



LUTHER HEIGHTS BIBLE CAMP

2024 Annual Meeting

February 27, 2025 via Zoom



Everyone is Welcome!
3 voting delegates per owner congregation
7pm via Zoom for delegates, Live-Stream via Facebook for all attendees

LHBC Mission Statement:

Luther Heights Bible Camp shares God's love with all generations as we grow in faith, live by grace, and love one another.

Agenda

1. Welcome & Meeting Logistics - Mona Teffeteller, Board Chair
2. Prayer – Pr. Andy Hamblen, Board Vice Chair
3. Mission Statement - Maddie, Camp Director
4. Adoption of Minutes from 2023 Annual Meeting (vote) – Mona
5. 2024 Year in Review
 - a. Board Chair Report - Mona
 - b. Camp Director Report - Maddie
 - c. 2024 Fiscal Year-Heidi, Board Treasurer
6. Looking Ahead
 - a. Strategic Plan – Mona
 - b. 2025 Budget (vote) - Heidi, Board Treasurer
 - c. Capital Campaign - Mona
 - d. Proposed Bylaw Changes (vote) - Mona
7. Board of Directors
 - a. Thanks to all 2024 members - Mona
 - b. 2025 elections (vote) - Mona
8. Closing Prayer – Maddie

2024 Board of Directors

President: Mona Teffeteller, Hope (Eagle) 2nd Term, 1st Year, West

Vice President: Pr. Andy Hamblen, Our Saviors Lutheran (Twin Falls) 2nd Term, 3rd Year, East

Secretary: Jeannette Wallace, King of Glory (Boise) 2nd Term, 1st Year, West
(resigned Dec 2024 due to relocating out of state)

Treasurer: Heidi Ehle, Hope (Eagle) 1st Term, 2nd Year, West

Directors:

- Brenda Knudson, St. Johns (American Falls) 2nd Term, 1st Year, East
- Pastor Paul Malek, St. Paul (Ontario, OR) 2nd Term, 1st Year, West
- Frank Johnson, Immanuel (Boise) 2nd Term, 2nd Year, West
- Merlene Brockway, New Day (Idaho Falls) 2nd Term, 2nd Year, East
- Alex Street, 2nd Term, 1st Year, At Large

- Lisa Dockter, 2nd Term, 1st Year, At Large
- Jerry Armbroust, Trinity (Nampa) X Term 3rd Year, West
- Theresa Jones, New Day (Idaho Falls) 1st Term, 1st Year East

2024 Year-Round Staff

Executive Director: Kelly Preboski

Associate Director: Casey Cross (as of August 2024 no longer with LHBC)

Program Innovation Lead: Maddie Glanz

Office Administrator: Nicole Youngblood

Accountant: Ashlee Zorn

Maintenance & Mental Health Lead: Zach Preboski

Food Service Manager: Rene Osman

Head Cook: Cathy Winwood

2024 Volunteer Thank You

A special thanks to our summer staff and volunteers who ensured we could live into our mission fully.



2023 Annual Meeting Minutes (Feb 15, 2024 @7pm via Zoom)

Executive Director Kelly Preboski welcomed all in attendance to the meeting. She explained about voting and Associate Director Casey Cross started with a test vote.

Lisa Dockter opened with prayer.

Program Innovation Lead Maddie Reynolds read our Mission Statement.

Chair Andy Hamblen asked for an approval of the agenda. Paul Malek moved to accept Heidi Ehle 2nd, motion passed.

Chair Andy Hamblen asked approval for the 2022 Annual Meeting minutes. One correction, Cathy Trenkel-Winwood name was spelled incorrectly. Heidi Ehle moved to accept the minutes as corrected, Cathy Trenkel-Winwood 2nd, Poll was displayed for voting. Passed.

Executive Director Kelly Preboski - year in review – many exciting things happened last year. She stated the number of campers for 2022 was 766. LHBC reached over 900 people total in many capacities. Attended 6 churches for VBS. The International Staff was educational and helpful. Youth camper numbers are pretty steady compared to pre covid. All cabins were full for family camp. She expressed her gratitude to the Board Members present and former. Discussed the Capital Campaign. What we have accomplished and what is to come.

Chair Andy Hamblen stated he felt camp had a sense of normalcy with lots of cool new things that happened at camp last summer. Was fun to be at camp. Kelly's energy is non stop. Andy stated he does enjoy working in the kitchen.

Our agreement with HODIA has been reformed. We have new partners coming on Board and hoping for continual growth. Expressed appreciation for the staff and continued work during the off sight season. Felt like it was a highly successful year.

Treasurer Heidi Ehle discussed the previous year's budget and expenses. Seems we came out better than planned. Cathy Trenkel-Winwood asked if planning for future insurance increases were in the budget. Heidi stated they had planned the increase for 2024.

Vice Chair Mona Teffeteller talked about the strategic plan. Highlighted the fact the electrical lines were buried. Camp did not receive all the monies needed for this project, the board approved to apply for a \$100,000 loan for the monies needed. Everything else on the strategic plan is the same.

Executive Director Kelly Preboski – looking ahead. Dreaming big. 2 family camps this summer. Retreats in September to increase income. New partner with the Salvation Army. Looking for Ecumenical partners and other ways to share camp.

Associate Director Casey Cross – Dream big, think of all we do in faith. Think of LHBC as a partner. Faith Leaders retreat will be August 4-6, will be focusing on mental health and self care.

The 2024 programs will be out in the next 2 weeks. We have 21 youth and 3 adults attending the Youth Gathering in New Orleans in July. Big fundraiser in March. Mardi

Gras theme. Please come and support the youth. June 9 is going to be LHBC day. Think of ways to celebrate LHBC. Any questions or ideas reach out to Casey.

Program Innovation Lead Maddie Reynolds – looking ahead to 2024. 3 full weeks of youth camp. Adding an express week, Sunday – Wednesday for those that may be new to camp or just do not want to stay a full week. This year's theme is "Created to be", Psalm 139:14. Still looking for staff. Excited for the summer.

Treasurer Heidi Ehle – 2024 budget. Discussion in regards to food and utility cost. She explained it is all predictions. Hoping the buried electrical lines will decrease the electrical cost.

Executive Director Kelly Preboski – will be working on 2 grants. Lisa Dockter moved to accept the 2024 budget, Mark and Julie 2nd. Poll was displayed for voting. Passed.

Chair Andy Hamblen expressed all are welcome to help at camp, kitchen included. Cathy Trenkel-Winwood stated she needs cookies and muffins for the first 3 weeks of June for HODIA.

Executive Director Kelly Preboski thanked the Lindemans for chairing the Capital Campaign. We have received over \$500,000 in pledges so far. The website will be live with the Capital Campaign information and the thermometer showing the progress.

Alumni staff have started some gatherings in the Valley.

Chair Andy Hamblen thanked the 2023 Board members. 4 people are running for Board positions. Brenda Knudson, Jeanette Wallace, Paul Malek and Mona Teffeteller. Poll was displayed for voting. All were elected.

Ex Director Kelly Preboski thanked Chair Andy Hamblen for his support as Chair.

Associate Director Casey Cross closed with a prayer.

Cathy Trenkel-Winwood motion to adjourn. 2nd by Heidi Ehle

Meeting closed 8:18 pm

2023 Annual Meeting Attendees (Name & Church)

Faith Lutheran, Caldwell, ID- Pastor Lucas Shurson, Ryan Pena, Becca Tormey

First Evangelical Lutheran, Idaho Falls, ID- Michelle Hanson, Greg Hanson

Grace Lutheran, Mountain Home, ID- Aaron Barrett

Hope Lutheran, Eagle, ID- Mona Teffeteller, Heidi Ehle, Len Engel

Immanuel Lutheran, Boise, ID- Siri Christman, Gabe Bargaen, Ashley Wingert

King of Glory Lutheran, Boise, ID- Mark Drew, Julie Drew, Joel Tompkins

Lutheran Church of the Good Shepherd, Pocatello, ID- Chuck Humphrey

New Day Lutheran Community, Idaho Falls, ID- Merlene Brockway, Julie Tullis, Theresa Jones

Our Savior Lutheran, Twin Falls, ID- Andy Hamblen, Linda Williams, Paul Ortmann

Redeemer Lutheran, Boise, ID- Pastor Mariah, Aaron Lindemann, Terri Lindemann

Shepherd of the Mountains Lutheran, Jackson, WY- Pastor Tim

St. Paul Lutheran, Ontario, OR- Pastor Paul, Mike Cates, Tamara Cates

Trinity Lutheran, Nampa, ID- Cathy Winwood

2024 Board Chair Report

Respectfully submitted by Mona Teffeteller

Looking back on 2024, we have so much to celebrate and be thankful for as an organization. During the many seasons of the year, there were many gifts. In the Spring of 2024, our Board of Directors reviewed and approved a Welcome Statement. A Welcome Statement is so important to ensure everyone feels accepted and welcome at Luther Heights Bible Camp. We know that in our diversity we know God more fully and we appreciate each person as a gift to our community! Our Welcome Statement is posted on our website and other camp materials.

Summertime came with a flurry as we hosted 147 youth campers, 56 family campers and 35 adult retreat campers. We hosted 267 outside group & church campers, led 111 day campers and led a group of 22 who traveled to the national ELCA Youth Gathering in New Orleans in July. Unfortunately we experienced some smoke in August and September from the fires north of us - the Bench fire near Redfish and Wapiti fire north of Stanley. Our family camper and retreat camper numbers were especially impacted. That said, we still had over 600 experiences up at camp and over 800 engagements with our ministry in total. Our 2025 planning has been well underway with a renewed focus on our core programming - youth, family and retreat camper experiences. Early signs indicate we are off to a strong start! We'd like to recognize and thank our incredible staff and volunteers who touch so many lives as they work with our Luther Heights ministry.

In July we also had an American Camp Association (ACA) accreditation visit as two auditors joined for a day at camp during our largest youth camp week (coming right after a busy Women's Retreat weekend I might add). In October we were notified we passed the review and received accreditation! So very thankful for how the staff & volunteers rallied to achieve this!

2024 was also the second year of our capital campaign – **Connecting for Generations: Transforming Today to Ensure Tomorrow**. This campaign is important as it will allow us to meet the current and future needs of the camp - reducing wildfire danger as well as acting on Forest Service approvals and maintenance needs. We have been blessed by the many supporters of this campaign.

We are thankful for our generous donors and congregations who have engaged with us already and we look forward to connecting with more in 2025. If you feel called to become more involved in this campaign, please let us know!

As we wrapped up the year, changes unfolded but new opportunities were unveiled. Kelly Preboski resigned in late 2024 as Executive Director and accepted a position with another organization. The Board worked closely together to identify a plan forward. We recently met on February 8, 2025 to work on 5 year strategic planning and also conducted a Board meeting. At that meeting we unanimously voted to promote Maddie Glanz to Camp Director! Maddie's role will be to lead all things relating to the operations of our camp, and she is absolutely thrilled, describing this role as her "dream job". Maddie has been an integral part of LHBC as Program Lead over the past two years. Her passion for outdoor ministry began during her four years at Camp Shalom in Iowa and has grown through her roles with LHBC. In addition to Maddie's role, we are evaluating the possibility of a part-time Development position which would lead efforts in relating to the capital campaign, fundraising and grant writing.

Our Board of Directors, Camp Director Maddie, committee leads, and staff feel well positioned to lead Luther Heights Bible Camp forward and are excited about the year ahead! We know that our beginning, our continuation and our future is all because of all of you, our entire community, who make Luther Heights Bible Camp a wonderment for the lives it touches each year. Thank you and may peace be with you!

Program Innovation Lead Report

Respectfully submitted by Maddie Glanz, Camp Director

The tell tale question of the summer was what do you feel you were Created to Be? Watching wheels turning in the minds of many young and old, this summer people at Luther Heights answered this question.

- The Summer Staff Team responded– to make a difference, lead with positivity, share God’s love...
- Campers found confidence in speaking aloud what they believed they were created to do– make music, make people laugh, be a helpful big sibling, be a humble athlete on the field, create art, be a good friend...
- Moms, dads, guardians, grandparents, aunts and uncles at Family Camp answered they are created to – raise up a generation that loves all people well, create lasting memories for their families, be moms that pour out love and never judge, be dads that value respect and communication, be partners that commit to caring and affirming each other in love, be grandparents invested in the faith formation of their kin, be thoughtful stewards of creation in all we do

Every time this question was asked it was not the answers that surprised me, but the beauty that followed from all God’s children inwardly seeking as the creator revealed to them their gifts.

What was Luther Heights Bible Camp created to be? I believe we were created to do what we did this past summer. And what was that you might ask?

- Trained an amazing staff team. I might be biased, but I have been reassured by the masses of friends of Luther Heights, long before my time, that these young people were and are absolutely remarkable. Of our 24 Summer Staff, 10 had been LIT’s, proof these young leaders pack initiative and passion to serve
- Simultaneously lead Day Camps around the state while our Head Cook, Support Staff, and volunteers hosted successful weeks serving HODIA
- Introduced new families to LHBC at Family Camp that I’m fairly certain will continue being campers and staff someday
- Made camper’s summers unforgettable, by cultivating community, fostering friendships, and encountering God’s presence in a real way

In a world where so many other religious institutions force fear based doctrine on so many people, Luther Heights continues to teach grace, empathy, and love. For the weary, tired, insecure and hopeless, God continues to use the programs at LHBC to provide renewal, rest, confidence, and hope in community.

I am excited to serve as the new Camp Director for Luther Heights, and will work to expand our influence, increase our registrations, and serve this ministry well. As we

take care of the land and legacy that was entrusted to us years ago, we will build with integrity, sustainability, and focus on our mission and future.

Camp Engagement Results

| | 2023 | 2024 | 2025 Goal | Comments |
|-----------------|-------------|-------------|------------------|---------------------------------|
| Youth Campers | 161 | 147 | 175 | Aim to increase |
| Family Campers | 48 | 56 | 80 | On track to increase |
| Hosted Campers | 307 | 267 | 245 | Hodia reduction to 2 weeks |
| Day Campers | 172 | 111 | 70 | Not our primary focus |
| Retreats | 78 | 35 | 117 | Rebound our retreats (no smoke) |
| Subtotal | 766 | 616 | 687 | |
| | | | | |
| Year Round | 137 | 189 | 95 | 2024 was Nat'l Gathering year |
| Total | 903 | 805 | 782 | |





2024 Committee & Task Force Reports

Personnel Task Force

Committee: Pr. Andy Hamblen, Lisa Dockter, Frank Johnson, Alex Street

- This committee was established late 2024 and has been reviewing & recommending strategies for our leadership & staffing plans forward.

Capital Campaign

Steering Committee: Aaron & Terry Lindemann (chairs), Mike Ward & Paul Marsh (GSB), Pastor Paul Malek, Brenda Knudson, Mona Teffeteller (Board Members), Amy Dockter (Major Gifts Chair), Erin Henderson (Alumni Chair), Ken Carrothers, Kelly Preboski

- Leading all capital campaign planning & outreach efforts.

Personnel

Committee: Pr. Andy Hamblen (chair), Jeannette Wallace, Lisa Dockter, Merlene Brockway

- Successfully completed annual performance reviews & implemented raises for year-round Luther Heights staff members.
- Has been tasked with recommending a single standard for health insurance premium reimbursements for full-time, year-round staff.
- Has been tasked with creating a Luther Heights employee handbook and revisiting Luther Heights leave policy.

Marketing

Committee: Beth Toal, Krista Stanley, Maddie Glanz, Mona Teffeteller

- Revised and completed LHBC brand book - documenting visual assets & guidelines for brand use.
- Identified new strategies for increasing camp registrations.
- Provided insights and recommendations on LHBC website, annual newsletter, campaign materials and online outreach.

Development

Committee: Jen Tucker (chair), Frank Johnson, Doug Dockter, Keith Hammer, Dean Metzger and Pat Stewart

- Overarching goal continues to be to increase the number of recurring monthly donors and/or donation amounts.
- Provided guidance on annual fund development calendar and end of year campaign.
- Discussed and implemented different strategies to engage different generations and audiences.
- Exploring future camper scholarship fundraiser opportunities.

Property

Committee: Zach Preboski (chair), Mark Drew, Paul Ortmann, Pastor Paul Malek, Jerry Ambrust, Greg Saathoff (fiber optic). Jon Davidson will join in 2025.

- Successfully repaired roof issue on White Cloud and Snowyside from windstorm damage this fall.
- Federal grant money in Blaine County resulted in fiber optic cable being laid throughout the Alturas Lake Valley, including up to Luther Heights director cabin. Spring 2025 will include work to accommodate the new internet service provider and increase WiFi throughout camp.
- Horton cabin's septic tank is outdated (cement, rather than polycarbonate) and failed the inspection this season when we asked to have it pumped out. Numerous attempts to connect and coordinate with the Forest Service as needed to approve next steps went unanswered. This project therefore continues into Spring 2025.
- For sustainability with ongoing and increasing property needs, a strategic plan and effort to increase and revitalize skilled and capable volunteers is needed as the current volunteer population ages.
- Continued problem solving efforts to figure out a slow leak in the water tanks behind Sawtooth Lodge.

Diversity, Equity, Inclusion, Accessibility

Committee: Emily Bentley, Matt Roos, Mwajuma Dusabe, Pastor Lucas Shurson, Sharene Watsen.

- A Welcome Statement was created and implemented in 2024

Ecumenical Camp Task Force

Committee: Pr. Andy Hamblen, Jerry Armbrust

- The Ecumenical Camp Task Force met on June 13th, 2024 via Zoom. There were representatives from the Methodist camp, the Presbyterian camp, and the Episcopalian camp.
- The overall goal of the meeting was to find some consensus around an effort to have an ecumenical consultation team organized by Lutheran Outdoor Ministries come in and assess the programs' offerings.

2024 Fiscal Year in Review

Respectfully submitted by Heidi Ehle, Treasurer

2024 Actuals vs. Budget - Overall Comments

- Our actual revenue was worse than anticipated due to cancellations & smoke
- Expenses adjusted and lower than budget but not enough to completely offset
- Associate Director was on payroll for 9 months; revenue generated was lower than expected

Luther Heights Bible Camp
2024 Actuals vs 2024 Budget

| | 2024 Actual | 2024 Budget | Actual Compared to Budget | |
|----------------------------|-------------|-------------|---------------------------------|--|
| Revenue | | | | |
| 4001 Congregations | 37,883 | 40,000 | (2,117) | |
| 4103 Friends of LHBC | 167,405 | 170,000 | (2,595) | |
| 4107 Camperships | 5,068 | 1,500 | 3,568 | |
| 4108 Memorials | 7,207 | 1,950 | 5,257 | |
| 4110 Synod Support | 917 | 8,000 | (7,083) | Synod support lower than expected |
| 4112 Thrivent Financial | 15,664 | 18,000 | (2,336) | |
| 4114 Grants | 2,000 | 8,000 | (6,000) | |
| Total 4000 Gift Income | 236,144 | 247,450 | (11,306) | |
| 4200 Fee Income | - | - | - | |
| 4201 Retreats | 21,748 | 25,000 | (3,252) | Canceled Fall retreats due to fires |
| 4202 Youth/Family Camps | 76,898 | 73,000 | 3,898 | |
| 4204 Outside Groups | 85,553 | 108,900 | (23,347) | \$25k Group Canceled |
| 4209 Day Camps | 8,019 | 12,600 | (4,581) | |
| 4211 Confirmation Income | 279 | 4,000 | (3,721) | |
| 4212 Gathering Income | 43,567 | 43,000 | 567 | |
| Total 4200 Fee Income | 236,065 | 266,500 | (30,435) | |
| 4300 Canteen Sales Income | 3,573 | 6,000 | (2,427) | |
| 4500 Miscellaneous Income | 878 | - | 878 | |
| Total Revenue | 476,660 | 519,950 | (43,290) | Actual revenue less than expected |
| Expenditures | | | | |
| Total 5100 Staff | 274,369 | 311,835 | 37,466 | Lower staff costs; Assoc. Dir ended |
| Total 5300 Office Supplies | 28,646 | 27,204 | (1,442) | |
| Total 5400 Programs | 62,802 | 53,750 | (9,052) | Medical & General Supplies over \$5k each |
| Total 5500 Food | 36,499 | 44,390 | 7,891 | Lower food - canceled re treats & 1 wk youth |
| Total 5600 Maintenance | 24,909 | 16,100 | (8,809) | Vehicle expenses over budget by \$4k |
| Total 5650 Insurance/Fees | 44,685 | 44,240 | (445) | |
| Total 5700 Publicity | 3,568 | 4,300 | 732 | |
| Total 5750 Supplies | 2,393 | 1,000 | (1,393) | |
| Total 5800 Utilities | 12,189 | 10,680 | (1,509) | |
| Total 5850 Canteen Invento | 6,266 | 4,500 | (1,766) | |
| Total 5900 Taxes | 22,834 | 22,978 | 144 | |
| Total Expenditures | 519,161 | 540,977 | 21,816 | Actual expenses less than expected |
| Net Operating Revenue | (42,500) | (21,027) | (21,473) | Net Rev worse than expected in 2024 |

2024 Financial Review Results

In 2024, we engaged an outside firm to perform a review of our financial statements. The financial review was conducted by daywillis CPA firm in Boise and completed in December 2024. The cost was \$3,500. The rationale for this was per our Bylaws, *"The Executive Committee will arrange for an annual internal audit of the financial records."*

The results per daywillis: *"Based on our review, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in conformity with the modified cash basis of accounting."*

There were several adjusted journal entries made based on daywillis recommendations. Our accountant made those entries and our Treasurer signed off completion with daywillis. The primary entry was in regards to an accumulated depreciation entry, and adherence to a depreciation schedule forward.

Strategic Plan Update 2023-2025

This strategic plan was created in 2022 and the following achievements have been made. Recently the Board met to discuss a new five year plan and those results will be shared in the 2026 annual report next year.

Strategy: Launch a Capital Campaign with \$1,326,500 base fundraising goal and \$1,048,300 challenge goal for a total \$2.4 million.

1. Establish capital priorities; engage GSB consultant organization and created steering committee for strategic planning and campaign management/support
2. Capital campaign launched early 2023 with a 3-year timeline through 2025
3. Priority included burying the electrical lines to reduce fire risk (*completed in Fall 2023*)
4. Engage & retain more alumni involvement & donations (*created a new Alumni committee as part of the capital campaign*)

Strategy: Create a robust development plan

1. Increase donor gift income by 5% over previous year for the next five years (*2022 was \$211,048, 2023 was \$252,343, 2024 was \$248,633*)
2. Increase recurring monthly donors by 10 per year (*In 2023 we had 44 recurring donors in 2024 we had 40; net loss of 4*).
3. Create a robust development strategy to secure financial health (*the development committee & staff continually work on this with a yearly development calendar, two online fundraising events, the Christmas annual appeal, and more*)

Strategy: Cultivate & deepen connections to Luther Heights

1. Foster strong strategic partnerships (*new 5-year lease with HODIA signed*)

2. Create a parent program (*completed and created welcome packets*)
3. Create a LHBC evangelism team (*reconnection with pastors/churches via capital campaign*)
4. Rebrand logo and mission statement (*done in 2022 and full brand book of guidelines completed in 2024*)
5. Expand Our Audiences (*new connections made with Presbyterian and Methodist congregations, ELCA congregations not in membership, and Lutheran Community Services*)
6. Create Diversity, Equity, Inclusion, Accessibility (DEIA) Committee (*this committee was created 2023 and our Welcome Statement was finalized in 2024*)

Strategy: Optimize staff structure to thrive

1. Analyze & update staffing and compensation plans (*strategic planning session in Feb 2025 will inform our strategy*)
2. Update and implement a succession plan for Board members and year-round staff (*strategic planning session in Feb 2025 will inform our strategy*)

Strategy: Expand Programming to Reach New Audiences

1. Luther Heights in All Seasons (*completed Night in New Orleans Fundraiser in Spring 2024 for ELCA Gathering; completed Camp Christmas in Dec.; launched virtual book clubs*)
2. Expand Adult Programming (*retreats adapted yearly*)
3. Transportation to Camp for youth (*completed in 2024*)

Strategy: Share Luther Heights State of Mind

1. Annual Luther Heights congregational events (*completed congregational visits in Q1 and began planning for capital campaign events*)
2. Welcome Toolkit for youth and adults (*completed & continued since 2021*)



2025 Board Approved Budget

Respectfully submitted by Heidi Ehle, Treasurer

Overall Comments

- No Gathering Event in 2025 thus revenue lower; partially offset by expected increase in youth & family campers.
- Lower expenses in 2025 due to no Gathering Event cost, and no Exec Director (though we did promote Program Director to Camp Director)
- Operating reserve created for \$22k to be used for unexpected needs or additional development support; Net Operating Revenue for 2025 about flat.

LUTHER HEIGHTS BIBLE CAMP

2025 Budget vs 2024 Actuals

| | 2025 Budget | 2024 Actual | Budget Compared to Prior Year | Comments |
|--------------------------------------|-------------|-------------|-------------------------------------|---|
| Revenue | | | | |
| 4000 Gift Income | | | | |
| 4001 Congregations | 38,000 | 37,883 | 117 | |
| 4103 Friends of LHBC | 170,000 | 167,405 | 2,595 | |
| 4107 Camperships | 5,000 | 5,068 | (68) | |
| 4108 Memorials | 5,000 | 7,207 | (2,207) | |
| 4110 Synod Support | 1,000 | 917 | 83 | |
| 4112 Thrivent Financial | 17,000 | 15,664 | 1,336 | |
| 4114 Grants | - | 2,000 | (2,000) | |
| Total 4000 Gift Income | 236,000 | 236,144 | (143) | |
| 4200 Fee Income | | | | |
| 4201 Retreats (Sept.-May) | 21,490 | 21,748 | (258) | |
| 4202 Youth/Family Camps | 92,125 | 76,898 | 15,227 | Looking to increase in 2025 |
| 4204 Outside Groups | 88,450 | 85,553 | 2,897 | Looking to increase in 2025 |
| 4209 Day Camps | 5,500 | 8,019 | (2,519) | reducing; not part of core strategy |
| 4211 Confirmation Income | - | 279 | (279) | |
| 4212 Gathering Income | - | 43,567 | (43,567) | No Gathering Event revenue in 2025 |
| Total 4200 Fee Income | 207,565 | 236,065 | (28,500) | |
| 4300 Canteen Sales Income | 3,500 | 3,573 | (73) | |
| 4500 Miscellaneous Income (Interest) | 2,000 | 878 | 1,122 | |
| Total Revenue | 449,065 | 476,660 | (27,595) | 2025 revenue less than YA (Gathering) |
| Expenditures | | | | |
| Total 5100 Staff | 226,090 | 274,369 | 48,279 | No Exec Dir, but promotion to Camp Dir. |
| Total 5300 Office Supplies | 26,300 | 28,646 | 2,346 | |
| Total 5400 Programs | 19,500 | 62,802 | 43,302 | No Gathering in 2025 |
| Total 5500 Food | 46,000 | 36,499 | (9,501) | More campers = more food + inflation |
| Total 5600 Maintenance | 20,500 | 24,909 | 4,409 | 2024 vehicle expense was over budget |
| Total 5650 Insurance/Fees | 44,900 | 44,685 | (215) | |
| Total 5700 Publicity | 2,250 | 3,568 | 1,318 | |
| Total 5750 Kitchen Supplies | 1,500 | 2,393 | 893 | |
| Total 5800 Utilities | 12,700 | 12,189 | (511) | |
| 5850 Canteen Inventory Purchases | 3,500 | 6,265 | 2,765 | 2025 tighter canteen purchases |
| Total 5900 Taxes | 24,000 | 22,834 | (1,166) | |
| 6001 Operating Reserve Expense | 21,600 | - | (21,600) | Surplus put into operating reserve |
| Total Expenditures | 448,840 | 519,160 | 70,320 | 2025 expenses less than YA (Gathering) |
| Net Operating Revenue | 225 | (42,500) | 42,725 | 2025 Net Rev about flat; better than 2024 |

Capital Campaign - *Connecting for Generations*

We are very proud of the initial results of this campaign. We succeeded in raising funds and burying our electrical lines at camp in the Fall of 2023, reducing fire hazard. The next important milestone of this campaign is to achieve our base goal of \$1.3 million which will enable us to break ground on the maintenance building and well by 2028, before our lease with the forest service ends.

2023 Progress

- The Capital Campaign Steering Committee formed in January 2023. We created a campaign title, logo and prospectus with an overview of the projects. A campaign video was created and our website was updated with campaign information.
- We secured leadership gifts to set a strong foundation for the campaign.
- We created functioning committees including: Former Board, Major Gifts, Alumni, and Congregations/Community Partners
- A Mission Investment Fund Loan was secured in August 2023 to bury the electrical lines in September 2023

2024 Progress

- Our Mission Investment Loan was repaid in September 2024, within one year
- Our Major Gifts committee is refocusing efforts on 1:1 targeting and outreach.
- Our Alumni Committee began planning for an event at camp.
- On September 9, 2024 we hosted an informational Zoom meeting for our member congregations. Several congregations have engaged to support the campaign.
- Momentum for the campaign was impacted in 2024 due to staffing changes and limited leadership resources, thus we may extend the timing.
- ***Results as of end of 2024: \$630,000 in pledges***

2025 Focus

- Major Gifts 1:1 targeting and outreach
- Alumni event at camp in June
- Continued congregation campaign fundraising
- Begin application for the Murdoch Grant
- Continued conversations with targeted strategic partners

2026 - We will likely extend the campaign through 2026 in order to achieve goals.

Burying of the electrical lines Fall 2023



Proposed Bylaw Changes

#1 – Adjust annual meeting timing

Current

C5.02.1 The Annual Meeting of the Association shall be in the fall at a time and place set by the Board of Directors and it shall be an open meeting.

Change to

C5.02.1 The Annual Meeting of the Association shall be completed **by the end of February each year (strike “at a place”)** by the Board of Directors and it shall be an open meeting.

Rationale

Meeting happens in February as we can close out prior year actuals. The meeting can be virtual.

#2 – Adjust electronic meeting language

Current

C4.02.8 The Board of Directors may conduct meetings where Directors are present in person where certain Directors may join and cast their votes by telephone conference call or other electronic media. The Directors may conduct the entire meeting using electronic media. Single topic meetings of the Board of Directors may be called using electronic media and Directors may cast their votes with electronic media. All electronic media votes shall be affirmed by the Board at their next meeting.

Change to

Same as above but strike last sentence “All electronic media votes...” and replace with:

After each meeting, minutes will be completed and topics voted on will be documented. If votes are conducted via email, the Board Chair will send email results as documentation.

Rationale

Many board meetings happen virtual with voting, we vote via email and Board chair sends results; we do not wish to wait to next board meeting to affirm

#3 – Amend C4.01.1 to include C4.02.1 at the end as directly relates

Current

C4.02.1 The directors shall be elected to a three (3) year term and may serve two consecutive terms.

Change to

This C4.01.1 section will be added on to the end of C4.01.1 as directly relates, and will then read as follows:

C4.01.1 A Board of Director, consisting of 12 members, shall be elected by the Association at its Annual Meeting in such a way that at least 4 members shall represent congregations east of U.S. Highway 93 and 4 members shall represent congregations west of U.S. Highway 93. The remaining 4 members shall be At Large members with no requirement that they be from member congregations. The directors shall be elected to a three (3) year term and may serve two consecutive terms.

Rationale

This statement directly relates so clarifies

#4 – Amend C4.02.18

Current

C4.02.18 Diversity among the Board of Director membership shall be strived for.

Change to

C4.02.18 Diversity among the Board of Director membership shall be strived for. Board members must be age 18 or older. Board members may not be current staff members at LHBC.

Rationale

Clarify board member rules.

Board Members Appointed by the Board

Board members fulfilling terms of Board members who stepped down for various reasons. These members are appointed by the Board of Directors per the Bylaws.

Chrissy Starcher is running for X term, 2nd year (replacing Jeannette Wallace)

I am excited for the opportunity to serve on the Luther Heights Bible Camp Board! I live in the Boise area with my husband, who is a Presbyterian minister, and two camper-age kids, Levi and Laurel. I work as a Pediatric Physical Therapist for the West Ada School District. I serve on the Family Ministry team at our local church, Covenant Presbyterian. I have experience working as a camp counselor and volunteering in a variety of camp and conference settings in Pennsylvania, Colorado, and here in Idaho. My family has participated in several Luther Heights camp programs. I care deeply about the impact and value of camp and conference ministry in the life of the larger church.



At Large Member

The Board will appoint Andy Hamlen as an additional Board Member At Large, per discretion below. Andy has already served 2 consecutive terms as a Board Member, and will continue serving in 2025.

C4.01.2 The Board of Directors shall have the power to appoint no more than two additional At Large directors, above and beyond the prescribed twelve (12) for a renewable 1-year term with no maximum number of terms.

2025 Board Member Elections

Liz Dorpat

Liz is running for her 1st term, 1st year as an East Member of the Board and will serve as Secretary. Liz lives in Twin Falls with my husband Jesiah and 5 kids - Oakley, Avonlea, Ramona, Mateo and Zaiden. A few years ago my husband and I returned to our Lutheran roots, became a part of the Our Savior community, and discovered the gem that is Luther Heights! It has become the highlight of our year!! A few other Liz facts - I am a foster/adoptive parent, I am a lunch lady at my kids' school, I have a heart for those impacted by addiction, as it is also a part of my story. I'm looking forward to getting to know you all and being a part of our amazing camp community!



Theresa Jones

Theresa Jones is running for her 1st term, 1st year as an East Member of the Board. In 2024, Theresa was appointed to the Board by the Board of Directors as she was fulfilling the last year of a Board Member who had left. Theresa attends New Day Lutheran Church, Idaho Falls.



Alex Street

Alex Street is running for his 1st term, 1st year as an At Large Member of the Board. Alex is a Director with Cathedral of the Rockies. In 2024, Alex was appointed to the Board by the Board of Directors as he was fulfilling the last year of a Board Member who had left.



Lisa Dockter

Lisa Dockter is running for her 1st term, 1st year as an At Large Member of the Board. In 2024, Lisa was appointed to the Board by the Board of Directors as she was fulfilling the last year of a Board Member who had left.



Congregational Delegates Action Items

1. Share an update about Luther Heights in your congregations' e-news or speak at an upcoming Sunday service about your experience at the annual meeting (or both!)
2. Make sure the Luther Heights 2025 program guides are displayed in your congregations (all congregations should receive guides by the end of the month). If you need more or have ideas of other groups or congregations to reach out to email info@lutherheights.org.
3. Help us find quality seasonal staff to meet our program goals. Young adults looking to serve for a week to the whole summer can contact program@lutherheights.org or apply online. *We have a vital need for a Seasonal Property Manager and Head Cook for our season (May-September). Interested people can contact program@lutherheights.org for more information and submit a resume.*
4. Consider volunteering for an opening or closing work weekend, or a few days on-site this summer. Experience the joy of serving and the joy of camp at the same time! Email program@lutherheights.org for more information.
5. **Register** for camp and invite friends, neighbors, and other congregational members. The best way you can help Luther Heights is by bringing a friend!
6. Pray for us ... for staff discerning serving with us, parents considering sending their children to grow with us, adults thinking about attending a retreat, our Board on strategic visioning, our campaign continuing with successful financial engagement, the safety of camp and all those who come this season, and dreams yet to be realized.