

KING OF GLORY LUTHERAN CHURCH

May 31, 2020
10:00 AM



ANNUAL MEETING

2020 ANNUAL MEETING AGENDA

- Call to order
- Quorum established
- Prayer
- Approval of agenda
- Approval of 2019 special meetings and budget meeting minutes
- Election of council members
- When we will return to the sanctuary to worship
- Thinking forward and future outreach
- Financial update including CARES act update
- Prayer
- Adjournment

King of Glory Evangelical Lutheran Church, Arvada, Colorado
Special Congregational Meeting
Sunday August4,2019

Call to Order by Congregational president at 10:30 a.m.

Agenda - Purpose of this meeting is to discuss and vote on a call to Linda Bobbitt, Deaconess, for a one-year term.

Establishment of a Quorum attending the meeting.

Discussion - Introduction by Council President, Bob Priester, to members of congregation regarding the purpose of meeting. Then Mr. Priester introduced Linda Bobbitt, Deaconess, and Sarah Moening (from Rocky Mountain Synod office), to give the congregation additional information (from Linda) regarding Linda's qualifications to assist us in our continued discernment process and (from Sarah) regarding transition/interim pastor call and process. The expected work to be performed by feasibility teams and time needed to gather required information regarding costs etc. related to each of the options teams are working on was explained. Many congregation members asked questions and made comments regarding their f" concerns about this whole process. The difference between a Pastor and a Deacon(ess) was explained. An explanation regarding eminent domain and condemnation was given by members.

There was much discussion covering the above processes and time frames expected for discernment (including a vote in October by congregation when all feasibility teams present their information/recommendations).

A sheet (attached) covering the budget for calling both Linda Bobbitt and a part time pastor while we determine our future was presented and discussed. Based on this budget and both individuals being part-time staff the difference between our previously projected budget (with Pastor Todd's costs) and the new budget is expected to be zero. Sarah Moening indicated that based on this new information and our expected calling of Linda Bobbitt for the transition work that she should be looking for a Bridge Pastor not an Interim Pastor.

A Motion to Call Linda Bobbitt for a one-year term to assist us in our transition process was made. **M/S/A**

Motion made to adjourn - M/S/A- meeting was adjourned at 12:30 p.m.

Jeanette Anderson-Smith, Council Vice-President

KOG
 2019 Payroll/Benefits
 Pastoral - Deacon & Interim for 2019

<u>Pastor Todd:</u>	<u>2018 Actual</u>	<u>No FICA</u>	<u>2019 Budget</u>	<u>2019 Actual thru 20190731</u>	<u>Pastor Todd Remaining Salary/Benefits</u>
Housing	\$30,600.00	\$0.00	\$30,600.00		
Salary	\$46,667.33	\$0.00	\$46,667.33		
Total PT	\$77,267.33	\$0.00	\$77,267.33	\$45,072.61	\$32,195

BENEFITS

Pastor Insurance (estimate)	\$18,561.72	\$835.28	\$19,397.57	\$13,333.67	\$6,064
Pastor Expenses	\$5,299.56	\$0.00	\$5,299.56		
Total Benefits	\$23,861.28	\$835.28	\$24,697.13		

Pastor Todd Salary/House/Benefit Total Remaining **\$38,259**

Deacon /Yr PART TIME

Monthly Estimate			\$32,000.00		
Deacon for 5 months			\$2,666.67		\$13,333

Available for Interim 2019 PART TIME

Monthly Estimate (5 months)			\$4,985.08		\$24,925
Interim for 5 months					\$24,925

Pastor Todd Salary/House/Benefits Remaining **\$0**

King of Glory Evangelical Lutheran Church Arvada, Colorado

Special Congregational Meeting

Sunday, October 20, 2019

Call to Order by Council president at 10:40 AM. Establishment of a Quorum attending the meeting.

Agenda - The purpose of the meeting was to discuss and vote on whether to allow Council to pursue formal proposals regarding the future of our property

Council President, Bob Priester, explained that the process of discernment began its first phase at the beginning of the year when KOG members were asked to brainstorm different opportunities for ministry and implications for the building. The feasibility teams began last June, representing the second phase of our discernment. At this meeting, the feasibility teams presented their findings in general terms, leading to a vote on whether to continue the discernment process into the third and final phase.

Feasibility Team Summaries

1) KOG Worship & Performing Arts Center: Michael Krueger

Enhance the Sanctuary so that it is flexible for use as a performing arts center for the community. Continue to use it for worship on Sundays. Requires remodeling of the sanctuary to create movable space, add sound and lighting systems, screens, add/improve "green room" and add ADA compliant space and restrooms

2) KOG Worship and Healing Ministry: Sandy Priester

health and wellness programs that support the spiritual, physical, and mental well-being of our congregation and the community.

- Continue healing ministries already present: prayer team, exercise classes, AA group, etc.
- Expand on ministries: 9 Health Fair, pastoral care teams for shut ins, etc.
- Initiate new programs: Parish Nurse program, listening ministry
- Initiate Partner Programs: Offer space to established organizations for counseling & wellness.
- Requires ADA compliant space and restrooms.

3) KOG Worship and Senior Day Center - Margaret Smith

Use KOG to offer a place for seniors to meet and participate in activities. The Apex center is expensive, crowded and far away. KOG could provide an alternative. Requires ADA compliant space and restrooms.

4) Combine ministry with St. Andrews - Chris Ryan

KOG and St. Andrews could pursue joint ministries under any of these scenarios.

5) KOG would stay here and continue activities as we are - Bob Remick

KOG has a need for extensive maintenance. Remodeling is also required for ADA compliance.

Paper ballots were provided so that votes could be kept private with the following choice:

I vote to allow the King of Glory Council to pursue formal proposals related to the future of our property.

-or-

vote against allowing the King of Glory Council to pursue any options with regard to our property.

The vote was 100 for allowing the Council to pursue formal proposals and 15 against. A motion was made and seconded to accept the vote and destroy the ballots. Motion passed.

The KOG Council will engage contractors and developers in discussions, and return to the congregation with concrete plans and costs for all options including staying. Any of these proposals will need a separate congregational vote before any *action* can be taken.

Motion made to adjourn - M/S/A- meeting was adjourned at 11:15 A.M.

Robin Pollock, KOG Council Secretary

King of Glory Evangelical Lutheran Church Arvada, Colorado
Annual Budget Meeting Sunday,
December 8, 2019

1. Call to Order at 10:30am
2. Quorum established
3. Opening prayer offered by Jeanette Anderson Smith
4. Financial update from Richard:
 - *October giving exceeded expenses by \$2,055; YTD \$2,695
 - *November expenses exceeded giving by **<\$8,088>**; YTD **<\$2,456>**
 - *If 2019 ends in deficit spending it will be covered by reserves
 - *Heather Carlson will be leaving mid-January. Her salary will cover new Admin
5. Review 2020 Proposed Financial Plan:
 - *Estimate \$335,00 in commitments
 - *Estimate \$344,507 expenditures, leave deficit **<\$9,507>**
 - *Highlights: Stewardship for all Season delay until May 2020 Salaries include 2.8% COLA
\$4,000 in technology Fellowship 2019 + \$4,800 WNA
Education/W&M/Stewardship kept same as 2019 Support to others 2019
+\$1,000 Austin @ Wartburg
6. Motion made and seconded to approve financial plan with deficit of \$9,507
7. Discussion on property and financial plan only include maintaining it day to day no improvements
8. Prayer offered for guidance on the vote
9. 2020 financial plan passed per motion
10. Feasibility Team Updates and information from Deacon Linda
 - *Research continues with all teams update meeting in February
 - *Developer interested in property as part of community hospital on Kmart site
 - *Updates given by teams
11. Closing prayer offered by Pr Sara
12. Meeting adjourned at 11:08am

	2019 Fin Plan	Fin Plan as of 11/30/2019	Actual as of 11/30/2019	Over/Under Plan	Year End Proj	2020 Fin Plan
Receipts						
Committed	\$285,000	\$237,500	\$234,422	-\$3,078	\$281,306	\$250,000
Uncommitted	\$39,753	\$33,128	\$48,076	\$14,948	\$67,691	\$85,000
Total Receipts	\$324,753	\$270,628	\$282,498	\$11,870	\$348,998	\$335,000
Expenditures						
Salaries	\$228,953	\$209,874	\$191,101	-\$18,773	\$229,321	\$240,207
Mission Support	\$23,500	\$21,542	\$22,561	\$1,019	\$27,073	\$25,000
Property	\$40,000	\$36,667	\$42,672	\$6,005	\$51,206	\$38,000
Administration	\$15,000	\$13,750	\$15,016	\$1,266	\$18,019	\$19,000
Education, Children, Youth	\$6,000	\$5,500	\$2,605	-\$2,895	\$3,126	\$6,000
Worship & Music	\$8,600	\$7,883	\$8,550	\$667	\$10,260	\$8,600
Social Ministry	\$0	\$0	\$0	\$0	\$0	\$0
Witness Evangelism	\$1,200	\$1,100	\$1,359	\$259	\$1,631	\$1,200
Stewardship	\$1,000	\$918	\$303	-\$615	\$364	\$1,000
Fellowship	\$500	\$458	\$787	\$329	\$944	\$5,500
Sabbatical						
Youth						
60th Anniv						
Total Expenses	\$324,753	\$297,692	\$284,954		\$341,945	\$344,507
Net	\$0				\$7,053	-\$9,507

PASTOR SARA

What a joy it has been to begin getting to know you, King of Glory! I began serving as interim pastor at King of Glory on October 14, 2019. Since that time, I have been able to experience your depth of spiritual conversations, your commitment to service, your love of children and youth, and your care for one another.

It has been a delight to serve alongside a talented staff. Deacon Linda Bobbitt continues to guide the congregation in its discernment about its future. She brings warmth, good humor, spiritual depth, and a wealth of wisdom. Mike Krueger, Cynthia Choi, and Bryce Biefel lead the congregation's worship with faithfulness and excellence. Ken is a collaborative and compassionate partner in caring for the church property. In January, we said farewell to Heather Carlson so that she could give more time to her organizing business. We welcomed Stacy Logay as our Office Manager who has brought stability, skillfulness, and an encouraging presence.

This May, the congregation's leadership will shift as incredibly dedicated Council members transition. King of Glory has been blessed to have Bob Priester's steadfastness as President, Jeannette Anderson Smith's constancy as Vice President, Robin Pollack's wisdom as Secretary, Lori McLaren's faithfulness as Treasurer, and Julie Speck's perspectives as a Council member.

Early in my time, I was blessed to meet with the 6-8th grade students and parents about how to continue the Confirmation program at King of Glory. With the leadership of Jason McLaren and Rashelle Pearson, Confirmation has continued. Jason and Rashelle took the youth to the Rocky Mountain Synod Youth Gathering in Estes Park in January. The youth organized the Pancake Supper in February and led a worship service in March.

In March, the Congregation Council asked me to shift from $\frac{3}{4}$ time, to full time in order to support the Faith Formation ministries of the church. Council formed a Faith Formation Support Team. I have been working with the team to ensure that the faith formation ministries of the congregation remain strong, especially given the challenges of the pandemic.

Since March 15, 2020, the congregation has been worshipping via Zoom. I am so grateful to the support of Rick and Linda Bobbitt in navigating the technological challenges to make that happen and for the flexibility of the staff and members who participate in leading worship. For Holy Week, we were able to collaborate with Atonement in Boulder and Lord of the Hills in Centennial to offer five nights of Holy Week services.

More than ever, we are realizing how important it is to stay socially connected even as we physically distance. The pastoral care team (Lee Arthur, Kathy Reed, Marcia Flett, and Katie Edstrom) continues to connect with members who are typically less able to attend worship on a regular basis. Your church council has been calling members every two weeks to help the congregation stay connected and we are beginning a Shepherding team to support the work of Council in staying connected with members. We have also continued offering Faith Formation classes via Zoom.

We do not know how the pandemic will continue to impact how we do church, but I am grateful to be part of a grace-filled community of faith that continues to innovate and listen to the Spirit's leading.

Yours in Christ,

Pastor Sara Wirth

ALTAR GUILD

In April 2019 due to allergies within the congregation Pr. Todd requested that Altar Guild no longer uses Lilies of any kind for Easter. The alternative the committee came up with is we would still have the real spring plants and get 2 silk white Easter Lilies for the plant shelves on each side of the altar.

The committee continues their search for a gluten free pita to use for communion, so everyone shares from the same loaf to give a sense of inclusion.

The committee is still looking for new volunteers to replace retired members as well as try to have all 6 teams with 3 members.

Respectfully submitted
Altar Guild Committee

DEACON LINDA

It has been an eventful year for King of Glory. The first time I met the people of King of Glory was nearly a year ago when I was interviewed by the new Council with Pr. Todd. To everyone's surprise, Pr. Todd resigned later that day. The congregation had been stuck in a protracted conversation about whether to move with strong feelings on both sides and exhaustion all around. You hired me to help you get unstuck, to discover God's call to you, and to begin moving in a new direction.

Shortly after I started, I asked you to share your hopes and fears. The hopes and fears were similar whether you moved or stayed. You feared continued decline in attendance, expensive building repairs, change in and most of all, you feared conflict that would tear community. Indeed, tension had been straining the community for years and kept you from living fully call to love and serve one another and your neighbors.

At the same time, you had hope. You hoped to make repairs, to strengthen the sense of community, to your relationship with God and to continue and how you serve as God's hands in the world. The Congregational Vitality Survey showed that KOG had a spirituality, but that a lack of trust kept your faith being fully expressed.

	Hopes	Fears	
Stay			general apart the
Move			needed deepen expand
Stay or Move			deep from

Now, only 8 months later, King of Glory has decided not to move, and yet we *have* moved in an unexpected way. We no longer worship in our sanctuary and yet **our worst fears did not come to pass**. Indeed, **many of our hopes have been realized**. Volunteers began repairs and improvements on the building, people's faith is being deepened through daily devotions, weekly conversations in small groups and worship services. People are learning new ways to walk with God and God, in turn, is leading us in new ways. Perhaps the most important development is that people are regularly calling one another to listen and to pray together. The calls strengthen our relationships while

the prayers lifted up in worship are heard by God. Even though we each sit in different places on Sunday morning, God is using this time to strengthen our community and to strengthen our faith, just like he did with the people of Israel while they were in the desert. We are discovering that our identity is not tied to the building. Rather it is our relationships with God and one another that bind us together.

Even though we are in the wilderness of COVID, it is not a time to hide and wait. Rather, now is the time to open our hearts and imaginations to discover where God is leading us next. I am working with council to develop a plan that will help us reflect on what we are learning in this wilderness and incorporate it into our next steps. The first step is the formation of a technology team which will look at how we use what we are learning from our online experience to enhance worship and our community even after we return to the building. More steps will follow, but the main thing to remember right now is that we are not in this alone. God is leading us, walking beside us, and sometimes pushing us forward to meet him and the world he loves in the next moment. Our only job is to keep moving, experimenting, listening, learning, and loving. We do not know where we are going, but we can trust that we will get there because God is our guide.

ENDOWMENT COMMITTEE

The members of the Endowment Committee are:

Bob Priester, Richard Burton, Lori McLaren, and Gene Ellefson.

The Endowment Fund Currently has \$39,442.25.

The Columbarium Committee has a loan for \$10,000 from the Endowment Fund that will be paid back as niches are sold.

The committee is looking at moving the balance in the fund to the ELCA Foundation in the near future.

Respectfully submitted

Bob Priester.

FAITH FORMATION

2019 Activities:

Director of Faith Formation departed in September; had assisted Sunday School teachers with lesson plans for the year

Grateful to Sunday School teachers and Mike for continuity of teaching with this transition

Community Faith Sundays once/month

Wednesday Night Alive

Confirmation resumed in November led by Pastor Sara, Jason McLaren, and Rashelle Pearson

Wednesday evening Bible Study led by Pastor Sara

Thursday morning centering prayer group led by Deacon Linda

Looking at 2020:

Pastor Sara taking over role of activities of Faith Formation director

Faith Formation Support Team formed

Surveyed congregation to assess faith formation needs for future

Tentative youth day camp dates: August 3rd – August 7th

KING OF GLORY MUSIC MINISTRY

The purpose of the music ministry at KOG and the goals of the music staff are to provide and lead the members of the congregation with outstanding worship opportunities through a variety of musical experiences. We are blessed with a sanctuary that has very good acoustical properties for congregational singing and good instruments that can provide music in a variety of styles.

Music Staff

Mike Krueger, minister of music, completed his twelfth year at KOG. He directs the King's Singers (Adult Choir), leads the worship planning and provides the music for Sunday School opening. Cynthia Choi, organist and accompanist, joined the KOG music staff in August 2018. Cynthia has a Master of Church Music degree from Northwestern University and has served multiple congregations from a variety of traditions. Bryce Biefel, director of the Glory Ringers (handbell choir), completed twelve years of service to KOG.

Highlights of 2019

Easter was celebrated with a professional brass quintet and festival settings of Holy Communion from the red hymnal. We have featured a full rhythm section in worship when introducing liturgies that are from jazz, pop and Broadway traditions (ELW Setting Six, Now the Feast and Celebration). The music staff is very appreciative of the funds that have made such services possible. Guest musicians do not come cheaply in this day and age.

KOG has benefitted from Mike's position as conductor of Voices West. Members of VW continue to sing solos during worship throughout the year and the chorus presents one of their annual Christmas concerts at KOG in December. In early October, Voices West sponsored a Gospel Music Festival in which KOG choir members participated.

Each Sunday

The music staff provides the leadership and guidance for all services and special events at King of Glory. Mike participates in regular staff meetings during which the musical liturgy and hymns are chosen and worship themes and special music opportunities are discussed. Cynthia attends staff meetings as requested to help with long-range planning and to implement the music plan. The music staff attempts to make each worship opportunity fluid and seamless. A significant amount of individual practice and preparation takes place so that all musical elements progress cohesively with the greatest possible spiritual and artistic integrity.

Our weekly liturgies are continually rotated to provide variety in worship while maintaining KOG's strong liturgical roots. We rotate up to eight different liturgies during the year to keep the music interesting and fresh.

King's Singers and Glory Ringers

The King's Singers is a spirited and dedicated group that rehearses on Wednesday evenings from 7-8:30 pm. They sing nearly every Sunday from Labor Day through Pentecost along with special services such as Maundy Thursday, Christmas Eve, etc.

The Glory Ringers contribute to our worship services approximately once per month and on festival worship days. The Glory Ringers rehearse on Wednesday evenings at 6:00 pm. They have grown in both quantity and quality and always welcome new members.

COLUMBARIUM COMMITTEE

At the last annual meeting we reported we were considering purchasing Homecoming Inc's memorial plaque mounting system. We purchase the system which included the mounting frame, blank granite plaques and individual plaque frames. Lois and I went to Scottsdale, picked up the system and delivered it to KOG. The mounting frame was secured to the west end of the columbarium wall and 36 blank plaques were installed. We purchased engraved plaques for Robert Weiss, Bee Loncorich, Laura Charles (Barb Unruh's daughter) and Shawna Sandberg Reishus (Karen Sandberg's daughter) were installed in place of blank plaques. Later we purchase engraved plaques for Kerry Mawhir (Eric Mawhir's father), Joyce Remick and Bill Brooks and we installed them in place of blank plaques. Wil Whitehead purchased a companion plaque for him and Lavona and Donna Weiss purchased a companion plaque for her and Dr Robert. Those companion plaques will be ordered and mounted at the time each of the companions have been interred or inurned.

To date 21 columbarium niche spaces have been purchased and 9 of them are occupied. As was reported at the last annual meeting five decedents ashes were inurned at the Columbarium dedication on November 5, 2017. Those five were Wayne Baasch, Al Lapp, Robert Sandberg, Dr. Robert Beshore & Mark Reed. During 2018 and 2019 ashes of Mary Lou Bull, Dusty Rhodes, Glenn Yarrington and Don & Ruth Anderson have been inurned. We have received many favorable comments about the inurnment ceremonies at the Columbarium from both the families of the decedents as well as others in the congregation.

Some of the bricks of the columbarium wall have turned white which appeared to be vandalism. Some research revealed the white is known as "efflorescence" which is an accumulation of minerals and salts on masonry surfaces such as brick, cement and sometimes stone which after the dissolved salts leech out and evaporation leaves the white powder. Efflorescence can be minimized by taking precautions during construction to avoid getting the minerals and salt in the brick and the mortar. Lessons learned.

We cleaned off the bricks with water and a brush several times but the white returned. It turns out brushing and washing with water dissolves the salts and they are absorbed back in the bricks and along with addition dissolved salt left in brick and mortar continue to leech out. Bud Werner and I have a plan to power wash and seal the brick and mortar when the weather and pandemic permits.

A fountain was selected and installed in the center of the Columbarium circle. The fountain has a bowl with water bubbling up in the center and worked very well for Olivia's baptism on August 29, 2018. Later someone broke the bottom out of the bowl. Fortunately, I was able to epoxy the bowl back together since it was a fairly clean break. Underground wiring and water line were completed to provide electricity and water for the fountain. Bill Brooks, Carl Edstrom, Bob Remick removed the sidewalk behind the church, had it broken up and hauled away. The void left from removing the sidewalk was filled with topsoil.

Respectfully submitted,
Vern Kotrc, Columbarium Manager

FINANCE AND STEWARDSHIP

At our annual Financial Plan (Budget) meeting in Dec 2018, we approved a 2019 balanced financial plan of \$324,753. Once again, the Holy Spirit guided us in our giving to provide the financial gifts to end the year positively (in the black). We listened, prayed, and gave and our prayers were answered. We ended 2019 on the plus side: **\$6,928**. Council directed this surplus be put in our Reserves account.

Our 2020 Stewardship campaign results: 92 Commitments for \$250,868

Praise and Thanks be to God and Ourselves! We answered God's call.

Included in this report is the 2019 Financial Plan worksheet updated to include the 2019 end of year status and our approved 2020 Financial Plan.

During 2019, Our commitments (pledges) were \$259,130 and we actually gave \$263,793 for the year - 102% of our commitments. Again, we answered God's call.

2019 was a year of monthly peaks (gains) and valleys (losses) (Chart included in this report). Please remember our ministry here happens every day and costs occur daily. Our gifts are needed continually in order to meet our costs.

We offer several E giving options, both recurring and/or one time. This provides us the opportunity to make our gifts without writing a check and our gifts are received even if we cannot be here. This is a great help to us in managing our financial obligations.

During 2019/2020 we planned to participate in the Stewardship for all Seasons (SAS) program through the Rocky Mountain Synod. We did attend the kick-off of our participation in SAS at Rocky Mountain Synod Assembly in May 2019.

However, due to our on-going transition discernment of who and where we want our church to be in the future and Pastor Todd Payne's July 2019 resignation, we elected to defer our participation to 2020/2021. Our participation costs that were paid are being applied to the 2020/2021 costs. We will need to pay \$250 later in 2020 for graphic support for our SAS program.

We want to develop a more productive year-round, on-going stewardship program. We want to become more energized stewards and build a culture of generosity. The kick-off of our participation will be during Jun 2020.

Then they cried out to the LORD in their trouble, and he brought them out of their distress. He stilled the storm to a whisper; the waves of the sea were hushed Psalm 107:28-29

YEAR END 2019 FINANCIAL STATUS & FINANCIAL PLAN

	2019 Fin Plan	Actual as of 12/31/2019	Over/Under Plan	2020 Fin Plan
Receipts				
Committed	\$285,000	\$269,793	-\$15,207	\$250,000
Uncommitted	\$39,753	\$49,806	\$10,053	\$85,000
Total Receipts	\$324,753	\$319,599	-\$5,154	\$335,000
Expenditures				
Salaries	\$228,953	\$208,293	-\$20,660	\$240,207
Mission Support	\$23,500	\$24,601	\$1,101	\$25,000
Property	\$40,000	\$45,445	\$5,445	\$38,000
Administration	\$15,000	\$17,363	\$2,363	\$19,000
Education, Children, Youth	\$6,000	\$2,866	-\$3,134	\$6,000
Worship & Music	\$8,600	\$10,898	\$2,298	\$8,600
Social Ministry	\$0	\$0	\$0	\$0
Witness				
Evangelism	\$1,200	\$2,028	\$828	\$1,200
Stewardship	\$1,000	\$369	-\$631	\$1,000
Fellowship	\$500	\$808	\$308	\$5,500
Total Expenses	\$324,753	\$312,671		\$344,507
Net	\$0	\$6,928		-\$9,507

2019 MONTHLY AND YEAR TO DATE FINANCIAL STATUS

Note: the shaded cells highlight Loss (valleys)

	Monthly Giving	Monthly Expense	Monthly Gain/Loss	Yr to Date Giving	Yr to Date Expense	Yr to Date Gain/Loss
Jan-19	\$25,004	\$26,174	-\$1,170	\$25,004	\$26,174	-\$1,170
Feb-19	\$22,260	\$27,136	-\$4,876	\$47,264	\$53,310	-\$6,046
Mar-19	\$29,831	\$25,059	\$4,772	\$77,066	\$78,470	-\$1,404
Apr-19	\$29,120	\$27,051	\$2,069	\$106,186	\$105,520	\$666
May-19	\$23,336	\$28,711	-\$5,375	\$129,522	\$134,231	-\$4,709
Jun-19	\$25,212	\$27,443	-\$2,231	\$154,704	\$161,647	-\$6,943
Jul-19	\$27,087	\$23,883	\$3,204	\$181,791	\$185,531	-\$3,740
Aug-19	\$23,936	\$23,179	\$757	\$205,727	\$208,710	-\$2,983
Sep-19	\$25,376	\$23,533	\$1,843	\$231,103	\$232,243	-\$1,140
Oct-19	\$27,983	\$24,149	\$3,834	\$259,086	\$256,391	\$2,695
Nov-19	\$23,411	\$31,500	-\$8,089	\$282,498	\$284,954	-\$2,456
Dec-19	\$37,101	\$26,917	\$10,184	\$319,599	\$312,671	\$6,928

KING OF GLORY FIRST THIRD OF 2020 REPORT

OUR YEAR to DATE STEWARDSHIP as of Apr 30, 2020

Actual Giving towards Commitments exceeded Commitments by **\$6,677 (109%)**

STEWARDSHIP FOR ALL SEASONS (SAS) Cohort 4

Kick off Jun 6, 2020 via ZOOM

Covenant document signed/submitted to Synod

Graphics support (**\$250**) for our program will be paid later in the year

Abundance + Gratitude + Generosity =

What we do in our Congregation, Community, Synod, Nation, and World

2020 FINANCE as of Apr 30, 2020

Apr 2020 Giving exceeded Expenses by \$4,432 decreasing our Year to Date (YTD) **loss to -\$1,978**
(from -\$6,410 at end of Mar 2020)

Reduced expenses benefiting us during pandemic

Hallelujah Thanks be to God and our Generous Givers

2020 Monthly and Year to Date Financial Status

Note: the shaded cells highlight Loss (valleys)

	Monthly Givng	Monthly Expense	Monthly Gain/Loss	Yr to Date Giving	Yr to Date Expense	Yr to Date Gain/Loss
Jan-20	\$22,890	\$29,459	-\$6,569	\$22,890	\$29,459	-\$6,569
Feb-20	\$20,105	\$24,664	-\$4,559	\$42,995	\$54,123	-\$11,128
Mar-20	\$30,031	\$25,313	\$4,718	\$73,026	\$79,437	-\$6,411
Apr-20	\$28,229	\$23,796	\$4,433	\$101,255	\$103,233	-\$1,978

KOG PLEDGE ANALYSIS

1/24/2020
10: 16a

KingOfGloryLutheranChurch
Contribution Analysis
1/1/2019 to 12/31/2019
Funds: GenFund (1)

Count	Cumul . Count	Pct	Cumul . Pct	Total	Weekly Range	Monthly Range	Yearly Range
72	72	31%	31%	0.00	No Contributions	No Contributions	No Contributions
14	86	6%	37%	483.00	0.01 - 1.00	0.01 - 4.33	0.01 -
	52.00						
14	100	6%	43%	1,456.00	1.01 - 3.00	4.34 - 13.00	52.01 - 156.00
12	112	5%	49%	2,336.30	3.01 - 5.00	13.01 - 21.67	156.01 - 260.00
13	125	6%	54%	5,164.00	5.01 - 10.00	21.68 - 43.33	260.01 - 520.00
17	142	7%	62%	10,671.32	10.01 - 15.00	43.34 - 65.00	520.01 - 780.00
8	150	3%	65%	7,343.00	15.01 - 20.00	65.01 - 86.67	780.01 - 1040.00
10	160	4%	70%	11,789.79	20.01 - 25.00	86.68 - 108.33	1040.01 - 1300.00
6	166	3%	72%	8,564.00	25.01 - 30.00	108.34 - 130.00	1300.01 - 1560.00
11	177	5%	77%	19,107.00	30.01 - 35.00	130.01 - 151.67	1560.01 - 1820.00
1	178	0%	77%	1,877.00	35.01 - 40.00	151.68 - 173.33	1820.01 - 2080.00
8	186	3%	81%	17,817.00	40.01 - 45.00	173.34 - 195.00	2080.01 - 2340.00
7	193	3%	84%	17,060.00	45.01 - 50.00	195.01 - 216.67	2340.01 - 2600.00
9	202	4%	88%	26,740.00	50.01 - 60.00	216.68 - 260.00	2600.01 - 3120.00
6	208	3%	90%	20,567.00	60.01 - 70.00	260.01 - 303.33	3120.01 - 3640.00
1	209	0%	91%	3,902.00	70.01 - 80.00	303.34 - 346.67	3640.01 - 4160.00
3	212	1%	92%	12,809.00	80.01 - 90.00	346.68 - 390.00	4160.01 - 4680.00
5	217	2%	94%	24,736.60	90.01 - 100.00	390.01 - 433.33	4680.01 - 5200.00
9	226	4%	98%	53,202.89	100.01 - 200.00	433.34 - 866.67	5200.01 - 10400.00
3	229	1%	100%	40,117.72	200.01 - 300.00	866.68 - 1300.00	10400.01 - 15600.00
0	229		100%	0.00	300.01 - 400.00	1300.01 - 1733.33	15600.01 - 20800.00
0	229		100%	0.00	400.01 - 500.00	1733.34 - 2166.67	20800.01 - 26000.00
1	230	0%	100%	26,852.00	Over 500.00	Over 2166.67	Over 26000.00

Months: 12

CalendarWeeks: 52

CalendarWeeksinEndingYear: 52

Given to an Envelope: \$312,595.62
Average Weekly Amount: \$6,011.45
Average Monthly Amount: \$26,049.64
Average Annual Amount: \$312,595.62

Loose Offerings: \$5,291.59
Average Weekly: \$101.76
Average Monthly: \$440.97
Average Annual: \$5,291.59

Envelopes in Report:

230

Envelopes that Gave:

158

Avg. Weekly per Envelope : \$26.14
Avg. Monthly per Envelope : \$113.26
Avg. Annual per Envelope : \$1,359.11

Avg. Weekly per Envelope : \$38.05
Avg. Monthly per Envelope : \$164.87
Avg. Annual per Envelope : \$1,978.45
Percentage that Give : 68.7%

Grand Totals

Given to an Envelope: \$312,595.62
Loose Offerings: \$5,291.59
Offerings no longer attached to an Envelope : \$0.00
Total Offerings: \$317,887.21

Given towards a Pledge: \$263,792.83
Not Given towards a Pledge: \$48,802.79
Loose Offerings : \$5,291.59
Total Offerings: \$317,887.21

Pledge Analysis

Period: 1/1/2019 to
12/31/2019 Funds:
GenFund(1)

Cumul.		Cumul.		Total	Weekly Range		Monthly Range		Yearly Range	
Count	Count	Pct	Pct	Pledged						
134	134	58%	58%	\$0.00	No Pledges		No Pledges		No	
	Pledges 2	136		1%	59%	\$104.00	0.01 -	1.00	0.01 -	
	4.33	0.01	-	52.00						
1	137	0%	60%	\$120.00	1.01 -	3.00	4.34 -	13.00	52.01 -	156.00
2	139	1%	60%	\$480.00	3.01 -	5.00	13.01 -	21.67	156.01 -	260.00
3	142	1%	62%	\$1,520.00	5.01 -	10.00	21.68 -	43.33	260.01 -	520.00
11	153	5%	67%	\$7,008.00	10.01 -	15.00	43.34 -	65.00	520.01 -	780.00
6	159	3%	69%	\$5,999.96	15.01 -	20.00	65.01 -	86.67	780.01 -	1040.00
6	165	3%	72%	\$7,180.00	20.01 -	25.00	86.68 -	108.33	1040.01 -	1300.00
7	172	3%	75%	\$10,080.00	25.01 -	30.00	108.34 -	130.00	1300.01 -	1560.00
10	182	4%	79%	\$17,780.00	30.01 -	35.00	130.01 -	151.67	1560.01 -	1820.00
2	184	1%	80%	\$4,000.00	35.01 -	40.00	151.68 -	173.33	1820.01 -	2080.00
7	191	3%	83%	\$15,392.00	40.01 -	45.00	173.34 -	195.00	2080.01 -	2340.00
5	196	2%	85%	\$12,320.00	45.01 -	50.00	195.01 -	216.67	2340.01 -	2600.00
8	204	3%	89%	\$23,130.00	50.01 -	60.00	216.68 -	260.00	2600.01 -	3120.00
8	212	3%	92%	\$27,976.00	60.01 -	70.00	260.01 -	303.33	3120.01 -	3640.00
1	213	0%	93%	\$4,160.00	70.01 -	80.00	303.34 -	346.67	3640.01 -	4160.00
3	216	1%	94%	\$13,300.00	80.01 -	90.00	346.68 -	390.00	4160.01 -	4680.00
6	222	3%	97%	\$30,700.00	90.01 -	100.00	390.01 -	433.33	4680.01 -	5200.00
4	226	2%	98%	\$25,680.00	100.01 -	200.00	433.34 -	866.67	5200.01 -	10400.00
4	230	2%	100%	\$52,200.00	200.01 -	300.00	866.68 -	1300.00	10400.01 -	15600.00
0	230		100%	\$0.00	300.01 -	400.00	1300.01 -	1733.33	15600.01 -	20800.00
0	230		100%	\$0.00	400.01 -	500.00	1733.34 -	2166.67	20800.01 -	26000.00
0	230		100%	\$0.00	Over	500.00	Over	2166.67	Over	26000.00

Months: 12
Calendar Weeks: 52
Calendar Weeks in Ending Year: 52

Total Pledged Amount:	259,129.96	Total Contributors in Report:	230
Average Weekly:	4,983.27	Total Pledgers in Report:	96
Average Monthly:	21,594.16	Total Non-pledgers in Report:	134
Average Annual:	259,129.96	Percent who Pledged:	41.4%

Avg. Weekly/Pledge:	51.91	Avg. Weekly/Contributor:	21.67
Avg. Monthly/Pledge:	224.94	Avg. Monthly/Contributor:	93.89
Avg. Annual/Pledge:		2,699.27	

MUTUAL MINISTRY SUPPORT TEAM

At the beginning of 2019, Pastor Todd had initiated the changes to the church staff and operating methods to include Faith Formation Director, Volunteer Coordinator and Communications Director. Nick Eden was working as the Faith Formation Director, Heather Carlson was working as the Volunteer Coordinator and part time office assistant, but a Communications Director had not been hired.

The congregation was in the middle of discussion and thought around possible sale of the property, moving the church, merging with another congregation, discerning what and how KOG moves forward and what we are to become no matter where we land or if we stay put.

June of 2019, Pastor Todd announces he is quitting the church and gives two weeks' notice. Deacon Linda Bobbitt is hired as a transitional Deacon to aid KOG in moving through the previous elements of possible sale, discernment of who, what KOG needs and wants to become. Linda begins to aid the congregation in the discernment process that had begun under Pastor Todd. Finance committees had been formed to review, and research in depth, the possible directions the congregation had voted to pursue.

MMST has many discussions through the spring and summer about how the congregation feels and has been impacted by the transition from Pastor Todd Payne's resignation In March 2019 to interim pastoral leadership provided by Deacon Linda Bobbitt and Pastor Sara Wirth. Arising to the top is the need for someone to be in the office full time as people in the congregation need information or have questions, they need answers to about the daily operations of the church.

Pastor Sara begins meeting with MMST and these discussions about the congregation and the topics with members are discussed to assess the short term needs of the congregation. Initially is the need for someone in the office full time. The Faith Formation Director and Volunteer Coordinator positions were eliminated, and a part-time Office Manager position was created.

MMST and Council decide that MMST is not the Personnel Committee and that Council Executive Committee is the Personnel Committee. MMST at KOG is also in discernment of what are we supposed to do and how can we aid KOG in this role. Discussions occur each month through the rest of the year while directing our attention to the use of a book, "Pastor and People Making Mutual Ministry Work".

Our MMST status at the end of 2019 and going into 2020 has a direction toward actual mutual ministry support of the congregational members, ministry team and being an ear and voice of the congregation to the Ministry team and Council. This new direction is welcomed by MMST members and Pastor Sara's support and direction is welcomed and appreciated.

MMST Committee

Susan Sharkey, Amanda McLaren, Pastor Sara, Bob Remick, Scott Skrine

OUTREACH COMMITTEE **(FORMALLY EVANGELISM, FELLOWSHIP, SOCIAL MINISTRY COMMITTEE)**

In January 2019 KOG council changed the name of the committee from Evangelism, Fellowship, Social Ministry (EFS) to Outreach Committee.

For the annual Kings Carnival and & Ministry Fair was moved the fair into the back parking lot and added a party bus that offered funny photos. Heather Carlson did information cards for all the ministries at the fair, and we invited outside groups that use the church as their meeting place to have a table if they wanted.

For God's Work Our Hands in October we added a new ministry "Operation Christmas Child" which we asked the congregation for donations to fill shoe boxes with a variety of small items and money to cover the shipping costs. We received strong support to assemble the boxes and \$109 to cover 10 boxes shipping costs, but did not receive the items to fill the boxes. Lori will return all the boxes to the organization. We will not offer this in 2020 GWOH.

The committee continues to support the monthly breakfast burritos for The Rising shelter in Old Town Arvada as well as the Mail Box Shepherd, Welcome Bags, and various special meetings and receptions

Respectfully submitted
Outreach Committee

PASTORAL CARE AND THE EUCHARIST MINISTRY ANNUAL REPORT

The KOG Care Team meets at church on the second Tuesday of each month. Calls are made during the month to those unable to attend church services. Team members may have a personal visit, give communion, rides, send cards, visit by phone, etc.

At any given time, there are 10-15 people on the list.

If you would like to contact a member of this team, call: Lee Authur, 303-421-1081, Kathy Reed, 303-424-3983, Katie Edstrom, 303-423-2193, or Marcia Flett, 303-420-6118.

Personal visits: 118

Communion given: 41

Phone visits: 137

Cards sent: 43

PROPERTY

Since no property report was made last year, this report highlights some of the projects for the May 2018 to May 2019 period.

1. All the asphalt shingles were replaced due to hail damaged.
2. The fluorescent fixtures in the library, Sunday school opening room and council meeting room were modified to accept LED T8 tubes. Richard Burton, Bob Remick, Dave Roberts, Vern Kotrc, and Carl Edstrom accomplished this task using Randy Philp's scaffolding.
3. The carpet in the Pre K classroom was replaced and the room painted.
4. The city required that a backflow preventer be installed to protect the city water line. This backflow valve cost \$450 because of the 1.5 inch diameter water supply line, plus installation. A note of interest, one visiting developer said that a 1 ½ diameter tap fee is \$125,000.
5. The security system was installed with Todd Payne being the coordinator with Bruce Pollock and Bob Priester being the implementers

For the period of May 2019 to May 2020 the primary emphases has been maintenance because of the Kmart property issue.

1. Ken Kennison came on as the facility manager which includes custodial duties and lawn maintenance (mowing and leave pickup and lawnmower maintenance). A mulcher attachment was purchased for OLD- still running lawnmower.
2. God's Work our Hands resulted in a good effort in pruning our trees. The cutting was ramrodded by Ken Kennison, Addison MacMahan, and Brandon Sucher. It took Ken, Carl and Vern 3 trash pickup weeks to dispose of the trimmings.
3. The lawn sprinkling system provided many volunteer hours this year. Those involved were Tim Fallon, Dave Roberts, Ken Kennison, Peter Brown and Carl Edstrom. Those problems were line leaks, head replacement and a very troublesome valve that would work with 3 or 4 shutoff trials but fail to shutoff during the normal cycle. The fix came with hiring an expert at \$125 to come and replace the Watts valve endcap with a more expensive Watts valve endcap. Jason McLaren has become the expert for blowing out the system in the fall.
4. There is always a battle to keep the flower beds looking good. Christcare Ladies take care of the flowers under the bell tower, Marlin Jahnke takes care of the bed along the classroom wing, and Bob Remick hand waters the courtyard.
5. The weeds all always a stalemated war, Bob Priester attacks the thistle in the yard and Carl Edstrom and Marlin Jahnke wage war on the weeds in the rock landscape.
6. A broken toilet in the lady's restroom in the lobby was replaced by Richard Burton and Carl Edstrom. The fan motor for the men's restroom in the lobby was replaced by Bob Remick, Vern Kotrc and Carl Edstrom. A timer switch was added to this fan to allow operation after leaving the confined space. A defective LED light bulb over the pulpit was replaced by Howard Pearson, Rick Harney, Vern Kotrc and Carl Edstrom. Two to hold the 30-foot ladder and two to move the pew.
7. The snowplow operator who removed the snow from our parking lot for 7 years broke his plow while plowing our lot and decided to retire from the business. Fortunately, Rene Franiok found us a replacement. The sidewalks are cleared by a team of Dave Robert, Tom Helgeson, Addison MacMahon, Rickard Burton, The Skrines, Carl Edstrom and Richard Burton.
8. Dave Roberts added the railing to mount more Confirmation photos and added windows to the classroom doors.
9. Richard Burton and Bob Remick maintain the swap coolers and set the outside vents for the season.

10. With the insurance claims in 2018 our old insurance company declined to insure our church, so with the help of our insurance broker and Lori McLaren and Richard Burton a new company was selected in 2019.
11. Carl and Vern replaced one light switch in the main light panel for the Sanctuary.
12. Bob Remick, Vern Kotrc, Carl Edstrom with expert advice from Tom Boffa attempted to trouble shoot the intermittent failure of the microphone in the Fellowship Hail. All efforts have been unsuccessful so far; however, thanks to Fred Holden's contribution we have a portable system that works well.
13. Vern fixed the Pastor's mic by reattaching a loose wire to the tiny switch in the circuit board.
14. Vern replaced one broken board in the playground fence and repaired the gate latch.

SAGE

SAGE is a group of seniors with goals of social fellowship, learning, exploring, and enjoying each other's company. We usually meet on the second Wednesday of the month, October through July, at 12:00 noon in the Parish Hall. There is no organized membership roll. All are welcome at our monthly meetings. Meetings begin with a potluck lunch and are followed by an informal presentation by a KOG member or an invited outside speaker. The leaders for SAGE in 2019 were Bob Remick and Richard and Diane Burton.

Our 2019 season began in January with a presentation by KOG member Rosalie Silver on Watercolor art and included an exhibition of her work. That was followed in February by a presentation by several members of the Rocky Flats Museum on the "*History of Rocky Flats*". The March meeting was "bombed out" by a snow storm. In April we made our annual trek to the Eliot Street Café in Denver hosted by KOG members Dee and Larry Olson. In May we were entertained by author Linda Abels (A.K.A. Maggie Magoffin) who presented a one-person show titled "A Novel Perspective from the Mountaintop." We skipped meeting in June as some of our members were involved in Vacation Bible School that week. In July we celebrated Independence Day with a picnic hosted by KOG members Katie and Carl Edstrom.

SAGE was on recess during the summer but convened in October for a presentation and interactive demonstration by Arvada Fire and Rescue titled "*Friends don't allow friends to fall.*" In November Emory Dinner, the local representative of the Soles4Souls charity told us about her charity and thanked KOG for having donated over 400 pairs of shoes the previous year. The year ended with a Christmas party that included caroling, preceded by a brief history of each carol; both the history and piano accompaniment were provided by KOG member Bruce Pollock.

Attendance at SAGE functions averaged about 30 to 40 people including friends, relatives and guests from other churches. SAGE receives no funding from the KOG annual budget but is self-supporting from voluntary contributions made by attendees. For more information contact Bob Remick at: 720-898-9284.

Respectfully submitted,

Bob Remick

SCHOLARSHIP BOARD

The King of Glory Scholarship program began in April of 1990 with initial funds donated by members of the congregation. The purpose of the program is to provide financial assistance to members of King of Glory who are continuing their education. Since 1993, we have relied on the Community Rewards programs of King Soopers and Safeway for a consistent source of funds.

The Scholarship Board awards Student Scholarships to graduating seniors and Continuing Education Grants to members of any age who are attending college or other formal (not leisure) schools. The number of scholarships and the value of each is determined by the participation by the congregation. In 2019 King of Glory awarded scholarships and grants totaling **\$6,200**. In the last 16 years, **\$46,850** has been awarded in scholarships and grants. Please seriously consider using at least a portion of your grocery and gasoline budget to support this program. We also accept donations.

The financial report for the Scholarship Fund for 2019 follows:

Beginning Bank Balance		\$17,116.89
Deposits to bank		
Sales of grocery gift cards	360.00	
Rebates from grocery stores	2,279.10	
Interest income		19.07
Total deposits to bank		2,658.17
Expenditures		
Purchase of gift cards at face value	200.00	
Scholarships/grants		6,200.00
Bank charges		60.00
Total expenditures		6,460.00
Ending Bank Balance		\$13,315.06
Gift cards on hand 1/1/2019		\$1,010.00
Gift cards purchased, 2019 (face value)	200.00	
Gift cards sold, 2019	-360.00	
Gift cards on hand 12/31/2019		\$850.00
Assets as of 1/1/2019		
Bank balance	17,116.89	
Gift cards on hand		1,010.00
Total assets as of 1/1/2019		\$18,126.89
Assets as of 12/31/2019		
Bank balance	13,315.06	
Gift cards on hand		850.00
Total assets as of 12/31/2019		\$14,165.06

Respectfully submitted,
Cheryl Werner

WOMEN OF THE ELCA

The Women of the ELCA is comprised of 3 Circles, Deborah, Lydia and Ruth, with a membership of 35 ladies. Each Circle meets monthly for Bible Study, special topics, support, fellowship and friendship. We made donations to Arvada Community Table, School Backpack Food Program, donated 72 new books, for Allendale Elementary School children, collected socks and money for the homeless at Rising Church, Thanksgiving turkeys, Gathering Place and support to Rocky Mountain Synod. We served receptions for funerals and helped host other activities.

Jeanne Ellefson
President, Women of the ELCA

Balance on Hand January 1, 2019	\$1,936.80
Receipts	
Circle Offerings	\$488.92
Thank Offering	\$75.80
Memorials	\$720.00
School Back Pack Program	\$325.00
<hr/>	
Total Income	<u>\$3,546.52</u>
Disbursements	
Rocky Mountain Synod WELCA	\$244.46
Thankoffering - Rising Church	\$75.80
Arvada Community Table	\$200.00
School Backpack Program	\$325.00
WELCA Party and Supplies	\$178.24
Thanksgiving Turkeys and Gathering Place	\$945.00
<hr/>	
Total Disbursements	<u>\$1,968.50</u>
Balance on Hand December 31, 2019	<u>\$1,578.02</u>

Alice Sveum, Treasurer
King of Glory Women of the ELCA