

**20 / 20**  
**ANNUAL REPORT**



**BETHEL**  
LUTHERAN CHURCH

**— ANNUAL CONGREGATIONAL MEETING —**  
**OF**  
**BETHEL LUTHERAN CHURCH**  
**MADISON, WISCONSIN 53703**  
**AGENDA**

**JANUARY 26, 2020 – 12:30pm**

1. Call to order/recognition of Quorum – Dirk von Below, President of Joint Council
2. Devotions – Pastor Mike Brown, Lead Pastor
3. Approval of Minutes from previous Annual Meeting on January 27, 2019 – Dirk von Below
4. President’s Report – Dirk von Below, Kim Kindschi President Elect
5. Treasurer’s Report – Paul Aspinwall, Treasurer
6. Approval of the 2020 Operating Budget – Paul Aspinwall, Treasurer
7. Report of Nominating Committee – Jenee Jerome
8. Elections
  - a. Joint Council – Members and Officers
  - b. Voting Members to South Central Synod of Wisconsin
  - c. Delegates to Oakwood Village
  - d. Delegates to Skaalen Homes
  - e. Nominating Committee
9. New Business – Dirk von Below
10. Items from the Floor – Dirk von Below
11. Adjourn – Dirk von Below
12. Benediction – Pastor Mike Brown, Lead Pastor

Following the Annual Meeting, the Joint Council will convene in Room 120 for a short meeting.



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# — BETHEL LUTHERAN CHURCH STAFF —

## **ROSTERED STAFF**

Mike Brown, Lead Pastor.....pastormike@bethel-madison.org

Roger H. Black, Visitation / Bridge Pastor (Part-time) (left 8.28.19)

Lisa R. Huber, Deacon, Director of Pastoral Ministries (left 5.2.19)  
Nurturing Ministry Team and Worshiping Ministry Team Staff Liaison

Margo R. Martens, Visitation / Pastoral Care (Part-time).....margo@bethel-madison.org  
Community Ministry Team and Serving Ministry Teams Staff Liaison

John O. Swanson, Acting Lead Pastor.....jswanson@bethel-madison.org  
Lifelong Learning Ministry Team and Property Resources Team Staff Liaison

Jerry Tews, Interim Support Pastor.....jerrytews@bethel-madison.org

## **STAFF**

Judy Armelin, Ministry Support Specialist.....judy@bethel-madison.org

John Bauer, Interim Director of Administration (started 1.14.19, left 12.31.19)

Jeffery Bittner, Receptionist.....recep@bethel-madison.org

Rachel Brown, Director of Youth Ministries.....rachel@bethel-madison.org

James Drews, Sound Engineer (Part-time).....jdrews@bethel-madison.org

Penny Duane, Bookkeeper.....penny@bethel-madison.org

Henry Elling, Coordinator of Middle and High School Youth Ministry (Part-time) (left 8.30.19)

Katie Gerlach, Music (Part-time) - Director of 11:15am Worship Team and Creative Worship Singers,  
Substitute Pianist

Carol Graves, Handbell Choir Director (part-time)

Karl Grimm, Accountant.....karl@bethel-madison.org  
Financial Resources Team Staff Liaison

Amy Hartsough, Director of Music.....amyh@bethel-madison.org  
Worshiping Ministry Team Staff Liaison

Patrick Kenney, Music (Part-time) - Pianist for 11:15 Service, Substitute Pianist, Children's Choirs and  
Bethel Jr!

Eric Kneuve, Executive Director Bethel Horizons.....erickneuve@bethelhorizons.org

Lois Landsee, Parking Lot Attendant

Chelsea Lauing, Director, Children's Choirs.....chelsea.lauing@gmail.com

Steve Lawrence, Building Manager.....buildingmanager@bethel-madison.org  
Property Resources Team Staff Liaison

Michael Leasure, Custodian (part-time).....mleasure@bethel-madison.org

Gary E. Lewis, Organist (Part-time)

Chris McDowell, Lead Custodian.....chrism@bethel-madison.org

Cindy Melrose, Coordinator of Sunday School and Family Ministry (Part-time).....cindy@bethel-madison.org

Dona Meyer, Operations Support Specialist.....dona@bethel-madison.org

Alice Mowbray, Director of Development.....alicem@bethel-madison.org

Steve Nelson, Food Service (Part-time).....steve@bethel-madison.org

Fidelis Nsokolo, Custodian (left 3.15.19)

Connie Scholz, Saturday Receptionist (Part-time).....conscholz@gmail.com

Pam Shellberg, Director of Lifelong Faith Formation.....pam@bethel-madison.org

Christal Swigart, Director of Communications.....christal@bethel-madison.org

Bill Webb, In-house Security and Sunday Host.....bwebb@bethel-madison.org

Sharon Zannacker, Food Service Assistant (Part-time).....zanny929@gmail.com

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# 2019 CHURCH COUNCIL

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## OFFICERS

Dirk von Below.....President  
Executive Committee

Kim Kindschi.....President Elect 2020  
Executive Committee

Tom Pierce.....Past President  
Executive Committee

Renee Tennant.....Secretary  
Executive Committee, Community Ministry Team

Paul Aspinwall.....Treasurer  
Executive Committee, Financial Resources Team

## COUNCIL MEMBERS

Margie Czechowicz  
Serving Ministry Team

Kym Davick  
Council Member At Large

Jeanne Hilton  
Worshiping Ministry Team

Sigrid Knuti  
Financial Resources Team

Bonnie Orvick  
Community Ministry Team

Kathy Pielage  
Nurturing Ministry Team

Soren Schoff  
Property Resource Team

Kay Wickland  
Lifelong Learning Ministry Team

Nancy Young  
Human Resources Team

## STAFF REPRESENTATIVES

Pastor John O. Swanson

Pastor Mike Brown

Karl Grimm, Accountant

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# 2019 STATISTICAL REPORT

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Membership as of December 31, 2019.....	3,542
Membership Households as of December 31, 2019.....	1,978
New Members (Transfers / Affirmation of Faith).....	21
Baptisms.....	24
Deaths.....	58
Attendance	
Average Attendance.....	559
Easter Attendance.....	1,151
Christmas Attendance.....	1,557
Welcome Bags Handed Out.....	175
Communion Loaves.....	312

# — ANNUAL CONGREGATION MEETING — MINUTES

## Bethel Lutheran Church, Madison, WI January 27, 2019 at 10am

- **Call to Order / Recognition of Quorum** – President Thomas Pierce called the meeting to order at 10:18 am and reported that we do have a quorum which is defined by 100 people or more.
- **Devotions** – Acting Lead Pastor John Swanson
  - » Pastor Swanson read from Isaiah 43 encouraging and empowering words to people who are facing an uncertain future. He picked this reading to remind us that we have a God who does not forget or ignore us. We can trust God is here now/today with us at Bethel. Pastor Swanson also shared that he is always amazed at what God has been able to do over the past 25 years since Pastor Swanson has been at Bethel. Prayer.
- **Approval of the Minutes from previous meeting January 22, 2018**
  - » **Dirk Von Below moved to approve the agenda as written.**
  - » President Pierce stated if there is no objection we will dispense with reading of the minutes and asked for any corrections or additions to the minutes.
  - » **Ron Opelt moved to approve the minutes.**
  - » **Jack Poulson seconded. Motion passed.**
  - » **Ann Wickland seconded. Motion passed.**
- **President' Report – Pat Barry & Tom Pierce**
  - » Pat shared his perspective on his journey as Council President the last couple of years. He discussed how we as people of faith need to trust in God's plan for us as God will continue to take care of us here at Bethel. Pat also noted how blessed we are here and that we should be so grateful for all that God has given us at Bethel.
  - » Tom had many thanks to God for all of the leadership here at Bethel as well as for the congregants. He also pointed out all the wonderful ministries that fill the Annual Report.
- **Treasurer's Report – Paul Aspinwall**
  - » Paul provided an overview of the larger expenditures in 2018: The capital campaign, organ refurbishment, new sanctuary lighting, and replacement of the water heater. The Ministry and Resource teams were actively involved in creating the budget for 2019. Staffing has changed and will continue to change a bit more as the year progresses. Paul briefly spoke about pledges which were fewer than years past. The Finance Team took the Ministry and Resource Teams' budgets and with 2019 pledges, formed factors into the budget presented today. The Joint Council decided to not make any more cuts to staff and aimed for a balanced budget by the end of the year as was done in 2018.
  - » **Paul moved for the adoption of the 2019 budget.**
  - » Discussion:

Darlene Wray spoke on behalf of Carol Fries, a Bethel member who was not able to attend today because of inclement weather and requested an allotment of funds for transporting those who cannot make it to worship on their own.

Mike Flint spoke about the loose plate budget number and questioned how the \$70,000 figure was proposed as it doesn't fit with past trends. Paul replied that this past year, loose plate was under budgeted and was in actuality \$61,050 and the Financial Resource Team (FRT) put it in as part of the budget this year with additional growth.

Jill Derr requested quarterly updates and Paul replied that congregants can expect that the Joint Council will work on those updates this year. Jill questioned the placement of the negative budget as a line item. Paul replied that its placement wasn't going to change the number and that the Joint Council will work on how to address and adjust this element throughout the year.

Greg Smith brought up contributions from Bethel to the Synod. He noted that the \$43,000 allotted seems too high and he inquired if that number could be reduced. Paul replied that the number is down from \$50,000 and that it will be a part of what is examined throughout the year as adjustments are made based on actual giving trends.

Jill Derr inquired about the pay back of the \$25,000 deficit. Paul replied that the Joint Council decided to combine the remaining part of payback of the 2013 deficit and the 2017 deficit into three payments of \$25,000 each, with first payment in 2018. The plan is to make a second payment in 2019 and that will part of the considerations and adjustments throughout the year.

Flora Sprecher inquired about the paid staff position in terms of numbers and their roles. Paul pointed out that this information is in the report for congregants to review.

Bob Krainer inquired about the plan for repaying the deficit. Paul replied that we aren't sure that we will end the year in a deficit and that we do not have external debt at this point and that these elements will also be taken into consideration through the year.

David Knuti noted that the real estate budget is \$10,000 less than last year. Paul noted that this area was considered quite a bit by the FRT and that it will also be examined through the year by FRT, PRT, and Joint Council. The FRT is aware that they will be flexible as incidents occur throughout the year.

» **Seconded by Kevin Gould. Following discussion, motioned passed.**

» **Laura Vogel, a member of the Finance Resource Team (FRT), spoke with Darlene following the meeting and will contact Carol to assist with transportation.**

- **Report of Nominating Committee – Helen Troutman, Chair**

- » Helen Troutman shared that she is grateful for the work of the Nominating Committee and how they partnered with the Resource and Ministry Teams to create a slate for the ballot. Helen reported that the Skaalan House annual meeting procedure changed and that no new delegates were needed as there would only be one representative from each congregation. Each congregation's vote would be weighted based on the congregation's size.
- » Helen then introduced the slate for each category and proposed that an expedited, group voting process occur. With no objections, Helen proceeded with the slate for each category.
- » Darlene Wray nominated Carol Fries who wasn't present at the meeting and Helen shared that the nominee would need to be present at the meeting in order to be added to the slate. Helen then closed nominations.
- » Alice Mowbray inquired about who was continuing on the Joint Council. Helen shared that Dirk Von Below, Nancy Young, Paul Aspinwall, Tom Pierce and Kristin (Lake) Locken were continuing on Joint Council in 2019.
- » John Baskerville, who attends the Saturday evening service, inquired about representation in leadership from the Saturday evening service. Helen replied that there is representation on the Ministry Teams from the Saturday evening service.
- » Jill Derr inquired about only having 14 total Joint Council members after the elections and pointed out that the Constitution calls for 15. Helen replied that 14 was the final number after many people were asked to serve and turned down the opportunity.
- » Lake Locken inquired about her stepping down from Joint Council and having Kathy Pielege stepping up to replace her as Liaison to the Nurturing Team. Helen replied that there was a process that will happen at a Joint Council meeting to make that change formally rather than that occurring at the Annual Meeting.

- » Sigrid Knuti added that representation is coming from each of the Teams rather than representing each of the services. Helen briefly explained the process of Ministry and Resource Teams raising up representatives to serve on the Joint Council along with the Executive Team members rather than choosing members specifically from the different services.
- » Jeff ? requested that a flow-chart be created so that congregants can see how and from where the different members are coming from in regards to teams in order to clarify the process a bit more for congregants.
- » Mike Thom inquired about how the members of the Executive Team are chosen. Helen replied that that occurs between the current Executive Team, Joint Council, and Nominating Team to determine who these nominees.
- » Cathie Trevallee inquired about the process of joining the Joint Council and how it seems that the only way to be on Joint Council is to be on one of the Ministry or Resource Teams. Helen replied that that is one way however, those teams could work with the Nominating Team to find someone outside of that group to represent that particular Team if no one on the team were willing and/or able to serve as Joint Council liaison. Cathie also pointed out that some people are wearing double hats on the different Teams. Helen replied that one member in particular is currently only an ex-officio member on one committee and that that person's insight will be useful in their new, elected, leadership role.
- » Darlene Wray inquired about representatives of older and younger members and shared her concern for elderly members who were restricted to their homes. Helen replied that there are active ministries by which older members are represented. She is not aware of how youth are not represented in a similar way at this time.
- » David Knuti stated that the slate of nominees should represent the Teams and inquired as to whether or not the congregation can request that those affiliations be stated during the meeting as well as added to the nomination slate in the future. Helen replied that the current nomination method doesn't require these affiliations to be represented on the ballot and that officially these affiliations will be decided after the Annual Meeting by a short Joint Council meeting.
- » Todd Fansler shared that he found Helen's comments contradictory to what he learned during his year on the Worshiping Ministry Team. Helen apologized for the confusion but that she is following previous years' protocols which doesn't currently align with the new leadership structure. Helen then reviewed the Joint Council slate of nominees and indicated which Teams they will be representing in the coming year.
- » Darlene Wray inquired about suspending the Constitution versus violating the Constitution in order to accommodate 14 instead of 15 Joint Council members. Pat Barry fielded the question and replied that the number of members only following the transition plan for leadership would result in 13 members and that the Joint Council took the requirement of 15 into consideration when nominating members for 2019. The Nominating Teams and the Joint Council tried their best to get up to the noted 15 members and there were no willing volunteers. The person suggested that the constitution be suspended rather than violated however after inquiry, this person was not currently a member of Bethel and could thus not make such a formal request.
- » Kevin Gould called to question. Helen then proceeded with a voice vote.
- » **Helen will add Carol Fries to the list of names given to the nominating committee for next year.**
- » **Helen made note of the request to create a flow-chart for next year's slate of nominees.**
- » **Helen made a note to have the ministry/resource team affiliation next to the nominee name on the nominee slate for next year.**
- » **The nominees were approved.**

- **Call Committee Update – Donna Ulteig, Call Committee Facilitator**

- » Donna asked voting members of the Committee to stand as well as the Ex-Officio members as she read their names. Special recognition was given to Mimi Troutman, Administrative Support. Donna reported that guided by the holy spirit and energized by the congregation that we love, the Team has had more than 50 meetings over the past year along with 10 Temple Talks in order to be transparent with the congregation regarding the call process.

- » The congregation has been involved in the process by providing names and Donna affirmed to the congregation that she believes that everyone is still in this process together.
- » The Committee reviewed paperwork from the Synod as well as conducted independent research during their initial process. The Team has looked at more than 100 pastors over the past year. Lead Pastors and Associate Pastors of larger churches were contacted and many of these potential candidates were happy at their current congregations. Cold calls were conducted to speak with these pastors and after discussions and review of information, six candidates continued with the call process. The Call Committee looked for experienced pastors, those who were able to retain and grow membership, who also had Midwestern roots, the ability to preach engaging sermons and relationship capacity.
- » One hour, audio interviews were conducted using 10 questions along with time for the candidates to ask questions about Bethel. Those who moved on in the process were visited by Call Committee members at their current congregation (anonymously) and then they are invited for a multi-day interview at Bethel. Since the candidate who visited and turned down the call in the fall of 2018, the team has interviewed three additional candidates and they are continuing their work to find a new Lead Pastor for Bethel.

- **New Business – None**

- **Items from the floor**

- » Larry Larrabee asked for a standing ovation for our two Presidents this past year and the congregation complied.
- » Kris Fansler read a statement about the Social Justice Ministry which is sponsoring a workshop to combat unconscious bias and how to break these habits. The workshops are free but attendees need to register online.
- » Todd Fansler requested the current plan/current status of the Constitution Revision “movement”. Tom Pierce replied that while work may be done prior to the arrival of the new Lead Pastor, nothing will most likely come to the congregation prior to the arrival of the new Lead Pastor.

- **Adjourn**

- » President Tom Pierce adjourned the meeting at 11:33am

- **Benediction – Acting Lead Pastor John Swanson**

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# LEAD PASTOR'S REPORT

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**Mike Brown**  
**Lead Pastor**

“Ohhhhh, the Lord is good to me! And so I thank the Lord!” begins the well known church camp song, sung to the tune “Johnny Appleseed”. It’s a song that I have sung regularly through the years by myself, with my family, and now with Bethel. Truly, the Lord is good to US! God pours out blessings upon us daily as we gather in worship, action, and fellowship in the name of Jesus Christ.

My connection to Bethel did not begin simply this year when I was installed as Lead Pastor in August, nor when I was extended and accepted the call in April, nor when I was interviewed by the call committee in March. My connection to Bethel actually began when I was about 10 years, after my very unchurched, unbaptized, and irreligious parents attended a new Lutheran mission church in Odessa, TX. They attended once and seldom missed a Sunday after that. A major factor in their becoming the Christian leaders and mature disciples they became was the Bethel Bible Series. They took the classes several times, and taught the Series for years. Even today when I visit my mother, I can see the binders on the bookshelf. Bethel has been a part of me most of my entire life, and I didn’t even know it. To be here among you today, serving and building a new kind of human community in the heart of Madison is a joy and delight. “The Lord is good to me! And so I thank the Lord!” As I look over the past year, there are several items to lift up and celebrate. I want to point to the tremendous staff at Bethel and invite your gratitude and support. Many are new to Bethel and I am certain that they will build on the wonderful work and legacy of the stellar staff that preceded them. I want to point to the teams who work faithfully to see that the day to day work of ministry is carried on with excellence. I want to point to the leaders on council and on the Foundation and at Horizons who shoulder great responsibility and are living more and more into a life of unity and collaboration.

As I have come to understand it, Bethel cannot be reduced to the Bethel Bible Series. It is much more than that. It cannot be reduced to the camp, Horizons. It is much more than that, as well. It cannot be reduced to the Foundation, or even to Bethel Lutheran Church. Bethel is not a single entity. Bethel is an enterprise of inter-related, inter-woven, and inter-locked relationships. Bethel is an enterprise, the sum and collection of separate entities (Bethel Church, Bethel Endowment Foundation, Bethel Horizons, Bethel Bible Series, the Steensland House, Bethel Community Services Corporation) working as one. But even that does not quite convey what Bethel is and has come to be. When we gather the various parts of Bethel that make up the enterprise and then combine it with the power and presence of the Risen Lord, Jesus Christ, that’s when we begin to understand who we are. The different elements of the Bethel Enterprise are beautiful legacies and gifts from both the distant and the recent past. They provide the foundation from where we begin our launch into the future. As we embrace the presence of the Living Jesus among us, we are drawn into a new future. In good times and in bad, we are one with each other, and one with Christ.

I have often used the image of a luxury jet airliner to describe how I have seen Bethel. This was a jet liner that in the recent past was running out of fuel. When that happens, momentum slows, progress is stalled, vision becomes lost, worry sets in, relationships fray, systems break down, and parts fall off. We are in the process of starting anew, of creating new fuel, rebuilding relationships, gaining momentum, replacing worn systems, and putting pieces back together. And we have LIFT. We are moving in the right direction. Signs of strength and vitality are all over the place. That is all true. But, what I wonder if a jet liner is the best

metaphor do describe our reality. Jet Liners fly in regions of the sky that are well known to parts of the world the world that already mapped. My gut feeling is that the Bethel Enterprise isn't so much a vehicle taking us through and to what is known as it is a vehicle for exploring the unknown. We face uncertain times. Our destination isn't perfectly clear. The path forward isn't obvious and can't be scripted. There are not formulas or recipes. We are more like intrepid explorers of deep space, finding treasures and mysteries. The Bethel Enterprise fueled by the power and presence of the Risen Jesus. We are one people. We share one Lord. We will live out one mission. We will pursue one vision. "Oh the Lord is good to us! And so we thank the Lord! For giving us the things we need, the sun, and the moon, and the apple seed! The Lord s good to us! Amen! Amen! Amen! Amen! Amen!"



## A message from ELCA Presiding Bishop Elizabeth Eaton

Dear friends in Christ,

Stepping out in faith can be difficult. Martin Luther did it in 1517. The Evangelical Lutheran Church in America did it at the 2019 Churchwide Assembly. This church can be bold and daring because of our scriptural and Lutheran confessional understandings. Is it easy?

No. Do we always get it right? Probably not. Where we are in error, may God correct us.

The cross is our center. Faith, grace and Scripture alone are our guides. We are church. We are compelled by the gospel and our understanding that in Christ we have been set free to love and serve the neighbor. This loving and serving of our neighbor alongside courageous and faithful leaders is what offers hope to congregations.

Over the past 18 months we have made significant strides in our work on congregational vitality. This church has multiplied its efforts and leveraged its resources to enhance vitality in congregations. Our vision continues to evolve around strengthening our relationships with God, each other and the neighbors we serve. In this way we are addressing both local and global issues by being present in our own community and proactive with issues in the broader church.

This presence is made possible in significant ways through your giving of time, talents and financial resources to our work together. The success of our recent campaign, *Always Being Made New: The Campaign for the ELCA*, reflects the increasing

support for existing and new ministries that serve our communities here at home and others around the globe. Through regular, special and legacy gifts, \$250 million was given to support God's work. Through the spiritual practice of giving, we both acknowledge receiving God's gifts and share in God's generosity by passing on a portion to others. Together we are doing God's work in ways that we could not do otherwise.

As your congregation plans work for the coming year, I hope you will be both bold and daring, remembering God provides and desires abundant life for all. May you continue supporting God's work together with a spirit of solidarity, collaboration and generosity. We are all partners in the gospel, believing in Jesus Christ crucified and risen for the life of the world.

Stepping out in faith together,

The Rev. Elizabeth A. Eaton  
Presiding Bishop  
Evangelical Lutheran Church in America

*"So if anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new!" —2 Corinthians 5:17*



# COUNCIL PRESIDENT'S REPORT

Dear Brothers and Sisters,

*“For where two or three gather in my name, there I am with them” –Matthew 18:20*

I have great news: Bethel is alive and well and we have entered a new decade with great hopes for another vibrant and strong year under this great roof of our church. To many of you this may sound normal. But to those who like our council were involved in the past year this feels like a new beginning.

Thanks be to God, we have Pastor Mike as our Lead Pastor, and thanks to Pastor Mike for taking charge of our ministry and throwing all his energy into renovating our souls and our organization. A very warm “thank you, Pastor Mike”... and thank you to Karen, his wife, for coming to Madison. Welcome to you both and welcome to their daughter Rachel who has taken up youth work. Our hearts are overflowing with joy that you are here, believe me.

We have a long list of other brothers and sisters to thank as well: our pastors John, Margo, and Jerry, the call committee who did such a fantastic job, our staff, ministry teams, resource teams and all the volunteers who care about nothing more than making you feel welcome in this holy place.

And a warm thank you to you who have stuck with us during the past three or four years of searching. Now I could go deep into using many biblical allegories and stories that show a searching people trying to find light in the darkness. But I won't...

I will be presidential and come back to what I told the children when I took over this job as President: I promised to be our chief custodian and we cleared out the mess in our basements (just talk to John Bauer when you see him) We kept at implementing our new leadership model which opened up the windows and let in fresh air. And as chief janitor I was and am still involved in many new ideas that will help us become a freshened-up home for current members and especially for new ones.

In a couple of weeks, you will hear about our new strategic plan. What is the purpose of this new plan: It is to pour new wine into old wineskins. We believe that Jesus loves us and that we can help you walk with him and with us. And that this ever-new movement will help others save this planet and ourselves.

So if I am excited that much is changing in this old house I hope you will be all energized in supporting us to invite more people into Bethel, to creating new services that attract the next generation of families and young students, of cleaning out dusty corners of this historic place and to fill them with people that get excited about? ...

Yeah, what do we want them to get excited about? That is the question I am asking you.

You see, we can't do this alone. We can't do it for you. This church is only as alive as you get jazzed about being with us and guiding us through the difficult questions we face: Loneliness, old age, divided politics, climate change, families that are breaking up, loss of family and friends, world hunger, empty churches, ... the list of challenges facing our church goes on.

Even though the world around us seems desperate, as long as we in here light a candle and pray for help, I am not afraid. And my heart is warmed by the loyalty and encouragement I find in our members every day. I thank you all for that.

So, when you ask me what we have done this past year on council I invite you to read this annual report.

There are tireless stories of all our good members in trying to make a difference in our lives.

Here some examples and highlights from the council's work this past year:

1. Support the call committee in their extended interview process.
2. Welcome Pastor Mike and his family to Bethel. Help him settle in and set up his new leadership.
3. Continue developing the ministry teams in their efforts to lead the many ministries in our church.
4. Support the resource teams in their unending efforts to keep the lights on, the church staffed, and bills paid.
5. Start a strategic planning process with great leadership from John Bauer our departing Director of Administration.
6. Help ministry teams prioritize the wonderful grant requests that are supported by the Bethel Endowment Foundation.
7. Oversee plans for the upcoming year's budget, initiatives and strategic directions.

For all this work we should remember that the 15 council members as well as all the teams are staffed by volunteers that offer you their time and constant attention to detail while making sure that the wishes of our members and God's will are respected. And to emphasize it again: It is a joy to work with these dedicated people and see how all have grown into this new teamwork that has really changed the way we arrive at decisions. Expect more new ideas to grow out of this hopeful bunch.

Thank you for your generosity in supporting Bethel. Your support has multiplied the efforts and initiatives that pour out of our members and staff. God bless your work, keep walking with us.



**Dirk von Below**  
**Council President**

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## PROGRAM STAFF SUMMARY

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**Pastor Margo R. Martens**  
**Visitation / Pastoral Care (part-time)**

*“Always be ready to make your defense to anyone who demands from you an accounting for the hope that is in you; yet do it with gentleness and reverence” –I Peter 15a-16a*

I like these simple words. They come to me as a most authentic ‘letter of call’ to my work at this time and in this place:

- as a disciple of Jesus,
- as a partner in ministry with all of you, my dear brothers and sisters at Bethel
- and also as a pastor in the life of the ELCA.

Engraved as they are in my heart, these words remind me of the hope that is innate to my life and work as a ‘worker with you’ in the kingdom of God’s eternal realm. They call me to be specific in naming that hope, from time to time, and such naming urges me toward the courage to LIVE the hope, in Word and deed. Most importantly of all, these words call me to gentleness toward all whom I meet and with whom I work, and a spirit of joyful reverence toward the mystery of God’s work in this awesome creation, especially as we are called to be stewards of God’s entire creation.

I have served, under call, here at Bethel for almost 4 years. My tasks are of infinite diversity. My spirit thrives on diversities of all dimensions. So it is, that whether I am preaching, baptizing, consoling the bereaved, praying with the dying as they are received in the arms of Jesus, talking with two who are about to pledge their life-long love to one another, or whatever tasks come my way, I know it to be my utmost privilege to serve with all of you, learning from you, walking together on our road of faith.

My humble thanks and deepest appreciation for your partnering.



**Pastor John O. Swanson**  
**Director of Congregational life**

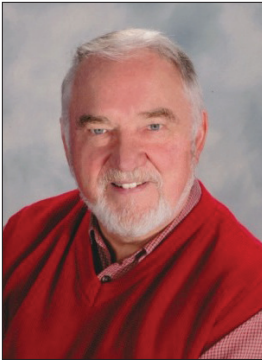
Over the past year or so, the word “transition,” came close to being a four-letter word around Bethel – perhaps especially with the staff. But, with the dedicated work of many faithful people, Bethel made good use of the many months of transition and is poised for an exciting 2020.

What I marvel at as I think about 2019 is that dedicated work that was done. The work of the Joint Council, the Call Committee, the Ministry Teams, the Resource Teams, the Sunday morning leaders (teachers, greeters, front desk receptionists, acolytes, readers, sound folks, ushers, altar guild all-stars, parking people, etc.), the Homeless ministry, the Food Pantry, the Bethel Foundation, the Women’s Circles, XYZ, and on and on.

While the work that was being done at Bethel last year may have been somewhat unique in ways, the dedication that was shown by countless volunteers was nothing new. I have seen such eager and willing work – help – offered regularly over the years. Bethel has thrived for 160+ years thanks to faithful members and friends who care and get involved.

Having been at Bethel for so long, I have also had the privilege of working alongside a host of wonderful people on staff, including 32 pastors. The summer and fall of 2019 were exciting for all of us at Bethel as we welcomed Pastor Mike as our new Lead Pastor.

There is a lot to be excited about as we look forward to 2020 and beyond. As we take those steps forward, may we hope and trust in God’s abiding love, grace and wisdom.



**Pastor Jerry Tews**  
**Interim Support Pastor (part-time)**

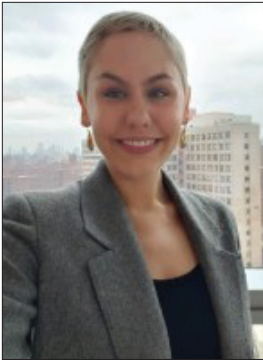
Thank you for the opportunity to connect with Bethel as Interim Staff Support Pastor, and Pastor connecting with Bethel's homeless ministry. With the staff I was particularly pleased to share both a day long learning experience and later another half day experience on how to receive and work with anxiety within the church walls. We studied the dynamics of Family Systems which provides a means of both talking about and then dealing with the inevitable tensions that are part of human relationships. Additionally I was able to get to know Bethel staff members and was available for conversations that may have been helpful in either professional or personal ways. Bethel has a great staff, extremely talented and dedicated!

I have also appreciated participating in Bethel's Homeless and Food Pantry Ministries. The learning curve was great for me and I received much more than I gave in these powerful Gospel driven efforts. Bethel is to be applauded for developing and maintaining such critical support systems for those who need them. The majority of my time was devoted to meeting those who walked into Bethel looking for help. Bethel helps many people and among the myriad of stories that I could tell, several stand out.

- A contemporary Prodigal Son/Father story. A man/son in his early mid to late 30's asked for a bus ticket to go home. As I was securing the ticket we visited and I asked him about this impending return home—how he felt about going, what sort of reception did he think he would receive. As he was rather “rough shorn” it didn't surprise me to hear of the tough life he had been living. He then said, “Time for the son to go home to his father.” He then compared his going home to the returning of the prodigal son to his father and he, while not 100% sure of the greeting he would receive, was also confident that his “asking for forgiveness” (his words) would result in that forgiveness being share. Bethel birthing a new relationship!
- Also this fall a friend to the homeless knit 87 scarves giving them to anyone who would accept them! Before sharing them she asked if I would bless them—which I did—and she gave them freely to be used by the recipient or given by them to someone they would choose. Bethel generating generosity!
- One of the individuals we helped with the Compassionate Fund sent me a Thank You card. In it I found two \$20 bills with the instruction to give them to someone in need! If anyone had such a need it would be her, yet she choose to “pay it forward.” Bethel growing gratitude!
- And finally, when we had run out of bus passes one of our homeless friends reached into his tattered billfold and gave a bus pass to the one asking saying “I won't be using this today.” Bethel fostering love and caring!

I want to thank you for welcoming me into your midst and allowing me to participate in meaningful ministry with Bethel's staff and in providing aid and comfort to those struggling to receive and maintain the very basics of life.

Blessings!



## **Rachel Brown**

### **Director of Youth Ministries**

I was called to serve as the Director of Youth Ministry in September 2019. Thank you for the supportive and enthusiastic welcome! Your blessings and faith in the Youth Ministry have gone a long way, and I'm excited to share with you how God has been working in the lives of our young people here at Bethel:

**Youth Quake.** We have witnessed an ongoing spiritual growth and a growing commitment and investment to the community of care in Christ in both our confirmation and high school groups. We have had, on average, 40-60 youth in attendance on Sunday nights. We meet every week from 6-7:30pm for confirmation, and 6PM-8:30PM for high school. Together, we lead worship, playing guitars, ukeleles, cajons, violas, and singing while sitting together around the candle-lit center. I lead a devotion, and invite young people to share their experiences diving into the challenging spiritual work of self-reflection, asking the hard questions that may not lead us to any definitive answers, and discerning God in the chaos and struggle of our everyday lives. The young people have come alive and stepped up to the plate in being vulnerable and attuning themselves to each other and God working in us and through us. We share a meal together and then split off into small groups for confirmation, and one large group for high school. We have dedicated adult confirmation leaders who have responded to the call to guide and engage young people through their spiritual development, supporting and nurturing this next generation of our church family.

**Thursday Night Coffee Circle.** In our breakout sessions during Youth Quake with the senior high, some darker emotions have arisen as they consider their safety at school, their experiences and journeys with their mental health, death, loss and grief. Even after extending our meeting time by an hour, we were still yearning for more time together. So, we have been giving ourselves another opportunity to live into this community of care together on Thursday nights for a Thursday night "Coffee Circle." On Thursday nights, we go around the circle, opening up and listening to each other, giving each other the gift of belonging and bringing each other to know of God's radical acceptance of us through each other.

**Play and Fellowship.** As much as these challenging emotions have brought us to know and trust each other, we also are sure to give ourselves the freedom to lighten up and play. If you've had the chance to stop through the Youth Quake room off of Borgwardt Hall, you've seen how beautiful our worship space is! As of the first of this year, we have begun to prepare the Game Room to be just as inviting. My hope is that stopping through, you can get the sense that something truly meaningful is happening there. As we play and are in fellowship with one another, we bless each other with the gift of experiencing the joy and freedom of living into God's love and gift of ourselves and each other. In fact, play can be a spiritual practice, as we witness ourselves come alive with eagerness to connect and as we let loose and experience the joy of God's gift of ourselves and having friends to enjoy it with.

A few high schoolers and I have been attending musical performances, plays, musicals, and sporting events of the other Youth Quake members. We attend these events to show up in support of the youth and their many interests and passions, and to also facilitate a sense of continuity between church life and their weekly lives in school and in their activities. We meet parents, extended families, and their friends and share in the joy of the youth's hard work and passion for their interests. This has proven to be fruitful for many reasons, and especially for being introduced to the youth's social networks-- we have met friends of the youth group

members at these events who end up joining us for Youth Quake on Sunday nights and Coffee Circle on Thursday nights.

**Special Events.** We had our first lock-in on November 1 to welcome our recent confirmands into the high school group. It was chaperoned by a Steensland House resident, a confirmation adult leader, and me. The night was full of play and goofiness, fellowship, and midnight deep conversations about the ways we can show up for each other in love.

We hosted an ELCA synod wide “Rise Up Night” for high-schoolers on November 17. We invited other church’s youth groups in to participate in Youth Quake. Other youth leaders commented on how much their youth enjoyed worship, time around the fire with prompting questions that challenged them and encouraged them to share, and how the worship space is inviting and sets the tone for opening up!

We hosted a Christmas Party for the high schoolers at the Brown house. It was a good night, enjoyed by all. We exchanged gifts, played games, and sang Christmas songs while gathered around the piano together. Throughout winter break, we also spent time together enjoying a sledding event and followed up with hot chocolate and checking in about how the holidays went for them.

I am beyond excited to welcome back the youth to Youth Quake for our new year together. We had an enthusiastic and Spirit-filled start to our time together beginning last September, and this momentum is gaining speed into this new year!



## Amy Hartsough Director of Music

**Children and Youth Choirs:** Joyful Noise (Kindergarten through Second Grade led by Chelsea Lauing) and Spirited Sound (Third through Fifth Grade also led by Chelsea Lauing) add beauty and joy to our worship as they sing, encouraging other children in worship. Their numbers are to the credit of their talented director, the Sunday School Staff and volunteers, and the parents committed to this ministry. Chelsea also leads the music (with musician Patrick Kenney) for Bethel Jr!, which takes place the first Sunday of the month at 9am in the Pentecost Room.

### **Adult Choirs:**

**Bethel Choir** (traditional/classical led by Amy Hartsough) continues its ministry at the 9am Service every week, and can be seen on Channel 27 and YouTube as well.

The **Women's Choir** (led by Amy Hartsough) sings one Sunday each month 7:55am and 9:15am and is also featured on Youtube and Bethel's telecasts.

The **Creative Worship Singers** (contemporary/classical led by Katie Gerlach) sing for the 11:15am service once a month.

The **Victory Choir** (retired folks led by Connie Dreger) sings at Nursing Homes monthly, taking favorite old hymns, fun songs and greetings from Bethel with them.

### **Instrumental Ensembles:**

The **Bethel Worship Team** (led by Katie Czechowicz) provides weekly music leadership for our 11:15am worship. This group includes, but is not limited to, three singers, several instrumentalists, as well as the sound crew.

The **Bethel Handbells** (adult choir of English Handbell ringers led by Carol Graves) plays one weekend each month at two services.

**Soloists:** Bethel continues its tradition of Cantors, who help lead the congregation, and lead songs for other special worship services. Also, many singers and instrumentalists of all ages have stepped forward to contribute to the beauty of worship through singing or playing solos and/or ensembles as special music, especially in the summer months and for church holidays.

### **Other Events of Note:**

Palm Sunday again was beautiful with a dramatic telling of the Passion Story with music, dance, and dramatic reading. Holy Week was beautiful and meaningful, and the Hallelujah Chorus with the Isthmus Brass was a profound experience! The Christmas Pageant and Christmas Eve featured so many talented individuals and groups at all of the services.

The Bhutanese people have become a vibrant presence among us and have regular weekly worship services at Bethel on Saturday evenings. Nolte Organ Tuning/Building of Milwaukee, WI continues to service Bethel's Schantz pipe organ. Jim Forrest continues to tune Bethel's pianos.

Musicians Patrick Kenney, Kathryn Gerlach, and Ms. Hartsough have shared playing for the 5pm Saturday evening service. Many thanks to the Bethel Choir Officers (Deb Holmen, Jeanne Hilton, Donn Gasner and Charlotte Dillabough) for their efforts and support, as they work closely with Ms. Hartsough on everything from administrative help, to organizing and publicizing social events, and assisting in choir rehearsals.

Many thanks to ALL of the staff at Bethel, the Council, and ALL of the participating musicians, paid and volunteer, who keep the music program vibrant! You are the reason Bethel has such a dynamic Music Ministry!



**Cindy Terhune-Melrose**  
**Coordinator of Sunday School and Family Ministry**  
**(part-time)**

On Sunday mornings we strive for a balance of high energy opportunities as well as quieter moments of introspection and mindfulness. We are getting to know one another and building a stronger community, opening our hearts and minds to God's Love, learning bible stories and how they translate to our lives, connecting with new people, playing games, reading bibles, singing songs and more! We are celebrating God's Love through movement, song, spoken word, the breath and silence.

In addition to Sunday mornings, children and families are encouraged to attend family retreats at Bethel Horizons, a monthly parenting group called Family Conversations, Parents Nite Out evenings, and other fun events throughout the year giving families the opportunity to deepen their relationships within their family, their Bethel friends and God.

Highlights:

- Help the Homeless Bake Sale in February was inspired and organized primarily by Bethel Children in response to their concern about the safety of our Homeless friends during the "Polar Vortex" of 2019.
- Name tags and Sunday School Check In Kiosk has been an extensive and important project over the past year. Learning one another's names is a way to show respect. We started with printed name tags in the spring of 2019 and upgraded to a full check in kiosk through Realm in the fall of 2019. This increases the security of our children and helps us learn one another's names.
- Easter @ Horizons 2019 will forever be known as the "one with the snowstorm." We did the ropes course in the snow, made snowmen, enjoyed smores around a snowy campfire, went sledding, enjoyed creativity in the art center and worshiped together.
- Throughout the year we gave children age appropriate story bibles and the highlight was a graphic novel bible given to the fourth grade students. The younger students are eager for their turn to be fourth graders and receive "the awesome bible!"
- Summer programming kept families involved through "Special Sundays" where children joined us for engagement between the Children's Moment and Communion. We also hosted a Parents Nite Out with a "Christmas in July" themed party for the children and a night at the Monona Terrace for live music with Pastor Mike.
- Vacation Bible Camp 2019 was so much fun that there were tears when it ended. Children and families made new friends through bible study, art and outdoor play at Bethel Horizons and the beach. A group of women connected while volunteering at Vacation Bible Camp and have now formed a prayer and bible study group that stays in touch almost daily.
- "Western Roundup" Rally Sunday in September was a beautiful intergenerational experience with face painting, a mechanical bull, delicious food, a petting zoo, and a Bethel Crawl to learn about the different areas of the church. The young at heart proudly wore their red Bethel bandanas.
- All Saints Sunday included a gift of the book "The Invisible String" and conversation about loved ones who we may not see but are forever connected to in love.
- Packer Tailgate and Flag Football might be the biggest hit of the year. Many Bethel children enjoyed playing flag football (in church?! So cool!) with Pastor John, some parents, and a few teenagers.

A warm thanks to all of the ministry teams for their support in everything outlined above. None of this was the work of one person alone but a beautiful collaboration between many people committed to doing God's Work with Our Hands.



**Alice Mowbray**  
**Director of Development**

Endowment Foundation work continues to do well by doing good. . . this past calendar year posted gains of slightly more than 20% - which was a welcome offset to the nearly 6.5% loss as occurred in the prior year. The Endowment gifts corpus as well as the many Custodial funds held for investment were the winners, along with the many ministries that are supported throughout the year by gifts and grants and outright spending from these accounts. The 'expected' fluctuation of the market which comprises usually 70% or so of the portfolio, is the primary reason for the smoothing out factor added nearly twenty years ago whereby the grant total determined is a calculation of the previous twelve quarters ending September – that's three years of investing activity instead of just one ending December – and remains steady at 5% no matter the recent return. The volunteer leadership of this 55-year-old Foundation as well as the Investment Committee continues committed and strong in their various areas of expertise, that they so willingly share with their church. We were fortunate to add Sue Ullsvik as Trustee this past year, and her many years of development work with Oakwood Lutheran Homes is so welcome. I'm grateful to work alongside these Bethelites in growing ministries that touch so many. Steadily investing in tomorrow indeed yields big dividends.

Bethel Horizons celebrated their 50th Anniversary year – and retrospectively, it was a whirlwind time of events, excitement, growth and good success. Eric Knueve is the right leader at the right time and cast a vision for the next fifty years of meeting people's needs in the beautiful outdoor acreage that comprises our Camp and Retreat Centers. It was a lot of work, a lot of planning and meeting, a lot of celebrating milestones - but the generous support generated seems a harbinger for the spirit of God keeping watch over this significant mission endeavor of Bethel. Besides the Alumni Board member coffee, the June public Campaign kickoff, the Staff reunion over Labor Day weekend, and the big event Gala in October - the successful and fun charity golf outing held in September and organized by Sharon and Greg Moses, was appreciatively earmarked to support this banner year at Horizons. At the close of 2019, pledges were received totaling \$2.9 million toward the goal of \$3.5 million. The addition of a few key area non-members to the Horizons Board is strategic and timed so well, as the resource is perfectly situated to be better utilized by other churches and community groups.

Media Ministry will be morphed and grown under the leadership of Pr Mike – we can already see his tweaking of ideas for telecasts and streaming, in order to reach even more seeking a worship experience via our website. This seems one of the key elements that will help reset Bethel as being a flagship leader of many matters' Lutheranism emanating from the heart of downtown Madison.

One of the only constants about government rules, laws and programs seem that of change. Near the end of 2019, the recently made permanent IRA qualified charitable distribution age was increased to 72, after being in flux for the previous decade. Just when we all had the guidelines understood! Bethelites continue to be mindful of conditions surrounding the tax laws, but also find creative and workable ways to continue their generosity, in support of their church and its related ministries – it's truly inspiring. Another change in 2019 - the Household/Estate Sales group finished business after a very good run, on their own with no Parish Shoppe since 2005. We are grateful for their dedication that gave back \$450,000 just in the past 14 years.

We enjoy a rich history at Bethel, and as mentioned by me before – many of the key elements for thriving are still intact, and now are enhanced by having new insightful leadership in place. I look forward to the vision of 2020 coming into focus, and playing a positive part of setting it in motion.



**Pam Shellberg**  
**Director of Lifelong Faith Formation**

Highlights and Accomplishments of 2019:

- Strong Bible study offerings to the congregation and community: Lenten study, “Trauma and Transformation”; fall study, “Seeing the Bible Again for the First Time”; regular Sunday morning studies following the narrative lectionary led by Mimi Troutman; the beginning of the first of a two-year Bethel Series offering, with an innovated “retreat” format – monthly, on Saturdays
- Instructive and generative adult forums planned and offered by Caring for Creation and Caring for Social Justice teams: sessions on Wisconsin’s lakes and water; MGE’s plan for sustainability and decarbonization; series of sessions related to racial disparities in the Wisconsin prison system. These teams consistently create compelling offerings on pressing issues of the day with knowledgeable, high-caliber speakers and presenters.
- The confirmation program was reconfigured (and continues to be refined) to meet every week on Sunday evenings (the youth and leaders have dinner together, worship with the high school youth in Youth Quake, and meet in grade level small groups). We have a very strong team of leaders – for whom we are very grateful – including very committed older adults and parents of confirmation-and-school-aged students, and also energized college-aged and high school youth.
- We happily welcomed Rachel Brown as the new Director of Youth Ministries, and she has brought a wonderful new energy to the program. Participation is trending in an upwards direction, and growing also in depth due to the weekly Youth Quake program offering and Rachel’s commitment to meeting students “where they are” in small groups, off-site, during the week.
- There has been very robust attendance at the monthly Bethel, Jr. worship services, which has become a beautiful intergenerational event. Bethel, Jr., Sunday School, Family Conversations, and VBC are on fire right now, thanks to Cindy Melrose’s passionate leadership and the community of parents and dedicated leaders growing around Sunday School and family ministries at Bethel.

Goals and Challenges for 2020

1. To lead the Bethel community in a disciplined discernment of what it means to be a disciple in 2020 – each person, individually, and also for us a Christian community.
2. To deepen and widen the Bethel community’s engagement with the Scriptures, through more and more varied Bible study opportunities, and also specifically targeted to Sunday School, Confirmation, and adult education volunteer leaders.



**Christal Swigart**  
**Director of Communications**

Communications Mission: To inform, inspire, and invite participation in the Bethel community, reaching both the involved person as well as the newcomer.

Highlights:

- Monthly postcard mailing to people who have moved within one mile of Bethel inviting them to visit (increasing this to 3-mile radius this year).
- Ethic Adverting to use display ads to target people once they have been on our website, and helping us spend our new \$10,000 Non-Profit Google Grant on driving people to our website.
- New design for the Stewardship Campaign which was well received.
- Theme designs for sermon series' - with matching print and social media promo.
- Continued using Constant Contact email marketing service to reach out to subscribers to showcase news, events, and share The Bethelite digitally. We have over 1,700 subscribers to our Bethel eNews.

Goals:

- Explore best practices with our new LED screen.
- Utilize Realm's potential value to connect people in our congregation to each other and things that are happening at Bethel
- Growing online audience which provides more opportunity for instant interaction through social media
- More diverse advertising strategy to bring varieties of people into Bethel
- Continue to do cost saving analysis to make sure we are being good stewards of our resources

Challenges:

- So much going on, often with tight deadlines, creates a challenge in focusing on larger-scale projects
- There are 4-5 different generations in the Bethel community, and they all receive information differently
- Keeping the church database up-to-date
- Budget constraints

Conclusion: The role of communications is integral in any organization, especially so at a church with the size and scope of Bethel. Delivering effective, interesting and economic information to a varied audience is always going to be a challenge. With new leadership and ideas, I think we are moving in the right direction to better analyze how we can be more strategic and effective in Bethel communications.

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# RESOURCE TEAM REPORTS

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## **Financial Resources Team**

**Email:** [finance@bethel-madison.org](mailto:finance@bethel-madison.org)

**Facilitator & Joint Council Rep:** Sigrid Knuti

**Joint Council Treasurer:** Paul Aspinwall

**Members:** Gary Hertel, Alice Mowbray, Ron Opelt, Jan Primus, Tim Semmann, and Greg Smith

**Staff Liaison:** Pastor Mike Brown

The Financial Resource Team (FRT) was created by the Transition Task Force to lead the development, management and investment of Bethel's financial resources in order to fulfill its mission and ministries by:

- Cultivating a “culture of generosity” through stewardship education.
- Leading the annual appeal.
- Leading the creation of a budget to be presented to the Joint Council and approved by the congregation.
- Overseeing the revenue and expenditures of BLC's financial resources.
- Cultivating healthy communication with the congregation regarding the financial life of the church.
- Collaborating with other Teams regarding resource development and ensuring regular audits of the church finances.
- Growing personal and family stewardship faithfulness through education.

The Team conducted in depth quarterly reviews of the 2019 budget and shared the status and its analysis with the congregation through articles in the Bethelite and temple talks given by Gary Hertel. To better understand expenditures for comparison purposes, the Team arranged the budget into “Service Categories” which showed what percent of the budget is spent on Worship, Music and Pastoral Support; Life Long Education; Missions/Ministries; and General Services, which it shared with the Joint Council. It developed a five-year quarterly history of budget expenditures, used to monitor and project budget outcome. The church has similar data for income, but not for expenditures. The Team conducted a special “Gratitude” fundraising campaign” in the spring to help close the planned budget deficit, building on the positive environment following the announcement of a new Lead Pastor.

The FRT closely monitored the budget, sharing its analysis with other Teams. For example in May it reviewed and projected staffing expenses and vacancies with the Human Resource Team to help them better monitor costs and make appropriate adjustments. In early November, using expense and income histories, the Team was able to predict the 2019 budget deficit within a few thousand dollars.

The Team initiated an audit this fall lead by Laura Vogel. The Audit Team performed a financial and process review from July 1, 2018 - June 30, 2019. FRT members Gary Hertel, Ron Opelt, Jan Primus, and Tim Semmann served on the audit team along with other Bethel members. The report will go to the Joint Council in January 2020.

During the year the Team's responsibilities were adjusted and changes made. In mid-year stewardship responsibilities were resigned to a Stewardship team and next year the Treasurer of the Joint Council will also serve as the Facilitator of the Team and Joint Council Representative. Going forward, the FRT's mission statement needs to be reconsidered in the light of this year's experience.

## **Human Resources Team**

**Email:** hrteam@bethel-madison.org

**Facilitator:** Carolyn Aradine

**Council Rep:** Nancy Young

**Staff Rep:** Pastor Swanson assisted until John Bauer and Pastor Mike Brown were hired

**Members:** Craig Gjerde, Jeanne Hilton, Phil Ingwell Sr., Tom Solheim

HR Team met bi-monthly from January to July, monthly in September, October and November, and twice in December (no August meeting). Members met additional times to interview applicants for the Director of Administration position. Over the year HR team also met with members of Financial Resources team, Joint Council, and Ministry Council to address mutual concerns and with Bethel personnel to respond to their requests and concerns. Exit interviews were conducted with staff who resigned.

Major work of the HR team focused on updating the Director of Administration (DoA) position description and recruiting for the DoA position. Early in 2019 Bethel engaged QTI, a local executive search agency, to identify and screen applicants for the DoA position (search funded by a Bethel Endowment Foundation grant). HR Team members then reviewed and interviewed qualified applicants. Few applicants presented the array of competencies (personnel, finance, administration) sought. Two well qualified applicants withdrew (one for personal reasons, the other was currently employed at a higher salary). Subsequently John Bauer became available and was recommended to Bethel. The church was able to hire him on an interim basis which extended throughout 2019.

HR Team members also participated in recruitment efforts to fill other vacated positions, collaborated with other teams (notably Financial Resources and Ministry teams), addressed issues with Joint Council leaders, conducted exit interviews with personnel who resigned, participated in the Reconciling in Christ assessment, and responded to members' questions and concerns about Bethel's new organizational structure. In addition, the HR Team has been fortunate to work with John Bauer (interim DoA) who has worked diligently with Bethel in reviewing and updating all position descriptions and the Bethel Handbook (staff policies and procedures), led strategic planning, and addressed many other administrative issues.

## Property Resources Team

**Email:** property@bethel-madison.org

**Facilitator:** David Knuti

**Council Rep:** Soren Schoff

**Staff Rep:** Steve Lawrence, Pastor Mike Brown

**Members:** Ed Young, Peder Moren, Thomas Derr, Tony Arneson, Ann Leon, Paul Moen, Phil Ingwell, Fred Zimmerman

**Ex-Officio:** Sue Stein, Craig Gjerde

The Property Team met ten times during the year and was able to increasingly exercise its responsibility to monitor property management and participate in planning and decision making. It worked closely with Director of Administration John Bauer, Building Manager Steve Lawrence and Council Liaison Soren Schoff, all of whom regularly attended PRT meetings and met frequently with the Facilitator. Pastor Mike is now participating regularly.

**Expenditure Monitoring:** The PRT reviewed monthly expenditures in the Property categories and Foundation project implementation. The Facilitator provided ongoing analysis of utility costs obtained directly from MGE accounts, which was informed by his data on long term trends. The PRT identified areas of under expenditure and urged staff to maximize opportunities for expanded effort within the budget.

**Foundation Capital Projects:** Under the direction of the Building Manager four improvement projects were completed for \$96,775: Cooling Tower Replacement with Screening Wall, Pentecost Vestibule, and Johnson Street Wall Panel Replacement.

**Edison Energy Efficiency and Condition Study:** The Foundation financed a \$14,520 study for the first comprehensive look at Bethel's energy equipment and systems. The consultants produced an authoritative description and framework for considering future action. Three groups of recommendations were provided: a short term "immediate action list;" intermediate small-scale, low-cost "retrofits;" and substantial "Energy Conservation Measures," requiring capital investment. While some of the measures are not urgent, all offer payoffs in energy conservation/cost reduction or reduction in greenhouse gas emissions. The PRT held two briefings on the report. It stimulated an important discussion of implementing strategy by staff. Although the draft report was very useful, the Facilitator and Administrator requested some improvements and additional work which could only be completed in the late fall during the heating season. The final report will be available in early 2020. It will provide a challenging agenda for staff implementation and PRT monitoring. A Forum will be held in the spring to share findings with the congregation.

**Solar Project:** The PRT thoroughly examined and debated the long-discussed Solar Project proposed by the Caring for Creation Group. Two financing alternatives were considered: financing through a third party solar investor with a long term buyout, or direct financing from unallocated church financial accounts to produce immediate cost savings. The PRT recommended a Council Resolution to approve the Solar Project in principal depending on a final financing decision. On November 16, the Council adopted the resolution and subsequently direct financing approach for \$90,000 to \$100,000. In the meantime, the PRT Facilitator secured a \$11,200 grant from RENEW Wisconsin to defray part of the cost. A contract is being developed with Full Spectrum Solar which has designed a 47.34 kiloWatt capacity unit to be placed on the flat roof of the church. The solar power will replace 11% of current electricity use, saving approximately \$6,800/year in cost, and eliminate 45 tons of greenhouse gas emissions.

**2020 Budget and Grant Requests:** For the first time the PRT was able to fully participate in the Property budgeting process. Demand for Foundation grants was particularly strong this year with 14 Property proposals for \$403,000 submitted. In consultation with the guidance of the Director of Administration and Building Manager, the proposals organized in a priority list of five proposals, which were funded for \$161,510. The Property sector of the main church operating budget was also scrutinized for the first time, but without time or information to make definitive recommendations.

## Looking Forward to 2020

**Solar Project Implementation:** The PRT Facilitator and Building Manager will coordinate the implementation of the Bethel solar project approved by the Council in November. A contract is under review with the solar installer, Full Spectrum Solar. Subsequently, company project engineers and the Building Manager will develop detailed design and installation plans, and a building permit will be submitted to the City of Madison. The PRT Facilitator will seek another supplemental funding grant from Focus on Energy for an anticipated \$5,000. The installer anticipates completion by June when a dedication ceremony is being planned.

**Energy Conservation Measures:** The Building Manager with the support of the PRT will pursue as many as possible recommendations from the Energy Efficiency and Condition Study. The most notable project will be replacement of over 50 defective steam trap devices believed to be wasting large amounts of heat energy. A “retro-commissioning” program of fine tuning and smaller repairs on energy systems will be executed with partial support from Focus on Energy. Some additional smaller projects will be supported with Foundation grants, and continued study of energy conservation opportunities will be identified. It is hoped that these measures combined with the solar project will reduce energy costs and raise Bethel’s score in the national Energy Star rankings. Other recommendations such as completing LED lighting conversion and replacing a large air handling unit will be considered for funding next year.

**Building Improvements with Foundation Grants.** The Building manager with oversight from the PRT will complete five major repair/improvement projects financed with Bethel Foundation grants for \$161,510. Notable among these will be masonry repairs on the bell tower, lower level flooring replacement, and a new water softener.

**Expanded Volunteer Assistance in Property Maintenance:** The PRT is encouraging the expansion of volunteer effort to assist the Building Manager to maintain Bethel beyond available staff resources. There is already a functioning Grounds Team and Horticulture Team. This spring, a Building Support Team will be recruited from skilled congregation members spring to take on specialized projects.

**Ministry Council** is facilitators and council reps of the five ministry teams

**Resource Council** is facilitators and council reps of the three resource teams

**The Joint Council** is council reps from the ministry and resource teams and the council executive team: (lead pastor, president, president-elect, secretary, treasurer)

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# MINISTRY TEAM SUMMARIES

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## **Growth, Enthusiasm: Ministry Teams Support a Vibrant Bethel Community**

The **Ministry Teams** have equipped and supported the Bethel community in exciting ways in 2019. We gladly share what we have been up to this year.

The **Lifelong Learning Team** is proud to support Caring for Creation and Caring for Social Justice. Both groups teach about and discuss issues relevant to people inside and outside of the church. Adult education opportunities abound with bible study series in the spring, fall and now on Sundays. The Lifelong Learning Team also supports Sunday School, Confirmation and the new “Youth Quake” high school youth group.

Do you ever wonder how often new people come to Bethel? The **Community Team** welcomed 150 first-time worshipers in 2019 with Welcome Bags. Their other responsibilities include Sunday morning fellowship, the Bethel nursery and the Bethel Community Picnic. Next year we look to expand our efforts in hospitality and outreach.

The **Serving Team** supports over 40 of Bethel’s ministries, including homeless ministry, food pantry and jail ministry to name a few. The Serving Team also organized family photos on Mother’s day and Father’s day. We offered the first-ever “Paws at Bethel” event to bring Bethel members, their dogs and our neighboring community together for food, music and fun.

The **Worship Team** has been hard at work to keep Bethel an inspiring place to worship. The team selected our beautiful new paraments that hang in the sanctuary, adding even more color and beauty to our worship space. We are happy to support the music ministry, which is vital to our Bethel worship experience.

The **Nurturing Team** has succeeded in bringing people together into loving and meaningful intergenerational relationships. Table for Three Generations again forms new friendships over dinner and conversation. Other events included the intergenerational retreats at Horizons. Children were running together as a pack while adults of all ages relaxed by the fire in the beautiful setting of Bethel Horizons. It was a time for fun, fellowship and inspiring worship.

Each of these efforts show the energy, life and love abundant at Bethel. Best of all, collaboration is happening at every level of Bethel. As one team suggests a new idea, other teams and staff respond with “how can we help?” When pastors or staff have a problem or need, teams brainstorm solutions, volunteering labor and resources to help. When an event is planned, the Ministry Council reaches deep into the congregation to invite as many volunteers as possible. People who have never volunteered are involved and valued as members of the team. The biggest success of the Ministry Team structure is the sense of belonging and community that is now accessible to many more of our Bethel members. Jesus loves us all, and we look forward to walking with Him, together in the coming year.

Heather Moen  
Ministry Council Facilitator

## Community Ministry Team

**Facilitator:** Renee Tennant

**Joint Council Representative:** Bonnie Orvick

**Members:** Jim Esmoil, Chris Hartman, Errol Hartman, Craig Gjerde

**Vision Statement:** Creating a culture of hospitality where we listen deeply to each other and our neighbors.

**New Member update:** Bethel welcomed approximately 21 new members in 2019. Each new member indicates ways they would like to become involved at Bethel, and this information is added to Bethel's volunteer database.

**Outreach update:** Meetings were held with Pastor Emily Tveite from the Lutheran Campus Center for the purpose of strengthening our relationship with university students and the Lutheran Campus Center. Bethel continued advertising on social media and targeted ads to people searching online for Madison churches.

**Hospitality update:** Sunday coffee service continues to be a popular fellowship opportunity on Sunday in between services. The Community Team sponsored several receptions and celebrations this past year. We celebrated new members, welcomed Pastor Mike, acknowledged our estate sale volunteers, and celebrated confirmation.

To support our value of creating a welcoming environment, in January of 2019, the Community Team planned an **appreciation brunch for ushers and greeters** to share the strengths and needs of their welcoming roles. Hospitality training was provided to reinforce important practices in creating a welcoming church.

The **Bethel Community Picnic** is an opportunity for Bethel members to experience fellowship and camaraderie, which leads to a greater sense of belonging within the Bethel community. The participation of church members doubled at the June 1, 2019 picnic. We served 220 people in 2019 compared to 115 in 2018. The collaboration within the church between the Ministry Council and the Community Team was effective. The collaboration between Bethel Horizons staff and Bethel Church resulted in a successful outcome.

## **Lifelong Learning Ministry Team**

**Co-facilitators:** Kym Davick

**Council Rep:** Kay Wickland

**Staff Rep:** Pam Shellberg

**Members:** CCathy Buege, Dave Myhre, Wilda Nilsestuen, and Betty Pohlman

**Vision Statement:** Growing faith in Christ through learning about God and His will for us.

Our team welcomed all new staff leaders this past year:

- Pam Shellberg as Director of Lifelong Faith Formation in January
- Cindy Terhune Melrose as Coordinator of Sunday School and Family Ministry (after serving as Interim Director of Lifelong Faith Formation until Pam's arrival)
- Rachel Brown as Director of Youth Ministries in August

The Lifelong Learning Team coordinates and encourages the following groups and programs:

- Children's Ministries led by Cindy Terhune Melrose which includes:
  - » Sunday School (2 year-olds through fifth grade)
  - » Vacation Bible Camp
  - » Christmas Pageant
  - » Bethel Jr.
  - » JAM (Jesus And Me)
- Youth Ministries led by Rachel Brown which includes:
  - » Confirmation (sixth through eighth grades)
  - » High School Youth (ninth through twelfth grade)
- Sunday Nursery
- Adult Education led by Pam Shellberg which includes:
  - » Caring for Creation
  - » Caring for Social Justice
  - » Bethel Series
  - » Bible Studies
  - » Adult Forums
- Library
- New Member Classes
- Pre-baptism Classes
- Family Ministries

The principal function and accountability of the Lifelong Learning Team is to establish short and long term goals for continuing Christ-centered educational opportunities for all ages. The team also coordinates and evaluates activities of the groups they represent, as well as monitoring the acceptability and effectiveness of educational offerings in totality to encourage Christian-centered living and intentional discipleship.

## **Nurturing Ministry Team**

**Vision Statement:** Encouraging Christ-centered lives by developing connections across generations.

Intentionally we have made connections across generations, both at Bethel and at Horizons. The intergenerational “Road Trip to Horizons” both at Easter and Advent have helped friendships form as laughter and adventures were shared. The Women’s Retreat is held every fall with many women sharing the love of nature with this year’s focus on joy.

Sharing meals is a consistent activity. Last year we launched the program called “A Table for Three Generations”, and we continued this a second year. These groups meet 3 times in a year and new groups can always be added. Also, the combined adult and children’s choir potluck was a fun event. Several times this year we offered Make and Take meals, and many families participated. It is so nice to have a meal ready for a busy week! Extra meals were made for Sunday school teachers to thank them for all they do.

This summer we held special children’s programming and activities on the “Rwanda Sundays”, as well as a drop-in choir, bringing people of all ages together. And Rally Sunday was a fun day enjoyed by all!

Bethel Jr! is a creative worship for modern families where kids bring their families to worship! We meet in the Pentecost room on the first Sunday of the month during the school year. Each month has a values-based theme we explore through song, group building activities, skit, scripture, and a message from Pastor John. Each month we have between fifteen and twenty-five people, almost all children, assisting in the worship service. Children share their instrumental musical gifts (violin, piano, voice) in the prelude and during communion, assist with audio-visual technology, read lessons and prayers, assist with communion and greeting, participate in skits, and more. Bethel Jr! is a beautiful intergenerational collaboration from the prelude to the postlude. We hope you will come down to join us!

Things are changing for 2020 and much of the work that The Nurturing Ministry has done in the past will now fall under the Life Long Learning Ministry team in the year to come. We are always looking for new volunteers though so please reach out if you would like to join us! We are proud of the work we have done and grateful for the friendships we have built.

## Serving Ministry Team

**Facilitator:** Margie Czechowicz, 608.469.0297 or mczecho@charter.net

**Council Liaison:** Margie Czechowicz

**Staff Liaison:** Pastor Margo, 608.257.3577 or margo@bethel-madison.org

**Members:** John Hueschen, Mary Lou Tyne, Bev Thom

### Vision:

- Bringing peace to weary souls through Jesus. Love and comfort those who are hurting.
- Being Christ in the world through outreach and service.

**Mission Statement:** Resourcing new ideas for connecting and enabling people to serve others in response to God's amazing love.

The Serving Ministry Team connects with the following ministries:

1. Bethel Community Services Foundation (BCSF)
  - Homeless Support Ministry
  - Food Pantry
  - Compassion Requests
2. Shut-in visitation
3. Bethel Builds, Rebuilding
4. Stephen Ministry
5. Blood Drive
6. Circle of Love Golf Outing (benefits BCSF)
7. Community Meal Program
8. Grace Episcopal Men's Shelter Meals
9. Grief Groups
10. Prayer Shawl Ministry
11. Visitation

Significant "happenings" from January 2019 to January 2020:

- Bethel applied for and has been awarded \$7,000 through the ELCA Mental Health Grant. This will be used to better support our Homeless friends with mental health issues.
- Photo opportunities offered at Bethel on Mother's Day & Father's Day – allowed Bethel folks/visitors to get photos taken – and with their permission shared on social media and added to REALM.
- PAWS at Bethel – held on Wednesdays in September for dog owners and dog lovers, enhanced by live music, food and beverages. Done to promote Bethel as an active, vibrant downtown church for those who live and work in downtown Madison, especially, but not limited to, young adults. Goal is to work with the other Ministry Teams to make PAWS at Bethel happen 1 or 2 months a year. (i.e. May and September)
- Circle of Love Golf Outing raised over \$12,000 in September 2019 – proceeds were gifted to Bethel Horizons in honor of their 50th Anniversary.
- Researching ways to connect with other organizations/churches/non-profits to care for our Homeless friends in a more holistic way; i.e. Church Health Services in Beaver Dam has been doing this successfully for over 25 years. Plans are underway to meet with them & learn from their journey. <http://www.churchclinic.org>

## **Worshiping Ministry Team**

**Facilitator:** Larry Veleke

**Council Liaison:** Jeanne Hilton

**Staff Representatives:** Pastor Mike Brown, Director of Music Amy Hartsough, Pastor John Swanson and Pastor Margo

**Members:** Marian Osterberg, Steve Young, Dana Lund Rice, Mike Thom, Corey Olson, Ann Dettwiler, Wayne Raether, Linda Scheid

**Vision Statement:** Connecting people to Jesus through diverse experiences of worship, praise and thanksgiving.

The worshiping team meets regularly and consists of the Lead Pastor, the Director of Music, the Joint Council Liaison, the Team Facilitator, and representatives from ushers, communion servers, acolytes, altar guild, the fine arts committee, and other groups which relate to the worship experience.

The worshiping team collaborates with and oversees the following programs:

- Worship Volunteers
- Music Ministry
- Ushers
- Communion Servers
- Acolytes
- Fine Arts Committee
- Lectors
- Media Ministry
- Sound Ushers
- Altar Guild
- Bhutanese Ministry

Areas of accountability include:

- Understanding that worship is central to Bethel Lutheran Church.
- Providing diverse experiences to praise God and grow congregant's faith.
- Meeting regularly on a schedule the team determines.
- Collaborating with other committees in making our worship spaces welcoming.
- Involving volunteers as communion assistants, readers, ushers, music ministers, and acolytes as needed.
- Supporting the media ministry to ensure creative and inspiring programming.
- Planning for the church calendar year.
- Supporting the Bethel Staff in overseeing the above areas.

2019 Ministry Team Projects:

- Team ordered and received five of the six sets of paraments that were paid for from their Foundation Grant. An additional Foundation Grant was applied for to cover the cost of the sixth set of paraments.
- Team was responsible for changing out the paraments for the different seasons of the church year.
- A sub committee named the "Dream Team", was established to design liturgical art displays for installations, at the request of the pastoral staff. The team included Worshiping Team members and other members of the congregation.
- The Dream Team installed displays for Pentecost, All Saints, and Christmas.

# ORGANIZATIONS, COMMITTEES, ACTIVITIES AND BOARDS

## **Acolytes**

**Contact:** Rachel Brown, 257.3577 or rachel@bethel-madison.org

**Team:** Nurturing Ministry

Acolytes are liturgical assistants who serve as candle lighters and communion helpers during worship services at Bethel. Students begin acolyte duties in 6th grade and acolyte as part of their confirmation requirements, and can choose to continue their service throughout their high school years.

## **Altar Guild**

**President:** Wayne Raether and Paul Nehm

**Team:** Worship Ministry

Set up/Clean up for communion services in the Sanctuary and Pentecost Room; annually clean silver service; clean altar linens.

## **Archives**

**Chairs:** Tom Pierce, Julie Eyers and Deb Holmen

**Team:** Lifelong Learning

The archivists preserve and organize all historical materials pertaining to Bethel and its ministries. The archives are located in the first floor office next to the print room.

## **Baptism Blanket Ministry**

**Contact:** Mary Anne Smith, 262.930.8844 or masmith204@aol.com

**Team:** Worship Ministry

**Staff Liaison:** Judy Armelin, 257.3577 or judy@bethel-madison.org

The Baptism Blanket Ministry creates flannel blankets with prayer and love for each child baptized at Bethel. The blankets are presented to the family as part of the Baptism Sacrament to remind them that the child is now wrapped not only in God's love but also in the love and prayers of the congregation. For more information or sewing instructions, please contact Mary Anne Smith.

## **Bethel Book Women**

**Leader:** Cathy Jones, 608.821.0345

**Team:** Nurturing Ministry

**Meets:** At 7pm third Monday of the month, at Bethel

Our group consists of people who love to read and enjoy the fellowship of other readers. In addition to our book discussion we take time to share news about friends, our family and ourselves. We welcome interested persons to join our group at any time. Email: bethelbookwomen@gmail.com

## **Bethel Builds**

**Chair:** Paul Moen, pdmoen@gmail.com

**Staff Liaison:** Pastor John Swanson, 257.3577 or jswanson@bethel-madison.org

**Team:** Serving Ministry

Bethel Builds is an outreach effort of Bethel Lutheran Church. We have informally partnered with Habitat for Humanity of Dane County and regularly seek volunteers to help with area Habitat builds. We see volunteering as a great opportunity for congregants to share talents and energy, to connect with others, to learn and grow in many ways, to reach out to our community, and to have fun in the process. The interactions, relationship- building and growth that take place during a Habitat workday are among the most rewarding aspects of being involved in an effort of this type. Paul Moen (pdmoen@gmail.com) coordinates workdays approximately five times annually, usually on Saturdays. Volunteers are sought through announcements during church services, Bethelite announcements, and an email database. Those interested in volunteering and/or being involved in leading this ministry are encouraged to contact Paul Moen.

## **Bethel Community Services Corp. (BCS)**

**Staff Liaison:** Alice Mowbray, 257.3577 or alicem@bethel-madison.org

**Team:** Serving Ministry

This is the community social service arm of BLC and has an IRS designation of 501[c]3. Therefore it puts Bethel in a position to apply for and receive funds from a variety of sources that may not otherwise support church affiliated/faith based programs. BCS supports a variety of ministry areas that augment the mission emphasis of Bethel Lutheran Church. It exists to assist and develop services for vulnerable populations, including but not limited to Latino youth, Bhutanese youth, children at risk, single mothers, hungry families and the homeless. Occasional work continues with an independent grant writer in order to secure on-going funds outside of our Bethel budget for affiliated ministries.

The board consists of Pastor Mike Brown, Jan Primus and Alice Mowbray/Treasurer (additional members will need to be added). They generally meet 3-4 times a year, and additionally as needed. This board has been mostly inactive since Fall 2016. The hope for the new year is to reinvigorate this activity, and the work of BCS.

## **Bethel Endowment Foundation**

**President:** Walter Dewey

**Contact:** Alice Mowbray, 257.3577 or alicem@bethel-madison.org

**Staff Liaison:** Pastor John Swanson, 257.3577 or jswanson@bethel-madison.org

**Team:** Financial Resources

**Meets:** At Bethel quarterly – generally, 4th Tuesday of January & April (includes annual meeting), July, October, plus specially called meetings as needed.

The Foundation receives, invests and disburses funds contributed for the benefit of the mission of Bethel Lutheran Church and its boards and committees. Grants given in 2019 totaled more than \$780,000 – the detail of which is itemized in the semi-annual newsletter 'Foundation Life' published in late Spring and Fall. Life to date grants from this foundation amount to ~ nearly \$13 million.

Written applications for funding are due mid September, and need to have a Bethel pastor or program staff person as sponsor; include a brief project description with budget; describe how it will enhance or support the ministry of Bethel; and include evaluation criteria. This past year, efforts were made to include all the ministry teams in this process as well. Grant requests are reviewed and prioritized by the Church Council, and passed onto the Foundation trustees for their consideration. The amount of money to fund grants is determined by taking 5% of the previous twelve quarters ending September average valuation of the Foundation, in order to smooth out market fluctuations.

The Investment Committee, (Bethel members appointed by the Foundation trustees) chaired by Walter Dewey, meets generally on the 2nd Monday of each month, in order to manage the portfolio of holdings. The investment results for the previous year compared to benchmark funds are included in the context of the aforementioned newsletters.

## **Bethel Horizons Foundation, Inc.**

**President 2019:** Denis Vogel

**Staff Liaison:** Eric Knueve, 257.3577 or ericknueve@bethelhorizons.org

**Team:** Nurturing Ministry

**Board Meetings:** Held at Bethel Lutheran Church. For schedule, please email bethelhorizons@bethelhorizons.org.

**Bethel Horizons:** Summer Camp, four retreat centers (Prairie Center, Barn Retreat Center, Art Ventures Retreat Center, Farmhouse), Environmental Education program and Nature Center, Adventure program, Adamah Art Studios, Tent & Trailer Grounds.

2019 was the year that Bethel Horizons celebrated 50 years of outdoor ministry. Through three 50th anniversary events, we had nearly 500 people participating in celebrating this milestone. This anniversary also saw Bethel Horizons launch a \$3.5 million capital campaign to help improve the capacity at camp. As of this writing we have over \$3 million pledged to help us reshape Horizons' physical space to meet the current and future needs of our campers and participants. Summer camp had a strong year with over 350 campers, of which over 200 campers received full or partial camperships. Adamah Clay Studios conducted over 40 programs including hosting Potters for Peace Water Filtration Course for the 2nd year in a row. Our Adventure and Environmental Education programs served more than 7,000 youth and adults including over 360 teachers from Sauk Prairie for a one day teacher inservice in August. The retreat programs saw over 30% more individuals served than in 2018! In 2019, Sadie Cordova, Office Manager/Registrar and Stephanie O'Shaughnessy, Adamah Assistant departed. We welcomed Linda Warren, Office Manager/Registrar, Tara Krueger, Adamah Office Manager/Registrar and Michael Schael, Adamah Studio Assistant to our staff. They joined our wonderful staff of: Adventure Director Phil Bramley, Environmental Education Director Eric Volden, Art Ventures Director Jennifer Mally, Program Director Molly Czech, Bookkeeper Penny Duane, Property Manager Leon Gander, Food Service Director Micky Greene, Accountant Karl Grimm and Executive Director Eric Knueve.

Thank you to Bethel members for your continued assistance through your time, talents and treasure! This ministry would not happen without your steadfast support.

## **Bethel Household/Estate Sales**

**Chair/Contacts:** Pat Bruden, 246.1813, Helen Wineke, 271.6971, and Zelda Droster 222.7057

**Staff Liaison:** Alice Mowbray, 257.3577 or alicem@bethel-madison.org

**Team:** Serving Ministry

In its 14th and final year of independent activity, the group was organized as an offshoot of the original Bethel Parish Shoppe, which operated from 1959-2005. The organization continued to carry on the mission to financially support and help fund Bethel's community outreach programs. The group of volunteers was available to do household moving or downsizing, as well as estate sales. Bethel members and many friends from the community comprised this group numbering nearly thirty diligent workers. For the year ending 2019, gifts totaling \$16,500 were given to 8 different needful mission areas. In these past 14 years alone, \$450,000 has been gifted from this active group. Thanks be to God for their faithful service.

## **Blanket Workshop Group**

**Leaders:** Jeanette Pochebut, 608.244.8067; Patty Saxe, 608.835.9531, buckygrad2@charter.net

**Team:** Nurturing Ministry

**Meets:** 4th Thursday of the month, 9am-2pm at Bethel

Blanket Workshop volunteers work together in making quilts and to share in fellowship with one another while working to tie quilts for Lutheran World Relief. The quilts can be used for warmth, as part of a tent, as a mat for the ground, as a room divider, as a poncho or as a pallet. Quilts have also been repurposed as wedding dresses and have been used to bury a loved one. This group began in 1969 and has assembled 9,237 quilts to date. Quilts have been sent to Africa, Asia, Europe, and Latin America. Quilt kits are available to sew at home. These quilt kits consist of 48 (10.5 inch) squares to sew in a 6 X 8 block arrangement. Please contact Patty Saxe if interested in sewing a quilt top.

## **Blood Drive**

**Contact:** Dale Holmen, 608.241.4750 or holmendd13@att.net

**Team:** Serving Ministry

Bethel holds on site blood drive annually in July. It has been held in memory of Chas Bertun a Bethel member and former US military veteran. Each year we try to reach a special goal in units collected. In 2019 we exceeded our goal and are looking forward to an even better year in 2020. Our next date is July 16, 2020 please come and help us reach our goal.

## **Camera Club**

**Contacts:** Janet Johnson, janetjohnson44@mac.com; and Betty Westgard

**Team:** Lifelong Learning Ministry

**Meets:** Monthly meetings at 7pm with occasional field trips, September to May, at Bethel.

Anyone interested in photography (beginner to advanced) and would like to learn new skills is welcome to attend and participate.

## **Caring For Creation**

**Leadership:** Todd Fansler, Faith Fitzpatrick, Sigrid and David Knuti, Gisela and John Kutzbach, Wilda Nilsestuen, and Tom Solheim

**Staff Liaison:** Pam Shellberg, 257.3577 or pam@bethel-madison.org

C4C's fifth year at Bethel continued its strong commitment to providing adult education opportunities about our evolving environment. Forums are fact-based sessions on how we can respond to the needs of all creation, as commanded by God. Careful selection of speakers identified by their substantial professional expertise in topics they are asked to address has contributed to a faithful and growing audience averaging and sometimes exceeding 60-70.

The C4C schedule reaches across calendar years consistent with the academic year and also shares the forum calendar with our companion group, Caring for Social Justice. Accordingly, C4C's five forum offerings this year included a presentation on the wide-ranging consequences to our lakes and groundwater of the materials used to control ice and snow on our roads. To-be-delivered are sessions on the future of nuclear power, the role of conservation on the future quality and usability of our land and water, public policy effects on natural resource protection and extreme weather impacts on climate change.

A major achievement this year has been the success of multi-year C4C efforts led by David Knute to bring Bethel decision makers to accept the wisdom of installing solar panels on the roof to positively address Bethel's huge energy needs. The implementation of solar is anticipated in mid-2020.

## Caring for Social Justice

**Leadership:** Susan Bruckman, Kris Fansler, Aileen Kacvinsky, Ann Leon, Wilda Nilsestuen, Dana Lund Rice

**Contact:** Kris Fansler

**Staff Liaison:** Pam Shellberg, 257.3577 or pam@bethel-madison.org

**Team:** Lifelong Learning Ministry

**Mission Statement:** C4SJ will educate ourselves about societal injustices, and share God's grace by working justice and mercy through action and advocacy for all people.

Caring for Social Justice (C4SJ) originated as an offshoot of the 2017 Women of the ELCA Triennial Meeting. Bethel attendees with other like-minded Bethel members who understand social justice as an outgrowth of Christian discipleship were inspired to purposefully pursue a more explicit role for social justice at Bethel. Consistent with discipleship, C4SJ provides opportunities for community action as well as education.

Under the umbrella of “the Four Harmonies” (harmony with God, self, nature, and OTHERS), Caring for Social Justice (C4SJ) joined Caring for Creation (C4C) in developing learning opportunities about contemporary social justice issues. In March, Dr. Cecelia Klingele and Dr. Karen Reece presented challenges in Wisconsin's criminal justice system. In the fall, Dr. Reece shared her three part, six hour workshop, Racial Disparities in the Criminal Justice System.

Dr. Patricia Devine and Dr. Will Cox, two experts in the field of understanding unintentional bias, presented a three-hour workshop, Empowering People to Break the Bias Habit, for Bethel members, the synod, and the larger community in March 2019. This is an effort to initiate common understanding and collaborative action across faith groups to address common social justice issues in our communities.

The Caring for Social Justice Book Discussion group read and discussed *Austin Channing Brown's I'm Still Here: Black Dignity in a World Made for Whiteness*, *The Hate U Give* and *On the Come Up* by Angie Thomas, *An Indigenous People's History of the United States*, by Roxanne Dunbar-Ortiz, and Robin DiAngelo's *White Fragility*.

C4SJ supported the Rwanda weekend in June which included the Potters for Peace water filtration project as well as the community organizing forum with Pastor John Rutsindintwarane.

Leadership discussed ways to convert good intentions to concrete actions to address acute needs of people disadvantaged by social injustices. To be implemented as options are clarified.

## Children's Ministries

**Contact:** Cindy Melrose, 257.3577 or cindy@bethel-madison.org

**Team:** Lifelong Learning Ministry

Children's Ministry at Bethel is for children ages 2 through 5th grade and includes weekly Sunday programming as well as Milestone Sundays to celebrate First Communion and receiving age appropriate bibles, Christmas Pageant, Vacation Bible Camp at Bethel Horizons, and Bethel Jr., a monthly family worship service.

Sunday mornings during the school year we start with our families in the 9am service and come together with a pastor for the Children's Moment. Following the Children's Moment, throughout the morning the children and their Sunday School leaders go to JAM, grade-level Sunday School classes, and either Kids Fellowship or Choir.

In JAM we kick-off the bible story and message of the week with songs and a video as well as a community building activity with lots of laughter and smiles. Children continue to explore the bible story in their respective Sunday School classrooms through art, activities, reading and studying the bible and

conversation. In Kids Fellowship children play piano together, have conversations about school and God while they play Jenga and Checkers, they problem solve in games and cooperative play, they create with a variety of mediums, and most importantly they connect with one another, strengthening their connection to our Bethel community and creating a nurturing place for their faith to grow.

Throughout the morning we strive for a balance of high energy opportunities as well as quieter moments of introspection and mindfulness. We are getting to know one another and building a stronger community, opening our hearts and minds to God's Love, learning stories in the Bible and how they translate to our lives, connecting with new people at Bethel, playing games, reading bibles, singing songs, and more! We are celebrating God's Love through movement, song, spoken word, the breath, and silence.

## **Christian Men's Fellowship**

**President:** David Lewke, 608.245.0287 and Ted Tweed, 608.849.4868

**Staff Liaison:** Pastor John O. Swanson, 257.3577 or [jswanson@bethel-madison.org](mailto:jswanson@bethel-madison.org)

**Team:** Nurturing Ministry

**Meets:** First and third Tuesday of the month (September-May) from 10:30am-1pm in the Borgwardt Hall. Retired men of Bethel Church gather regularly for a luncheon, fellowship and getting to know each other and to hear a special speaker/presenter on an interesting and timely topic.

## **Church Ladies Ministry**

**Chair:** Alice Hansen, 271.3388

**Members:** Ann Dettwiler, Lori Poulson, Mary Lou Tyne, Sue Murray and Linda Scheid

**Team:** Nurturing Ministry

The Church Ladies ministry of Bethel Lutheran Church has been ongoing since Pastor Susan Quigley innovated and created it over 15 years ago. It was her desire to create a caring ministry for women who felt left out — or cast out — of society. She called for people to lift others up. She gathered a small group of Bethel women together to meet monthly with women who were transitioning into society after being incarcerated. They met monthly and did crafts. Following her tragic death in 2003, the women involved in this wonderful mission wanted to have it continue in Pastor Quigley's memory.

So in 2018 we still have a small group of dedicated women from Bethel, dubbed "The Church Ladies", who visit a house on the east side of Madison monthly where the women live. We bring treats and have fellowship for a couple hours with around 10 women ranging in age from 18 to 60. We often make greeting cards with them, but we also sometimes create jewelry, do a craft of some kind, or sing a few songs. We create a bond as we share stories, visit, and laugh together; at the end of our time we clasp hands in a circle and say a prayer with them.

Each December we host them in Borgwardt Hall for a lasagna dinner and give each woman a bag of small gifts that we've individually donated for their pleasure and use. Our fellowship is marked with uplifting energy, prayers, and a shared hope for a new future for them as they work on rehabilitation towards fresh personal growth and independence.

We would love to encourage other Bethel women to join us in this worthwhile and fulfilling ministry. Please contact Alice Hansen at 608.271.3388 for further information.

## **Circle of Love Golf Outing**

**Chairs:** Sharon Moses, 608.575.7934 or sharonhmoses@gmail.com

Greg Moses, 608.575.7932 or gregory.moses@wisc.edu

**Team:** Serving Ministry

The annual Circle of Love Golf Outing raised over \$23,855 in celebration of the 50th Anniversary of Bethel Horizons. The money will be used to help furnish the new Welcome Center, named in memory of Pr. Duane Hanson. A special thank you to all who participated by golfing, donating silent auction items or by being hole sponsors. It was another successful year because of everyone who participated in some way! Thank you!

The 2020 Circle of Love golf outing will be held on Monday, September 21 at Blackhawk Country Club.

## **Community Meal Program at Luke House**

**Chair/Contact:** Janet Johnson, 608.274.6745 or janetjohnson44@mac.com

**Staff Liaison:** Pastor Margo R. Martens, 257.3577 or margo@bethel-madison.org

**Team:** Serving Ministry

The community comes together to provide a food item or portion of the meal, and/or serve the noontime meal at Luke House (310 South Ingersoll Street) on the 2nd Monday of each month. Visit [www.lukehousemadison.org](http://www.lukehousemadison.org). Food contributions for the meal are always welcome on a regular OR occasional basis. The program has a special need for servers at the meal site. The time commitment on the serving day is generally from 10am-1 pm. This is a great opportunity to share in a vitally important ministry which takes place outside our church walls. If you have any questions about the program, please email or call Janet.

## **Confirmation**

**Staff Liaison:** Pastor John O. Swanson, 257.3577 or jswanson@bethel-madison.org

**Team:** Lifelong Learning Ministry

Confirmands at Bethel begin this portion of their religious education in 6th grade and are confirmed in October of their 9th grade year. During these three plus years, confirmands participate in classes, retreats, camps, mission trips, workshops, service projects, worship, and much more.

## **Current Christian Concerns**

**Contact:** Larry Larrabee, 249.9982

**Team:** Nurturing Ministry

Men's Current Christian Concerns meets weekly for one hour on Thursdays at 7am year-round. This discussion group gathers to discuss current issues from a Christian perspective. Approximately 17 to 22 men attend each week. It is a discussion without boundaries. For a rollicking good time and delicious coffee, join us.

## **Feed & Read**

**Contact:** Judy Olson, 608.230.6211 or olsonjudy2@gmail.com

**Team:** Nurturing Ministry

Feed and Read meets on the third Monday of the month to have lunch together while discussing the book of the month. Lunch is a potluck provided by participants. We read books of all types – fiction and non-fiction, serious and not too serious.

## **Fine Arts Committee**

**Chair:** Dana Lund Rice

**Committee:** Nancy Beck, Paul Briskey, Kathy Hunt

**Staff Liaison:** Amy Hartsough, 257.3577 or amyh@bethel-madison.org

**Team:** Worship Ministry

The Bethel Fine Arts Committee sponsors six art shows per year in the Fireside Gallery and rotating exhibits in the Emmaus Room Hallway Gallery of local artists. Special performance artists are brought in to enhance the liturgical season and/or worship experience. Art pieces which communicate the Christian message are purchased and displayed throughout Bethel's sacred spaces. In 1968 the Bethel Fine Arts Committee was established to develop Bethel's own Fine Arts Program as an outreach of God's word. Since then the Bethel Fine Arts Collection has grown to more than 230 works of art which add beauty to our church and our ongoing worship experience. It also serves as an outreach to the greater community.

## **Food Pantry**

**Chair:** Kris Fansler

**Contact:** Cheryl Frazier, 608.240.1770

**Team:** Serving Ministry

The Food Pantry, an outreach ministry of Bethel, is open six days a week: weekdays from Noon-3pm and on Saturdays from 9:30-11:30am. Approximately 75 loyal volunteers assist in the pantry's operation each month, including a crew who helps unload and put away the Second Harvest delivery every Thursday morning. The pantry served 3,158 households, for a total of 8,633 individuals, during the past year. We could not serve these families if it weren't for the generosity of Bethel members and others in our community. A total of 220 pounds of items were donated to the pantry on Christmas Eve. Whether you are donating food, personal items, bags for our guests to use, or "Drop in the Barrel" items, know that you are making a difference and we sincerely thank you!

The Food Pantry Board meets every other month, or more often if necessary. The Board worked on updating the Pantry Handbook this year and developed a healthy Nutrition Policy that will guide what is distributed to our pantry guests. Members of the Board are Kris Fansler, President; Laurie Thoemke Plum, Secretary/Treasurer; Cheryl Frazier, Pantry Coordinator; David Coe; Don Harris; Bev Priefer; and Gene Strangman. Ken Martin recently stepped down from the Board but continues as Chief Stocker.

## **Friday Morning Men's Book Study**

**Contact:** Larry Larrabee, 249.9982

**Team:** Nurturing Ministry

**Meets:** Weekly on Friday at 7am for one hour, September through May.

Books selected include mostly non-fiction works with a few noted books of fiction. There are occasional visits from some authors. About 10 to 15 men attend weekly. The views expressed by attendees are far-ranging and everything discussed is open to light-hearted banter. Oh, and of course, there is plenty of coffee.

## **Friendship Club**

**Chair/Contact:** Judi Griffin, 608.222.9290

**Staff Liaisons:** Pastor John O. Swanson, 608.257.3577 or jswanson@bethel-madison.org

**Team:** Nurturing Ministry

**Meets:** Second Friday at 6:15pm in Borgwardt Hall from October through May, and a June picnic at Lakeview Park in Middleton.

A Bethel based group of Christians age 50 and over, who meet for fellowship, dinner, Christian devotions, a program or entertainment, and to engage in ministry. Friendship Club is celebrating 83 years of fellowship, growing in God's love and sharing this love with each other. All are Welcome!

## **Grace Episcopal Men's Shelter Meals (Team Manna)**

**Contact:** Paul Newquist, [phnewqui@gmail.com](mailto:phnewqui@gmail.com)

**Team:** Serving Ministry

Contributes meals every 5th Friday and 5th Sunday of the month

A group of volunteers prepares and serves a meal at Grace Episcopal Church where Porchlight's Men Shelter is (1 of 3). Dinner is served nightly at the shelter. Bethel serves when 5th Fridays and Sundays occur. In 2019 this was a total of nine times. If you would like to come and share in this ministry with a fun and friendly group of volunteers, we always welcome new people into the mix with a policy of no obligation necessary. Come check us out, all are welcome, once a year or once a month!

## **Grief Group**

**Staff Liaison:** Pastor Margo Martens, 257.3577 or [margo@bethel-madison.org](mailto:margo@bethel-madison.org)

**Team:** Serving Ministry

Grief Support Groups, which invite people experiencing a variety of loss events in their lives, are offered twice each year. Whether this is loss of a loved one, loss of a job, marriage, relationship, we gather on a weekly basis, for four sessions. Meetings are offered at different days of the week and various times of day, in order to accommodate a variety of needs. Registration is available online.

## **Homeless Support Services**

**Contact:** Bev Thom, 257-3577 or 608.576.7245

**Team:** Serving Ministry

Bethel's Homeless Ministry and Homeless Support Services remain a vital ministry at Bethel, open Tuesdays and Thursdays from 8:30am-4:30pm year around. Since May 2016, Bethel's Homeless Ministry has been Co-Directed by Bev Thom and Barb Kepler and supported by a Board of Directors. We continue to be served by dedicated volunteers primarily from our Bethel congregation but also from our Madison community. We also work collaboratively with First United Methodist Church to serve the homeless population for special events and we are collaborating with Grace Episcopal on a project to help those abruptly released from the Dane County Jail. We depend primarily on contributions from the congregation and Madison/Dane County community to financially support our Ministry.

Our programming remains faith-based as we hold spiritual support group each Tuesday morning accompanied by song and prayer. We have had a weekly book club which serves to invite our homeless guests to discuss issues found in good literature. We offer a warm meal at noon (serving 75-100) and provide seasonally appropriate donated clothing via a well-stocked clothing room. Once a year, we offer a lovely Bethel Horizons retreat for 40 of our guests—for many the highlight of their year!

Additionally, we provide shelter from inclement weather, shelter from the trauma of living on the street by providing a consistent, loving and faith based environment for our homeless friends. We provide continuity and stability to many whose lives are in turmoil. We offer the gift of hope and the assurance of Christ's love for all.

## **Jail Ministry: A Ministry of Presence 'Beginnings'**

**Contact:** Chaplain Todd Marcotte, 608.261.9755 or [tmarcotte@madisonjailministry.org](mailto:tmarcotte@madisonjailministry.org)

**Staff Liaison:** Penny Duane, 257.3577 or [penny@bethel-madison.org](mailto:penny@bethel-madison.org)

**Team:** Serving Ministry

The Madison Area Jail Ministry (MAJM) serves the spiritual needs of the over 800 men and women incarcerated in the Dane County Jail each day. The chaplains accompany people on the painful but necessary journey of reclaiming their lives and re-authoring their stories as beloved children of God. Through a ministry of presence the chaplains, a team of dedicated volunteers, and a network of clergy from various

faith traditions provide weekly worship services, Bible studies, support groups, literacy training, and access to resources in the community. Monetary donations are welcome. Thank you so much.

## **Library**

**Volunteer staff:** Sue Murray, Betsey McKinney, Nancy Beck, Julie Eyers, Jean Unverzagt, Jan Opelt

**Team:** Lifelong Learning Ministry

The Bethel Library provides educational and spiritual resources to enhance and support the ministry at Bethel. Library materials include books, videos, CDs, DVDs, children's collection, and magazines that can be checked out by members. There is an extensive archive collection maintained by the library staff. The new library is located off the Emmaus room and is open Tuesday from 9:30-Noon and Sunday 8:30-11:30am. The online library catalog can be accessed through the Bethel website: [www.bethel-madison.org/library](http://www.bethel-madison.org/library)

## **Local Mission Partners**

### **Hephatha Lutheran Church**

**Contact:** Pastor Mary Martha Kannass, [kmkannass@aol.com](mailto:kmkannass@aol.com)

**Team:** Serving Ministry

Bethel provides various forms of support to Hephatha Lutheran Church in Milwaukee. Pastor Mary Martha has spent years transforming the neighborhood around Hephatha and spreading the gospel. Bethel provides a monetary donation each year, takes part in an annual fellowship meal and this year will be performing several pulpit exchanges with Pastor Mary Martha from Hephatha.

### **Ascension Lutheran Church**

**Contacts:** Pastor Walter Baires and Pastor John Jacob

**Team:** Serving Ministry

Bethel provides most needed financial support to this inner-city congregation. Pastor Walter Baires provides program for youth at risk in his community, limitations and commitments with his synod had precluded them to come in previous years to our cultural immersion camp.

## **Lutheran United Assisting After Disasters (LUAD)**

**Contact:** Mike Gourlie, [michael@gourlie.com](mailto:michael@gourlie.com)

**Team:** Serving Ministry

LUAD began at a 2009 meeting at Bethel with representatives from three South Central Synod of Wisconsin (SCSW-ELCA) congregations and then expanded to a synod-wide mission with over 300 volunteers in the ensuing years. The organization provides disaster relief services to all survivors without regard to any socio-demographic factors except living within the approximate geographic area of the South Central Synod of Wisconsin (SCSW-ELCA).

LUAD served in the 2013 Boscobel flood and the 2014 Dodgeville tornado disasters. Over 400 households were assisted in these two disasters, alone. In 2016, LUAD served a family who lost all their belongings in a rental house fire (no rental insurance) by partnering with the local congregation and working with the family until they were relocated in a new home and provided with sufficient furnishings, clothing and other needs. More recently, LUAD provided services to a couple of dozen households in Dane and Sauk Counties during the flooding that occurred in south-central Wisconsin in August, 2018.

LUAD provides mitigation repairs to prevent secondary damage after a disaster occurs, but before long-term recovery groups begin their work. The organization focuses on survivors' expressed needs from spontaneously replacing a child's cross, to mucking out the basement of a 90-year-old couple, to replacing a medically-needed air conditioning unit for a handicapped woman, to providing rent assistance for survivors to relocate to safe housing during repairs.

LUAD's Operations Fund (operating expenses for training, equipment, governance, web-presence, trailer, etc.) is capped at \$10,000 with overages transferred to their Disaster Relief Fund that is used solely for survivors' direct needs following a disaster. Tax-deductible donations to either fund can be made to LUAD, PO Box 8391, Madison, Wisconsin 53708. The Central/West Madison Conference of the SCSW-ELCA representative on LUAD's Council for 2018 to 2020 is Phil Ingwell, Bethel Lutheran Church, email: pingwell60@gmail.com.

## **Lutheran Campus Ministry (LCM)**

**Leader:** Emily Tveite, emily@lcmmadison.com

**Team:** Lifelong Learning Ministry

Bethel Lutheran Church has been in a covenant relationship with Lutheran Campus Ministry (LCM) since the early 1970's. LCM provides worship, educational and social experiences for both undergraduate and graduate University students. Bethel supports LCM through participation on the board of directors. Pam Shellberg and Helen Troutman represented Bethel in 2019. Financial assistance is offered through the Bethel annual budget as well as the Bethel Endowment Foundation.

### **2019 Highlights from LCM:**

#### **Spiritual Growth**

The heart of our mission is centered on students worshipping and growing in faith together.

- Gathered Sunday nights for worship, dinner, and Bible study in spring 2019 and Thursdays for worship, dinner and study in 2020.
- Offered opportunities for two students to preach and welcomed three alumni who are currently in seminary to guest preach.
- Meeting Basic Needs
- We continue to work toward meeting the basic needs of students on campus and equipping students to serve our local community.
- Launched a food pantry in cooperation with Luther Memorial Church with about 35 students and UW Staff utilizing the pantry each week.
- Worked with Luther Memorial Church mentor four student groups who respond to basic needs on campus and in our local community.

#### **Raising Up Faithful Leaders**

2018 saw the continuation of our "Faith and Vocation Fellowships" and the launch of our new "Student Ministry Internships."

- Received a grant from the ELCA to continue to fund 50% of our Fellowship programs in 2020-2024 and a grant from the Bethel Lutheran Foundation to fund 50% of our Student Ministry internships in 2019-2020.
- Gathered our second cohort of three fellows, each of whom works in a different ministry site that aligns with their career interests. This school year's fellows are working at Oakwood Village, UW Hospital, and serving as a church musician at various sites.
- Recruited our first cohort of Student Ministry Interns, who served at Lutheran Campus Ministry in areas of hospitality, food insecurity, spiritual growth, environmental justice, and community building.
- Our student leaders gathered 19 times over the course of 2019 and heard presentations from guest presenters, reflected on their faith, and participated in various prayer practices.

## Hospitality

Lutheran Campus Ministry continues to be a “home away from home” for students on campus, creating an affirming community for all students, regardless of religious affiliation.

- Welcomed about 450 individual students to the campus center each week
- Brewed over 500 pounds of coffee beans (that’s over 20,000 cups of coffee!)
- Served about 15,000 lunches to college students (that’s about 100 each day during the school year)
- Began working with Second Harvest of Southern Wisconsin to reduce our food costs by about 50%
- Received an ELCA Domestic Hunger grant for 2019-2021 to fund the majority of our food costs

## Media Ministry Board

**Chair:** Openm

**Board Members:** Susan Bulgrin, Andy Gay, Jim Drews

**Team:** Community Ministry

betheltv@bethel-madison.org

The Media Ministry Team meets monthly to provide oversight, resources, and support for the Sunday morning TV worship service broadcast in Madison 10 a.m. on WKOW-TV channel 27. The Media Team also places creates a webcast at [www.bethel-madison.org/worship-bethel-tv](http://www.bethel-madison.org/worship-bethel-tv). and supports the production of videos and advertising spots. As an important element of Bethel outreach, it is responsible to Bethel Church Council.

## Mission-Friendship Trip to Puerto Rico

**Team:** Serving Ministry

Mission-Friendship Trip is every year in the month of February with a participation of 17 people on average. The purpose of this trip is to help our sister church Bethel in Puerto Rico and low-income people in the community of Dorado. This has happened for more than 15 years.

## Music Program at Bethel

**Contact:** Amy W. Hartsough, Director of Music, 257.3577 or [amyh@bethel-madison.org](mailto:amyh@bethel-madison.org)

**Team:** Worshiping Ministry

Music plays an important role in Worship at Bethel. Music offers praise to God and can be exciting, inspiring, educational and consoling to the worshiper, and to the musicians. Bethel’s worship opportunities are many and varied in style, and people with varying gifts and talents come together to offer songs of every kind in praise to God. As a part of this ministry, there are numerous opportunities to give talents back to God in many unique and meaningful ways. Through music at worship, through rehearsals, through different kinds of events, we grow together in the family of the church, finding friendship, support, musical satisfaction and of course, fun. For more details about each musical group that Bethel offers, please see the Director’s Report on page 21.

## New Members

**Staff Liaisons:** Pastor John Swanson, 257.3577 or [jswanson@bethel-madison.org](mailto:jswanson@bethel-madison.org)

Pastor Margo Martens, 257.3577 or [margo@bethel-madison.org](mailto:margo@bethel-madison.org)

**Team:** Community Ministry

Bethel’s New Member ministry invites people into membership with us. Through class presentations and discussions, the Community Resource Team works with the pastors to provide a clear understanding of who Bethel is as a congregation, and what ministries Bethel embraces within our community, as well as globally. We invite people to become actively involved in worship and ministry with us, providing mentors to walk alongside each new member as a resource for friendship and a deeper spiritual connection.

## Oakwood Village - See 'Skaalen Home and Oakwood Village'

### Prayer Shawl Ministry

**Contact:** Deb Holmen, 608.241.4751

**Staff Liaisons:** Pastor Margo Martens, 257.3577 or margo@bethel-madison.org

**Team:** Serving Ministry

The Prayer Shawl Ministry combines knitting or crocheting with praying as people make beautiful prayer shawls with love and care for others. People who receive a prayer shawl are grateful for this warm soft gift knowing they are remembered by God's people. God's love is made visible through the colorful, soft yarns, reaching people's hearts in times of loneliness, illness, pain, and sadness. Knitters say that making a prayer shawl is a tangible way for them to connect with others and feel part of God's community of people. Instructions for making the shawls are available at the Reception Desk. Contact Receptionist or Deb Holmen if you know someone who needs a Prayer Shawl, and one will be given to you.

### Rebuilding at Bethel

**Contacts:** Margaret Lambert, 608.204.6076, ext. 1 and John Neupert, 608.852.3239

**Staff Liaison:** Pastor John Swanson, 257.3577 or jswanson@bethel-madison.org

**Team:** Lifelong Learning Ministry

Rebuilding at Bethel is a multi-level program for people experiencing the end of a significant relationship as a result of separation or divorce. The program coordinator and Rebuilding Seminar facilitator is Margaret Lambert, LCSW. Margaret is a psychotherapist who is co-owner of Sonas Behavioral Health, LLC which is located on Madison's west side. Genesis is managed by John Neupert a retired psychotherapist who practiced in the Madison area for 32 years. Rebuilding at Bethel provides information, guidance, emotional support and community within a safe and supportive atmosphere to help individuals process the loss of a relationship due to divorce or separation. It's goal is to help each participant come to understand why their relationship ended so that they can make healthier relationship choices in the future. This ministry is offered to all people in the Dane County area and beyond.

Genesis Support group is facilitated by John Neupert and Judy Cresson; both mental health professionals. It meets Tuesday evenings from 6:30-8pm on an ongoing and weekly basis. Genesis is free to anyone ending a significant married or partnered relationship. The 10 week Rebuilding Seminar is conducted four times a year and is taught by psychotherapist Margaret Lambert. There is a cost associated with participating in the Rebuilding Seminar. Movin' On is the social network portion of the program that provides activities and support for participants and graduates of the Rebuilding at Bethel program. It helps individuals make the transition from being coupled to being single through the support of others who have gone through the program. Movin' On has a private Facebook presence where activities are planned and announced as well as providing an avenue for discussion and continued emotional support for members and graduates of the program. It is not open to the general public and dating within any part of the program is discouraged so each individual can feel safe to practice the healthy relationship skills they learned within the group and seminar.

### Skaalen Home and Oakwood Village

**Staff Liaison:** Margo Martens, 257.3577 or margo@bethel-madison.org

**Team:** Serving Ministry

Skaalen Home and Oakwood Village are full-spectrum retirement communities providing residents a complete continuum of care. Bethel provides delegates to each home to vote on important issues at their annual meetings. Many members of Bethel enjoy living and thriving in these communities for companionship, licensed nursing care if needed and support services so they can enjoy independence in their golden years. Both homes are heritage Lutheran supported facilities.

## **Stephen Ministry**

**Contact:** John Hueschen, Holly Jackson, Joanne Ellingson

**Staff Liaison:** Margo Martens, 257.3577 or margo@bethel-madison.org

**Team:** Serving Ministry

By utilizing specially trained individuals, Stephen Ministry here at Bethel has been providing spiritual care to those in need for 10 years. This confidential service provides individual one on one assistance to those who would like someone to walk beside them as they navigate their own life journey. Please contact us or Pastor Margo if you would like more information about this ministry service for yourself or another person. Also, feel free to contact us if you would like more information about becoming a Stephen Minister.

## **Steensland House**

**Chair/Contact:** Michelle Jolly, 608.213.7727 or mtesnow@yahoo.com

**Staff Liaison:** Leasing: Dona Meyer, 257.3577 or dona@bethel-madison.org

Structure: Steve Lawrence, 257.3577 or buildingmanager@bethel-madison.org

**Community Coordinator:** Mary Brennan

**Volunteer Coordinator:** Jenee Jerome

**Communications:** Miriam Troutman

**Campus Rep:** Pastor Emily Tveite

The historic Steensland House apartments is an off-campus housing program in which participants live in the National Register & Madison Landmarks Historic Steensland House adjacent to Bethel, just a few blocks from the UW campus.

This House is comprised of three apartments (two 3-bedroom units and one 4-bedroom unit) where a group of 10 tenants intentionally choose to live in the Steensland House because of their commitment to personal leadership development. This intentional community equips tenants to make a difference by serving their community. A service- learning community is a fun and rewarding experience. This community promotes a vibrant group of socially conscious individuals focused on developing leadership skills through academics, vocation and community based service experiences with servant leaders as the outcome. In exchange for a prescribed reduced rent, renters each agree to provide 16 hours per month in non-profit related service.

Starting in Spring 2015 and into early 2016, the House was relocated from across the parking lot to its present new address at 15 W. Gorham St (it was formerly addressed at 315 N. Carroll St) – and refurbished to update and accommodate the 3 aforementioned apartments. As of August 2016, we had full rental status with one year lease terms. This full status continues as of the new year leases signed for Aug 2019 to Aug 2020.

## **Ushers**

**Team:** Worship Ministry

The Bethel Ushers serve in three areas: Sanctuary, Sound, and Parking Lot for all worship services. Bethel usher teams welcome individuals, couples, and family groups to serve in this vital ministry of hospitality. The only prerequisite is a Smile!

## **Visitation**

**Staff Liaison:** Pastor Margo Martens, 257.3577 or margo@bethel-madison.org

**Team:** Serving Ministry

The visitation ministry at Bethel regularly visits and brings Holy Communion to members who are in the hospital, homebound or live in assisted living communities. Our Care Team currently consists of 22 persons, faithfully committed to this visitation ministry.

## **Volunteer Services**

**Greeters:** Sue Marking, 608.721.2984 or wmarking@msn.com

**Sunday Receptionists:** Community Team, community@gmail.com

**Team:** Worship Ministry

Greeters and receptionists provide hospitality to all who come through our doors; welcoming people as they arrive, answering their questions and providing a friendly atmosphere.

## **Women's Circles**

**Contact:** Kris Fansler, krisfansler@gmail.com

**Team:** Nurturing Ministry

### **Abigail Circle**

**Contact:** Judy Grobe

**Meeting:** 3rd Wednesday of the Month at 9:30am, Sept through June

**Meeting place:** Bethel's Borgwardt Hall

### **Blessing Circle**

**Contact:** Nancy Beck

**Meeting:** 2nd Thursday of the Month from 1-3pm

**Meeting place:** Members' homes or Bethel Library

### **Celebration Circle**

**Contact:** Joanne Borgwardt

**Meeting:** 3rd Thursday of the Month at 7pm

**Meeting place:** Members' homes

### **Compassion Circle**

**Contact:** Jeanne Gill, Patty Saxe or Faith Kelly

**Meeting:** 2nd Wednesday of the Month at 6pm

**Meeting place:** Bethel Library

### **Dorcas Circle**

**Meeting:** 2nd Thursday of the Month at 9am (none in June, July & August)

**Meeting place:** Bethel's Borgwardt Hall

### **Grace Circle**

**Contact:** Carolyn Ninedorf

**Meeting:** 1st Monday of the Month at 5pm

**Meeting place:** Bethel Library

### **Hope Circle**

**Contact:** Janine Zabel

**Meeting:** Selected Sundays 10:05-11:05am

**Meeting place:** Bethel

### **Inspiration Circle**

**Contact:** Lynne Krainer

**Meeting:** 2nd Thursday of the Month at 9:30am

**Meeting place:** Members' homes

**Joy Circle****Contact:** Sharon Moses and Gisela Kutzbach**Meeting:** 3rd Monday of the Month at 7pm**Meeting place:** Members' homes**Rejoice Circle****Contact:** Margie Czechowicz**Meeting:** 3rd Tuesday of the Month at 7:15pm**Meeting place:** Members' homes**Renew Circle****Contact:** Cristel Gjerde or Kathy Kube**Meeting:** 2nd Thursday of the Month at 7pm**Meeting place:** Bethel Room 100**Seekers Circle****Contact:** Judy Olson**Meeting:** 2nd Monday of the Month at 1:30pm**Meeting place:** Bethel Room 120**Serenity Circle****Contact:** Marti Treutelaar**Meeting:** 1st Monday of the Month at 7pm**Meeting place:** Culver's on Todd Drive**University Hill Farms Circle****Contact:** Jeanne Moren**Meeting:** 4th Thursday of the Month at 12:30pm**Meeting place:** Members' homes**Women's Coordinating Council****Contact:** Kris Fansler, 586.419.3455**Team:** Nurturing Ministry

Women's Coordinating Council (WCC) is an assembly of the leaders of all of the groups that are a part of the women's ministry at Bethel: our circles, Lutheran World Relief, and Blanket Workshop group. The Women's Retreat and the Advent by Candlelight events are also sponsored by the WCC. WCC meetings are scheduled quarterly; all women are welcome to attend. 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, the society, and the world.

**XYZ (eXtra Years of Zest)****President:** Noreen Schmidt**Staff Liaison:** Pastor John O. Swanson, 257.3577 or [jswanson@bethel-madison.org](mailto:jswanson@bethel-madison.org)**Team:** Nurturing Ministry**Meets:** Fridays, March through November for chapel, classes, lunch, entertainment and fellowship. A newsletter is distributed each month. Day trips throughout the area are enjoyed about once a month. Join Us!

XYZ is an inter-denominational organization of men and women who have reached their 55th birthday. Their mission is to strengthen our mutual faith in Jesus Christ and the bonds of friendship through fellowship and service.

## **Youth Ministry**

**Staff Liaison:** Rachel Brown, 317.946.2513 or [rachel@bethel-madison.org](mailto:rachel@bethel-madison.org)

**Team:** Lifelong Learning Ministry

Youth Ministry at Bethel integrates contemplative spiritual formation, spiritual community support, and creative exploration and expression of our whole selves to nurture and guide young people to embrace God's vision for the world. This September, Rachel Brown was hired as the Director of Youth Ministry. She leads Youth Quake--worship, creative spiritual exploration, fellowship, and a meal--every Sunday night: 6-7:30pm for confirmands, and 6-8:30pm for high school. Weekly, the high schoolers also meet up for the Thursday Coffee Circle, to share in the joys and struggles of their day-to-day lives. Young people who are part of Youth Quake have expressed enthusiasm for the spiritual and relational work that we are doing together. They give each other the gift of belonging and support to explore the ways God works in and through us. To see more detailed information, refer to the full Youth Ministry report on page 20.



**20 / 20**

**MINISTRY  
SPENDING PLAN**



**BETHEL**  
LUTHERAN CHURCH



Bethel Lutheran Church  
Operating Budget Summary 2015 - 2019

	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>
<b>INCOME</b>					
Membership Pledged	\$1,690,991	\$1,605,720	\$1,458,388	\$1,388,939	\$1,302,525
Membership Unpledged	\$438,190	\$383,932	\$385,001	\$354,661	\$335,574
Membership Previous Yr	\$491	\$9,923	(\$3,675)	\$3,318	\$4,087
Loose Plate	\$59,368	\$53,552	\$46,949	\$61,050	\$56,201
Sub Total	\$2,189,039	\$2,053,127	\$1,886,663	\$1,807,967	\$1,698,387
Other Income	\$169,061	\$164,889	\$205,395	\$136,291	\$158,665
<b>TOTAL INCOME</b>	<b>\$2,358,100</b>	<b>\$2,218,016</b>	<b>\$2,092,057</b>	<b>\$1,944,258</b>	<b>\$1,857,052</b>
<b>EXPENSES</b>					
Mission / Benevolence	\$117,827	\$119,056	\$131,285	\$97,756	\$80,250
Ministerial / program	\$1,229,192	\$1,169,292	\$1,050,845	\$887,157	\$904,770
Music	\$34,949	\$29,277	\$39,635	\$33,896	\$44,755
Church Operations	\$133,862	\$112,856	\$117,395	\$97,582	\$114,872
Parish Life	\$13,152	\$10,248	\$8,628	\$6,531	\$15,619
Real Estate	\$197,446	\$189,715	\$201,531	\$224,243	\$195,844
Youth Program	\$3,973	\$5,555	\$2,574	\$1,527	\$1,636
Volunteer Services	\$0	\$0	\$0	\$300	\$21
Administration	\$583,279	\$539,636	\$543,996	\$541,434	\$597,638
Parish Education	\$19,361	\$15,922	\$9,719	\$7,610	\$12,214
Other Expenses	\$864	\$8,311	\$7,044	\$15,111	\$2,402
Deficit Payback	\$24,000	\$18,000	\$27,000	\$25,000	\$25,000
<b>TOTAL EXPENSES</b>	<b>\$2,357,903</b>	<b>\$2,217,869</b>	<b>\$2,139,651</b>	<b>\$1,938,147</b>	<b>\$1,995,021</b>
Net Balance	\$197	\$147	(\$47,594)	\$6,111	(\$137,969)

**Bethel Lutheran Church**  
**Operating Budget Summary 2019-2020**

**2019 Results**

We ended the year with \$1,857,052 of Income and Expenses of \$1,995,021; a Net Loss of \$137,969.

Income was almost as budgeted but a shortfall in Unpledged Income without a usual December major gift. Expenses were primarily over in Administration.

**As of the end of 2019, Bethel Lutheran Church continues to carry no debt.**

**2020 Budget**

With input from all of the Resource and Ministry Teams, the staff prepared a balanced budget for 2020 to propose to the Joint Council and the congregation. For 2020, the Bethel Operating Budget will be expanded to include many ministry activities and administrative areas previously kept separate and to include income from all sources, particularly the Bethel Endowment Foundation, Bethel Restricted Accounts, and all Bethel managed activities.

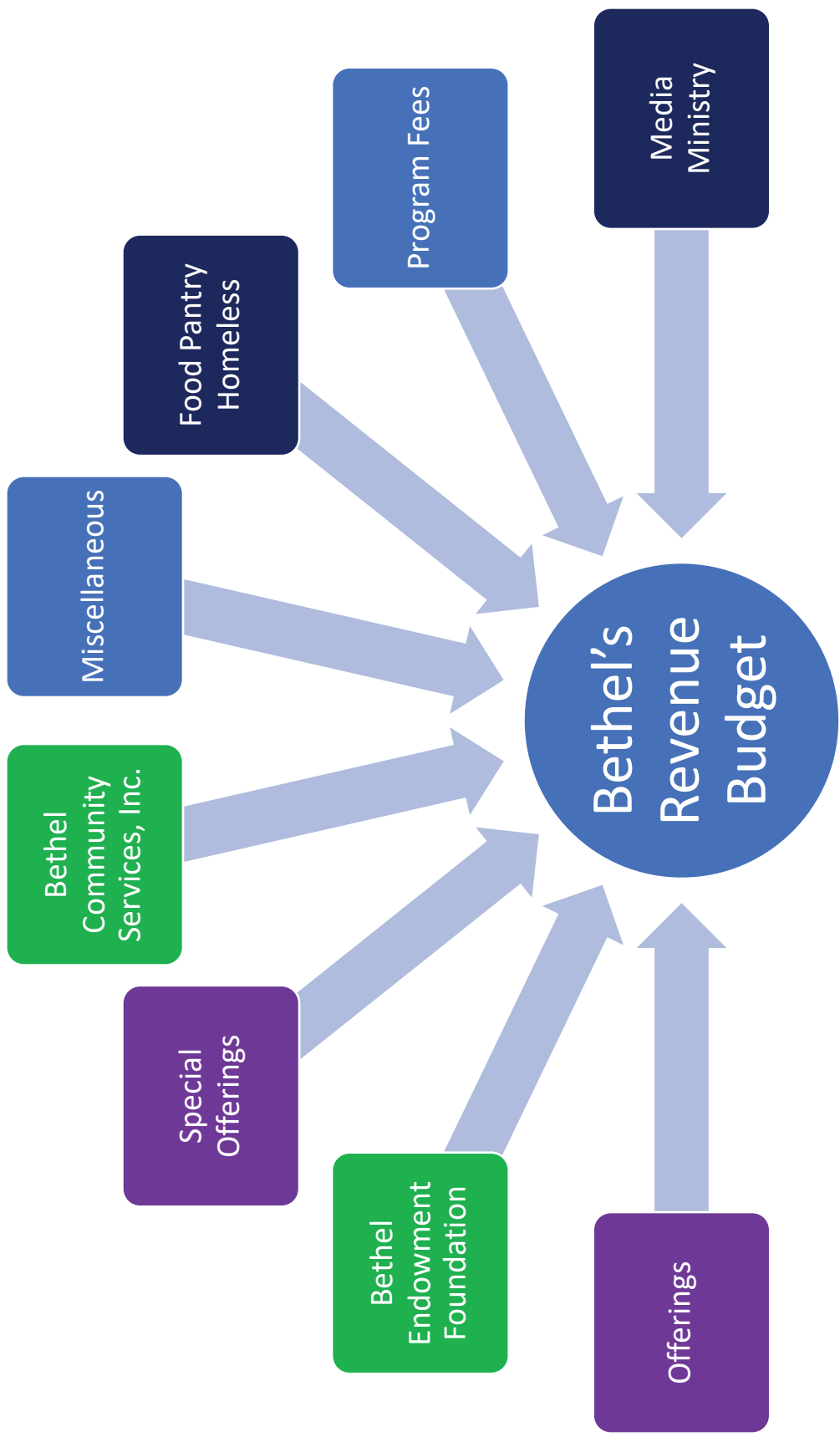
Each ministry group and organization will be accountable for the resources they receive and spend.

The Joint Council, as the legal and sole fiduciary of Bethel Lutheran Church, has final authority over every aspect of the integrated and unified budget, including funds transfers to meet deficits or contingencies.

The 2020 unified budget will have Income and Expenses of \$2,959,677.

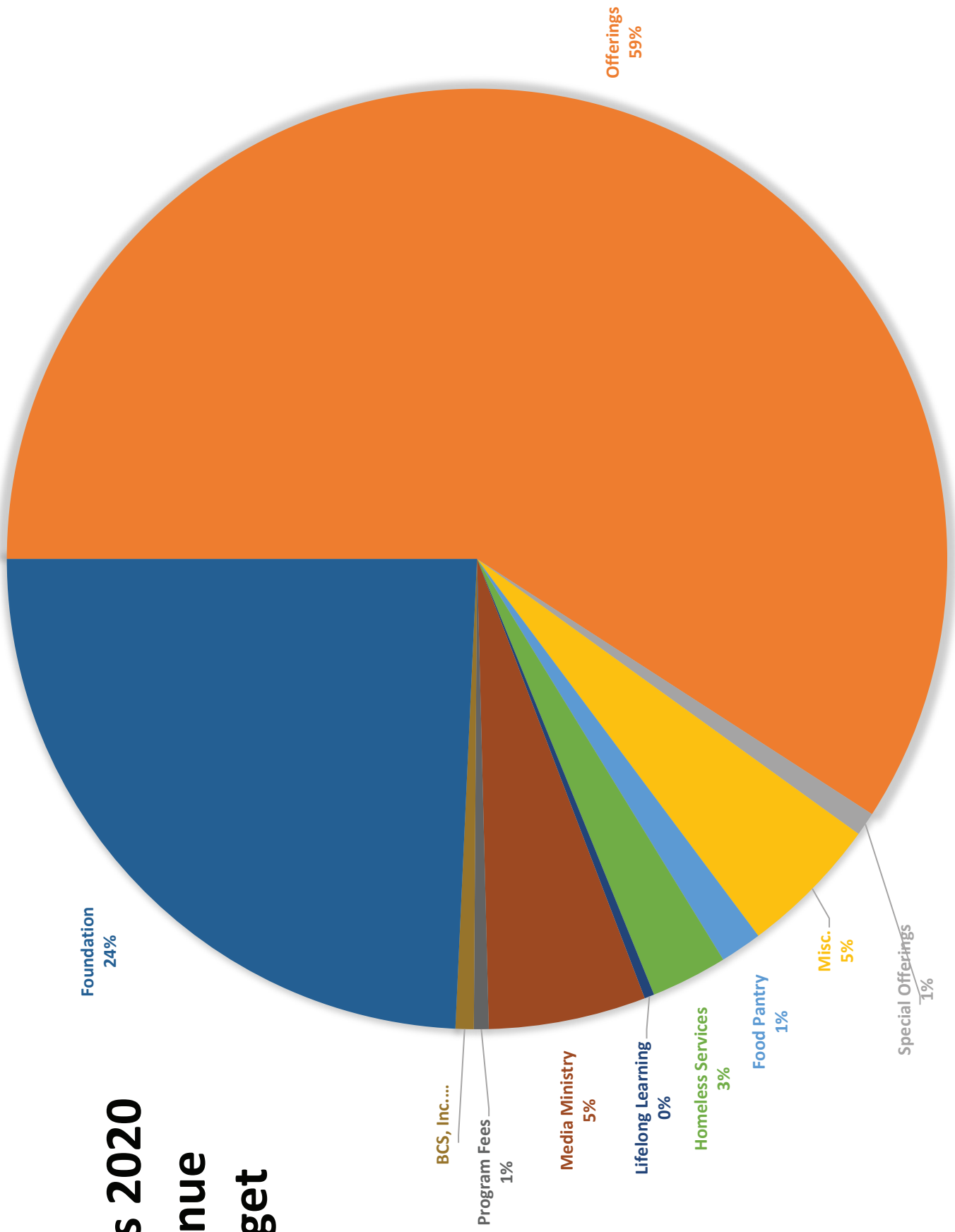
For the first time in many years, the Pledge Income is up over the previous year.

# An Integrated and Unified Revenue Budget

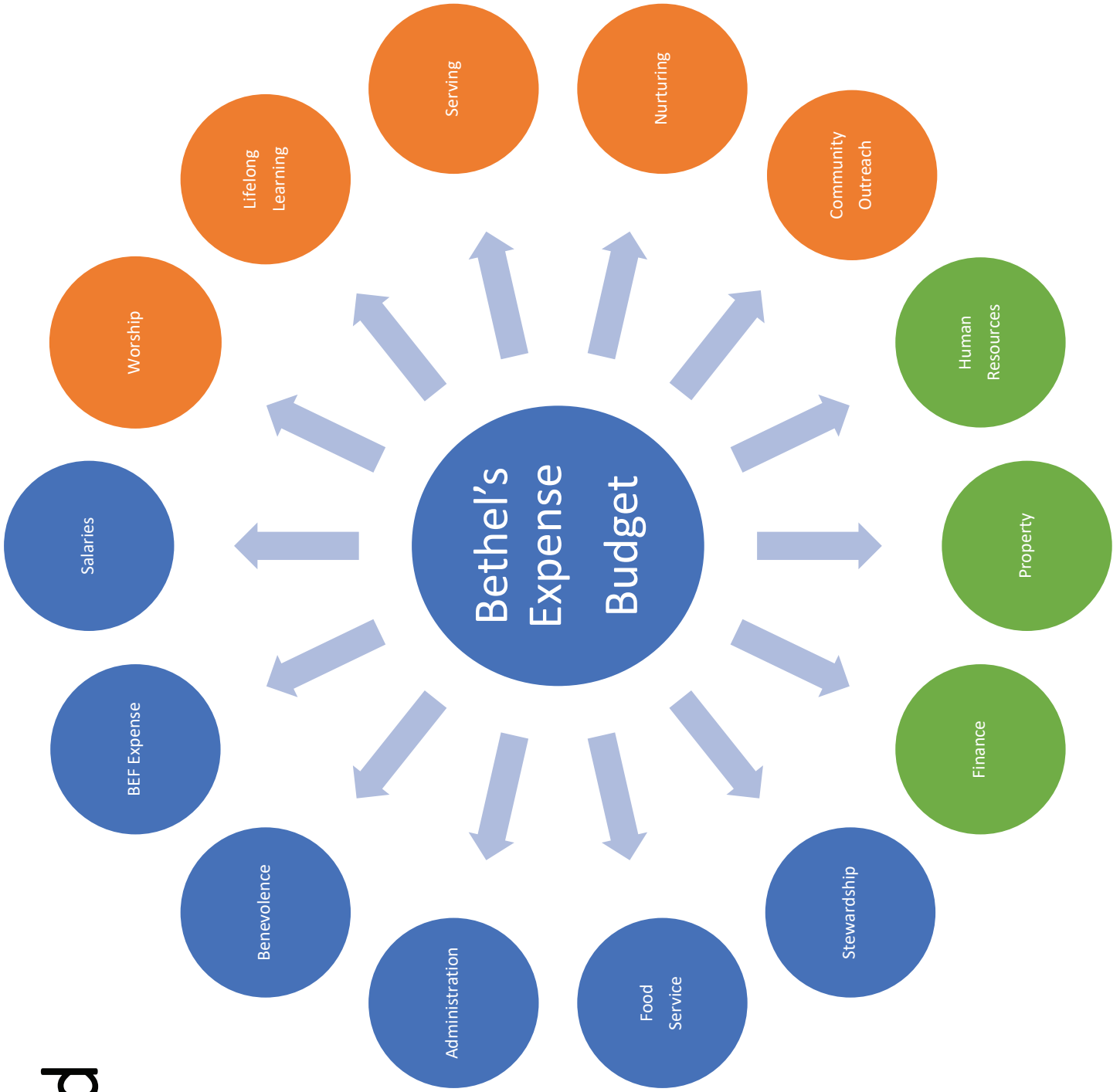


<b>BLC Total Revenues</b>	
Offerings	\$ 1,755,000.00
Special Offerings	\$ 24,000.00
Miscellaneous	\$ 143,700.00
Food Pantry	\$ 42,500.00
Homeless Support	\$ 77,777.00
Lifelong Learning	\$ 10,000.00
Media Ministry	\$ 160,000.00
Program Gifts and Fees	\$ 15,000.00
Bethel Community Services, Inc. Grant	\$ 10,000.00
BEF Grant Support	\$ 718,200.00
Transfer from Council Discretionary Account	\$ 0.00
<b>Total Revenues</b>	<b>\$ 2,956,177.00</b>

# Bethel's 2020 Revenue Budget



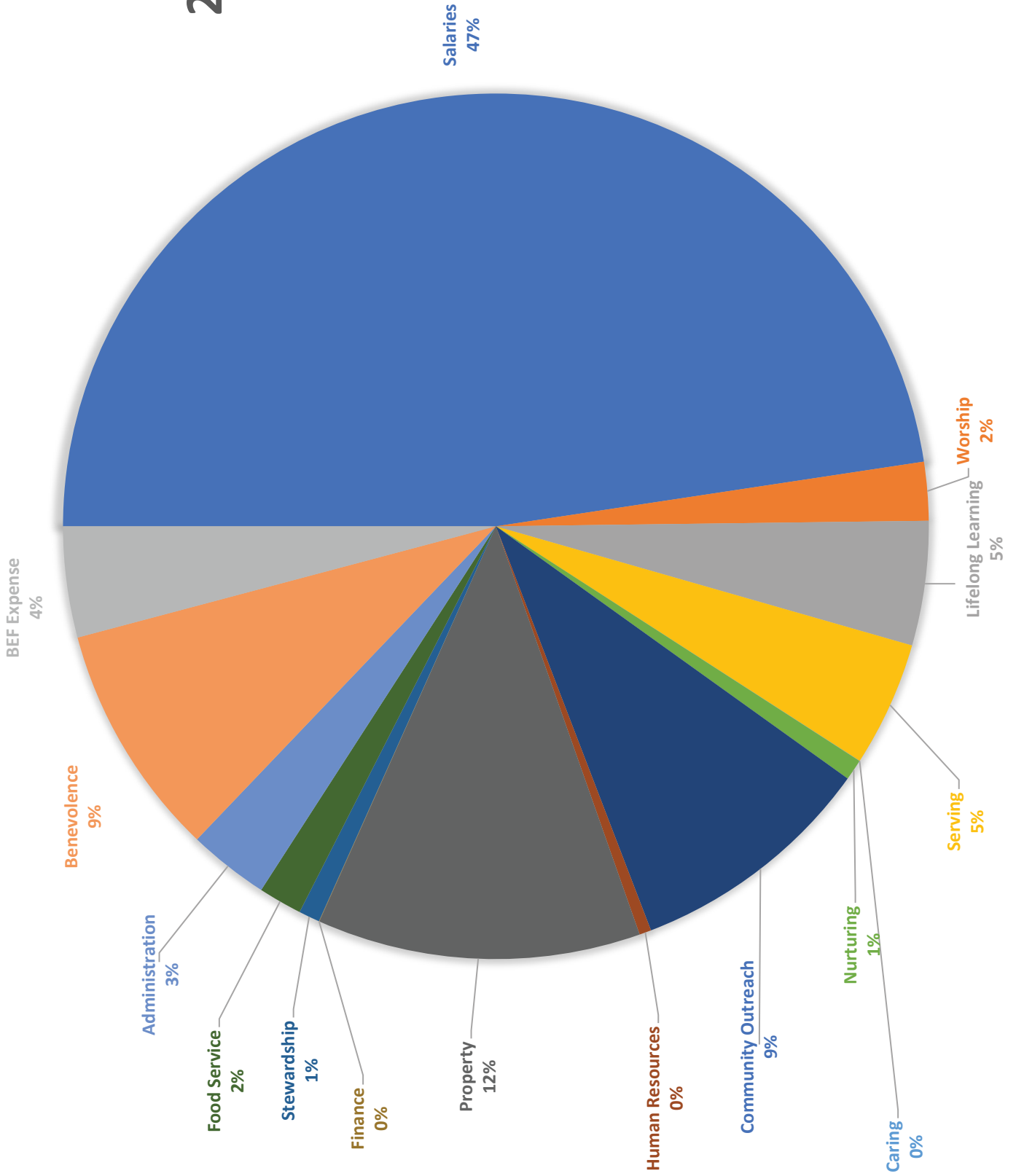
# An Integrated and Unified Expense Budget



## BLC Total Ministry Investment

Staff Salaries	\$ 1,403,662.33
Worship	\$ 64,410.00
Lifelong Learning	\$ 136,900.00
Serving	\$ 143,127.00
Caring	\$ 200.00
Nurturing	\$ 22,950.00
Community Outreach	\$ 273,172.00
Human Resources	\$ 13,050.00
Property	\$ 359,123.00
Finance	\$ 500.00
Stewardship	\$ 23,200.00
Food Service	\$ 48,000.00
Administration	\$ 85,700.00
Benevolence	\$ 257,459.00
Foundation Expense	\$ 122,000.00
Contingency (surplus)	\$ 23.67
	\$ 2,956,177.00

# 2020 TOTAL BUDGETED EXPENSES



	2019 Budget	2019 Actual	2020 Budget
<b>REVENUES</b>			
Offerings	\$ 1,709,000.00	\$ 1,698,287	\$ 1,755,000.00
Special Offerings	\$ 26,000.00	\$ 49,762.00	\$ 24,000.00
Miscellaneous	\$ 97,000.00	\$ 84,113.00	\$ 143,700.00
Program Gifts, Fees	\$ 30,000.00	\$ 24,790.00	\$ 15,000.00
<b>EXPENSES</b>			
Salaries	\$ 1,383,163.00	\$ 1,391,144.00	\$ 1,403,662.00
Property	\$ 206,600.00	\$ 195,843.00	\$ 194,425.00
Administration	\$ 77,000.00	\$ 110,000.00	\$ 88,700.00
Benevolence	\$ 90,000.00	\$ 80,250.00	\$ 103,063.00

**Summary of 2019 Mission Support outside of the BLC Operating Budget**

The following Mission expenses were outside of the operating budget in 2019:

Homeless Ministry (\$5855 from BEF grant & \$1000 by Estate Sales grants)	\$ 56,712
Food Pantry	\$ 42,522
TV Ministry	\$ 267,768
Circle of Love Golf Outting Program	\$ 25,475
Ukraine Dental Partner	\$ 10,833
Resettlement Ministry (\$ 2000 funded by BEF grants)	\$ 7,880
Bethel's Women's Circles directed the following to Missions	\$ 13,121
Emergency Fund Assistance	\$ 52,186
	<u>\$ 519,019</u>

The following gifts were collected for Horizons (from members & nonmembers) in 2019:  
(The balanced operating budget of Horizons in 2019 was \$938,000)

Current Year Campership Gifts	\$ 45,105
Adamah General Gifts	\$ 2,575
Bike-A-Thon Gifts	\$ 26,170
Horizons Annual Fund Drive	\$ 84,062
	<u>\$ 157,912</u>

And in 2019, the total given toward the 50th Anniv appeal = \$1,396,379

The following is an estimate of in-kind building use donated to community organizations in 2019:

	<u>\$ 80,800</u>
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The following Bethel Endowment Foundation & Estate Sales gifts were directed towards Missions in 2019:

Camperships & Horizons Scholarships	\$ 29,500
Lutheran Campus Center	\$ 9,000
Seminary Scholarships	\$ 34,800
Puerto Rico Mission Trip	\$ 4,000
Bethel Student Ministries	\$ 24,550
Rwanda Mission	\$ 2,000
Tanzania Bethel Series Mission	\$ 10,000
	<u>\$ 113,850</u>

**Total 2019 Mission Contributions/Expenses outside of the BLC operating budget**

	<u>\$ 871,581</u>
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**Summary of 2019 Mission Support included in the BLC Operating Budget**

ELCA/Synod	\$ 39,800
Puerto Rico Mission Project	\$ -
Lutheran Social Services	\$ 400
Luther Seminary	\$ 600
Wartburg Seminary	\$ 200
LSTC Seminary	\$ 400
Mission Partners (Hephatha & Ascension)	\$ -
Bethel Horizons	\$ 15,125
Skaalen Home	\$ 400
Oakwood Homes	\$ 775
Madison Area Jail Ministry	\$ 9,100
Madison Lutheran Campus Ministry	\$ 7,400
Triangle Ministry	\$ 400
The Bethel Series	\$ 1,200
Homeless Ministry	\$ 2,200
Grace Shelter for the Homeless:	\$ 200
Salvation Army	\$ 2,000
Other Missions	\$ 50
	<u>\$ 80,250</u>

**Total 2019 Mission Contributions included in the BLC operating budget**

	<u>\$ 80,250</u>
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**Grand Total 2019 Mission Contributions/Expenses: \$ 951,831**

Bethel Lutheran Church  
Balance Sheet Analysis  
December 2019

Accounts	Current Balance (Last Year)	Current Balance (This Year)
<b>Assets</b>		
<b>CURRENT ASSETS</b>		
111.00 - Cash In Bank	\$392,023.43	\$347,298.94
115.00 - BLC Custodial Fund (BEF)	\$1,083,954.16	\$1,318,636.46
115.02 - Food Pantry Acct. (BEF)	\$286,849.30	\$348,953.82
115.03 - Media Acct. (BEF)	\$713,520.37	\$679,445.24
115.04 - Foye Acct (BEF)	\$190,471.43	\$177,823.09
115.05 - Music Acct. (BEF)	\$18,622.05	\$17,544.34
115.07 - Homeless Acct. (BEF)	\$71,723.70	\$85,503.74
115.08 - Education Acct. (BEF)	\$122,312.87	\$135,461.11
115.09 - XYZ Acct. (BEF)	\$0.00	\$73,901.20
119.02 - BMO Money Market Account	\$259,394.06	\$65,498.63
121.00 - Prepaid Expense	\$1,660.00	\$0.00
122.00 - Accounts Receivable	\$95.15	\$0.00
<b>Total CURRENT ASSETS</b>	<b>\$3,140,626.52</b>	<b>\$3,250,066.57</b>
<b>FIXED ASSETS</b>		
151.00 - Land 318-320 Wis Ave	\$54,955.00	\$54,955.00
152.00 - Land 312 Wis Ave	\$100,000.00	\$100,000.00
155.00 - Siljan Hall	\$273,107.27	\$273,107.27
157.00 - Church Building	\$2,068,959.64	\$2,068,959.64
158.00 - Church Equipment	\$929,669.25	\$929,669.25
159.00 - Parking Lot Renovation	\$292,114.80	\$292,114.80
160.00 - Church Building Improvements	\$3,138,368.20	\$3,138,368.20
<b>Total FIXED ASSETS</b>	<b>\$6,857,174.16</b>	<b>\$6,857,174.16</b>
<b>Total Assets</b>	<b>\$9,997,800.68</b>	<b>\$10,107,240.73</b>
<b>LIABILITIES, Fund Principal, &amp; Restricted Funds</b>		
<b>LIABILITIES</b>		
<b>Short Term Liabilities</b>		
<b>Short Term Liabilities</b>		
201.00 - Accounts Payable	\$16,550.50	\$0.00
<b>Total Short Term Liabilities</b>	<b>\$16,550.50</b>	<b>\$0.00</b>
<b>Total Short Term Liabilities</b>	<b>\$16,550.50</b>	<b>\$0.00</b>
<b>Total LIABILITIES</b>	<b>\$16,550.50</b>	<b>\$0.00</b>
<b>Fund Principal</b>		
310.00 - General Fund Equity	\$3,512,499.36	\$3,536,676.87
311.00 - Renovation Equity Acct	\$3,306,637.20	\$3,306,637.20
Excess Cash Received	\$0.00	(\$137,969.15)
<b>Total Fund Principal and Excess Cash Received</b>	<b>\$6,819,136.56</b>	<b>\$6,705,344.92</b>
<b>Restricted Funds</b>		
Total RESTRICTED FUNDS	\$3,162,113.62	\$3,401,895.81
Total Permanent Restricted	\$0.00	\$0.00
<b>Total Restricted Funds</b>	<b>\$3,162,113.62</b>	<b>\$3,401,895.81</b>
<b>Total LIABILITIES, Fund Principal, &amp; Restricted Fun</b>	<b>\$9,997,800.68</b>	<b>\$10,107,240.73</b>