

Bethany Lutheran Church

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Rev. Levi Willms
DFM Shannon Meeks

2018 Annual Reports

Bethany Lutheran Church
2018 Officers and Boards

President	Bruce Frederick
Vice President	Bob Koehler
Secretary	Cheri Rietveld
Board of Elders	Greg Popp – Director Mike Baarts Joe Kamien Bob Koehler Ron Margelofsky Wayne Owen Mike Robinson Dan Thorson
Board of Church Properties	Bob Wendt – Director John Boldt Jason Fox Billy Jorgensen Dick Kickland Dave Niesen Keith Petersen Richard Pomeroy Stacey Prodoehl Terry Stingle Amos Vanden Heuvel
Board of Family Ministry	Kris Popp – Director Verna Hibbard Danelle Klaver Bonnie Smith
Board of Finance	Barb Wendt – Director/Treasurer Mary Ann Anderson – Financial Secretary
Board of Evangelism	Dawn Moore – Director Joan Borg Nancy Hawkins

Pastor's Annual Report 2018

I will try to hit some highlights from 2018 that I think are important for Bethany, and maybe will be blessings for the ministry of Bethany, as it seeks to find its next pastor.

In 2018 we continued the process of developing programs for the discipleship of young people in the congregation. Many families asserted to leadership a strong desire to retain the rite of Confirmation. As we listened to these families, we were moved to do so, but then also needed to make some changes to the requirements for that rite that would be in line with the spirit of Confirmation. To be confirmed means that one is not likely to change. For decades we have seen kids make public promises of commitment to the church and change in a matter of weeks. I am proud of the leadership for seeking out a system and requirements that has kids and families accountable for the material of learning and for developing a life of faithfulness worthy of Confirmation. While implementation is just beginning, this is something that your next pastor will be very excited about.

This year we did a revamp of the Constitution and Bylaws that were very outdated. This isn't something that is fun to do, but again, your new pastor will be very pleased that the church has updated Constitution and Bylaws in place.

We have been working on developing a better system for calling on inactive members. This has been delayed as we have desired to work with a pastor at Faith Lutheran in Appleton for training. That training is November 3 from 8:30 to 3:30. This will enable the vacancy pastor and new pastor to have a team of people to work with to call on and care for inactive members. This can work to draw that member back into a relationship with the church, or allows the church to know when it is appropriate to remove members from the books to accurately understand and minister to our membership. This will give great opportunity for Bethany to improve in this area going forward.

In 2018 we received a generous gift allowing us to upgrade our pews. While there are some strings attached to the gift, overall it is a wonderful blessing allowing Bethany to finish desired upgrades to the sanctuary that were in the plans from about 20 years ago. It will be a joy for all who worship and a blessing to your future pastor.

As I transition to my new calling at St. John's in Yankton, I recall a verse I was reading with my kids about a month ago in 1 Samuel 12:23-25 where Samuel says in a farewell speech, "As for me, far be it from me that I should sin against the LORD by failing to pray for you." The whole chapter is good including his charge to them and warnings, but here I simply state that Bethany will always be in my prayers.

In His Service,
Pastor Levi

DFM Annual Report 2018

We are approaching my third year at Bethany and I am so thankful for every one of you. It has been such a blessing to be surrounded by this congregation and I look forward to serving alongside you all!

It has been an eventful year in many ministry areas. The Sunday School theme for the year is “Fruit of the Spirit.” This year, though, the theme is extending beyond the Sunday School classrooms. The theme will be used in worship, in special all-church events, and in other areas. This is a great chance for our congregation to center around these fruits and learn more about what they mean in our lives. This also gives the kids an opportunity to be more fully connected with the church as a whole, so if you see kiddos walking around, be sure to ask them about the fruit of the month!

The children also have various opportunities to sing praises to God during worship through our Sunday School songs. Another big event for the children is the *Children’s Christmas Program*. We will continue to have this during the 10 a.m. service. This year it will take place on December 16.

Some of the other events we had the opportunity to participate in this year were our *Happy Birthday Jesus party*, an introduction to Advent event, and various celebrations throughout the year. These were all-church events where we focused in on God’s Word, did some activities, and joined together with other families in the community to celebrate Jesus.

This year has been a big planning year for the future of Confirmation. The staff and leadership have been diligent about researching what is best for Bethany and what other churches in our community and around the country are doing for Confirmation. I am very excited about where we are headed and look forward to continuing the conversation about how to best teach our youth about the Christian life!

Family Ministry continues to be a large passion of mine and I am in the process of pursuing a Master’s degree in Family Life Education. This has been a wonderful opportunity to continue learning about how to best serve our congregation and our local community and I look forward to using the skills I am developing. In addition to my degree, I have also had the opportunity for continued education through the D6 Conference. This year myself and a congregation member were able to attend this conference to learn more about that Church + Home partnership.

This year we were able to take the youth, once again, to *The Gathering* in Illinois. This smaller youth gathering was a great experience as we got to listen to speakers, worship together, and serve the community.

Overall, it has been a wonderful year! Thank you, again, for all you do to support me. I have developed some incredible relationships with this congregation and it has been a joy to serve here! I look forward to even more time spent working alongside the wonderful people of Bethany!

God’s Blessings!
Shannon Meeks
DFM

Board of Elders Annual Report 2018

Current Board members include: Joe Kamien, Ron Margelofsky, Bob Koehler, Dan Thorson, Mike Baarts, Mike Robinson, Wayne Owen, and Greg Popp.

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 attendance.

Attendance year-to-date (as of 9/24/18)	8,187 in 2018
	9,884 in 2017

Worship Schedule

Regular Worship Schedule for November – April:	Saturdays – 4:30 PM
	Sundays – 7:45 AM & 10:00 AM
Regular Worship Schedule for May – October:	Thursdays – 6:30 PM
	Sundays – 7:45 AM & 10:00 AM

Special Worship Services scheduled for this fall/winter:

- Thanksgiving Service - November 21 at 6:30 PM
- Advent Services - December 5, 12, and 19 at 6:30 PM
- December 23 - One service at 9:00 AM (Saturday evening stays as scheduled)
- Christmas Eve Services at 3:00 PM, 5:00 PM, and 11:00 PM
- Christmas Day Service at 9:00 AM
- December 30 - One service at 9:00 AM (Saturday evening stays as scheduled)
- New Year's Eve Service- December 31 at 6:30 PM

Service to Bethany

Bethany's congregation is very blessed to have members who have shared their time and talents throughout the year. We are currently working towards filling an additional ushering team for the 10 a.m. service, as well as adding to our collection counting team. Serving within Bethany can be a great way to grow fellowship among members. If you have an interest in serving as an Usher, Elder, or assisting with collection counting, please contact any member of the Board of Elders.

The Elders have been working with Pastor, Shannon, and the Council on changes to our Confirmation process. We have had discussions with families and members in an effort to improve upon our current program, while still maintaining our commitment to strengthening the faith of our youth. Faith is a lifelong journey that Bethany would like to help you prepare for, regardless of age.

We will be joining Faith Lutheran in November for training on performing roster adjustments and calling on inactive members. It has been several years since we have attempted to update our membership list, which currently includes people that have relocated, joined other local congregations, or even passed away. This process includes calling upon members who are considered inactive, or sporadically attending, and having a discussion on what their intentions are for the future. We will undertake this effort with a team of volunteers, so please reach out to the Elders if interested in helping. It is my hope for the future that we as members of Christ's church would reach out to one another before a significant lapse in worship occurs.

As I conclude my third and final term as the Director of the Board of Elders, I would like to thank our congregation for allowing me to serve in this role.

Respectfully,
 Greg Popp
 Director, Board of Elders

Statistical Changes through **October 21, 2018**

	2008	2015	2016	2017	2018
Baptized Members	1224	1007	917	885	719
Confirmed Members	887	778	718	689	572
Baptisms	18	13	12	10	7
Weddings	11	6	4	3	1
Funerals	7	8	12	9	8
Average Weekly Worship Attendance	287	254	257	226	192

Board of Finance and Stewardship Annual Report 2018

Finances:

As of September 30, 2018, our offerings are \$18,886 less than our expenses. At the same time last year, offerings exceeded expenses by \$4,420. This is a change of \$23,306. The change is due to a 4.3% decrease in offerings paired with a 6.5% increase in expenses. Offerings are 17.7% below budget and expenses are 10.3% below budget.

At the time of this writing, the balance in our general operating fund is \$13,523.

Other Financial items:

God continues to bring blessings to Bethany: In June of 2018, we received a very generous gift of \$100,000 from William Mayer in memory of his mother. The gift will be used to purchase new pews. God is Good.

Financial Audit: A big thank you to Marilyn Riemer for conducting an audit of Bethany's books. Bethany is grateful for all the time and talents she continues to dedicate for the well-being of our church.

Thrivent Choice:

A special thanks to the members that have directed their *Thrivent Choice Dollars*[®] to Bethany. These funds have enabled us to celebrate Lenten dinners together as followers of Jesus Christ:

In His Name,

Barbara Wendt
Director of Finance and Stewardship

Budget Assumptions for the Year 2019

The proposed budget for 2019 has a 7% reduction from the 2018 budget.

Sinking Funds:

With the decline in offerings in 2018, the decision was made to not build any savings into the annual budget. The expenses with the asterisks (**) are the areas where savings were built in to the operating budget in the past (“Sinking Funds”).

Salaries & Benefits:

Overall, Salaries and Benefits are budgeted to decrease by \$2,000 (-1.5%) and \$1,430 (3.0%) respectively for a total decrease of \$3,430 (-1.9%). There are zero salary increases and decreases in the Pastor and DFM’s bonuses.

Office Expenses:

We are proposing a 24% decrease in the 2019 office budget. The budget was made to reflect the 2018 run rates in postage and computer hardware / software.

Education & Confirmation:

The proposed 2019 budget reflects a \$300 reduction from 2018 budget.

Youth:

There are no changes proposed over the 2018 budget.

Missions & Evangelism:

Healthy congregations give 10% of offerings to others. The proposed budget reflects this 10% as well as an additional \$200 for the Stephen Ministry. Of the 10% of offerings, \$23,844 will go to the NW District (85% of the total) and \$4,208 will go to local missions (15%).

Properties:

The proposed 2019 Properties budget reflects a 20% (\$11,600) reduction from the 2018 budget. \$9,000 of this is from the discontinuation of the heating and air conditioning sinking funds. As in 2018, we are budgeting \$10,000 to replenish the prudent reserve for the elevator project.

Board of Church Properties Annual Report 2018

The Board of Church Properties is presently composed of Bob Wendt (chair), John Boldt, Jason Fox, Billy Jorgensen, Dick Kickland, Dave Niesen, Keith Petersen, Richard Pomeroy, Stacey Prodoehl, Terry Stingle, Amos Vanden Heuvel.

In 2018 the primary emphasis for the Board of Properties was to move forward on work with the new pews following a generous gift to the church for them. Along with pews, we are able to put in a new hearing loop system to better assist those with hearing aids. This project is underway as you get this report and we hope to have it finished by the time of our annual meeting.

This fall we replaced our projector that stopped working in the spring and added a fixed frame screen to the front of the sanctuary to get a brighter/crisper image.

We also had a clean-up day in the spring and a number of smaller projects for general maintenance of the facility. I will be happy to answer any questions at the Voter's Meeting.

Respectfully,
Bob Wendt

Board of Family Ministry Report 2018

Board members: Danelle Klaver, Verna Hibbard, Bonnie Smith, Kris Popp (chair)

These are the education programs Bethany offers:

- Resources and instruction for young families as children are baptized
- Sunday School starting at age 3 through the 6th grade -we continue to use the D6 curriculum which is designed so all age groups are on the same weekly lesson. This year's theme is "Fruit of the Spirit" based on Galatians 5:22-23.
- Midweek classes
 - 5th and 6th graders studying Luther's Small Catechism with their parents - led by Pastor
 - Bible study for 7th to 12th graders led by Shannon
- Adult Bible studies
 - Tuesday and Sunday mornings led by Pastor
 - Sunday morning Naomi's Table led by Juanita Harder
 - Monday night, Men of Bethany
 - Wednesday morning, Men's Bible study
- Church library with Christian books and DVDs

Some highlights of 2018 and what I am looking forward to in 2019:

- I am grateful to Danelle, Verna, and Bonnie for joining the board and offering their input and guidance.
- As a board, we have been reworking our structure and looking for ways to involve more people. This is a work in progress as we revise the Bethany handbook. More to come in 2019.
- We are beginning to plan for VBS in 2019. Please consider volunteering for this program, as we will need many hands to make it successful.
- Shannon and I attended the D6 Family Ministry conference in September. We learned so much and are looking forward to putting into action some of our learnings.

Yours in Christ,
Kris Popp, Chair - Board of Education

Board of Evangelism Annual Report 2018

Board Members: Joan Borg, Nancy Hawkins, Dawn Moore – Director

Items the Board of Evangelism has addressed during the past year include:

- Spending many months recruiting board members.
- Is in the process of nailing down a date for Friendship Sunday.
- Is in the process of inviting a chiropractor to come and discuss nutrition and its physical and mental advantages.
- Discussed opportunities to welcome new members between worship services.
- Is trying to find the needs of our congregation.

Respectfully,
Dawn Moore

Annual Meeting Voters' Assembly

November 11, 2018

- I. Opening Prayer
- II. Pastor Levi Willms Report
- III. DFM Shannon Meeks Report
- IV. Director and Committee Reports
 - a. Board of Elders – Greg Popp
 - b. Board of Finance – Barb Wendt
 - c. Board of Church Properties – Bob Wendt
 - d. Board of Family Ministry – Kris Popp
 - e. Board of Evangelism – Dawn Moore
- V. Election of Directors
 - a. Board of Finance – Lisa Offerman-Cooley
 - b. Board of Elders – Bob Koehler
 - c. Board of Church Properties – Bob Wendt, interim
 - d. Church Council Vice President -
- VI. Business Concerns – Approval of 2019 Budget
- VII. New Business
 - a. Bethany Lutheran Constitution & Bylaws (*action required*)
 - b. Call Process explained
- VIII. Read and approve minutes of Annual Meeting
- IX. Adjournment and Closing

BETHANY LUTHERAN CHURCH

2019 Budget Proposal

10/13/2018

	2015	2016	2017	Jan-Sep 2018	2018 Budget	2019 Budget	Over (Under) 2018 Budget	
Offerings								
400 Weekly Offerings								
4000 General Offerings	280,730	278,542	268,546	178,539	301,412	280,523		
4001 Loose Offerings	10,541	11,963	12,933	7,502				
4002 Sunday School Offerings	0	441	287	170				
4003 Mid-Week School Offerings	18	22	0	0				
4700 Earnings on Prudent Reserve	325	318	309	257				
4710 Credit Card Fees	-212	-451	-255	-452				
Total 400 Weekly Offerings	291,401	290,836	281,821	186,016	301,412	280,523	0	
Total Offerings	291,401	290,836	281,821	186,016	301,412	280,523	0	
Offerings	291,401	290,836	281,821	186,016	301,412	280,523	(20,889)	-6.93%
Expenses								
500 Salaries & Benefits								
501 Salaries								
5001 Pastor Salary	56,340	58,030	59,771	45,877	61,207	61,207	-	
5002 DFM Salary	36,981	12,213	28,791	28,781	38,398	38,398	-	
5005 Secretary Salary	14,391	15,209	15,236	10,931	16,531	16,531	-	
5006 Organist Salary	9,236	9,505	9,388	7,440	10,379	10,379	-	
5007 Custodian Salary	15,000	12,002	3,945	2,520	5,112	5,112	-	
5029 Contract Labor-Guest	5,546	4,733	2,614	500	4,000	2,000	(2,000)	
Total 501 Salaries	137,495	111,691	119,746	96,049	135,627	133,627	(2,000)	-1.47%
502 Benefits								
5040 Moving\Recruiting Expense								
5041 Employers FICA	2,955	3,651	2,925	1,598	2,450	2,450	-	
5042 Internship Expenses	0	703	157	0	0	0	-	
5049 Bonus Pastor	22,368	23,316	24,084	18,063	24,084	23,084	(1,000)	
5050 Bonus DCE	9,223	0	5,558	7,695	10,332	9,902	(430)	
5051 Concordia Plan Pastor	6,177	6,386	6,545	5,040	6,702	6,702	-	
5052 Concordia Plan DCE	3,800	-628	1,660	3,168	3,801	3,801	-	
Total 502 Benefits	44,523	33,427	40,927	35,564	47,369	45,939	(1,430)	-3.02%
Total 500 Salaries & Benefits	182,018	145,118	160,673	131,613	182,996	179,566	(3,430)	-1.87%
510 Office Expenses								
5031 Mileage Pastor	1,960	1,513	2,292	1,352	2,000	2,000	-	
5150 Office Supplies	6,094	1,489	2,823	2,362	3,000	3,500	500	
5151 Postage	1,033	1,128	573	500	2,000	730	(1,270)	
5159 Computer Hdw, Sfw & Support	1,490	4,021	1,255	888	3,000	1,000	(2,000)	
5165 Advertising	167	177	172	125	200	150	(50)	
** 5170 Conventions Pastor	2,000	1,000	2,000	375	500	500	-	
** 5171 Conventions DFM	2,000	1,000	500	187	250	200	(50)	
5172 Mileage DFM	1,157	0	0	0	1,000	1,000	-	
Total 510 Office Expenses	15,902	10,328	9,616	5,790	11,950	9,080	(2,870)	-24.02%
511 Worship								
5101 Church Supplies	4,385	3,923	4,074	1,830	3,000	3,000	-	
5104 Music				684	550	550	-	
Total 511 Worship	4,385	3,923	4,074	2,514	3,550	3,550	-	
512 Youth								
5107 Youth Outreach	2,670	618	368	526	1,000	1,000	-	
5109 National Youth Gathering					1,325	1,325	-	
Total 512 Youth	2,670	618	368	526	2,325	2,325	-	
520 Education								
5201 Sunday School	4,258	4,704	3,560	2,557	4,300	4,300	-	
5202 Mid Week	149	251	479	209	500	500	-	
5203 Youth Adult	336	153	503	171	500	500	-	

BETHANY LUTHERAN CHURCH

2019 Budget Proposal

10/13/2018

	2015	2016	2017	Jan-Sep 2018	2018 Budget	2019 Budget	Over (Under) 2018 Budget	
5204 Vacation Bible School	1,550	319	811	0	800	800	-	
5205 General	130	50	0	0	0	0	-	
5206 Bibles & Library	449	141	204	11	450	350	(100)	
5207 Cradle Roll	18	600	8	0	500	500	-	
5208 Confirmation	219	-403	482	1,084	500	500	-	
5209 Family Ministry	0	1,276	857	341	1,500	1,500	-	
5210 Adult Education	169	563	1,393	476	2,700	2,500	(200)	
Total 520 Education	7,279	7,654	8,296	4,850	11,750	11,450	(300)	-2.55%
530 Missions & Evangelism								
5301 NW District Payments	24,768	25,716	25,796	19,215	25,620	23,844	(1,776)	
** 5302 Evangelism & Local Missions	3,193	4,929	4,552	0	4,521	4,208	(313)	
5303 SS & Midweek Missions	0	464	0	0	0	0	-	
5305 Stephen Ministry	363	317	76	62	300	200	(100)	
5306 Synodical	0	1,386	550	292	500	0	(500)	
Total 530 Missions & Evangelism	28,324	32,812	30,973	19,569	30,941	28,252	(2,689)	
540 Properties								
541 Utilities								
5404 Electric Church	5,750	5,285	6,777	6,613	7,000	7,500	500	
5405 Water Church	1,922	2,054	1,704	1,139	2,400	2,200	(200)	
5406 Telephone Church	5,556	5,903	6,695	5,016	7,000	6,700	(300)	
5407 Gas Church	3,999	3,525	3,669	3,133	6,500	5,200	(1,300)	
Total 541 Utilities	17,227	16,766	18,846	15,901	22,900	21,600	(1,300)	-5.68%
542 Other								
5401 Contract Services	3,464	3,578	4,160	2,528	5,500	5,000	(500)	
5402 Maintenance Supplies	1,257	1,274	1,464	1,195	1,500	1,700	200	
5403 Repairs & Supplies	2,456	3,209	1,026	1,033	3,000	2,800	(200)	
5410 Insurance Prop and Gen Liab	5,868	6,328	4,737	5,132	6,000	5,200	(800)	
** 5421 Building Improvements	2,392	5,000	3,000	2,250	3,000	0	(3,000)	
5422 Church Projects-Elevator	10,000	10,000	10,000	7,500	10,000	10,000	-	
** 5423 Parking Lot Improvements Fund	0	0	2,000	1,500	2,000	0	(2,000)	
** 5424 Air Conditioning Fund	0	0	4,000	3,000	4,000	0	(4,000)	
Total 542 Other	25,438	29,389	30,387	24,138	35,000	24,700	(10,300)	-29.43%
Total 540 Properties	42,665	46,155	49,233	40,039	57,900	46,300	(11,600)	-20.03%
570 Contingencies								
5700 Operating Surplus (Deficit)	7,008	40,962	18,396	0				
Total 570 Contingencies	7,008	40,962	18,396	0	0	0	-	
Total Expenses	290,250	287,570	281,628	204,902	301,412	280,523	(20,889)	-6.93%
Net Operating Income	1,151	3,266	192	-18,886	0	0	-	
Net Income	1,151	3,266	192	-18,886	0	0	-	

** Sinking Fund / Earmarked Savings 9,585 11,929 16,052 7,313 14,271 4,908 (9,363)

230 Sinking Fund Balances	10/09/2018
2300 Missions Fund	5,176.10
2306 Synodical Sinking Fund	841.73
2310 Building and Grounds Fund	39,357.50
2320 Conv/Training Fund Pastor	3,399.13
2321 Conv/Training Fund DFM	378.12
2323 Parking Lot Imp Sinking Fund	3,500.07
2324 Air Conditioning Sinking Fund	6,999.93
Total 230 Sinking Funds	\$ 59,652.58