

# 65th Annual Congregational Meeting

Bethlehem Lutheran Church  
Bayport, Minnesota



Sunday, October 25, 2009

## Vision Statement

OUR VALUES: Bethlehem is . . .

- an open door, welcoming all
- a place to receive *God's unconditional grace and love*
- a community responding in love and service

OUR PURPOSE: The purpose of Bethlehem is to nourish people in faith so that all know *God's promises and feel God's love.*

OUR VISION: Is to grow in our awareness of *God's mission* so that we see ourselves as partners: with *God*, with each other and with the world

OUR VISION TO ACTION: that we serve a monthly meal to those in need.

# **Annual Meeting Agenda**

## **October 25, 2009**

1. Call to order – Chuck Davis
2. Devotions – Pastor Rich Larson
3. Agenda Approval
4. Secretary’s Report of the 2008 Annual Meeting  
&  
Special Congregational Meeting in July 2009
5. Pastor’s Report – Rich Larson
6. Associate Pastor’s Report – Karen Williams
7. President’s Report – Chuck Davis
8. Endowment Committee Report – Dan Peulen
  - a. Election of New Members
9. Dane’s Place Update – Pastor Rich
10. Review of 2008 financial performance and  
presentation of 2009-2010 Operating Budget
11. Election of Congregation Officers
12. Election of Congregation Council
13. Acceptance of 2009 - 2010 Operating Budget
14. Old Business
15. New Business
  - a. Approval of changes to Constitution
16. Adjournment and Benediction – Pastor Rich

**64<sup>th</sup> Annual Congregational Meeting**  
**Bethlehem Lutheran Church**  
**26 October 2008**  
**DRAFT Meeting Notes**

1. Call to order

- The annual meeting was called to order by Council President, Jon Pedersen, at 10:15am with 65 members in attendance.

2. Devotions

- Pastor Rich Larson led us in prayer from the Opening for the Congregational Annual Meeting cover. We then joined together in singing "What a Fellowship, What a Joy Divine ... Leaning on the Everlasting Arms".

3. Agenda Approval

- Jon Pedersen clarified that acceptance of the 2008 Fiscal Year Operating Budget is actually the 2008-9 Fiscal Year which began 1 October 2008. Motion by Dick Beberg to accept the annual meeting agenda with clarification noted above, second by Scott Henkel. Motion carried.

4. Secretary's Reports/Meeting Notes of the 2007 Annual Meeting and the July 2008 Special Congregational Meetings

- Motion by Scott Henkel to approve the 2007 Annual Meeting minutes, second by Cynthia Huhnke. Motion Carried.
- Motion by Marilyn Nelsen to approve the Special Congregational Meeting minutes, second by Dick Beberg. Motion Carried.
- Andree' Aronson provided an update on the Stewardship/Development Team formed after the July Special Congregational Meeting. This team has met once thus far and they discussed a holistic way of approaching our membership to encourage their giving of time and money; education of our membership will be a key going forward. The team plans to look at our past giving trends to garner understanding and perspective to help create a future action plan. Everyone is welcome and the 2<sup>nd</sup> mtg of this team which will be held this Tuesday, 28 October @ 7pm.

5. Pastor's Report - Rich Larson

Pastor Rich Larson highlighted a key point from three key categories of focus this last year:

- Transition - between closing the Shining Star Child Development Center after 9 years and opening the Pony Preschool
- Adjustment - during our financial challenges that were handled with a spirit of cooperation, sensitivity and understanding
- Growth - for our congregation in our spiritual depth as we engage in more intentional prayer during worship and initiate our Koinonia Network

Pastor Rich has just begun his thirteenth year with Bethlehem Lutheran Church in September of this year and would like to start planning for his proposed sabbatical in the next year teaching for 3 months at Tumainai. Rich gave special thanks Jon Pedersen for his faithful leadership as our Council President these past 3yrs as Jon retires from this position. He also thanked those council members who are now retiring: Rod Marschke, Brad Anderson and Tina Kindschy.

6. Associate Pastor's Report - Karen Williams

Pastor Karen will have been with Bethlehem Lutheran 3yrs this December and she gave thanks for the tremendous GROWTH in Children, Youth and Family Ministries during that time.

- She thanked all those who are partnering with her to support the multitude of ministries
- Karen shared that each month an activity of service, fellowship and learning is scheduled

7. President's Report - Jon Pedersen

- Jon asked our Bethlehem Staff to stand for a round of recognition and thank you applause: Roy Henderson, Jean Groppoli, Jane Henkel, Pastor Karen Williams and Pastor Rich Larson.
- Jon thanked our volunteers with special thanks to Hope Pederson for her entirely voluntary service in our Music Ministries.
- Dick Beberg, a life-long member of Bethlehem Lutheran Church, spoke briefly to share his thanks and love for Bethlehem and our membership.

8. Endowment Committee Report - Mark Burns

- Bylaws for the Bethlehem Foundation require the board to disperse of 5% the overall endowment on an annual basis to 4 categories: Worship and Music, Missions, Youth and Family and Education. Details of the 2008 grants are in the Bethlehem Foundation Treasurer's report submitted by Norm Grams.
- Two new Board Members are needed as Mark Burns and Cynthia Huhnke complete their 3 year terms. Two individuals were nominated for these positions: Jared Stow and Bill Mahn. Motion by Mary Trenda to close nominations and elect these two nominees for 3yr terms to the Bethlehem Foundation board, second by Chuck Benson. Motion carried.
- Jon Pedersen noted that our church council will also need to elect a member to the Bethlehem Foundation to replace Rod Marschke - this will be addressed at a future council meeting.

9. Shining Star Child Development Center Report - Roger Knuteson

- Roger provided an historical perspective of the last year in transition of the Shining Star Child Development Center (SSCDC) and the ultimate decision to close SSCDC and transition in supporting the opening of the Pony Preschool. He shared his reflection and perspective on the question "Was it Worth It" and challenged each of us in answering this question for ourselves.

10. Dane's Place update - Pastor Rich

- Our fourth family is now in the house, a young mother and her children.
- Rich is exploring the potential of identifying future families in need via pairing with the Young Lives Program through the local Young Life Organization that supports teenage mothers as they try to finish school and find jobs.
- We have received significant grants this past year to total \$65k! In addition, the Pig Roast fundraiser led by Val and Jim Boettcher raised almost \$8k this year!
- Special thanks to the Mahnke family for donation of a central A/C unit and John Dahl and his friend Les for their work installing this unit.

11. Review of 2007 financial performance, and presentation of the 2008-9 Operating Budget

- Hope Pederson reviewed our 2007-8 fiscal year and emphasized that overall we came out in the BLACK! She especially thanked the staff for their support and Jane Henkel and Jean Groppoli for their cost savings ideas and implemented plans!

- A balanced 2008-9 Operating Budget was presented ... key points highlighted include:
    - Pony Preschool as a tenant in our Bethlehem Lutheran church facility with their monthly rent and shared utilities payments
    - New 5yr loan encompassing the accumulated debt from 9yrs of SSCDC operations
    - No cost of living pay increases for staff were factored into this budget
  - A motion to accept the 2008-9 Operating Budget was made by Dennis White, second by Jerry Tresselt. Motion carried with one opposing vote noted by Dennis Trenda.
12. Election of Congregation Officers
- Slate of candidates presented for election to 1yr terms: Chuck Davis (President), Joy Montgomery (Vice President), Hope Pederson (Treasurer) and Constance Nelson (Secretary)
  - Motion to cast a unanimous ballot for the slate of officer candidates was made by Bill Nelson. Second by Mary Olson. Motion carried.
13. Election of Congregation Council
- Nominees for Church Council to 2yr terms: Michelle Atkins, Jane Henkel, Bill Nelsen and Tim White.
  - Motion by Marv Friedrich to close nominations and unanimously accept the roster of candidates. Second by Andre' Aronson. Motion carried.
14. Old Business
- None presented
15. New Business
- Pastor Rich presented the Book of Faith Initiative and asked that our membership approve sign-up of our church in support of this Initiative of the Evangelical Lutheran Church in America. The book of Faith Initiative invites the whole church to become more fluent in the first language of faith, the language of Scripture, in order that we might live into our calling as a people renewed, enlivened, empowered and sent by the Word.
  - Motion to approve as presented by Kristi Mahnke, second by Becky Cummins.
  - Open Discussion:
    - Question from Dennis Trenda as to any projected expenses to our church for participating in this Book of Faith Initiative? Pastor Rich advised that the only expected expenses were the cost of the study materials
  - Motion approved
16. Adjournment and Benediction - Pastor Rich
- Dick Beberg made a motion to adjourn. Second by Bill Mahn. Motion Carried. Meeting adjourned at 11:45a.m. We sang the Doxology for our Benediction and closing.

*Constance Nelson, Secretary*

**Special Congregational Meeting  
Bethlehem Lutheran Church  
28 June 2009  
DRAFT Meeting Notes**

1. Call to order - A special congregational meeting was called to order by Council President, Chuck Davis, at 10:18am with 74 members in attendance.
2. Agenda - Chuck reviewed the background summary of our current financial situation and confirmed the 2 Agenda Topics that had been communicated for today's meeting:

**I. Financial Update & Call for Balloted Congregational Vote**

As of:	September, 2006	September, 2007	September, 2008	September, 2009
Mortgage (includes SS start up)	\$ 175,000	\$ 317,000	\$ 314,000	\$ 310,000
Line of Credit	\$ 140,000	\$ 13,000	\$ 33,000	\$ 53,000
Shining Star Debt	\$ -	\$ -	\$ -	\$ 82,000
<b>Total Debt</b>	<b>\$ 315,000</b>	<b>\$ 330,000</b>	<b>\$ 347,000</b>	<b>\$ 445,000</b>

	2006-2007 YTD	2007-2008 YTD	2008-2009 YTD
<b>INCOME</b>			
TOTAL GENERAL GIVING	310,471.34	327,155.13	277,268.92
TOTAL DESIGNATED GIVING	29,426.01	16,479.94	9,750.50
TOTAL SHINING STAR	19,933.00	2,200.00	-
TOTAL PONY PRESCHOOL	-	-	29,782.19
<b>TOTAL INCOME</b>	<b>359,830.35</b>	<b>345,835.07</b>	<b>316,801.61</b>
<b>EXPENSES</b>			
STEWARDSHIP EXPENSES			
TOTAL BENVOLENCE	11,907.93	10,107.50	13,168.55
TOTAL EDUCATION	474.10	1,704.85	100.00
TOTAL WORSHIP & MUSIC	6,066.87	4,620.30	3,653.74
<b>TOTAL STEWARDSHIP</b>	<b>18,448.90</b>	<b>16,432.65</b>	<b>16,922.29</b>
<b>BUSINESS EXPENSES</b>			
TOTAL ADMINISTRATION	22,082.31	21,465.23	39,966.28
TOTAL PROPERTY	57,267.78	45,029.66	36,709.27
<b>TOTAL BUSINESS EXPENSES</b>	<b>79,350.09</b>	<b>66,494.89</b>	<b>76,675.55</b>
<b>STAFF EXPENSES</b>			
TOTAL EMPLOYEE SALARIES	176,012.89	174,552.02	169,622.60
TOTAL EMPLOYEE BENEFITS	88,566.20	75,501.91	69,429.21
<b>TOTAL STAFF EXPENSES</b>	<b>264,579.09</b>	<b>250,053.93</b>	<b>239,051.81</b>
<b>TOTAL EXPENSE</b>	<b>362,378.08</b>	<b>332,981.47</b>	<b>332,649.65</b>
<b>NET INCOME / (LOSS)</b>	<b>(2,547.73)</b>	<b>12,853.60</b>	<b>(15,848.04)</b>
<b>Attendance - monthly average</b>	<b>623</b>	<b>603</b>	<b>643</b>

**Formal Balloted Congregational Vote for financial action plan through Sept09: 72 voting members**

- (24) Continue LOC draws as needed with concurrent budget reductions triggered per congregational direction Nov06 meeting.
- (26) Continue LOC draws as needed however suspend budget reduction triggers.
- (20) Allow no further LOC draws, rather implement additional staff salary reductions as needed on the 1st of the month starting in July to manage deficit below \$10k additional this fiscal year.  
... plus 2 write-ins  
**(NONE PASSED - need 50% to pass, so eliminated 3<sup>rd</sup> option on ballot and recast votes)**

**Formal Balloted Congregational Vote for financial action plan through Sept09: 65 voting members**

- (34) Continue LOC draws as needed with concurrent budget reductions triggered per congregational direction Nov06 meeting. **(PASSED)**
- (29) Continue LOC draws as needed however suspend budget reduction triggers.  
... plus 2 write-ins

**Open Discussion w/ Q&A:**

- Has our loss in giving revenue been due to reduction in attendance? Actually our average monthly attendance has been 643, an increase from last year.
- Current 10% reduction in full time staff pay is thus far only in effect through end fiscal year (end Sept 09).
- Dane's Place and Pony Preschool today are essentially self-sustaining in covering their expenses to BLC with anticipated pay-off in the next ~4yrs.
- Does BLC council or E-Committee have a recommendation on "how the congregation should vote"? Chuck confirmed that NO, our recommendation is that the congregation vote their as they feel led by their hearts and minds.
- Concern expressed over having a staffing task force appointed now with responsibility to assess and create an actionable staffing plan; one member expressed the feeling that the council should have already acted to address this situation.
- Our current BLC financial situation has been dramatically impacted by the severe economic downturn with giving down significantly.
- God's guidance in the Bible is to tithe 10% of our first fruits back to God and BLC membership is averaging ~2.5-3% to our church ... how are we as God's children going to respond to his call to tithe?
- Tithing of our first fruits means taking 10% of God's abundance and giving that back to God, whatever income fluctuations we experience ... we need to look after God's work in this congregation by sharing from our financial first fruits.
- Our Stewardship Action Team will be chartering a Spiritual path forward for BLC. It is important to remember that we are not facing our challenges alone; we are partners in this faith-based community.
- Rich and Karen expressed their appreciation for our support and encouraged that we remember to seek God's support, reach into our hearts and seek God's guidance through these and all challenges.
- It has been a number of months since BLC paid our benevolence to the Synod and thus it seems counterintuitive to increase our debt in this economic environment.
- During our meeting, we were blessed with a \$1000 pledge and a \$2000 matching challenge in faith donation ... our special thanks to the two individuals who came forward in faith with these financial contributions!

**II. Request for motion to immediately "Create a Staffing Task Force charged with Assessing and Creating an Actionable Plan for Bethlehem Lutheran's Staffing needs for fiscal year 2009-10 and beyond for Implementation by the Council and E-Committee".** E-Committee's recommended structure, scope and deliverables of this Task Force include:

- Task Force volunteers to notify E-Com of their willingness to serve by 3 July ... E-Com will construct Task Force from representative population of volunteers
- Task Force shall be composed of minimum 7 or maximum 9 voting members + a Synod representative (Susan Miller is suggested)
  - ◆ Actionable Plan to be presented to E-Com & council within 6wks (mid-/end-August)
  - ◆ E-Com to provide budget projections based upon Jan-Jun09 giving
  - ◆ E-Com to share staff position descriptions and salary information
  - ◆ E-Com will provide consultation, collaboration and supplementary support as needed/requested by Task Force

Alternate motion proposed by Jon Pedersen that specifies Staffing Task Force not go as far as recommending names for the proposed positions specified in the future staffing needs. Roger Knutson advised point of order that new motions and/or agenda items could not be added ad hoc to the previously communicated agenda. Jon withdrew his motion.

The original **motion** was made by Mary Tilley. Second by Norm Grams. **Motion approved.**

**Open Discussion w/ Q&A:**

- E-Committee will use the recommendation of the Staffing Task Force to create the 2009-10 fiscal year budget which will be brought to the congregation for vote at our Fall 2009 annual meeting.
- How will we fill the void of Roy Henderson's passing? The Staffing Task Force will also need address this gap as they assess our staffing needs.
- Rule of thumb from synod is 1 full time staff (pastor or lay) to support 100 actively worshipping members/week and 1 pastoral full time staff for every 500 members. BLC has ~125/week average active worshipping members with 3 full time staff.
- The housing boom expected in Bayport area was not realized when we took the faith based plunge in increasing our staff.

3. John Dahl made a **motion** to adjourn. Second by Dennis White. **Motion Carried.** We joined hands in the Lord's Prayer and our meeting adjourned at 11:40a.m.

*Constance Nelson, Secretary*

# Pastoral Acts

## October 2008 - October 2009

### Baptisms

Pearl Sarai Perry Shelly	11/02/08
Charlotte Mary Leticia Wenzel	11/09/08
Cadence Pauline Leis	02/22/09
Ada Lynn Burns	03/29/09
Ella Maggie Meyer	04/26/09
Payden Gray Nichols	08/16/09

### First Communion

Derek Beberg	11/23/08
Luke Dickenson	11/23/08
Bayard Johnson	11/23/08
Maren Pedersen	11/23/08
Carolyn Raymond	11/23/08
Quinn Schafer	11/23/08
Cynthia Silva	11/23/08

### New Members

Loren Burkel	11/16/08
Jenna Bauer & Myah Pencille	11/16/08
Dennis, Maggie & Luke Dickinson	11/16/08
Nicholas Gallichant, Yandra Riascos & Brian, Izabella, & Samuel	11/16/08
Blair Nelson	11/16/08
Becky Nelson	11/16/08
Jake Nelson	11/16/08
Neil & Loretta Stafford	11/16/08
Andrew, Elizabeth & Ella Meyer & Carolyn Raymond	05/17/09
Mark, Kim & Ciara Adams	05/17/09
Karl & Kaleb Knothe	05/17/09

### Transfers Out

Heather, Phoebe & Drake Holfer

### Funerals

Jake Nelson	12/18/08
Lois Larson	01/17/09
Henry Thompson	02/27/09
Sally Lee	03/13/09
Florence Trenda	05/06/09
Vivian Benson	05/29/09
Mary Ann Wright	06/23/09
Roy Henderson	07/06/09
Debris Ardell Dudek	07/10/09
Hughes & Lorraine Zweig	09/16/09
Leona Peulen	09/19/09
Sylvester Kloeckner	09/24/09

### Marriages

Royle/Hogan	10/12/08
Haavisto	10/17/08
Goble/Knuteson	01/03/09
Moen/Prince	06/19/09
Furstenberg/Chavez	08/01/09
Huber/Erickson	09/05/09

### Affirmation of Baptism

Ben Anderson	05/03/09
Nate Hanson	05/03/09
Kirsten Hogberg	05/03/09
Miles Marcuson	05/03/09

## SENIOR PASTOR'S REPORT TO THE ANNUAL MEETING

Bethlehem Lutheran Church, Bayport, MN

Sunday, October 25, 2009

You have heard me say this many times before, but it bears repeating. It is important not just because I genuinely feel this way but because it lays a perfect foundation for a vision for Bethlehem.

St. Paul wrote to his friends in the Letter to the Philippians, chapter 1, verse 5. *I thank God in all my remembrance of you for your partnership in the gospel.* (RSV) Partnership is like a marriage. You may not always agree. You may have conflicts. You may find yourselves walking through a particularly difficult time. But you hold hands and walk together through it all because you are partners. Let's be honest. This has been a tough year. We have seen the greatest economic downturn since The Great Depression. Our church has experienced shortfalls in giving and has had to make some tough financial decisions. A staffing task force met over the summer to make recommendations. The staff has made major adjustments in their job descriptions. Lay people have stepped forward to volunteer where there was once a paid position. Lay leaders have been stressed to the max as they have helped the congregation navigate through these stormy waters. We have had to deal with the controversial decisions made by our ELCA Church Body over sexuality issues. We have had to grieve the loss of our beloved music director Roy Henderson.

Many churches would have spun out of control and broken up but we have held together because we are partners. And so I give thanks to God for our partnership in the gospel. This also provides a good foundation for a vision for our church. I am offering this statement as our vision for the coming months. *OUR VISION: that we grow in our awareness of God's mission so that we see ourselves as partners; with God, with each other, and with the world.* This statement has several important components.

First it states that we grow. We grow by coming together to learn, study, pray, worship and serve. We must allow time in our lives to discern together God's will for our church, so that we are more aware of God's presence for us.

Secondly we must become more aware of God's mission in the world. We must be convinced that God has a purpose in the community around us and that we must be in concert with that purpose. God is working out there ahead of us.

Thirdly we must partner that purpose with action. I am proposing that we form an additional statement to go with our vision, a statement of action. *VISION TO ACTION: that we partner with the community by serving a monthly community meal to those in need.* This meal would be served in conjunction with our Saturday Night Worship Service. We need to organize around this outreach project. We need funds. We need publicity. We need transportation arrangements. We need food. We need servers. We need teams of people to rotate serving the meal so the burden does not fall on a few. My prayer is that this will be a congregational mission outreach that we can all rally around. May it mobilize us into deeper partnerships.

Please take a moment to peruse the Pastoral Acts page in the Annual Report. These lists of names reveal the basic day-to-day ministry that our church provides to many people in the important spiritual transitions and milestones of their lives.

I wish to thank and acknowledge our staff members who have been so flexible and understanding during these tough times. Pastor Karen, in addition to her usual duties, has agreed to take on the ministry of music in our congregation. She brings both her musical talent and ministry abilities to this important aspect of our church's worship life. Jean Groppoli has made many adjustments over the last few months, moving her office space, re-designing her job duties, and continuing to work and serve at a blistering pace. Blair Nelson, our custodian keeps our church in tip-top shape and cheers up everybody around him. He's dating one of my childhood friends so I am keeping a close eye on him. We are also blessed

with “Volunteer Staff” namely Jane Henkel, who has graciously allowed her job to move from a paid position to a volunteer one. She continues to do her work in a professional and effective manner. What an incredible title of self! We are also blessed with other faithful office associates, Michelle Atkins and Mark Adams, who faithfully serve us in the office on a weekly basis. Hope Pederson faithfully leads the Handbell Choir along with a myriad of other duties that she pursues. I know I am missing many other key volunteers who serve us on a regular basis. Do you have anybody you would like to thank today?

I wish to thank our outgoing council members and executive officers. Tom Hanson, John Dahl, Jenny Schoolman, Chuck Davis (President), Hope Pederson (Treasurer), Joy Montgomery (Vice-President), Constance Nelson (Secretary). You have all seen us through a very difficult time in our church’s history. Thank you for your service and for the burdens you have bore for us. Continuing on church council will be Valerie Boettcher, Tim White, Bill Nelsen, Michelle Atkins, and Jane Henkel. We thank you all for your service and present you with a Bethlehem Star pin.

In June of 2009 we said farewell to our beloved music director, Roy Henderson. We will never be able to understate the incredible impact he had upon us in the way that he lead us in worship with his dynamic music and his winsome personality. We are establishing a fund in his name. The Roy Henderson Memorial Fund. It has been suggested that the first item that we support with this fund would be a new piano for the choir room.

Good news for Dane’s Place!!! I recently received a check for \$50,000 from the Fred C. and Katherine B. Andersen Foundation, along with \$5,000 from the Hugh J. Andersen Foundation. After the third year of receiving these gifts I am now proud to announce that the mortgage at Dane’s Place has been paid off. We have some leftover. New windows and siding have been installed. Support is coming from many different directions. The steering team needs to meet soon. Do we want to expand the ministry? Are there new directions we could go? Join the team if you would like to be in on the conversation.

I am very thankful for the leadership of Kristi Mahnke on our Stewardship Action Team. It is a blessing to have a lay leader who is so passionate about stewardship and the growth in Christ that it entails. Thanks also to Sabrina Bell, Roland Brandt, Jean Groppoli, and Pastor Karen who have all contributed to our stewardship emphasis this fall. We hope to make stewardship a year round theme, so that we see it as an important component of our faith at all times.

As you all know, at our recently held ELCA Churchwide Assembly, our delegates and pastors passed resolutions that opened the door to a more inclusive stance in regards to gay and lesbian folks who are in committed, public, life-long, monogamous relationships. I have proposed to our church council that we take a proactive stance to this decision. In the event that Pastor Karen or I are approached by a same sex couple for a blessing upon their relationship how should we respond? This decision needs to be made in dialogue with one another, not a unilateral decision by just the pastor. I will lead our church through a process of discernment on this issue so that we are prepared when the opportunity presents itself. Please speak to me if you are interested in serving on a Human Sexuality Task Force.

As I look to the future I am anticipating receiving my Doctor of Ministry degree in May of 2010. Then you can all address me as the Most Holy Right Reverend Doctor Richard L. Larson, if you please. Thank you all for your support and patience as I have pursued my degree.

In the fall of 2010 I hope to take a sabbatical in order that I may teach at the Tumaini University in Iringa, Tanzania. This will also be a time to deepen our relationship with the Image Lutheran Parish, our partner congregation, for whom we sponsor 10-12 school scholarships. My hope is that several of you will make time to come and visit Iringa next fall and see our sister church. Please speak to me if you have an interest in this. I would love to be host to a Bethlehem contingent in Tanzania next fall.

In peace, Pastor Rich

*“Jesus Christ is the same yesterday, today, and forever.”*  
*Hebrews 13:8*

The letter to the Hebrews was written to a community in transition. This group of people had been through very trying circumstances and as a result, several were considering giving up on their faith because of their suffering. This book was written to encourage Christians to persevere in faith to the end. I think that it speaks to those of us at Bethlehem today. This past year has been a year of transition.

The book of Hebrews speaks to this. Old Testament passages are quoted in Hebrews to reassure the believers. According to our Lutheran Study Bible, “The new activity of God is compared with God’s faithfulness in the past. Hebrews repeatedly makes the point that what was good has been made even better.” The following passages of Hebrews addresses our faith today:

“God spoke to our ancestors by the prophets. In these last days God has spoken to us by a Son. Therefore, let us go on to perfection. God promised a blessing to Abraham. God made those same promises to us. We are not among those who shrink back and so are lost, but among those who have faith and so are saved.

Faith is the assurance of things hoped for, the convictions of things not seen. By faith, Abel offered a sacrifice to God. By faith, Abraham obeyed. By faith, Abraham offered up Isaac. By faith, Moses was hidden. By faith, the people passed through the Red Sea. Remember all of the prophets who by faith conquered kingdoms, administered justice, obtained promises, shut the mouths of lions, quenched raging fire, escaped the edge of the sword, won strength out of weakness, became mighty in war, put foreign armies to flight, saw the dead resurrected, and so on.

Therefore, since we are surrounded by so great a cloud of witnesses, let us also lay aside every weight. Let us run with perseverance the race that is set before us, looking to Jesus, the perfecter of our faith.”

Hebrews reminds us: “God will never leave you or forsake you.” and “The Lord is my helper, I will not be afraid.” We have faced challenges and persevered. We are moving forward in faith, hearing God’s call and fulfilling God’s mission in this community. We need not fear, but will remember that God is with us, leading us deeper in faith. We, too, are surrounded by a great cloud of witnesses who encourage us, walk with us, and pray for us. By faith, we continue to follow wherever God may lead. God is never changing. God’s promises are to be trusted.

These words from long ago resonate with us today. God is doing great things among us. Here at Bethlehem, through the changes of life’s circumstances, God will not abandon us. We need to keep the faith!

We have seen many exciting things happen this past year. Sunday School grows stronger each year as our children learn about God. ‘Christmas Around the World’ was the theme of our Christmas program, which I designed. We filled Christmas Shoeboxes for Operation Christmas Child. Kids Club offered many fun activities. VBS was a fun-filled week as we went on ‘Journeys With Jesus’ around the world, a program that I wrote. We have many young families and babies joining us in our church family. Confirmation and Junior High ministry has been a strong point with learning, a scavenger hunt, a bonfire, adopt-a-highway, 30 Hour Famine, Souper-Bowl, Summer Stretch, Feed My Starving Children, and more. Senior High youth went to our National Youth Gathering in New Orleans. We served a congregation in St. Louis. We joined with young adults to ring bells at the Mall of America for the Salvation Army’s red buckets. We had a wonderful women’s retreat in May

and a Christmas potluck with Sing We Joyfully. We attended Church Basement Ladies Second Helping at the Plymouth Playhouse. There is so much momentum and energy in these areas. So much more has happened that would fill a small booklet if I wrote them all. God is at work through all of our Children, Youth, and Family Ministries.

Thank you to those who have partnered with me to create such wonderful experiences for our church family. Thanks to staff, volunteers, and leaders for allowing God to work through you.

Now may the God of peace make you complete in everything good that we may do God's will, through Jesus Christ, who is the same yesterday, today, and forever more. Amen!

In Christ,  
Pastor Karen Williams

PRESIDENT'S LETTER  
OCTOBER 25, 2009 ANNUAL REPORT

I'm a fan of thrill rides. Whenever I go to Valley Fair, my goal is ride all the roller coasters at least once. There are some roller coasters that are so enjoyable and thrilling that you lose yourself in the ride and are surprised on how fast the ride is over. Others can be so uncomfortable that you simply close your eyes and wait for the ride to end.

For me, the past 12 months have been like a roller coaster ride. There have been many highs and, unfortunately, many lows. For every "high" like the Peace Light, Youth Trip to New Orleans, and Valley Networking Group, there have been "lows" like the passing of Roy Henderson, borrowing to pay everyday expenses, and imposing a 10% salary reduction on the full-time staff over the summer months for the second year in a row.

There have been many times during the past few months that have reminded me of one of those uncomfortable roller coaster rides. As this current "ride" ends, I am left wondering if I want to get on the ride again. This past year was extremely bumpy. However, there are positive things such as the creation of the Stewardship action team, the opening of Pony Preschool, and the continued success of Dane's Place that will go a long way to make the "ride" appealing enough to do it again.

Part of the fun of roller coaster rides is the people that ride the ride with you. I want to thank you for taking this ride with me over the past 12 months. I hope that you decide to get on the ride again, and that more of you decide to get in the front car with the rest of us on council and the various action teams.

Again, thank you for your support and hang on, here we go again!

May God bless you all!

Chuck Davis

Our fifth family, a mom with two teen-age daughters, and a baby, have been living in the house since February 15, 2009. The mom is currently seeking a home-share arrangement. She is a very good caretaker and would love to help out an elderly person in exchange for a place to live. The daughter with the baby is applying for Section 8 housing. They have found jobs in the area, are going to school, and are doing well in general.

We have developed a better working structure this year. We have a Dane's Place Steering Team made up of Bob and Adrienne Johnson, Roger Knuteson, Darla Goble, Glenn Cox, Valerie Boettcher, Wilma McGowan, and Nancy Larson, with support and input from Young Lives and the St. Croix Life Care Center, Nancy Kiolbasa. This group has met regularly to monitor the progress of the family and to update the Dane's Place application forms and contracts. Adrienne has served as the sponsor for the family, giving personal attention and support for the family's issues.

The house recently received new Andersen Windows and high quality Hardy Board siding. We will need volunteers to help finish the inside walls around the new windows, paint the siding, and put a new coat of paint on the garage. A new window that meets egress code was also installed in one of the bedrooms. Many thanks to Tim White for being the "general contractor" for the job.

The Annual Dane's Place Pig Roast was another success, thanks once again for the work and commitment of Jim and Valerie Boettcher, and a whole host of wonderful volunteers. With a grant from Thrivent of \$1,200 we realized a profit of \$6,547.97 for Dane's Place.

At the beginning of this month there was a balance remaining on the mortgage for the house of \$37,757. By the time we have our Annual Meeting this amount will have been paid off thanks to a third round of generous grants from the Hugh J. Andersen Foundation for \$5,000, and from the Fred C. and Katherine B. Andersen Foundation for \$50,000. There is also ample funding available to cover the cost of the new windows and siding.

Other sources of income have been the ELCA Crossing Bridges grants for \$5,400. Bingo lunches at the American Legion, thanks to the work of Helen Strong for \$259.75. And \$150 income for the nicely decorated antique garden chairs, which many of you have worked on.

Another great addition to the Dane's Place program has been the position of Dane's Place treasurer, ably taken over by Sandy Kolashinski, thank you Sandy.

We have some room to dream about this project. Can and should we grow from here to some new level of outreach? Join up with the Steering Team if you would like to be in on these conversations. Please continue to keep our families who stay in Dane's Place in your prayers.

Blessings, Pastor Rich Larson

ANNUAL REPORT  
BETHLEHEM FOUNDATION

October 08, 2009

During the past fiscal year, the following disbursements were made by the Bethlehem Foundation:

Worship and Music	\$ 352.19
Missions	\$ 600.00
Youth & Family	\$ 595.72
Education	<u>\$ 850.00</u>
 Total	 \$ 2,347.91

Detail of the disbursements, and the current Foundation balance, are shown on the attached Treasurer's report. The current members of the board, along with the year that their terms expire, are as follows:

Robert Olson	2009	(first term)
Norm Grams	2009	(first term)
Becky Cummins	2010	(first term)
Dan Peulen	2010	(first term)
Stephanie Dahl	2010	(first term)
Jarod Stow	2011	(first term)
Bill Mahn	2011	(first term)

Jenny Schoolman (Council Member) 2009

John Dahl (Council Member) 2009

Pastor Rich Larson (Non-Voting Advisory Member)

Pursuant to the Bylaws of the Corporation, the Church Council appoints at least 2 members to the board, whose terms are renewed by Church Council Resolution. All remaining Members of the Board, with the exception of the Pastor, are elected by the congregation at its annual meeting for staggered 3 year terms and may serve up to two consecutive terms. Any interested persons may put their names forward for nomination and consideration for a 3 year term.

Respectfully Submitted,

Dan Peulen  
President of the Bethlehem Foundation

Bethlehem Foundation Annual Treasurer's Report  
 October 08, 2009

All funds are currently invested with Merrill Lynch. There is one account made up of five investment products that accommodate both long range and short term liquid needs. Figures represent the total of all accounts, combined.

DATE	BALANCE	GIFTS	DISTRIBUTIONS	FEES
10/08	40,324	0.00	0.00	0.00
11/08	38,173	0.00	0.00	0.00
12/08	39,148	60.00	0.00	0.00
01/09	37,553	100.00	0.00	0.00
02/09	34,994	25.00	0.00	0.00
03/08	36,818	200.00	0.00	0.00
04/09	39,560	0.00	0.00	0.00
05/09	41,196	0.00	0.00	0.00
06/09	40,289	0.00	850.00	0.00
07/09	42,137	0.00	1,145.72	0.00
08/09	43,460	0.00	0.00	150.00
09/09	45,262	0.00	0.00	0.00

**Disbursement Detail:**

15% to each of 4 categories	\$352.19
40% discretionary	\$1,995.72
Total in 2009 grants	\$2,347.91

Worship and Music: \$352.19  
 \$352.19 for materials and expenses related to Services of BLC

Missions: \$600.00  
 \$350.00 Image Scholarship  
 \$350.00 Chinese Christian Fellowship

Youth and Family: \$595.72  
 \$300.00 Young Life of St. Croix Valley  
 \$295.72 Valley Outreach Emergency Fund

Education: \$850.00  
 \$150.00 Jean Groppoli (Seminary)  
 \$175.00 Anna Mehnke ( 2nd year student)  
 \$175.00 David Pedersen (2nd year student)  
 \$350.00 Lauren Cummins (1<sup>st</sup> year student)

Respectfully Submitted

Norm Grams  
 Treasurer of the Bethlehem Foundation

**Ministries Coordinator's Report**  
**Bethlehem Annual Report**  
**October 2009**

*"I thank my God for you every time I think of you; and every time I pray for you all, I pray with joy because of the way in which you have helped me in the work of the gospel from the first day until now."  
Philippians 1:3-5 (Good News Bible)*

This has been an intense and exciting year for all our volunteers at Bethlehem. The members of Bethlehem have uplifted my work as church volunteers. It would be easy to name each volunteer, all I would need to do is copy our member directory on to this page. But to list all the activities of each member, that I neither have space or time to do. I would suggest going on our website, [www.bethlehemstar.org](http://www.bethlehemstar.org), and pull up archived copies of the BethlehemStar Newsletter to see all we have achieved together in the past year.

My appreciation for all that the members of Bethlehem do here is personal and I view each moment of service priceless. However, since this is primarily a financial based document, I can take this time to quote some statistical information and data:

"According to the Minnesota Center for Survey Research at the U of M each hour of volunteer time is worth approximately \$18 per hour to the organization being served.\* Too many nonprofits have not kept accurate records of volunteer time. During the 1990s, the Financial Accounting Standards Board (FASB), the accounting profession's rule-making group, issued several new rules that pertain to nonprofits. One of the most important new rules, FASB Statement No. 116, requires nonprofits to report certain contributions received from donors, including volunteer services. These rules mean that, for the first time, your agency may need to include the value of certain volunteer services in its external financial statements."

Excerpted from *Focus on Volunteering KopyKit, 2nd Edition* By Susan J. Ellis, © 1999, Energize, Inc.

\*\* Based on data from the Minnesota State Survey conducted by the Minnesota Center for Survey Research at the University of Minnesota. The hourly value of volunteer time estimated by the Independent Sector is based on the average hourly wage for all non-management, non-agriculture workers as determined by the Bureau of Labor Statistics. For more information visit the Independent Sector at [Http://independentsector.org/programs/research/volunteer\\_time.html](http://independentsector.org/programs/research/volunteer_time.html).

I believe it is good practice for us to track the hard-cold facts of Bethlehem's faith-based services. Therefore, we have begun to record the number of individuals and the number of volunteer hours served. Along with that we can show the value as it is translated by the State Survey.

Month	Number of individuals	Number of man-hours	State Survey Value
Aug 09	74	396	\$ 7,128
Sept 09	100	453	\$ 8,154

This was a year of classes and learning for me. After taking a course in website mastering, I was able to completely rebuild Bethlehem's website, and now, maintain the information on that site. I attended seminars on audio maintenance. At this point I want to thank Mike Knox for all I've learned from him as he has built up our A/V system. We now have our Sunday services broadcast on the television in the Connection due to his persistence and expertise. And, due to the trusting support of The Bethlehem Foundation, I attended a course on and received my certificate of volunteer leadership.

I am proud to be the Charter Organizational Representative, COR, for Boy Scout Troop 113, Bayport, MN. Bethlehem is a co-charter organization for the Troop. In April I attended the COR training and met Scout leaders from all over the Northern Star Council. Before that, it was my privilege to assist the Troop in promoting the International Peace Light, which Roger Knuteson and Joe Redding brought to Bayport. The Scouts have been a real blessing to Bethlehem as they serve us during Scout Sunday and assist with every major event we hold.

Continued on next page

It has been my honor to be a substitute to lead Saturday 5:01pm worship or at times sing on Saturday nights. This summer I was the Sunday morning musician (organist/pianist) for five Sundays and was substitute director of the Summer Choir for one Sunday. Jared Stow has partnered with me to publish the BethlehemStar Newsletter each month, and our fantastic office volunteers have made it possible to distribute the newsletter on time. I continue to attend the Church Council meetings and represented Bethlehem at the Synod assemblies and conventions. I also serve on the Worship & Music Team, Bethlehem Church Women Bible Study, and the Stewardship Team and thank everyone for the support and encouragement in that work. After many smiles, Bethlehem has a new Member Photo Directory. This was such a fun project as I was able to meet with almost 100 families as they registered for their photos.

A big note of appreciation is due to Jane Henkel for continuing in the office. Her expertise in contracts, office equipment and working with vendors is invaluable and I could not continue my work in the office without her. Also, a tall note of appreciation is due to Blair Nelson for his continued level of energy and passion for keeping Bethlehem clean, maintained and secure. I really do sleep better at night knowing Blair has taken care of us. Michelle Atkins has joined the office team and already has begun to create Sunday morning bulletins and maintain our database. She will take on more responsibility very quickly.

*“For we are partners working together for God, and you are God’s field. You are also God’s building. Using the gift that God gave me, I did the work of an expert builder and laid the foundation and another man is building on it.”*  
*1 Corinthians 3:9*

Thank you, everyone.  
Respectfully submitted by,  
Jean Groppoli

**WORSHIP & MUSIC TASK FORCE MEETING  
ANNUAL REPORT – OCTOBER 2009**

Five meetings were held during the past Church Year.

**Roy Henderson**

Bethlehem suffered a huge loss this past year with the passing of Roy Henderson. Roy's talent, style, and approach to the music programs at BLC will be surely missed and difficult to replace.

**Music Director**

With the passing of Roy, Pastor Karen Williams has willingly accepted the role of Music Director at Bethlehem. Pastor Karen will oversee all the music programs at Bethlehem including the Church Choir and Bridge of Harmony.

**9am Worship**

Sunday Worship Services are held at 9:00am in the Sanctuary with Communion served on the 1<sup>st</sup>, 4<sup>th</sup>, and 5<sup>th</sup> Sundays.

Jean Groppoli has led the charge to overhaul the audio/visual components at Bethlehem. Thanks to the work of the audio/visual team the Sunday service is now broadcast in the Connection.

**5:01 Worship**

Saturday Worship Services are held at 5:01 in the Fellowship Hall (basement) with Communion served on the 2<sup>nd</sup> and 3<sup>rd</sup> Sundays. The 5:01 has declined consistently. Because of this, the 5:01 service will only be held on the second Saturday of each month starting in November. The annual Vesper concert will be held during the 5:01 service in December (12/12).

**Bridge of Harmony**

The praise group, Bridge of Harmony went on hiatus during the summer months of 2009. Bridge of Harmony started again in September and has resumed its regular performing schedule (2<sup>nd</sup> and 4<sup>th</sup> Sundays). As stated above, Pastor Karen Williams is now leading Bridge of Harmony.

**Organ Repair**

The organ repairs were completed spring of 2009. The plastic slider seals that were going to be used in the repair are no longer available. Instead, the "foam" type seals were used. These should last 30 years. Because the plastic seals were not used, the cost of the repairs decreased by about \$2000.

Two fundraising concerts were held in April and May. In April, a "Blues, Gospel, and Jazz" concert was held in April. An concert by Larry Williams showing off the concert was held in May. The organ was dedicated in May.

**Music**

**WORSHIP & MUSIC TASK FORCE MEETING  
ANNUAL REPORT – OCTOBER 2009**

Music has continues to be an integral part of the worship experience at Bethlehem Lutheran Church. We encourage anyone who is interest to take part of our music program.

The Chapel Choir sings the first & third Sunday of each month. They also sing for special worship services.

The Summer Choir sang the third Sunday of June, July, and August.

The Bridge of Harmony praise group leads worship on the 2<sup>nd</sup> and 4<sup>th</sup> Sundays.

The Hand Bell Choir plays the 3<sup>rd</sup> Sunday of each month.

Rehearsals for all groups are held Wednesday evenings.

**Task Force Members**

**Roy Henderson**

**Hope Pederson**

**Charles Davis**

**Wilma McGowan**

**John Dahl**

**Jean Groppoli**

**Pastor Rich Larson**

**Pastor Karen Williams**

Chairperson, Charles Davis

**MEMORIAL COMMITTEE REPORT**      **10/1/2008-9/30/2009**

We are grateful for all the memorials we have received in memory of loved ones. 2008-2009 Memorial Gifts were given to the glory of God in loving memory of the following:

Helen Akey  
Pat Chapman  
Carolyn Goulette  
Diane Heins  
Preston Anderson  
Jacob Nelson  
Florence Langness  
Lois Larson  
Hughes & Lorraine Zweig  
Leona Peulen

Disbursements were made in the following manner:

Organ Pipes Refurbishment  
Church Office supplies  
Audio Visual Equipment  
Additional Worship Hymnals  
Altar Guild for Altar Flowers

Memorial Committee Funds Balance as of September 14 is \$15,490.39.

Memorial contributions to Bethlehem are used according to a family's wishes when designated. Undesignated funds are carefully considered by the Memorial Committee and when possible purchases are confirmed with the family. A Memorial Board is on display at the entrance to the Sanctuary with names of members and friends who have passed away during the year.

We encourage donations to this fund. If you have any questions or suggestions regarding memorials, please call one of us.

Respectfully submitted,  
Robert Olson, Chairperson  
Dennis Trenda  
Wilma McGowan

## BETHLEHEM LUTHERAN CHURCH WOMEN MINISTRIES – 2009

**BLCW** is as congregational unit of the Women of the ELCA. We are one of 24 churches located in the East Central Cluster within the St Paul Area Synod and the 64 synodical women's organizations across the US and the Caribbean.

**Our Mission:** To mobilize women to act boldly on their faith in Jesus Christ.

**Our Purpose Statement:** *As a community of women created in the image of God, called to discipleship in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves to grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, in the society and the world.*

We have an afternoon group meeting at 1 p.m. on the second Thursday of the month during the months of September through May. This past year we had an evening group too (EVE). Within a group Bible study, social ministry projects, special programming, and other learning and fellowship opportunities occur.

The Bible Study for 2008-09 was "Hidden Hand of God" found in The Lutheran Woman Today magazine.

**Service projects:** Refurbish the children's church bags periodically, sent personal notes to Sunday School children on their birthday, baptism birthday and special church holidays (via "a church mouse"); knitted and crocheted bandages, caps and blankets and rolled bandages from old white sheets to Global Health Ministries; gathered and sent kits for LWR & Valley Outreach (birthday bags), hospice kits, baby layettes and welcome boxes for LSS, and personal items for BLC's service personnel in the armed services.

We invite women from St. Charles and People's Congregation to an annual ecumenical dinner and program in December. This past year's program was a musical group which included our own Karen Williams.

Check the BLCW financial report which follows to learn where and whom we support.

God calls us to live boldly and He has given us much to live abundantly. As we meet together in active discipleship we hope to be a place of teamwork and keep Christ in front of us, actively supporting each other, affirming one another's gifts and learn through our bible studies.

Wilma McGowan, BLCW Facilitator

**BETHLEHEM LUTHERAN CHURCH WOMEN**  
**2008 - 2009**

BALANCE ON HAND OCTOBER 1, 2008				<b>\$ 1,681.51</b>
<b>INCOME:</b>				
collection	Oct	\$	<b>18.00</b>	
collection	Nov	\$	<b>31.00</b>	
Boutique	Dec	\$	<b>1,000.00</b>	
collection	Jan	\$	<b>24.00</b>	
collection	Feb	\$	<b>24.00</b>	
collection	Mar	\$	<b>25.00</b>	
collection	Apr	\$	<b>32.00</b>	
collection	May	\$	<b>37.00</b>	
collection	Sep	\$	<b>26.00</b>	
<b>TOTAL INCOME</b>				<b>\$ 1,217.00</b>
<b>EXPENSE:</b>				
BLCW Ecumenical Christmas Dinner Entertain	Dec	\$	<b>100.00</b>	
Youth & Family (quilt \$81 + \$69 = \$150)	Dec	\$	<b>69.00</b>	
Boutique - 2 Image Scholarships	Dec	\$	<b>700.00</b>	
Boutique - Letters for outdoor sign	Dec	\$	<b>140.00</b>	
St Paul Synodical Women's Org - Spring Cluste	Feb	\$	<b>25.00</b>	
St Paul Synodical Women's Org - Conference	Feb	\$	<b>50.00</b>	
Image Scholarship	Feb	\$	<b>350.00</b>	
Valley Outreach - Food Shelf	Mar	\$	<b>200.00</b>	
Valley Outreach - Emergency Fund	Mar	\$	<b>100.00</b>	
Global Health (towards shipping containers)	Mar	\$	<b>200.00</b>	
Lutheran Woman Today - 2 years	Jul	\$	<b>22.00</b>	
<b>TOTAL EXPENSE</b>				<b>\$ 1,956.00</b>
<b>BALANCE ON HAND</b>				<b>\$ 942.51</b>
BLCW Balance excluding Boutique		\$	<b>782.51</b>	
Balance from Boutique		\$	<b>160.00</b>	
Respectfully submitted Cynthia Huhnke, BLCW Treasurer				

## Stewardship Action Team Annual Report

The Stewardship Action Team began meeting regularly in June. We focused initially on defining our purpose and mission and the message that we want to deliver to the Bethlehem congregation. Our regular team members are Pastor Rich, Jean Groppoli, Roland Brandt, Sabrina Bell and Kristi Mahnke. We welcome anyone who has an interest in Christian stewardship to join us for discussion, planning and action.

Our purpose is to communicate to and encourage our congregation to engage in purposeful and active stewardship of their God-given gifts including their money, time, and special talents. Our mission and goal is to improve our congregation's understanding of what it means to be a Christian steward and to promote growth in stewardship responses including the giving of money, time and special talents to the work of the Church. Our message is that Christian stewardship is a spiritual matter and active and growing stewardship responses lead to a deeper connection to God, spiritual growth, and a joy in service and commitment.

We have been actively engaged in rolling out a fall campaign to highlight stewardship themes to our congregation and to request a financial commitment (or pledge) from every member of our congregation. We have emphasized themes of partnering with each other, with our community and with God in mission and ministry. Personal letters, written by various Bethlehem members, have been sent out to other members of their choosing. These letters are a powerful witness to the transforming joy and spiritual connection that stewards experience when they engage in disciplined and sacrificial giving to God. The letters asked each recipient to challenge themselves in their giving and grow in their stewardship response. Sunday, October 11, has been designated as our "Commitment Sunday" and we will be dedicating the pledges received to God and to the work that God is calling us to do.

In addition to the fall commitment planning and execution, the Stewardship Action Team will regularly promote stewardship insights and ideas to the congregation throughout the year. We will be active in encouraging our members in their regular giving and in their ongoing commitment to growing in their relationship with God and their support of the church.

Respectfully submitted,

Kristi Mahnke  
Stewardship Action Team Leader

## Bethlehem Lutheran Church 2009 - 2010 Operating Budget

	Historical Results		2008-2009 Budget	2009-2010 Budget
	2007-2008 Actual	2008-2009 Actual		
<b>INCOME</b>				
GENERAL GIVING	327,155	286,365	325,185	282,390
DESIGNATED GIVING	16,480	12,000	10,500	3,000
PONY PRESCHOOL	2,200	30,032	27,500	32,800
<b>TOTAL INCOME</b>	<b>345,835</b>	<b>328,397</b>	<b>363,185</b>	<b>318,190</b>
<b>EXPENSES</b>				
<b>STEWARDSHIP EXPENSES</b>				
BENEVOLENCE	10,108	15,269	11,400	12,000
EDUCATION	1,705	295	1,320	690
WORSHIP & MUSIC	4,620	2,892	4,500	4,600
<b>TOTAL STEWARDSHIP</b>	<b>16,433</b>	<b>18,455</b>	<b>17,220</b>	<b>17,290</b>
<b>BUSINESS EXPENSES</b>				
ADMINISTRATION	21,465	39,888	42,140	37,865
PROPERTY	45,030	35,044	41,805	37,315
<b>TOTAL BUSINESS EXPENSES</b>	<b>66,495</b>	<b>74,932</b>	<b>83,945</b>	<b>75,180</b>
<b>STAFF EXPENSES</b>				
EMPLOYEE SALARIES	174,552	167,205	183,240	154,680
EMPLOYEE BENEFITS	75,502	68,126	78,780	71,040
<b>TOTAL STAFF EXPENSES</b>	<b>250,054</b>	<b>235,331</b>	<b>262,020</b>	<b>225,720</b>
<b>TOTAL EXPENSE</b>	<b>332,981</b>	<b>328,719</b>	<b>363,185</b>	<b>318,190</b>
<b>NET INCOME / (LOSS)</b>	<b>12,854</b>	<b>(322)</b>	<b>-</b>	<b>-</b>
<b>NET INCOME / (LOSS) NET OF DANE'S PLACE</b>	<b>12,854</b>	<b>(322)</b>	<b>-</b>	<b>-</b>
<b>Total Staff</b>	<b>4.5</b>	<b>4.5</b>	<b>4.5</b>	<b>3.5</b>
<b>Average Weekly Attendance</b>	<b>139</b>	<b>128</b>	<b>135</b>	<b>138</b>
<b>Debt Summary</b>				
Danes Place	57,410	37,757	57,410	37,757
<b>BLC</b>				
Church Mortgage	313,533	307,883	313,533	307,883
Line of Credit	47,000	53,000	47,000	53,000
Shining Star Loan	82,100	75,156	82,100	75,156
<b>Total BLC Debt</b>	<b>442,633</b>	<b>436,039</b>	<b>442,633</b>	<b>436,039</b>
<b>Total Debt</b>	<b>500,043</b>	<b>473,796</b>	<b>500,043</b>	<b>473,796</b>

**Treasurer's commentary:** If there is a need to make a draw on the line of credit in order to meet expenses, for every \$10,000 borrowed, a \$5,000 reduction in expenses will have to be made.

Also please note that the Employee Benefit amount does not include the cost of family insurance as per Jean's contract.

She is currently covered under her husband's insurance but this will again need to be a budget item when that coverage ends.