

# KURIAKOS

## 2024 Annual Report

Sylvan Lake Lutheran Bible Camp  
Association

Presented at the Annual General Meeting  
Saturday, March 29, 2025, 2:30pm  
at Kuriakos



KURIAKOS  
2024 Partner Congregations of  
Sylvan Lake Lutheran Bible Camp Association  
As of March 21, 2025

Partner Congregations

- Advent Lutheran Church (Calgary)
- Alberta Synod ELCIC
- All Saints Lutheran Church (Calgary)
- Bethel Lutheran Church (Sherwood Park)
- Faith Lutheran Church (Sylvan Lake)
- Faith Lutheran Church (Sundre)
- First Lutheran Church (Calgary)
- Grace Lutheran Church (Bentley)
- Grace Lutheran Church (Drumheller)
- Holy Spirit Lutheran Church (Edmonton)
- Hope Lutheran Church (Calgary)
- King of Kings Lutheran Church (Spruceview)
- Lutheran Church of Our Saviour (Calgary)
- Lutheran Church of the Good Shepherd (Red Deer)
- Lutheran Church of the Master (Airdrie)
- Mount Calvary Lutheran Church (Red Deer)
- Nazareth Lutheran Church (Standard)
- Our Savior's Community Lutheran Church (Hussar)
- Peace Lutheran Church (Innisfail)
- Peace Lutheran Church (Taber)
- Prince of Faith (Calgary)
- St. Paul's Lutheran Church (Olds)

Member Congregations

- Holy Cross Lutheran Church (Okotoks)
- Hosanna Lutheran Church (Edmonton)
- Immanuel Lutheran Church (Lethbridge)
- Immanuel Lutheran Church (Rocky Mountain House)

**Kuriakos Annual General Meeting Minutes**  
**2:30 pm - March 23, 2024**  
**Kuriakos, Lacombe County, AB and Online**

Attendance:

- |                       |                     |                      |
|-----------------------|---------------------|----------------------|
| - Joe and Barb Stolee | - Ben Ledene        | - David Christiansen |
| - Becky Mbuge         | - Ron Bjorge        | (Chair)              |
| - Kirsten Berg        | - Matt Gillard      | - Anna Henkleman     |
| - Debbie Kemp         | - Amber Allen       | - Paul Kopjar        |
| - Phil Berg           | - Leah Wetter       | - Rev. Phil Penrod   |
| - Anthony Woloszyn    | - Kurt Hanson       | - Rev. Matt Gillard  |
| - Brian Rude          | - Hannah Rude       | - Chiara Feder       |
| - Debbie Kemp         | - Kari Ree Grahlman |                      |
| - Pam Ropcoon         | (Recording          |                      |
| - David Larsen        | Secretary)          |                      |

1. Welcome (Dave Christiansen, Board Chairperson) -
2. Devotion (Rev Art Weiss)
3. Recognition of Delegates - Declaration of Quorum

- Lutheran Church of the Good Shepherd, Red Deer - Ron Bjorge
- First Lutheran Church, Calgary - Leah Wetter
- Hope Lutheran, Calgary - Kurt Hanson
- Lutheran Church of the Cross, Calgary - Hannah Rude
- Immanuel Lutheran Church, Rocky Mountain House - Dave Christiansen
- Grace Lutheran, Bentley - Anna Henkelman
- All Saints Lutheran Church, Calgary - Barb Stolee
- Lutheran Church of the Master, Airdrie - Becky Mbuge and Debbie Kemp
- *Riverbend Lutheran Church, Edmonton* - Anthony Woloszyn

4. Approval of Agenda -  
**MOTION to accept. - MSC**
5. Review of Minutes from AGM March 25, 2023 -  
**MOTION to accept - MSC**
6. Board Members 2023-2022

Board members for the 2023-2024 term were: Dave Christiansen, Kari Ree Grahlman, Rev. Phillip Penrod, Michael Gillingham, Leah Wetter, Kurt Hanson, Ron Bjorge, Anthony Woloszyn, Rev. Doug Heine, Rev. Matt Gillard

Express thanks to the Board for this term! Thanks to Dave, Ron, and Kari as they step off the board this year.

7. Board Chairperson Report - David Christiansen  
Continuing to deal with several ongoing issues.  
Executive Director search committee has recommended a candidate that was accepted by the Board and a job offer has been sent. We are waiting for response during ongoing negotiations.

8. Committee Reports (included in the Annual Report)

a. Vision Committee - Kari Ree Grahlman (co-chair of Vision)

Challenge to invite to Belong, invite to Grow, invite to be Together at Camp, invite to do the work of camp, because the work is really good.

b. Risk Management Committee - presented by Dave Christiansen

Highlights of the work of Risk Management Committee summarized in the Committee report.

c. Sustainability Committee - Ron Bjorge (chair of Sustainability Committee)

Thanks to Rev. Art Weiss for his ongoing financial leadership.  
Through concerted, collective effort Kuriakos is in the black for 2023.

9. Treasurer's Report and Proposed Budget 2024-2025

Verified financial statement was provided by Zenally Chartered Accountants on March 18, 2024. Copies can be made available on request. Zenally provides a verified financial statement as opposed to a full Audit. In the 2023 report, there is a Qualified Conclusion regarding historical reporting by Edward Jones. The board has instructed the Sustainability Committee and ED Rev. Art Weiss to follow up on the Qualified Conclusion.

Savings on expenses for 2023 have come, in part, from being understaffed for portions of the year.

Previous investments in improvements of the camp are now showing dividends in our programming capacity.

Increase in donations in 2023 does not include the donations designated towards the Above and Beyond Capital Campaign.

Increase in 2023 Recruiting costs is mostly due to a challenge in recruiting summer staff. Kuriakos had to rely on international recruitment to fill seasonal staff positions.

Any estate gifts that came in during 2023 were directed towards the Above and Beyond Capital Campaign and were not included in the increase in general donations.

**MOTION: Approve committee reports as presented in the Annual Report. - MSC**

10. Appointment of the Accounting Review

**MOTION: Appoint Zenally Chartered Accountants to undertake the Financial Review for 2024. -MSC**

## 11. Bylaw Revisions

Risk Management Committee undertook a review of the Kuriakos Bylaws and revisions have been recommended. Revisions have been highlighted in the Sylvan Lake Lutheran Bible Camp Association Bylaws as presented in the 2024 Annual Report.

Revisions to the Bylaws include some items that were previously codified as Guidelines and are now included in the Bylaws. Bylaws also now reflect the full communion partnership with the Moravian church.

**MOTION: Accept the Bylaw Amendments as presented to AGM. - MSC**

## 12. Report to Congregations

Included in the Annual Report.

## 13. Executive Director's Report -

Written report included.

Highlights:

- 20% ahead in registrations over 2023
- 44% of campers are returning campers, 21% word of mouth, 16% Church Involvement, 7% Kuriakos Website
- \$17433 campership plus \$5281 by individual congregations to support covering fee for camper participation
- Rebound in 2023 Guest Groups - groups are larger and staying for longer
- 35% of income comes from donations and fundraising, 26% from programs, 31% from Guest Groups
- Opportunities: Committee, Board and Volunteer, Program Participation
- Planned Giving: 2023 received 2 estate gifts and one congregational disbursement, 2 bequests in process

Kuriakos Gathers Together - KGT - April 20, 2024 in Lacombe! Dinner, Dance, and Silent Auction!

Above and Beyond Capital Campaign - \$960,000 in commitments towards \$2.5 million goal !

- There are many ways to give towards the campaign: Congregation engagement underway as well as Alumni, Board and Former Board, and Major Donors

## 14. Nominating Committee Report and Elections

- a. Nominating Committee for the BOard is the Risk Management Committee. This year, we have four (4) vacancies for 3-year terms and one (1) vacancy for a 1-year term.
- b. 9 positions on the Board are elected at the AGM by the Association, 1 position is appointed by the Board.
  - i. Pastor Phil Penrod is finishing his first 3-year term and is standing for a second term
  - ii. Ben Ledene stands for his first 3-year term
  - iii. Gabrielle Laughland stands for her first 3-year term
- c. Call for nominations from the floor for 3-year term position.

**MOTION to close nominations and approve by acclamation.**

**MOTION to accept presented candidates for 3 year positions on the board. MSC.**

d. One vacancy for 1-year position. Kurt Hanson has agreed to let his name stand.

**MOTION to close nominations. - MSC**

**MOTION to accept Kurt Hanson for one year position. MSC**

**MOTION of thanks to Dave Christiansen for his service as Board Chair for 6 years.**

**MOTION of thanks to Ron Bjorge, Kari Ree Grahlman and Kurt Hanson for their service on the Board.**

15. Adjournment with Lord's Prayer.

**MOTION to Adjourn 4:24pm.**

### SLLBCA Board 2024-2025

<b>Role(s)</b>	<b>Name</b>	<b>Elected</b>
Chairperson	Phil Penrod	2021
Vice Chairperson, Vision	Leah Wetter	2021
Secretary, Governance	Michael Gillingham	2019
Treasurer, Stewardship	Bentley Ledene	2024
Governance	Matt Gillard	2023
Vision	Kurt Hanson	2021
Governance	Doug Heine	2023
Vision	Gabrielle Laughland	2024

### Committee Members

<b>Vision</b>	Leah Wetter, Kurt Hanson, Gabrielle Laughland, Bobbi Belsek, Carmen Beck, Aaron Pinkoski
<b>Governance</b>	Michael Gillingham, Matt Gillard, Doug Heine, David Christiansen, Graham Kopjar (Chair)
<b>Stewardship</b>	Ron Bjorge, Ben Ledene, Jesse Christiansen, Chris Gillanders

## Chairperson's Annual Report for 2024

*"Jesus Christ is [eternally changeless] the same yesterday and today and forever."*  
- Hebrews 13:8 (Amplified Bible, AMP)

As we enter the 95<sup>th</sup> year of service for Camp Kuriakos in 2025, I am so thankful for the faithfulness and consistency of our God in Jesus Christ.

2024 brought much change and transition in the life of our association. Still, it is the presence of God in our midst – God whom we understand to be for and with us, especially in trying times – that opens our clenched fists and fearful hearts to new possibilities for peace and love to abound in us; and, through us, into the wider-world.

The year began with the endorsement of a new strategic plan for the period of 2024-2027. This plan adds a strategic priority of Stewardship while carrying forward the previous priorities of Belonging, Growth and Togetherness. The Board continues to develop, refine and advance the action steps to realize our envisioned outcomes.

February saw the beginning of a new phase of our Capital Campaign – the Congregational phase – with planning and training taking place in order to facilitate congregation-based appeals in both the spring and fall. Over the course of the year three congregations participated, with pledges totalling \$361,000.

When teaching on the subject of good organizational governance, Pastor Art used to like to say, "If our organization is an airplane, then the Executive Director and the Board Chair are the twin engines that power it forward." Well, March saw the beginning of major maintenance on the Kuriakos plane with the election of a new Board Chair and the work of our Executive Director Search Committee coming to a close and recommending the extension of call to Pastor Kristian Wold. Pastor Art and David Christiansen logged a lot of miles together for Kuriakos, and both Pastor Kristian and I are so thankful they were willing to log a few more over this year to get us up to speed and keep us on track.

April brought another successful edition of KGT along with work within the Board and staff to implement refined HR practices with the goal of improving staff safety, retention and recruitment. Though there is room for continual improvement in this area, early indications are that we are making good progress.

In May we received communication through an intermediary that our neighbours – the Croslands and the Feleskys- were becoming more motivated to sell. Contact was established and preliminary conversations took place. At this time the Board exercised due diligence and commissioned an independent appraisal of the properties through a local company. The findings of this report formed the basis of our negotiating strategy; and, though the end result in early June was a disappointing inability to come to terms, we now know this work led directly to the proposed purchase agreement coming before the Association by Special Resolution at our March 2025 AGM. Whatever the result of that vote will be, many thanks are due to our Board for the additional work they have done on this file. I would also like to express gratitude for all those who shared their wisdom with us along the way: Barb and Joe Stolee, Jesse Bydevaate, Chris Gillanders, Rob Mitschke, David Unsworth, David Werklund, and Paul Marsh to name but a few.

In July and August Board members—led by Leah Wetter and Ben Ledene—initiated intentional conversations with campers during Family Camps to increase awareness of the variety of needs for



volunteers to enable the ministry of Kuriakos. These efforts have proved to be fruitful and life-giving for our work groups, committees and Board. August also saw the installation service for Pastor Kristian on a perfect summer evening. We are so thankful that he was able to share that night with Karen and Arik and that they were willing to draw the circle of celebration so wide.

September was supposed to be a time for reflection upon the summer program season and tending to Pastor Art's transition into retirement. Instead, Karen's sudden death shocked us all. We made it through by the grace of God: active in small acts of kindness; alive in benefits programs that allow for compassionate leave; manifest in the willingness of staff and volunteers alike to take on additional responsibilities; evident in particular by the capable and collected leadership of our Acting Executive Director, Paul Kopjar.

In October we gave thanks for the ten years of service Pastor Art Weiss gave to our camp community and to the wider church. After a few weeks to move home to Texas and get settled, Pastor Art has continued to support our work through a contract to oversee our finances that runs through the spring of 2025.

2024 closed out with one more disruption for good measure – a postal strike. I'd like to thank Amber Allen for her extra work and creativity to ensure that all our Christmas correspondence got out and our bills were paid on time. Though Amber's time with our Association has now come to an end, we are thankful for the gifts she shared and we wish her the best in her future ventures.

In closing, please join me in thanking Michael Gillingham for his 6 years of service on our Board. Michael has served faithfully for many years on the Executive as Secretary and has shared both his wisdom and his compassion freely.

Respectfully Submitted,

Rev. Philip Penrod

## Executive Director's Annual Report for 2024

*"For everything there is a season and a time for every matter under heaven:*

*a time to be born and a time to die;*

*a time to plant and a time to pluck up what is planted...*

*a time to break down and a time to build up;*

*a time to weep and a time to laugh;*

*a time to mourn and a time to dance;*

*a time to throw away stones and a time to gather stones together...*

*God has made everything suitable for its time; moreover, he has put a sense of past and future into our minds."*

- Ecclesiastes 3

The wisdom of these famous selected verses from Ecclesiastes is the recognition and acceptance of the fact that life is a journey of constant transition. Change is built into the very structure of the world God created; this is true of cultures, institutions, organizations, and individuals.

2024 was a year of many transitions for Kuriakos. In February Karen and I, filled with hope and anticipation, travelled to the camp for a conversation with the Board to listen and share our collective dreams and visions for Kuriakos. It was a time to plant. That conversation led to an offer of employment and I came on board as Executive Director in May. Immediately the camp rhythm transitioned from the slower off-season pace to the summer rush of events and activities. Time to laugh! Time to dance! It was also a time for me to participate in the program, observe, learn, and contribute. And it was time for Art's last summer at Kuriakos; he helped me ease into the administrative responsibilities of the role - "throwing stones away and gathering stones together."

The autumn brought a sudden, unexpected, and tragic change in my life as Karen was called to her eternal rest on September 7, her time to die. I remain extraordinarily grateful for the outpouring of love and support from the Kuriakos community throughout the fall, enabling me to regroup my life and my son's. It was a time to weep and mourn.

In October Kuriakos said goodbye to Art Weiss on a weekend of gratitude. "Well done, good and faithful servant." It was a time to celebrate his ministry with Kuriakos and his contributions to this organization. Throughout the fall programs continued with the steady guidance of the staff team: Paul, Kendra, Amber, Pam and intern Ruben. I am so grateful for their constancy in a time of transition. The Board also continued its faithful work of governance: there is also a time for a steady hand on the helm of the ship.

In June of 2024 the Board entered active dialogue with the sellers of the land next door. This led eventually to the conversations that resumed in early 2025 and have resulted in a momentous new potential transition for the Sylvan Lake Lutheran Bible Camp Association: the chance to purchase land that will unite our property and offer new possibilities for ministry. This may be another time to plant, build up, and gather stones together; it is up to the Association to discern.

A dream that Karen and I shared ever since we spent a summer on pilgrimage to Taizé, Iona, and Holdan Village, was to be in ministry in a place of retreat and renewal. I believe God has called me to this place to be part of its continued ministry as a summer camp and growth as a retreat centre. I have always loved outdoor ministry, and I have been formed by places of prayer and retreat. I look forward to continuing ministry at Kuriakos and tending to the new things God is doing amongst us as they take root and grow.

Throughout the challenges and opportunities of transition there is one thing that does not change: God's faithfulness. Kuriakos is a place "belonging to the Lord". It has been a gift to many generations past and will continue to bless generations to come. May we be faithful in turn, listening for the voice and guidance of the Spirit, continuing to cherish the values of Belonging, Growth, and Togetherness that define this place.

Your servant in Christ,

Kristian Wold  
Executive Director

## **Vision Committee Report for 2024**

Many thanks to all of the members who have served on the Vision Committee this year including: Leah Wetter, Gabby Laughland, Kurt Hanson, Bobbi Belsek, Carmen Beck, Jesse Christiansen, Aaron Pinkoski, Chris Gillanders, Phil Penrod, Paul Kopjar, Kendra Freeland, Amber Allen, and Kristian Wold. Beyond our Vision Committee, we also had members who volunteered on our Total Inclusion Exploratory (TIE) work group including Sarah Shentaller, Hannah Rude, Brittany Morrison, and Karlene Molzan. Many of these volunteers have agreed to continue the work as we look forward to next year but we are always looking for more 'Vision-ers' to join us!

Using our vision statement, mission statement, and core values as a foundation, the Vision Committee looks ahead to the work that is outlined in our Three Year Strategic Plan (from 2024 - 2027) and the associated Strategic Plan Action Steps. During our Vision Committee meetings and in our work groups we are discussing and encouraging action steps towards our short and long term goals for the Kuriakos community.

There are many highlights of the work we have accomplished in 2024 including:

- Kuriakos has two versions of a Land Acknowledgement in written form (on our website and in our staff and board handbooks) as well as a 'kid-friendly' version with actions that staff are using during programs. We continue to have constructive conversations as we recognize our responsibilities as a Kuriakos community on this journey of truth and reconciliation.
- Kuriakos also has a new welcome statement that is on the website and will be used by staff to ensure that there is an inclusive and consistent message that we ALL belong.
- Staff are preparing Program and Hospitality reports three times a year (Summer, Fall and Winter/Spring) for the Vision Committee to review. There has been recent work on providing resources and training for how these reports can continue to track utilization rates and plan for potential program and rental opportunities.
- The Total Inclusion Exploratory (TIE) work group is finishing up and will be providing final recommendations to the Vision committee this Spring. This fall one of the members of this work group, Sarah Shentalar, participated in the Lutheran Outdoor Ministries' (LOM) "Total Inclusion" symposium on behalf of Kuriakos.

As we look ahead to 2025 we continue to follow the action steps outlined in the Strategic Plan including:

- We will establish a new work group that will be reviewing and updating our Statement of Faith. This will be included in our foundational work along with our vision statement, mission statement and core values.
- We will continue to discuss ideas for building partnerships with guest groups and ensuring that they are included in our Kuriakos community.
- We will continue to discuss staff retention and focus on returning seasonal staff. We are looking at ways to make Kuriakos a place where people want to work again and again.
- We will continue to support the work that is being done for improvement to staff housing, including looking at the options and priorities for these facilities as related to the Strategic Plan and overall goals for Kuriakos.
- We will continue to support the Kuriakos board, committees and staff as the work continues on the action steps of the Strategic Plan 2024-2027.

With deep faith and hopeful optimism, the Vision Committee embraces the work for Kuriakos to continue as a community set apart to be together. We invite you to join us!

Respectfully submitted by Leah Wetter, Chair.

## **Stewardship Committee Report for 2024**

The Stewardship Committee works to ensure the short-term and long-term financial viability of our Ministry at Kuriakos, as well as ensuring we are environmentally sustainable, and that enduring human relationships are sustained. In 2024, our mandate was expanded to include Property, and we changed our name from Sustainability Committee to Stewardship Committee. So this is a busy committee. The Board Calendar and the Strategic Plan 2024-2027 are helpful guides in establishing agendas for our meetings. Nine Zoom meetings were held in 2024. Significant emphasis was placed on managing and monitoring our budgets through working with the Executive Directors and others. We are grateful for the expertise of Art Weiss in managing our finances.

In 2024 significant effort was placed on managing and monitoring our budgets during a year of transition. Pastor Kristian Wold was welcomed as the new Executive Director in late spring and Pastor Art Weiss moved to retirement in the fall, with a period of overlap. A major longer-term rental did not materialize as anticipated, and the Kuriakos Outdoor School had a quieter year than 2023. Overall, our 2024 preliminary year-end pre audited financials indicate a small deficit. For final figures, see the Auditors report for 2024. We are thankful for the generous support received from many, during this year of transition.

December 2024, we passed a motion to recommend to the Board a 2025 Operational budget with a predicted income of \$776,435 and expenses of \$873,600, with the deficit to be covered from funds on hand. The Board accepted this recommendation. There was no Capital budget for 2025, although there were funds for basic maintenance in the Operational budget.

Kuriakos Gathers Together (KGT) continued to be a major fundraising and fun event in 2024, which supports the Operational budget. This dinner, program and auction was a combination event with the Flat Iron Jazz group and held in the Lacombe. Many thanks to the ingenuity and creativity of the core organizing team and all who supported this event. Watch for KGT 2025, to be held on April 26 in Lacombe, with the on-line auction beginning about 10 days earlier. For tickets see: [www.KuriakosGathersTogether.ca](http://www.KuriakosGathersTogether.ca).

A variety of additional Committee activities were undertaken in 2024 including updating the annual calendar to include additional Stewardship Committee actions, reviewing/establishing key metrics to be monitored, updating the Stewardship Committee terms of reference, encouraging engagement with the congregations, monitoring camper and visitor number trends, review of donations and congregation partner/member trends, keeping abreast of issues related to the adjacent lands for sale and providing advice/direction on the management of various financial accounts and funds.

In addition to financial and user metrics, in 2024 we monitored bird species at Kuriakos during the summer nesting season. A total of 33 species were observed in summer 2024, compared to 34 species in 2023, based on similar search effort of the same area. This indicates a rich environment for these species.

Those serving on the Stewardship Committee during all or a portion of 2024 included Amber Allen, Art Weiss, Jesse Christiansen, Chris Gillanders, Paul Kopjar, Ben Ledene (Treasurer), Phil Penrod, Kristian Wold, and Ron Bjorge (Chair). All are thanked for their very capable and faithful service.

The Stewardship Committee gives thanks to God and to all Kuriakos participants, supporters, campers, volunteers and staff for faithful service and support during 2024.

Blessings to all Ron Bjorge (Chair), Ben Ledene (Treasurer)

## **Governance Committee Report for 2024**

*The Governance Committee (previously Risk Management Committee) is responsible for reviewing and making recommendations on aspects of Kuriakos that affect the health of the organization or participants. In addition, the Governance Committee is responsible for Kuriakos Policy development and review, establishing guidelines for relationships with outside groups, and ensuring Board governance including planning Board training, and nominating members for the Board.*

### **Activities and Achievements 2024**

- Reviewed, updated and obtained Board approval for revised, Kuriakos Policy 8 (Board of Directors), Policy 9 (Rentals), Policy 10 (Relationships with outside groups), Policy 11 (Gift Acceptance and Valuation).
- Reviewed Association bylaws and presented a revised version to the March 2024 AGM. A second review and revision of the bylaws was completed due to new Corporate Registry requirements. This revised version along with a companion document are being returned to the 2025 AGM for endorsement.
- Administered the Board Evaluation Questionnaire. Reviewed, summarized and reported on the results of the questionnaire.
- Administered the Board Member self-evaluation questionnaire
- Reviewed and provided recommendations on insurance coverage for Kuriakos for the next year.
- Reviewed and updated the Terms of Reference for the Risk Management Committee
- Canvassed for suggestions of names of potential Board members, and contacted a number of candidates.
- Evaluated any potential new risks for the summer of 2024 program season. Identified air quality due to forest fire smoke.
- Administered the Committee Assessment Questionnaire for later discussion in the Board. Undertook assessment of the Risk Management Committee operations for 2024.
- Reviewed all accident/incident reports from summer 2024, and requested procedure updates from staff in order to address the issues. Discussed one incident from 2023 still requiring follow up action.
- Evaluated Risk Management Committee performance relative to the 2024 metrics and developed new metrics for 2025.
- Administered a Board member skills inventory to identify potential areas where the Board may be deficient in available skills. This information can assist in seeking new members with the necessary skills to fill any gaps.
- Obtained interim approval from the Board for the current Kuriakos draft Information Management Plan.
- Submitted recommendations of topics for Board Training in the spring of 2025.
- Reviewed the Strategic Plan action steps assigned to the Governance Committee by the Board. Developed a draft Committee Training Manual for Board review.
- Updated the Annual Calendar with Governance-specific items.

### **Ongoing Projects for 2025**

- Financial management guidelines regarding capital budget/asset management/investment income
- Committee training manual
- Bylaws review, specifically recommendations for how to establish quorum for decisions that affect the fundamentals of the organization

### **Membership**

The Committee is composed of David Christiansen, Matt Gillard, Michael Gillingham, Doug Heine, Graham Kopjar (Chair), Phil Penrod (Board Chair), Kristian Wold (*ex officio*)

Respectfully submitted

Graham Kopjar - Chairperson

**WE ARE GRATEFUL FOR EVERY GIFT WE RECEIVE. BELOW, WE ARE PLEASED TO RECOGNIZE  
DONORS WHO CONTRIBUTED 2025.**

**\$5000+**

George Haugen  
Douglas Huber  
Laura Ost  
David & Helen Saude  
Amber Allen  
Dean & Elsa Hendricksen  
Kent & Susan Freeland  
Ken & Carol Bell  
John Brandt  
Craig & Colleen Thomas  
Pam Ropcean

Allan & Candace Wilson  
Laverne & Lisa Rude  
Ralph Jorgensen  
Dave & Marilyn Christiansen  
Ronald & Linda Bjorge  
The Estate of Barbara Hirsch  
Paul Kopjar  
Ila Thomas  
Steve & Jackie Wuori  
Ben & Kris Ledene  
Kristian Wold

Andrew & Debbie Kemp  
Joseph & Barb Stolee  
Greg & Velma Wray  
Rev. Art Weiss  
Phil & Tessa Penrod  
Rob & Stephanie Mitschke  
Jacobsen Family Fund  
Kurt & Elaine Hanson  
The Estate of Elaine A. Nye

**\$2500-\$4999**

James & Beth Hendricksen  
Glen & Valerie Pangle  
Daniel & Judith  
Stuehrenberg

Angela Chytracsek Coaching  
Gretchen Albers  
David "PD" & Linda Larsen  
Terry Pachal

Marla Berg

**\$1000-\$2499**

Carol Anderson  
Randi Barker  
Jesse & Leah Christiansen  
Lana Costello  
Howard & Rose Fenske  
Peter Hawkings  
Dennis & Kari Heise  
Dan & Helga Ledene  
Frank Mueller  
Dorothy Short  
Beverley Soutar  
Joyce McKenny  
Ian & Kristi Stolee  
Wayne & Ann Hoff  
Matt & Carmen Beck  
Maureen Buchanan-Chell

Genevieve Delaney  
Brian Weatherill  
Cindy Schriener  
Ben & Kennan Kunz  
Katie Posch  
Murray & Sherry Reynolds  
Douglas & Joanne McCrae  
Erik Parker & Courtenay  
Reedman Parker  
Bernice Sakstad  
Leonard & Glory  
Christensen  
Steve & Marilla Vaartstra  
Anthony & Sarah Woloszyn  
Douglas & Barb Balogh  
Jan Winchell

Doug & Phyllis Gillanders  
Edward & Tammy Bertschi  
Gordon & Emilie Booth  
Tim Hanson  
Robert & Janelle Heise  
Bill & Hazel Mitschke  
Robert & Carol McKinnie  
Graham Kopjar  
Mark Davies & Ann Faulk  
Angela Chytracsek  
Laureen Wray  
Jenny Rintoul  
Gail Bruner  
Garnet Leach  
Bart & Jennifer Stolee

**\$500-\$999**

Margaret Edgar  
Craig & Evelyn Erickson  
Garry & Shirley Garrett  
Adrian & Anne Harding  
Rachael Heise  
Carolene Kuschminder

Dan & Emily Lavender  
Robert Loblaw  
Keith Muller  
David & Margaret Ann  
Neshine  
Bayo Olaniyan

Norman & Glenda Perry  
Bradley Ponto  
Borge & Gerda Rasmussen  
Cameron Runka  
Telmor & Adelene Sartison  
Ken Simpson



Ralph & Rita Wold  
Maegan Kuziej  
Ken & Kari Ree Grahlman  
Pat & Bill Jeffray  
Kirsti Ann Bell  
Maya Charlebois  
Ruth Jeannotte  
James Kelly  
Margaret Koizumi  
Darryl & Rita Roste  
Barbaranne Stickelmier  
Greg & Debbie Watson

Patrick & Leah Wetter  
Horst & Maureen Schreiber  
Brady & Kate Zaiser  
Isaac & Sarah Holmstrom  
Joe & Shaaron Schulz  
Peter & Koreen Graumann  
Myron & Norine Kostick  
John Lambert  
Erik & Michelle Sorenson  
Connor Bietz  
Marilyn Mazza  
Ryan & Lindsay Faas

Kris & Alice Kristensen  
Marg Nielsen  
Kirsten Berg  
Bruce & Jane Zinken  
Bradford & Anni Adams  
Kelly Wright  
Cameron & Annette  
Suominen  
George Nye  
Bryson & Hillary Siemens  
Joel & Karlin Berg  
Phil & Gail Berg

### **\$250-\$499**

Valli Arlette  
Tom Colbens  
Wally & Judy Cook  
Pearl Fee  
Bernie LeBlanc  
Tom & Christine Marstaller  
Rick & Cindy Robinson  
Rick Schroeder  
Christine Suominen  
Peter & Becky Mbugue  
Mark Donst  
Jason Ropcean  
Anna Calvert

Marmot Basin  
Justin & Karlene Molzan  
Mountain Country Tree Care  
Jim & Roberta Saltvold  
Carole Thannhauser  
Stacy Berner  
Allan Kreller  
Judy Klein-deBoon  
Truman & Kim Severson  
Tate Orlita  
Grant & Anna Henkelman  
Ed & Margaret Storch  
James & Kimberley Ward

Jesse & Sarah Bydevaate  
Jesse & Emma Lentz  
Melanie Allen  
Walter Johnson  
Stuart & Marilyn Tucker  
Glenda Zimmerman  
Allan & Bonnie-Lynn Molzan  
Wayne & Charmayne Thom  
Mark & Joan Ree  
Mick & Diana Macintyre  
Crowther Memorial Junior  
High  
Ron & Miriam Kunz

### **\$100 - \$249**

Charlotte Anderson  
David Baer  
Mike & Melissa Bentley  
Jim & Cleo Campbell  
Merv & Terrie Coombs  
Bill Watson & Norma  
Corraini  
David & Darlene Dahle  
Daryl & Elaine Dick  
Natasha Dudman  
Paul & Joan Erlandson  
Anthony & Alysha Eslava  
Oscar Forsyth  
Karen Freeland  
Janet Geggie  
Nathan & Jitka Gingrich  
Jonathan Hawkins &  
Michelle Kennedy Hawkins  
Garth & Brenda Hein  
Angela Herbst

Robin Krause  
Naomi Kunz  
Greg & Laree Mohr  
Eunice Morck  
Linda Neumann  
Tim & Regan Pinkoski  
Barbara Resch  
Chris Gillanders & Nicole  
Routcliffe  
Christian Rude  
Deborah Scheibner  
Mark Scholz  
Heidi Schroter  
Carl Sorensen  
Kent & Christine Stobart  
Jo-Ann Thomsen  
Nicole Thomson  
Carol Thronson  
Glen & Darlene Kneller

Richard Reimer & Dana  
Rayment  
Cheryl Sommers  
Garry Stone & Carole  
Cheslock  
Jacqueline Lemke-Clow  
Lee Smith & Lorrie  
Tansowny  
Allan & Donna Rodatz  
Alberta Synod ELCIC  
Gilbert Reimer & Jolene  
Ledene Reimer  
Rolf & Grace Nosterud  
Richard & Elizabeth Olver  
Reta Penrod  
Keith & Tracy Rude  
Jocelyn Pierce  
Sharie Tanner  
AN Adventure Distribution  
and Consulting

Marwan & Glenda Maru  
Aaron & Juanita Schnell  
Alison Crabb  
Eva Campbell  
Lorna Clement  
Lyle & Marilyn Faas  
Joyce Hendrickson

Brian & Barbara Howes  
Patricia Jackson  
Karen Keating  
Janet Loewen  
Shelly Mueller  
Dorothy Schumaker  
Joanne Seminuk

Hannah Rude  
Dallas Halvorson  
Peter & Josanna Justine  
Jared & Gabrielle Laughland  
Alain Pelissier  
Ida May Frischke

### Up to- \$99

Ingrid Parker  
Hoff Family  
Paul & Sandra Thomsen  
Jeff & Tracy Dickey  
Sarah King  
Cameron Cline & Jennifer  
Solem  
Jennifer Conley  
Tanya Johnson  
Bobbi Belsek  
Maureen Hafso  
Liam King  
Ethan Ropcean  
Scott Slade  
Jon Pierce  
Judith Hansen  
Jane Oliveira  
Ron & Gaylene Belsek

Isabella Sarver  
Tyrell Deweert  
Alianna Jones  
Sarah Marstaller  
Theresa Cannon  
John & Karen Lentz  
Betty Thomson  
Mitchell & Brittany Balogh  
Beverly Adams  
Byron Bergh  
Robert & Elizabeth  
Cruickshank  
Troy Deisman  
Janet Evans  
Douglas & Elizabeth Ford  
Patricia Kaack  
Greg & Joyce Neiman  
Janis Ogilvie

Kalyn Ogle  
Jeanette Page  
Sudhir Para  
Malcolm Boyd & Ramona  
Parent-Boyd  
Dora Pena  
Bev Sloane  
Linda Tansowny  
Brian & Helene Wetter  
Erin Payne  
Chad & Bradie Molzan  
Joe Yamniuk  
Surekha Jarugumalli  
Chiarastella Feder  
Timothy & Joanne Wray  
Les & Diane Sommers  
William & Lois Roper  
Alyssa Wilson

### Congregations

Hosanna Lutheran Church  
Immanuel Lutheran Church  
Holy Cross Lutheran Church  
Bethel Lutheran Sherwood  
Park  
Faith Lutheran Ladies  
First Lutheran Church  
Grace Lutheran Church  
Drumheller  
Nazareth Lutheran Church  
Prince of Faith - Calgary

Lutheran Church of Our  
Saviour  
Mount Calvary Lutheran  
Ladies Aid  
St. Paul's Lutheran Church  
Lutheran Church of the  
Master  
Our Savior's Community  
Lutheran Church  
All Saints Lutheran Church  
Holy Spirit Lutheran Church

Lutheran Church of the  
Good Shepherd  
Faith Lutheran Church  
Advent Lutheran Church  
Peace Lutheran Church  
Hope Lutheran Church  
Grace Lutheran Church  
Peace Lutheran Church  
King of Kings Lutheran  
Church (Spruce View  
District)

# Sylvan Lake Lutheran Bible Camp

Budget	<u>24 Projected</u>	<u>Budget 24</u>	<u>Budget 25</u>
<b>REVENUE</b>			
Camp Programs - Registration	140,513.44	140,000.00	152,250.00
Camp Programs - Canteen	8,036.60	5,500.00	8,000.00
Camp Program - K-OS	57,096.42	50,000.00	55,000.00
Camp Programs - Retreats	<u>21,137.00</u>	<u>20,000.00</u>	<u>28,000.00</u>
Camp Programs	226,783.46	215,500.00	243,250.00
Camp Rentals - Facilities	233,211.36	330,000.00	270,000.00
Bottle recycle	<u>745.30</u>	<u>1,000.00</u>	<u>800.00</u>
Camp Rentals	233,956.66	331,000.00	270,800.00
Farm Income - Land	7,650.00	7,500.00	12,500.00
Farm Income - Gas Well(s)	<u>4,885.00</u>	<u>4,885.00</u>	<u>4,885.00</u>
Farm Income - Net	12,535.00	12,385.00	17,385.00
Donations - Individual	122,479.21	110,000.00	115,000.00
Donations - Church	11,750.45	15,000.00	15,000.00
Donations - Designated	8,016.00	0.00	0.00
Donations - Gift in Kind	34,080.51	0.00	0.00
Donations - Capital Campaign	<u>7,423.21</u>	<u>0.00</u>	<u>0.00</u>
Donations: Net	183,749.38	125,000.00	130,000.00
Fundraising - KGT	54,023.04	60,000.00	60,000.00
Fundraising - Other	<u>3,101.54</u>	<u>3,000.00</u>	<u>1,000.00</u>
Fundraising: Net_	57,124.58	63,000.00	61,000.00
Grants other	350.00		2,000.00
Gov't Grants - Staff	<u>39,397.05</u>	<u>40,000.00</u>	<u>40,000.00</u>
Grants: Net	39,747.05	40,000.00	42,000.00
Other - Interest & Dividends	5,301.29	10,000.00	12,000.00
Insurance Claim	10,038.71		
Gain/Loss on life insurance	0.00	0.00	0.00
Gain/loss on sale of investments	60,365.65		
Unrealized gain/loss on investment	0.00	0.00	0.00
Amort of capital contributions	<u>22,565.71</u>	<u>0.00</u>	<u>0.00</u>
Other: Net_	<u>98,271.36</u>	<u>10,000.00</u>	<u>12,000.00</u>
<b>Total Camp Revenue</b>	<u>852,167.49</u>	<u>796,885.00</u>	<u>776,435.00</u>
<b>TOTAL REVENUE</b>	<u>852,167.49</u>	<u>796,885.00</u>	<u>776,435.00</u>

## EXPENSE

# Sylvan Lake Lutheran Bible Camp

Budget	<u>24 Projected</u>	Budget 24	Budget 25
<b>Direct Costs</b>			
Recruiting	15,223.70	10,000.00	15,000.00
Summer staff training	5,298.45	5,000.00	6,000.00
Staff travel - Program	494.48	1,500.00	1,000.00
Program Supplies & Services	9,094.00	7,500.00	10,000.00
Medical/Health Supplies	456.71	600.00	600.00
Challenge course	1,629.70	2,500.00	2,500.00
Summer food / Kitchen Supplies Exp	68,006.61	70,000.00	70,000.00
Retreat program expense	1,352.21	2,000.00	1,500.00
KOS (outdoor school)	401.62	1,000.00	1,000.00
Canteen	6,625.03	6,000.00	6,000.00
Marketing	<u>5,061.44</u>	<u>12,000.00</u>	<u>10,000.00</u>
Program Expenses Total	113,643.95	118,100.00	123,600.00
Rental and Retreat food	12,064.36	20,000.00	20,000.00
Kitchen Equipment	1,576.30	1,000.00	1,500.00
Hospitality Expense			400.00
Clean and paper supplies	6,501.98	9,000.00	7,500.00
Dues and inspection fees	3,702.00	2,800.00	2,000.00
Repair and supplies - Grounds	24,231.32	8,000.00	5,000.00
Repairs and supplies - Equipment	10,210.31	16,000.00	12,000.00
Repairs and supplies - Buildings	12,870.97	10,000.00	25,000.00
Fuel purchases	2,662.64	5,000.00	4,000.00
Natural gas / Propane	12,458.99	18,000.00	14,000.00
Gifts in Kind	15,746.70	0.00	0.00
Electricity	18,710.70	24,000.00	21,000.00
Refuse removal	4,722.49	3,000.00	3,500.00
Maintance contracted	34,750.00	27,500.00	42,000.00
Facility travel	800.13	2,000.00	500.00
Insurance	55,704.90	56,000.00	57,500.00
Housing Rent expense	<u>12,042.86</u>	<u>15,000.00</u>	<u>14,400.00</u>
Site Expenses Total	228,756.65	217,300.00	230,300.00

<b>Proposed 2025 Budget</b>	<u>24 Projected</u>	<u>Budget 24</u>	<u>Proposed 25 Budget</u>
Development expense - printing	0.00	1,000.00	1,000.00
Developmental expense - Postage	583.19	1,000.00	1,000.00
Development travel	1,355.81	1,500.00	1,000.00
Fundraising - KGT	10,579.34	12,000.00	12,000.00
Capital Campaign Expenses	7,423.21	0.00	0.00
Life insurance (gift)	<u>1,073.10</u>	<u>1,000.00</u>	<u>3,000.00</u>
Development Expenses Total	21,014.65	16,500.00	18,000.00

# Sylvan Lake Lutheran Bible Camp

Budget	<u>24 Projected</u>	Budget 24	Budget 25
Wages	320,870.23	335,300.00	333,500.00
Vacation pay	3,720.78	3,500.00	4,000.00
ELCIC Group service Employee pensio	3,738.80	0.00	7,500.00
ELCIC Grp Ser Life & LTD	2,291.25	3,300.00	4,400.00
ELCIC Grp Ser - Dental & Extended	5,980.00	3,300.00	6,000.00
CPP expense	16,681.24	16,000.00	17,500.00
EI Expense	7,108.94	8,000.00	7,000.00
RRSP - employer	2,250.00	2,500.00	2,650.00
Employee Health Insurnace	8,550.00	13,500.00	10,000.00
Workman's Compensation	<u>2,849.11</u>	<u>3,500.00</u>	<u>3,500.00</u>
Wages	374,040.35	388,900.00	396,050.00
Professional Fees	21,825.98	13,000.00	22,500.00
Conferences & Workshops	13,519.98	16,000.00	12,000.00
Board administration exp	3,939.21	5,600.00	2,500.00
Office postage	375.06	300.00	300.00
Office Supplies	514.45	1,300.00	1,300.00
Camp Mileage - Admin.	10,198.29	10,500.00	3,000.00
Software Exp	6,748.90	5,800.00	7,000.00
Dues & Memberships	849.57	1,000.00	1,000.00
Credit Card Processing Fee's	4,221.04	1,500.00	4,200.00
Interest & Bank Charges	1,812.70	2,200.00	2,200.00
Copier Expense	2,276.07	2,400.00	2,400.00
Telephone and internet	3,064.49	4,000.00	3,000.00
Property Taxes	7,068.06	6,800.00	7,250.00
Interest on Callable Debt	25,468.55	24,000.00	30,000.00
Amortization	41,444.53	0.00	0.00
GST disallowed expense	<u>6,872.46</u>	<u>7,000.00</u>	<u>7,000.00</u>
General & Admin	<u>150,199.34</u>	<u>101,400.00</u>	<u>105,650.00</u>
<b>Total</b>	<u>887,654.94</u>	<u>842,200.00</u>	<u>873,600.00</u>
<b>TOTAL EXPENSE</b>	<u>887,654.94</u>	<u>842,200.00</u>	<u>873,600.00</u>
<b>NET INCOME</b>	<u><u>-35,487.45</u></u>	<u><u>-45,315.00</u></u>	<u><u>-97,165.00</u></u>



# KURIAKOS

## SYLVAN LAKE LUTHERAN BIBLE CAMP ASSOCIATION Report to Congregational Annual Meetings - January 2025

*Kuriakos seeks to be accountable to the people, congregations and church bodies the Association serves. This report is for publication in your annual report or newsletters.*

Join our Association! Visit [www.kuriakos.ab.ca/about/congregations](http://www.kuriakos.ab.ca/about/congregations)  
Membership is open to all Lutheran, Anglican, and Moravian congregations in Alberta.  
Members are all congregations that have donated in the past year.  
Current member list at [www.kuriakos.ab.ca/about/association](http://www.kuriakos.ab.ca/about/association)

**AGM:** The 2024 financial review will be presented at the **Annual General Meeting at 2:30 pm, March 29, 2025 at Kuriakos**. Virtual attendance is available.

**Thanks for your support of Kuriakos. We're privileged to work with your congregation.**  
Together, we are growing the next generation of leaders in our world and Church. At Kuriakos, we provide an opportunity for members of the Church to live together in a way that isn't always found in the outside world. Outdoor Ministry provides programs and facilities that bring people together in community, for connection, renewal, and re-creation. We look forward to using this special place, this holy ground, to support your leaders and members.

**Get involved!** visit [kuriakos.ab.ca](http://www.kuriakos.ab.ca)

- **Let neighbours and friends know** about the great community at Kuriakos
- Invite Kuriakos to lead a **Camp Sunday service at your church**
- **Volunteer for a Service Project or Committee** (we're looking for someone to replace the furnace chimney piping in the office trailer!)
- **Donate items for auction at Kuriakos Gathers Together**, and join us on April 26
- **Suggest to young folks in your community** to join our staff or volunteer teams



### Above & Beyond Capital Campaign

In early 2023, we launched our Campaign to secure 11 acres of land to connect all of our property and allow space for the future of our programs and community. **Our pledge total currently is at \$1.1M, with over \$700k in hand. Three congregations (Church of the Master, Hope, and All Saints) have run campaigns in their community. Thank you!**

**Your congregation is invited to be a part of this opportunity to build the Church together.**  
Our hope is that your congregation would set a time to conduct this campaign, sharing information and inspiration about Kuriakos and inviting people to make a gift. We are not asking for support in your budget for this campaign. Kuriakos has a team of people ready to Zoom into a Council meeting to share about this exciting campaign.

### 2024 in REVIEW

- **Each day started with First Word with all our campers** (in the past just for staff). This was a great chance to introduce the daily theme and begin our day together.
- **We again had a diverse team of fantastic staff.** They were well-trained and confident leaders who had a strong focus on the camper experience.
- **Campers participated** in planning and leading worship experiences.
- **View our Courier for more updates and messages from staff**  
[www.kuriakos.ab.ca/about/contact-us](http://www.kuriakos.ab.ca/about/contact-us), scroll to Kuriakos Courier

### 2024 Membership

**Partners - 18** (We'll likely be at 25+ once everyone renews!)

Many congregations provide financial support as part of their annual budgets or through special gifts. Program revenue covers roughly 1/3 of the cost of hosting campers. This is a wonderful opportunity to bless kids and families in need, giving them the best week of their year. Consider promoting a Kuriakos retreat as a congregational event, or sponsoring camperships for your local community.

### Program Participation

- Summer Camps – 15 programs with 364 campers
- Weekend Retreats – 15 programs with 323 campers
- Kuriakos Outdoor School – 14 events with 339 students
- Partner Programs – 8 events with 313 participants
- Guest Groups – 65 events, raising nearly \$270,000
- Community Campground – 41 bookings raising \$5400

### 2025 Program Dates

#### Winter

Homeschool Days	Last Monday
Campus Student Retreat	Jan 24-26
Confirmation Retreat	Jan 31-Feb 2
Men's Retreat	Jan 31-Feb 2
Family Day Getaway	Feb 14-17

#### Spring

Annual General Meeting	Mar 29
RENEW Women's Retreat	Apr 4-6
Kuriakos Gathers Together	April 26
Spring Work Week	May 12-16
Congregational Staff Retreat	May 13
Family May Days	May 16-18
Youth Retreat	May 30-Jun 1
Kuriakos Open House	June 22

#### Summer

*Day Camps and Service weeks can be booked throughout the summer! Contact our office.*

#### Week 1

Prime Time	June 29-Jul 4
Senior Youth	June 29-Jul 4

#### Week 2

Junior Youth	July 6-11
Leaders in Training	July 6-11

#### Week 3

Family Camp I	July 13-18
Kids' Adventure	July 13-18

#### Week 4

Junior Adventure	July 20-25
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#### Week 5

Kids' Camp (5 nights)	July 27-Aug 1
Mini Camp	July 30-Aug 1
NEW Day Camp	July 30-Aug 1

#### Week 6

Kids' Camp (4 nights)	Aug 4-8
Skills Camp	Aug 4-8

#### Week 7

Family Camp II	Aug 10-15
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#### Fall

LOFT Retreat (formerly ROOO)	Sept 12-14
Family Adventure Weekend	Sept 19-21
Fall Work Week	Oct 13-17
Thanksgiving at the Lake	Oct 17-19
Women's Retreat	Nov 7-9
Fall Confirmation Retreat	Nov 21-23
Christmas Retreat	Dec 5-7

**Or book Kuriakos for your own community retreat!**

### Members- 3

**FINANCES - The tentative budget for 2025 proposes an annual operational revenue of \$776,435.** We have seen increased costs, particularly in staffing and supplies, and have raised program and rental rates accordingly. **Camperships are available for all programs,** particularly for children and youth. We believe no one should miss out on camp! We do not anticipate acquiring any new debt.

**Percentage of Operating Revenue** *(as reflected in the 2024 preliminary statements)*

Donations + Fundraising 28%      Programs 32%      Guest Groups 33%      Operational Grants 6%      Property Income 2%

Kuriakos Debt Load	Dec 31/2024	Dec 31/2023	Dec 31/2022	Dec 31/2021	Dec 31/2020
	\$405,110.71	\$447,174.26	\$505,835.31	\$523,535.12	\$540,323.23

### Staffing

In the past year, we've welcomed **Rev. Kristian Wold as our new Executive Director.** He is back at work and eager to dive in after a leave of absence last fall. We're looking forward to working with him into the future. **We'd like to express our gratitude to Rev. Art** for his 10+ years of service and his ongoing administrative support. We wish Art happy returns to his home in Texas.

**Pam Ropean ("Handy Pam") has also joined our team, as Property Director.** She brings a wealth of experience in facility management and enthusiasm for working with volunteers. She'd love to talk with folks who have skills and time! And, **Ruben Thalathoti**, a summer team member last year, has committed to supporting us through the year as our Intern. Thanks!

Our Association continues to be served by **Kendra as Program Director, Amber as Hospitality Director, and Paul as Assistant Director.**

### Volunteer Support

Our community depends on volunteer involvement. We benefitted from over 100 volunteers offering over 5000 hours! This includes nearly 500 hours for our governance Board and Committees, plus 1100 on Property projects and 3000 in support of programs.

### CURRENT KURIAKOS BOARD

 (Term: March 2024 – March 2025)

**Chairperson:** Rev. Phil Penrod (Beaumont)

**Vice-Chair:** Leah Wetter (Calgary)

**Treasurer:** Ben Ledene (Calgary)

**Secretary:** Michael Gillingham (Sherwood Park)

**Vision Committee:** Gabby Laughland (Edmonton), Kurt Hanson (Calgary)

**Governance Committee:** Rev. Doug Heine (Hinton), Rev. Matt Gillard (Hanna) – Currently seeking additional volunteers

**Stewardship Committee:** (2 vacant Board positions, staffed by non-board volunteers)

Additional volunteer working groups are established to assist staff with duties, including Capital Campaign, Property, Total Inclusion and KGT. **These committees are generally short-term and focused on a specific task or event. We'd love to add you to our teams!** Contact [paul@kuriakos.ab.ca](mailto:paul@kuriakos.ab.ca) to get matched up with a job.

### Camp Sundays

**Our team would love to join your congregation for worship, as a part of our partnership in ministry.** We can help lead songs, share a devotional message, or lead activities for kids. Then we'd join announcements at the end and hand out S'More kits to go. Contact [ruben@kuriakos.ab.ca](mailto:ruben@kuriakos.ab.ca) to set up a date!

### Looking ahead to 2025

- **Congregational Staff Retreat Day on May 13** – We're hosting a free retreat and networking day. Enjoy lunch and the afternoon at camp, plus time to learn, reflect and share with colleagues and peers. Or, send your staff for a free weekday retreat in Dana Lodge (depending on availability, you provide your own meals and program).
- **Day Camps and Service Teams** – Congregations are invited to request teams of 2-3 Kuriakos Summer Staff to come to their congregation for a week, to join in their ministry. We can support your program or take care of activities and registration. We'd love to line up a few day camps for August!
- **Work Weekends** at May Long Weekend and after Thanksgiving are a great gathering of our community... and essential to keeping our property and facilities operating. Come as a family or congregation to join the fun!
- **Community Camping** – Book a tent or RV campsite at Kuriakos for your family! Available on select weekends in the summer.
- **Kuriakos Gathers Together Fundraiser.** Join us in-person or online on April 26<sup>th</sup> for our annual celebration and auction.
- **Family Camps** – (2 in July and August). Come for 1 day or stay for the whole week. All ages welcome, with or without kids.
- **Looking for Great Staff:** We appreciate referrals of summer staff, SITS (age 14-16), STANDS (age 16-18), GAPS (age 18+), Interns, spring and fall programmers, nurses, and resource people. Apply online or email [kendra@kuriakos.ab.ca](mailto:kendra@kuriakos.ab.ca) for more info.

God's Blessings,  
**Rev. Kristian Wold**  
**Executive Director**  
[kristian@kuriakos.ab.ca](mailto:kristian@kuriakos.ab.ca)

5-39317 Range Road 24  
Lacombe County AB T4E 2R7  
403.746.2702



**WWW.KURIAKOS.AB.CA**

## Agenda

- |      |   |                 |         |
|------|---|-----------------|---------|
| 1)   | Call to order. Welcome. Land Acknowledgement.   | Philip Penrod   | 2:30 pm |
| 2)   | Devotion and prayer.  | Pastor Kristian | 2:40 pm |
| 3)   | Recognition of Delegates - Declaration of Quorum<br>Announcements on meeting logistics.<br>Distribute voting cards to delegates attending in person.<br>Instruction to delegates attending online regarding how to vote.<br>Extension of voice (without vote) to all in attendance.<br>Note that we can conduct a vote by secret ballot upon request. | Philip Penrod   | 2:45 pm |
| 4)   | Adoption of the Agenda.   | Philip Penrod   | 2:47 pm |
| 4.1) | Consent Agenda  | Philip Penrod   | 2:50 pm |

**Motion: That the Association consent to adopt the following items without debate:**

- |                 |  |
|-----------------|--|
| <b>Item 5:</b>  | <b>Review and adoption of the March 23, 2024 AGM minutes.</b>  |
| <b>Item 6:</b>  | <b>The Association recognizes the members of the Board for their faithful service over the past year - Philip Penrod (Chairperson), Leah Wetter (Vice-chairperson), Michael Gillingham (Secretary), Bentley Ledene (Treasurer), Kurt Hanson, Rev. Matt Gillard; Rev. Doug Heine, Gabrielle Laughlan. The Association especially recognizes the service of Michael Gillingham over the past six years as his tenure on the Board comes to an end with this meeting.</b> |
| <b>Item 7:</b>  | <b>That the Chairperson's Report be received as information.</b>   |
| <b>Item 8:</b>  | <b>That the Committee Reports be received as information.</b><br><b>The Association extends its gratitude to all those who have volunteered over the past year on Standing Committees, Task Forces, Planning Committees and Work Groups as listed in the Report to Congregations.</b>  |
| <b>Item 11:</b> | <b>That Zenally Chartered Accountants be appointed to undertake the Financial Review of the Association for 2025.</b>  |
| <b>Item 13:</b> | <b>That the Report to Congregations be received as information.</b>  |
| <b>Item 14:</b> | <b>That Executive Director's Report be received as information.</b>  |

- |     |   |            |         |
|-----|---|------------|---------|
| *5) | Review and adoption of the March 23, 2024 AGM minutes as presented.                                       |            |         |
| *6) | Recognition of Board Members 2024-2025.   |            |         |
| *7) | Chairperson's Report  |            |         |
| *8) | Committee Reports:<br>8.1) Vision Committee<br>8.2) Governance<br>8.3) Stewardship                        |            |         |
| 9)  | Review and Adoption of Amendments to the Association's Bylaws as recommended by the Governance Committee. | Michael G. | 3:15 pm |



- 10) Treasurer's Presentation
    - 10.1) 2024 Year-End-Financials
    - 10.2) Budget 2025
  - 11) Special Resolution:
- Bentley L.      3:45 pm
- Philip Penrod

Whereas, Sylvan Lake Lutheran Bible Camp Association (SLLBCA) Bylaw, Article V: item 2 states:

*"Real estate shall not be purchased, disposed of or encumbered in any manner except by Special Resolution adopted by no less than a 75% majority vote of the members present and voting at a legally called meeting of the association."*

Therefore, be it resolved that the SLLBCA approves the signed purchase agreements prepared by our lawyer for the Crosland and Felesky lands (see attached documents for legal land descriptions) in this matter: John K.J. Campbell, Barrister & Solicitor, said agreements including the condition of sale that the following terms of sale be approved by Association membership at the legally called meeting scheduled for March 29, 2025 at Camp Kuriakos:

- I) Price:            \$1,725,000.00
- II) Cash at close: \$681,250.00
- III) Carry:        \$1,043,750.00
- IV) Term:         4 years
- V) Interest:       3.5% - Due annually in the form of simple interest.
- VI) Kuriakos retains the option to pay out the loan in full or in part at any time without penalty.

- 11.1) Presentation
- 11.2) Table Conversations - Facilitated by Board Members and including FAQ document.
- 11.3) Clarifying Questions
- 11.4) Debate
- 11.5) Vote

\*12) Appointment of the Accountants to conduct Financial Review for 2025

\*13) Report to Congregations

\*14) Executive Director's Report

- 15) Nominating Committee Report and Elections
  - 16) Sending Prayer, Lord's Prayer, Adjournment
- Philip Penrod    4:30 pm
- Pastor Kristian   4:35 pm