

COUNCIL

Goal & Activities

1. 2022-2026 Strategic Plan

We will support implementation of the new strategic plan for the church.

2. 2022 Capital Campaign & Mortgage Payoff

We will support the 2022 capital campaign to pay off the BLC mortgage.

3. New Associate Pastor

We will welcome and provide support and encouragement to the new Associate Pastor.

4. Zambia Ministry Partnership

We will cultivate and support a partnership with Pastor Kristin Engstrom in her pastoral ministry in Zambia.

5. Connections Ministry

We will affirm and support Bethlehem's relationship with Connections Ministry through a continued commitment of financial resources and volunteerism by members of Bethlehem.

6. Welcome & Inclusion

We will continue to emphasize efforts to proclaim the gospel; become a more welcoming congregation, and invite participation in our mission and ministry. This will include supporting the implementation of the Reconciling in Christ resolution by the Welcome & Inclusion Board and the congregation.

7. Bethlehem Pastoral and Lay Staff

We will value and support our pastoral and lay staff with fair compensation, a good work environment, encouragement to develop their professional skills, recognition of their accomplishments, and challenge to strive for excellence in their areas of responsibility.

ADULT EDUCATION BOARD

Goals

1. We will develop purposeful small groups with the intent of strengthening relationships among Bethlehem members, and guide all current and new members to participation in at least one small group.
2. We will update the current catalog, listing available small groups; defining their purpose and activity; detailing when and where they meet, and noting whether they are open to adding additional members.
3. We will encourage people to tell the story of how God is working in their lives, especially BLC members.
4. We will continue to educate BLC members on the spiritual disciplines, including worship, scripture reading, and prayer and provide opportunities to practice these disciplines within and outside BLC.
5. We will provide the opportunity for education related to the monthly missions identified by the Community and Global Mission Board.
6. We will offer a variety of adult forums and other learning opportunities that will encourage participation of all adults.
7. We will explore and evaluate new ways of providing adult education programs and opportunities.
8. We will encourage other BLC groups to become familiar with and use the video technology in Grounds for Joy for their meetings.

Planned Activities

1. Small Group Directory

We will work with the Congregational Services Coordinator to update the current small group directory to promote BLC member involvement and learning in a variety of small groups focused on lifelong learning.

2. Spiritual Learning

We will work with the pastors to provide opportunities to learn about spiritual disciplines in small-group Bible studies and other settings.

3. Monthly Mission Forums

We will work with the Community & Global Mission Board to provide adult forums about established monthly mission partners.

4. Lifelong Learning Programs

We will schedule adult forums throughout the year on a variety of topics of interest to BLC members to promote life-long learning.

6. Use of Video Technology in Grounds for Joy

We will encourage other BLC groups to become familiar with and use the video technology in Grounds for Joy for their meetings.

CHILDREN'S BOARD

Goals

1. We will provide needed support, feedback, and consultation to Family Faith Formation staff as they plan programming for families and children to ensure continued engagement.
2. We will plan and execute events to engage families, including parents and children.
3. We will collaborate with staff to provide resources to families, including parents and children, to facilitate a connection to church and engagement in worship.
4. We will increase engagement with and support of the community through Family Faith Formation activities in consultation with staff.

Planned Activities

1. We will lead the planning and execution of family (FLIGHT) events twice during the year.
2. We will lead the planning and execution of special events and projects on behalf of children and their families.
3. We will collaborate with staff to develop and provide resources to families, which may include bulletin board content, resources to support families going through changes and challenges, and/or gatherings of parents.
4. We will collaborate with staff to develop and maintain resources for children in worship.
5. We will provide consultation to staff and other needed support regarding the execution of children's programming in response to staffing changes and the needs of the surrounding communities.

COMMUNITY AND GLOBAL MISSION BOARD

Goals

1. We will continue to support our Monthly Mission Partners.

Planned Activities – Monthly Missions

1. We will continue to support long-time friends and look for new possibilities for Monthly Mission Partners.
2. We will promote Monthly Missions using STAR articles, display boards and videos.
3. We will set financial contribution goals each month for Monthly Missions.

4. We will encourage our Monthly Mission Partners to take on responsibility for promoting their missions and encourage the participation of BLC members.

2022 Monthly Missions

July	YWCA Girls Inc.
August	Crossroads Lutheran Campus Ministry
September	Iambi Secondary School scholarships
October	ECHO Food Shelf
November	Holy Grounds
December	Gods Global ELCA World Hunger

2023 Monthly Missions

January	CADA (Committee Against Domestic Abuse)
February	Partners for Housing
March	Connections Ministry
April	Global Health Ministry
May	Open Door Clinic
June	Lutheran World Relief

ENDOWMENT BOARD

Goals

1. We will continue the long tradition of fiscal responsibility in the management of the Bethlehem's Endowment Fund.
2. We will grow the Endowment Fund through prudent investments consistent with the purpose of the Fund and future donations.
3. We will grow the Endowment Fund by encouraging future contributions.
4. We will share income produced by the Fund in support Christian ministries in the local community and the world at large.
5. We will support the future of the church through scholarships for further education for Bethlehem members, particularly its youth.

Planned Activities

1. We will promote the growth of the Fund through judicious investments that will insure the sustainability of the fund in years ahead..
2. We will support special mission programs of the congregation within the the local community and the world at large.
3. We will select and fund recipients of the annual Endowment Scholarship Program at Bethlehem Lutheran Church.
4. We will develop ways to inform congregation members of donation opportunities available through the Endowment Fund.
5. We will identify ways to explain to the congregation the goals and activities of the Endowment Fund.

FACILITIES BOARD

Goals & Activities

1. We will pursue the following proposed facilities projects for 2022-2023:
 - A. Roof repair (Kato Roofing)
 - B. Repair/Replace water pipes in LSS and The REACH.
 - C. Replace sink and faucet in the Grounds for Joy kitchen
 - D. Replace the dishwasher in the Heritage Room kitchen
 - E. Resurface the parking lot

FAIR TRADE COMMITTEE

Goals

*(Note: Person-to person contact objectives, i.e. selling products, sampling, will only occur when it is deemed safe by COVID-19 guidelines to do so.)

1. We will promote Fair Trade Products.

*Objective # 1: We will sell fair trade products at BLC at least once per month when inside services are permitted.

*Objective # 2: We will provide opportunities for BLC members to sample Fair Trade products.

2. We will promote Fair Trade in the community.

Objective # 1: We will participate in one MAFTTI (Mankato Area Fair Trade Town Initiative) event per year, or as available. This can include virtual events sponsored by MAFTTI.

3. We will educate BLC members about Fair Trade practices and products.

Objective # 1: We will speak in front of the congregation about Fair Trade one Sunday during the year.

Objective # 2: We will submit a minimum of 10 Fair Trade articles per year to the Bethlehem Star.

Objective # 3: We will submit Fair Trade information for the Sunday bulletin, when it resumes, a minimum of 12 times per year.

Objective # 4: We will present Fair Trade information at an adult forum when they resume. (video, materials, etc.)

Objective # 5: We will work with the LIGHT program coordinator to incorporate a Fair Trade education component (game, skit, etc.)

4. We will be financially self-sufficient.

Objective # 1: Fair Trade products will be sold at cost. Our objective is to break even each year.

Planned Activities

1. We will sell Fair Trade products at least once a month when inside services resume.

2. We will increase purchase opportunities on Sunday morning during Fair Trade Month and certain holidays.

3. We will maintain Fair Trade stock in the kiosk at the front office.

4. We will submit monthly articles to the Bethlehem Star.

5. We will submit new information about Fair Trade in the Sunday bulletin when it resumes.

6. We will make MAFTTI materials available at all functions and in the church office.

7. We will use Fair Trade coffee with church functions.

FINANCE COMMITTEE

Goals & Activities

No report submitted.

MUSIC & WORSHIP BOARD

Goals

1. We will support Charlie Leftridge as musical director.

2. We will administer seasonal and festival decorations.

3. We will be responsible for Communion set-up, ushers, paraments and décor.

4. We will explore and support the "Musician Scholar" program.

5. We will support choirs and directors with space and equipment.

Planned Activities

1. We will support Charlie Leftridge as the BLC director of music and worship.
2. We will continue to decorate the sanctuary for Fall, Advent, Christmas, Palm Sunday and Easter.
3. We will set-up communion, place appropriate paraments on the altar, and decorate the entryways to church.
4. We will propose the inclusion of the “Musician Scholar” program to our board and work for ways to fund it.
5. We will use the completed Time & Talent sheets to set up rotating volunteers to set -up communion and usher.

PERSONNEL COMMITTEE

Goal 1: Lay Staff Performance Reviews

Goal: We will complete all 2021-22 non-pastoral lay staff performance reviews during the summer of 2022. We will complete needed 6-month reviews for new employees.

Activity: Annual reviews shall consist of individual meetings with each staff member, the pastors and representatives of the Personnel Committee in the. Staff self-appraisal of performance based upon established questions and goal accomplishment during 2021-2022 will be reviewed and discussed. Performance goals will be established for 2022-2023. Current job descriptions and staff operating handbooks will be updated as needed. Reviews will be completed during the summer and at other appropriate times during the year. Lay staff to be reviewed include the following individuals:

Required 6-month reviews of new employees shall be conducted during the year as noted below:

<u>Name</u>	<u>Lay Staff Position</u>	<u>Review Date</u>
❖ Kevin Liebl	Custodian	Summer 2022
❖ Charlie Leftridge	Music Director	Summer 2022
❖ Elizabeth Ruiz	Financial Secretary	Summer 2022
❖ Christine Schulz	Office Assistant and Organist	Summer 2022
❖ Anna Wencel	Family Faith Formation Director	Summer 2022
❖ Kaitlin Carter	LIGHT/NightLIGHT Coordinator	Summer 2022
❖ Marci Rossow	Nursery Assistant	Fall 2022
❖ Grayson Bolstad	Weekend Janitor	Fall 2022
❖ Kellen Schaefer	Weekend Janitor	Fall 2022
❖ Alexa Bolstad	Weekend Janitor	Fall 2022
❖ Amy Haigh	Wednesday Night Supper Coordinator	(6-Month) March 2023
❖ Molly Nelson	Congregational Services Coordinator	(6-Month) February 2023

Goal 2: Lay Staff & Music Staff Compensation

Goal: We will make appropriate recommendations for 2023 non-pastoral lay staff & music staff compensation as part of the 2023 Bethlehem annual budget.

We will update lay staff compensation framework to remain current on employee salaries.

Activity: Lay staff performance reviews and the financial capabilities of the church will be reviewed to establish appropriate compensation recommendations for the 2023 budget. Recommendations to the Budget Committee will be completed at the September 13, 2022 meeting of the Personnel Committee.

The lay staff compensation framework will be reviewed and updated at committee meetings during the year based upon current employee salary information.

Goal 3: Lay Staff & Music Staff Vacancies

Goal: We will conduct job postings, interviews and make recommendations to fill any vacancies that occur in non-pastoral staff positions during 2022-2023. This will include the Congregational Services Coordinator position in July and the Wednesday Evening Supper Coordinator position in August.

An orientation process and checklist shall be developed for all new lay staff assuming positions at Bethlehem.

Activity: Should vacancies occur in non-pastoral lay staff positions including the Congregational Services Coordinator and Wednesday Night Supper Coordinator positions, appropriate steps will be taken, in accordance with established committee procedures, to post positions, interview candidates and make recommendations of candidates to be hired. Recommendations shall be forwarded to the Council for official approval at appropriate times during the year.

In cooperation with the BLC lay staff, an orientation process and checklist will be developed for all new lay staff personnel assuming positions at Bethlehem.

Goal 4: Personnel Policies & Handbook Update

Goal: We will review and update the personnel policies and handbook as appropriate from the last update approved in February 2022.

Activity: The current personnel policies and handbook will be reviewed to determine the need for appropriate updates. Approved changes will be made in the handbook to maintain a current version. This will include revision of the FFF Director sabbatical leave policy.

Goal 5: Updates of Current Lay Staff Job Descriptions & Development of New Job Descriptions

Goal: We will complete appropriate updates of non-pastoral lay staff job descriptions and develop new job descriptions as needed.

Activity: Existing lay staff job descriptions will be reviewed after the annual performance reviews of lay staff to determine the need for any appropriate revisions.

Goal 6: Lay Staff Operating Handbooks & Calendars

Goal: We will update operating handbooks & calendars that detail responsibilities completed on a daily, weekly and monthly basis during the year for all BLC non-pastoral lay staff positions. These are designed to facilitate any future transition in non-pastoral lay staff personnel.

Activity: Staff handbooks will be updated based upon feedback provided by staff during the annual performance reviews.

A new staff handbook will be developed for the LIGHT/NightLIGHT Coordinator position.

STEWARDSHIP BOARD

Goals

1. Pledges: We will increase the percentage of financial gifts toward the 2023 BLC annual budget. We will emphasize personal contacts with members.
2. Time & Talent Survey: We will promote an increase in member responses to the Time and Talent Survey in the fall to identify and utilize member talents and willingness to serve Bethlehem.
3. Time & Talent Recognition: We will recognize the contributions of time, talent and effort by BLC members in support of the church mission and ministry.
4. Planned Giving Reading: We will read and implement appropriate planned giving ideas from the book Legacy of a Lifetime: A Planned Giving Implementation Resource.
5. Legacy Giving: We will increase our understanding of legacy giving and promote financial legacy gifts from members to enhance the ministry and mission of the church. We will update Stewardship “Dream Projects” to identify specific legacy gift opportunities for designation by members.
6. Narrative Budget: We will share 2023 narrative budget information with the congregation to communicate the programs and successes of the BLC mission and ministry that relate to our financial stewardship.
7. Electronic Giving: We will continue to promote electronic giving by BLC members to complete annual pledges and special contributions. An increase in the current member electronic giving totals is the goal. This will facilitate regular member giving and provide the revenue stream needed to meet regular church expenses during the year.
8. Capital Campaign: We will promote and support the 2022 fall Bethlehem capital campaign.
9. Thrivent Action Grants & Thrivent Choice Giving: We will promote and coordinate the use of Thrivent Action Grants and Thrivent Choice Giving by BLC members.

Activities

1. Pledges: A goal of an increase of 10% in financial contributions from members during the fall stewardship campaign has been established. The fall campaign will be developed and designed by the GSB Company in coordination with the capital campaign.
2. Time & Talent Survey: The board will update, distribute and promote completion of the Time & Talent Survey in the fall. We will distribute the compiled information to boards/committees to use to promote their membership and activities.
3. Time & Talent Recognition: We will write and send thank-you notes to BLC members at our board meetings to acknowledge their contributions of time, talent and effort.
4. Planned Giving Reading: Discussion will be held each meeting on the contents of the book Legacy of a Lifetime: A Planned Giving Implementation Resource to identify and implement new planned giving concepts and activities.
5. Legacy Giving: Legacy-giving information will be updated and mailed to all members in March/April with follow-up provided by the lead pastor with members who have chosen to participate. We will update and provide current Stewardship “Dream Projects” in the mailing to identify specific legacy gift options for designation by members. Legacy-giving information will be provided in worship services via printed bulletins and verbal presentations as well as in the monthly STAR newsletter.
6. Narrative Budget: Information about BLC programs and activities will be highlighted in the financial details of the 2022 narrative budget.
7. Electronic Giving: Information and sign-up opportunities will be provided during the fall stewardship pledge campaign. Additional information and reminders will be provided throughout the year in worship bulletins and the STAR newsletter.
8. Capital Campaign: Board members will serve in leadership and support roles during the campaign.
9. Thrivent Action Grants & Thrivent Choice Giving: Activities will be conducted to identify BLC needs for Thrivent Action Grant funding and facilitate the application process to secure such grants. Thrivent Choice dollars will be actively promoted as contributions to support Bethlehem.

WELCOME & INCLUSION BOARD

Goals

Strategic Goal #5: We will embrace diversity by demonstrating welcome and respect for differing identities; listening to develop growing relationships with diverse communities; and working for the good of all in the community.

1. We will improve the telling of our welcome story so that all in the community might feel drawn to be part of what God is doing among us and through us.
2. We will clarify understandings of welcome and inclusion through education about various components of the BLC Welcome Statement.
3. We will educate about and support specific ways that individuals and BLC programming and worship might message increasingly clear and thoughtful welcome and acceptance.
4. We will support our RIC (Reconciling in Christ) status and expectations with continuing efforts and member participation of welcome to the LGBTQIA+ community.
5. We will continue Welcome & Inclusion assistance with new member orientations and welcome activities.

Planned Activities

1. We will maintain BLC Welcome Statements and worship information in the pew racks.
2. We will maintain a self-checkout Reconciling in Christ diversity lending library located behind the narthex kiosk.
3. We will lead an adult forum on January 29, 2023 Reconciling in Christ Sunday, educating about the Progress flag, pronouns, and understandings of welcoming ways.
4. We will lead an adult forum to explore and discuss the meaning of the full diversity of the BLC Welcome Statement.

5. We will show Bethlehem's welcome with a Welcome & Inclusion table at West Mankato's Night to Unite in August on the BLC parking lot.
6. We will participate as a Bethlehem Reconciling in Christ church presence in September in the Pride parade and with a Pridefest booth.
7. We will continue to assist with the welcome of new members with orientation and information packets/bags and tours.
8. We will be consistent in starting our meetings with a devotion and prayer.

YOUTH BOARD

Goals & Planned Activities

1. We will welcome and integrate Pastor Jacie Richmond as a leader into our confirmation and youth program by planning an event for youth to meet and get to know her.
2. We will reach out to community leaders to curate and share a list of available mental health resources for our youth and families.
3. We will reach out to post-confirmation youth and plan an event geared toward them on a quarterly basis.