



495 Florida Road, Durango, Colorado 81301 970-247-5310 www.ctkdurango.org

Fiscal Year 2017—Annual Report to the Congregation May 20, 2018

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"Come. Be. Made New!"

Christ the King Lutheran Church — ELCA

(As of May, 2018)

CtK Staff & Administrative Volunteers

Pastor:	Tim Orłowski
Church Administrator:	Beth Stelz
Administrative Assistant	Linda White
Director of Faith Formation:	Mandy Gardner
Director of Youth Ministry	Christina Cummins
Music & Choir Director:	Billy Cole
Joyful Noise Director:	Aurora Rose
Worship Assistant	Cora Landgren
Coordinators	Eryn Orłowski
Custodian:	Dave Lobato
Office Assistants:	Merlwyn Clausen Charlotte Wright
Library Coordinators:	Cora Landgren Lillian Boe
Financial Secretary:	Nonette Saville
Church Admin Assistants:	Eric Nedergaard Pete Olson

Congregational Council

Executive Committee 2016-2017

President:	Holly Landgren
Vice-president:	Carroll Groeger
Secretary:	Kayla Hefner
Treasurer:	Eric Nedergaard

CtK Council Members

Krystal Ciluffo, Ann Duft, Angelia Graves,
Carroll Groeger, Ken Hartlein, Kayla Hefner,
Holly Landgren, Dominique Malik, Robert Maple,
Erick Nedergaard, Pastor Tim Orłowski,
Chuck Winn

Memorial Garden/Columbarium

TBD (appointed)

Children's World

Executive Director:	Nicole Brown
Assistant Director:	Janet Madden

Children's World Board

President:	Lynn Mitzlaff
Vice President:	Gary Steinbach
Treasurer:	Pete Olson
Secretary:	Abbie Wiler
Additional Board Members:	Nicole Brown, Catherine Hawk, Merilee Fleming

Mission Endowment Board

Charlie Hakes, Wendy Krull, Gary Rollstin,
John Stordahl, Renate Widder

NOTE: Candidates for open positions will be announced & election ballots will be distributed at the Annual Meeting.

Annual Report – Pastor Tim Orlowski

Dear Brothers and Sisters in Christ,

Enclosed in this collection of Annual Reports, you will find descriptions and reports from the many and varied ministries of Christ the King Lutheran Church which occurred in 2017. It is a truly incredible thing to sit back and realize the breadth and depth of ministry that God does in and through you, the people of Christ the King Lutheran Church. It just reinforces to me that this congregation cannot thrive, let alone exist, without you and your offering of time, talent and treasure. I'm mindful of the ELCA tagline – "God's Work. Our Hands." God indeed does nourish and sustain this congregation, but it is done through you and your hands. So, Thank You for all you have done – and *continue to do* – to support Christ the King Lutheran Church! My heart is full of gratitude for you.

By the numbers, 2017 was pretty busy!

55 New Members

4 Baptisms

1 Affirmations of Baptism (a.k.a. Confirmation)

2 Deaths

We had a few changes in Staff in 2017. Children's World experienced a change in Directors in April with the hiring of Nicole Brown. In August, we hired Christina Cummins as our Youth Director to succeed Jake Heady. And in September, we hired Beth Stelz as our Church Administrator to succeed Tom Duft.

We had three participants for our second trip to visit our partner congregation in Guatemala in October. During this visit, we signed a three-year covenant with this congregation in Zaculeu – a small village in northern Guatemala. We were joined by two women from Our Savior's Lutheran Church in Stillwater, MN (a suburb of St. Paul). Together, our two delegations had a marvelous time of fun, visitation and ministry for a week. We left that trip energized and feeling so well connected to our new friends. Our next trip to Guatemala will take place in June 2019. We also partnered with the Navajo Evangelical Lutheran Mission in Rock Point, Arizona. Our ministry partnership with them was strengthened through a quilt, toiletries and sock drive that we organized in November. These items were donated then to the Mission for their annual Christmas Quilt Event, in which they give over 350 quilts to families in their vicinity. Thank you to everyone who participated!

In August, we held our second annual Art Gallery & Gala based on the theme *Genesis*. We asked CtK members to create something – *anything* – that might be a visual representation of the theme "Genesis." I was absolutely impressed with all of the items that were offered for this year's event. Thanks to everyone who contributed. (Incidentally, we will have our *third* Annual Art Gallery & Gala this year on Saturday, October 13th based on the theme "AfterWords". More details to come soon!)

As I said above, many other events and ministries happened throughout the 2017 year, and you will find details and descriptions of those events in the reports which follow. Truly, God is up to some amazing work in this place! I am so glad to be part of it with you.

The Peace of Christ be with you.

Pastor Tim

Annual Report – Council President, Holly Landgren

Dear Members of Christ the King Lutheran Church:

As we approach the semi-annual meeting in May, I want to thank the congregation for allowing me the opportunity to serve as your council president. This is the end of my second year in this capacity, and I appreciate the opportunity to have served in this way. During my time as your president, I have worked with the staff and two different councils and have witnessed over and over how dedicated these individuals are to keep things running as smoothly as possible. Likewise, although difficult to individually name everyone, I have witnessed, on a continuous basis, so many of you in the congregation working hard and with so much passion to provide the best opportunity for our family of faith to continue to grow in service to each other, our neighbors, our community and the world. I am grateful to each member of Christ the King for all you do to continue God's work through the various ministries of our church.

I especially want to highlight the work of Eric Nedergaard and Beth Stelz in this past year. These two individuals have pulled together a wonderful committee of dedicated members who are working tirelessly to address a variety of budget priorities, to ensure that the ministries and outreach of our church will continue for years to come. Every member of the budget committee has worked hard to help us be responsible stewards with the resources we do have so that financial obligations are met and that our benevolence to outside ministries continues as well. A heartfelt thank you to everyone serving on this committee.

In addition, your Council, with the assistance of several real estate professionals in the Congregation, have spent several months working hard to make the best decisions possible on the land and easement negotiations with the owner/developer of Island Cove. At the time of writing this report, a final decision on whether to grant an additional easement has not been made. Yet, I want you to know that whatever the outcome may be, the council worked very hard, had many conversations together and with city officials to understand the issues and prayerfully consider the best recommendations possible for the congregation.

Lastly, we cannot forget the time, passion, and planning that was put forth by many in the past year for the celebration of the 500th anniversary of the Protestant Reformation. It was a special day celebrating our history and where our ministry has the potential to go.

Again, thank you for the opportunity you have provided me to lead the congregational council. It has been a blessing, and I look forward to other ways I may continue to serve with you in the future.

Holly Landgren
Congregational Council President

Annual Report – Director of Faith Formation

Lots of good stuff happened this year in Faith Formation.

Day Camp was a success; the theme for 2018 is “This Changes Everything” (the same theme as the Youth Gathering) and will be held July 9 – 12. With the rising cost of food and the rising need for camper scholarships, please consider donating to Day Camp. The cost for the week per camper is only \$30 (\$20 for preschoolers) – any bit helps!

We started the Home Bound! Ministry, where trained CtK Family members take communion and fellowship to folks who cannot come to CtK. If you want to be a part of this important ministry, please let me know. We currently have people aged 12 – 77 years old serving in this ministry! A big thank you to Kayla Hefner, who has been integral in starting and maintaining this ministry.

Many heartfelt thanks to Sunday School teachers Beth Stelz, Kim Hobby, Catherine Hawk, Brian Baker, Gina Baker and Eryn Orlowski. Your care and planning did not go unnoticed.

A big thank you to IsaBelle Tonso, who has overseen CtK’s nursery for the past year. IsaBelle has done a wonderful job, but the demands of raising her daughter, having a job, and going to college leaves her with time for little else. Our youth nursery assistants will continue – the little ones would be very upset if they didn’t – and John Awe is stepping up to be our Nursery Attendant. Thank you, John!

Lots more good stuff happened in Faith Formation this year. We could talk about Reading through the Bible, Thursday Bible Study, the Art Gala, the Live Nativity, the Ecumenical Lenten Prayer Service, the Lenten Photo Challenge, The Easter Eve Dinner and Immersive Worship Service... all good things, all measurably successful. But the question that keeps coming to me is:

What are we trying to accomplish?

That’s a big question. Let’s begin instead with

What am I as a parent trying to accomplish?

For my own child, I want her to know how to serve. I want her to look around the world, see what needs to be done, and do it. I want her to lead by example. I want her to know the comfort of God’s promises when I am not there to comfort her. I want her to learn how to grow and form her faith.

What are we at CtK trying to accomplish?

I want the children of CtK to have a church community. I want that church community to help me teach them how to serve. I want our church community to lead by example. I want our kids to know the comfort of their church community when their parents are not there to comfort them. I want them to see their church community growing and forming their faith at all stages of life. Oh, and I’d like all of this for all of CtK, for we are all children of God.

What are we as God’s children trying to accomplish?

We must also lead by example. We must serve. We must embody the promises of God to our church community and to the world. To do all this, we must **live among God’s faithful people, hear the word of God and share in the Lord’s Supper, proclaim the good news of God in Christ through word and deed, serve all people (following the example of Jesus) and strive for justice and peace in all the earth.**

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Annual Report – Director of Faith Formation (continued)

Will you help?

For 2018/19, let's challenge ourselves to have an active middle/high school Sunday School hour. Let's have a commitment to Confirmation classes for Youth and Adults. Let's have more students than teachers in our Elementary Sunday School.

Will you bring your kids? Will you bring yourselves? We'll hold each other up when we're tired. We'll reach out to each other when transportation is an issue.

Will you stand as an example of one who serves? As one who has never stopped forming your faith?

Will you be an integral part of each other's lives as part of our church community? Will you be that for our CtK kids and youth? Do you promise to support and pray for one another in your life in Christ together? Will you do all of that by just being you... and being here?

That would be pretty awesome.

Humbly submitted,
Mandy Gardner
Director of Faith Formation

* * * * *

Annual Report – CtK Magnification Team

The Magnification Team was hard at work as always planning, leading, and celebrating worship experiences. Thank you to everyone who helped in whatever way to make sure that our worship services were exceptional: from our phenomenal musicians; to our Altar Guild; to our worship assistant coordinators; to our readers; to our ushers; to our greeters; to our communion assistants; to our soundboard operators. All of you together have made our communal worship experience a true joy!

Our worship life in 2017 included several worship services and worship events that deserve some special attention, including: our fourth annual Festival of Light worship service; a tremendous prayer-ful ecumenical Lenten worship service; a truly fascinating and powerful set of Holy Week services (Palm Sunday, Maundy Thursday, Good Friday, Easter Eve, and Easter); a special worship service at Chris Park near Haviland Lake at our church campout; a special outdoor worship service at Rotary Park for God's Work Our Hands Sunday; a sermon series on the Book of Genesis, including a Genesis-Themed Art Gallery & Gala; and – of course – Christmas Eve worship services, which sparkled with joy. We continue to learn from our past experiences, which enables us to fine-tune these worship services to make them even more conducive to a feeling of worship.

Many other celebrations were held during the year which became highlights of our worship life together, as well –receiving new members (55 of them!); baptisms; memorial services; and services of Farewell & Godspeed. We are thankful for the work and ministry of Kevin Bell, who left as our Choir Director in June. And we are full of gratitude for Billy Cole, who stepped into the position in May. Thank you to all of the volunteerism our congregation provides to make worship at Christ the King a true joy.

If you are interested in helping with the Magnification Team in any way, we'd *love* to get in touch with you! Whether it is serving as an assistant during worship in some way; or helping with Altar Guild; or singing in the choir; or offering special music; or even trying your hand at a sermon – we need you and your gifts to make our worship services even *more* wonderful! Please talk to Pastor Tim for more information.

Respectfully submitted,
Pastor Tim Orlowski

Annual Report – CtK Maturity Team

This has been an exciting and busy year for the Maturity Team. We pray to be open to the call and the will of God.

The Maturity team meets on the third Monday of the month at 2:30pm, or as needed and as schedules permit.

CTK is offering nursery workers at the 10:30 Worship Service. Thanks to our youth John Awe, Embrey Saville, Jessica McVaugh, and Maggie Gardner who serve as nursery workers. We have updated our training for volunteers and staff who are working with children and vulnerable congregants using an online training interface.

National Youth Gathering in Houston: We have five people attending the Gathering this year: Pastor Tim, Christina Cummins, and youth John Awe, Matt Pane and Embrey Saville. Please pray for these folks as they prepare for an amazing, transformative week of worship, fun, and fellowship with 35,000 other high school youth from around the country and around the globe!

Sunday School for All Ages: Teachers are waiting for elementary kids to come to classes, Sundays during the school year at 9:15am starting in the Sanctuary. Bring your kids and go to a class yourself. Every Sunday at 9:30am Mike Johnson offers Reading Through the Bible in the Library, and there's almost always a lively class and discussion with Pastor Tim in the Community Hall. Don't forget to try out the Thursday Bible Study as well, 12pm in the Community Hall.

Confirmation classes and Youth Group meetings normally take place every Wednesday evening, except for the Spring when schedules for our youth changed so that our meetings were moved to Friday evenings. We have been using *Echo: The Story* and other self-designed curriculum for our time together as we review themes through the New Testament. Next year, we will be focusing more on the Small Catechism and what that resource means for our faith and life together.

Home Bound Ministry is thriving. We are currently following the needs of 7 congregants who are at home recovering from stints in nursing care or hospital. We have made 71 care calls, 53 visits to homes, served communion 53 times. Training is online and our ministers are finishing their training from their homes at their convenience. We have 12 congregants in training or trained and participating in serving communion on Sundays. HB ministry is expanding to coordinate transportation for seniors who no longer drive but are ambulatory by employing the use of the church van. Fellow congregants have volunteered to drive their neighbors to worship further expanding the HB ministry. HB will hold it's first OUTING on April 25 with a drive to Lake Nighthorse, lunch in Cortez and a scenic drive back to Durango.

Blessings to all,

Pastor Tim Orłowski

Kayla Hefner, Council Member

Christina Wood, Director of Youth Ministry

Shannon Kunkel, Team Member

Mandy Gardner, Director of Faith Formation

Annual Report – Director of Youth Ministries

Christ the King Lutheran Church of Durango contains a tightknit group of youth known to the church as the CtK Youth Group. The group consists of middle and high school students who attend youth group and Sunday services with their families on a regular basis. The youth group began with only a few students who recently moved to the area. It was apparent that a new youth group needed to be rebuilt from the foundation up. Like all new things, it took time to grow and become a strong group. Working with our Pastor, we were able to determine a general path for the youth group to head and grow towards. Although most of the present youth experienced Confirmation at some point during their Christian upbringing, it has been beneficial to go over Confirmation again to ensure that everyone is still on the same page. Reaffirming the foundation, we all begin together, and to grow together.

The base line for our youth group is the incredible passion and drive to be successful now in order to achieve acceptance into the best college. Our youth group consists of very career driven middle schoolers, and a few high schoolers. They each have gone through Sunday School, baptism, and some sort of Confirmation Class. They know Jesus. What they don't know is how to be kids. They have the Christian tools and tool belt but lack the need to be silly, goof off and enjoy their childhood. The first lock in we held was partnered with the youth group at First Presbyterian Church. Our youth group had zero preconceived ideology of how to act or hold a youth group lock in!! "Do we bring money?? What are we supposed to do at this thing?" they asked. Growing up in church, I knew lock ins were essential to youth group and to my youth!! I partnered with Pastor Tim to ensure I offer youth the best of both of their needs: faith and adolescents. We are talking about teenagers dealing with teen suicide, teen pregnancy, and competing with their classmates for the best state test scores. Luckily, our youth group are merely friends of those with these issues but still, it is quite a burden for someone only 11-13 years old. Did you know how to talk your friends out of an abortion at the age of 15? Our kids are wise, prepared but worn out. With Pastor Tim's support, I have delicately developed a youth group program that supports their faith-based development as well as allowing enough time to fellowship with like-minded believers.

Another big issue we have had to overcome is prayer. Sure, our kids have the Lord's Prayer memorized (and have some Catholic prayers memorized). However, they could not hold a conversation with God. We first started with writing a letter, dumping our truths onto paper, and then burning them. Signifying that prayer is only something between you and God, to build your prayer relationship with Him. Next, we finish each youth meeting with circling up and holding hands. I start the prayer, and then squeeze the persons hand to my right, each of us saying a little prayer aloud and going around until the prayer comes back to me. This prayer method helps the kids get use to praying/talking to God out loud in a safe place (no judgment). Trying to get one kid to pray for everyone was NOT working. They are the smartest kids I have ever met but lack the confidence to not only speak publicly but to *pray* publicly!

A few of our youthling's (as I like to call them), are qualified to attend the National Youth Gathering event this June in Houston. Those attending will be Pastor Tim, myself, John, Matt and Embrey. The rest of the youth felt left out and requested a summer camp or mission trip. Pastor Tim has helped me secure and plan a trip to NELM with the youth in June as well. Pastor Tim and I will be with the youth on a mission trip June 21-24, and then travel with John, Matt, and Embrey to Houston June 27-July 1. Please always be praying for the youth, myself, and Pastor Tim as we grow in Christ together.

First, I would like to thank the parents for all their generous support and patience. I know it is not easy for parents to have to be taxi drivers for their children, ensuring that the youth receive the best schooling, tutoring, lessons, after school activities and still finding time for youth group. My next big thanks is for Senior Papa himself, Pastor Tim. Without Pastor Tim's guidance, support and encouragement, I would never have found my home church and been able to fulfil my calling. Marilyn Nagler goes above and beyond the standard volunteer requirements, by providing teenagers with snacks and meals, and always keeping the youth pantry and fridge full.

Respectfully submitted,
Christina Cummins
Director of Youth Ministry

Annual Report – CtK Membership Team

The Membership Team consists of 2 distinct parts: **FELLOWSHIP** and **STEWARDSHIP**

THE FELLOWSHIP TEAM

1. provided refreshments for weekly fellowship hour after each Sunday service, for special occasions such as baptisms, new member reception, Luther Fest, visit by Bishop Gonia.
2. organized Potluck meals for congregational meetings, Easter Brunch.
3. planned soup suppers for Lent and Advent.
4. served refreshments after funerals and memorial services.
5. organized a congregational Supper Club
6. supported on-going groups in the congregation such as book clubs, quilters, CtK outdoors outings
7. began a new CtK Women's group that meets the 1st Saturday of the month for Bible study and Fellowship
8. coordinated a care team with Co-mission to serve our shut-in members and those with temporary support needs.

Future goals: Honor congregants' birthdays and mentor new members.

THANK YOU TO EACH OF YOU WHO HAVE HELPED WITH ANY OF THESE PROJECTS. IT IS TRULY A TEAM EFFORT AND MUCH APPRECIATED.

Respectfully submitted by
Carroll Groeger

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Annual Report – CtK Membership Team (continued)

THE STEWARDSHIP COMMITTEE

Since our last annual meeting a Stewardship Committee has been established which includes the following members: Chuck Winn, Ronnie Zaday, Doug Crinklaw, Paul Pane, Wanda Ellingson, Larry Hjermstad, Clark Lagow, and Pastor Tim, also included are Tom Duft, Beth Stelz and Mandy Gardner.

The theme of our midyear 2017 Pledge Drive was WHY. We established a new Time and Talent form that was used for the first pledge Sunday in many years on May 14 2017. We had a very successful response and were able to establish new base numbers for pledges and giving which helped with our budget shortfall for 2017. We also updated the T&T spreadsheet and were able to assist all M-Teams with member's participation. November 12, 2017 we had our Annual Pledge Sunday for 2018 with our Theme WHY NOT.

Our team was very involved in setting up and updating the Simply Giving and T&T forms for online commitments. This allowed the information to flow directly into the church's new software system, Shepherd's Staff, helping all of the M-teams, and especially the finance team access to the information. We have increased in the number of pledges and in our Financial Giving, as well as participation on many of our M-Teams committees.

This year, we have set up an M-Team a month for focused opportunity for Time and Talent awareness and commitments. We have worked with Thrivent to find ways to use Action Team funds that can be used for special projects within the congregation. We are also looking at ways that we can help inform our membership of endowment and other gifts that can be set up for Christ the King.

Our Pledge Sunday for 2019 is set for September 30, 2018; we are looking to assist with information that can help the Budget Committee and Council as they plan for 2019.

It has been a pleasure to work with this wonderful team who care and are committed to keeping us all aware of the financial and volunteer opportunities for Christ the King.

Respectfully
Ronnie Zaday

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Annual Report – CtK Ministry Team

Mission Endowment Fund

Board Members: Wendy Krull, Renate Widder, Charlie Hakes, John Stordahl, and Gary Rollstin.

Mission Endowment Fund Grants

We are pleased to announce the grant recipients for 2017. Total requests this year were in the amount of \$19,050.00. A total of \$8,000.00 was granted to applicants who requested funding for global, local and congregational projects who met the mission of the Fund. The mission of the fund is to provide for mission work beyond the operating budget of the congregation. Recipients must all demonstrate that their request is in alignment with the Mission statement of Christ the King, "To love and serve God by proclaiming Christ's gospel, strengthening worship, deepening discipleship, and serving our congregation, community and world." Please see below a list of those projects that were funded.

Congregation

Kathleen Duft – college
CtK Youth Group (service projects)
CtK Bibles
Children's World

Local

VOA SW Safehouse
Durango Pregnancy Center
Boy Scouts
Housing Solutions of SW
Companeros Immigrant Resource Center

Global

Lutheran World Hunger
Young Adults in Global Mission (ELCA)
VAP
Heart for the Needy
Feed My Starving Children

Mission Endowment Fund Vacancies

We are currently seeking two congregational members to serve a three year term on the Mission Endowment Fund Board. We are seeking a person who is actively interested in this Committee and could offer their talents and knowledge to help make decisions on grant requests. If you are interested, please write a letter of intent with your interest in the Mission Endowment Fund Board and email it to:

admin@ctkdurango.org, or drop it off at the church office. Elections will be held May at the Congregational Meeting.

For more information on how you can contribute to this fund,
please talk to any of your MEF board members.

Thank you!

* * * * *

Annual Report – CtK Ministry Team (continued)

Social Ministry Committee

Committee members: John Condie, Rap Fairley, Carroll Groeger, Tim Orlowski (ex officio), Jigger Staby, Beverly Dittmer, Paul Pane, Robert Maple and Dominique Malik (Church Council reps)

From our annual budget, we continue to support Habitat for Humanity, the Volunteers of America Community Shelter and Safehouse, Manna Soup Kitchen, and the Food Bank. We continue to participate in the Community Thanksgiving dinner by making dressing for more than 1300 people. In addition to our regular budget items, we also support various community, national, and world needs that arise. The Committee also coordinated volunteer help around the community. Members always help Habitat for Humanity with their builds. We also provide the Soup Kitchen with a crew of dedicated cooks and bottle washers every second Monday. We continue as a Covenant Church with Bread For the World, a non-denomination Christian organization seeking to address hunger-related problems by lobbying lawmakers (see their website at www.bread.org). We participated, as always, in the Offering of Letters; there were 102 letters written and hand delivered by members of the committee. We also supported two mission partners this past year, Guatemala and the Navajo Evangelical Lutheran Mission. This was the second trip to Zaculeu, and the participants helped install better stoves to relieve the constant smoke that creates extremely unhealthy conditions for the women who cook there. We also finalized our commitment to the congregation and we are now officially partners. We will return in 2019 to worship with them in a new church which they started with their own money and will be able to finish because of our donations. We supported NELM by having a clothing drive which provided much needed warm socks and other items.

The Social Ministry Committee also oversees the Love Fund. This fund was established and is maintained by congregational donations. It serves as a confidential source of short-term assistance to congregation members and church employees who are going through tough (hopefully temporary) financial situations.

The Social Ministry Committee meets once a month on various days and times (to accommodate our complex schedules). If you are interested in our work, or simply would like to see how we function, you are welcome to attend our meetings. Linda in the office always knows our meeting times or you could always contact one of our members.

As always, we exist to “comfort the afflicted and afflict the comfortable.”

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Annual Report – CtK ComMission Team

Dear Sisters and brothers in Christ,

Of all the M-teams that organize CtK's leadership, there's little argument that the ComMission teams is the least understood. (Is it marketing? Is it outreach? Is it evangelism? Is it mission trips?) Simply stated, it encompasses the things we do to fulfill the Great Commission – Jesus' last words of instruction to his disciples and, by extension, **all** of us. This could look like magnificent worship that moves attendees; good stewardship to maintain our facilities; spending time with our fellow members; ministering to those in our community; anything that puts the face of Jesus on what we do for others. Yes, just like anything the other M-teams do.

We are a small but inspired committee with lots of plans that need you. (I've always found it interesting that of all the M-teams, ComMission carries the smallest budget because of you: your heart, your time, your vision – things that a dollar amount cannot be attached.)

Plans are underway for a new brochure for visitors for the pew seats; addressing our service to those experiencing homelessness; visitor handouts/thank you for visiting; a needs drive to aide those in our community.

Last summer I read a book by Dr. John Krahn that was recommended by the Church-wide ELCA. He is a professional Interim Pastor who specializes in being called to serve churches "on the brink". CtK is certainly not on the brink, spiritually speaking. I have distilled the highlights in my report here. I invite you to read through them. If there is something here that touches your heart, please let us know so we can begin.

In Him,

Krystal Ciluffo & Ann Duft

Suggestions from *Surviving to Thriving* by Rev. Dr. John Krahn

1) Develop or redevelop or thoughtfully consider our dynamic mission and vision statements that are clear and concise; somethings that everyone can repeat and remember. With these in place, everything we do, spend money on, spend time on are compared to these statements: "Why are we doing this?" "Does it further our mission or vision?" "Giving up the good for the better will be hard.

2) Getting financial house in order in order is the first thing to do in revitalizing the church. You need to be able to pay the bills first and buy time to be able to work on all the rest. (line-by-line review of every single expense in operations: phone, auto-withdraw direct to church, bulletins, energy use, light bulbs, solar panels, negotiate with all vendors, leasing vs. owning, insurance, cutting salaries, Creative ideas: approaching Bread to see if we can get day-old bread for communion.

3) Financial Planning topics: a) end-of-Life giving b) Charitable gift annuities (inviting a financial planner to church to discuss further ideas) c) Bequests while living.

4) Regularly call every person on record and invite them to pray daily for the church and join you in weekly worship.

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Annual Report – CtK ComMission Team (continued)

- 5) *Excellence in worship: "Excellence should always be the goal of every aspect of worship." Music, liturgy, execution, hymn selection. If we do anything with excellence, let it be the hour you spend together on Sunday mornings. Everything else radiates out from that common experience.*
- 6) *Make praying a strong suit: First prepare a mailing envelope addressed to everyone associated with your church. Choose 3 a random every week. The week before you pray, using the envelopes you randomly selected send each family a letter indicating that they will be prayed for during the church service that coming Sunday. Encourage them to be present. List else families in your bulletins the same week you will be praying for them, and also encourage the entire congregation to pray for them during the following week.*
- 7) *Announcements during the service: make them at the end or towards communion when everyone is present (e.g. late comers).*
- 8) *Make sure when visitors join you in the summer, they find you at your best -- invite soloist; share Bible stories with children as a group time; don't cut programs out, like coffee hour*
- 9) *Remove negative statistics from the bulletins (why advertise decline?) Success breeds success.*
- 10) *Reclaiming inactive members: encourage and support the good habit of weekly worship attendance. Soon as we discover that regulars are missing for more than a week, call them to check in. Members need members/community -- called to be a blessing.*
- 11) *Shut-ins as prayer warriors*
- 12) *Personally recognizing people keeps them wanting to continue their helpful behavior and makes them less likely to become inactive. Hand-written thank you notes.*
- 13) *Creative (marketeering) mailers to inactives ("reasons not to attend church = blank page)*
- 14) *Building signage "Amazing things are happening here"*
- 15) *Invitations that fit a business card for members to carry. "Thriving churches have large numbers of their members regularly inviting others to join them at worship." "List of ideas on where to use them (slip on into a book returned to the library p 75). Fetch 'em! **These are available; please see me***
- 16) *Mailing envelope design: along with the return address, write in the lower left-hand corner "Sunday worship at 8 and 10:30am"*
- 17) *At Easter Egg hunt or Halloween Trunk-or-Treat, have photographer taking posed pictures of children with character. Print photos and mail them some time later with invitation.*
- 18) *Work to establish an excellent Sunday School and youth program. (Duh.) Younger families, which most churches desperately need, are looking for both.*
- 19) *Move beyond Evangelism 101 to being comfortable verbally sharing your faith with others.*

(continued on pg. 15)

Annual Report – CtK ComMission Team (continued)

20) *Care for facilities and always look presentable. Looks around facility as if you were a visitor. Ask a local real estate agent to visit the church and suggest ways to increase curb appeal.*

21) *Be sensitive that language that glorifies or idolizes the past may negatively influence the ministry of the present.*

22) *Take a picture of the “new charter members” at the beginning of new future.*

Other thoughts from book:

“A healthy church is one in which the faces in the pews look like the faces of your community.”

“God's money is to be spent, not to be hoarded. Holding on to your money in order to use it to balance your budget for the next 10 years might not be as wise as using it all up to 2 to 3 years to see if you can reverse the downward trend of your church.”

Concrete ideas:

Explain “Ask Me” stickers on Council name badges

Come to church with the eyes of a Visitor

*Care Calls among ComMission team and council members - divide up the directory as check in and membership and gentle reminder of service times (Sunday and Behold)
(Done Fall of 2017)*

Put Mission/Vision Statements on bulletin and front page of web site

Review letters to visitors traveling through and those local seekers

Dry Beer Bread mix for visitors, with recipe and church info attached

Invite a friend Sunday, starting with invite that fits in a pocket or wallet

Classes on introductory ideas; how to share one's faith; sharing faith the elevator speech; sharing faith after someone says, “tell me more”; how to work Jesus into a conversation

Explaining 2 offerings

Prayer of the day ends with “What can I do for you today, Lord?”

* * * * *

Annual Report – CtK ComMission Team (continued)

CHILDREN’S WORLD EARLY LEARNING CENTER

For Children’s World, this past year has been a time of learning and changes. We have experienced staff turnovers resulting from being unable to find qualified personnel, and we are working diligently to hire the right person for our toddler room.

Nicole Brown has been our Director of Children's World (CW) for just over a year. In October, she completed the required director course work and received her director certification. During her time at CW, she has worked tirelessly with the new staff to keep Children’s World running smoothly. We are almost at full capacity, and it is hoped that, by the Fall of 2018, we will be fully staffed and at full capacity.

Hiring challenges: attracting qualified staff and low salaries

Early in 2017, we were struggling financially. With significant turnover of staff and enrollment of children, we had reached a crisis point. An ad hoc committee was formed. This committee included 9 CtK congregation members who studied various aspects of Children’s World and made suggestions for improvements to the operation of CW. A report was presented to the CW Board and to the CtK Council in September. With a few tweaks, the CW Board adopted the recommendations and has been moving forward to implement changes. For example, with the help of CtK’s sponsored Boy Scout Troop # 538, the preschool playground and storage shed were cleaned up, repaired, and painted. Tuition rates were increased in January 2018. The interior of the center has been painted. A consultant/mentor relationship with the experienced director at the Methodist early learning center has been established to provide Nicole with a sounding-board for issues or ideas that Nicole will encounter as a new director.

Financially, we have improved significantly. Nicole has worked efficiently and effectively to manage our costs for staffing and kitchen expenses. In addition, in December 2017, generous donors contributed over \$18,000 that the Learning Center was not expecting. We ended 2017 with \$11,000 in net income that was transferred to CtK, and in 2018, we started the year with a slight deficit. We expect to make that up as the year progresses. We also plan to request that the congregation advance their CW donations to earlier in the year; this will enable us to make better use of those contributions to benefit our program.

Respectfully submitted,

Lynn Mitzlaff, Children’s World Early Learning Center Board President

Nicole Brown, Children’s World Early Learning Center Director

Annual Report – CtK adMinistration Team

Church Administrator

During my first year as Church Administrator, I've enjoyed exploring CtK 'behind the scenes'. I appreciate blending my 20 years of business administration/management experience with my natural impulse to serve others (must have something to do with growing up as a 'PK' (Pastor's Kid) back in the Midwest).

You can find me hanging out in the church office on Monday and Wednesday since my part time role entails 15 hours a week. I find volunteerism to be contagious (just spend time with me and you will see!), so throughout the week I wander around the church assisting the facility, housekeeping, financial oversight, and social ministry teams, along with teaching Sunday School. Spending time with our extended family in Zaculeu, Guatemala, and Rockpoint, AZ is a highlight of CtK life too.

My Church Administrator responsibilities entail processing bi-weekly and monthly payroll for CtK and Children's World staff members, managing the financial records for all CtK/CW income and expense transactions, preparing financial reports (tax entities, ELCA, CtK Church Council, CW Board, church publications), and assisting with non-pastoral church operations (retaining employee personnel records, scheduling service providers).

One of my ongoing initiatives is identifying ways to maximize your financial contributions to the CtK family and all the ministries we support (sounds like something an ex-banker would do). I thoroughly love being a member of the CtK staff and although my position is a bit less theological than my father, it's an honor to follow in his footsteps. Thank you for this opportunity to serve God and the CtK family in a new and exciting way.

And as my family always says, Stay with God!
Beth Stelz
Church Administrator

Annual Report – CtK adMinistration Team (continued)

Administrative Assistant

The perspective from the behind the front desk is that it was a year of change and growth. Some normal day-to-day responsibilities and procedures were modified, and new technologies were implemented.

In the CtK office, Beth Stelz succeeded Tom Duft as the Church Administrator. Beth's banking and financial expertise, her leadership and managerial skills have all had a positive impact on the workings of the office. She implemented paper-less bill paying, created a more efficient way to "teller" and do our banking, and she has found new and innovative ways of shoring up CtK's budget. Very important of late, Beth has been instrumental in coordinating and communicating the affairs associated with CtK's property matters. All in all, because of Beth's efforts, the duties of the administrative assistant have been stream-lined and made easier-- Thank you Beth!

Others who are important to the day-to-day workings of the CtK office are Merlwyn Clausen and Charlie (Charlotte) Wright. These two ladies have been the volunteer backbone of the CtK office staff for many, many years. They not only help with reception during the lunch-time break, but they are also responsible for keeping the pews stocked with hymnals, bibles, Kleenex, pencils, and a variety of tithing envelopes. They make up the kiddie bags for Sunday worship each week. They help with computer input of attendance data, along with other basic word-processing. They help with **Scribe** mailings, and other special mailings. They help with filing, answering phones, and the like. They simply help with whatever it is that needs to get done, and they do it ALWAYS with a gracious heart. Thank you Merlwyn and Charlie!

Did you know that CtK has a Library? Well, we do! And it goes without saying that were it not for Cora Landgren and Lillian Boe, our resident Librarians, CtK's Library would be just a room full of scattered books. But Cora and Lillian work diligently each month to ensure that all the books coming in/out are appropriate and properly catalogued and shelved. So, when you need a good read for that summer vacation coming up, stop by the CtK Library and check it (and a book) out! There's quite a variety, even a section for young children and one for young adults! Should you need some help picking a book, look for Lillian's monthly book review column in the **Scribe**. Thank you, Cora and Lillian for the gift of books and reading!

As always, CtK communication continues to evolve in our ever-changing technological society. The website has been modified so it is now more user friendly for both visitors and members alike. People can find out all about CtK, its activities and events, quickly and with relative ease by simply clicking on the appropriate homepage icon and subsequent pull-downs.

The master calendar and schedule of events links directly to each page of the website reflecting up-to-the-minute postings of activities and events. Monthly calendars are also listed in issues of the **Scribe**, and weekly listings can be found in the Sunday bulletins, "This Week at CtK," along with "Important Upcoming Dates" on the announcement page. And while you are fellowshiping in the Welcome Center between worship on Sundays, remember to **LOOK UP!** The weekly events will be scrolling across all the screens in the Welcome Center--Thank You Mandy! And if you need to find something specific, the Resources Tab on CtK's home page links items like the bulletins, monthly **Scribe**, CtK Directory, Get Involved Calendars, and much more. New this year are Get Involved calendars for CtK's Housekeeping Team and CtK's Tellers, along with one for The CtK Women's Group. So much information shared in a variety of ways – all a simple click away on your cell phone, lap top, or other device. And for those who prefer, you can call Linda who is often "behind the front desk." There are so many opportunities to stay informed!

Along the lines of staying informed, Pastor Tim recently set up the office staff with G-mail and Google staff calendars. These programs, along with the ability for us to remote access when necessary, have enabled staff to work more efficiently and effectively with one another and our church community. We are also able to participate in "flex" time which allows each of us the opportunity to get away by ourselves and be refreshed and renewed—Thank You Pastor Tim!

(continued on pg. 19)

A major technological change in January of 2017 was switching our membership data base from “Power Church” to “Shepherd Staff.” Learning the intricacies of the new data base program has not been nearly as challenging as transferring all the data from the old to the new. It has involved checking and double-checking member’s data for ALL CtK members. It’s kind of like “the gift that keeps on giving.” It’s a formidable challenge, but one that has been made manageable for the administrative assistant with the unending help of Laura Stransky, CtK’s “resident historian.” We are so appreciative of and indebted to Laura who has logged well over 2,000 tireless, volunteer hours (and counting) in the office (and remotely from Arizona) to help insure that each and every piece of CtK membership data is accurate and up-to-date. She references and cross-references data from paper files and computer files, and even Pastor John’s old, hand-written member files from his binder. Maintenance of this data is required by the ELCA and is of paramount importance when submitting our various yearly membership reports to Synod. So PLEASE respond diligently when there is a request for updating membership data; PLEASE let us know when you have a new address, telephone number, are moving away, have changed churches, etc. We can’t know what we don’t know. . . so thank YOU in advance for keeping us informed of your changes.

Scheduling calendar items remains an integral administrative duty. The use of the CtK facility by church and community groups has remained relatively stable this past year. There are about 40 different groups (CtK and community) who use the facility in any given month with varying degrees of frequency. That does not include the handful of out-of-state youth groups and others who request overnight stays, nor does that number include the occasional groups that meet once or twice a year. At this time, there are already four groups who have scheduled their 2019 events to ensure their reservation date. Know that your willingness to continue to open CtK’s doors to others speaks volumes about CtK’s commitment to reach out to our community and beyond and bring them in! They truly believe the use of “CtK’s facilities is a blessing to the community.”

In reaching out to our neighbors and those in need, CtK continues to work closely with the Collaboration of Caring Communities (CCC). This organization “provides a focus for area churches and human-service agencies to optimize services and resources for people in need.” Current recommendations have instructed us to refer those seeking assistance (financial or otherwise) to an intake counselor at Manna. Once at Manna, these people can be interviewed and counseled as to their specific needs to determine what relevant resources might be available to best meet those needs. Having Manna be a type of resource hub not only makes access more equitable, but it also helps the program operate more efficiently. This program has had a positive impact in reducing the number of foot traffic in/out of the CtK office. Nonetheless, you can rest assured that we continue to do our very best to assist those in need. This mission is strongly supported by CtK’s community liaisons – Jigger Staby for CCC, John Condie for Manna, Barbara Hawxhurst for the Durango Food Bank, Rap Fairley for Habitat for Humanity, and the many CtK volunteers who work in tandem with our Social Ministry Committee—these CtK’ers are deeply committed to assisting those in our community who are less fortunate—Thank you Social Ministry!

CtK’s mission, goals, and outreach are deeply rooted in such a variety of ministries at home and beyond. EVERYONE helps: from Altar Guild to Housekeeping; from Music ministry to Worship Assistant ministry; from Youth to Homebound ministry; from NELM in Rock Point, Arizona to Zaculeu, Guatemala. LIFE HAPPENS at CtK and beyond because so many of you have come forward to make [new] things happen. You give generously, you serve whole-heartedly, and you bless others with the gifts and talents that God has blessed you with. Sharing of yourself in so many ways shows God’s love to a community, to a world, beyond the doors of CtK. What a joy it is to share in so many blessings!

Respectfully submitted,
Linda White
CtK’s Administrative Assistant

Annual Report – CtK Financials
Profit & Loss Statements
2017 & 2016 YTD

CtK PROFIT & LOSS STATEMENT	2017	2016	Change
Total Income	334,349	342,941	(8,592)
Expense			
BENEVOLENCE/SYNOD	18,397	32,784	(14,387)
MAGNIFICATION	26,662	28,284	(1,622)
MEMBERSHIP	1,921	5,745	(3,824)
MATURITY	62,365	66,436	(4,071)
MINISTRY	16,808	20,451	(3,643)
ComMISSION	144	557	(412)
AdMINISTRATION	249,454	249,558	(104)
Total Expense	375,751	403,815	(28,064)
Net Ordinary Income	(41,402)	(60,874)	19,472
Other Income/Expense			
Other Income			
Misc Income	927	481	446
Interest/Dividend Income	8,346	3,362	4,984
Market Change on Investments	17,953	5,300	12,653
Total Other Income	27,227	9,144	18,083
Net Income	(14,175)	(51,730)	37,555

Annual Report – CtK Financials
Profit & Loss Statements
2017 & 2016 YTD

CW PROFIT & LOSS STATEMENT	<u>2017</u>	<u>2016</u>	<u>Change</u>
Total Income	209,118	239,748	(30,631)
Expense			
AdMINISTRATION			
PERSONNEL	193,034	227,753	(34,719)
BUILDING	2,033	1,348	685
GENERAL SUPPORT	161	391	(230)
OFFICE EXPENSES	5,258	5,777	(519)
PROGRAM - CW	28,392	28,248	144
Total Expense	<u>228,877</u>	<u>263,516</u>	<u>(34,638)</u>
Net Ordinary Income	(19,760)	(23,767)	4,008
Other Income/Expense			
Other Income			
CW Donation Income	28,346	9,518	18,828
Grant Income	1,900	100	1,801
Total Other Income	<u>30,247</u>	<u>9,618</u>	<u>20,629</u>
Net Income	<u>10,487</u>	<u>(14,150)</u>	<u>24,637</u>

CtK ENDOWMENT P&L STATEMENT	<u>2017</u>	<u>2016</u>	<u>Change</u>
Total Income	0.00	4,750.50	-4,750.50
Total Expense	7,480.00	7,110.00	370.00
Net Ordinary Income	-7,480.00	-2,359.50	-5,120.50
Other Income/Expense			
Other Income			
Interest/Dividend Income	1,407.74	4,196.73	-2,788.99
Market Change on Investments	13,228.55	879.89	12,348.66
Total Other Income	<u>14,636.29</u>	<u>5,076.62</u>	<u>9,559.67</u>
Net Income	<u>7,156.29</u>	<u>2,717.12</u>	<u>4,439.17</u>

Annual Report – CtK Financials—Balance Sheet

CtK BALANCE SHEET	<u>Dec 31, 17</u>	<u>Dec 31, 16</u>	<u>\$ Change</u>
ASSETS			
Current Assets			
Total Checking/Savings	43,111	29,298	13,813
Other Current Assets			
Other Current Assets	-	100	(100)
Account Receivable	7,303	6,632	671
Unrestricted Investments	11,429	6,850	4,579
Restricted Investments	121,930	154,840	(32,910)
CtK Mission Endow. Fund	164,603	146,299	18,304
Total Other Current Assets	<u>305,265</u>	<u>314,721</u>	<u>(9,456)</u>
Total Current Assets	348,376	344,019	4,357
Other Assets			
Notes Receivable	90,000	90,000	-
TOTAL ASSETS	<u>438,376</u>	<u>434,019</u>	<u>4,357</u>
LIABILITIES & EQUITY			
Liabilities			
Total Accounts Payable	6,570	5,202	1,368
Total Credit Cards	6,532	9,226	(2,694)
Accrued Payroll & PR taxes	5,287	3,497	1,790
Other Current Liabilities			
Love Fund	18,139	16,480	1,659
Memorial Garden and Columbarium	9,273	9,815	(542)
Youth Funds	7,149	6,208	941
Special Church Programs	4,194	5,937	(1,743)
Memorials	4,136	3,284	852
Outreach	2,692	2,512	180
Missions	2,603	3,228	(625)
Pastorial Discretionary	1,049	283	766
Other Current Liabilities	1,777	(6,341)	8,118
Total Other Current Liabilities	51,012	41,406	9,606
Total Liabilities	69,401	59,331	10,070
Equity			
Opening Bal Equity	268,610	268,610	-
Retained Earnings	106,077	174,788	(68,711)
Prior Period Adjustment	(11,328)	-	(11,328)
Net Income	5,617	(68,711)	74,328
Total Equity	<u>368,976</u>	<u>374,687</u>	<u>(5,711)</u>
TOTAL LIABILITIES & EQUITY	<u>438,377</u>	<u>434,018</u>	<u>4,359</u>

Year	Avg. Worship Attendance	Baptized Members	Confirmed Members	Total Giving	Total Benevolence	Ben. %	Debt	Events
1964-90	99	269	197	\$67,859	\$8,071	13%	\$85,538	Average data of 1 st twenty-six years
1991	122	268	197	\$139,825	\$13,500	10%	\$117,419	Bldg. Fund
1992	107	277	211	\$130,238	\$9,672	7%	\$231,147	FH Addition
1993	97	273	211	\$116,763	\$12,639	11%	\$217,561	
1994	136	336	239	\$124,027	\$17,324	14%	\$212,593	7 th Pastor
1995	165	372	265	\$141,514	\$21,262	15%	\$207,173	Vision Plan
1996	181	404	294	\$157,978	\$30,390	19%	\$189,874	
1997	191	434	319	\$323,157	\$37,436	12%	\$74,000	Worship Area
1998	219	503	364	\$350,683	\$61,311	18%	\$465,000	West Addition
1999	234	536	404	\$354,032	\$36,271	10%	\$428,104	New Vision
2000	250	553	426	\$519,277	\$51,157	10%	\$199,209	Assoc. Pastor
2001	251	559	434	\$425,017	\$50,273	12%	\$137,556	CW Daycare
2002	253	580	451	\$417,854	\$72,889	17%	\$88,566	Wildfire
2003	223	530	431	\$421,788	\$54,441	13%	\$44,834	Conflict
2004	211	479	400	\$499,872	\$78,928	16%	\$11,374	1-Year Vision
2005	205	491	415	\$473,627	\$130,906	28%	\$0	Debt Paid Off
2006	211	506	432	\$510,473	\$152,294	30%	\$197,467	Columbarium
2007	202	481	409	\$530,860	\$176,524	33%	\$178,964	Endowment Fund
2008	178	465	403	\$448,358	\$139,571	31%	\$160,152	Sabbatical
2009	181	467	410	\$423,972	\$107,747	25%	\$127,000	Recession
2010	190	507	446	\$490,915	\$104,109	21%	\$0	Youth Choir
2011	217	507	446	\$505,781	\$112,961	22%	\$0	Worship Area
2012	199	526	459	\$433,637	\$99,884	23%	\$0	Departure of Pastor John
2013	160	504	451	\$352,772	\$78,518	22%	\$0	Arrival of Pastor Tim
2014	150	514	445	\$315,508	\$65,084	21%	\$0	50th Anniv.
2015	150	437	326	\$346,858	\$64,766	19%	\$0	
2016	144	402	334	\$342,436	\$33,753	10%	\$0	
2017	151	383	310	\$334,349	\$55,640	17%	\$0	

CHRIST THE KING LUTHERAN CHURCH MEMBERSHIP STATISTICS

* = Estimate Giving = all income for the yr., excluding CW Benevolence = Synod, World Hunger, & all funds given to help others % = % of total given