from under us. While joy does not require us to like our current situation, it rests in us when we recognize and lean into the One who placed the stars in the sky, controls the wind and rain, and holds us in the palm of his hand. Again, I say rejoice!

The staff has seen a bit of transition this year. Personally, I count it as a joy to join with you on this journey of ministry and look forward to living out God's call for King of Glory in the days ahead. Thank you for your encouragement, warm welcome, and kind words. KOG has also welcomed two others to the staff, Keith Prim and Tricia Parker. They have both been a great addition to the team. Keith handles the day-to-day financial needs of the church. He brings a wealth of knowledge that is invaluable, and a "how can I help" spirit to the office. Tricia is our new addition at the Front Desk. You may have met her when coming to the office or heard her voice when you called the church. She has a welcoming spirit, great task management skills, and an ability to handle any assignment. If you have not already, take a moment to say hello. There have also been a few staff departures this year. We thank Michael, Veronika, Kerri, Lynn, and Pastor Don for their ministry and leadership in this place and ask God's blessings on them as they faithfully venture forward into the days ahead.

This year, the Generosity Team challenged us with "Living a Life of Generosity". The ministries of King of Glory could not happen without God's provision and the stewardship of its people. Throughout the year, you have answered that call by giving your time, talents, and resources. Because of your gifts to the General Fund, \$1.6 million was used for the building of God's Kingdom at KOG, in our community, and with our ministry partners. In addition to this generous outpouring, you contributed just over \$700K to our Miracle Offering Sunday campaign. These funds will combine with the proceeds from the Clubhouse Circle Rental House sale to provide much needed updates to our facilities focused on enhancing the ministries done on-campus. However, Miracle Offering Sunday does not impact KOG only. Through your contributions, \$90K has been given to each of our ministry partners, North Dallas Shared Ministries and ELCA World Hunger. Thank you for your continued support of King of Glory and its ministries. There is much to rejoice.

Our campus has seen some updating as well. New landscaping has been installed and we celebrated the arrival of our new digital sign. How exciting! Thanks to everyone who gave the resources and many, many, many hours to make the sign a reality. As for the facility, the Sanctuary got a much-needed re-roofing, and our Facilities Team continues its work to revitalize the Lower Level with a new floor, baseboards, and paint. However, these improvements are just the beginning. Due to your giving to the Miracle Offering Sunday campaign, more updates and renovations will be coming in 2022 so be on the lookout. We have much to celebrate!

King of Glory also got a new Church Management System called Blackbaud this year. It will help streamline a number of our internal processes with features like email distribution, event registration, tools for Small Group Leaders, online giving, and Child Check-In. It also comes with a mobile app where you can log into your personal Blackbaud profile to see your giving history, give online, sign-up for events, access the church directory, and see the church calendar. Look for this feature to rollout in the early part of 2022.

King of Glory has been blessed in so many ways, and we have much for which to give thanks. As we continue into 2022, let us seek to find ways to share the love and joy of God with each other, the community around us, and the world at large. Rejoice in the Lord!

## **Adult Ministries**

### **Growth – Service – Connection**

The Adult Ministry opportunities at King of Glory provide people with ways to engage their faith and share the love of Christ with others around them. Our Adult Education, Small Groups, and Fellowship Groups are a source of growth, service, and connection. As a community of faith, we seek “to know God and make him known” (Cunningham) and we do that by immersing ourselves in scripture, serving the community around us, and lifting up our fellow brothers and sisters in Christ.

### **Spiritual Growth**

Diving into the Word of God continues to be a focal point for King of Glory in 2021. The various Bible Study Classes throughout the year have allowed individuals and groups to explore God’s teachings, share thoughts and ideas, and receive gifted teaching that point them towards a Christ-like life. These classes have taken place both online via Zoom and in-person at KOG as we adjusted to the threat of Covid. Thank you for participating in these experiences.

#### **Spring Semester**

- The Gospel of Mark: Immediately – This class provided an in-depth look at the Gospel of Mark. The first of the four gospels set in writing, Mark is written with the immediacy of a religious proclamation based on recent historical events, proclaiming for all the world the “Good News” about Jesus Christ.
- The Reservoir – The Cross Fit Life class explored spiritual formation and focused on how to live as a follower of Christ. It looked for answers to questions like “what are the truths and practices that will allow us to live in the overflow?”
- The Secret World of Paul’s Gospel: Corinthians – A six-week session that focused on the church at Corinth and how we can use Paul’s letters to the Corinthians to shape our Christian lives today.

#### **Summer Semester**

- Overcoming Bias – We used Brian McClaren’s book, “Why Don’t They Get It?” as a basis for looking at our own biases and how to move beyond them. It was an enlightening conversation.

#### **Fall Semester**

- The Reservoir – The Cross Fit Life class explored the greatest commandment: Love God and love your

neighbor in a variety of ways, and through various means.

- Returning From Exile: Haggai, Zechariah, Malachi – This class looked at these three prophetic voices from the Old Testament as they encouraged God’s covenant people who were returning home after years in Babylon. There were some interesting parallels with our present lives as we began to leave our own Covid induced isolation and return to in-person events.

Thanks to all the teachers who have led our classes this year. Your gifts of wisdom, experience, time, and leadership are greatly appreciated, and have led us in some wonderful God-filled experiences. We could not provide these opportunities without you.

Look for more educational opportunities to come your way and make an effort to join the conversations, support, and encouragement.

### **New Members**

It is exciting to welcome new people into our community and to partner with them in our shared mission. This fall, we greeted 17 people who wanted to be a part of King of Glory with a return to our in-person New Members class.

As we move into 2022, you have an opportunity to engage your faith here at King of Glory. Maybe you want to deepen your relationship with God by better understanding His Word? Maybe you are struggling with some life circumstance and seek support and encouragement from other believers? Maybe you feel called to action to help another in need? Wherever you are on your faith journey, there is a place for you at KOG. Let us continue to build this community by building up each other and sharing God’s love with the world around us.

- Phil Thomas

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

The COVID-19 shutdown and social distancing guidelines have continued through 2021. We continued to be challenged to step out of our comfort zones and think outside the box.

2021 was another year of firsts.

We held our first online Annual Ministry Celebration through Zoom®. It was very different from our normal Annual meetings, but we made it through and it all went well.

Our Lenten season began with snow and ice. We hosted our first ever online Ash Wednesday Worship with ashes delivered to each home prior to that day. We also had our first Zoom® Worship Service the following Sunday. It was good to see so many faces that morning and a few of us stayed on after worship to chat.

We had our first online only Season of Lent. We held our Wednesday Lenten services online and more community connection through weekly events such as Pastor Chats, Time with Miss Rainey, and Friday Fun with Harold. We held our very first Outdoor Easter Worship Service, which was a well-attended and joyous day.

Our new digital sign arrived late in the summer. It was exciting to see it all lit up for the first time and even more exciting to know that we have another vehicle to promote our ministry.

The staff returned to the office following Easter, and it was so good to be back together in one place. Internet and IT infrastructure upgrades started happening in early spring. Lighting and AV quotes were gathered and plans were made to improve lighting and sound in the Sanctuary. Unfortunately, as with many things this past year, the supply and electronics shortages created a delay. We are currently scheduled to make these upgrades in January and February.

Our new Acting Director of Communications, Thayne Mitchell, came on board in early December. He will provide graphics and communication for our community as we continue to evaluate KOG's vision and plan for our future.

**On a personal note:**

I truly felt called to join the staff as Director of Communications and, while it was not always easy, I consider the past 10 years a blessing. Thank you for allowing me to serve this congregation. It is hard to say goodbye as a member of staff, but I know it is not goodbye as a member of King of Glory. God's blessings to you all.

- Lynn Sullivan

## Director of Music and Artistic Ministries - Monica Berney

In another year of uncertainties in our world and transitions in our church, we continue to be reflections of God's light as we move forward with hope.

- Over the past year, King of Glory Choral Scholars have valiantly carried our music program. Julia Gmeiner, Micah Krajca, Michaela Prussack, and Marcus Rodriguez have sung on with joy through the unknown.
- During Lent, we explored the theme "Love Lifts" inviting pastoral leaders in our congregation to share their insights and reflections. In addition to mid-week streamed Worship services, we offered daily devotions written by staff members and emailed to our membership, intended to encourage and inspire. Various offerings were provided by Zoom – including informal chats with our pastors, game night with Harold, and children's time with Miss Rainey.
- Good Friday featured our own Kyle Rosenquit on cello, creating a meditative preface to our joyous Easter worship services, presented in the parking lot with Choral Scholars and the ever-fantastic Imperial Brass.
- Over the summer, we added back an 8:30 am worship opportunity on Sunday mornings. This alternative to traditional worship at 11 am has been blessed by Pastor Don's talents on trumpet, and continues to develop as a piano-led celebration of Word and Sacrament.
- We had planned for an August start to the King of Glory Sanctuary Choir's season, but the Delta variant postponed those plans. We have been easing in since joining together to sing for Jim Nelson's Memorial Service in October. In September, The King of Glory Ringers, directed by Jan Fisher, began their season. To adhere to distancing requirements, they rehearse in the sanctuary each Wednesday, and offer their prayers and their songs up to God regularly during Worship.
- In October, we joined together for a celebratory Reformation worship with Imperial Brass, followed by a new Requiem offering on All Saints and All Souls the following Sunday. We created an Atrium of Remembrance, which was a space for our members to remember and lift up all their loved ones lost. Throughout Worship that morning, our Choral Scholars led us in the Requiem Mass of Josef Rheinberger, Op. 194, which provided the contemplative backdrop for the day.

- The Sanctuary Choir joined together in December for a Saturday rehearsal just before Lessons and Carols on December 19. The energy from our volunteers was tremendous, and it was a thrill for all to have our choir back and singing with such joy and ease, after so long a break. The Sanctuary Choir was present for Christmas Eve worship at 7 and 9 pm and we are thrilled to welcome them back each Sunday, starting on January 9, 2022. We will begin with open choir on Sunday mornings and transition back to rehearsing on Wednesday nights as we build our comfort.
- We are excited to begin this next season of ministry alongside Interim Pastor Kenny Dickson. We look forward to integrating the new sanctuary A/V equipment this month (January) with the help of Epic Audio Video Integration to offer an enhanced worship experience, both in-house and online. We remain ever-grateful to our lay leaders and staff for guiding us through these times of transition. Beth Taylor and Marilyn Cupp have especially guided and supported the many varied needs of this Church with tremendous care and attention. With God's help, we continue onward to share our gifts and profess God's love here at King of Glory.

- *Monica Berney*

## Director of Youth and Family Ministries - Harold Huddleston

### **"In the middle of difficulty lies opportunity." -Albert Einstein**

2021... similar to 2020, was 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! 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**

We were unable to have Discipleship Camp in 2021 for obvious reasons. As we slowly restart things in 2022, we plan to have some service and fellowship opportunities that will include faith growth (prayer journeys, etc.) as well. We hope to start these as a one day events at first and slowly return to overnight activities.

### **Confirmation / Junior High**

We had eight 9th graders who completed their Confirmation and were celebrated with the Affirmation of Baptism on October 31! This was on the heels of seven youth who completed their Confirmation process on March 28 2021! 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!

The Fall of 2021 brought with it a return to in person Confirmation with Wednesday evening Destination KOG! It has been an awesome experience getting to be back together for a meal, Confirmation teaching, and small grouping, all done with COVID safety protocols in place. We look forward to doing all we can to continue this Wednesday evening experience and look forward to adding more people and activities on Wednesday evening!

### **High School Youth**

Our Senior High program is beginning to meet on Wednesday evenings as well as Sunday mornings. Again, it is like getting a steam engine going in that we are starting back up slowly but gaining speed! We are looking forward to doing more and more in 2022.



### **Mission Trips, Lock-ins etc**

It is worth noting that mission trips and overnight activities did not occur in 2021. The pandemic brought about many pivots for many people and organizations and to say that I missed our mission trips (again this year) would be a severe understatement. We were excited to be able to assist with VBS this summer with the cool stuff Rainey put together! As we look ahead to this summer, we live in hope. The decision was made in the last couple of weeks by the ELCA to cancel the ELCA National Youth Gathering that was scheduled for July of 2022. So we have begun working on Plan B and C, etc. We are currently working on plans for the summer, including options with the NTNL Synod. Stay tuned!

### **In closing...**

2021 was just as weird as 2020. Weird isn't always bad. Even in the weirdness I see 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, that we have found creative ways to stay connected, and that we are slowly returning to some normalcy. While I do not know exactly how 2022 is going to shake out, I know that God will continue to do awesome things through King of Glory and the Youth program and look forward to being a part of that! So hang tight... the train is leaving the station and cool stuff is coming!

- Harold Huddleston

## **Children's Ministries and Joyful Spirit Coordinator - Rainey Smith**

We began 2021 still at home waiting for a change in the pandemic. Children's Ministry remained online until vaccines became available. By June, we were back in the office and ready to be together. Though some have decided to wait, Children's Ministry will be here when you return.

*Blessings, Miss Rainey*

### **Vacation Bible School**

*Discovery on Adventure Island* was our theme. We had 86 children attend VBS and 59 children who attended were visitors (now friends). It felt great being back in person! No positive Covid-19 reports were made! Thank you to the 46 volunteers who made the week a fun success. A special thank you to Pastor Don who co-led Science with a youth! They both were awesome. Thank you to the parents for trusting us with your children. It was a fun week sharing the love of Jesus Christ with all the children!

### **Sunday Mornings**

- Sunday School started online during the pandemic but as fall approached, we were back at King of Glory. To make sure we stayed healthy, we follow Covid-19 guidelines to create a safe space. We are blessed to have 6 leaders and 1 shepherd volunteer their Sundays to teach our children about God's love and His Word.
- The nursery re-opened on Sundays for worship services and during the education hour.
- Children's Sermons began online in January and lasted until July 11th. The following Sunday in-person Children's Sermons began during the 11:00 worship!

## **Christmas Programs**

- Children's Ministry provided Advent resources for families during the Christmas season.
- Advent Wednesday Children's Devotions were available to view on the King of Glory Children Ministry Facebook page and the church website. Each Wednesday, during Advent, the #AdventWord was the focus of the devotional.
- Lessons and Carols – The pandemic kept choir from starting but it couldn't keep the children from safely practicing a piece to perform during the Children's Sermon. Allie Becker shared her musical talent by accompanying the children as they performed "Walking to Bethlehem".
- The Family Friendly Christmas Eve was outside this year at 4 p.m. Children received a special keepsake ornament along with fun Christmas activities!

## **1,2,3 Go! and Club 4/5**

This year we were able to meet for fellowship! 1,2,3 Go! had a Welcome Back party in September along with a Halloween party in October. Club 4/5 had a Halloween party and created haunted houses from gingerbread houses.

## **Stepping Stones**

- Into Education – Children beginning the 2-year-old Sunday school class received a toddler Bible
- Into Worship – When you outgrow the nursery and are ready for worship. Children received a KOG Into Worship lanyard (1st Graders) This was offered in-person only.
- Into Communion – First Communion workshops and communion celebration (2nd Graders) was put on hold due to the pandemic for 2021, but it will happen in 2022 for both 2nd and 3rd graders.
- Into the Bible – Learning to use your Bible. Children received a Bible during worship followed by two Sundays of workshops. (3rd Graders) This was offered both in-person and online.

## **Children's Ministry 2022**

This coming year will bring some much-needed TLC to the Children's Ministry hallways, playground, and classrooms. We've already begun the process by meeting with a design team and it is going to be an amazing transformation!

## **Destination KOG**

Miss Rainey will have a Time with Miss Rainey on Wednesday nights. Children 3rd – 5th grades will have the opportunity to expand on the Sunday School lesson from the previous Sunday. 2nd grade and younger will not have activities but will be able to stay in the nursery allowing parents to join choir or other adult activities.

## **Easter Egg Hunt**

The Old Fashioned Easter Egg Hunt is ready to be back in-person for 2022!

## **Vacation Bible School**

Food Truck Party is the theme for 2022. This VBS invites children to pray as Jesus teaches us in Matthew 6:11, "Give us this day our daily bread." These words serve as a reminder that everything we have comes from God and that it's by turning to God in prayer that all of our daily needs are met.

## **In Ministry Together**

Joyful Spirit celebrated their fourth year. We went from worshipping on Zoom at home to worshipping at King of Glory and are now in the Sanctuary. We are blessed to be able to reach more people through the amazing world of streaming. What a joy 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 and let's get connected!

## **Church in Society - Tina Larson**

Many thanks to KOG Members for serving during 2021: *Tina Larson, Chair; Rachel Chewakin, Kathy Cornwell, Ernie Davenport, Sonya Hohlt, Harry Kepsel, Beckie Robinson, Council Liaison - Sharon Lane.*

The Church in Society Committee is tasked with determining how the church's benevolence funds are allocated among our ministry partners. Each year, CIS receives and analyzes an application from each ministry partner. This includes a review of the ministry's mission, the intended use of the funds, and a broad brushstroke review of the ministry's financial statement. After receiving budget information from the Council, CIS then works to divide

- **Hunger Ministries**

- Network of Community Ministries
- North Dallas Shared Ministries
- VNA Meals on Wheels
- The Storehouse of Collin County

- **Housing Ministries**

- Habitat for Humanity
- Texas Ramp Project

- **Ecumenical/Justice/International Ministries**

- Dallas Area Interfaith
- Durable Medical Equipment

- **Missionary Ministries**

- In the City for Good

- **Family and Youth Ministries**

- Family Gateway

- **Lutheran Ministries**

- Briarwood Lutheran Ministries
- KOG Refugee Support
- Lutheran Social Services-UPBRING

*-Tina Larson*

## **Facilities Committee - Steve Brookover**

Committee Members: Steve Brookover (Chair), Bob Burton, Jeffrey Horn, Sandy Knutson, Jonathon Seddelmeyer & Brian Thomas (Council Representative). Staff participants: Phil Thomas (Director of Church Administration) and Larry Oberg (Facilities Administrator).

This has been a busy but exciting year for the Committee. Council's approval of designated funds, proceeds from the sale of the rental house, and Miracle Offering Sunday have provided the means for earlier strategic planning efforts to begin to bear fruit.

The following are highlights of our work in 2021.

- A Pollinator Garden was started at the east end of the Activity Center. A special thank you to Amanda Schulz for providing the vision, leadership, and most of the planting materials.
- A new roof and gutters were installed on the Sanctuary, closing out a storm related insurance claim from 2019.
- Persistent leaks above the Chancel and at two locations on the Lower Level have been resolved.
- Portions of the stucco on the east end of the Activity Center that had blistered due to moisture issues was replaced.
- The design of audio, visual, and lighting improvements in the Sanctuary began in May. In August final approval was given to purchase all the necessary equipment and materials. Monica Berney and Ross Weir have been instrumental in setting the vision for these improvements with our consultant.
- Carpeting in the Lower Level that had been damaged by excessive water vapor coming through the concrete slab was removed. The concrete slab was then ground and polished.
- A landscape masterplan for the campus was created, with the first phase of improvements installed at the west parking lot entry, adjacent to the Tower.
- The digital monument sign went live on October 7. Landscape improvements in this area followed in December.

The sale of the rental house at 6406 Clubhouse Circle was approved at the 2021 Annual Ministry Celebration. The house was in need of significant work to get it ready for market. A special thank you to Michelle Hild for taking the lead on overseeing that work. It was no small task, but critical to the value realized from the sale. The house sold in August 2021, netting \$420,000.

The proceeds from the sale are being put to work through the following projects:

- A new ramp and handrail were installed at the north Narthex entry to help provide better access to and from the building.
- New lighting for the Atrium was ordered converting the existing general lighting and backlighting for the stained glass to LED's. Installation will be in February 2022.
- New LED fixtures for the parking lot have also been ordered. Installation will be in early 2022.
- Initial design selections have been made for furniture upgrades for the Living Room, Conference, Room and Atrium.

The abundant generosity of Miracle Offering Sunday resulted in \$530,000 being designated to those selected Miracle Offering capital improvement projects. Those funds are already being put into action through the following projects:

- Installation of Sanctuary improvements.
- Design is ongoing for the installation of smart TV's in the building, allowing for more accessible connectivity from a variety of devices to large format flat screens. The Living Room and Level 2 Conference room have been selected to receive the first installations.
- Landscaping was installed along the south side of the Atrium.
- Visioning & Programming sessions for both Children's and Youth areas were held in December.
- Visioning & Programming has begun for a full Playground renovation.

The Committee is grateful for the continued support of the Congregation and partnership with Council and Staff. We look forward to the coming work in support of King of Glory's mission and ministries.

- Steve Brookover

## King of Glory Generosity Team - Mark Hinzman and Sarah Schultz

Many thanks to KOG members who served on the Generosity Team during 2021: *Nancy Wolff, Mark Hinzman, Sarah Schultz, Julie Brookover, Michael Weir, Lynn Sullivan, Tad Doering, Phil Thomas, and Pr. Don Haven.*

### **Looking Back:**

The previously named KOG "Stewardship Committee" was renamed "The Generosity Team" early in 2019. Pastor Don led several discussions with the team on how generosity and holistic stewardship might be emphasized on a year round basis. This continuing effort will include a broader emphasis on inviting the people of KoG to offer their time, talents, and gifts as well as their financial offerings.

One of the primary efforts of the Generosity Team in 2021 was to develop a Miracle Offering Sunday. The team worked with the Facilities Committee and Lynn Sullivan to develop a beautiful brochure describing the need for facility repairs and upgrades, the estimated costs, and the ministries which would be enhanced through the improvements. The brochure, along with a cover letter, was sent to members of KOG with an invitation to make a one-time gift or pledge on Miracle Offering Sunday, September 26th, along with their pledge of support for the 2022 Ministry Spending Plan.

The season of "Living in Generosity" was kicked off with the Congregation in mid-August with a light lunch followed by a piano and cello concert by Monica Berney (Czausz) and Kyle Rosenquist. The results were indeed miraculous! At the time of this writing, over \$700,000 has been pledged or given towards Miracle Offering Sunday from 107 households. 20% of that total is being shared with two of our ministry partners; North Dallas Shared Ministries and ELCA World Hunger. In addition, pledges of \$1,103,375.60 from 141 households were received for our 2022 Spending Plan.

### **Looking Forward into 2022:**

The Generosity Team plans to invite representatives from some of the agencies and ministries that KOG supports (such as North Dallas Shared Ministries) to share a Mission Moment during worship. There are also plans to begin showing pictures and descriptions of ministry that's happening "Because of You" regularly on Sunday mornings during the time of offering in worship.



(Note from Pr. Don) “Thanks to each member for being a part of this new Generosity Team, forming a foundation for lifting up generosity and holistic stewardship at King of Glory for years to come. It has been a joy to work with you this past year – and each of you has demonstrated your deep dedication to this congregation and to the spiritual growth and deepening of faith of each steward of God’s gifts and abundance here at KOG. Thanks be to God!”

- Mark Hinzman and Sarah Schultz

## Personnel Committee - Dianne Egenes

Many thanks to KOG Members for serving during 2021: Dianne Egenes, Chair; *Laura Hornung, Hans Larson, Kristen Miles, Becky Pederson, Staff Liaison - Phil Thomas (Director of Church Administration), Pr. Don Haven, Council Liaison - Julie Brookover, and Michelle Hild*

The stated purpose of the Personnel Committee is “to assist the Sr. Pastor, Congregation Council, Directors, and support staff to provide an effective working environment.” In addition to policy work, it has been an established procedure that our committee members partner with staff members to build one-on-one relationships and offer resources and encouragement.

In 2021, we started the year by hosting a well-received virtual Epiphany Party with cookie decorating and Family Feud and a celebration for the collaboration of the staff’s efforts to provide creative and meaningful Christmas Eve services outdoors and via livestream.

We worked closely with Pastor Don Haven and our Director of Church Administration, Phil Thomas, to:

- Communicate transitions, on-board three new staff members through recruiting and hiring, and we conducted exit interviews with departing employees.
- Identify short-term solutions for employment needs through contracted services and short-term distribution of responsibilities among staff and volunteers.
- Create a part-time position of Facilities Administrator to ensure day-to-day oversight of the property and free the Director of Church Administration from such demands.
- Establish a Pastoral Sabbatical Policy, as a pastoral benefit. This is an attractive benefit as we call a new pastor, and it recognizes our support for their need for renewal and spiritual growth.
- Congregational recognition and receptions. Celebrate milestone anniversaries for Marilyn (30 years), Luis (20 years), Lynn and Kerri (10 years each).
- Shift Jan Wilkinson to contract status. We are blessed to now have her as a KOG member.
- Due to family decisions, Kerri Macy and Lynn Sullivan are no longer employees but remain as KOG members.

-Dianne Egenes

## King of Glory Lutheran Church Foundation - Hans Larson

Board Members: *Hans Larson, President; Mark Hinzman, Vice President; Tim Hutchison, Secretary; Randy Kurtz, Treasurer; Kurt Schweitzer, Tim Schildt, Staff Liaison - Phil Thomas; Council Liaison - Tad Doering, Council President, and Julie Brookover, Council Treasurer*

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 these gifts and distributing funds received by the Foundation. Grants from the Foundation are made based on applications reviewed by the Trustees.

18 Grants were awarded by the Foundation in 2021 totaling approximately \$48k. Key grants awarded include KOG Worship Experience for technology upgrades, KOG Wednesday Night Activities, a local school garden project, and Refugee Resettlement Ministry.

3 Estate gifts and 16 Memorial gifts were received in 2021.

*-Hans Larson*

# Treasurer and Financial Statements - Julie Brookover, Council Treasurer

## TREASURER'S REPORT

King of Glory experienced another year full of changes in 2021. The pandemic forced us to be flexible and creative with our resources for another year. Despite all of the ups and downs during 2021, King of Glory distributed over \$514,000 to our ministry and outreach partners! This included \$173,800 collected from Miracle Offering Sunday. Through your abundant generosity, Miracle Offering Sunday received \$710,800! \$173,800 went to ELCA World Hunger and North Dallas Shared Ministries and the balance of \$537,000 will go towards needed capital improvements and repairs to our facilities.

Other distributions during the year included \$15,000 to fund school supplies for the 500 children who attend Dobie PreK, \$16,000 to ELCA Disaster Relief, \$62,000 to the In The City for Good ministries, \$7,000 to Mt Olive for roof repairs and \$134,000 to the NT-NL Synod. A complete list of benevolence distributions are included in the Church in Society report.

During 2021 we sold the rental house located at 6406 Clubhouse Circle. The house sold for \$560,000. After closing costs and make-ready repairs, net proceeds from the sale were \$420,000. This amount has been transferred to the KOG Restricted Fund account to be used for needed capital improvements and repairs to our facilities.

Our offerings were down in 2021 compared to prior years, but we were able to control some of our expenses to help partially offset the decrease in offerings. We ended the year with a deficit of \$129,000. This decreased our surplus and left us with a surplus balance at the end of the year of \$147,650.

Even though our offerings were down in 2021, we are optimistic that will change in 2022, as reflected in our 2022 Spending Plan. We hope that COVID numbers will continue to decline and we can fully open our building to new and existing programs. We also hope that the excitement of finding a new pastor will inspire members to continue their generous giving in 2022.

KING OF GLORY LUTHERAN CHURCH  
STATEMENT OF REVENUES AND EXPENDITURES OF THE GENERAL FUND  
FOR THE YEAR ENDED DECEMBER 31, 2021

	<u>ACTUAL 2021</u>	<u>BUDGET 2021</u>	<u>VARIANCE</u>
<b>REVENUES</b>			
Total Offerings	\$ 1,674,288	\$ 1,867,000	(192,712)
Other Revenue	49,230	75,000	(25,770)
<b>Total Offerings &amp; Other Revenue</b>	<b>1,723,518</b>	<b>1,942,000</b>	<b>(218,482)</b>
<b>EXPENDITURES</b>			
Benevolence (16% of offerings)	267,886	299,200	(31,314)
Personnel Expenditures			
Salaries	749,567	780,000	(30,433)
Pension & Benefits	238,597	289,907	(51,309)
Other Personnel Expenses	92,789	81,940	10,849
<b>Total Personnel Expenditures</b>	<b>1,080,953</b>	<b>1,151,847</b>	<b>(70,893)</b>
Ministry Expenditures	62,002	96,685	(34,683)
Other Expenditures	30,866	45,000	(14,134)
Communication Expenditures	88,169	110,000	(21,831)
Building & Property Expenditures	322,779	244,000	78,779
<b>Total Expenditures</b>	<b>1,852,655</b>	<b>1,946,732</b>	<b>(94,076)</b>
<b>Operating Surplus (Deficit)</b>	<b>(129,138)</b>	<b>(4,732)</b>	<b>(124,406)</b>
Special Benevolence distributed	(7,000)	-	(7,000)
<b>Net Surplus (Deficit)</b>	<b>\$ (136,138)</b>	<b>\$ (4,732)</b>	<b>\$ (131,406)</b>

KING OF GLORY LUTHERAN CHURCH  
 DETAILED STATEMENT OF REVENUE AND EXPENSES OF THE GENERAL FUND  
 FOR THE YEARS ENDED DECEMBER 31, 2021 AND 2020  
 AND DETAILED BUDGET FOR YEAR ENDING DECEMBER 31, 2022

This spending plan contemplates an 11% increase over 2021 offerings. We hope that COVID numbers will continue to decline and we can fully open the church to new and continuing programs. We also hope that the excitement of finding our new pastor this year will inspire members to continue their generous giving in 2022. Perhaps some will consider donating a percentage of the amounts they generously donated to Miracle Offering Sunday to the annual church operating budget and continue this giving on an annual basis.

	<u>BUDGET 2022</u>	<u>ACTUAL 2021</u>	<u>ACTUAL 2020</u>
<b>REVENUES</b>			
Total Offerings	\$ 1,867,000	\$ 1,674,288	\$ 1,848,513
<i>percent change from prev yr</i>	11.5%	-9.4%	
Income from Rent Houses	-	10,987	-
Building Usage Revenue	2,500	2,088	-
Designated Gifts for Operations	-	31,803	55,000
Other Revenue	-	4,352	6,723
<b>Total Offerings and Other Revenue</b>	<b>1,869,500</b>	<b>1,723,518</b>	<b>1,910,236</b>
<b>EXPENDITURES</b>			
Benevolence			
NTNL Synod Allocation	149,360	133,943	149,681
Directed Church in Society Allocation	149,360	133,943	149,681
Total Benevolence/Church in Society Allocations	298,720	267,886	299,362
<i>percent of offerings</i>	16.0%	16.0%	16.2%
Personnel Expenditures			
Salaries	741,000	749,567	784,099
Pension & Benefits	186,000	238,597	238,027
Auto/Expense Allowance	7,900	8,442	8,365
Expense Allowance	1,200	371	
Continuing Education	5,000	381	1,198
Wages - Nursery	10,000	7,790	9,616
Payroll Taxes	49,000	54,230	50,376
Contract / Temporary Labor	40,640	21,574	10,055
Staff Developemnt	1,500	-	-
Total Personnel Expenditures	1,042,240	1,080,953	1,101,736
<i>percent of total receipts</i>	56%	63%	58%
Ministry Expenditures			
Education Ministry - Adult	2,450	2,568	1,455
Education Ministry - Children	7,350	6,462	6,143
Stewardship	1,000	925	-
Music & Worship			
Musicians, special services	7,500	6,490	2,300
Musicians, jazz service	-	-	23,870
Choral Scholars	24,000	22,426	18,475
Student Music	5,000	1,400	1,125
Other Music expenses	6,685	4,871	2,476
Other Worship expenses	6,650	8,293	3,424
Youth Ministries*	4,500	2,887	10,410
Family Ministry	500	327	-
Fellowship / Life Groups	4,450	270	407

KING OF GLORY LUTHERAN CHURCH  
 DETAILED STATEMENT OF REVENUE AND EXPENSES OF THE GENERAL FUND  
 FOR THE YEARS ENDED DECEMBER 31, 2021 AND 2020  
 AND DETAILED BUDGET FOR YEAR ENDING DECEMBER 31, 2022

GUSTO	600	625	170
Destination KOG (Wed Night Activities)	5,000	-	-
Congregational Care	2,700	698	819
Invitational Ministries	1,500	164	-
Small Group Ministries	3,600	2,412	3,399
Outreach	4,300	1,184	-
<b>Total Ministry Expenditures</b>	<u>87,785</u>	<u>62,002</u>	<u>74,473</u>
<b>Other Expenditures</b>			
Flowers (net of income)	3,500	2,573	1,215
Bank & Stocks Fees	18,000	17,245	21,062
Staff & Volunteer Lunches/Awards/Retreats	3,000	2,471	10,683
Staff/Member - Conventions	2,500	-	65
Vehicle Maintenance/Expense	1,500	1,353	584
Nursery Expense	1,000	526	61
Search/Call Committee (incl. moving exp.)	9,000	1,251	5,066
Strategic Planning	6,000	4,400	-
Miscellaneous	2,000	1,047	1,512
<b>Total Other Expenditures</b>	<u>46,500</u>	<u>30,866</u>	<u>40,248</u>
<b>Communication Expenditures</b>			
Office Supplies	6,000	5,721	4,489
Paper Supplies	1,500	1,123	1,240
Printing & Postage	6,200	4,046	3,597
Payroll Processing	500	293	-
Office Equipment - Rental/Maintenance	36,000	42,193	49,728
Computer Expenses	29,200	25,201	13,511
Media and Website	7,200	9,192	5,263
Advertising and Other	3,500	400	-
<b>Total Communication Expenditures</b>	<u>90,100</u>	<u>88,169</u>	<u>77,828</u>
<b>Building &amp; Property Expenditures</b>			
Utilities	108,500	106,977	87,843
Service Contracts	38,500	38,581	29,739
HVAC Maintenance	24,000	-	-
Kitchen, Food, Maintenance Supplies	10,000	4,645	10,097
Building & Equipment Maintenance	36,000	88,868	31,507
Grounds Maintenance	24,000	27,799	24,586
Insurance	63,000	55,909	48,047
<b>Total Building and Property</b>	<u>304,000</u>	<u>322,779</u>	<u>231,819</u>
<b>Total Expenditures</b>	<u><b>1,869,345</b></u>	<u><b>1,852,655</b></u>	<u><b>1,825,466</b></u>
<b>Operating Surplus (Deficit)</b>	<b>\$ 155</b>	<b>\$ (129,138)</b>	<b>\$ 84,770</b>
Special Benevolence	-	(7,000)	(12,000)
PPP Loan (2020)	-	-	161,000
<b>Net Surplus (Deficit)</b>	<u><b>\$ 155</b></u>	<u><b>\$ (136,138)</b></u>	<u><b>\$ 233,770</b></u>

\* NOTE: Youth ministries has money designated in other areas, therefore this budget contemplates discipleship camp, retreats and summer trips to be covered by applying for grants from the KOG Foundation or from Designated Giving.



KING OF GLORY LUTHERAN CHURCH  
GENERAL FUND BALANCE SHEET  
DECEMBER 31, 2021 and 2020

	<b>12/31/2021</b>	<b>12/31/2020</b>
<b>ASSETS</b>		
Operating Cash	\$ 259,591	\$ 360,692
Land, Building & Equipment	13,097,761	13,097,761
<b>Total Assets</b>	<b>\$ 13,357,352</b>	<b>\$ 13,458,453</b>
<b>LIABILITIES &amp; FUND BALANCES</b>		
Liabilities		
Advanced Insurance Proceeds	-	51,196
Prepaid Pledges	111,439	22,500
Building Use Deposits	500	-
Total Liabilities	111,939	73,696
Fund Balances		
Funds Expended for Assets	13,097,761	13,097,761
Accumulated Surplus end of year	147,652	286,996
Total Fund Balances	13,245,413	13,384,757
<b>Total Liabilities and Fund Balances</b>	<b>\$ 13,357,352</b>	<b>\$ 13,458,453</b>
<b>CHANGES IN FUND BALANCE</b>		
Accumulated Surplus (Deficit) beginning of year	\$ 283,790	\$ 53,225
Special Benevolence	(7,000)	(12,000)
PPP Loan	-	161,000
Operating Surplus (Deficit) (rounding included)	(129,138)	81,565
Fund Balance - end of year	<b>\$ 147,652</b>	<b>\$ 283,790</b>

KING OF GLORY LUTHERAN CHURCH  
CHURCH IN SOCIETY  
2021 BUDGET AND ACTIVITY

	2021 Budget	Inflow KOG Offerings	Inflow Miracle Sunday	Inflow Directed Giving	Outflow	Ending Balance
<b>NTNL Synod</b>	\$ 149,600	\$ 133,943	\$ -	\$ -	\$ 133,943	\$ -
<b>Ministry Partners:</b>						
Backpack Challenge	0	0	0	17,126	15,893	1,234
Briarwood	2,500	2,238	0	0	2,238	0
CIS Serve Team	0	0	0	2,625	56	2,569
Dallas Area Interfaith	5,500	4,924	0	0	4,924	0
Durable Medical Equipment	4,000	3,581	0	0	3,581	0
ELCA Disaster Relief (1)	0	0	0	16,156	16,156	0
Emergency Relief - Contingency	1,100	985	0	0	0	985
Family Gateway	5,000	4,477	0	600	5,077	0
Habitat for Humanity	8,000	7,163	0	0	7,163	0
In the City for Good (2)	69,500	62,226	0	0	62,226	0
Mosaic	0	0	0	600	600	0
Mt Olive Food Pantry (3)	0	7,000	0	25,980	32,980	0
North Dallas Shared Ministries	12,000	10,744	86,904	600	98,248	0
Network of Community Ministries	8,000	7,163	0	0	7,163	0
Outcry in the Barrio	0	0	0	600	600	0
Ramp Project of Texas	18,500	16,564	0	0	16,564	0
KOG Refugee Ministry	4,000	3,581	0	24,844	9,789	18,637
Storehouse of Colin County	6,000	5,372	0	0	5,372	0
Upbring	2,500	2,238	0	0	2,238	0
VNA Meals on Wheels	3,000	2,686	0	0	2,686	0
World Hunger	0	0	86,904	0	86,904	0
<b>Total Ministry Partners</b>	<b>149,600</b>	<b>140,943</b>	<b>173,807</b>	<b>89,131</b>	<b>380,457</b>	<b>23,424</b>
<b>Total CIS</b>	<b>\$ 299,200</b>	<b>\$ 274,886</b>	<b>\$ 173,807</b>	<b>\$ 89,131</b>	<b>\$ 514,400</b>	<b>\$ 23,424</b>

(1) ELCA Disaster Relief includes \$9,279.50 from the Christmas Offering.

(2) In the City for Good includes support for Client Choice Food Center-St Phillips, Mt Olive Food Pantry, Hope Restoration, Circle of Support, Park South YMCA and Outcry in the Barrio.

(3) Mt Olive includes \$7,000 donated for repairs to their roof damaged in the winter freeze of 2021. This was funded from surplus from the KOG general operating account.

KING OF GLORY LUTHERAN CHURCH  
RESTRICTED FUND BALANCES AND ACTIVITY  
FOR THE YEAR ENDED DECEMBER 31, 2021

	1/1/2021 Balance	Inflow	Outflow	12/31/2021 Balance
<b><u>Activity &amp; Outreach / Ministry Funds:</u></b>				
Advent Community Event	8,456.10	-	-	8,456.10
Destination KOG Wed Night Meals	-	10,000.00	(1,948.86)	8,051.14
KOG Refugee Support	6,295.15	225.00	(6,520.15)	-
Special Gift - Personnel	41,802.95	-	(41,802.95)	-
Other Outreach / Ministry Funds	11,172.08	14,370.00	(21,254.15)	4,287.93
<b><u>Building Funds:</u></b>				
6406 Clubhouse Cir Proceeds	-	420,000.00	(3,200.00)	416,800.00
Capital Improvement Fund	119,892.12	21,763.05	(120,605.53)	21,049.64
Chapel / Columbarium	124,232.27	7,550.00	(2,054.38)	129,727.89
Landscape Fund	30,911.25	8,100.00	(39,011.25)	-
Library	1,525.00	-	(365.00)	1,160.00
Media - Streaming	2,868.14	-	(2,868.14)	-
Miracle Offering Sunday	-	710,815.73	(190,895.57)	519,920.16
Phase 2 Technology Upgrade	-	44,868.14	(44,868.14)	-
Special Gift - Signage	32,419.94	-	(6,311.99)	26,107.95
<b><u>Music Funds:</u></b>				
Special Gift - Reserved	74,709.32	4,500.00	(75,000.00)	4,209.32
Handbells	1,522.58	-	-	1,522.58
Music Fund	19,887.59	200.00	-	20,087.59
<b><u>Pastoral &amp; Congregational Care Funds:</u></b>				
Caring for COVID	14,315.60	-	(5,100.00)	9,215.60
Senior Pastor Discretionary / Moving Funds	3,921.92	1,020.00	-	4,941.92
Other Pastoral & Congregational Care	3,527.00	3,800.00	(1,687.00)	5,640.00
<b><u>Youth and Family Ministry:</u></b>				
Family Ministry Funds	3,420.00	-	-	3,420.00
Joyful Spirit	2,822.31	491.27	(30.60)	3,282.98
Youth Funds	30,265.70	250.00	-	30,515.70
<b><u>Other:</u></b>				
Bookstore Funds	31,248.00	-	(31,248.00)	-
Prepaid Pledges 2021	35,600.00	-	(35,600.00)	-
<b>Total</b>	<b>\$ 600,815.02</b>	<b>\$ 1,247,953.19</b>	<b>\$ (630,371.71)</b>	<b>\$ 1,218,396.50</b>

\*

KING OF GLORY LUTHERAN CHURCH  
RENTAL HOUSES  
DECEMBER 31, 2021 and 2020

<b>BALANCE SHEET</b>	12/31/2021	12/31/2020
<b>ASSETS</b>		
Cash	\$ 31,407	\$ 29,699
Insurance Receivable	-	5,708
Houses (two 2020, one 2021)	149,966	532,469
<b>Total Assets</b>	<b>\$ 181,373</b>	<b>\$ 567,876</b>

<b>LIABILITIES &amp; FUND BALANCES</b>		
Liabilities		
Security Deposits	-	4,000
Fund Balance		
Expended for Assets	149,966	532,469
Operational Surplus (Deficit)	31,407	31,407
<b>Total Liabilities and Fund Balances</b>	<b>\$ 181,373</b>	<b>\$ 567,876</b>

<b>RECEIPTS &amp; EXPENDITURES</b>	2021	2020
<b>RECEIPTS</b>		
Rental Income	\$ 27,714	\$ 46,668
Renter reimbursements	4,803	2,720
Other Income	5,200	-
<b>Total Receipts</b>	<b>37,716</b>	<b>49,388</b>

<b>EXPENDITURES</b>		
Utilities	5,968	4,109
Service Contracts	1,615	1,573
Maintenance & Repairs	67,493	6,881
Grounds Maintenance	20,181	-
Management fees	1,085	2,587
Taxes	15,933	20,028
<b>Total Expenditures</b>	<b>112,275</b>	<b>35,178</b>

<b>Proceeds from sale of 6406 Clubhouse Cir</b>	<b>\$ 505,545</b>	<b>\$ -</b>
<b>Net Income</b>	<b>\$ 430,987</b>	<b>\$ 14,210</b>

<b>CHANGES IN FUND BALANCE</b>		
Fund Balance - beginning of year	\$ 31,407	\$ 17,197
Current Year Activities	430,987	14,210
Transferred to Restricted Funds	(420,000)	-
Transferred to General Fund for Operations	(10,987)	-
<b>Fund Balance - end of year</b>	<b>\$ 31,407</b>	<b>\$ 31,407</b>

KING OF GLORY LUTHERAN CHURCH  
 JON LEE LIBRARY  
 DECEMBER 31, 2021

<b>BALANCE SHEET</b>	<b>12/31/2021</b>
<b>ASSETS</b>	
Cash	\$ 20,015
Inventory	8,266
Display Cases	1,867
<b>Total Assets</b>	<b>\$ 30,147</b>

<b>LIABILITIES &amp; FUND BALANCES</b>	
Liabilities	
Accounts Payable	566
Gift Certificates Redeemable	556
Sales Tax Payable	161
Total Current Liabilities	1,283
Fund Balance	
Accumulated Surplus prior years	31,225
Operational Surplus (Deficit)	(2,361)
Total Fund Balance	28,864
<b>Total Liabilities and Fund Balances</b>	<b>\$ 30,147</b>

<b>RECEIPTS &amp; EXPENDITURES</b>	<b>2021</b>
<b>Income</b>	
Sales	2,807.85
Other Income	25.25
Total Income	2,833.10
Total Cost of Goods Sold	4,379.66
Gross Profit	(1,546.56)
Total Expenses	814.52
<b>Net Income</b>	<b>\$ (2,361)</b>



## Statistical Overview

2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	
1788	1810	1850	1872	1901	1915	1436	1452	1456	1485	1404	1414	Baptized Membership
98	65	75	49	63	54	43	41	26	53	16	23	Baptized Members Received
27	43	35	27	21	40	61	25	22	24	30	13	Baptized Members Released <sup>a</sup>
71	22	40	22	42	14	18	16	4	29	14	10	Baptized Net Gain\Loss
75						-461				67		Statistical Adjustment Bap. Memb. Released <sup>d</sup>
1433	1452	1477	1494	1512	1521	1192	1207	1209	1228	1146	1161	Confirmed Membership
64	43	58	30	35	32	15	24	17	43	15	28	Confirmed Members Received
18	24	33	13	17	23	42	9	15	24	30	13	Confirmed Members Released <sup>a</sup>
46	19	25	17	18	9	-27	15	2	19	15	15	Confirmed Net Gain\Loss
81						-302				67		Statistical Adjustment Conf. Memb. Released <sup>d</sup>
811	820	836	848	868	878	706	714	719	728	652	662	Resident Family Units
33	23	24	20	28	22	16	17	14	19	11	13	Family Units Received
11	14	8	8	8	12	188	9	9	10	8	3	Family Units Released
18	7	11	7	8	6	5	3	5	6	1	0	Births
27	15	11	12	18	10	9	13	4	10	1	6	Infant Baptisms
2	2	3	1	0	0	0	1	0	1	0	0	Adult Baptisms
6	7	2	2	4	0	1	2	4	6	1	0	Weddings
15	16	22	9	14	9	7	10	2	4	0	15	Youth Confirmations <sup>b, j</sup>
2	2	3	1	0	0	0	1	0	0	0	0	Adult Confirmations
5	11	11	5	13	12	7	13	7	10	19	10	Member Deaths
631	632	625	572	542	561	535	553	504	475	589	416	Avg. Sun Attendance Jan-Apr <sup>c, g, i</sup>
575	561	548	500	552	474	420	457	343	387	506	370	Avg. Sun Attendance May-Aug <sup>e, i</sup>
560	529	574	478	507	492	444	471	446	377	440	354	Avg. Sun Attendance Sept-Dec <sup>e, f, g, j</sup>
103	110	107	111	108	87	64	76	72	55	42	37	Avg. SS Attendance Age 2-Gr 12 <sup>h</sup>
80	73	61	56	92	106	67	61	78	70	176	60	Avg. SS Attendance Adult <sup>h</sup>
183	173	168	167	200	193	131	137	150	125	218	97	Avg. Sunday School Attendance <sup>h</sup>
127	124	105	124	122	143	81	80	71	68	0	113	Avg. Lenten Ser. Attendance <sup>j</sup>
1379	1352	1367	1240	1337	1228	1191	1039	1071	1045	1200	744	Christmas Eve Services <sup>f</sup>
74	96	50	76	59	112	68	40	65	32	464	360	Christmas Day Services <sup>e, g</sup>
1390	1319	1224	1274	1236	1218	1145	1196	1023	1003	1092	611	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 2009-2010, 2019-2020.

<sup>e</sup> Christmas Day was on a Sunday in 2011.

<sup>f</sup> Inclement weather cancelled Sunday, December 8, 2013 worship services.

<sup>g</sup> Includes on-line Streaming Viewing

<sup>h</sup> Dedicated Sunday School Hour began in Fall 2014

<sup>i</sup> Beginning 2018, there have been 2 worship services on Sunday mornings.

<sup>j</sup> Due to COVID19 events were postponed to 2021

# 2021 CONGREGATION COUNCIL

Tad Doering, *President*

Ashley Hanks

Michelle Hild, *Vice President*

Laura Kodat

Erika Allen, *Secretary*

Sharon Lane

Julie Brookover, *Treasurer*

Jon Schulz

Brian Thomas

## JANUARY 2022 STAFF

Pastor Kenny Dickson

Transitional Pastor

Pastor Beth Taylor

Pastoral Associate

Phil Thomas

Director of Church Administration

Monica Berney

Director of Music and Artistic Ministries

Harold Huddleston

Director of Youth and Family Ministries

Rainey Smith

Children's Ministry Coordinator

Thayne Mitchell

Acting Director of Communications

Ross Weir

IT/AV Coordinator

Marilyn Cupp

Music and Artistic Ministries Coordinator

Jan Wilkinson\*

Event Coordinator/Administrative Assistant

Larry Oberg\*

Interim Facility Administrator/Event Coordinator

Tricia Parker\*

Receptionist/Administrative Assistant

Keith Prim

Manager of Accounting

Luis Cabrera

Facility Manager

Jose Duran

Custodian

Dianne Frye\*\*

Library/Gift Shop/Book Store Manager

Linda Stopani\*\*

Librarian

\* Denotes part-time

\*\* Denotes volunteer



# KING OF GLORY

LUTHERAN CHURCH

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