



2023
Annual
REPORT

KING OF GLORY
L U T H E R A N C H U R C H

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ANNUAL MINISTRY CELEBRATION MEETING MINUTES

FEBRUARY 26, 2023

Transitional Pastor Kenny Dickson provided an opening prayer. Congregation Council President Tad Doering declared a quorum and called the meeting to order at 1139.

Approval of the Meeting Agenda

President Doering entertained a motion to approve the meeting agenda for the 2023 Annual Ministry Celebration: moved by Sharon Chapman, seconded by Sandy Knutson. The motion passed.

Approval of the Minutes of the 2022 Annual Meeting Minutes

President Doering entertained a motion to approve the Minutes from the 2022 Annual Ministry Celebration: moved by Paul Taylor, seconded by Sharon Lane. The motion passed.

Council President's Report

President Doering invited members of the congregation to provide updates in various areas of the church supporting our new and existing ministries.

- **Bold Grace:** Ashley Hanks provided an update on the Bold Grace strategic plan, affirmed by the congregation in November 2022. The key areas of focus for 2023 include revitalization of the hospitality ministry, promotion and development of small groups and relational groups, faith formation opportunities, and leadership development/succession planning.
- **Facilities:** Steve Brookover provided updates from 2022 including usage of funds from the sale of the rental house and Miracle Offering Sunday for various capital improvements across the campus. Steve entertained a question from the congregation about addressing water issues, he responded the basement level water issues are ongoing, several leaks in the walls have been identified but not yet completely fixed.
- **Culture of Connection:** Rebekah Muros and Pastor Kenny introduced the congregation to part of the Bold Grace initiative regarding the culture of connection, there will be a special service on March 26 titled "Linger, Listen, Love" to introduce the culture of connection to the congregation.

Election of Council Members

President Doering presented the nominees for Congregation Council, nominated by the selection committee, each for a three-year term: Liesl Bredeson, Tad Doering, and Tennessee Nielsen.

President Doering asked for nominations from the floor. There were none and President Doering asked for a motion to close the nominations: moved by Phillip Cannatti, seconded by Paul Jentz. There was no discussion and the motion passed. Paper ballots were distributed, and the results were that Liesl Bredeson, Tad Doering, and Tennessee Nielsen were each elected to serve on Council each for a three-year term.

Election of Selection Committee for 2023-2024

President Doering opened the floor for nominations to the Selection Committee, each for a one-year term. Nominations from the floor were for Nancy Wolff, Mark Hinzman, and Paul Jentz who all accepted the nomination. There were no additional nominations from the floor and President Doering asked for a motion to close the nominations as presented and elect the three nominees each to a one-year term: moved by Larry Rollow, seconded by Tina Larson. The motion passed.

Pastoral Update

Pastor Kenny and Pastoral Associate Beth provided updates about the status of King of Glory emerging from a period of being in the wilderness where the spirit is leading us. With God's guidance we are crossing the threshold into the future with our Bold Grace initiatives.

Adoption of the 2022 Spending Plan

Julie Brookover, Council Treasurer, provided an update on the status following the spending plan meeting in January and the tremendous response from the congregation to ensure the spending plan approval did not have to be a deficit budget. Julie reported the year 2022 did end up with an approximate \$40k deficit, which was smaller than anticipated due to congregational giving in December. Julie presented the 2023 Spending Plan, previously approved by Council. President Doering entertained a motion to approve the 2023 Spending Plan: moved by Ernie Davenport, seconded by Jeff Kodat. The motion passed.

Adjournment

A motion to adjourn was made by Valerie Meyer, seconded by Jeff Kodat. Pastor Beth provided a closing prayer, and the meeting was adjourned.

REPORTS

CONGREGATION COUNCIL



Tad Doering
Council President

*He has shown you, O mortal, what is good.
And what does the LORD require of you?
To act justly and to love mercy and
to walk humbly with your God. Micah 6:8*

This passage from Micah is a **call to listen to God and to do justice from hearts of mercy and compassion, marked by the humility of Christ.**

Micah's words help us understand our call to action as a congregation: to **boldly share the Grace of God with the world.** We are to humbly share grace with mercy and compassion. In doing so, we can grow as a congregation that is *Grounded in Love, Growing in Faith, and Generous in Serving and Giving.*

I will repeat something I have shared previously: we are a blessed congregation. Having been a member of congregations across the country, I can personally attest that King of Glory is an amazing place. **We have a direction, a pastor who preaches with passion, an amazing facility, music that inspires, a tradition of being generous both financially and in service, lay leaders who are stepping up, and a staff that works alongside our members.**

Do we have more opportunities? Of course. We need to **use our Bold Grace initiatives** to explore alternative worship experiences that connect with current and future members. We need to **invest in our children's and youth ministries** – which directly ties to meeting young families where they find their faith life in today's world. KOG seems willing to take this on joyfully!

Highlights from your Council for 2023:

Implemented ***Bold Grace: Grounded. Growing. Generous.***

After affirmation of our ***Bold Grace*** platform in November 2022, we began to execute the plan in the following ways:

- Continued updating of our **facilities**, including our youth area.
- Launched **Spiritual Gifts** focus.
- Planned and relaunched **Connection Groups**.

- Investigated and planned **Facility Utilization**.
- Enjoyed two **Culture of Connection** events.
- Began the search for an **Associate Pastor – Community Life**.
- Initiated **Alternative Worship** planning.

One word we have used repeatedly is intentionality – our ***Bold Grace: Grounded. Growing. Generous.*** construct will continue to be a key foundation for the congregation's efforts.

We spent time in 2023 implementing our new staffing model:

- Pastor **Kenny** spent his first full year with us as our Senior Pastor. **What a gift he has been!** His enthusiasm for preaching and teaching is felt by us all.
- Leading our administrative team, **Phil Thomas** as our Executive Church Administrator continues to focus on the day-to-day operations of our congregation.
- **Dr. Zvony Nagy** joined us as our Director of Music and Worship. Zvony has already made a difference in the life of our congregation. He supports our liturgical service but also looks forward to introducing new and innovative ways to worship. The introduction of ***Stained Glass Vespers*** has already provided a thoughtful way to worship and reflect.
- In addition, we adjusted our staffing model and created a new role: **Associate Pastor – Community Life**.
 - This role is a full-time pastoral role focused on Community Life, helping us develop a deeper sense of community.
 - The position will include connecting members with service opportunities, welcoming new members, facilitating volunteer connections, promoting faith formation, ensuring hospitality and welcoming are at the center of our congregation, and driving our external ministry.

- Our search committee has been busy – submitting our Ministry Site Profile, working out interview processes, and collaborating with the Synod.

One final staffing note: over the past four years, we have been blessed by the spiritual gifts from a member of our congregation, **Beth Taylor**. Since taking on the Pastoral Associate role in March of 2020, Beth has served through many changes and transitions. Her skills in many areas – preaching, pastoral care, teaching, and visioning – benefited us greatly and made a difference in the ministry of KOG. While she and Paul enjoy a new phase of life, we know that Beth will continue to make a difference in our life at King of Glory.

Our generosity in 2023 reflected our intentionality in sharing God’s bold grace.

The congregation responded to the need for incremental gifts to support ministry. In addition, we gave financial support to ministry partners serving persons beyond our walls. Continuing our history of **sharing 16% of our entire budget with the community beyond our church** (50% to local organizations and 50% to the ELCA and NT-NL Synod), we made a bold impact and difference in the lives of persons in our local community and around the nation and world. See our **Church in Society** Report for more details; but here are a few examples of our service beyond the church walls:

- **Hunger, Housing, and Health Ministries** – Network of Community Ministries, North Dallas Shared Ministries, and more.
- **Ecumenical, Justice, and International Ministries** – Dallas Area Interfaith, Rebels with a Cause, Durable Medical Equipment, and more.

Respectfully submitted,

Tad Doering, President
 Julie Brookover, Treasurer
 Andy Calvert
 Pastor Kenny Dickson

Jon Schulz, Vice President
 Erika Allen
 Tennessee Nielsen
 Pastor Beth Taylor

Rebekah Muros, Secretary
 Liesl Bredeson
 Lorna Weir
 Phil Thomas, Executive Church Administrator



- **Lutheran Ministries** – KOG Refugee Support, ELCA World Hunger, and more
- **Missionary Ministries** – In the City for Good, Dobie Pre-K School, and more.

We can all celebrate how we have answered the call to serve and share the good news.

Celebrating 65 years of King of Glory.

What an amazing series of events and experiences we all had – from swimming, to remembering our past in a fun look back, to video recordings, to giving back to the community via books and hunger issues, to an amazing dinner and celebration and a festival worship. All this was supported by the wonderful history of King of Glory harking back to our charter in 1958. **Thanks to Dawn Rosenquist** for leading the team to make it all happen and a **thank you to the King of Glory Foundation** for financially supporting key events during our year-long celebration.

Finally, I want to express my deep sense of thanks to all for allowing me to serve as President of Council for the past few years. What a wonderful place to use my spiritual gifts of leadership and administration. I have had the opportunity to work alongside amazing Council members who give freely of their time and commitment. I have been able to work with staff that wants to collaborate with our membership to share grace. I have been able to engage with pastoral leadership that is inspiring. But most of all, it has been a time to see King of Glory reinvest in itself and see a path to the future.

So, again, blessings are present at KOG – let’s celebrate those! Our ability to be humble as we **boldly share the Grace of God with the world** will make a difference to the future of King of Glory.



Pastor Kenny Dickson

Now there are varieties of gifts but the same Spirit, and there are varieties of services but the same Lord, and there are varieties of activities, but it is the same God who activates all of them in everyone. 1 Corinthians 12:4-7

2023 was a wonderful year of ministry for me and for King of Glory. It was a year of stories and *Story*. With each 65th Celebration event, we were reminded of amazing **stories of faith, service, worship, fellowship, grace, hope, love, life, and experiences of God.** We remembered through these stories how King of Glory has proclaimed by word and ministry the **great Story of salvation that God has written by words and the Word that is Christ Jesus.**

Throughout the year, as we implemented our ***Bold Grace*** initiative, I was reminded how bold and unimaginable God's grace is. Prior to September of 2021, when contacted about becoming KOG's Interim Sr. Pastor, I could not have imagined serving here, let alone predicted the joy and blessing it would be to then be called to continue to serve and be a part of this wonderful community of faith. The Call, and the joy and blessing of being here, is and will always be a reminder to me of just how bold God and God's grace is.

We began 2023 searching for a Director of Music and Worship, yet through the dedication of church staff, the music ministry, and especially the leadership of **Marilyn Cupp, Josh McGuire, and Jody Lindh**, our worship remained vital and inspirational. In June, we welcomed **Zvony Nagy**, who has blessed us with his exceptional musical talent, creativity, and faith as Director of Music and Worship. **Jolene Vickers** has also been a blessing in sharing her administrative and organizational skills as well as her care and concern for others. In addition to the new staff members, it is a joy to be in ministry with the talented and dedicated staff who have served King of Glory faithfully through these challenging years of interims and covid.

I have appreciated very much the **work, dedication, and grace that Larry Oberg has offered** to the church in managing the facilities and working with King of Glory groups as well as those outside the church. Lastly, from my first visit to King of Glory as well as in meetings

prior to beginning at KOG, I, like so many, have been blessed by **Beth Taylor** as the Pastoral Associate and her ministry of presence, preaching, teaching, and pastoral care. I look forward to her continuing to serve and minister as a layperson.

I have mentioned in worship and with groups the joy of experiencing and witnessing the partnership between membership and staff for the 65th Anniversary events and projects. I have also experienced the blessing of partnering in ministry with the Congregation Council. I appreciate the dedication of current and former members of the Council to the ministry of KOG and to Christ. Through these endeavors as well as worship, missions, and other ministries, we see the teachings from Paul to the Church in Corinth being lived out. **We are all blessed with differing gifts and called to use these gifts in service to Christ through His Church.**

I'm excited that we are beginning to move into the second phase of the ***Bold Grace*** initiative. The work we are doing to **discern our spiritual gifts and calling** is important and replicates in a way the work of those who founded and grew King of Glory. Just as importantly, this work will help KOG to continue to **share the grace of God in Bold transformative ways in our community and beyond.** The second phase of the ***Bold Grace*** initiative also includes bringing on a full-time **Associate Pastor - Community Life** whose primary ministry focus will be to **equip, guide, and partner with members to revitalize the community life and connection of King of Glory.** This is one of the primary needs that emerged through the strategic planning process.

As I begin my third year at King of Glory I do so with excitement and enthusiasm in being a part of the King of Glory community and am excited how God will equip us and where God will lead us as we **share God's Bold Grace** within the congregation, our community, and beyond.



PASTORAL ASSOCIATE



Pastor Beth Taylor

2023 was a full and exciting year for King of Glory. Throughout the year, we celebrated the 65 years of ministry that have set the foundation for present and future ministries. The church calendar became full again with opportunities to more deeply connect with one another, to lift our hearts and voices in worship and learning, and to love our neighbors in acts of service.

As people called to *boldly share the grace of God with the world*, we are intentionally becoming more *grounded in love, growing in faith, and generous in service and giving*. This is apparent across all ministries of the congregation. A few are highlighted in this report.

GROUNDING IN LOVE

Strategic efforts to deepen relationships, create belonging for all, and intentionally share the love of Christ within and beyond the congregation took both familiar and new forms in 2023.

KOG members live across multiple zip codes so it takes extra effort to drive to church midweek for activities that build a sense of connection with other members. **Neighborhood Connection Groups** (NCGs) help KOG members who live in the same geographic areas form relationships with one another while staying nearer to home. Activities take place in homes, backyards, and at restaurants. In addition, there were thirteen meet-and-greet sessions with Pastor Kenny attended by combined NCGs.

Personal relationships with the KOG folks who live in the same area also create opportunities to care for one another in times of need. Through the NCGs, help is

available for members who need meals delivered post surgery or other small “helps” that are most easily given by members in the same geographic area.

Care has been a cornerstone of KOG for 65 years. **The Care Team** is a group of members who meet monthly for care updates. Care Team members provide care by making check-in calls and visits and sending notes of encouragement and prayer. The Care Team also includes trained **Communion Ministers** who share the Eucharist previously consecrated with those who are unable to come to services.

Stephen Ministry is another way KOG folks care for one another. Stephen Ministers are specifically trained to walk through life struggles alongside our members. Five new Ministers were trained in the later part of 2023.

Over 100 people attended each of the two **Culture of Connection** experiences held in 2023. In March, we began practicing Linger and Listening as expressions of Love.

In August, we raised our focus from relationships within the congregation to seeing Christ in others. A third **Culture of Connection**, in 2024, will deepen our connections with our own gifts and with the Holy spirit inviting us to share those gifts with our church family and beyond.

In January 2023, about 30 members gathered for lunch in the annual celebration of our designation as a **Reconciling in Christ** (RIC) congregation. We hope the members of our LGBTQIA+ community know what a blessing they are to our entire congregation.

GENEROUS IN SERVICE

KOG SERVES Weekends create opportunities for KOG to serve together in ways that deepen connection and live our faith as we **generously serve**. Our serve days also create opportunities to invite others who will recognize KOG as a place where they are welcomed among people who live out their **call to serve** “the least of these.”

The first **KOG SERVES Weekend** in 2023 was a **Rise Against Hunger** event in which over 100 people packaged 25,000 meals in an hour!

During the second weekend, 120 of us engaged in **seven projects** that **served folks** living with food and housing insecurity, **built ramps** for access to homes, **made blankets** for infants in NICU, **provided coats and shoes** for preschool children, and **thanked First Responders** with bags of treats.

GROWING IN FAITH

God grows us as disciples as we live out our faith, loving God and one another and serving neighbors in need. Not one of our **Bold Grace** Values (**love, faith, generosity**) stands alone; they are intertwined as we trust that the Holy Spirit is empowering us and guiding us as the body of Christ.

Our faith is deepened as we worship together, receiving God's grace in confession, **believing** the declaration of God's forgiveness, **hearing** the reading and interpretation of scripture, **remembering** God's promise in baptism, and much more. We are formed as we **gather** in the name of Christ and as we **go out** into the world bearing Christ's image



EXECUTIVE CHURCH ADMINISTRATOR



Phil Thomas

“The more you praise and celebrate your life, the more there is in life to celebrate.” Oprah Winfrey

Happy 65th Birthday King of Glory Lutheran Church!

What a wonderful year of celebration we experienced all year long. **Thanks to the 65th Anniversary Committee** for helping us remember the past, celebrate who we are, and dream of where we can go in the future.

It is hard to believe that it was merely 65 years ago when this faith community had its fledging start with a group of Spirit-led individuals meeting in school gymnasiums to share the love and grace of God with north Dallas. We are a long way from that first building on Willow Lane.

While these years have contained both excitement and challenges, it has been **God's people following God's direction to fulfill God's purpose** that has brought us to this day. So, we celebrate. We celebrate the legacy

that has brought us to this point. We celebrate this present day and the ministries we have both inside this church and outside in the community. We celebrate the days ahead with the opportunity and exploration of **new ways to share God's love and grace** for the next 65 years and beyond.

While we celebrate those who helped guide the congregation along the journey, we acknowledge a few staff transitions this year. First, we thank **Jan Wilkinson, Larry Oberg, and Beth Taylor** for serving so faithfully these past few years. Jan served as our Administrative Assistant four and a half years working with our Adult Education ministries, New Member orientation and assimilation, and office support through Zoom coordination. Larry has played many roles in his 15 years with King of Glory, most recently caring for and maintaining our facilities, calendaring our events, and scheduling outside groups for building usage.

Beth provided pastoral leadership for the last four years through her preaching, spiritual direction, and caring for the congregation, ever seeking to make sure that each person had a voice. **Thank you, Jan and Beth!**

We have also seen some new faces joining the staff this year. In early June, **Zvony Nagy** came on board as Director of Music and Worship. He added his considerable musical abilities to our worship services and brings new ideas to engage spiritually through music. We are excited to have him on board, and again **thank Josh McGuire and Jody Lindh for their leadership through the transition.** In August, **Jolene Vickers** joined our staff as our Administrative Assistant. She is a welcoming presence at the front desk and provides support to various ministries with her energy and giftedness. **Welcome Zvony and Jolene!**

Through the years, our campus and facilities have seen a fair number of changes. 2023 proves to be no exception. **Upgrades to our parking lot lighting system** provide better management and increase lighting coverage in the evenings. Our **Youth Ministry area** went through major renovations. The construction phase is complete and we are waiting for equipment and furniture to arrive. Early 2024 will be an exciting time as we utilize the space again. The **Playground transformation** began with the removal of the old equipment and laying of a new foundation. Fixtures

and equipment are arriving and we anticipate an early 2024 completion. Internally, we implemented a new **facilities management system** called eSpace which provides support for the care and use of the building. **We are blessed with a wonderful facility and entrusted with stewarding its use for reaching more people and building God's Kingdom.** That is something to celebrate!

Thank you for your continued generosity through service and giving to the ministries of King of Glory and the ministry partners that we support. **You have given \$1,832,386 in 2023** which is approximately a **6.5% increase** over last year. Included within those contributions, **\$293,182 was sent out from this congregation to ministry partners** like North Dallas Shared Ministries, In the City for Good, Texas Ramps, and the NT-NL Synod. You also shared God's love and grace in the world and impacted lives by serving with Refugee Resettlement Ministries, VNA Meals on Wheels, Family Gateway, and Dobie Elementary. **Thank you for being open to God's direction in your lives and through the reach of KOG both today and in the years to come.**

And there is more to come. 65 years is a great beginning. What will we be celebrating next year? 10 years? 65 years? J. P. Morgan once stated, "The first step to getting anywhere is deciding you're no longer

MUSIC AND WORSHIP MINISTRIES



Zvony Nagy, Ph.D.

King of Glory is a welcoming and diverse Lutheran congregation recognized for its uplifting and lively liturgy, music, and ministries. **Worship is a holistic experience where we praise God through every aspect of our lives and this community understands the significance of music in spiritual development.** Our music and worship align with King of Glory's values of **growing faith, service, and giving** as we aim to build a community united in inspiring worship and music.



We are grateful for the interim services provided by **Josh McGuire** as choral director and **Jody Lindh** as organist following **Monica Czausz's** departure in June of 2022.

June 2023 marked the beginning of my tenure as full-time Director of Music and Worship, and I am **grateful to be entrusted to continue to develop and celebrate the church's music and worship programs.** With a supportive staff, congregation, church musicians, and

the magnificent Rosales organ, King of Glory is where I have utilized my gifts to bring glory to God and serve the congregation.

Since arriving at King of Glory, we have continued to further the many musical offerings at King of Glory, including:

Sanctuary Choir, directed by Zvony Nagy

- Approximately 20 weekly participants with weekly rehearsals and Sunday worship

Choristers

- Four professional choral members continue to support the choral music program.

Glory Ringers, directed by Jan Fisher

- Approximately 15 participants rehearse weekly and participate in worship several times a year.

Children's Choir (2nd-5th grade), directed by Lorna Weir and Allie Becker

- Children sing several times a year during Sunday worship.

Other notable highlights include:

- The **65th King of Glory Anniversary Worship** in September 2023 featuring the Sanctuary Choir, Glory Ringers, and Imperial Brass.

- The inaugural **Stained Glass Vespers** event in October of 2023, highlighting the Rosales Organ with Organ Improvisations based on the Sanctuary Windows.
- **Reformation Sunday** Worship in October 2023 featuring the Sanctuary Choir and Imperial Brass.
- **The Festival of Lessons and Carols** in December 2023 featured the Sanctuary Choir, Children's Choir, and Glory Ringers.

Joyful Spirit

Making God's Community Accessible for All

Joyful Spirit continues 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. Joyful Spirit celebrated its 6th year in June and had our first baptism during worship.



ADULT MINISTRIES

“I define connection as the energy that exists between people when they feel seen, heard, and valued; when they can give and receive without judgment; and when they derive sustenance and strength from the relationship.” – Brené Brown

Growing in Faith is one of the three values defined in our **Bold Grace** initiative. As we seek to answer God's call to “go, and make disciples”, “love your neighbor”, and “feed my sheep”, our faith journey (our story) intertwines with others who may need an encouraging word, support in times of struggle, or guidance during uncertainty. It is in this connectedness that we find strength, safety, identity, and understanding. As a community of faith, we seek to foster this sense of belonging through our **Faith Formation Classes** and **Connection Ministries**.

Faith Formation

We have had a great year in our Faith Formation classes, providing opportunities for people to engage their faith

by reflecting on scripture, gaining knowledge and insight, and relating with others about questions of faith.

Spring Semester

- **King Jesus and His Kingdom: The Gospel of Matthew** – The class explored the life of Christ through the eyes of Matthew to see how Jesus was building the Kingdom of God, and the implications of that Kingdom for today's world.
- **Growing in Faith Together** – Our young adults met with Pastor Kenny and Pastor Beth to engage in a conversation around current life events and faith-based responses.

Summer Semester

- **Following Jesus: Finding Our Way Home in an Age of Anxiety** – The six-week summer study focused on Henry Nouwen's work contrasting the ways of the world with the strength, release, and freedom we gain when following Jesus.

Fall Semester

- **Jeremiah: Hope in the Midst of Despair** – The class looked to Jeremiah, who suffered through many trials, both emotional and physical, for words of hope and encouragement.
- **Let's Talk About God** – The class studied and discussed various attributes of God such as sovereignty, wrath, grace, and goodness to gain a better understanding of who God is and our relationship to him.

Thanks to our teachers and directors for sharing their gifts and insights, giving time for preparation, and bringing the Word of God each week. You are awesome!

New Member Classes

We celebrated 20 new members to our faith community this year. The **New Member Class**, offered in the spring and fall, gave visitors and guests an opportunity to meet with the Pastors, learn about our Lutheran theology and heritage, and tour the campus. Welcome to all our new folks! **Thank you for coming alongside King of Glory and adding your gifts and presence to this community of faith.**

Celebrating Each Other

Our 65th Anniversary celebrations provided a plethora of opportunities for us to be church together and build community through events like Party in the Parking Lot, Swim Night at Frog Pond, and the Celebration Dinner in September. **What a wonderful time to meet new people, catch up with old friends, and share in the revelry together.**

Connection Groups

2023 was a year for developing our **Connection Ministry**. The process of reinvigorating Connection Groups began with a grant from the Foundation, enabling us to hire a consultant from Convergence who guides us through implementing best practices as we

help current groups recharge and start new groups. The Leadership/Implementation Team consists of Harold Huddleston, Phil Thomas, and Bob Heckman.

- **Small Group Bible Studies** met in various homes, online, and at the church to engage biblical truths and support each other on their faith journey. We have 13 Bible Study groups looking to add to their ranks and plans to add a few more in 2024.
- **Life Groups** focus on specific stages of life and pull together young families, couples, senior adults, or empty nesters with shared life experiences. These groups met for fun, food, and outreach.
- **Interest Groups** like Pickleball, LEO's, and Gusto provided opportunities for fun and connection with others around specific interests.
- **Neighborhood Connection Groups** gathered folks in similar locations for support, encouragement, and relationship building. They kicked off 2023 with Pastor Kenny meeting with each group.

Look for ways that you can join up with one of these groups in the coming year.

Church Teams

In late 2023, we initiated the conversion to a new **church management software** called ChurchTeams. This ChMS comes with several features that will assist in the **building of community and enhancing our connectedness** such as a directory, communication features like email and texting, and member check-in. Look for this exciting new tool in early 2024.

Looking Forward

One of the areas of priority identified in our **Bold Grace** Strategic Plan is community development and connectedness. To that end, we initiated two steps. First, enlisting outside consultants to help refresh and invigorate the Connection Ministries. Second, establishing a Call Committee and beginning the search for a full time Associate Pastor – Community Life. This person will not only shepherd the congregation and lead in worship, but also give insight and leadership to building a stronger community. **Pray for wisdom and guidance in the days ahead as we seek God's direction and build community within the congregation that extends into the world so that all are seen and valued, and every voice is heard.**

DIRECTOR OF YOUTH AND FAMILY MINISTRIES



“The best innovation comes in community.” Yulee Lee



Harold Huddleston

The KOG Youth program continued to gain momentum during 2023! I am very excited to see wonderful things on the horizon as King of Glory becomes more of a safe place for our young people to grow in their faith.

Discipleship Camp

2023 found a return of Discipleship Camp! With the recent sale of Briarwood, we found ourselves searching for a new location. **Collin County Adventure Camp** proved to be a perfect location. 18 youth and adults attended and had an amazing time. We invited the congregation to join us on Sunday evening for the **prayer journey led by the youth**, which proved to be an awesome experience for all involved.

Confirmation / Junior High

Five ninth graders completed their Confirmation process in 2023. It is always exciting and encouraging to have young people choose to **affirm their faith** and take this important step and we celebrate them!

Confirmation classes for our 6th through 8th graders continued Wednesday evenings with meals provided by Lush Catering. A King of Glory Foundation grant was instrumental in helping get the Wednesday evening (Destination KOG) activities started and it is great to see things continue!

Our junior high youth took part in a **mission trip during the summer to Austin, Texas**. Nine youth and adults participated in the weeklong adventure, and it proved to be an important event for those able to go.

High School Youth

The senior high youth enjoyed participating in leadership roles with Sunday school, VBS, and various other KOG activities. Summer of 2023 brought with it a **mission trip using KOG as our home base**. We did various service projects around Dallas and participated in interfaith opportunities.

2024 comes with the promise of more fun youth adventures and a **newly refurbished youth area!** I anticipate the renovations helping to provide an area where our youth will truly want to be. God has some amazing things in store for us as we take part in the NT-NL Youth Weekend, Youth Sunday, the Pancake Breakfast, a mission trip, and various other activities. I look forward to deepening the relationships with our youth as well as fostering new ones!

CHILDREN'S MINISTRIES



Rainey Smith



The work of Children's Ministry incorporates each aspect of our **Bold Grace** mission. We have the privilege of establishing nurturing relationships with our youngest members, ensuring they are **Grounded in the love of Christ**. Through intentional programs like Sunday School, VBS, and Stepping Stones, we encourage each of them to **Grow in Faith**. Introducing our children to tangible ways to share God's light and love with the world through projects like Angel Tree, create a foundation for becoming **Generous in Service and Giving**.

Thank you to the King of Glory Nursery Staff who lovingly provides care for the youngest of our KOG family: Mackie Wood (Nursery Coordinator), Passy Kaba, and Petra Connolly.

Faith Formation Classes (aka Sunday School) -

Children continue learning about the Bible using the Spark Curriculum. We are blessed to have just enough leaders/shepherds volunteering their Sundays to teach our children about God's love and His word.

Easter Egg Hunt – Thank you for volunteering! The outpouring of help was a huge blessing. Children had a blast with crafts, bounce houses, face painting, and, of course ALL THOSE EGGS!

Vacation Bible School – Our theme was Hero Hotline and we had **82 children** register and **48 volunteers** help make the fun run smoothly. **64 of the children** were visitors and we were blessed to share the love of Jesus Christ with them all!

Children's Ministry Advent and Lent Bible Study - As part of Destination KOG, Children had the opportunity to participate in a Wednesday night Bible study.

- **Advent – Christmas Around the World**
Children studied Christmas celebrations from 4 countries with a game, cookie, and craft.
- **Lent – What's in the Bible**
Children learned about Palm Sunday, Holy Week, and the Resurrection.
- **Advent Resources and Angel Tree**
Children's Ministry provided families with during the Advent Resources, a tradition coinciding with the Angel Tree service project.

Christmas Eve Family Friendly Service - Families gathered to celebrate the birth of Christ at the afternoon family-friendly worship service. Ornaments were given as a gift to all children in attendance.

Time with Miss Rainey - We provided opportunities throughout the year for our elementary children to meet and build relationships. My favorite one is the Halloween Party where children decorate their very own Haunted Gingerbread House! These children are so creative!

Stepping Stones

- **Into God's Family** – Baptism Orientation for parents.
- **Into Education** – Children beginning the 2-year-old Sunday School Class receive a toddler Bible to take

home and read together with their family.

- **Into Worship** – When you outgrow the nursery and are ready for worship. Children entering first grade explore worship from an age appropriate perspective. They receive a KOG Into Worship Lanyard.
- **Into Communion** – First Communion workshops and Communion Celebration. Children receive and decorate a white stole. (2nd Graders and older)
- **Into the Bible** – Learning to use your Bible. Children receive a Bible during worship followed by two Sundays of workshops on how to navigate through the Bible. (3rd Graders and older)

Children's Ministry 2024

Easter Egg Hunt – This event had a lot of visitors this year. It continues to grow by word of mouth. A big production that needs a lot of volunteers to make it successful.

Vacation Bible School – Coming this Summer... **Camp Firelight!** This year, VBS invites to an exciting journey where they learn to **trust God no matter what situation life brings**, knowing God is always with them, and feel confident in sharing the good news of God's love through Jesus Christ.

Whenever I'm afraid, I put my trust in you.

Psalm 56:3

This summer King of Glory will again partner with **Triumph Sports Camp**. This will create a full-day of activities for working families with children ages 5-12 with VBS from 9:00 to noon followed by lunch and sports camp with Triumph until 4:00 pm.



DIRECTOR OF COMMUNICATIONS AND MARKETING



Tricia Parker

Communications and Marketing at King of Glory are guided by the mission to **boldly share the grace of God with the world** and it is our privilege to partner with and promote KOG ministries by creating, overseeing, and executing strategic internal and external communication plans.

2023 Statistics

Weekly emails successfully connected members, with an **“open rate” growing to 61% from 59% in 2022**. The **“click rate” grew to 10.8%**, up from 8% (excellent rates compared with industry averages). Those links lead to our website, registrations, or other information.

Website traffic increased 11% from 2022 with 89,076 page views. **Google Grant Ads and Search Engine Optimization** were managed to enhance the church’s visibility. The KOG website had **7,651 first time users** from May through December 2023, evidence that the Google Ads are successfully leading people to our site.

2023 - A Year of Collaboration and Celebration

The work of communications and marketing is extensive and requires collaboration to be successful. Last year brought many projects that would not have been possible without the contributions of staff and members.

Every member of the staff lends a hand when needed and I can recall instances where each has contributed significantly to a project’s success. Notably, **Ross Weir**, our Media Coordinator, plays a pivotal role each week. He wears many hats to ensure our technology is operational while managing the many projects thrown his way, **all with genuine kindness**.

Last Spring, several members gathered to discuss communications and marketing. We thoroughly appreciate the experience and ideas they brought to the conversation. Their input, along with working a full year in the role, have helped me better understand the needs at KOG and how to develop a Communications-Marketing Team in the future.

2023 brought many opportunities to collaborate with lay leaders. Whether supporting outreach ministries

such as KOG Serves Weekend, designing flyers for ministries like the Faith Formation Classes, or promoting churchwide events, working on projects together provided opportunities to **deepen my understanding of KOG’s ministries and build connections** with members.

King of Glory’s 65th Celebratory year brought us a unique partnership. Working alongside the 65th Team, led by **Dawn Rosenquist**, was a rewarding and joyous experience and the events surpassed expectations! Ending the year with the written history, “This Is Our Story,” serves as a tangible reminder of **God’s work in and through King of Glory**. Many thanks to everyone who worked to make celebration memorable.

Facilitating Worship

The **AV Team**, with Ross at the helm, continues to develop creative and effective ways to incorporate the new AV capabilities into worship services and events. **We are grateful for those who funded the AV upgrades, as well as those who generously share their insights on worship** as we aim to enhance the experience for those worshipping in-person and online.

We continued to provide **hybrid classroom environments** for **Adult Faith Formation Classes** and **Interest Groups** like *GUSTO!* for those unable to attend in person and to extend the reach of our ministries to long-distance and out-of-state members. **Ten Small Groups** also utilize the Zoom lines to facilitate regular gatherings. **We are blessed to have access to technology that helps us stay connected!**

We look forward to supporting more new events, such as *Stained Glass Vespers*, as well as implementing additional enhancements to worship, wedding, and memorial services.

Website

The KOG website grew in content as we added pages for the 65th events as well as other ministries, taking us to the limits of the current platform. After getting bids for a **website rebuild**, we decided to go forward and are excited about the changes coming to our online campus in the next year!

Digital Marketing

Many thanks to the **Foundation** for a generous grant given with the objective of **increasing KOG's visibility and engagement, attracting a broader audience, and beginning to develop an online community.** The grant specifically supported two key initiatives, a **Meta (Facebook) Campaign** leading up to Easter and **Google Ad Grants Management** with Missio Digital. The Meta Campaign demonstrated a significant increase in reach, with the church's content being shared with a much larger audience. We received a **measurably high ROI** with the Google Ad Grant Management: the **under \$5,000/yr KOG investment resulted in approximately \$10,000/month in Google Ads**, directing Google

searches towards our website. The cost of continuing the Google Ad Grant Management has been added to our budget and will continue through 2024.

Social Media Intern

A second **Foundation Grant** facilitated hiring a KOG high school student from our congregation as a **Social Media Summer Intern.** **Nathan Macy** worked throughout the summer, helping with content creation, photography, videography, and more. We are thankful for the **remarkable blend of creativity, dedication, and enthusiasm** he brought to the office.

Keeping focus

Our daily focus is on providing resources for the ministries of KOG, through emails, announcement slides, mailings, the outdoor sign, social media posts, and printed materials. **With the busyness that brings, there is a danger of getting distracted from our mission as well as sacrificing personal connections with the KOG community.** Please don't hesitate to reach out to us if you need support or would like to join the Communication-Marketing Team on any level.

CHURCH IN SOCIETY

Many thanks to KOG members who served with Church in Society during 2023:

Tina Larson (Chair), Rachel Chewakin, Kathy Cornwell, Ernie Davenport, Sonya Hohlt, Beckie Robinson, and Nancy Wolf

Church in Society communicates with our ministry partners, learning about their needs, connecting them to our church community, and helping us live out our mission to ***boldly share God's grace with the world through being Generous in Service and Giving.***

The **CIS Team** provided financial and boots-on-the-ground support for the following Mission Partners:

- Dallas Area Interfaith
- Durable Medical Equipment
- Family Gateway
- In the City for Good
- Network of Community Ministries
- North Dallas Shared Ministries
- Richardson Area Interfaith - Habitat for Humanity
- Refugee Resettlement Ministries
- Texas Ramps Project
- Upbring
- VNA - Meals on Wheels

The **KOG Serves Team**, under the leadership of Janet Follstaedt, organized the following projects:

Network of Community Ministries Coat Drive

- Dobie Valentine Goody Bags
- Upbring Easter Baskets
- Network of Community Ministries Diaper Drive
- Dobie Detergent Drive
- Dobie Math Buddies
- Dobie Christmas Gift Cards

- Tina Larson



Many thanks to KOG members who served on the Facilities Committee during 2023:

Steve Brookover (Chair), Bob Burton, Michelle Hild, and Laura Kodat

Staff Participants: Phil Thomas (Executive Church Administrator) and Larry Oberg (Facilities Administrator)

The Committee's work this year largely fell to projects supported by funds generated from the rental house sale and Miracle Offering Sunday giving. The Committee also worked in support of ongoing day to day maintenance issues, some of which are outlined below.

Miracle Offering Sunday

- **Construction on the Youth Area** renovations began in August. Work includes the creation of three breakout spaces, new finishes, lighting, and audio/visual equipment and will be **completed in early 2024**. New furniture for the area was ordered in December.
- After discussions with Staff and Council, the decision was made to **shift focus on the Children's Area scope to renovating the areas around the existing Nursery space**, in lieu of upgrading the Level 1 and Level 2 corridors adjacent to the existing classroom spaces. This new direction **allows for a more centralized area for Sunday School and provides a more secure and controlled Children's Area**. A conceptual layout was created for review by Staff and Council and will serve as the design direction for future construction documents. Work on the Children's Area will **begin in mid-2024**.
- **AV Equipment** was installed in the **Living Room** (Room 116) and **Conference Room** (Room 216). 65" flat screen televisions and wall-mounted system controls were installed in both rooms, allowing for the flexible remote connectivity of multiple device types to fit the varying needs of groups gathering in the space. Additionally, a sound bar was installed in the Conference Room to enhance the audio for video conferencing and other use-cases. Thank you to **Ross Weir** for his efforts to pull this together!
- A **workday** was organized in mid-May for the **demolition of existing playground equipment**. New landscape irrigation and drainage was installed, and the area was cleared of the wood mulch play surface in June. **New concrete and stone pavement** was installed in July. **New equipment**

was ordered over the Summer. Although some of that equipment arrived at the end of 2023, there are pieces that will not be delivered until early 2024.

Rental House Funds

- New **LED parking lot lighting** was completed in February. The fixtures are intended to be programmable, dimmable to half power overnight, turning up when motion is detected. Unfortunately, there are issues with the fixture controls. After multiple attempts to get the software to work, the decision was made to find an alternative. Our electrician is in the final stages of getting this resolved. **Much thanks to Ross Weir and Larry Oberg** for their efforts in getting this resolved.
- A **new fire door** by the Narthex was installed in early December 2022. There were still loose ends on drywall and base repair that carried into 2023.

There were several items this year that fell outside the Miracle Offering Sunday funds and funds from the sale of the rental house, some of which are outlined below:

- The **exterior stucco veneer** on the south wall between the Atrium and Narthex was resurfaced in April due to cracks that had developed over time.
- The **parking area** under the north side of the Activity Center was **enclosed to provide a centralized, easily accessible storage area for Refugee Resettlement Ministry**. Although we continue to work on humidity issues in the space, it has been in use since June. The cost of the construction was covered by a generous and anonymous donation.
- In July, the **wall base** was finally installed in the Lower Level. This completed the removal of carpet and re-finishing the concrete slab at the Lower Level...a project that took place during the Summer 2020.

There are several maintenance and service issues that Phil Thomas, Larry Oberg, and staff deal with regularly, too many to completely cover here, but the following are some of the “highlights”:

- The **water leak at LL17** continues to be an issue. Although we have had professional evaluations of the area, we have yet to find a solution that keeps LL17 dry after heavy rain events. Work will continue in 2024 to unlock what has been a long-term mystery.
- Similarly, staff has wrestled with **leaks above the Chancel** again in 2023. Again, we have had professional evaluations of the issue and work done to better waterproof the area. We will continue to monitor the latest repairs, in hopes that the issue has finally been resolved.

- In August, another **window was broken** by vandalism.
- A number of issues came up concerning our **HVAC systems**, including replacing chiller pipe insulation, condensate line overflowing and sensors failing in a couple of locations.

The Committee continues to be grateful for the **Congregation’s continued support 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



GENEROSITY TEAM

Many thanks to KOG members who served on the Generosity Team during 2023:

Julie Brookover, Tad Doering, Mark Hinzman, Bill Meeder, Chris Mendezona, Sarah Schultz, Michael Weir, Nancy Wolff, Pastor Kenny Dickson, and Phil Thomas

As we did during the previous year, the 2023 Generosity Team focused on **emphasizing generosity and holistic stewardship on a year-round basis**. This continuing effort includes a broader emphasis on inviting the people of KOG to live out being *Generous in Service and Giving* through offerings of their time, talents, and gifts as well as financial offerings. We have begun exploring opportunities to increase emphasis on the sharing of time, talents and gifts and are working with the Council to explore additional resources that may assist with this.

During 2023, the Generosity Team partnered with CIS, seeking input from the Congregation to align the agencies and ministries who will benefit from *Faithful*

Ones with our Congregations stated mission to be reconciling in Christ.

Once again, the Generosity Team also partnered with Council for the 2023/2024 stewardship campaign, which is intended to align with the support of KOG’s programming and mission to be *Grounded in Love, Growing in Faith, and Generous in Service and Giving*. In particular this year we were focused on specific goals set by Council to allow KOG to fulfill this mission both inside and outside of KOG.

- Mark Hinzman and Sarah Schultz

PERSONNEL COMMITTEE

Many thanks to KOG Members for serving on the Personnel Committee during 2023:

Hans Larson, Chair; Dianne Egenes, Laura Hornung, Becky Pederson
Staff Liaison - Phil Thomas, Executive Church Administrator
Council Liaisons - Julie Brookover

Working closely with Pastor Kenny, Phil Thomas, and Council, the Personnel Committee:

- **Updated** job description for position of Administrative Assistant to reflect current needs for the organization;
- **Updated** the Employee Handbook and the associated Continuing Resolutions;
- **Reviewed** changes in the Employee Benefits Program;
- **Updated** job description to combine Accounting and Facilities Manager positions;
- **Created** Background Check Policy to be used during hiring;
- **Assisted with hiring** the Director of Music and Worship;
- **Held Bi-Annual review of documents** to ensure all personnel policies and the employee handbook are compliant with current laws and in accordance with the Constitution and By-Laws and effectively enforced. This led to an update of the Covid and Remote Work policies.

- Hans Larson



KING OF GLORY LUTHERAN CHURCH FOUNDATION

The King of Glory Lutheran Church 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.** The Foundation's Board of Trustees is responsible for managing and investing gifts to the Foundation and awarding a portion of the fund balance to eligible recipients. Grants from the Foundation are made based on applications approved by the Trustees.

The **2023 Foundation Board of Trustees** was comprised of David Pederson (president), Jan Rollow (vice president), Randy Kurtz (treasurer), Sarah Schultz (secretary), Mark Hinzman, Will Jacob, Jon Lee, Alan Melson, Tim Schildt, Paul Taylor, and Brian Thomas. Ex-officio members include KOG's Senior Pastor, Executive Church Administrator, Council President, and Council Treasurer.

Total contributions in 2023 to the Foundation were \$189,180.53, which included generous bequests received from the estates of **Ken and Becky Heideman** and the estate of **Alice Locke**. The Foundation approved the establishment of two new designated funds: a King of Glory Capital Reserve Fund (initial funding provided by the estate of Alice Locke) and a King of Glory Scholarship Fund (initial funding provided by an anonymous King of Glory member).

During 2023, the Foundation approved the following grants for a total of \$29,469:

- King of Glory **65th Anniversary** expenses
- Seminary expenses for ministerial candidate Lakeesha Brown
- KOG **Social Media** enhancements and intern expense
- KOG **Small Group Ministry** enhancements
- KOG **Youth Program** summer mission trips
- KOG **Scholarship Fund Grant** to KOG member Liam McWilliams

These grants were distributed within KOG and in the metroplex.

The Foundation has over 100 families or individuals who have either named the King of Glory Foundation in their estate plans or have indicated that they plan to do

so. We are very appreciative of those who have made this selection, and we strive to be excellent stewards of those gifts.

The Foundation's asset balance, which began with \$24,000 in 2008, has grown to a 2023 year-end balance of \$984,822. The 2023 total fund summary for the Foundation is:

Opening Balance on Jan. 1, 2023:	\$ 707,829
Contributions:	\$ 189,181
Investment Gains (or Loss):	\$ 117,945
Interest Income:	\$ 405
Grants and Expenses:	\$ (30,538)
Ending Balance on Dec. 31, 2023:	\$ 984,822

Respectfully submitted,
David Pederson



TREASURER AND FINANCIAL STATEMENTS

TREASURER'S REPORT

In 2023, King of Glory confirmed, once again, that we are a congregation that ***boldly shares the Grace of God with the world***, we are ***Grounded in the love of Christ***, ***Growing in faith***, and ***Generous in service and giving***.

The results of our **donations in 2023 confirm** that King of Glory is ***Generous in service and giving***. In 2023, we **surpassed our budgeted contributions** by more than \$34,000. Those generous contributions, along with savings in expense items led to an **end of year surplus** of \$87,000. We will take \$36,000 of that surplus and add it to the designated fund to support our new associate pastor. The rest of the surplus will stay in the general fund bank account to help with cash flow needs throughout the year.

King of Glory's **Church in Society** reports show that the congregation is indeed ***Grounded in the love of Christ***. We distributed over \$460,000 to our ministry partners during 2023! Some of the ministries that our benevolence and directed giving supported were: over \$70,000

to **Refugee Resettlement Ministry**, including construction of a new storage space to house household items and bikes for refugee families; over \$63,000 to **In The City for Good**; \$26,800 to **Mt Olive Food Pantry**; \$16,500 to fund school supplies for the children who attend **Dobie Pre-K**; and \$22,700 to the **Texas Ramp Project**. A complete list of benevolence distributions are included in the attached Church in Society report.

During 2023, King of Glory **continued the capital improvement projects** started in 2021 to enhance our building and make it a place where all can **Grow in their faith**. The designated funds received in 2021 from the sale of the rental house and Miracle Offering Sunday continued to be utilized on multiple improvement projects to our facilities in 2023. Please see the attached Restricted Fund report that gives more detail on the inflows and outflows to King of Glory's various designated balances.

- Julie Brookover

STATEMENT OF REVENUES AND EXPENDITURES OF THE GENERAL FUND

FOR THE YEAR ENDED DECEMBER 31, 2023

	ACTUAL 2023	BUDGET 2023	VARIANCE
REVENUES			
Total Offerings	\$ 1,832,386	\$ 1,797,750	34,636
Other Revenue	41,684	21,000	20,684
Total Offerings & Other Revenue	1,874,070	1,818,750	55,320
EXPENDITURES			
Benevolence (16% of offerings)	293,182	287,640	5,542
Personnel Expenditures			
Salaries	711,874	757,000	(45,126)
Pension & Benefits	164,174	158,000	6,174
Other Personnel Expenses	115,761	112,810	2,951
Total Personnel Expenditures	991,809	1,027,810	(36,001)
Ministry Expenditures	38,536	51,350	(12,814)
Other Expenditures	21,453	30,250	(8,797)
Communication Expenditures	74,686	78,700	(4,014)
Building & Property Expenditures	366,647	343,000	23,647
Total Expenditures	1,786,313	1,818,750	(32,437)
Operating Surplus (Deficit)	87,757	-	87,757
Transfer to New Assoc Pastor Fund	(36,000)	-	(36,000)
Net Surplus (Deficit)	\$ 51,757	\$ -	\$ 51,757

DETAILED STATEMENT OF REVENUES AND EXPENSES OF THE GENERAL FUND

FOR THE YEARS ENDED DECEMBER 31, 2023 AND 2022
AND DETAILED BUDGET FOR YEAR ENDING DECEMBER 31, 2024

	BUDGET 2024	ACTUAL 2023	ACTUAL 2022
REVENUES			
Total Offerings	\$ 1,910,345	\$ 1,832,386	\$ 1,717,529
<i>percent change from prev yr</i>	4.3%	6.7%	2.6%
Building Usage Revenue	25,000	25,366	12,981
Other Revenue	15,500	16,318	9,074
Total Offerings and Other Revenue	1,950,845	1,874,070	1,739,584
EXPENDITURES			
Benevolence			
NTNL Synod Allocation	152,828	146,591	137,395
Directed Church in Society Allocation	152,828	146,591	137,395
Total Benevolence/Church in Society Allocations	305,655	293,182	274,790
<i>percent of offerings</i>	16.0%	16.0%	16.0%
Personnel Expenditures			
Salaries	808,000	711,874	677,248
Pension & Benefits	211,000	164,174	172,891
Auto/Expense Allowance	7,700	7,260	7,798
Expense Allowance	1,200	1,240	1,154
Continuing Education	5,000	1,853	1,274
Substitutes for Dir of Music	-	30,840	-
Wages - Nursery	11,000	10,171	10,723
Payroll Taxes	48,000	47,398	43,316
Contract / Temporary Labor	16,640	16,700	105,436
Staff Development	1,500	299	-
Total Personnel Expenditures	1,110,040	991,809	1,019,840
<i>percent of offerings</i>	58.1%	54.1%	59.4%
Ministry Expenditures			
Education Ministry - Adult	1,900	44	534
Education Ministry - Children	9,300	6,029	7,353
Music & Worship			
Music	2,700	2,701	659
Musicians, special services	7,750	7,740	7,375
Choral Scholars ¹	-	-	17,533
Other Music expenses	5,550	2,823	475
Other Worship expenses	6,600	5,249	5,415
Youth Ministries ²	10,700	3,954	3,805
Family Ministry	5,500	1,608	668
Fellowship / Life Groups	3,200	763	112
Rebels with a Cause	2,000	-	-
Destination KOG (Wed Night Activities)	13,500	3,127	-
Congregational Care	4,500	850	1,233
Invitational Ministries	1,350	481	1,197
Small Group Ministries	3,350	1,978	1,941
Outreach	2,700	1,190	326
Total Ministry Expenditures	80,600	38,536	48,624

DETAILED STATEMENT CONT.

Other Expenditures			
Flowers (net of income)	3,000	2,255	2,052
Bank & Stocks Fees	12,000	11,663	12,171
Staff & Volunteer Lunches/Awards/Retreats	2,500	1,033	3,515
Staff/Member - Conventions	2,000	1,492	750
Vehicle Maintenance/Expense	1,200	1,186	941
Nursery Expense	550	489	192
Search/Call Committee	3,000	1,050	1,408
Strategic Planning	-	-	4,745
Miscellaneous	3,500	2,286	4,274
Total Other Expenditures	27,750	21,453	30,048
Communication Expenditures			
Office Supplies	4,100	4,066	5,364
Paper Supplies	1,500	1,413	1,193
Printing & Postage	4,000	4,999	2,365
Payroll Processing	1,400	1,322	1,065
Office Equipment - Rental/Maintenance	25,000	30,411	34,685
Computer Expenses	25,700	25,235	25,332
Media and Website	8,000	5,817	6,386
Advertising and Other	8,500	1,424	907
Total Communication Expenditures	78,200	74,686	77,296
Building & Property Expenditures			
Utilities	155,100	151,631	120,228
Security	7,000	6,815	3,121
Service Contracts	25,000	21,942	20,237
HVAC Maintenance	30,000	29,791	21,677
Kitchen, Food, Maintenance Supplies	15,500	17,948	6,544
Building & Equipment Maintenance	60,000	55,746	48,858
Grounds Maintenance	30,000	28,815	29,839
Insurance	62,000	53,959	78,096
Total Building and Property	384,600	366,647	328,601
Total Expenditures	1,986,845	1,786,313	1,779,199
Operating Surplus (Deficit)	\$ (36,000)	\$ 87,757	\$ (39,615)
Transfers In/(Out) for New Assoc Pastor Fund	36,000	(36,000)	-
Net Surplus (Deficit)	\$ -	\$ 51,757	\$ (39,615)

¹ Choral scholars were funded in 2023 from designated funds for music and will be funded in 2024 from a generous donation for this purpose.

² Youth Ministries have money available in designated funds and through grants from the KOG Foundation for youth events.



GENERAL FUND BALANCE SHEET

DECEMBER 31, 2023 AND 2022

	<u>12/31/23</u>	<u>12/31/22</u>
ASSETS		
Operating Cash	\$ 385,274	\$ 225,026
Prepaid Expense	\$ 24,502	\$ -
Land, Building & Equipment	13,097,761	13,097,761
Total Assets	<u>\$ 13,507,537</u>	<u>\$ 13,322,787</u>
LIABILITIES & FUND BALANCES		
Liabilities		
Accounts Payable	32,902	20,084
Prepaid Pledges	152,731	68,100
Building Use Deposits	-	-
Total Liabilities	<u>185,633</u>	<u>88,184</u>
Fund Balances		
Funds Expended for Assets	13,097,761	13,097,761
Accumulated Surplus end of year	224,143	136,842
Total Fund Balances	<u>13,321,903</u>	<u>13,234,602</u>
Total Liabilities and Fund Balances	<u>\$ 13,507,537</u>	<u>\$ 13,322,787</u>
CHANGES IN FUND BALANCE		
Accumulated Surplus (Deficit) beginning of year	\$ 136,386	\$ 146,001
Transfers-In from Rental House Fund	-	30,000
Operating Surplus (Deficit) (rounding included)	87,757	(39,615)
Fund Balance - end of year	<u>\$ 224,143</u>	<u>\$ 136,386</u>
Transfers-Out for New Assoc Pastor Fund	(36,000)	
Fund Balance After Transfer	<u>\$ 188,143</u>	



CHURCH IN SOCIETY

2023 BUDGET AND ACTIVITY; 2024 BUDGET

	2023 Budget		2022 Beginning Balance	Inflow KOG Offerings	Inflow Directed Giving	Outflow	2023 Ending Balance	2024 Budget	
NTNL Synod	143,820.00	50.0%	0.00	146,590.88	0.00	(146,590.88)	0.00	152,827.62	50.0%
Ministry Partners:									
Backpack Challenge	0.00	0.0%	2,783.72	0.00	14,201.58	(16,570.93)	414.37	0.00	0.0%
Bookdrive	0.00	0.0%	0.00	0.00	705.00	(608.03)	96.97	0.00	0.0%
Border Servant Corps	0.00	0.0%	0.00	0.00	2,823.50	(2,823.50)	0.00	0.00	0.0%
The Bridge	0.00	0.0%	0.00	0.00	10,383.21	(10,383.21)	0.00	0.00	0.0%
CIS Serve Team	0.00	0.0%	2,669.00	0.00	50.00	(2,554.49)	164.51	0.00	0.0%
Dallas Area Interfaith	10,000.00	3.5%	0.00	10,192.66	839.50	(11,032.16)	0.00	10,626.31	3.5%
Dobie Pre-K	0.00	0.0%	0.00	0.00	1,455.00	(1,405.00)	50.00	0.00	0.0%
Durable Medical Equipment	4,860.00	1.7%	0.00	4,953.63	912.75	(5,866.38)	0.00	5,164.39	1.7%
ELCA Disaster Relief	0.00	0.0%	0.00	0.00	1,158.90	(1,158.90)	0.00	0.00	0.0%
ELCA General Purpose	0.00	0.0%	0.00	0.00	100.00	(100.00)	0.00	0.00	0.0%
Emergency Relief - Contingency	2,000.00	0.7%	17,863.05	2,038.53	0.00	(1,143.90)	18,757.68	7,608.44	2.5%
Family Gateway	4,200.00	1.5%	0.00	4,280.92	1,842.73	(6,123.65)	0.00	4,463.05	1.5%
Genesis Women's Shelter	0.00	0.0%	0.00	0.00	10,383.20	(10,383.20)	0.00	0.00	0.0%
Habitat for Humanity	9,000.00	3.1%	0.00	9,173.40	990.24	(10,163.64)	0.00	9,563.68	3.1%
In the City for Good	59,800.00	20.8%	0.00	60,952.13	2,223.14	(63,175.27)	0.00	58,444.72	19.1%
KOG Serves	0.00	0.0%	1,596.92	0.00	1,276.58	(1,672.96)	1,200.54	0.00	0.0%
Lutheran Disaster Response	0.00	0.0%	0.00	0.00	291.00	(291.00)	0.00	0.00	0.0%
Lutheran World Relief	0.00	0.0%	0.00	0.00	7,864.50	(7,864.50)	0.00	0.00	0.0%
Mosaic	0.00	0.0%	0.00	0.00	600.00	(600.00)	0.00	0.00	0.0%
Mt Olive Food Pantry	0.00	0.0%	0.00	0.00	26,840.00	(26,840.00)	0.00	0.00	0.0%
Network of Community Ministries	5,400.00	1.9%	0.00	5,504.04	979.00	(6,483.04)	0.00	5,738.21	1.9%
North Dallas Food Bank	0.00	0.0%	0.00	0.00	3,923.50	(3,923.50)	0.00	0.00	0.0%
North Dallas Shared Ministries	14,000.00	4.9%	0.00	14,269.73	1,530.00	(15,799.73)	0.00	14,876.84	4.9%
NTNL Mission Endowment Fund	0.00	0.0%	0.00	0.00	758.05	(758.05)	0.00	0.00	0.0%
Ramp Project of Texas	21,260.00	7.4%	0.00	21,669.60	1,050.20	(22,719.80)	0.00	26,565.78	8.7%
KOG Refugee Ministry	4,000.00	1.4%	14,458.00	4,077.07	7,489.00	(12,259.02)	13,765.05	0.00	0.0%
Refugee Ministry Construction Acct	0.00	0.0%	0.00	0.00	54,599.00	(54,599.00)	0.00	0.00	0.0%
Refugee Resettlement Fund-Spec	0.00	0.0%	25,000.00	0.00	0.00	(3,578.58)	21,421.42	0.00	0.0%
Upbring	5,800.00	2.0%	0.00	5,911.74	1,085.00	(6,996.74)	0.00	6,057.00	2.0%
Victory Life Ministry	0.00	0.0%	0.00	0.00	600.00	(600.00)	0.00	0.00	0.0%
VNA Meals on Wheels	3,500.00	1.2%	0.00	3,567.43	2,153.25	(5,720.68)	0.00	3,719.21	1.2%
Total Ministry Partners	143,820.00	50.0%	64,370.69	146,590.88	159,107.83	(314,198.86)	55,870.54	152,827.62	50.0%
Subtotal NTNL & Ministry Partners	287,640.00	100.0%	64,370.69	293,181.76	159,107.83	(460,789.74)	55,870.54	305,655.24	100.0%
Undesignated Funds	0.00	0.0%	9,182.12	0.00	0.00	0.00	9,182.12	0.00	0.0%
Total CIS	287,640.00	100.0%	73,552.81	293,181.76	159,107.83	(460,789.74)	65,052.66	305,655.24	100.0%

Included in Directed Giving from Faithful Ones:

January: Durable Medical Equipment -	\$912.75
February: Habitat for Humanity -	\$990.24
March: Refugee Resettlement Ministry	\$1,175.00
April: Upbring -	\$1,085.00
May: NTNL Mission Endowment Fund -	\$758.05
June: North Dallas Shared Ministries -	\$930.00
July: Network of Community Ministries -	\$979.00
August: Ramp Project of Texas -	\$1,025.20
September: Dallas Area Interfaith -	\$839.50
October: Family Gateway -	\$1,042.73
November: In the City for Good -	\$1,073.14
December: VNA Meals on Wheels -	\$2,153.25

Included in Directed Giving from Christmas Offering:

Border Servant Corps -	\$2,823.50
Lutheran World Relief -	\$2,823.50
North Dallas Food Bank -	\$2,823.50



RESTRICTED FUND BALANCES AND ACTIVITY

FOR THE YEAR ENDED DECEMBER 31, 2023

	Beginning Balance	Inflow	Outflow	Ending Balance
Activity & Outreach / Ministry Funds:				
65th Anniversary Celebration	3,246.75	26,571.19	(26,565.11)	3,252.83
Advent Community Event	8,456.10	-	(8,456.10)	-
Destination KOG Wed Night Meals	6,098.59	1,085.00	(7,183.59)	-
GUSTO	2,638.92	-	(188.35)	2,450.57
Knight Circle	348.68	899.00	(793.30)	454.38
Library	770.00	-	-	770.00
Meals - Congregation	336.56	-	-	336.56
Ministry Assistance Honorariums	-	1,350.00	(1,350.00)	-
Pickleball	3,585.32	305.00	(705.00)	3,185.32
Small Group Formulation	-	5,000.00	(5,000.00)	-
Social Media Development	-	5,000.00	(4,234.15)	765.85
Will & Debbie Jacob Life Enrich Series	301.74	-	-	301.74
Building Funds:				
6406 Clubhouse Cir Proceeds	243,315.64	-	(88,067.59)	155,248.05
Capital Improvement Fund	3,019.00	4,804.00	(6,074.00)	1,749.00
Chapel / Columbarium	54,488.37	7,500.00	(21,055.92)	40,932.45
Landscape	3,000.00	-	(1,392.50)	1,607.50
Miracle Offering Sunday	391,649.30	6.00	(296,311.69)	95,343.61
Signage	6,239.94	-	-	6,239.94
Music Funds:				
Alternate Worship Fund	5,746.11	-	-	5,746.11
Handbells	7,418.94	-	(3,718.37)	3,700.57
JK Organ Fund	9,661.82	9,000.00	(1,700.00)	16,961.82
Music Fund	18,242.59	19,193.78	(15,580.00)	21,856.37
Pastoral & Congregational Care Funds:				
Associate Pastor / Community Life	-	6,300.00	-	6,300.00
Associate Pastor's Discretionary Funds	150.00	-	-	150.00
Member Financial Support	10,817.60	-	(500.00)	10,317.60
Parish Care Team Ministry	3,888.00	-	(969.56)	2,918.44
Pastor Moving Expenses	3,300.00	-	-	3,300.00
Senior Pastor Discretionary Funds	641.92	-	-	641.92
Youth and Family Ministry:				
Children's Ministry	-	210.00	-	210.00
Family Ministry	1,420.00	-	(1,420.00)	-
Joyful Spirit	2,283.82	2,164.00	(2,519.27)	1,928.55
Youth Fund	4,819.62	-	-	4,819.62
Youth Summer Trips	22,505.56	10,979.51	(17,305.39)	16,179.68
Total	818,390.89	100,367.48	(511,089.89)	407,668.48

RENTAL HOUSE

DECEMBER 31, 2023 AND 2022

BALANCE SHEET	12/31/23	12/31/22
ASSETS		
Cash	\$ 4,140	\$ 2,763
Rental House	149,966	149,966
Total Assets	\$ 154,107	\$ 152,729
 LIABILITIES & FUND BALANCES		
Liabilities		
Accounts Payable	102	131
Fund Balance		
Expended for Assets	149,966	149,966
Operational Surplus (Deficit)	4,039	2,632
Total Liabilities and Fund Balances	\$ 154,107	\$ 152,729
 RECEIPTS & EXPENDITURES		
RECEIPTS		
Rental Income	\$ 14,400	\$ 14,400
Renter reimbursements	5,864	5,464
Total Receipts	20,264	19,864
 EXPENDITURES		
Utilities	5,908	5,390
Service Contracts	1,222	859
Maintenance & Repairs	1,490	985
Taxes	10,238	11,405
Total Expenditures	18,857	18,639
Net Income	\$ 1,407	\$ 1,225
 CHANGES IN FUND BALANCE		
Fund Balance - beginning of year	\$ 2,632	\$ 31,407
Current Year Activities	1,407	1,225
Transferred to General Fund for Operations	-	(30,000)
Fund Balance - end of year	\$ 4,039	\$ 2,632
 CHANGES IN ASSET BALANCE		
Asset Balance - beginning of year	\$ 149,966	\$ 149,966
Asset Balance - end of year	\$ 149,966	\$ 149,966



JON LEE LIBRARY

DECEMBER 31, 2023 AND 2022

BALANCE SHEET		<u>12/31/23</u>	<u>12/31/22</u>
ASSETS			
Cash		\$ 14,070	\$ 17,914
Inventory		15,982	12,512
Display Cases		1,867	1,867
Total Assets		<u>\$ 31,919</u>	<u>\$ 32,292</u>
 LIABILITIES & FUND BALANCES			
Liabilities			
Accounts Payable	-	1,061	
Gift Certificates Redeemable	-	556	
Sales Tax Payable	127	144	
Total Current Liabilities		<u>127</u>	<u>1,762</u>
Fund Balance			
Accumulated Surplus prior years	30,869	29,157	
Operational Surplus (Deficit)	923	1,713	
Total Fund Balance		<u>31,792</u>	<u>30,869</u>
Total Liabilities and Fund Balances		<u>\$ 31,919</u>	<u>\$ 32,631</u>
 RECEIPTS & EXPENDITURES			
	<u>2023</u>	<u>2022</u>	
Income			
Sales	4,108.01	3,752.89	
Other Income	27.23	17.28	
Total Income	<u>4,135.24</u>	<u>3,770.17</u>	
Total Cost of Goods Sold & Inventory Adj	<u>(1,155.05)</u>	<u>807.79</u>	
Gross Profit	5,290.29	2,962.38	
Total Expenses	<u>4,367.59</u>	<u>1,249.47</u>	
Net Income	<u>\$ 923</u>	<u>\$ 1,713</u>	



AUDIT COMMITTEE

At the request of the King of Glory Congregation Council and the Treasurer, we have performed certain agreed upon reviews of the 2022 Financial Statements of the King of Glory Lutheran Church. Specifically, we have reviewed the General and Restricted Funds Balance Sheets, the Statement of Revenues and Expenditures of the General Fund, and the Detail Statement of Revenue and Expenditures of the General Fund. It should be noted that all fixed assets on the Balance Sheets are reported at cost. The specific procedures that we performed are described in the audit work program, which is maintained, together with the supporting working papers, at the church office.

Because the specific procedures that we performed do not constitute an audit made in accordance with generally accepted auditing standards, we express no opinion on the financial statements referenced above. In connection with the specific procedures that we performed, no matters came to our attention that caused us to believe that the financial statements should be adjusted. A full audit of the financial statements performed by a registered auditor in accordance with generally accepted auditing standards may provide different results. This report relates only to the statements referred to above and does not extend to any other statements contained in this Annual Report.

King of Glory 2023 Audit Committee:

Leroy Grawunder
Karen Montgomery
Becky Pederson



2023 STATISTICAL OVERVIEW

2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
1850	1872	1901	1915	1436	1452	1456	1485	1404	1414	1402	1413	Baptized Membership
75	49	63	54	43	41	26	53	16	23	15	20	Baptized Members Received
35	27	21	40	61	25	22	24	30	13	27	9	Baptized Members Released ^a
40	22	42	14	-18	16	4	29	-14	10	-12	11	Baptized Net Gain\Loss
				-461				67				Statistical Adjustment Bap. Memb. Released ^d
1477	1494	1512	1521	1192	1207	1209	1228	1146	1161	1152	1161	Confirmed Membership
58	30	35	32	15	24	17	43	15	28	18	18	Confirmed Members Received
33	13	17	23	42	9	15	24	30	13	27	9	Confirmed Members Released ^a
25	17	18	9	-27	15	2	19	-15	15	-9	9	Confirmed Net Gain\Loss
				-302				67				Statistical Adjustment Conf. Memb. Released ^d
836	848	868	878	706	714	719	728	652	662	660	663	Resident Family Units
24	20	28	22	16	17	14	19	11	13	7	6	Family Units Received
8	8	8	12	188	9	9	10	8	3	9	3	Family Units Released
11	7	8	6	5	3	5	6	1	0	0	0	Births
11	12	18	10	9	13	4	10	1	6	2	7	Infant Baptisms
3	1	0	0	0	1	0	1	0	0	1	0	Adult Baptisms
2	2	4	0	1	2	4	6	1	0	3	0	Weddings
22	9	14	9	7	10	2	4	0	15	6	5	Youth Confirmations ^{b, j}
3	1	0	0	0	1	0	0	0	0	0	0	Adult Confirmations
11	5	13	12	7	13	7	10	19	10	13	4	Member Deaths
625	572	542	561	535	553	504	475	589	416	408	235	Avg. Sun in-house Attendance Jan-Apr ^{c, g, i}
											142	Avg. Sun on-line Attendance Jan-Apr ^{c, g, i}
548	500	552	474	420	457	343	387	506	370	348	219	Avg. Sun in-house Attendance May-Aug. ^{g, i, k}
											131	Avg. Sun on-line Attendance May-Aug. ^{g, i, k}
574	478	507	492	444	471	446	377	440	354	338	221	Avg. Sun in-house Attendance Sept-Dec ^{e, f, g, j, k}
											125	Avg. Sun on-line Attendance Sept-Dec ^{e, f, g, j, k}
107	111	108	87	64	76	72	55	42	37	40	40	Avg. SS Attendance Age 2-Gr 12 ^h
61	56	92	106	67	61	78	70	176	60	52	49	Avg. SS Attendance Adult ^h
168	167	200	193	131	137	150	125	218	97	92	89	Avg. Sunday School Attendance ^h
105	124	122	143	81	80	71	68	0	113	102	117	Avg. Lenten Ser. Attendance ^j
1367	1240	1337	1228	1191	1039	1071	1045	1200	744	673	690	Christmas Eve Services ^f
50	76	59	112	68	40	65	32	464	360	57	139	Christmas Day Services ^{e, g}
1224	1274	1236	1218	1145	1196	1023	1003	1092	611	815	790	Easter Sunday Services

^a Includes transferred, deaths, and dropped members.

^b Included in confirmed membership.

^c Includes Easter Sunday.

^d Reflects change in computer classification of inactive members 2009-2010, 2019-2020.

^e Christmas Day was on a Sunday in 2016, 2022.

^f Inclement weather cancelled Sunday, December 8, 2013, worship services.

^g Includes on-line Streaming Viewing

^h Dedicated Sunday School Hour began in Fall 2014

ⁱ Beginning 2018, there have been 2 worship services on Sunday mornings.

^j Due to COVID19 events were postponed to 2021.

^k Beginning May 29, 2022, there has been 1 worship service on Sunday morning.

2023 CONGREGATION COUNCIL

Tad Doering, *President*

Jon Schulz, *Vice President*

Rebekah Muros, *Secretary*

Julie Brookover, *Treasurer*

Erika Allen

Liesl Bredeson

Andy Calvert

Tennessee Nielsen

Lorna Weir

2023 STAFF

Pastor Kenny Dickson

Senior Pastor

Pastor Beth Taylor

Pastoral Associate

Phil Thomas

Executive Church Administrator

Zvony Nagy

Director of Music and Worship

Harold Huddleston

Director of Youth and Family Ministries

Tricia Parker

Director of Communications and Marketing

Rainey Smith

Children's Ministry Coordinator

Ross Weir

IT/Media Coordinator

Marilyn Cupp

Music and Worship Coordinator

Keith Prim

Operations Manager

Luis Cabrera

Facility Manager

Jose Duran

Custodian

Larry Oberg*

Facility Administrator

Jolene Vickers*

Administrative Assistant

Jan Wilkinson*

Administrative Assistant

Mackie Wood*

Nursery Coordinator

Josh McGuire*

Interim Choir Director

Jody Lindh*

Interim Organist

Linda Stopani**

Librarian

Dianne Hart**

Library/Gift Shop/Book Store Manager

* Denotes part-time

** Denotes volunteer

BOLDLY SHARING THE GRACE OF GOD WITH THE WORLD.

