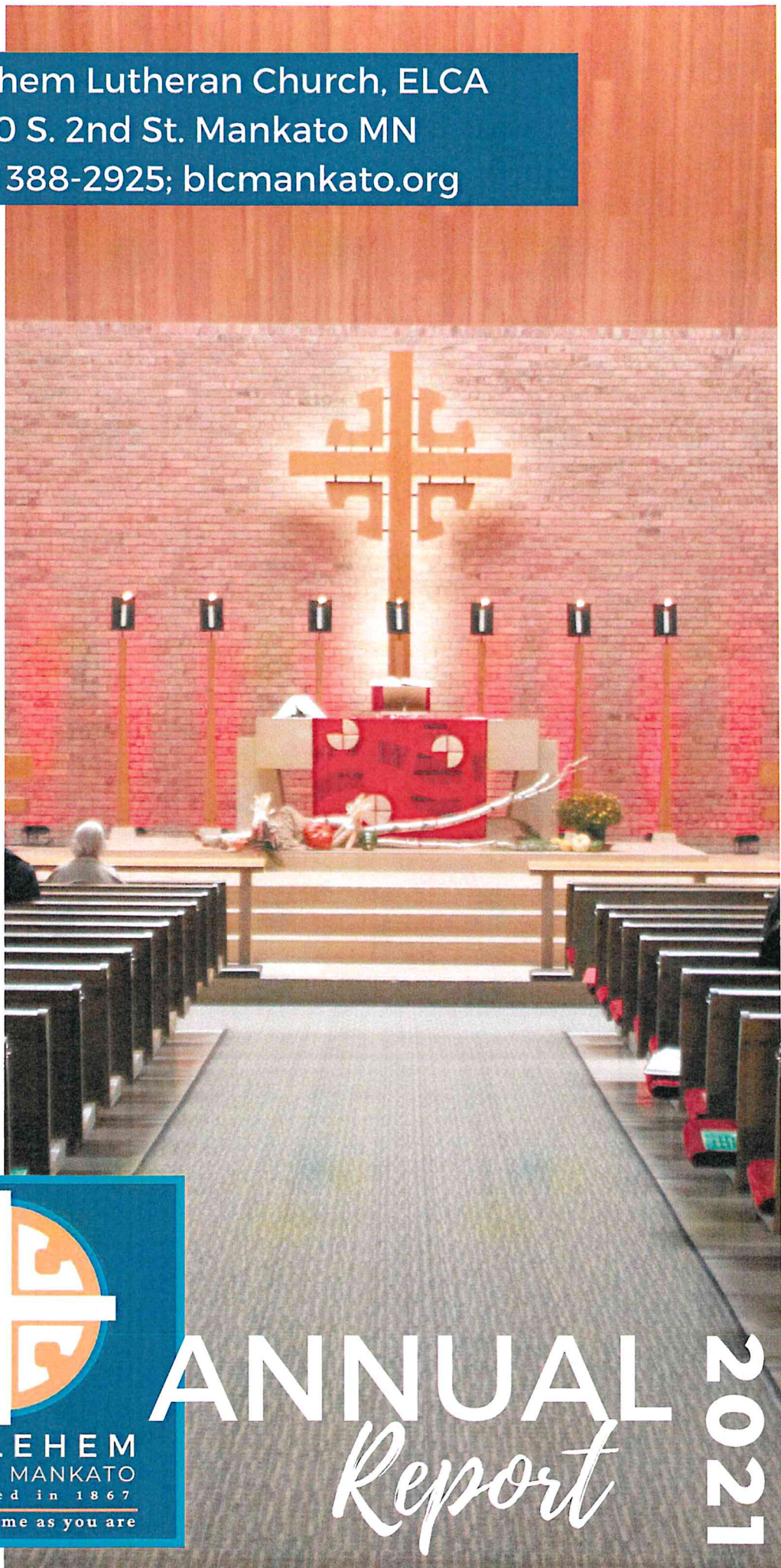
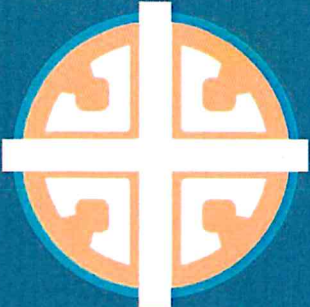


Bethlehem Lutheran Church, ELCA
720 S. 2nd St. Mankato MN
(507) 388-2925; blcmankato.org



Semi-Annual Meeting
April 10, 2022



BETHLEHEM
LUTHERAN MANKATO
established in 1867
you are welcome as you are

ANNUAL *Report* 2021



BETHELEHEM LUTHERAN CHURCH Spring 2022 SEMI-ANNUAL MEETING

Sunday, April 10, 2022

10:45 AM – 11:45 AM

Dining Room

AGENDA

1. **Call to Order** President James Arentson
2. **Opening Prayer** Pastor Jay Dahlvang
3. **Approval of Minutes** November 14, 2021 Fall Semi-Annual Congregational Meeting
4. **Old Business** None
5. **Annual Reports** Written & Posted on Website
6. **New Business**
 - A. Election of 2022-2023 BLC Officers, Council and Board/Committee Members: Bob Ihrig
 - 1) Nominating Committee report & ballot
 - 2) Additional nominations from the floor
 - 3) Election
 - B. Recognition of Outgoing/New officers, Council & Board/Committee members: James Arentson
 - C. BLC Strategic Plan Update: Pr. Jay Dahlvang
 - D. Call Committee Update: Jill Contreras & Amy Haigh
 - E. Approval of Capital Campaign Company Recommendation: James Arentson
 - F. Other
7. **Lord's Prayer** Pastor Jay Dahlvang
8. **Adjournment**

Our Mission

Bethlehem is an inviting community that is growing in Christ, loving our neighbors and serving God's world.



**Semi-Annual Meeting of the Congregation
Bethlehem Lutheran Church
Mankato, Minnesota
November 14, 2021
10:15 – 11:15 AM**

MINUTES

ATTENDANCE: 88 (Quorum = 75)

CALL TO ORDER: President James Arentson

The following opening remarks were provided:

1. COVID Protocols: Mankato remains in a high-risk area for the pandemic with more COVID cases occurring at this time. This impacts Bethlehem and other local churches. This requires continuation of the BLC mask-wearing rules for large groups such as worship. This is a sign of respect and care for the health and safety of others. Thank you to the congregation for supporting this.
2. Members: The roles of older and younger members are valued in contributing to Bethlehem. The wisdom and experience of older members along with the new ideas and spirit of younger members were highlighted. Bethlehem continues to welcome all.
3. Welcoming Environment: The personal experience of being welcomed to Bethlehem by various members was emphasized as significant in the decision to join Bethlehem.

OPENING PRAYER: Pastor Jay Dahlvang

MINUTES: Action: Minutes of the last semi-annual meeting held on April 18, 2021, taken by secretary Bob Ihrig, were approved on a motion by Bob Ihrig and second by Brenda Boyer with all in favor.

OLD BUSINESS: None

REPORTS: Available on BLC website for member review.

NEW BUSINESS:

A. 2021-22 Council/Board/Committee Goals

Secretary Bob Ihrig highlighted the 2021-22 goals established by the Council and BLC boards/committees. These are available on the BLC website for member access.

Members were encouraged to review these goals to understand the planned goals and activities of our various established formal groups. These provide a focus and direction for each group during the year.

Written reports outlining the results in accomplishing these goals will be presented at the spring semi-annual meeting.

15 formal boards/committees involving 90+ members contribute to Bethlehem in a variety of ways which were highlighted.

Members should also consider possible groups to join in the future when the nominations process is held to fill vacancies on the Council and other boards and committees. The goals should help to identify the mission and activities of each group.

Many informal small groups also engage in activities that support Bethlehem. These include the quilters, schoolkit packers, Wednesday evening supper volunteers, adult choir, Sunday morning Praise Band, ushers, readers of worship scripture, Sunday morning coffee volunteers, LIGHT/NightLIGHT teachers and confirmation mentions to name a few.

All of these groups make a real difference by getting involved in what suits personal interests, time and talents. They play an invaluable role in keeping Bethlehem alive and well.

B. Pastoral Call Process

Pr. Jay provided an update on the call process established to call a new associate pastor to replace Pr. Collette. He identified the members of the call committee. They will develop a Ministry Site Profile with background information and needs of Bethlehem in cooperation with the congregation. This will be presented to pastoral candidates identified by the synod. Bethlehem members will be invited to participate in the information gathering and decision-making process.

C. Strategic Planning Process

Pr. Jay explained details of the new 5-year strategic planning process. It will be coordinated by an 8-member committee that includes the 2 pastors and 6 members of the congregation.

He encouraged members to sign up for listening sessions with members of the committee during November. This is an opportunity to contribute ideas and opinions about future needs for Bethlehem.

Other activities will include:

- A Day of Remembering will be held in January for members to gather and share their significant memories of Bethlehem.
- A Day/Night of Norms will be held to identify the value and norms that govern how Bethlehem functions.
- Committee members will also engage in conversations with community leaders to identify major priorities and how Bethlehem can support them.

D. 2020 BLC Financial Review Update

President James Arentson presented the completed financial review of the 2020 BLC finances. This review, completed by the Financial Review Committee of Mark Larsen, Frank Larsen, Kristine Rebelein and BLC financial secretary Elizabeth Ruiz, was reviewed and approved by the Council and recommended to the congregation for official approval. The review was deemed to be in order.

Action: On a motion by Jason Bruns and a second by Wendy Keenan, the review was approved unanimously with a voice vote.

F. 2022 Proposed Budget

On a recommendation by the Council, the 2022 BLC proposed budget was presented and discussed. The following major points were highlighted President James Arentson and Financial Secretary Elizabeth Ruiz for income and expenses with a proposed balanced budget of \$813,309:

- ❖ Narrative Budget: This document highlighted the major categories and priorities for spending.
- ❖ General Fund Offerings: Increased by \$20,500 to account for proposed lay staff salary increases.
- ❖ Benevolence: An increase was proposed to an already generous BLC benevolence commitment to continue restoration of previous giving to the synod.
- ❖ Pastoral Compensation: Pastors proposed to receive increases based on synod guidelines. A new associate pastor to take office in 2022 was budgeted based upon compensation previously paid to Pr. Collette. Health insurance costs declined due to changes in pastoral family members covered by the church.
- ❖ Lay Staff Compensation: Lay staff proposed to receive salary increases totaling \$20,500 and a new 20-hour weekly FFF support position filled by Kaitlin Carter is proposed.
- ❖ Mortgage: Approximately \$1.1 million remains as the mortgage balance. Monthly payments of \$8,187 are paid from the Mission Investment Fund created from a 3-year soft pledge capital campaign ending this year. Funding is sufficient to cover 2021 and 2022 mortgage payments. The Council will develop a plan in 2022 to generate additional funds for 2023 and beyond.
- ❖ Sabbatical Funding: No funds proposed for the 2022 budget since there is no immediate need for funding. Pr. Jay just completed a sabbatical this spring/summer and no pastor will be eligible for a sabbatical in 2022 and in immediate future.
- ❖ Music & Worship & Family Faith Formation: Both areas proposed for modest funding increases to meet new priorities and needs.

Minor adjustments were made in different accounts to cover current and projected income & expenses.

Action: The proposed 2022 BLC budget was approved on a motion by Diana Olson and a second by Marcia Nagel with a unanimous vote.

CLOSING PRAYER

Pastor Jay Dahlvang led the membership in the Lord's Prayer to close the meeting.

ADJOURNMENT

The meeting was adjourned on motion by Jessica Auel, a second by Bob Ihrig and a voice vote at 11:15 a.m.

Respectfully Submitted,
Bob Ihrig, Congregation Secretary

Bethlehem Congregational Boards/Committees Ballot

June 1, 2022 – May 31, 2023

16:08

COUNCIL

23	Mary Bliesmer	President
24	Jason Bruns	President-Elect
25	OPEN	Vice-President
24	Bob Ihrig	Secretary
24	Jeremy Carter	Treasurer
23	Aaron Geringer	Member at Large
24	Matt Drewitz	Member at Large
25	Jessica Auel	Member at Large

ADULT EDUCATION BOARD X

23	Bob Ihrig
23	Michael Slotemaker
24	Karen Sandersfeld
24	Chuck Piehl
25	Cynthia Zacharias
25	Todd Hanselman

FACILITIES BOARD X

23	Jay Backstrom
23	Jim Christensen
24	George Van Lith
24	Bob Spelbrink
25	Scott Wolner
25	Joe Wagner

CHILDREN'S BOARD X

23	Shawna Peterson-Brown
23	Abbe Austin
24	Josie Lust
24	Liz Paul
22	Brittany Renberg
25	Chelsey Kunkel

MUSIC & WORSHIP BOARD X

23	Nancy Rorem
23	Marilyn Biedscheid
23	Sunshine Kelley
24	Betty Groth
24	Linda Frederick
24	Sheila Stevensen

COMMUNITY & GLOBAL MISSION X

23	Amy Haigh
23	Sandy Abild
24	Sarah Morgan
24	Carrol Meyers-Dobler
25	Werner Fick
25	Shannon Butler

STEWARDSHIP BOARD

23	Carrol Meyers-Dobler
23	Bob Ihrig
24	Amy Haigh
24	Sally Burdick
25	Heather Hammond
25	OPEN

ENDOWMENT BOARD

23	Chuck Piehl
24	Kristine Rebelein
24	OPEN
25	Ray Beckel
25	Janell Spelbrink

WELCOME & INCLUSION BOARD X

23	Marcia Nagel
23	Jessica Auel
24	Kathryn Sargent
24	Marie Slotemaker
25	Kathryn Freyberg-Wills
25	Melissa Wagner

•TOTAL Positions for 2022 Election = 27

•**OPEN** represents vacancies & positions to be filled = 8

•Names in **BOLD** represent NEW members or extended terms of office to be approved for 2022-23

•**X** represents COMPLETE board or committee membership for 2022-23

YOUTH BOARD X

23	Angela Bruns
23	Jessie Schaefer
24	Sheila Stevensen
24	Gina Wibstad
24	Beth Timm
24	Danielle Elker
25	Tanya Ringgenberg

Bethlehem Congregational Boards/Committees

June 1, 2022 – May 31, 2023

April 4, 2022

FINANCIAL REVIEW COMMITTEE X

*Position To Be Appointed by the Council in 12/22

22 Mark Larsen*
23 Kristine Rebelein
24 Frank Larsen

FAIR TRADE COMMITTEE X

23 Jolene Beckel
23 Paulette Bertrand
23 Sharon McDougall
23 Etta Poole
23 Betty Groth
23 Bridget Poole Padilla

FINANCE COMMITTEE

*To be appointed by the Council

23 Dennis Sandersfeld
24 Diana Olson
24 David Morgan
24 Mark Larsen
25 OPEN
25 Mark Woelfel*

NOMINATING COMMITTEE

23 James Arentson Past President
23 Past Council Member
24 **OPEN**
24 **OPEN**
25 **OPEN**
25 Bob Ihrig

PERSONNEL COMMITTEE

To be appointed by the Council

23 James Arentson Past President

23 Mary Bliesmer Current President

23 Brad Groth
23 Brenda Boyer
24 Pru Gushwa
24 Ray Beckel
25 **Bob Ihrig**
25 **OPEN**

GENERAL SERVICE GROUP CHAIR X

22 Donna Engles

•TOTAL Positions for 2022 Election = 27

•**OPEN** represents vacancies & positions to be filled = 8

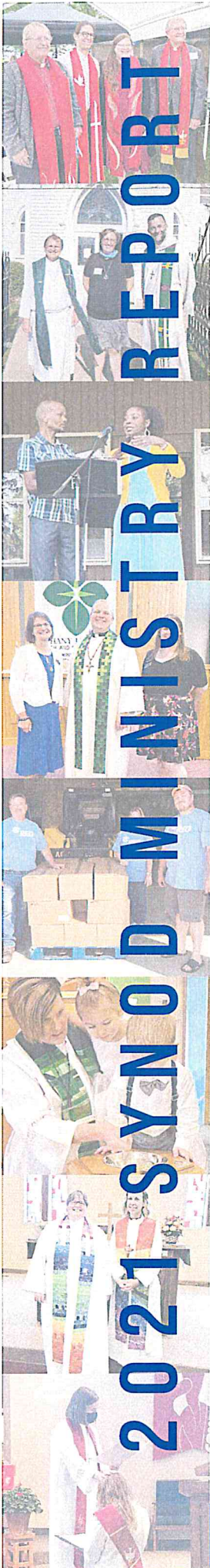
•Names in **BOLD** represent NEW members or extended terms of office to be approved

•**X** represents COMPLETE board or committee membership for 2022-23



Southeastern Minnesota Synod

of the Evangelical Lutheran Church in America



I am often asked what my vision for the synod is, and my reply is always the same: that we would be a people walking together for the sake of the proclamation of the gospel of Jesus Christ. I know that how we live into that proclamation in our particular communities and congregations will change with the resources we have and the context in which we serve. How we proclaim is nuanced, but what we proclaim (the gospel!) is unified and unchanged.

It seems fitting to pause, reflect upon, and give thanks for all the ways the Spirit has invited us into this holy vocation of proclamation in 2021.

For the first time ever, the Southeastern Minnesota Synod hosted a one-day digital Synod Assembly. We learned some things along the way. Overall, the Assembly was a success: we accomplished necessary business, heard from ministry partners, celebrated some milestones, and cast our sight toward the coming year. It is our hope and plan to meet in person for Synod Assembly in 2022. We will, of course, make adjustments as necessary.

As COVID ebbs and flows, so too has our ability to gather in person. We have continued to take full advantage of all digital and hybrid options, and, as we have been able, we've had in-person gatherings, too. 2021 allowed us to host gatherings for pastors and deacons new to the synod, retired rostered ministers and spouses, and candidates for ordained ministry.

Pastors, deacons, and church professionals were able to gather for a few days this fall to explore together the theme of Embracing Sabbath. The learnings that happened during that retreat are already being shared in congregations across the synod.

While our ability to physically visit our global partners has been hindered, our connections with them remain strong. We have continued regular conversation and partnership with our siblings in Colombia, South Sudan, Tanzania, and ministries at our southern border.

The greatest joy of 2021 has been being present with congregations again. The Office of the Bishop staff and I have delighted in worshipping with you on Sunday mornings, enjoying outdoor fellowship and festivities over the summer months, and sitting around meeting room tables as we discern the work of God together.

It is my fervent hope that in 2022 our ability to gather together will only increase and that we will continue on the road of gospel proclamation together.

In Christ,

Rev. Regina Hassanally
Bishop Regina Hassanally

**Annual Report from Lead Pastor
For Semi-Annual Meeting of April 10, 2022**

Thank You!

I am hopeful that we have entered the final stages of the pandemic, and that the precautions that have kept us healthy over the last few years will no longer be necessary. I am most grateful for your patient support and prayers, not only since March of 2020, but from the day you called me to be your pastor. The last two years have been hard for everyone and a lot has changed. God is faithful and you have been as well. I am thankful to God and to all of you.

Sabbatical Leave

Shortly after last year's semi-annual meeting, I began a three-month sabbatical leave. This time away is renewing, and I'm glad that our Family Faith Formation Director, Anna Wencil, will soon begin her sabbatical time away.

Staff Changes

We celebrated Pastor Collette's ministry in August, and welcomed Pastor Kristen Venne as our Transitional Pastor. The call process is going according to plan, and soon after the committee completes our site profile, we will receive candidates to consider for the associate pastor call. Laurie Rossow completed her tenure among us, and we added Charlie Leftridge to the staff. We have already seen the results of the good work Charlie is doing among us. Thanks to all our staff for their faithful ministry.

Strategic Planning

We are concluding our months long process and goals are beginning to crystalize. The council and strategic planning team will meet to discern which to pursue in the next four years, and to present to the congregation as our next strategic plan. We have enjoyed excellent leadership in this process from the strategic planning committee, as well as our church council.

Capital Campaign

The community and church benefit from the beautiful facility we inherited and renovated ten years ago. This building is busy! I am excited to see what God will guide us to as we free up resources when we pay off our mortgage debt. The council has proposed hiring GSB to lead us in a capital campaign, with the goal of paying off our building loan, a proposal we will vote on at the semi-annual meeting. I am sure we have the capacity, and pray that we have the desire to finish off our mortgage.

Flags

After much prayer and conversation, the council came to a consensus on how to honor our heritage and those who served in our military, as well as recognize our commitment to becoming a more welcoming and inclusive church.

New Missionary Sponsorship

We are delighted to begin our partnership with Pastor Kristin Engstrom as she commences her ministry in Zambia. Our sponsorship means we will pray for Pastor Engstrom, learn more about her ministry and the church in Zambia, and support her work financially.

**Rev. Jay Dahlvang
Lead Pastor**

Transitional Pastor Report, Semi-Annual meeting April 10, 2022

As I have introduced myself as the Transitional Pastor I am often met with quizzical looks. The next comment is often, "What is a Transitional Pastor?" The role of a Transitional Pastor is to walk with a congregation as they move from one reality to another as they work towards calling a new Pastor. Since my arrival in October I have had the privilege of walking with you through this transitional time. I have worked with the Strategic Planning team as they had conversations with members of the congregation and the community about who we are as the people of God at this time and at this place. Not only have these conversations mined data for the next Strategic Plan, they have provided information the Call Committee is using to write the Ministry Site Profile needed to begin the search for the next Associate Pastor. Wrapped in prayer the Call Committee is faithfully writing the Ministry Site Profile. We do not know who the next Associate Pastor will be, but what we do know is God is laying the foundation to bring the right person.

I have also had the joy of getting to know people through teaching Confirmation, leading Milestone events and Bible Studies. It really is a joy for me to be with people of all ages as we open the scriptures and see what God has in store for us to learn.

As we live through this transitional time I am reminded of the words of Isaiah. God is talking to the people through Isaiah and says, "Do not remember the former things, or consider the things of old. I am about to do a new thing; now it springs forth, do you not perceive it?" Isaiah 43: 18- 19a. While we will always have the memories of the past, we need to open ourselves to the possibilities of the future, to the new things God is doing among us. God is at work among you, listen to where God is taking you.

Blessings,
Rev. Dr. Kristen Venne

Anna Wencil, Family Faith Formation Ministry Director

Last year, I centered my review on this question: **What are you really feeling?** As we continue into our third year of ministry in the age of Covid-19, I still find this to be a helpful way to evaluate our year of shared family faith formation ministry. Below are a few feelings I've noticed in myself and within our families this past year.

WEARY. I think it's fair to name the reality of ministry within a pandemic: it's tiring! So many of our kids, youth, and parents have shared that the continued pandemic has taken a toll on their mental health and well-being.



This year saw many, once regular, activities come back after some time. But, we also had to cancel or change plans often, one time being the 2022 Youth Gathering in Minneapolis. Kaitlin Carter and I have continued to evaluate our programming to meet the needs of our children, youth, and families. From little kids to big kids, we've used social-emotional learning and play in our lessons, as we know this is a healthy way to meet kids and youth where they are. I continue to be inspired by and trust these words from Jesus: *Come to me, all you who are weary and burdened, and I will give you rest.* On a similar note, I'm very grateful to have a six-week sabbatical this spring to take a pause from my role at Bethlehem and reconnect with myself and God after a couple of very challenging years.

EXCITED. This year brought back quite a few exciting experiences, some of which haven't been safely possible since early 2020. It was exciting to watch our kids and youth experience them, for what almost felt like



the first time. Some examples include the Fall Frenzy Retreat at Green Lake Bible Camp with a van full of 3rd-6th graders last October, the youth lock-in with 22 youth and 5 young adults from Gustavus last November, and our Mario Kart Live! Event with 12 kids and 3 youth helpers this February. Our VBS week was also an exciting endeavor once again, continuing with the same theme of Amazing (G)Race: Season Two. We met outdoors in local parks with children and families for an incredible week of joy, learning, and adventure.

GRATEFUL. As we have adapted our ministry this year, I'm grateful to the many people who make Bethlehem a beloved community. I'm grateful to our Children's and Youth Boards which are constant sources of support for me and for Kaitlin, especially in uncertain times. Their wisdom and commitment to nurturing faith in our kids and youth are inspiring. I'm also grateful to all of those who helped us reimagine the lower level. Much of our summer was spent reorganizing our spaces to be ready for in-person ministry. We're so grateful to have renewed energy in the lower level. Many thanks go to our staff and volunteers who pitched in, especially Kaitlin,



Kevin, Marcy, Charlie, Laurie, and the Facilities Board. I'm really proud and grateful for our kids and youth who have continued to do what is best for our community by wearing masks and quarantining when needed. Lastly, I'm grateful to all of the grown-ups who have given their time and energy to support family faith formation this year. From the Confirmation guides and Lenten mentors to the LIGHT & NightLIGHT volunteers to the youth who led at various events, we are so grateful for your part in making this a beloved community for all our children, youth, and families.

Congregational Services Report for 2021
Emily Heinis
April 2022

After the Call Committee shared their survey data with the staff, we were surprised to see some of the answers about our church and building. We realized some of you don't get to know what all goes on around here, so we thought it would be helpful to include a report from the Congregational Services Coordinator going forward.

Our Church by the Numbers

Attendance: In 2021, we remained closed for all of January, opening up for in-person worship on February 7. For the rest of the year, we worshiped in person every Sunday, averaging 103 attendees each week, with dozens more watching online via Facebook and YouTube. Easter, Rally Sunday, Kids' Christmas Program, and Christmas saw crowds over 200. On Wednesdays, we worshiped during Lent only in the first half of the year, then resumed in the fall for 13 weeks. During those times, we averaged 48 attendees each week. Wednesday services were also livestreamed and attended virtually, but at lower numbers than on Sunday mornings.

Baptisms:

- Oliver Matter, Feb. 21
- George Casper, April 25
- Christian Forcier, May 16
- Dean Murphy, June 6
- Avieren Johnson, June 27
- Saelyn Pepper, July 25
- Lillian Rose, October 17
- Lillian Wels, November 28

Funerals:

- Bruce Barklow, March 1
- Marvis Glick, May 1
- Jack & Harriet Kent, May 15
- Ruth Bell, May 22
- Joan Eichers, May 27
- Jim Deike, July 1
- Iris Nigg, July 24
- Doris Cotton, July 29
- Gordy Struss, July 31
- Michael Crowell, September 11
- Teddy Ollrich, October 14
- Eunice Mutch, October 30
- Gert DeRemer, November 3
- Robbie Tester, December 11

Weddings:

- Pete & Michelle Wachtel, March 27
- Ally Maiers & Michael Adams, July 17

Our Building by the Numbers

Volunteers: We have 180 active volunteers keeping our worship, programs, and building running smoothly.

Organizations Using Our Building

- Weekly: VITA Tax Services, Musicorum
- Monthly: Sons of Norway, Lincoln Park Neighborhood Association, Lifelong Learners Council, Riverbend 4-H Club
- Occasionally: Scouts of America, LSS, The Reach, Via de Cristo, South Front St Block Party Committee, Organ Recitals, YWCA, Grief Support, Cancer Support

Member events: Graduation parties, baby showers, anniversary celebrations, meetings

Hours: Our building is used 7 days a week, nearly every week, during the program year. Between worship, meals, education, and office hours, we are open to the public 30 hours a week. Church meetings and building rental occupy, on average, another 15 hours a week outside the public hours.

Financial Update 2021

The year 2021 continued to pose challenges with the continuation of the COVID-19 pandemic. Worship and activities were adjusted based on CDC recommendations. The financial health of the church, however, remained stable and constant. The members of Bethlehem always rise to the occasion, whatever that may be. The following report highlights some of the financial happenings of 2021.

The year began with a positive balance of \$156. The general fund balance fluctuated over the course of the year between a small positive balance and a deficit balance of \$15,000 at the end of June. The year ended with a positive general fund balance of a \$2,182. The budget approved for 2022 is a balanced budget. The Budget Committee worked hard to present a budget which meets the need of the congregation, but is fiscally responsible. Member giving at year end was at 95% of budget (budget of \$505,000 vs. actual of \$481,588).

Benevolence giving, as always, was strong in 2021. Total benevolence giving was \$166,101. A total of 29 organizations (local, national and international) benefitted from your generosity. A special emphasis was made for Iambi Secondary School Scholarships, raising \$9,328. God's Global Barnyard raised a record amount of \$15,600. A full list of the organizations and amounts contributed is included with this report. The monthly mission projects continue to provide much needed assistance to deserving organizations.

The Stewardship Board held its annual general fund pledge campaign for 2022. A total of 169 pledges were received. The total dollar amount pledged was \$402,745. The number of members using electronic giving continues to increase. Many members are now using the Breeze program for personalized electronic giving. Any questions about electronic giving should be directed to the church office.

The year 2021 was the 3rd year of a three year campaign of continued contributions to mortgage reduction. Those who pledged for 2019, 2020 & 2021 have completed their pledges. Any unpledged receipts to mortgage reduction received in 2021 will be paid directly to the principal balance. The amount to be paid is \$67,462. The balance year-end in the Mission Investment Fund demand account (money held for mortgage payments) was \$200,282 (with the understanding that \$67,462 will be paid on the principal). The year-end principal balance of the mortgage was \$1,129,994. Going forward, all contributions received for mortgage reduction will be used for monthly mortgage payments.

As of December 31, 2021, Bethlehem had cash on hand of \$293,751. This consisted of four things. The general checking account at MinnStar Bank had a balance of \$2,082. Second, the MinnStar Bank savings account had a balance of \$91,287. These are funds that have been restricted by the donor and are being held for specific purposes. Third, petty cash had a balance of \$100. And finally, the Mission Investment Fund account had a balance of \$200,282.

Although the budget for 2022 is a balanced one, effort needs to be made on both increasing contributions and controlling expenses to make this a reality. Emphasis on electronic giving will continue in the future with various options available – sign up in the church office, look for the “Donate Now” button on the Bethlehem web page, or download the Breeze app to any smart phone.

Thanks to all of you for your continuing support of the ministry and mission of Bethlehem Lutheran Church.

Respectfully Submitted,

Elizabeth Ruiz, Financial Secretary
Jeremy Carter, Treasurer

BETHLEHEM LUTHERAN CHURCH

Budget / Actual 2021 and Budget 2022

As of September 30, 2021

	<u>2021 Budget</u>	<u>2021 Actual</u>	<u>2022 Budget</u>
INCOME			
1 General Fund Offerings	505,000.00	481,587.57	525,500.00
2 Loose Offerings	2,000.00	1,673.00	2,000.00
3 Initial Offerings	150.00	188.30	200.00
4 Lent & Holy Week	3,000.00	1,648.00	2,000.00
5 Christmas	4,500.00	1,915.00	3,500.00
6 Offerings (unrestricted)	\$ 514,650.00	\$ 487,011.87	\$ 533,200.00
7			
8 Benevolence	45,000.00	78,650.39	60,000.00
9 LIGHT Offerings	100.00	101.00	100.00
10 Bell Choir	-	100.00	-
11 Capital Fund	7,500.00	9,591.81	7,500.00
12 Samaritan Fund	1,000.00	7,340.00	1,000.00
13 Audio/Visual Fund		2,337.94	
14 Landscaping	1,000.00	678.71	1,000.00
15 LIGHT Program		20.00	
16 Memorials (restricted)	3,000.00	600.00	1,500.00
17 Music & Worship	1,500.00	6,495.28	1,000.00
18 School Kits	-	48,800.00	-
19 PrePaid Pledges	-	300.00	-
20 Youth	5,000.00	4,230.87	5,000.00
21 Offerings (temporarily restricted)	\$ 64,100.00	\$ 159,246.00	\$ 77,100.00
22			
23 Mortgage Reduction	\$ 40,644.00	\$ 95,187.45	\$ 25,000.00
24			
25 Memorials (unrestricted)	8,000.00	13,490.96	10,000.00
26 Thrivent Choice Funds	1,500.00	1,443.00	2,000.00
27 Serving Groups	4,000.00	595.42	2,500.00
28 Radio Broadcast	5,000.00	4,828.30	5,200.00
29 Taxi	150.00	290.00	150.00
30 Wednesday Night Suppers (free will)	-	1,326.37	1,000.00
31 Adult Education Programs	250.00	92.00	250.00
32 Confirmation Fees	-	125.00	300.00
33 Facility Usage Fees	10,000.00	13,562.50	13,000.00
34 Lease Payment: LSS	44,000.00	44,000.04	44,000.00
35 Lease Payment: The REACH	25,200.00	25,200.00	25,200.00
36 Interest on Checking	75.00	50.61	65.00
37 Interest on Savings	500.00	423.99	500.00
38 Fair Trade Coffee	500.00	939.11	500.00
39 Miscellaneous Income	100.00	300.00	100.00
40 Other Income (unrestricted)	\$ 99,275.00	\$ 106,667.30	\$ 104,765.00
41			
42 Transfer from MIF savings for Mtg Pmnt	\$ 57,600.00	\$ -	\$ 73,244.00
44 TOTAL INCOME	\$ 776,269.00	\$ 848,112.62	\$ 813,309.00

BETHLEHEM LUTHERAN CHURCH

Budget / Actual 2021 and Budget 2022

As of September 30, 2021

	<u>2021 Budget</u>	<u>2021 Actual</u>	<u>2022 Budget</u>
45 EXPENSES			
46 Boards			
47 Church Council	450.00	469.67	450.00
48 Community & Global Missions	100.00	-	100.00
49 Adult Education Programs	1,000.00	189.98	500.00
50 Welcome & Inclusion	500.00	824.65	750.00
51 Earth Stewards	50.00	-	-
52 Personnel Committee	100.00	65.00	100.00
53 Stewardship	400.00	143.30	400.00
54 Board Totals	\$ 2,600.00	\$ 1,692.60	\$ 2,300.00
55 Music & Worship			
56 Music Supplies	500.00	-	500.00
57 Bell Choir Supplies (Sr Bells)	300.00	-	350.00
58 Bell Choir Supplies (Jr Bells)	50.00	-	50.00
59 Organ & Piano Tuning	900.00	1,279.00	1,200.00
60 Video / Sound Equipment (from savings)	-	2,173.96	-
61 Copyright Expense	465.00	405.00	465.00
62 Worship Supplies	500.00	734.37	500.00
63 Communion Supplies	1,200.00	1,131.06	1,000.00
64 Church Decorations	200.00	-	200.00
65 Guest Musicians	400.00	100.00	1,000.00
66 Pulpit Supply	600.00	-	600.00
67 Organist Music & Expenses	250.00	243.27	250.00
68 Bethlehem Brass	50.00	39.57	200.00
69 Music & Worship Total	\$ 5,415.00	\$ 6,106.23	\$ 6,315.00
70 Family Faith Formation			
71 LIGHT & NightLIGHT	2,000.00	2,781.27	2,500.00
72 Milestone Ministries	800.00	651.66	900.00
73 Nursery/Manger/Worship Bags	350.00	264.63	500.00
74 FLIGHTS: Family Fun Nights	600.00	265.52	600.00
75 Faith at Home Resources	400.00	-	600.00
76 Children's Retreat & Summer Camp	1,300.00	380.02	1,300.00
77 Vacation Bible School	2,500.00	890.82	3,000.00
78 Christmas Program	100.00	48.44	100.00
79 Background Checks	300.00	59.00	300.00
80 Youth Curriculum & Resources	250.00	32.43	300.00
81 Middle Grade Ministries / Confirmation	1,400.00	611.88	1,400.00
82 Confirmation Camp	1,000.00	-	1,200.00
83 Youth (from savings)	-	541.01	-
84 Relational Ministry	100.00	54.48	100.00
85 Youth Retreats & Activities	1,500.00	669.71	2,000.00
86 Summer Mission Trip	1,500.00	-	1,000.00
87 Family Faith Formation Total	\$ 14,100.00	\$ 7,250.87	\$ 15,800.00

BETHLEHEM LUTHERAN CHURCH
Budget / Actual 2021 and Budget 2022
As of September 30, 2021

	<u>2021 Budget</u>	<u>2021 Actual</u>	<u>2022 Budget</u>
88	Benevolence		
89	13,000.00	14,500.00	14,000.00
90	800.00	800.00	800.00
91	5,400.00	5,400.00	5,400.00
92	3,000.00	14,688.52	3,000.00
93	-	1,081.32	1,000.00
94	45,000.00	78,650.39	60,000.00
95	3,000.00	600.00	3,000.00
96	300.00	-	100.00
97	-	51,462.38	-
98	\$ 70,500.00	\$ 167,182.61	\$ 87,300.00
99			
100	Administration		
101	3,000.00	3,623.95	3,000.00
102	2,230.00	2,610.81	2,000.00
103	6,500.00	6,122.73	6,000.00
104	2,500.00	3,394.09	3,300.00
105	200.00	192.00	200.00
106	3,000.00	3,576.10	3,000.00
107	6,000.00	3,661.98	6,000.00
108	450.00	230.27	400.00
109	180.00	185.00	180.00
110	5,600.00	5,612.80	5,600.00
111	1,200.00	1,276.34	1,200.00
112	400.00	1,648.50	2,000.00
113	650.00	479.40	500.00
114	2,000.00	1,039.71	1,000.00
115	5,000.00	6,674.57	5,000.00
116	-	20,705.27	-
117	500.00	715.00	500.00
118	1,000.00	200.00	200.00
119	350.00	343.58	350.00
120	150.00	-	150.00
121	405.00	380.00	380.00
122	125.00	746.38	125.00
123	150.00	-	100.00
124	100.00	414.05	100.00
125	500.00	863.80	500.00
126	4,900.00	4,958.00	4,970.00
127	\$ 47,090.00	\$ 69,654.33	\$ 46,755.00
128			
129	\$ 98,244.00	\$ 98,244.00	\$ 98,244.00
130			

BETHLEHEM LUTHERAN CHURCH

Budget / Actual 2021 and Budget 2022

As of September 30, 2021

	<u>2021 Budget</u>	<u>2021 Actual</u>	<u>2022 Budget</u>	
131	Property			
132	General Property			
133	Repairs & Maintenance (general)	15,000.00	14,575.61	15,000.00
134	Repairs & Maintenance (major)	15,000.00	3,235.00	15,000.00
135	Facilities Savings	-	26,066.59	-
136	Inspections & Service Contracts	3,000.00	2,746.98	3,000.00
137	Custodial Supplies	2,000.00	1,719.95	2,000.00
138	Property Insurance	12,700.00	13,162.00	13,200.00
139	Grounds Maintenance (snow/lawn)	6,000.00	2,905.00	6,000.00
140	Landscaping (savings)	-	180.85	-
141	Equipment	500.00	100.00	500.00
142	General Property Total	\$ 54,200.00	\$ 64,691.98	\$ 54,700.00
143	Utilities			
144	Gas	15,000.00	12,672.75	15,000.00
145	Electricity	22,000.00	23,076.87	22,000.00
146	Water & Sewer	4,250.00	3,487.08	4,250.00
147	Waste Removal	3,200.00	3,551.02	3,200.00
148	Utilities Total	\$ 44,450.00	\$ 42,787.72	\$ 44,450.00
149	Property Total	\$ 98,650.00	\$ 107,479.70	\$ 99,150.00
151	Personnel			
152	Pastors			
153	Salary & Housing	124,697.00	117,293.56	81,134.00
154	Pension & Medical	70,377.00	58,085.89	37,726.00
155	Continuing Education	2,250.00	-	1,250.00
156	Travel Expense	2,100.00	764.66	1,800.00
157	Books & Publications	500.00	77.51	250.00
158	Professional Expenses	600.00	209.47	300.00
159	Second Pastor	-	-	70,300.00
160	Pastors Total	\$ 200,524.00	\$ 176,431.09	\$ 192,760.00
162	Sabbatical Expense	\$ 2,000.00	\$ 10,576.14	\$ -
164	Lay Staff			
165	Wages	190,905.00	196,211.32	213,038.00
166	FICA & Medicare Taxes	15,293.00	16,167.16	17,123.60
167	Pension Plan	8,265.00	7,216.92	9,193.40
168	Health Insurance	16,583.00	17,624.47	18,530.00
169	Supplemental Health Insurance	2,000.00	2,000.00	2,400.00
170	Travel Expense for FFF	1,200.00	646.24	1,200.00
171	Continuing Ed & Professional Exp for FFF	1,600.00	968.53	1,600.00
172	Continuing Ed for Office & Music Staff	1,300.00	253.53	1,600.00
173	Lay Staff Total	\$ 237,146.00	\$ 241,088.17	\$ 264,685.00
175	Personnel Total	\$ 439,670.00	\$ 428,095.40	\$ 457,445.00
177	TOTAL EXPENSES	\$ 776,269.00	\$ 885,705.74	\$ 813,309.00

BETHLEHEM LUTHERAN CHURCH

2021-22 Board/Committee Goals & Activities

Board/Committee:	<u>Council</u>		
President:	<u>James Arentson</u>		
President Elect:	<u>Mary Bliesmer</u>	Member at Large:	<u>Aaron Geringer</u>
Vice-President:	<u>Jason Bruns</u>	Member at Large:	<u>Matt Drewitz</u>
Secretary:	<u>Bob Ihrig</u>	Member at Large:	<u>Jessica Auel</u>
Treasurer:	<u>Jeremy Carter</u>	Lead Pastor:	<u>Pr. Jay Dahlvang</u>
		Transition Pastor:	<u>Pr. Kristen Venne</u>

2021-22 Goals

1. 2022-2027 Strategic Plan
We will initiate and support a discernment process for the development of a new 5-year strategic plan for the church.
2. Racial Justice
We will promote understanding and support of racial justice initiatives consistent with the mission and ministry of Bethlehem. We will support the Racial Justice Ministry Task Force to coordinate this church-wide effort.
3. Bethlehem Mortgage
We will study and develop a plan to financially support continued repayment of the church mortgage upon conclusion of the 2018-21 mortgage pledge campaign.
4. 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.
5. 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.
6. 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.

2021-22 Activities & Accomplishments

1. 2022-2027 Strategic Plan
We established a strategic planning committee in October, consisting of the 2 pastors and 7 members of the congregation (Jason Bruns, Molly Butler, Shawn Clemenson, Bob Ihrig, Marian Mallory, Sarah Morgan, Marie Slotemaker). The committee has relied upon the planning process outlined in the book Discerning Your Congregation's Future. This has been used successfully with the previous two strategic plans. A number of committee meetings starting in October and special congregational events (Listening Sessions, Day of Remembering, Day of Norms) were held to collect information pertinent to the creation of proposed goals and activities for 2022-27. Committee members interviewed community leaders to identify critical community needs and potential roles for BLC in addressing them. Committee updates were provided at monthly Council meetings. The Council will meet with the committee on April 4 to discuss and finalize the goals for presentation to and approval by the congregation at a future special meeting.
2. Racial Justice
Council members attended the "Embracing Diversity" adult forum on February 6 presented by Dr. Darrell Jodoch & William Nelsen. Congregational attendance was 50+ members.

The Racial Justice Ministry Task Force has been inactive since last summer.

3. Bethlehem Mortgage

The original BLC mortgage was **\$2,055,604.00** after the renovation of the church in 2013. This balance was reduced with 2 active capital campaigns (2013-2015 and 2016-18) and 1 mortgage payment extension campaign (2019-2021). The mortgage balance was **1,164,653.95** on May 31, 2021. Since then, monthly payments of \$8,187 and additional principal payments have reduced this balance to **\$1,121,310.13** during the 9 months to February 28, 2022. Approximately **\$116,138.99** is available in our Mission Investment Fund to make additional monthly payments in 2022.

During 2021-22, we discussed our options for mortgage repayment and decided that we should pursue a 3rd active capital campaign with a professional company. We charged the BLC Stewardship Board with the responsibility of soliciting information; meeting with designated capital campaign companies; and making a recommendation to the Council for approval. Two companies - GSB and Walsh Associates - were interviewed from the 3 firms that submitted initial proposals. The GSB Company was unanimously recommended at the March 1 board meeting. The Council approved this recommendation on March 15.

4. Connections Ministry

- A. We continued to encourage Bethlehem members to support the Connections Shelter Ministry with financial contributions and volunteerism during the multiple weeks designated for Bethlehem from October 2021 to April 2022. Individual Council members were included in providing this support.
- B. We supported the designation of Connections Shelter Ministry by the Community & Global Mission Board as the March monthly mission to highlight its mission and ministry and to promote financial contributions. Individual Council members provided financial contributions to Connections.
- C. Council members attended the adult forum on March 13 that focused on a presentation by Pr. Collette Broady Grund of the Connections Shelter Ministry to highlight its ministry to the community.

5. Welcome & Inclusion

- A. We included financial support for the Reconciling Works national organization in the 2022 BLC annual budget. This will be an annual allocation to facilitate the organization's work with church Reconciling In Christ (RIC) efforts.
- B. Council members attended the adult forum on January 30 sponsored by the Welcome & Inclusion Board to update the congregation on board activities pertaining to the Reconciling in Christ resolution.
- C. We approved and welcomed 11 new BLC members in November, restored the membership of 2 previous members in December and approved and welcomed 1 new BLC member in February.
- D. The Council approved, at its March 15 meeting, the addition of a "Diversity & Inclusion" flag to be displayed prominently with the American flag at the main entrance of the sanctuary. These 2 flags represent our commitment to welcoming all and appreciating what our country stands for.

6. Bethlehem Pastoral and Lay Staff

- A. We approved the recommendation of the Personnel Committee and the Budget Committee for salary increases for lay staff, weekend janitors, Wednesday evening supper coordinator and the nursery attendant for 2022.
- B. We also approved a 2022 salary increase for Pastor Jay and developed a compensation package for Transition Pastor Kristen based upon the compensation guidelines of the SE Minnesota Synod.
- C. We were informed of and encouraged by the positive outcomes of annual lay staff performance reviews conducted in July, August and September by the pastors and members of the Personnel Committee.
- D. The President, President-Elect and Secretary conducted the annual reviews of Pr. Collette on August 12 and Pr. Jay on October 12 with positive outcomes.
- E. We conducted interviews of 2 transitional pastoral candidates and recommended the hiring of Pr. Kristen Venne. She is coordinating the associate pastoral call process, assisting with the strategic planning process, presenting sermons at Sunday worship services, guiding Wednesday morning Book of Faith studies and assisting with other BLC responsibilities.
- F. We approved a 6-member committee in October and established a process and timeline to guide the call of a new associate pastor to replace Pr. Collette. Pr. Kristen has coordinated this process with the call committee.
- G. We facilitated the music leadership transition in collaboration with the BLC Personnel Committee starting in August and concluding with the hiring of Charlie Leftridge as the new Director of Music & Worship and Adult Choir Director, effective January 1.
- H. We supported the third 3-month sabbatical leave for Pr. Jay during May 1 to August 1. We facilitated the hiring of Pr. Kristen Engstrom to serve as an interim pastor during this time to work with Pr. Collette in guiding the ministry of BLC.

- I. We approved the first sabbatical leave for Anna Wencil, Family Faith Formation Director, in January in collaboration with the BLC Personnel Committee. This leave will occur from April 11 to May 23.
- J. We have supported Kaitlin Carter in her capacity as the new BLC LIGHT/NightLIGHT Coordinator in the Family Faith Formation Ministry.
- K. We are collaborating with the BLC Personnel Committee to develop a comprehensive lay staff compensation framework that reflects priorities and essential criteria for future compensation.

BETHLEHEM LUTHERAN CHURCH

2021-22 Board/Committee Goals and Activities

Board/Committee: Adult Education Board

Chairperson: Chuck Piehl

Secretary: Bob Ihrig – Council Liaison

Members: Todd Hanselman Michael Slotemaker

Karen Sandersfeld Cynthia Zacharias

Staff Liaison: Pastor Jay Dahlvang

2021-2022 Board Goals & Activities (Includes 5-Year Strategic Plan and Other Identified Goals)

Goals

Strategic Goal #3: 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.”

1. We will seek to implement Objective #5: “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.

Other Goals

1. We will encourage people to tell the story of how God is working in their lives, especially BLC members.
2. 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.
3. We will provide the opportunity for education related to the monthly missions identified by the Community and Global Mission Board.
4. We will offer a variety of adult forums and other learning opportunities that will encourage participation of all adults.
5. We will explore and evaluate new ways of providing adult education programs and opportunities.

Planned Activities

1. Small Group Directory
We will work with the Stewardship Board 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.

2021-22 Board Activities & Accomplishments

1. **Small Group Directory**: Updating of the small group directory has been presented to Emily Heinis for consideration.
2. **Spiritual Learning**: The Wednesday morning **Book of Faith** and **Life in the Spirit** groups resumed meeting in-person this fall facilitated by the pastors.
3. **Monthly Mission Forums**: Monthly missions were included as adult forum topics during January-May. See Below.
4. **Lifelong Learning Programs**: Adult forums were scheduled throughout the year on a variety of topics of interest to BLC members to promote life-long learning. See Below.

SEPTEMBER

19	We're RIC! Now What?	BLC Welcome & Inclusion Board
26	Do You Still Know The Rules of the Road?	Todd Hanselman (Adult Education)

OCTOBER

10	Planning/Paying for Long Term Care	Ray Beckel
17	Calling a Pastor – An Overview on Bethlehem's Call Process	Pastor Jay Dahlvang
31	Planning A Funeral	Brittany & Lance Renberg, Darwin Bekhus, Pastor Jay Dahlvang

NOVEMBER

7	Council Forum for Semi-Annual Meeting	BLC Council Members & Elizabeth Ruiz
---	---------------------------------------	--------------------------------------

DECEMBER

5	Grief Support	Sally Burdick & Marlene Hunt
12	Christmas Hymn Sing	Christine Schulz

JANUARY

9	Day of Remembering – Strategic Planning	BLC Strategic Planning Committee
16	House of Hope	Matt Johnson - CEO
23	Flags in the Church	Council & Rachel Maccabee
30	Reconciling in Christ	BLC Welcome & Inclusion Board

FEBRUARY

6	Embracing Diversity	Dr. Darrell Jodoch & William Nelsen
13	Partners for Housing Monthly Mission	Kirsten Becker
20	BLC Call Process Update	BLC Call Committee
27	Greater Mankato United Way	Barb Kaus

MARCH

6	Legacy Giving	Tharan Leopold
13	Connections Ministry Monthly Mission	Pr. Collette Broady Grund
20	Meet The Pastors	Pr. Jay Dahlvang, Pr. Kristen Venne
27	Global Health Ministry Monthly Mission	Pastor Doug Cox

APRIL (Planned)

24	Green Gustavus - Green Bethlehem: Promoting Sustainability	Jeremiah Jeremiason, Kari Wallin, Charles Niederriter
----	---	--

MAY (Planned)

1	International Students - Minnesota State University Mankato	Jacy Fry (Director, Elizabeth Kearney International Student Center, MSU)
15	Call Committee Town Hall	BLC Call Committee

5. **Forum Meeting Room & New Technology**: Adult forums were moved to Grounds for Joy to encourage attendance by BLC members. A new flat-screen and supporting digital and audio technology were purchased with a generous grant from the Endowment Board for use with presentations at forums and other BLC meetings.

BETHLEHEM LUTHERAN CHURCH

2021-22 Board/Committee Goals & Activities

Board/Committee: Children’s Board

Co-Chairperson: Shawna Petersen-Brown

Co-Chairperson: Liz Paul

Secretary: _____

Members: Abbe Austin Josie Lust

Chelsey Kunkel _____

Brittany Renberg **Staff Liaison:** Anna Wencl – Family Faith Formation Director

Council Liaison: Jason Bruns

2021-2022 Board Goals and Activities (Includes 5-Year Strategic Plan and Other Identified Goals)

Goals

1. We will provide needed support, feedback and consultation to Family Faith Formation staff as they plan children and family programming to ensure continued engagement as well as health and safety of children and families.
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.

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 the pandemic and staffing changes.

2021-22 Board Activities & Accomplishments

1. We led an apple-themed event at Sibley Park in September 2021, and we led an ice skating event at All Seasons Arena in February 2022.
2. We planned and led the end-of-year celebration in May 2021, during which several beds in the garden were planted with flowers by children. We made and distributed fleece tie blankets to homebound church members.
3. We provided consultation and ideas regarding the purchase of materials to support LIGHT/NightLIGHT themes (i.e., growth and transformation, water)
4. We assisted FFFM staff in preparing rooms for LIGHT/NightLIGHT prior to the start of 2021-2022 programming.
5. We provided support and consultation in the hiring Kaitlin Carter as LIGHT/NightLIGHT coordinator. Additionally, we have provided support to staff during unexpected and planned staff absences.

BETHLEHEM LUTHERAN CHURCH

2021-22 Board/Committee Goals & Activities

Board/Committee: Community & Global Mission Board

Chairperson: Sandy Abild

Secretary: _____

Members: Shannon Butler

Carrol Meyers-Dobler

Werner Fick

Staff Liaison: Pastor Jay Dahlvang

Al Girtz

Council Liaison: Matt Drewitz

Amy Haigh

2021-22 Board Goals & Activities (Includes 5-Year Strategic Plan and Other Identified Goals)

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.

2021 Monthly Missions

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

2022 Monthly Missions

January	House of Hope
February	Partners for Housing
March	Connections Ministry
April	Global Health Ministry
May	Open Door Clinic
June	Lutheran World Relief

2021-22 Board Activities & Accomplishments

1. We added House of Hope as the new January Mission.
2. We provided informational displays each month to highlight monthly missions.
3. We partnered with the BLC Adult Education Board to present Sunday morning adult forums for the January House of Hope, the February Partners for Housing and the March Connections Shelter Ministry monthly missions.
4. We served “Lunch for a Buck” at Crossroads Campus Ministry during the months of February – May, 2022.

5. Bethlehem members contributed the following dollars to our monthly missions:

2021

June	Lutheran World Relief	\$ 7,080
July	YWCA, Inc.	\$ 780
August	Lutheran Campus Ministry	\$ 2,876
September	Iambi Secondary School Scholarships	\$ 9,328
October	ECHO Foodshelf	\$ 3,523
November	Holy Grounds	\$ 1,792
December	God's Global Barnyard	\$15,600

2022

January	House of Hope	\$1,689
February	Partners for Housing	\$ 650

TOTAL DONATIONS: \$ 43,318

BETHLEHEM LUTHERAN CHURCH

2021-22 Board/Committee Goals & Activities

Board/Committee: Endowment Board

Chairperson: Susan Brown

Treasurer: Bob Qualset

Members: Audrey Gatchell

President-Elect: Mary Bliesmer

Chuck Piehl

Staff Liaison: Pr. Jay Dahlvang

Kristine Rebelein

2021-2022 Board Goals & Activities (Includes 5-Year Strategic Plan and Other Identified Goals)

Goals

1. We will continue to responsibly manage Bethlehem’s Endowment Fund as directed by the Resolution Establishing Bethlehem Lutheran Memorial and Endowment Fund.
2. We will demonstrate Bethlehem’s compassion for others by expending the Fund’s income “for only Christian purposes” as stated in the Resolution.
3. We will promote Bethlehem’s Endowment Fund and its purpose as a “separate and distinct” fund from all other Bethlehem funds.

Planned Activities

1. Oversight practices are followed. The treasurer and some other voting members have online access to the checking and investment accounts for review purposes. Two signatures are required on all checks that are written. The treasurer includes a written explanation with each quarterly financial report.
2. The Board continues to conservatively invest the funds so the principal of the Fund remains.
3. The Board will continue to encourage the congregation to submit *Request for Funds* forms. They are available online and in paper form at the office. The Board discusses and considers all ideas it receives.
4. The Board appreciates having Endowment information on Bethlehem’s website. This year the article will be rewritten to specifically describe Bethlehem’s Endowment Fund and its Resolution (By Laws).
5. Again in 2022 the scholarship application will be reviewed and posted online.
6. High school seniors and undergraduate college students are encouraged to apply for a scholarship before May 1st. Students are notified (STAR articles, church announcements, phone calls, emails) about this opportunity. The Board plans to present the scholarships in June during a church service. A master list of scholarship recipients also includes their remaining years of eligibility.
7. The Endowment Board Handbook continues to be updated with current information throughout the year. Each Board member has its own handbook.
8. Hoping to achieve an appropriate balance of Endowment distributions, the Board records the disbursements into 4 categories – scholarships, local area, statewide, and national/international. These lists are often included in thank you notes.
9. Lists of all disbursements are shared in STAR newsletters throughout the year. The Board hopes their decisions regarding disbursements encourage future donations from current donors and also from new donors. Donation envelopes are available.
10. The Board is thankful for the opportunity to determine how to share the Fund’s earnings – on behalf of the congregation – with so many worthwhile causes and missions. We invite the congregation to share this opportunity by submitting ideas and by supporting Bethlehem’s Endowment Fund.

2021-22 Board Activities & Accomplishments

1. Management, oversight, and investment practices are followed as stated in 2021-22 Goals and in Activities 1 and 2.
2. Twelve \$500 scholarships (\$6,000) were presented at the June 6th worship service to six 2021 high school graduates and six undergraduate college students.
 - A. Included with each check was a letter from the Board with congratulations, remaining eligibility, info about the Fund, and encouragement to stay in touch with Bethlehem during college years.
 - B. The 2022 scholarship application is now at blcmankato.org/scholarship, and can be completed and submitted on line. Paper copies can be requested. All applications in either form are due by May 1.
3. In 2021 the following disbursements (\$5,337.94) were approved and given to Bethlehem Lutheran for these specific purposes:
 - A. \$2,337.94 for Digital/Audiovisual Upgrade in Grounds for Joy.
 - B. \$3,000 to End-of-Year Holiday Needs Fund
4. In 2021 the following disbursements (\$12,625) were approved and delivered in our local area:
 - A. \$600 to CADA (Committee Against Domestic Abuse)
 - B. \$3,025 to Crossroads Campus Ministry (\$1,025 designated for communications equipment)
 - C. \$1,000 to House of Hope
 - D. \$1,000 to ECHO Food Shelf
 - E. \$1,000 to Connections Ministry
 - F. \$2,000 to Salvation Army (\$1,000 designated for Day Shelter)
 - G. \$1,000 to Partners for Housing
 - H. \$1,000 to YWCA: Girls, Inc.
 - I. \$1,000 to VINE Faith in Action
 - J. \$1,000 to Holy Grounds
5. In 2021 the following disbursements (\$2,750) were approved and sent to these organizations in Minnesota:
 - A. \$750 to SE Minnesota Synod for *40 Together Lenten Initiative*
 - B. \$1,000 to Minnesota Adult & Teen Challenge
 - C. \$1,000 to Minnesota Assistance Council for Veterans (MACV)
6. In 2021 the following disbursements (\$7,000) were approved and sent to these national/international missions:
 - A. \$5,000 to Arusha Lutheran Medical Center for nursing scholarships
 - B. \$2,000 to Lutheran Disaster Response for Hurricane Ida assistance
7. Bethlehem's website includes an article about Endowment Funds. A draft has been written to describe Bethlehem's Endowment Fund and to explain its purpose. The Board will submit a final copy after further discussion and editing.
8. Informational articles are written for *The Bethlehem STAR* and occasional weekly announcements. The congregation is encouraged to submit *Request for Funds* forms with ideas to consider for disbursing Endowment Fund earnings. All requests and suggestions are considered. Approval depends on available funds and if the ideas follow the Fund's ByLaws.
9. Our policy handbook is regularly reviewed and updated. Members bring their own handbook to every meeting.
10. The Endowment Board is available to answer any questions from the congregation.

BETHLEHEM LUTHERAN CHURCH

2021-2022 Board/Committee Goals and Activities

Board/Committee: Facilities Board

Chairperson: George Van Lith & Jim Christensen

Secretary: _____

Members: Jay Backstrom Jerry Williams

Bob Spelbrink Scott Wolner

Council Liaison: James Arentson

Staff Liaison: Kevin Liebl

2021-2022 Board Goals and Activities (Includes 5-Year Strategic Plan and Other Identified Goals)

Goals

1. We will provide a safe, comfortable and welcoming facility for all.
2. We will work with the Council and Finance Committee to assure adequate funding for ongoing maintenance and repairs.
3. We will provide input to the Council and other committees on any changes in the facilities required to meet Strategic Goals.
4. We will continue to incorporate results of the energy audit in any new additions or repairs needed for the facility, with input from our energy suppliers.
5. We will explore with the Finance Committee and Church Council to establishing a Fund to save/provide funds for any projects greater than \$50,000 in coming years so funds will be available when needed, i.e. demolition and replacement of parking lots.

2021-22 Board Activities & Accomplishments

None Submitted

BETHLEHEM LUTHERAN CHURCH
2021-22 Board/Committee Goals & Activities

Board/Committee	<u>Fair Trade Committee</u>		
Co-Chairperson:	<u>Paulette Bertrand</u>	Members:	<u>Betty Groth</u>
Co-Chairperson:	<u>Jolene Beckel</u>		<u>Etta Poole</u>
Secretary:	<u>Betty Groth</u>		<u>Bridget Poole Padilla</u>

2021-2022 Committee Goals & Activities (Includes 5-Year Strategic Plan and Other Identified 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 event per year, or as available. This can include virtual MAFTTI events.
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 6 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 (games, skits)
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 articles to the monthly Bethlehem Star newsletter.
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.

2021-22 Committee Activities & Accomplishments

1. We made Fair Trade basket for the BLC Fat Tuesday raffle.
2. We provided Fair Trade lesson plans to LIGHT.
3. We participated in the fall BLC Trunk or Treat.
4. We participated in October Fair Trade month with Mankato Area Fair Trade movie night.
5. We held Fair Trade markets in November and December.
6. We added 5 Fair Trade books to the BLC Library.

BETHLEHEM LUTHERAN CHURCH

2021-22 Board/Committee Goals & Activities

Board/Committee: Finance Committee

Chairperson: _____

Secretary: _____

Members: Steve Freyberg

Dennis Sandersfeld

Mark Larsen

Mark Woelfel

David Morgan

Treasurer: Jeremy Carter

Diana Olson

Staff Liaison: Elizabeth Ruiz

2021-2022 Committee Goals and Activities (Includes 5-Year Strategic Plan and Other Identified Goals)

Goals

None Submitted

Planned Activities

None Submitted

2021-22 Committee Activities & Accomplishments

None Submitted

BETHLEHEM LUTHERAN CHURCH

2021-22 Board/Committee Annual Report

Board/Committee: Personnel Committee

Chairperson/Secretary: Bob Ihrig

Members: Ray Beckel Pru Gushwa

Brenda Boyer _____

Brad Groth **President:** James Arentson

Past President: Wendy Keenan

2021-2022 Committee Goals (Includes 5-Year Strategic Plan and Other Identified Goals)

1: Lay Staff Performance Reviews

Complete all 2021-22 non-pastoral lay staff performance reviews.

2: Lay Staff Compensation

Make appropriate recommendations for 2022 non-pastoral lay staff compensation as part of the 2022 Bethlehem annual budget.

3: Lay Staff Vacancies

Conduct job postings, interviews and make recommendations to fill any vacancies that occur in non-pastoral lay staff positions during 2021-2022.

4: Personnel Policies & Handbook Update

Review and update the BLC personnel policies and handbook as appropriate.

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

Complete appropriate updates of non-pastoral lay staff job descriptions and develop new job descriptions as needed.

6: Lay Staff Operating Handbooks & Calendars

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.

7. Family Faith Formation Ministry Director Sabbatical Leave

Facilitate the planning of the 2022 sabbatical for Anna Wencl. She is eligible for a 6-week sabbatical based upon 5 years of continuous BLC experience as of August 15, 2021.

8. Interim Music Leadership Transition

Facilitate the transition of music leadership from Laurie Rossow to Charlie Leftridge as Director of Music & Worship and Adult Choir Director.

Goal 9: Lay Staff Compensation Framework

Develop a framework for BLC lay staff compensation (salary & benefits).

2021-22 Planned Activities

1: Lay Staff Performance Reviews

ACTIVITY: Reviews shall consist of individual meetings with each staff member, the pastors and representatives of the Personnel Committee. Staff self-appraisal of performance based upon established questions and goal accomplishment during 2020-2021 will be reviewed and discussed. Performance goals will be established for 2021-2022. 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:

<u>Name</u>	<u>Lay Staff Position</u>	<u>Review Date</u>	<u>Completed</u>
❖ Emily Heinis	Congregational Services Coordinator	Summer 2021	July
❖ Kevin Liebl	Custodian	Summer 2021	September
❖ Laurie Rossow	Music Director	Summer 2021	July
❖ Elizabeth Ruiz	Financial Secretary	Summer 2021	August
❖ Christine Schulz	Office Assistant and Organist	Summer 2021	September
❖ Anna Wencl	Family Faith Formation Director	Summer 2021	July
❖ Charlie Leftridge I	Interim Director of Music & Choir Director	November 2021	December
❖ Kaitlin Carter	LIGHT/NIGHT LIGHT Coordinator	2022 To Be Scheduled	
❖ Marci Rossow	Nursery Assistant	2022 To Be Scheduled	
❖ Barry Ahl	Wednesday Night Supper Coordinator	2022 To Be Scheduled	
❖ Grayson Bolstad	Weekend Janitor	2022 To Be Scheduled	
❖ Kellen Schaefer	Weekend Janitor	2022 To Be Scheduled	
❖ Alexa Bostad	Weekend Janitor	2022 To Be Scheduled	

Status: Performance reviews have been completed for the lay staff personnel listed above.

2: Lay Staff Compensation

ACTIVITY: Lay staff performance reviews and the financial capabilities of the church will be reviewed to establish appropriate compensation recommendations for the 2022 budget. Recommendations to the Budget Committee will be completed at the September 14, 2021 meeting of the Personnel Committee.

Status: The committee met on August 17, 2021 and September 14, 2021 to review current lay staff and music staff compensation with recommendations approved for presentation to the Council Budget Committee. The Budget Committee incorporated these recommendations into the 2022 proposed budget approved by the Council on October 19, 2021 and by the congregation at the November 14, 2021 semi-annual meeting.

3: Lay Staff Vacancies

ACTIVITY: Should vacancies occur in non-pastoral lay staff 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.

Status: Alexa Bolstad submitted an application for the weekend janitor position, was interviewed in August and hired. She started employment on Sunday, August 22, 2021.

Charlie Leftridge was interviewed and hired for the positions of Director of Music & Worship and Adult Choir Director in July on an interim basis from August 1 to December 31, 2021. Laurie Rossow agreed to serve in a support role during this time.

A meeting was held on December 2 with Charlie Leftridge, Pastor Jay Dahlvang, Laurie Rossow and Bob Ihrig to review Charlie's positive music leadership performance since August 1. A recommendation was made to post the 2 positions with an application deadline of December 17. Charlie submitted the only application and was recommended by the committee for the two positions. The Council approved the hiring of Charlie on December 21, 2021. Charlie began his official work on January 1, 2022.

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. This is still to be developed.

4: Personnel Policies & Handbook Update

ACTIVITY: The current personnel policies and handbook will be reviewed to determine the need for appropriate updates.

Status: The personnel handbook compensation policy for new lay staff was revised by the committee on January 11, 2022 and approved by the Council on January 18, 2022. This will be added to the handbook.

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

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

Status: The job descriptions for the Director of Music & Worship and Adult Choir Director positions were reviewed and updated in July in preparation for the transition from Laurie Rossow to Charlie Leftridge. The job descriptions were reviewed and finalized on December 2, 2021. These were approved by the committee on December 14 and by the Council on December 21, 2021.

6. Lay Staff Operating Handbooks & Calendars

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

Status: Handbooks and calendars have been updated for Emily Heinis (Congregational Services Coordinator), Elizabeth Ruiz (Financial Secretary) and Christine Schulz (Office Assistant) as a result of the summer performance reviews.

7. Family Faith Formation Director Sabbatical Leave

ACTIVITY: The committee will be represented on the sabbatical leave committee as it establishes the operating details of the planned sabbatical.

Status: The committee assumed primary responsibility for coordinating the FFF sabbatical leave process. It developed and approved an application form that was presented to Anna for completion by December 31, 2021. The committee met with Anna on January 11, 2022 to review her leave application. She was approved for the leave by the committee and recommended to the Council. It approved the leave on January 18, 2022.

Anna's leave will take place April 11 – May 23, 2022.

The committee will work with Anna, the pastors, BLC lay staff and the Children's and Youth board to implement and facilitate the leave during January – May.

8. Interim Music Leadership Transition

Facilitate the transition of music leadership from Laurie Rossow to Charlie Leftridge as Director of Music & Worship and Adult Choir Director.

ACTIVITY: Develop a music leadership transition plan to be effective August 1. Conduct a review and updating of the interim positions and operations in November with job posting, interviews and selection of long-term music leaders in December. These positions will commence on January 1, 2022.

Status: The music leadership transition plan was developed and approved by the Personnel Committee and Council in July. Charlie Leftridge assumed the 2 positions on August 1. A review was held on December 2 to assess Charlie's positive performance and develop a posting process for the two positions in December. Charlie was recommended for the two positions after the December 17 deadline with approval by the Council on December 21, 2021. Charlie began his work in these two positions on January 1, 2022.

9: Lay Staff Compensation Framework

ACTIVITY: Develop a framework for BLC lay staff compensation (salary & benefits) based upon research and discussion of available professional resources including ChurchSalary.

Status: The committee began discussion and development of a compensation framework at its meeting on January 11, 2022 with continued work planned during 2022.

BETHLEHEM LUTHERAN CHURCH

2021-22 Board/Committee Goals and Activities

Board/Committee: Stewardship Board

Chairperson: Amy Haigh

Secretary: Bob Ihrig – Council Liaison

Members: Sally Burdick Carrol Meyers-Dobler

Dave Hageman Lori Ruthenbeck

Staff Liaison: Pastor Jay Dahlvang

2021-22 Board Goals & Activities (Includes 5-Year Strategic Plan and Other Identified Goals)

Goals

1. Pledges: We will increase the number of BLC households who pledge financial gifts toward the 2022 BLC 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. Stewardship Reading: We will read and implement appropriate stewardship ideas from the book Whose Offering Plate Is It?
4. 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.
5. Small Group Directory: We will work with the BLC office staff to update and distribute the 2021-22 small group directory to provide current contact information and other appropriate changes. This is consistent with Strategic Goal 3, Objective 5 of the 2016-20 BLC Strategic Plan to: “Develop a 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 new members.”
6. Narrative Budget: We will share 2022 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.

Planned Activities

1. Pledges: A goal of getting an increase of 10% in financial contributions from members during the fall stewardship campaign has been established. This will include a mailing to all members; presentation of stewardship information during worship services and a follow-up reminder mailing from Pastor Jay and the board after pledges have been submitted.
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. Stewardship Reading: Discussion will be held each meeting on the contents of the book Whose Offering Plate Is It? to identify and implement new stewardship concepts and activities.
4. Legacy Giving: The board will review legacy giving background information provided by ELCA legacy gift contact Tharan Leopold last April and visit with him again this year to develop a BLC legacy giving strategy for 2021-22.

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 worship services via printed bulletins and verbal presentations as well as in the monthly STAR newsletter.

5. Small Group Directory: The board will collaborate with the BLC office staff to update the small group directory through contacts with BLC small groups and publish this for members in the fall to promote knowledge of and involvement in such groups.
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.

2021-22 Activities & Accomplishments

1. Pledges: A total of **171** members pledged a total of **\$402,475** for 2022. This compares to 2021 pledges of **\$351,337** from **183** members. This represents an overall **14.63%** increase and **\$51,408** more in dollars. We are grateful for the generosity of Bethlehem members!
2. Time & Talent Survey: The Time & Talent Survey was updated and made available to members in print and online for completion. BLC member names and sign-up for corresponding activities and groups were compiled and have been made available to appropriate groups seeking volunteers and members during 2021-22.
3. Stewardship Reading: Board members have discussed chapters in the Whose Offering Plate Is It? book and applied principles and ideas to board activities. This continued throughout 2021-22.
4. Legacy Giving: The legacy giving mailing to all BLC members was completed in mid-February. An adult forum was held on March 6 featuring Tharan Leopold with the Southeastern MN Synod to familiarize BLC members with legacy giving and available support from the synod.
5. Small Group Directory: Updating of the directory has been discussed with Emily Heinis with the goal of completing an online version accessible by all BLC members in 2022 once groups and activities have been confirmed.
6. Narrative Budget: The narrative budget was included in the 2022 budget presented to and approved by the congregation at the November 14 semi-annual meeting. This highlighted how the budget is committed to various activities and programs of the church.
7. Electronic Giving: During October and November, members of the stewardship board were available in the narthex on Sunday mornings to inform BLC members about electronic giving and assist them with enrollment. The weekly email newsletter and worship service electronic announcements provide encouragement and details about electronic giving for members who wish to enroll or give during the year. The number of electronic givers continues to increase as members become familiar with this giving option. Approximately 1/3 of BLC members currently use electronic giving.

BETHLEHEM LUTHERAN CHURCH

2021-22 Board/Committee Goals & Activities

Board/Committee: Welcome & Inclusion Board

Chairperson: Kathryn Freyberg-Wills

Secretary: _____

Members: Jessica Auel

Marie Slotemaker

Marcia Nagel

Aaron Geringer

Kathryn Sargent

Staff Liaison: Emily Heinis

Council Liaisons: Jessica Auel, Mary Bliesmer

2021-2022 Board Goals & Activities (Includes 5-Year Strategic Plan and Other Identified Goals)

Goals

Strategic Goal #5: We will emphasize evangelism that reaches out to the community, invites participation in the mission of Bethlehem, and creates a welcoming atmosphere.

We will clarify our understanding of welcoming and inclusion, including who we are welcoming, and how we might effectively meet their needs.

1. We will improve at telling our story, so that the community might feel drawn to be part of what God is doing among us and through us.
2. We will be intentional and clear regarding our welcome to the full diversity of the community around us so there is no hesitation for those wondering who will find hospitality here.
3. We will review our policy on outside groups using the church building, and see increased usage of our facility to enhance our relationship with the community.
4. We will support continuing efforts to welcome the LGBTQIA+ community following the dissolving of the RIC Task Force.
5. We will continue to support our time and talents in assisting with 2 to 3 new member orientations.

Planned Activities

1. We will select and utilize a new book on the topic of being a welcoming church to help guide the board's activities. As part of this effort, we will conduct a church facility audit to determine future needs.
2. We will continue the work of the former RIC Task Force in welcoming the LGBTQIA+ community and furthering education about this population within the congregation- this including Adult Education forums and presentations.
3. We will support ongoing evangelism activities not directly associated with the duties of the board. Some examples include, but not limited to: North Mankato Fun Days Parade, Pridefest Parade, Lent-in-a-box, Blessings-in-a-Box, community garden, 52 Stories during worship, Connections Ministry.
4. We will complete new member orientation in the fall and spring at a minimum, including a tour of the building and welcoming reception for the new members.

2021-22 Board Activities & Accomplishments

None Submitted

BETHLEHEM LUTHERAN CHURCH

2021-22 Board/Committee Goals & Activities

Board/Committee: Youth Board

Chairperson: Tanya Ringgenberg

Secretary: _____

Members: Angela Bruns Beth Timm

Danielle Elker Gina Wibstad

Jessie Schaefer **Staff Liaison:** Anna Wencil

Sheila Stevensen

2021-2022 Board Goals & Activities (Includes 5-Year Plan and Other Identified Goals)

Goals

1. Following current health guidelines, we hope to have face-to-face classes and more group activities.
2. We will provide support and encouragement to BLC graduating high school seniors and current college students.
3. We will provide support and encouragement for BLC youth involvement in the 2022 ELCA Youth Gathering in Minneapolis.

Planned Activities

1. **Graduating Seniors**

- A. We will provide a blessing service for graduating seniors leading the congregation in the Sunday worship service.
- B. We will present gift bags of gift cards, snacks/candy, blankets, etc. to go with them on their next stage of life.
- C. We will consider hosting another blessing service involving other community churches.

2. **College Students**

- A. We will provide care packages for all college students to let them know Bethlehem is still thinking about them.

3. **2022 ELCA Youth Gathering**

- A. We will advertise, promote and encourage BLC youth to participate in the Youth Gathering.
- B. We will sponsor and support activities, including the annual Fat Tuesday dinner, to raise funds for Youth Gathering expenses.
- C. The Fat Tuesday dinner will include in-person dining and curbside pickup. Dinner ticket sales will be done in-person and online.
A silent auction will be held along with the dinner to raise needed funds.

2021-22 Board Activities & Accomplishments

1. Confirmation and Torchlight did meet in small groups, and in large groups, each person wore a mask, and social distance was practiced to the best of our abilities.
2. A group of Gustavus Adolphus students came and had a lock-in with 5th to 9th grade students. To be safe, masks were worn, and we adapted our timeline to spend less time together while still having fun.
3. Confirmation had a gathering with other churches in the area at Grace Lutheran Church in Mankato.

4. Confirmation and Torchlight, right after Thanksgiving, put together packages, and a little note, that was sent off to graduating seniors and current college students. Inside the package was: stickers, post-it notes, pencil/pen, snacks, cough drops, and stress-relieving activity.
5. The board is currently working on celebrating graduating seniors during worship on May 22nd.
6. The ELCA Youth Gathering for 2022 in Minneapolis, has been canceled. We will look ahead to the Gathering in 2024.
7. Fat Tuesday was held on March 1st, 2022.
 - a. You could take out your meal, or eat your meal in the dining room.
 - b. The silent auction was done online.
 - c. Tickets could be purchased online, Sundays before March 1, and the night of Fat Tuesday.
 - d. We had a table in the Narthex, and in the TV screens to let people know of Fat Tuesday.