

Bethany Lutheran Church
Pastor's Annual Report
2021

In the time since my last report in November 2020 we celebrated our first Thanksgiving here in Kaukauna. December brought with it the First Advent and Christmas season, here at Bethany. Our Advent Worship focused on the words of the Prophet Micah. Still dealing with the Covid-19 pandemic during the Christmas season brought changes to our Christmas Eve/Day worship schedule. We gathered 5 times around God's gifts of Word and Sacrament between December 23rd-25th. We were blessed to have Kaitlyn Popp share her vocal talents with us on Christmas Eve.

The month of January brought with it a new year and our first Epiphany Season in Kaukauna. As 2021 began I continued to meet Bethany members through visits online, over the phone, and in-person. In the month of February, we collected non-perishable food items for Victory Lutheran Church in Gwinn, Michigan. In late February, we were able to deliver all the collected items to Victory. We were also able to meet with staff and volunteers to get an update on what's going on at Victory. February and March also brought with it my first Lenten Season at Bethany. Our Midweek and Holy Week services included the sermon series "Eyes on Jesus" where we focused our attention on the various people who were with Jesus as He marched toward the cross of Calvary.

The month of April brought with it Holy Week and Easter. We also collected items in order to put together Care Packages for single moms and widows. On Mother's Day weekend we were able to deliver 32 care packages. Those who received the care packages were very grateful for the generosity and care shown by Bethany and its members. The month of May also brought a change to our Worship schedule. We moved from a 4:30 PM Saturday service to a 6:30 PM Thursday service.

The summer of 2021 brought with it a few new activities to Bethany. On the Saturday of the 4th of July weekend Bethany host a prayer walk. Participants circled the block around Bethany's property praying for various needs in our church and community. In August, I got to perform my very first Baptism at Bethany. We also hosted our Pool Party: Fun with the Son" event. We were able to share some of God's good gifts with the families of our congregation and community and have a little food and fun too. In August, we also briefly ended Drive Through Communion, which we had been offering through most of the Covid-19 pandemic. As August ended, four of our young people participated in the Rite of Confirmation after completing a Catechism study during the Pastoral Vacancy.

In September, we saw the return of our Sunday School classes, and another change to our Worship schedule. Our Sunday morning schedule went from a single service at 9 AM to two services (7:45 and 10 AM). On the last Sunday of the month, Bethany celebrated its 75th Anniversary following months of planning and preparation. North Wisconsin District President Dwayne Lueck gave the sermon, and Pastors Krueger, Raddatz, and Steinbach participated in leading parts of the service. We were also blessed to have several of our former DCEs attend our Anniversary celebration.

October of 2021 brought with it a couple more Baptisms and a visit from Hagar, a Comfort dog from Faith Lutheran church in Appleton. About 25 members of Bethany

participated in a planning workshop facilitated by Sandy Weiland. October came to an end with Bethany hosting a Trunk or Treat on Saturday, October 30th, and with a celebration of Reformation Day on Sunday, October 31st. At our Reformation Day celebration two more of our young people participated in the Rite of Confirmation at our 10 AM service.

So far 2021 it has been a year of getting back to normal. We aren't there yet, but we are headed in that direction, and much of what we have done in 2021 leaves us at Bethany well positioned for 2022. I look forward to seeing where our Lord will take us in the coming year. May all that we say and do as followers of Christ, individually and as a Family of Faith, be pleasing to God and for His glory.

Your Brother in Christ,

Pastor Rod

2021 Board of Family Ministry report

Members: Verna Hibbard, Bonnie Smith, Kris Popp (chair)

Sunday School

After offering at home Sunday School materials for much of 2021, we were excited to begin in person Sunday School again in September 2021. We are again using the Enduring Faith curriculum which offers the same lesson to be taught throughout all age groups. Thank you so much to our dedicated teachers and helpers.

VBS

We were not able offer VBS in 2021. Instead, we had a community outreach event in August 2021 called "Fun with the Son" It was an opportunity to interact with our community and share God's word. We plan to do this again in 2022.

Midweek

LeAnn Johnson continues to teach Bible Basics to our 5th and 6th grades on Wednesday nights. We are very thankful for LeAnn's continued service to our congregation.

Youth

Jim Smith continues to meet with our high school age youth on Wednesday nights for Bible study and fellowship. Thank you, Jim!

Confirmation

In August 2021, we had 4 youth celebrate the Rite of Confirmation.

This September, Pastor Rod began a catechism class for anyone looking to pursue the right of confirmation. Anyone who has not been confirmed in the Lutheran church is welcome to join this group.

Adult Bible Studies

We have four adult Bible studies going currently - Tuesday morning, Wednesday early evening, and Monday night (Men of Bethany) and Sunday morning.

Called Director of Family Ministry or Christian Education status

Early in 2021, we applied to have a Director of Christian Education intern placed with us for 2021-2022 from Concordia University Chicago. Unfortunately, our congregation was not selected for an internship. Our 2022 budget includes monies to again pursue the placement of an intern at Bethany.

After 3 consecutive terms, my time as chair of the Board of Family Ministry must come to a close at the end of 2021. It has been an honor to serve in this role. Thank you to everyone who has served in all the various roles in Family Ministry during my time as the chair.

God's blessings, Kris Popp

2021 BOARD OF EVANGELISM REPORT:

The Board of Evangelism has been without a Chairperson for the entire year of 2021. However, we do have some past members of the Board willing to continue to do this activity. Please consider giving your time and talents to this much needed part of the ministry at Bethany.

We did have some wonderful activities related to Board's mission of sharing the Good News of Jesus Christ with others since our last Voters Meeting:

Thanks to Joyce Diedrich and Joan Borg, we had a "Giving Tree" during the Advent time last year. Many of you participated by donating household products for the Giving Tree. Those products were shared with 24 shut-ins and others in our congregation. Thank you for those who contributed.

Another outreach project was our "Easter Bags" with Christian workbooks and materials along with sweet treats. They were distributed on Holy Saturday, mostly to community families who heard about our program on Face book, or by word of mouth. In addition to the Easter bags, 10 bibles were given out to community members during the distribution. The remaining bags were distributed to our congregation's children on Easter morning. This indicates huge potential to reaching out to our local community.

In May, close to Mother's Day, "Care Packages" were created using donated household items and purchased supplies. 32 Care Packages were hand delivered to 32 single moms and widows in our congregation. Not only were they very well received, but those who delivered them enjoyed the experience of sharing conversations with the recipients.

On July 3rd, Bethany' Board of Family Ministry organized a "Prayer Walk" starting at our church with prayers for our various ministries, and then the group worked around our city block praying for various groups in our congregations such as youth, shut-ins, those in various types of need, and ending with community groups that serve our citizens. 14 people participated in the Prayer Walk and many expressed a desire to see future activities of a similar nature.

On August 8th, the Board of Family Ministry held an outdoor "Fun with the Son" pool and more party. Many of our members contributed items such as treats and food, and others volunteered their time and talents to lead one of the many "pools" for planned themes. It was a great success with an estimate of over 30 kids participating in the event with approximately 2/3 coming from the community at large.

Coming on October 30th from 3-5PM. there will be a "Trunk or Treat" program with activities and food beyond the trunks of candy. At the time of this report, lots of community interest in this event is evident on social media and we anticipate another great community outreach event to further Bethany's Mission of **"Nurturing our community to grow closer to Jesus"**.

Submitted by Bruce Frederick

2021 Board of Finance Annual Report

Finance: In review, our previous 12-months (Oct20-Sep21) showed that offerings were \$42,401 more than our expenses. Even though this is positive, we need to remember that we are still without a FTE Director of Family Ministry (or intern) and still slowly coming out of COVID-19 restrictions. These items decreased our total expenses incurred again this past year.

We have spent the last year laying down a foundation for future growth in our church. We have been more than blessed with many monetary donations helping us to provide for the needs of our congregation and building. COVID-19 is still a part of our daily lives but we are reaching past its limitations. Online streaming of services and drive through communion have become a part of our lives and we are embracing the change it has brought to us.

When COVID shut us down – it taught us how to persevere and be survivors. Bethany is a survivor – we’ve stayed strong and grown in our faith. We were blessed with a new Pastor and worked through the year bringing glory to our Lord. We recently went back to having two services on Sunday’s again, have opened up Sunday School for our children and Bible classes are happening again. We are looking to a new year with many new adventures for Bethany, our members and our community.

In recent years, we have been able to complete many major projects such as new pews, a sanctuary upgrade including a hearing loop, a major roof repair, upgraded Wi-Fi and new internet telephone system, parking lot repair and new LED lighting. This past year we continued with the installation of four new forced air furnaces (one late 2020 and three in 2021) and finished the LED light project with special light fixture diffusers. In our future budgets, we hope to plan for anticipated future projects with monies added to established “sinking funds”.

A Financial Audit of the 2020 financial activities and records was conducted by Marilyn Riemer. Her report indicated that all records and transactions were correct and reconciled with year ending reports. The Church Council reviewed her report and her comments. The Council thanked our Treasurer, Barb Wendt for her meticulous financial records and Marilyn for her efforts in auditing the records for 2020.

Our 2022 budget is close to our 2021 budget. This will allow Bethany to maintain our expenditures and let us grow in the new year. Offerings and expenditures for the 2022 budget are being set at \$226,363.

Thank you.

Lisa Offerman-Cooley: Director-Board of Finance

Board of Elders Annual Report

2021

Current Board Members: Joe Kamien, Bob Koehler, Wayne Owen, Scott Schupbach and Dan Thorson.

The Board of Elders meets monthly to discuss the spiritual needs of the congregation. Areas of discussion also include worship service schedules, ushering, baptism, communion, confirmation and church membership.

Church Service attendance year-to-date 3,996. (As of 9/30/21)

2,874 in 2020.

Worship Schedule

Regular Worship Schedule for November-April: Saturdays-4:30pm

Sundays-9:00am

Regular Worship Schedule for May-October: Thursdays-6:30pm

Sundays-9:00am

Special Worship Services scheduled for this fall/winter:

-Thanksgiving Eve Service-November 24, 2020

-Advent Services- December 1, 8, 15, 2020

-Christmas Eve Services (Times not finalized)

-Christmas Day Service at 9:00am

Ushers, Elders, Snack counter and Collection Plate

Bethany's Congregation is very blessed to have members who have shared their time and talents throughout the year. We give thanks for the volunteers who assist in both the worship service, Alter Guild, Sunday School/Midweek Teachers, Contemporary Band Members. If you have an interest in serving the Lord's house as an usher, elder, teacher, singer, counter or coffee/snack assistant, please contact the church office or any member of the Board of Elders.

2020 Worship Year in Review Board of Elders Annual Report

We ended 2020 under a pastoral leadership of Pastor Rod Krueger. Our church services were limited to 60 worshippers seated in every other row and masked to minimize the exposure to the Covid-19 Virus. Sunday services, as well as Christmas, Lenten and Holy Week Services were live-streamed and stored on You-tube to allow those not comfortable being inside the sanctuary to view the service on-line. A special thank you to our members who provided camera coverage of our church services. Members were also given the option to commune by car under the church awning following the Sunday service. We were blessed that our members were obedient and we slowly lifted the requirements to separate from one another. By March, we were able to return to singing during the service, while continuing to wear a face covering at all times. In May we switched a service to 6:30pm on Thursday evening, as well as one Sunday service. May, also was the return to all church pews available to seat worshipers. In June, we made face coverings optional as well as returned Bibles and hymnals to the pew racks. In August, our congregation celebrated 4 young members who affirmed their baptism with the rite of Holy Confirmation. In September, Sunday school returned and we added a second Sunday service, with one at 7:45am and the second at 10:00am. We celebrated 75th year of worship at Bethany Lutheran Church on Sunday, September 26, 2021. A heart felt thank you to all the Pastors and leaders that continued to spread God's word.

Thanks to all those who prayed for our church and reached out in Christian Love to one another. As a result, the Lord provides us strength and courage to continue spreading his word.

Lastly, Bethany has many giving people who dedicated countless hours during this year of "Different". My heart warms as I think of all the wonderful people that make up Bethany Lutheran Church.

Yours in Christ;

Bob Koehler, Director-Board of Elders.

Statistical Changes through September 16, 2021

	2010	2019	2020	2021
Baptized Members	1086	526	509	432
Confirmed Members	786	443	428	401
Baptisms	29	8	3	3
Funerals	<u>11</u>	<u>3</u>	<u>4</u>	<u>8</u>
Average Weekly Worship Attendance	279	189	78	103

**Board of Church Properties
2021 Annual Report**

Summary of Church Properties Projects

- The installation of the Final 3 forced air furnaces was completed in September.
- The street work by the City of Kaukauna is near completion. An unknown cost to the church will be available in 2022.
- The Properties Committee has suggested that our congregation establish sinking funds to be prepared for upcoming property expenses such as new roof (maybe in 10-15 years), AC is at 20 years old and ongoing parking lot maintenance every four to five years.
- Church member, John Schroeder, has agreed to become our new custodian. Please welcome John when you see him! Gary Holcomb has moved on. Thank you, Gary, for an excellent job keeping our church clean!

The State of Bethany Lutheran Church

The committee has always tried to be good stewards with the Gifts God has trusted us with through membership and outside donors. Our church is ready to serve. Let's all be anxious to follow the great commission of Jesus.

Bob Wendt
Director of Properties

NOTE: Properties will need a new director January 1, 2022, and anyone that wishes to be a part of the committee please contact myself or the church office.

**Annual Meeting: Voters' Assembly
November 14, 2021**

- I. Opening Prayer**
- II. Pastor Rod Krueger's Report**
- III. Director's and Board Reports**
 - a. Board of Elders: Bob Koehler
 - b. Board of Family Ministry: Kris Popp
 - c. Board of Church Properties: Bob Wendt (interim)
 - d. Board of Finance: Lisa Offerman-Cooley
 - e. Board of Evangelism: Bruce Frederick
- IV. Election of Council Officers:**
 - a. President: _____
 - b. Vice President: _____
 - c. Director of Board of Family Ministry : _____
 - d. Director of Church Properties: _____
 - e. Director of Evangelism: _____
 - f. Secretary: Cheri Rietveld
 - g. Treasurer: Barb Wendt
- V. Business : Discussion/Approval of 2022 Budget**
- VI. New Business:**
 - a. "2022 Plan"
 - b. Other
- VII. Read and Approve Minutes of Annual Meeting**
- VII. Adjournment and Closing Prayer**

BUDGET ASSUMPTIONS FOR THE YEAR 2022

SALARIES & BENEFITS

We will carry a proposed total Salaries budget of \$111,250 into 2022. This total includes Bethany again applying for an intern DFM and related salary and expenses. If we are fortunate to get a DFM we would not get one until June 2022 so the budget reflects 6 months of salary this year and the other 6 months salary will be included in the 2023 proposed budget. Our Benefits budget increased due to the cost of providing coverage for our Pastor and his family.

OFFICE EXPENSES

Office Expenses are projected to be a little less than we budgeted for last year – due to an overage of some items that we didn't use last year that we are able to make use of this year.

EDUCATION

We were able to keep the budget for Education the same due to not having Sunday School last year and the fact that material already on hand is being able to be used this year.

PROPERTIES

We will only see a 3% increase in the Properties budget this year. Due to the many donations received, we were able to take care of much needed projects around the church this past year. We will be focusing on setting aside funds (sinking funds) for Air Conditioning Units and Boilers, a Building Improvement fund and a Parking Lot Improvement fund. These accounts already exist to which we propose adding additional monies in the coming year. We also anticipated increases in our utility expenses this coming winter and major assessments for street construction.

TOTAL EXPENSES

The budget shows an increase in projected expenses from our 2021 Budget right at 9%.

Lisa Offerman-Cooley: Director-Board of Finance

BETHANY LUTHERAN CHURCH						
2022 Budget Proposal						
11/4/2021						
	2018 Budget	2019 Budget	2020 Budget	2021 Budget	Oct20-Sep21	2022 Budget
Total 400 Weekly Offerings	263,151	256,173	288,805	224,350	234,241	226,363
Expenses						
500 Salaries & Benefits						
501 Salaries						
5001 Pastor Salary	57,346	37,999	69,785	64,000	63,992	66,000
5002 DFM Salary	38,375	15,037	34,560	12,000	0	12,000
5005 Secretary Salary	14,955	15,537	15,925	14,400	11,938	14,760
5006 Organist Salary	9,914	9,840	12,709	8,600	8,318	11,945
5007 Custodian Salary	3,642	4,971	5,240	6,750	4,522	4,545
5029 Contract Labor-Guest	2,385	5,450	2,000	2,000	1,140	2,000
Total 501 Salaries	126,617	88,835	141,238	107,750	89,911	111,250
502 Benefits						
5040 Moving\Recruiting Expense		2,387	7,500	0	4,458	0
5041 Employers FICA	2,181	2,339	2,669	2,276	1,890	2,391
5042 Internship Expenses	0	0	0	1,000	175	1,000
5049 Bonus Pastor					236	0
5051 Concordia Plan Pastor	27,510	2,361	24,111	34,196	39,519	36,326
5052 Concordia Plan DFM	14,378	5,149	11,981		0	0
Total 502 Benefits	44,069	12,236	46,261	37,472	46,278	39,717
Total 500 Salaries & Benefits	170,686	101,070	187,499	145,222	136,189	150,967
510 Office Expenses						
5031 Mileage Pastor	1,800	1,781	2,000	2,000	2,000	2,000
5150 Office Supplies	2,823	2,695	3,500	3,500	2,421	3,000
5151 Postage	551	1,814	1,200	1,200	740	1,200
5159 Computer Hdw, Sfw & Support	1,337	2,166	1,000	1,000	2,574	1,000
5165 Advertising	326	326	300	300	76	300
5170 Conventions Pastor	-3,024	0	500	500	23	500
5171 Conventions DFM	187	0	200	0	0	0
5172 Mileage DFM	0	0	500	0	0	0
Total 510 Office Expenses	4,000	8,782	9,200	8,500	7,834	8,000
511 Worship						
5101 Church Supplies	3,166	3,733	3,000	3,000	2,292	3,000

5104 Music	784	175	500	500	1,383	500
Total 511 Worship	3,950	3,908	3,500	3,500	3,675	3,500
512 Youth						
5107 Youth Outreach	581	157	1,000	0	0	0
5109 National Youth Gathering	1,325	0	1,325	0	0	0
Total 512 Youth	1,906	157	2,325	0	0	0
520 Education						
5201 Sunday School	3,559	1,196	4,500	2,000	130	2,000
5202 Mid Week	385	153	500	250	0	250
5203 Youth Adult	794	69	500	250	0	250
5204 Vacation Bible School	0	254	750	300	218	300
5205 General	0	0	0	0	0	0
5206 Bibles & Library	11	12	350	300	0	300
5207 Cradle Roll	0	0	400	200	0	0
5208 Confirmation	1,113	413	450	250	82	250
5209 Family Ministry	1,221	35	1,450	750	285	750
5210 Adult Education	719	486	1,100	500	306	500
Total 520 Education	7,802	2,618	10,000	4,800	1,021	4,600
530 Missions & Evangelism						
5301 NW District Payments	25,620	23,844	21,604	19,942	20,051	19,596
5302 Evangelism & Local Missions	0	13	5,426	4,986	50	1,200
5303 SS & Midweek Missions	0	0	0	0	0	0
5305 Stephen Ministry	62	283	350	0	0	0
5306 Synodical	292	1,193	1,500	0	0	0
Total 530 Missions & Evangelism	25,974	25,333	28,880	24,928	20,101	20,796
540 Properties						
541 Utilities						
5404 Electric Church	8,045	5,280	7,500	7,500	4,600	7,500
5405 Water Church	1,529	1,641	2,200	2,200	1,708	2,200
5406 Telephone Church	7,161	5,654	6,700	6,700	4,219	3,500
5407 Gas Church	4,429	4,722	5,200	5,200	4,134	6,200
Total 541 Utilities	21,164	17,297	21,600	21,600	14,661	19,400
542 Other						
5401 Contract Services	3,696	4,296	5,000	5,000	3,879	3,000
5402 Maintenance Supplies	2,926	2,825	2,500	2,500	669	1,500
5403 Repairs & Supplies	1,758	3,981	2,800	2,800	1,457	2,000
5410 Insurance Prop and Gen Liab	4,879	5,232	5,500	5,500	5,522	5,600
5421 Building Improvements	2,250	0	0	0		3,000
5423 Parking Lot Improvements Fund	1,500	0	0	0	0	1,000

5424 Air Conditioning/Boiler Fund	3,000	0	0	0	0	3,000
Total 542 Other	20,009	16,334	25,800	15,800	11,527	19,100
Total 540 Properties	41,173	33,631	47,400	37,400	26,188	38,500
Total Expenses	255,492	175,500	288,805	224,350	195,008	226,363
Net Income	7,659	80,673	0	0	39,233	0