

BETHEL
LUTHERAN CHURCH

2018 ANNUAL REPORT





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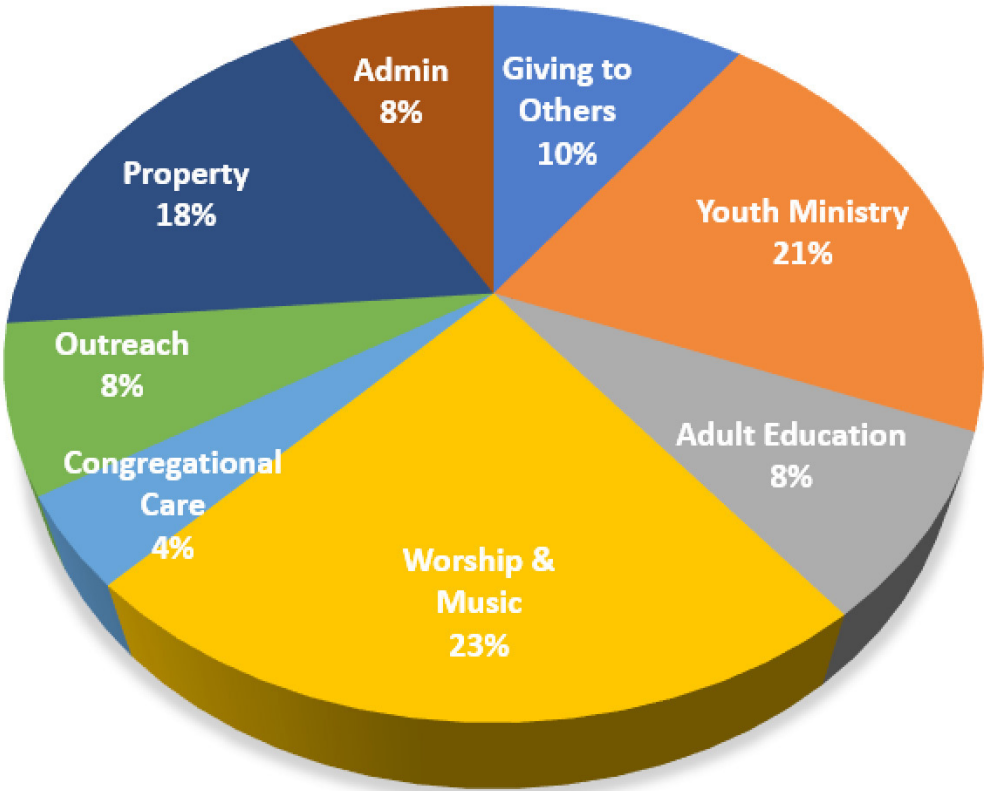
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2018 BENEVOLENCE

Benevolence gifts are made from the General, Memorial and Women of Bethel Funds. In addition, many Bethel volunteers provide their time, talent and private financial resources to these and other organizations.

Recipient	2018	
NW Synod of WI	54,500	Youth Leadership 1,500
NW Synod of WI - Capital Appeal	9,000	Operation Help & Source 7,300
ELCA Int'l Women Scholar Initia	1,000	Raider Network at Hudson High 1,000
Good Gifts	455	Transport for Christ 3,650
Lutheran Social Services	1,650	Plne Ridge 1,009
Exodus House - Luth Social Serv	1,500	Rhino's Foundation 1,025
Lutheran World Relief	32,624	Tanzania Scholarships 16,150
Luther Point	3,110	Tanzania Mission 2,000
Camp Wapogasset	2,190	Turning Point 1,050
Direct Emergency Assistance	3,535	World Hunger 2,646
Feed My Starving Children	500	Backpack Program 3,096
Grace Place	691	Quilting Mission 1,000
Dorothy Day	2,267	Global Health Ministry 5 Alive 2,056
Habitat for Humanity	28,474	Project Newborn 200
H.O.M.E.	900	Women of the ELCA 500
Hudson Food Shelf	2,500	Miscellaneous Benevolence 932
Longer Table Pot Luck	750	The Gideon's 1,136
In Our Hands	500	Total MISSION & BENEVOLENCE 198,146
Luther Seminary	5,000	
Hudson Senior Center	750	Additional Internal Gifts from the Women of Bethel 14,125

2019 BUDGETED SPENDING BY MINISTRY



YEARLY
COMPARISON
GENERAL FUND

	2017 ACTUAL	2018 Budget	2018 Actual	% CHANGE '18 ACTUAL vs 2017	2019 BUDGET	% CHANGE '19 BUDGET vs 2018
INCOME						
Weekly Offerings	\$1,230,620	\$1,255,569	1,305,676	6.1%	\$1,350,485	3.4%
Seasonal Offerings	68,435	69,804	92,768	35.6%	95,811	3.3%
Program Income	147,890	165,353	169,470	14.6%	140,405	-17.2%
Total Income	\$1,446,945	\$1,490,726	\$1,567,914	8.4%	\$1,586,701	1.2%
EXPENSE						
Missions/Benevolence*	101,066	103,087	111,341	10.2%	115,560	3.8%
Pastoral Ministry	308,658	325,542	323,104	4.7%	336,087	4.0%
Staff Compensation	541,201	597,921	572,444	5.8%	683,835	19.5%
Worship & Office Supplies	66,711	69,893	55,809	-16.3%	58,866	5.5%
Utilities	49,717	53,718	52,884	6.4%	54,999	4.0%
Facility Supplies	63,321	66,827	79,671	25.8%	80,891	1.5%
Insurance & Miscellaneous	34,139	36,817	25,407	-25.6%	26,605	4.7%
Youth Ministry	80,531	104,004	121,973	51.5%	95,853	-21.4%
Adult Events	26,582	26,582	17,042	-35.9%	17,042	0.0%
Adult Education	25,236	25,236	27,849	10.4%	27,849	0.0%
Property	33,840	11,100	514	-98.5%	514	0.0%
Communications	4,908	5,210	5,391	9.8%	5,627	4.4%
IT Network, Phones	40,864	41,963	49,497	21.1%	47,304	-4.4%
Music	10,714	8,950	16,471	53.7%	18,100	9.9%
Continuing Education	7,688	9,100	13,889	80.7%	11,520	-17.1%
Bus & Van	2,120	4,775	4,556	114.9%	6,049	32.8%
Emergency/Project Reserve**	40,000		80,000	100.0%		
Total Uses of Funds	\$1,437,296	\$1,490,725	\$1,557,842	8.4%	\$1,586,701	1.9%
NET CHANGE IN GENERAL FUND	\$9,649		10,072	4.4%		
GENERAL FUND BEG BALANCE	\$50,194	\$59,843	59,843	19.2%	\$69,915	
GENERAL FUND END BALANCE	\$59,843	\$59,843	\$69,915	16.8%	\$69,915	16.8%

*Includes benevolence gifts paid only through the General Fund. Substantial gifts are also made from the Memorial and Women of Bethel funds.

**\$21,659 was used from the Emergency/Project Reserve in 2018 to help pay for the Senior Shuttle.

Subsequently, \$80,000 was redeposited to the Emergency/Project Reserve at year end 2018 due to the General Fund surplus.



2018 (Last Year's)
ANNUAL CELEBRATION MINUTES

Gathering Music – New Song
Call to Order – Erin Mason
Devotional – Pastor John Lestock
Appointment of Parliamentarian – Jamie Johnson
Appointment of Head Teller – Rob Brown
Approval of 2017 Annual Meeting Minutes – Dick Trende;
motion passed.

STATE OF THE CHURCH
Council President - Erin Mason, Senior Pastor John Lestock
New Staff: Pastor Ladd, Pastor Kris, Carole Dejardin,
Kathy Beito
Report on Long Range Planning – John Clymer
Election of New Council Members – Katie Clymer, Jean Johnson,
Marty Oian, Shane Strack

UPDATES
Endowment Fund – Anne Wasmund
Bethel Highlands Preschool – Kari Jo Fore
Benevolence – Ian Isakson
Capital Fund – Ralph Van Keulen

NEW BUSINESS
Audit Committee – Nick Jepperson
2018 budget – Nick moved approval. After questions and
discussion, budget approved.

Shuttle Bus Ministry – Lowell Enerson
Recognition of Service – Lowell thanked retiring Council
members Marie Heikkala, Dan Theobald,
Dick Trende, and Erin Mason for their
service to Bethel.

CLOSING
Hymn – Tracy Jenkinson & Skip James
Adjournment – Erin Mason
Closing Prayer – Lowell Enerson

CONNECT

WORSHIP

Weekly Worship

- Saturday | 5pm
- Sunday | 8am, 9:30am, 11am
- Youth Led Worship
- Radio Broadcasts
- Cable TV Broadcast

Special Worship

- CCH Worship
- Lenten Services
- Holy Week Services
- Easter Services
- Blessing of the Backpacks
- Blessing of the Pets
- All Saints Cemetery Service
- Thanksgiving Eve
- Blue Christmas
- Christmas Eve
- Christmas Day
- Youth Vespers
- New Year's Eve

MUSIC & DRAMA

- Annual Holiday Concerts
- MLK Services
- Drama Ministry for Lent

EVENTS

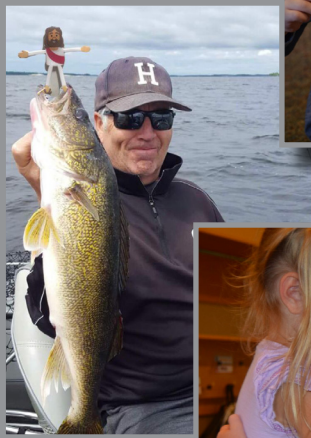
- Scandinavian Food Fest
- Senior Adult Luncheons
- Fall Kick Off
- Advent Happenings

CLUBS/GATHERINGS

- Young at Hearts
- Book Club
- Quilting
- Hardanger
- Embroidery
- Men's Fellowship Breakfast
- Bethel, Brews and Bros.
- Women of Bethel

PRAYER

- Lenten Devotional
- Weekly Prayer Group



2018 BALANCE SHEET BY FUND

	General Fund	Capital Fund	Memorial Fund	Preschool Fund	Columbarium Fund	Women of Bethel Fund	Total All Bethel Funds
ASSETS							
TOTAL ASSETS (100% Checking)	349,833	75,808	146,495	99,612	17,298	31,090	720,136
LIABILITIES & EQUITY							
Liabilities							
Credit Card Payables	8,675						8,675
Prepaid Pledge Reserve	48,462						48,462
Accrued Liabilities	14,590						14,590
Emergency Reserve	141,589						141,589
Backpack Program Reserve	1,634						1,634
Guest Speaker Reserve			4,000				4,000
Journey Women's Retreat Reserve	6,535						6,535
Willow Creek Reserve	3,000						3,000
Youth Internship Reserve	1,000						1,000
Continuing Education Reserve	6,851			1,500			8,351
Staff Appreciation Gift Reserve			2,200				2,200
Bus & Van Reserve			32,061				32,061
Youth Assistance Reserve			9,624				9,624
Pastor Projects MF Reserve			26,120				26,120
To Be Designated Reserve			51,724				51,724
Bells & Chimes Reserve			1,702				1,702
Music Director's Reserve	2,200						2,200
Bethel University Reserve			407				407
Nursery Reserve			225				225
Flowers Reserve	603						603
Good Samaritan/Missions	22,663		18,304				40,967
Women of Bethel Circle Reserves						7,285	7,285
Event Reserves	15,673						15,673
Student Account Reserve	6,442						6,442
Deferred Revenue-Niche Engrave					9,990		9,990
Deferred Revenue-Plaque Engrave					62		62
TOTAL LIABILITIES	279,917		146,367	1,500	10,052	7,285	445,121
EQUITY							
Opening Balance Equity	-855	212,486		80,618	6,346	19,945	318,540
Retained Earnings	60,701	-74,567	668	19,363	6,444	5,036	17,645
Net Income	10,070	-62,111	-540	-1,869	-5,544	-1,176	-61,170
Total Equity	69,916	75,808	128	98,112	7,246	23,805	275,015
TOTAL LIABILITIES & EQUITY	349,833	75,808	146,495	99,612	17,298	31,090	720,136

GROW

YOUTH

- Bethel Highlands Preschool
- Faith Milestones
- Sunday School
- 6th & 7th Grade Faith Formation
- 8th & 9th Grade Confirmation
- Senior League (grades 9-12)
- Senior High Bible Study
- Vacation Bible School
- Christmas Program
- Boy Scouts
- Sunday Childcare
- Summer Camp (Camp Wapo, Luther Point)
- Montana Ski Trip
- Middle School Ski Trip
- Youth Summer Mission Trip
- Summer Stretch
- Parenting Summit

BIBLE STUDIES

- Pastor Bible Studies
- Sunday Adult Bible Study
- Men's Saturday Bible Study
- Women's Gatherings

PERSONAL GROWTH

- New Disciples Classes
- Christian Women's Retreat
- Via de Cristo
- Parenting Forums
- Adult Education
- Mental Health Education
- Financial Peace University
- Global Leadership Summit
- Earth Day Stations

SACRAMENTS

- First Communion Teaching
- First Communion Services
- Baptisms

2018

INCOME STATEMENT BY FUND

	General Fund	Capital Fund	Memorial Fund	Preschool Fund	Columbarium Fund	Women of Bethel Fund	Total All Bethel Funds
Income							
OFFERINGS	1,398,444	567,157	57,037				2,022,638
PROGRAM INCOME	169,470		299			1,229	170,998
MEMORIAL FUND INCOME			51,859				51,859
WOMEN OF BETHEL INCOME						28,476	28,476
COLUMBARIUM INCOME					19,770		19,770
PRESCHOOL				534,285			534,285
FUND TRANSFER INCOME			21,659				21,659
Total Income	1,567,914	567,157	130,854	534,285	19,770	29,705	2,849,685
Expense							
MISSION & BENEVOLENCE	111,341		74,771			25,023	211,135
PASTORAL MINISTRY	323,104						323,104
STAFF COMPENSATION	572,444						572,444
WORSHIP & OFFICE SUPPLIES	55,809						55,809
UTILITIES	52,884						52,884
FACILITY SUPPLIES	79,671						79,671
INSURANCE & MISC	25,407						25,407
YOUTH MINISTRY	121,973		200				122,173
ADULT EVENTS	17,042					167	17,209
ADULT EDUCATION	27,849						27,849
PROPERTY	514		31,803				32,317
COMMUNICATIONS	5,391						5,391
IT, NETWORK & PHONES	49,497						49,497
MUSIC	16,471		4,350				20,821
CONTINUING EDUCATION	13,889		2,370				16,259
BUS & VAN	4,556						4,556
DEBT SERVICE		629,268					629,268
MEMORIAL/MISSION EXPENSE			17,900			687	18,587
COLUMBARIUM EXPENSES					25,314		25,314
WOB SCANDINAVIAN FF EX-PENSE						5,003	5,003
PRESCHOOL SALARIES				400,999			400,999
PRESCHOOL ADMINISTRATIVE				41,626			41,626
PRESCHOOL CLASSROOM				21,355			21,355
PRESCHOOL OPERATIONAL				72,174			72,174
Total Expense	1,477,842	629,268	131,394	536,154	25,314	30,880	2,830,852
Ordinary Income	90,072	-62,111	-540	-1,869	-5,544	-1,175	18,833
Emergency Reserve Expense	80,000						80,000
Net Income	10,072	-62,111	-540	-1,869	-5,544	-1,175	-61,167

SERVE

CHURCH

- Helping Hands
- Worship Support Volunteer
- Altar Care
- Decorating Team
- Congregational Life
- Transportation for Senior Citizens to Worship
- Parish Nurse Blood Pressure Checks
- Christmas Caroling
- Bethel Chorale
- Handbells
- New Song Band
- Bethel Youth / Adult Musicians
- Visiting Guest Musicians
- Sunday School and Wednesday Night Small Group and Large Group Leaders
- Adult Education Leaders and Small Group Leaders
- Drama Participants
- Cookie Callers
- College Care Packages
- Hospital Visits
- Pastor Visits

LOCAL

- Columbarium
- HOME Meal
- Dorothy Day
- Grace Place
- Operation Help
- Giving Tree
- Hudson Backpack Program
- Habitat for Humanity
- Food Shelf
- Hosting American Red Cross Blood Drives
- Endowment Fund Gant Disbursement
- Hudson Star Observer
- Pastor's Viewpoint Articles

GLOBAL

- Mission Trips (Tanzania, Haiti, Pine Ridge Indian Reservation)
- Middle School Mission Trips
- High School Mission Trips
- Feed My Starving Children
- 30 Hour Famine
- LWR Health Kits
- LWR Quilting
- LWR / LDR Giving
- School Supply Collections



BETHEL HIGHLANDS PRESCHOOL

2018 ANNUAL REPORT

2018 was another successful year for Bethel Highlands Preschool. And I will define success by the retention of our quality teachers, classrooms filled to capacity with happy and healthy kids, appreciative and involved parents, and a congregation that supports our mission and our ministry in various ways. We currently enroll 135 students, 52 of which are in our 4K program, and 83 in our private programs. This year we received grant money from the Women of Bethel and the Endowment Fund to ensure that every child has the access to attend BHP regardless of financial ability to pay tuition for faith-based classes.

Our dedicated teachers include: Emily Bakken (4 years), Amy Betchwars (9 years), Alyssa Edholm (3 years), Kari Jo Fore (11 years), Mollie Hagman (3 years), Michelle Kulzer (3 years), Rachael Meier-Cable (10 years), Cheri Monette (11 years), Cindy Smith (6 years), and Brenda Veeder (3 years).

We have an incredible Board of Directors, who thoughtfully and carefully manage policy, budget and staffing. Our current board includes: Jenna Kron (President), Cindy Snegosky (VP), Mary Kochendorfer (Secretary), Katie Clymer (Treasurer), Pastor Ladd Sonnenberg, Jenni Ballard, Kim Graham, Jason Stohl, and Shana Weiss.

When the days go along smoothly, one may not notice the intricacies in our daily work with young children and families. But every detail: the way we word our questions; the labels on our buckets; the order in which we read books; the foods we serve for snack; the multi-step craft projects; the songs we sing with rhythm instruments . . . it all has purpose. Purposeful play. And it's very serious business.

"When we treat children's play as seriously as it deserves, we are helping them feel the joy that's to be found in the creative spirit. It's the things we play with and the people who help us play that make a great difference in our lives."
- Fred Rogers



FROM THE TREASURER

2018 REPORT

Bethel uses six funds to account for its transactions.

- General Fund - The main operating account for all regular giving and expenses
- Capital Fund - All capital appeal giving goes to this fund. Fund expenses include mortgage debt service, capital appeal fundraising costs, and investments in certain long-life capital items
- Memorial Fund - Tracks giving intended for specific non-budgeted purposes such as memorials or special fundraising for missions
- Preschool Fund - Used exclusively for fees and expenses related to Bethel Highlands Preschool
- Columbarium Fund – Tracks revenue and expenses related to Bethel's Columbarium, Memorial Wall and Garden, located at the Highlands campus
- Women of Bethel Fund – Tracks revenue from the Scandinavian Food Fest, Circle donations, and WOB benevolence payments

Bethel prepares its financial statements on an accrual basis in order to appropriately match revenue and expenses. Reserve accounts are used to identify funds designated for a specific purpose.

Long Term Indebtedness

- Bethel's only financial debt is a mortgage provided by Thrivent Financial. This 25 year mortgage began in April 2007. The current interest rate is 3.5% fixed through April of 2021. The maturity date is April 15, 2032.
- Capital Fund contributions were \$567,200 in 2018. Of that amount, \$510,700 was from an estate gift.
- Bethel has been repaying its mortgage much faster than required by the loan terms. The required debt service payment is currently \$2,146 per month or \$25,752 annually. However, Bethel made payments totaling \$629,268 in 2018. As a result, loan principal dropped by \$606,138.
- If authorized by the Church Council, contributions to Bethel's Capital Fund may be used to pay for major long-life facility repairs or investments at either campus. No funds were used for such improvements in 2018 as all Capital Fund expenditures during the year went towards debt service.
- Mortgage transactions from 2014 through 2018 are summarized as follows:

	2014	2015	2016	2017	2018
January 1st Mortgage Balance	2,349,819	1,834,408	1,398,969	1,049,543	875,180
Loan Interest	101,568	84,565	44,006	35,219	23,130
Loan Payments Made	616,979	520,004	393,432	209,582	629,268
December 31st Mortgage Balance	1,834,408	1,398,969	1,049,543	875,180	269,042
Reduction in Loan Balance by Year	(515,411)	(435,439)	(349,426)	(174,363)	(606,138)

- The Capital Fund had a cash balance of \$75,809 on December 31, 2018. If that cash was netted against Bethel's year-end mortgage balance of \$269,042, it would leave a net debt of \$193,233.

2018 Financial Statements

2018 was another positive financial year for Bethel. Donations to the General Fund were above budget and were well ahead of last year. Expenses were one percent below forecast. The resulting surplus made it possible to add to Bethel's emergency/special projects balance sheet reserve which provides a safety cushion in case of an unexpected large expense. The emergency/special project reserve balance was \$141,589 at year end.

Bethel's Audit Committee consists of three church members with financial expertise. The Committee has a written charter that outlines its responsibilities relating to oversight of Bethel's financial controls. The Committee will perform tests of transactions supporting the 2018 financial statements in the coming weeks and will make recommendations based on their analysis.

Church Community Builder software is used to track member contributions. QuickBooks software is used for financial reporting purposes. Bethel maintains an "open book" policy relating to its finances such that any member is welcome to view financial detail upon request. Please feel free to contact me or members of Bethel's office staff.

Respectfully submitted,
Nick Jepperson, Treasurer

CONGREGATION STATS 2018

BETHEL MUSIC & WORSHIP 2018 ANNUAL REPORT

Change is the only constant, and we embrace the past at Bethel, while celebrating the future. As the new Music Director, I have experienced a steep learning curve in a variety of ways at Bethel. You may think that 30 years of church music ministry would be enough, yet new challenges and rewards are a part of my role at Bethel today. Some of the changes you may have witnessed include a variety of new musicians serving at Bethel from the Scandinavian Food Fest to Senior Luncheon, Sunday Services to Concerts. Being involved in music ministry is my reward and honor as I work with people of all ages and strive to serve our Lord.

Special events:

- The Colors of Fall concert with the St. Croix Valley Symphony Orchestra on October 20, 2018
- The Sheldon Theatre Brass Band Christmas Concert on November on 25, 2018

Please know and understand that as much as we all might want to see immediate change and improvement in Bethel's music ministry, it does not happen overnight. Working with some existing musical talent while integrating new music and musicians at times can be rewarding and challenging for all of us. But my approach at Shepherd of the Valley and at the University of Wisconsin River Falls has led to a more vibrant and fulfilling musical experience for the musicians and audience/congregation.

Music ministry continues to thrive at Bethel with a talented and dedicated team of musicians. It is an honor to work with the variety of people toward the goal of bringing together a wide array of music for worship. With my experience working with youth, I hope to also bring more college students while nurturing the high school musicians to serve in music for our services and gatherings. Please contact me if you would like to visit with me about Bethel's music ministry.

Kris Tjornehoj
Director of Music & Worship



TOTAL 2018 WORSHIP ATTENDANCE

39,077



WORSHIP STATS

SUNDAYS

(158 services including Easter)

28,073

SATURDAYS (52 services)

2,987

SPECIAL (28 services)

7657

12/31/18 MEMBERSHIP

2,485



BAPTISMS

31

CONFIRMATION

54

FUNERALS

10

NEW DISCIPLES

62

MARRIAGES

3*

*At Bethel

**PASTORAL &
MEMBERSHIP STATS**

WOMEN OF BETHEL
2018 ANNUAL REPORT

What a year this has been. Our annual Scandinavian Food Fest was very successful again. We took in \$22,689 with expenses of \$4,759 we ended up with \$17,930. The Women of Bethel also had a great year of giving to others, with a total of \$25,023 given to various charities and needs.

ELCA Int'l Women Scholar Initiative	\$1000	Backpack Program	\$500
Good Gifts	\$110	Quilting Mission	\$1,000
Grace Place	\$500	Global Health Ministry 5 Alive	\$2,056
In Our Hands	\$500	Project Newborn	\$200
Hudson Senior Center	\$750	Women of the ELCA	\$500
Operation Help & Source	\$1,300	Miscellaneous Benevolence	\$100
Pine Ridge	\$86	Internal Gifts to Bethel Ministries	\$14,125
Tanzania Scholarships	\$400	Total Benevolence by	
Turning Point	\$650	Women of Bethel in 2018	\$25,023
World Hunger	\$1246		

Thank you. We couldn't do it without all of you. If you would like to help with the 2019 Food Fest please let me know.

Submitted by Gail Nolan (Women of Bethel Facilitator)



BETHEL ENDOWMENT FUND
2018 ANNUAL REPORT

The Endowment Committee's purpose is to fulfill the mission of Bethel by educating the congregation, assisting donors, disposition of grant requests and administering fund procedures and policies of the Bethel Endowment Funds.

11 grants totaling \$13,325 were awarded from the Bethel Endowment Funds in 2018. Grant monies went to help fund: Hudson Area Backpack Program, Operation Help, Willow Creek Leadership Summit, Guest Musicians, Guest Speakers, Bethel Highlands Preschool, Our Neighbor's Place, Women's Retreat, Music Equipment, Audio Equipment and International Village Clinic.

Bethel partners with InFaith Community Foundation to manage the Funds. They are divided into two categories - the Outreach Fund that supports those in need outside of the Bethel Church and the General Fund that supports those inside the Bethel Community. As of the end of Q3 2018, the fund balances were: Outreach Fund: \$45,669 and General Fund: \$210,548. We use Q3 numbers to base the amount available for grants.

Committee members include Pastor John Lestock, Jean Johnson (council representative), Anne Wasmund, Marla Valentino-Wiste, Kim Evers, Jill Eulberg, Vern Nagel and Tim Deis. A brochure that outlines how the funds work and how you can help support this wonderful ministry is available at the Welcome Desk or the church offices.

Please consider the Bethel Endowment Fund in your will and estate planning. Contact the Church office with questions you may have.

Tim Deis/ Endowment Fund Chairperson

CHILDREN, YOUTH & FAMILY MINISTRIES
2018 ANNUAL REPORT

Two thousand and eighteen was another great year for Bethel's Children, Youth, and Family Ministries area. As I write this report it is hard to fathom another year has passed. There have been many new additions to our ministry as well as many things that have stayed the same.

This past year we extended our confirmation program another semester. Now our students start confirmation in 8th grade (as they always have) and end their coursework in the fall of 10th grade. We decided to extend confirmation for multiple reasons. An important one is the amount of information that we want students to learn as well as where they are in their cognitive and social development in their 10th grade year compared to their 9th grade year. When meeting with the pastors for end of program one-on-one reviews, many 9th graders have shared that they seem too young to make a decision about whether or not they want to follow Jesus.

Another addition in 2018 was our Advent Happenings event which was hosted in partnership with the Adult Ministries Committee. This successful event occurred on December 5 after the 9:30 am worship service and offered individuals and families opportunities to create Christmas and prayer-based crafts for the Advent Season. We had over 200 people attend.

We also hired new full-time Director of Senior High Youth Ministries. Jake Summerville joined our team in the beginning of October. He brings with him multiple years of church camp experience, and most of all a desire to connect with youth and share God's love.

Pastor Ladd Sonnenberg



ADULT EDUCATION
2018 ANNUAL REPORT

Highlights from 2018 included:

- Pastor Led Studies – “Minor Prophets with Major Messages” was offered by Pastor Kris at two separate sessions, both Highlands and Downtown, over the summer with excellent participation.
- A study on C.S. Lewis was also offered by Pastor John in the evenings at the Highland campus.
- Monthly Bible Study Preparation Sessions continued for the four Women of Bethel Bible Study gatherings, which meet monthly.
- Confirmation for Adults was offered for winter 2018.
- The Women’s 2018 Journey Retreat was held at the Heartland Conference Center in Trego, Wisconsin for over a hundred women. The theme was from Deuteronomy 31:6, “Be Strong and Courageous.”
- An educational session was offered on Human Trafficking, featuring speakers and information from Fierce Freedom in Eau Claire, Turning Point in River Falls, St. Croix County Sheriff’s Office and Casting Light from Hudson.
- Professor Patricia Nanoff spoke on the importance of sharing our stories during times of suffering and in the process of healing.
- Akheel Mohammed and John Emery, representing the Islamic Resource Group, kicked off a series on “Getting to Know our Neighbors” by sharing information about their Islamic faith.
- A Blue Christmas service was offered to the congregation in December for those having a difficult holiday season.
- Three small group studies were launched in fall 2018, with over 25 participants, studying a variety of topics.

Pastor Kris Kurzejeski

HOSPITALITY TASK FORCE
2018 ANNUAL REPORT

The Hospitality Task Force originated from the Bethel 2020 initiative as they recognized that Bethel is a hospitable congregation but could become even more welcoming and friendly to those that are new to Bethel. The committee includes a range of ages, genders, longevity with Bethel and favorite locations. The members include Marcie Andrews (chair), Kriss Barlow, Deb Green, Curt Larson, Tim Reams, Pastor John Lestock, and Brian Ullom. In the coming months, the task force will identify, plan and implement changes and processes to both the Downtown and Highlands campuses to make them even more inviting and hospitable to all.

12 Submitted by Marcie Andrews



COLUMBARIUM COMMITTEE
2018 ANNUAL REPORT

The Columbarium Committee saw months of work come to life when the Memorial Wall was installed and then dedicated in July. This was the final phase of the Memorial Garden, which was started in 2009. There were 75 plaques on the Wall at the dedication, and more have been purchased and will be added in the spring. There will be two times a year when plaques will be placed on the Wall.

The Committee continued to work to keep the Garden a lovely and peaceful area for our church. The committee oversaw care for the flower boxes in the summer and arranged winter containers for each end of the columbarium. They also worked to keep the garden area an attractive space.

Submitted by Nancy Langness



MISSION & JUSTICE COMMITTEE
2018 ANNUAL REPORT

The newly formed Mission, Service, and Justice Committee is taking aim at bringing together all the wonderful work that Bethel does into one cohesive unit. We do not want to change what is currently in place, but would like to help our ministries gain momentum and thrive within our congregation.

So far we have compiled an exhaustive list of the current ministries offered, what they entail, and who is the best person to reach out to if you would like more information. In the coming year, we are looking forward to creating a calendar of when the various ministries are offered throughout the year, highlighting ministries to raise awareness of what they do and how you can get involved, and increase visibility to the various efforts.

Please feel free to reach out to anyone on this committee if you have questions or comments. Committee members are: Lacy Nolan, Nancy Pidgeon, Molly Powers, Rick Wilson, Steve Kirt, and Tim Beyer. Submitted by Lacey Nolan



PASTOR JOHN LESTOCK
2018 ANNUAL REPORT

The Apostle Paul emphasized the importance of “pressing on towards the goal”...And what was the goal?.... “The upward call of God in Christ Jesus.” Friends, this has been a great year of “pressing on towards the goal” here at Bethel! So many good things have happened, God has blessed us so richly, and we have so much to be thankful for!

At last years Annual Celebration, to continue our 20/20 long range planning efforts, we asked for volunteers to continue their work. Forty-some people gladly responded! The Facilities Task Force was formed and charged with the task of studying our space needs. They have invested many, many hours holding listening sessions and launching two surveys, all of which had good participation. Please see page 11 for their report.

Similarly, the Hospitality Task Force was also formed and charged with looking into ways Bethel might become even more hospitable at both campuses. They too have formed and continue to plan their course of action. Please see page 12 for thier report.

I want to thank each of these volunteers on both task forces, and we look forward to their overall findings and recommendations later this year. I believe their efforts will move us ahead to meet the challenges of an active, engaging, and growing congregation.

This year we also made an important addition to our columbarium. Last spring our Columbarium Committee added a large memorial wall as a way to remember our loved ones. I want to thank the committee for all the hard work, as well as so many of you, who purchased memorial plaques. Please see page 9 for their report.

We also welcomed some talented and committed new staff members to our team in 2018. Janine Wildes stepped in as our Administrative Assistant in our office. Katie Clymer took over responsibilities as our Contributions Accountant, Mary Finnegan filled our spot as Communications Director, Jake Summerville

was chosen to lead our outreach to High School Youth and their families. And we launched a new full-time position (stemming from our 20/20 study) with Kris Tjornehoj as our Director of Music and Worship. I hope you will continue to welcome them, encourage them, and thank them for the great work they do and the crucial roles they play on our team.

I would be remiss if I didn’t also mention a large trust fund we received from the estate of Ruth Paulson. Our church council chose to put the bulk of this gift towards debt reduction. Yet they also chose to take a tithe (of 10%) off the top and direct it to two important ministries.

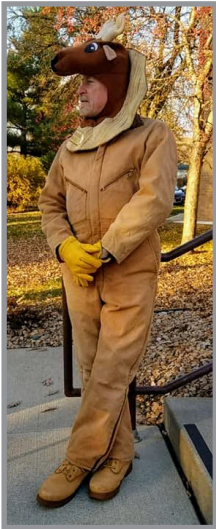
The total gift was \$567,479 and the 10% tithe (\$56,747) went to our local Habitat for Humanity (\$28,373) and also, Lutheran World Relief (\$28,373). Thus, \$510,731 was paid down on our debt, leaving our balance (currently) at \$269,042. Our Church Council is also working on a plan to pay off the remainder of our debt. Stay tuned for more details to come.

I wish to thank our Bethel Church Council for their hard work in 2018 as well as our talented and committed Bethel staff. They are the inner ring of our congregation and their team-work enables so much great ministry here! We couldn’t do all that we do without either of them!

I also want to thank you so much for all your encouragement, care, and support! Please continue to pray that we will again move ahead in 2019 as we “press on for the goal” as we do the work of Jesus Christ locally, regionally, nationally and globally.

God’s Richest Blessings!
Pastor John Lestock

*Please, never hesitate to stop by my office, give me a phone call, or send me an email, if you have something you’d like to discuss, or if you just want to spend some time together.



PASTOR BOB BIPES
2018 ANNUAL REPORT

My responsibility is to call on sick and shut in members in addition to calls made by the other pastors. I see people in long term care facilities, hospitals, and rehab centers as well as in their own homes.

Please let us know when you or someone you know is in the hospital or confined to your home or in a care facility. You may also contact me for a pastoral visit for any reason. Without your help, there is no other way for us to know about the needs in your life.

I thank you for all the prayers you have offered on my behalf over the last two years. In October my scan showed that the cancer was gone. I glve thanks to God for that. I assume that I will have periodic scans to see that it stays gone. But I have no more immune therapy scheduled.

Pastor Bob Bipes, Visitation Pastor

FACILITY TASK FORCE
2018 ANNUAL REPORT

Many of the ideas that came from the long-range planning exercise Bethel 2020 (Fall 2017) had some impact on our facilities. If you remember from the Bethel 2020 report, one of the suggestions was to worship in one location.

The Bethel Facility Task Force formed in May 2018 in order to come up with a long-range facilities plan. Our work in 2018 began with reviewing our history in regards to facilities including the former long-range facility plan developed in 2004. Next we studied how both campuses are currently used by Bethel programming as well as multiple community groups. We also looked into possible future needs of Bethel. We did this work by meeting with Bethel members and staff in listening sessions focused first on the current state of Bethel in August and September and then on the future state of Bethel in November. From the responses we received in the listening sessions we then did congregation-wide surveys in both September and December to see if the congregation as a whole agreed with what we were hearing in the listening sessions.

We thank all of you who took the time to meet with us and to take the surveys! Overall, responses to the process have been favorable so far. There is enough need, interest and support for the Facility Task Force to continue in this process into 2019.

Our 2018 membership included: Bobbe Henderson, Ian Isakson, Jamie Johnson, Pastor John Lestock, Karin Holt, Kelle Anderson, Lowell Enerson, Paul Gavic, Peggy Wegscheid, Ralph Van Keulen, Rob Brown, Roger Pavlis, and Ron Wolfgram (Chair).

Submitted by: Kelle Anderson

