

BETHANY LUTHERAN CHURCH - ANNUAL CONGREGATIONAL MEETING
Sunday, January 27, 2019 – 12:00 p.m. Sanctuary
Agenda 2019

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 2019 Budget see budget packet

Closing of Congregational Annual Meeting

**BETHANY LUTHERAN CHURCH
ANNUAL CONGREGATION MEETING
January 28, 2018**

Agendas were distributed.

Call to Order: President Judy Engebretson called the meeting to order at 12:05 pm

Opening Devotions and Prayer were given by Pastor Cathy Daharsh and Pastor Paul Cannon

Approval of Minutes and Committee Minutes

- Approval of 2017 Annual Meeting Minutes, Jerry Shaffer moved to accept the Minutes of the 2017 Annual Meeting, Ray Rudden seconded the motion, the motion passed.
- Pastoral Acts and Parish Statistics, pat Henning moved to accept the Pastoral Statistics Reports, Ron Henning seconded the motion, the motion passed.
- Standing Committee Annual Reports, Mike Bagby moved to accept the reports, Sue Dobbe-Leahy seconded the motion, the motion passed.
- Other Committees, Boards, and Ministries Reports, Sherry Bagby moved to accept the reports, Mary Carol Strug seconded the motion, the motion passed.
- WELCA Annual Report, Christine Ticknor moved to accept the report, Luz Malpica seconded the motion, the motion passed.
- Officer Reports, Roger Wolfe moved to accept the Officer reports, Charlie Hall seconded the motion, the motion passed.
- Staff Reports, Dave Sweet moved to accept the reports, motion seconded by Mike Bagby, the motion passed.
- Pastor Reports, Remarks: Lots to say, Lots going on here, and lots that love Jesus. We have a loyal staff and it has been a JOY to be part of this talented group of individuals. Thanks to every one for being called in new ways to God's call, and being open to the Spirit and what we do together. For every dollar we give, 18 cents goes out and that generosity is one thing that brought Pastor Cathy to Bethany. (We watched the ELCA video on Mission Support) Together we are making a huge impact in the world. Shirley Anderson moved to accept the reports, Joy McGuire seconded the motion, the motion passed.

Old Business: None

New Business:

Report of the Nominating Committee:

The Nominating Committee consists of voting members of Bethany Lutheran Church. The Committee's purpose is to encourage and select members of the congregation to volunteer their time and talents to serve on the Bethany Lutheran Church and other positions. The 2017 Nominating Committee Members were Christine Ticknor, Sherry Bagby, Tammy Nobbe, Roger Wolfe and Pastor Cathy Daharsh.

Jerry Shaffer moved to accept the nominations of Tom Leahy, Rob Huffman, and Brooks Carpenter (to 3-year terms), Christine Ticknor and Roger Wolfe (1-year term). Dick Anderson seconded the motion. Motion passed. Charlie moved to accept the nominations of Don Barkley, Judy Engebretson, Laverne Lund, and Todd Pierzina (Outgoing Council/voting members) and (2) TBA Voting members at formation of the committee in 2018. Sue Dobbe-Leahy seconded the motion. Motion passed.

Tammy Nobbe moved to accept the nomination of Sherry Bagby to the Endowment Board of Trustees (5-year term). Shirley Anderson seconded the motion. Motion passed.

Synod Assembly Members (June 2018):

Nominations from the floor were accepted for Synod Assembly. Sue Dobbe-Leahy and Tony Jung are the two voting members. Youth member and 2 Council Members yet to be determined. Tom Leahy made a motion to accept the Synod Assembly members, Karen Dale seconded the motion. Motion passed.

Positions Approved by Council:

Treasurer, Fred McCullough (term expires January 2019), **Assistant Treasurer**, Mike Bagby (term expires January 2019), **Council Recording Secretary**, Karen Meador (no term requirements)

Continuing Positions,

Council Members: Roger Wolfe (2018), Christine Ticknor (2018), Don Barkley (2019), Judy Engebretson (2019), Laverne Lund (2019), Tammy Nobbe (2019), Todd Pierzina (2019), Charlie Hall (2020), and Phil Smith (2020)
Audit Committee: John Engebretson, Bob Meador, and Mel Meyer (terms expire in 2019) to the Audit Committee.
Financial Secretary/ Assistant Financial Secretaries: Ted Groat, Sharon Larson, Jill Reiling, Terry Micklevitz (terms expire January 2019)
Assistant Financial Secretaries - Simply Giving: Carolyn Wahl, Julie Leffel (terms expire 2019)
Endowment Fund Board of Trustees: Jill Peterson (term expires 2019), Jerry Shaffer (term expires 2020), and Shirley Anderson (term expires 2021), and Mel Meyer (term expires 2022).

Finance Report Statement of Income & Expense - Bruce Lundine

Bruce thanked the congregation for the support of the ministries of Bethany. He provided a report on Actuals vs. Budget for Income and Expenses for 2017.

The 2018 Budget – Fred McCullough

This year, we asked our Ministry Teams to dream BIG, including in their budgets everything they could hope to fund for their respective ministries. In keeping with that request, they produced ministry budgets that we believe could enhance the work of the church in ways that are creative, dynamic, and faithful to where God is calling us.

The reality for the 2018 budget is that our projected Tithes and Offering for 2018 stayed relatively flat compared to 2017. This means we will have to keep a lot of those new ministry goals unfunded for the upcoming year. As a result, we are asking teams to budget the same amount as they spent in 2017.

You will notice in the budget worksheet for each ministry team, that in the line items, we left the “Ministry Goal” numbers in place. This will give us a number to focus on, as we continue to grow this year and through 2019. We hope to keep those goals in front of the Congregation throughout the year as a way of saying, “As our ministry grows, our income needs to grow along with it!” Our hope is that in 2019, we will be able to fully fund the ministry goals of Bethany Lutheran Church.

Plan for 2018 Translated to \$\$

The pledge drive conducted by our Stewardship Committee produced wonderful results: Tithes and Offering \$470,970, Mortgage Fund \$84,702 and Property Replacement Reserve \$33,296, for a grand total of \$588,968. While this is an outstanding amount, it is \$17,664 less than the \$606,632 pledged for 2017. Contributions for all three of these opportunities always exceed the pledge amounts as we have a large number of members who do not pledge, but do contribute to our church, We are Blessed.

For tithes and Offerings, we have looked at a twelve-year history of pledges versus total offerings. Over those twelve years the relationship has ranged from 137% to 155%. We then look at low ranges, medium ranges and high ranges. And, within those ranges we look at the low and high range. For 2018, the Finance committee selected 137%, which is in the historical low range but will still represent a challenge for us.

Using the 137% against the pledged amount of \$470,970 gives us \$640,000.

Mortgage Fund – We made a prepayment of \$16,000 in January, new pay off date of November 1, 2021.

2017 ended with a Surplus of approximately \$30,243, may need to save it to help fund 2018.

Remark: Jerry Shaffer suggested we track our income throughout the year and make an additional 1% increase to staff salaries if allowed.

Mel Meyer made a motion to accept both the 2017 Report of Income & Expense and 2018 Budget. Peter Finnberg seconded the motion. Motion passed.

Closed with the Lord’s Prayer

Motion for Adjournment: Ron Henning moved to adjourn the meeting, Sherry Bagby seconded the motion, the motion passed.

Submitted by Recording Secretary, Karen Meador

PASTORS' REPORTS

SENIOR PASTOR'S ANNUAL REPORT 2018

Submitted by Rev. Cathy Daharsh

For I am convinced that neither death, nor life, nor angels, nor rulers, nor things present, nor things to come, nor powers, nor height, nor depth, nor anything else in all creation, will be able to separate us from the love of God in Christ Jesus our Lord. -Romans 8:38-39

As I reflect on the ministries at Bethany Lutheran Church in 2018, I am in gratitude for a congregation that cares about building relationships, serving the community and world, and sharing the understanding that nothing can separate us from the love of God.

Listening was an important part of 2018's ministry. We worked to hear the needs of the congregation and develop our ministries accordingly. Our year included welcoming 52 new members, baptizing 21 children and youth, and leading over 100 students in VBS. It also included new groups like The Journey Bible Study, Take a Breath Women's Group, Bethany Earth Keepers, St. Bethany Waters (collaborative youth group), and Soaked (joint middle school night).

To connect our community of faith and to deepen our understanding of God's work in our lives, in the summer we began a community challenge to read through books of the Bible. We started with reading the books of 1st and 2nd Samuel. In the fall, we also read through the books of Esther and Philippians. The scriptures become a living word when we read, discuss, and connect with its stories. We will continue this practice throughout 2019.

For where two or three are gathered in my name, I am there among them. – Matthew 18:20

Connection to one another is an important part and goal of our community of faith. I hope that when children, youth, and adults become involved in our community that five or more people will come to know their name. Being called by name is meaningful and gives us a sense of belonging as we walk together in faith.

This year as we have supported many ministries in our church, and we also engaged in the community of Crystal Lake through the Chamber of Commerce, Johnny Appleseed, Trunk or Treat, Faith Bridge, Jail Ministry, community rallies, community prayers services, and Faith Leaders of McHenry County.

Your word is a lamp to my feet and a light to my path. -Psalm 119:105

We are in an exciting time as we gather information and prayerfully discern building renovations and renewal. We have gathered information from members of the congregation, property committee, staff, architect firm, and task force as we look to lighting the way to the next 100 years. Our next step for 2019 will be to work with Jeff Spann from the ELCA Mission Investment Fund to help us organize, plan, and prioritize how we will move forward toward implementation.

God has gifted this church with talented, passionate, and faithful leaders who are ready to roll up their sleeves and be open to God's work. I often say that I just need to get out of the way as members of our congregation are led by Christ's light.

I thank my God every time I remember you, constantly praying with joy in every one of my prayers for all of you, because of you sharing in the gospel from the first day until now. I am confident of this, that the one who began a good work among you will bring it to completion by the day of Jesus Christ. – Philippians 1:3-6

I cannot say enough about the staff at Bethany. A staff that daily works to serve the people of Bethany in the best way they can with the gifts they have been given. I am grateful for Pastor Paul and his meaningful and clever videos this year, for his hard work to develop new collaborative youth programs, and for his gift to be present to anyone in need. I am grateful for Bethany Gola for her visioning and creative eyes to develop new ways of leading, for her ability to multi-task, and for her huge heart to love each person that enters our door. I am grateful for Ruth Ann Poppen and the extra work she put into our children's programs, for her calming presence to support others, and for her range of musical talent and leadership. I am grateful for Sashire Ayares for her careful attention to ensuring children's safety

and comfort, and for her hard work to provide engaging curriculum for children. I am grateful for Jerry Larsen for his attention to the details of the many needs of our building to make sure that it is warm, welcoming, and safe.

Beside the staff, there are some volunteers that I would like to mention. I am grateful for Fred McCullough, Treasurer, for his dedication, for his organization, and for his passion and understanding that all we have been given comes from God. This is Fred's last year as treasurer. Well done faithful servant. I am grateful for Mike Bagby, Assistant Treasurer, for his enthusiasm, for his patience when receipts are late, and his care and passion for the ministry of the church. I am grateful for the financial secretary team of Ted Groat, Sharon Larson, Jill Reiling, Terry Micklevitz, Julie Leffel, and Carolyn Wahl for their hard work to make sure our resources are properly recorded. This is Ted, Sharon, Jill, and Terry's last year of being on the financial secretary team. Thank you for all you have done.

Lastly, I would like to thank Todd Pierzina, President, and Roger Wolfe, Vice-President, for their support of the staff and for their insights and ideas to accompany our church. Thanks also goes to the council for their passion, leadership, and dedication. I would especially like to give an extra thank you to those rotating off council: Don Barkley, Judy Engebretsen, Laverne Lund, and Christine Ticknor.

I wish I could write a word of gratitude for every person who volunteers their time at Bethany, but that would be a full-time job in itself. Please know that because of you there is much joy, peace, and love in this place.

We enter 2019 with hope knowing that God is lighting our path and in celebration for God's work in our lives in 2018.

In Christ's Hope,
Pr. Cathy

ASSOCIATE PASTOR REPORT

Rev. Paul Cannon, Associate Pastor

Goal: My stated goal as a Pastor of Bethany Lutheran Church is to spread the Gospel of Jesus Christ to all people (young and old) whom I encounter. This goal is accomplished through the many and varied gifts of the Holy Spirit, but is most often achieved through the building up of relationships, the free giving of word and sacrament in worship, and through the strengthening and careful stewardship of all the resources, programs, and ministries of the church.

In my sixth full year as the Associate Pastor of Bethany, I worked hard to accomplish these goals, while recognizing that this is (and always will be) an ongoing process which is not easily measured. I have faith that God is continuing his good work here and that all things accomplished at Bethany is for the building up of God's Kingdom.

Pastoral Care: Pr. Cathy and I are continuing to split pastoral duties including: word and sacrament, baptisms, hospital and shut-in visits, weddings, funerals and other things as they come up. This year, I presided over funerals for the following people: Greta O'Grodnik (non-member), Anthony Wells (Non-Member), and Peder Finnberg (member). For baptisms, I presided over the services for the following people: Aiden Wietlispach, Mara Wietlispach, Olivia Turano, Jack Burseth, Ainsley Nenn, Connor Houghton, Myla Kraeplin, Kya Higbee-Lockwood, and Isla Desai. I also presided at two weddings this year. The first was for Kaylie Lindgren (member) and Daniel (DJ) Roberts (non-member). The second wedding was for a non-church couple Rayanne Sheahan, and Noah Hardt.

Youth Ministry: 2018 was a year of change, turnover and collaboration for our Youth Ministry program. Below is the quick breakdown of those programs.

High School - We began the year with lots of fundraising, with the money going towards our trips to Houston and Alabama. Those fundraising efforts included gift card sales, the Fueled by Faith Fundraiser, the Spaghetti Dinner and a Flower/Plant Sale. We raised enough money to send the entire Alabama trip for free, and the Houston trip for just a few hundred dollars per family. Both trips were fantastic with over 20 participants between them. In the fall, we began a partnership with St. Barnabas and Living Waters to work together on Youth Ministry. That collaboration has been deemed the "St. Bethany Waters" youth group and has been successful in bringing energy and stability to the youth program. This group is also collaborating on a summer mission trip to Rockford, sharing the fundraising efforts (handled by BLC).

Middle School – We began 2018 trying out our new "Impact Youth Sunday." We made it a part of the Confirmation requirement (to come to four Impacts), and have had good turnout on the program throughout the year, with

numbers ranging from 10-20+ kids. In the fall, we switched Impact Sundays to 2nd and 4th Sundays, after church to coincide with the St. Bethany Waters schedule. We continue to get good turnout in the 10-20+ range of students attending Impact Youth. This year, I also helped lead a collaborative youth event in the NE conference called

“Soaked” which was an all-night lockout. The event drew 100 kids from 8 different churches in the area. Activities included a food drive, time at the YMCA, Worship, Games, Pizza, Ice Cream, a movie and a lot more! It was a big success that we hope to repeat in 2019.

Confirmation: Confirmation in 2018 largely continued the programming and curriculum that we began two years ago with some minor changes. This year, we decided to add a Family Chat component to our curriculum, taking the place of Advent mentor/mentee (we are keeping the mentor program during Lent). Our confirmation enrollment is at 41 students (up from 32 students last year), largely due to a 6th grade class of 22 students. We have five small groups led by the following Confirmation guides: Judy Engebretsen, Cheryl Nolan, Rob & Lori Nicholas, Zac Reimer & Lisa Crizer, with Pr. John Cunningham as a sub. This year we also added a Sunday makeup class, led by Pr. Mary Carol Strug. Pr. Cathy and I rotate leading this group.

NIS Youth Ministry: 2018 also offered an opportunity for me to serve on the newly formed Northern Illinois Synod Youth Ministry Team. Our group has been working on redeveloping the synod's youth ministry, starting with the communication and structure of the group. Our mission is build up the faith in young people through building relationships, resourcing of leaders, and organizing youth events that individual churches could not do on their own. Our current plans include forming a team of youth in the synod to help plan and lead these synod wide events – the first of which will probably be held in the fall of 2019. I am acting as the secretary of this group.

Other Pastoral Duties (as assigned): This year, I have also been involved in a handful of things that don't fit into the above categories. I was on the stewardship team, which helped raise a record \$500,000+ in pledges this year. I have also been a part of the Lighting the Way Task Force, which is helping to pave the way for renovation and renewal of the building. I continue to serve on the board at Lutherdale as well. In addition, this past January, I attended the Youth Ministry Extravaganza in Houston, TX for my continuing education, which has helped spur some ideas for other ministry, such as the Fatih5, here at Bethany.

Overview: I have been at Bethany over six years now - a span which has seen a lot of change and turnover - but this year felt different. 2018 was a year of growth and renewal. We have seen growth in the church (particularly among our younger families), we have seen growth in our stewardship, and we have seen growth in our ministry program offerings. On a personal note, I've even seen some growth in my family (welcome to the world Elin Joan Cannon!). 2018 was a year of renewal as well, especially in relation to our youth ministry program as we look towards our next generation of youth group kids. I thank God for this congregation, and the many ways that God has been active here. In the full confidence of faith, I know that Emmanuel continues to walk with us into the next year of ministry here at Bethany Lutheran Church.

PASTORAL ACTS

PASTORAL ACTS 2018

Member Funeral Services (2)

Peder Finnberg
Jens Feddersen

Non-Member Funeral Services (3)

Gordon Hall
Greta Ogradnik
Anthony Wells

Marriages (3)

Jodi Gibson & Catherine Peters
Chris Johnson & Christina Keach
Kaylie Lindgren & DJ Roberts

Confirmed (15)

Emelie Nichole Akin
Natalie April Alexander
Aiden Michael Ayares
Ethan Edward Bass
Kelsey Ann Bowen
Michael Anthony Effinger
Kendrick James Flanigan
Kirsten Ryan Gavle
Ana Gabrielle Gomez
Adeline Marie Harper
Matthew Ryan Johnson *
William Kenneth Nolan
Kaylie Autumn Quindel
Reese Elizabeth Schurter
Nathan Frank Speciale

*Received through confirmation

Baptisms (21)

Brugioni, Lachlan Stewart
Burseth, Jack Curtis
Calomino, Benjamin Michael
Cannon, Elin Joan
Contreras, Campbell Rae
Desai, Isla Lynn
Gavle, Sophia **
Galve, Kirsten **
Higbee-Lockwood, Kya Madison
Houghton, Conor Kent
Kraeplin, Myla
Kvasnicka, Ruth Ann **
McCarter, Declan Ross
Mianulli, Vincent Anthony
Muno, Jaxson Thomas
Murphy, Callen Robert
Nenn, Ainsley June
O'Leary, Aiden M
Turano, Olivia Jennifer
Wietlispach, Aiden Richard
Wietlispach, Mara Josephine

** existing member

New Members (52)

Chris Calomino
Bonnie Drew
Chris Johnson and Christina Keach
Ashley, Jason, Jaxson, and Adelynn Szatkowski,
Kate and Simon Curtis and Nathan Wirth
Donna & Ron Flinkow (reinstated)
Jill Frazier (associate)
Karen & Larry Johnson
Oakley Krich
Charles Laird
Jen, Andrew, Easton, Grayson &
Kingston**** Mohny
Dori, Pete, Maegan & Maddie O'Reilly
Sarah, Conor, Quinn, Aiden***, & Kiera O'Leary
Jodi Gibson & Catherine Peters
Clarence & Nancy Fleming
Kelly, Bob, Donny, Devyn, Danielle Dalton
Andrew, Kate, and Conor*** Houghton
Shea, Tom, Kenleigh and Myla*** Kraeplin
Jennifer, Matt, Madison, McKenzie, Macey,
and Maevry Hanks
Bob and Sue Schoof

***received through baptism

****not included in membership until baptism

PARISH STATISTICS

PARISH STATISTICS – YEAR END 2018

This year we carefully and thoughtfully cleaned our membership roles in conjunction with our Stewardship campaign. As a result, we have a more accurate picture of our active full membership. Our large intake of new members (73) offset our removed members (162) by -91.

| | Baptized | Confirmed |
|--|-------------|------------|
| MEMBERSHIP YEAR END 2017 | 1221 | 946 |
| Members Received 2018 | | |
| ▪ By Baptism Children (15 years & younger) | 18 | |
| ▪ Adult Baptism | 0 | |
| ▪ By New Member Class | 41 | 26 |
| ▪ Adult Confirmation | 1 | 1 |
| ▪ Other | 1 | 1 |
| ▪ By Transfer | 12 | 9 |
| Total New Members Received 2017 | 73 | 37 |
| Total Existing (Baptized) Members Confirmed in 2017 | | 14 |
| Total Baptized and Confirmed Gains | 73 | 51 |
| Members Removed 2018 | | |
| ▪ By Death | 4 | 4 |
| ▪ By Transfer | 0 | 0 |
| ▪ By Request | 6 | 4 |
| ▪ By Roll Adjustments | | |
| Moved No Transfer | 25 | 17 |
| Request Associate | 4 | 4 |
| Request Affiliate | | |
| Roll Updating (moved – no transfer, etc.) | 123 | n/a |
| Total Members Removed 2018 | 162 | |
| Net Change in Baptized/Confirmed Membership in 2018 | -91 | |
| MEMBERSHIP YEAR END 2018 | 1132 | 869 |

| | |
|---|-----|
| Average Weekly Worship Attendance – Sunday (excluding Easter & Christmas) | 282 |
| Largest Sunday Attendance (not Easter) Confirmation | 412 |
| Smallest Sunday Attendance (New Years' Day) | 123 |
| Christmas Eve | 811 |
| Lent 2018 | |
| ▪ Ash Wednesday | 192 |
| ▪ Lenten Mid-Week Average | 108 |
| ▪ Palm Sunday | 326 |
| ▪ Maundy Thursday | 141 |
| ▪ Good Friday | 108 |
| ▪ Easter Vigil | 27 |
| ▪ Easter | 512 |
| ▪ Thanksgiving Eve | 89 |

| | |
|---------------------------------------|----|
| Advent 2018 | |
| Average Midweek (12/6, 12/13) | 96 |
| Longest Night Worship Service (12/20) | 60 |

STAFF REPORTS

MINISTRY ASSISTANT ANNUAL REPORT 2018

Submitted by: Bethany Gola

Bethany Lutheran Church is indeed the work and ministry of the people. It has been said that the church functions with only the feats of a small army. That is true! Instead of an “army” metaphor though I like to think of it as a collection of joyful servants truly learning the work of Christ and following in those footprints.

I’m embarrassed to mention the times when I’ve either muttered under my breath or thought, “how on earth are we going to pull this off?” I should know better because not only do we “pull off” but we step up even higher than I thought possible! Together we pursue and move forward in the name of LOVE! That’s all I can call it. We come together as a family of servants loving each other and then spreading that compassion far and wide into our community when we exit the doors of our church.

The ministries of Bethany Lutheran Church grow each year. We look at where we have come from, continually growing our roots deep while we stretch our limbs and flex with the needs of our community and world. New members remark that they connect with the heritage and traditions that we are anchored in and appreciate the progressive outreach and holistic approach to faith. Speaking of new members, we are so grateful to them for joyfully leaping in to our ministries and for how our members continue to reach out and grab their hands eager to engage them in activities right away.

I am grateful to continue helping ministries both pastoral and lay grow by supporting their various needs. My continued prayer is that each person at Bethany feels the church is a place where they can learn and prepare so that they are “equipped” as joyful servants to take Christ’s teaching out into their daily world.

DIRECTOR OF WORSHIP & MUSIC ANNUAL REPORT 2018

Submitted by Ruth Ann Poppen

The Bright Stars of Bethany

Inspired by our 2018 Advent theme, *The Bright Stars of Bethlehem*, I have retitled my report as, *The Bright Stars of Bethany*, to summarize the highlights of last year’s music ministry.

Star One: *Our music volunteers sparkled and shone throughout the year.* The twenty-seven member Bethany choir (high school age and beyond) rehearsed and sang regularly in worship from September through May. The Bell Canto Ringers, 11 ringers and 2 substitutes strong, continued to light up our worship with lively and challenging music that enhanced our worship themes and seasons. Instrumentalists, including the balcony brass, a summer pew band, a flute choir, youth musicians and many more, brought luster and beauty to our festive worship. Each of these musicians shone brightly at Bethany.

Star Two: *The people of Bethany who walked in the light.* As we worshipped each week, Christ’s light shone as we welcomed visitors, praised God and prayed together, sang and meditated together, and nourished our souls to let our own light shine in the world.

Star three: *Summer Musical Drama stars on stage and behind the scenes.* *Joseph and the Amazing Technicolor Dreamcoat* came to life at Bethany on July 12, 2018. 40 students from the community and Bethany rehearsed diligently throughout the week to perform this popular musical for a large audience. This performance would not have been possible without the support of parents, directors, choreographers, and the Bethany endowment fund. One hopes that all participants will carry the light from that experience throughout their lives.

Star Four: *The Fifteenth Season of the Bethany Arts Series & Women of Note.* Difficult winter weather conditions did not prevent the Rodland Sisters from presenting their viola and organ concert for a small but enthusiastic audience in February 2018. In May, Mark Kroos mesmerized us with his double neck guitar talents. A personal bright star for me was accompanying and playing in the *Women of Note* concert in September. Months of preparation and concert planning resulted in a rewarding afternoon of music spanning several centuries.

Star Five: *Bethany Staff Sparklers.* It is truly a privilege to serve with our committed and dedicated staff. As servants of Christ, we seek to inspire and motivate everyone to spread the light of Christ, not only within our own church walls, but throughout the community and world as well.

Star Six: *Students Starred in worship.* On April 29th, 17 of our Sunday School students lit up the chancel as they presented *The Tale of Three Trees* for 9:00 and 10:45 worship. Our students sang, memorized many words, learned choreography, and acted as they brought this poignant folk tale to life. Again on Dec. 9 our Sunday School Children retold to Christmas story from a *starry* perspective. These musical memories will live on in these students throughout their lives. I'm grateful to have a part in their faith formation.

Star Seven: *Festival Services, Lessons & Carols and Christmas Eve at Bethany.* 2018 came to a glowing close with our liturgical Vision dancers on All Saints Sunday, woodwinds, brass and organ accompanying our Lessons and Carols on Dec. 23, and three festive Christmas Eve services filled with carols and anthems to celebrate our Savior's birth. Soli Deo Gloria—To God be the Glory.

DIRECTOR OF SUNDAY SCHOOL ANNUAL REPORT 2018

Submitted by: Sashire Ayares, Director of Sunday school

Directors Report: Writing the annual report for Sunday school is complicated because the "school" year and the calendar year are different. The report is presented by dividing the year up in school year format. Showing the end of one school session and the beginning of another.

Jan.- May '18 the children in Sunday school continued the B.L.A.S.T. - Believers Learning and Serving Together. This program has all the children, 3 years old and up, integrated into worship by presenting things they have learned in class. This was created with hope to get the students more familiar and therefore more comfortable in a worship setting. In the classroom the teachers used Spark's Rotational curriculum materials integrating art, science, games, and Bible stories.

Sept.- Dec. '18 Our program has experienced much change this year. The teachers with the guidance of the staff have chosen to use Spark Lectionary program. This program is more in line with the scripture that is used in service. This was chosen to promote further conversations at home between parents and students. New this year as well is how we implement our Milestone lessons. The lectionary program gives us the flexibility to work our specific belief practices into the entire teaching year. Having this option allows us to educate the students when attendance is high, therefore reaching more students. We have also changed our classroom time as well. The student's classroom time is from 8:45-9:30 and then we entire service. This was implemented to provide families time to worship together, to increase the student's knowledge about the structure of our service, and to involve them in worship.

The best part of these changes is that we are a part of the greater church. The students are learning more about our faith and traditions and this allows us to blend more with the congregation. In closing, I pray that our Good and Gracious God will continue to richly bless the children and families of Bethany Lutheran, Amen.

OFFICER REPORTS

From BLC Constitution C11.01 – The officers for this congregation shall be a president, vice president, secretary, and treasurer.

COUNCIL PRESIDENT'S ANNUAL REPORT 2018

Submitted by: Todd Pierzina, Council President

2018 was a year of steady success and growth, all across Bethany Lutheran Church. We saw financial success. We saw stability in all areas of church leadership. We saw our youth programs thrive. We launched our Lighting the Way to 100 Years initiative. We survived an entire year with me as Council President.

Due to the continuing generosity of our members, and responsible stewardship from our leaders and committees, we have finished the year with a modest financial surplus. We also made a significant reduction in the building mortgage--many, many thanks to all who contributed to that effort.

This has been a year of remarkable stability and growth for our church. We have been blessed to see our entire staff thrive in their roles and demonstrate their commitment to the church.

- This marked the third complete year with Sr. Pr. Cathy Daharsh and Pr. Paul Cannon leading our congregation together. It is truly a gift to experience them preach and contribute their distinctive but complementary skills and personalities to all aspects of church leadership.
- In her role as Ministry Assistant, Bethany Gola continues to anchor much of the church's day to day operations. If something got done, there's a good chance she was involved. She is often the first face or voice people encounter when visiting or inquiring about Bethany, and we could not ask for better fit for that role.
- We have always known that Ruth Ann Poppen, our Director of Worship, is an amazing musical performer and director. But as a parent, I might be biased; I've also been impressed with the work she has done with our youth, especially the Christmas and Summer musicals.
- Sashire Ayares, our Director of Sunday School, continues her fine work with Sunday School and VBS, two programs that are so important to our church, both now and for the future.
- Property Manager Jerry Larsen has provided a day-to-day, hands-on consistency in managing our middle-aged building and grounds. He responds to immediate issues but also works with the Property team to track and prioritize planned and unplanned work.

It would be difficult to think of a more remarkable year for our youth programs.

- We had the "problem" this summer of too many high school kids wanting to help in too many destinations. The solution? Send Pastor Paul to Houston with a couple of vans; then send the Bradshaws to Birmingham, AL with a couple of vans. Both trips were great experiences for the students (and the chaperones).
- In addition to the traditional VBS programming, Ruth Ann produced Joseph and the Amazing Technicolor Dreamcoat for our middle and high school members (and a few non-members too).
- Pastor Paul kicked off a collaboration with several local congregations around programming for high school youth groups. Engagement has been fantastic.

We started Lighting the Way to 100 Years, an extended effort to develop a plan for renovation, repairs and maintenance (maybe re-invention, even) on our church building. I believe we have made a strong start and am confident we will one day look back at this year as the start of something truly amazing. I would like to thank the members of the LTW Task Force we assembled in the fall: Sherry Bagby, Greg Cole, Jerry Larsen, Cheryl Reimer, Phil Smith, and Prs. Paul and Cathy.

A year ago, I admit, I had mixed feelings about stepping into the role of Council President. I mean, I'm not even president of my own house. But as my term comes to a close, I am grateful I was given this opportunity. It has been a positive and rewarding experience for me--and a survivable one for our church. I have learned so much more about what happens behind the scenes: the medium-sized army of volunteers and professional staff, led by the pastors, constantly amazes and exceeds expectations. It has been an honor to humbly contribute my part.

May God continue to bless our congregation.

TREASURER'S ANNUAL REPORT 2018

Submitted by: Fred McCullough

From many perspectives, this, again, was a “year of years”. Certainly, with focus on our finances, it was a record setter in many ways, surpassing the records set last year. Let me review with you the various financial reports we prepare for our Teams and Church Council members on a monthly basis.

You will find a “Statement of Income and Expense for 2017 and 2018 as part of this Annual Report. Your sharing of God’s Gifts with our church totaled \$655,872.23 in Tithes and Offerings alone; an unprecedented amount. This is slightly over 2017 (.35%) and 2.48% over budget. Our expense of \$635,459.00 was 1.02% under budget and 1.71% under 2017. The bottom lines are (1) we planned on a break even operating result and developed a surplus of \$23,468.54 essentially the result of good expense management by our Committees and staff, (2) along with the \$30,243.28 surplus carried over to 2018 we now move forward with a surplus of \$53,711.81.

There is more good news.

We have an ongoing resolution as part of our Constitution that reads “A minimum of 18% of the current year’s receipts will be given as benevolence. This is to be calculated as the percentage of Tithes & Offerings inclusive of Dedicated Funds intended for outreach, such as global missions, World Hunger, social action and Sunday Church School Benevolence.” The total income received in 2018 was \$672,560. Total expenditures were \$124,051. The percentage of payments to total receipts is 18.4%. We continue to be a generous congregation.

The Building Fund Report found elsewhere provides you with information on that aspect of our ministry. I do want to emphasize your contributions to this Fund totaling \$163,064.06 and the end of year Mortgage balance of \$283,447.09. If our support continues at the current level we will pay off this mortgage in late 2020 or early 2021.

Our Property Replacement Reserves grew nicely in 2018. We began the year with a balance of \$69,204.97. In 2018 our members contributed \$35,134.96 to this fund (another record high). Users of our building contributed \$3,041.06. Interest Income was \$267.50. We spent \$17,206.03 resulting in a year-end balance of \$ 90,442.46.

Adding all three areas of contributions listed above, the total for 2018 is \$854,071.25 compared to \$807,517.32 for last year. Just terrific.

The Teams receive reports each month reflecting their expenditures in detail as well as reports reflecting the relationship to their budget on a detailed basis. We hope this has enabled them to own their results and enhanced their ability to prepare their annual budget and manage that budget.

This was my fifth and final year as your Treasurer. There are too many people to thank for their assistance through out the years so I won’t try to do that here. The Financial Secretaries, Assistant Financial Secretaries, Assistant Treasurer, Bank Reconciler, Finance Team Leader, Church Council Liaison, Finance Team members and offering counters are all volunteers that care about Bethany Lutheran Church as they do their work related to our Finances. We have had at least these two thoughts in mind as we serve our church. Number one, we manage our funds as a business would, but are always mindful we are a church and two, we are transparent.

I’m also thankful for the staff at our Church. They are all hard workers and care about all of us. Thank you all for allowing me to serve our Church. I “retire” knowing that the Financial Function will continue to be in good hands in 2019.

2017 Congregational Audit

Submitted by: Robert M. Meador, Mel Meyer, John Engebretson

The audit committee conducted a review of the 2017 balance sheet and statement of income and expenses for the general and building funds. These reports are the responsibility of the council and church officers.

The audit committee used the ELCA Congregational Audit Guide as their resource for identifying procedures to conduct during their review.

In our opinion, these financial statements present fairly, in all material respects, the financial position of Bethany Lutheran Church as of December 31, 2017.

In addition, we recommend the following action(s) for council consideration:

The church constitution places responsibility for evaluating the insurance requirements of the congregation with the property committee. The property committee should provide the council a review of the church's insurance policy and recommendations for additions to or reductions in coverage, including allowances for plant and equipment, as part of their annual budget submission, or at times of policy renewal.

| BETHANY LUTHERAN CHURCH | | | | |
|--|---------------|---------------|---------------|-----------------|
| Statement of Income and Expense for 2017 and 2018 | | | | |
| | | | | |
| | | | | |
| | | | | |
| | 2017 | 2018 | 2018 | 2018 |
| | Actual | Budget | Actual | Variance |
| | | | | |
| | | | | |
| Sharing God's Gifts to Us: | | | | |
| Tithes & Offerings | \$ 653,557 | \$ 640,000 | \$ 655,872 | \$ 15,872 |
| Other Income | \$ 1,988 | \$ 2,000 | \$ 3,055 | \$ 1,055 |
| Total Income | \$ 655,545 | \$ 642,000 | \$ 658,928 | \$ 16,928 |
| | | | | |
| Sharing God's Gifts For Others | | | | |
| Benevolence-Mission Support | \$ 102,400 | \$ 95,700 | \$ 95,700 | \$ - |
| -Social Action | \$ 10,240 | \$ 9,570 | \$ 9,570 | \$ - |
| -Global Mission | \$ 1,200 | \$ 1,200 | \$ 640 | \$ (560) |
| Total Benevolence | \$ 113,840 | \$ 106,470 | \$ 105,910 | \$ (560) |
| | | | | |
| Christian Education | \$ 2,922 | \$ 2,900 | \$ 2,272 | \$ (628) |
| Evangelism | \$ 2,292 | \$ 2,300 | \$ 835 | \$ (1,465) |
| Property | \$ 113,460 | \$ 113,500 | \$ 106,979 | \$ (6,521) |
| IT/Computers | \$ 15,138 | \$ 14,366 | \$ 15,854 | \$ 1,488 |
| Finance/Stewardship | \$ 5,474 | \$ 5,500 | \$ 6,528 | \$ 1,028 |
| Worship & Arts | \$ 13,140 | \$ 11,165 | \$ 9,339 | \$ (1,826) |
| Church Office | \$ 10,874 | \$ 10,900 | \$ 9,726 | \$ (1,174) |
| Staff-Professional | \$ 136,230 | \$ 138,120 | \$ 138,421 | \$ 301 |
| Staff-Ordained | \$ 233,163 | \$ 236,779 | \$ 239,595 | \$ 2,816 |
| Deficit into 2016 | \$ - | \$ - | \$ - | \$ - |
| Total Ministry Expenses | \$ 646,533 | \$ 642,000 | \$ 635,459 | \$ (6,541) |
| | | | | |
| Surplus/(Deficict) Ministry Funds | \$ 9,012 | \$ - | \$ 23,469 | |
| | | | | |
| | | | | |
| Staff-Professional | \$ 136,230 | \$ 138,120 | \$ 138,421 | \$ 301 |
| Staff-Ordained | \$ 233,163 | \$ 236,779 | \$ 239,595 | \$ 2,816 |
| Total Benevolence | \$ 113,840 | \$ 106,470 | \$ 105,910 | \$ (560) |
| Property | \$ 113,460 | \$ 113,500 | \$ 106,979 | \$ (6,521) |
| All Others | \$ 49,840 | \$ 47,131 | \$ 44,553 | \$ (2,577) |
| Total Ministry Expenses | \$ 646,533 | \$ 642,000 | \$ 635,459 | \$ (6,541) |

STANDING COMMITTEES

FINANCE COMMITTEE ANNUAL REPORT 2018

Submitted by: Bruce Lundine

The role of the Stewardship and Finance Committee is to develop both short and long-term strategies to assure spiritual growth of the church financially, as you might expect from the name of the committee, but also in terms of time and talent resources within the congregation. Committee membership consists of the Stewardship-focused members, Treasurer and Assistant Treasurer for both the Operating Fund and the Mortgage Fund, Financial Secretaries, Bank Account Reconciling Officer, Council Representative and the Chairperson.

The Finance committee oversees the work of the Treasurers and Financial Secretaries, who are responsible for the caretaking of the financial resources of the church. Together with the other committees, it also coordinates the development of an annual spending budget to support the ministries of the church. The Finance Committee also receives periodic reports from the Memorial Committee.

During 2018 Stewardship met separately to address issues specific to Bethany's stewardship needs. The stewardship campaign was successfully conducted in October and November, and is further discussed in the Stewardship report.

We hope to finish 2018 with typically strong contributions in December, and we anticipate realizing a surplus in the Operating Fund. We will look to build upon these potentially strong results along with this year's stewardship campaign to hopefully maintain this surplus in 2019 and beyond. We will be looking for the Bethany congregation to support this.

Additional information on the Finance Committee's activities can be found in the Financial Secretaries' report, the Treasurer's report, the Mortgage Fund Treasurer's report and the statement of income and expenses and proposed 2019 budget.

Stewardship Report

Submitted by: Rev. Cathy Daharsh

The Stewardship Team is now meeting monthly or more to discern and develop new ways to encourage the congregation to think about how we live faithfully in gratitude for the gifts we are given. The fall financial theme was Mini Miracles, which highlighted the importance of all gifts, large or small, and how they can make a difference in our community and world. We selected four congregation members to share their giving stories in church. We also encouraged congregation members to take a picture and write a reason about their giving which was printed and posted on the Art Wall. The goal of the team was to engage all generations, especially, younger generations that may not be in the practice of regular giving in church. Another goal of the team was to increase the number of returned pledge cards. We had 30 more cards received than last year which was an excellent result.

The Stewardship team added three new members Pr. Paul Cannon, Susan Dobbe-Leahy, and Courtney Smith who brought new perspectives, creative ideas, and much enthusiasm. Other members of the team are Charlie Hall, Karen Meador, and Joy McGuire who put much time and energy into thinking about giving. A special thank you goes to Karen Meador who wrote and created the publication that went out this year about the many ministries at Bethany Lutheran Church. Another thank you goes to Pr. Paul for writing, designing, and editing the fun video to encourage filling out pledge cards.

With good energy and many new ideas, we look forward to this teams work in 2019.

Financial Secretaries Report

Submitted by: Jill Reiling, Sharon Larson, Ted Groat, Terry Micklevitz, Julie Leffel and Carolyn Wahl

As Financial Secretaries it is our duty to maintain accurate records and give accurate reports of contributions for Bethany Lutheran Church. These contributions consist of donations to the General Fund and the Mortgage Fund.

The General Fund received donations of \$655,872.23 and the Mortgage Fund received \$162,739.06 In 2018.

We would like to thank the members of Bethany for their support of the various ministries of Bethany.

Mortgage Reduction Fund Report

*Not available at time of printing

CHRISTIAN EDUCATION COMMITTEE ANNUAL REPORT 2018

Submitted by: Sashire Ayares, Director of Sunday School

The goal of the Christian Education Committee is to minister to the people of Bethany by providing opportunities for those of all ages to better understand the Bible, grow spiritually, and become more familiar with the ways our faith can and does impact our lives of discipleship. The committee works in several areas to fulfill this mission:

First Holy Communion Classes

Pastor Cathy and Pastor Paul teach this small group during Lent by creating curriculum to teach students of all ages about our Sacraments.

Confirmation Ministry

Confirmation in 2018 has continued the programming and curriculum from the previous year. We are using the same Collaborate curriculum with two main area of focus: New Testament and Lutheran Theology. We have continued the same expectations for the requirements, slightly modifying the Advent mentor program to involve parents. Our confirmation enrollment is 45 middle school students. And we have 6 small group conformation guides. Pastor Paul and Pastor Cathy rotate teaching accommodating the schedule.

Vacation Bible School

Our theme this year PROOF Pirates, pirated themed lessons providing the message of God's grace. The curriculum came from Sojourn. What a fun and interactive way to bring abstract lessons to concrete meanings! We had 107 students attend, 58 volunteers including youth helpers, and 20 people who provided donations. I collaborated with many other churches to obtain decorations as well. The VBS program brought in some extra monies that went towards some much needed Sunday school materials.

Adult Education and Small Groups:

- Sips 'n Scriptures Bible Study – Meets on 1st & 3rd Saturdays
- Theology on Tap – Meets once a month on the first Thursday at a local restaurant called Dukes.
- Advent/ Lent – Were offered after the mid-week advent/lent service mentor/mentee groups
- Men's Group – Meets once a month on Saturday morning
- Senior Breakfast – Meets once a month
- Sunday Morning Study- Faith Based book study

Library

Submitted by: Christine Ticknor, Chairperson A brief survey regarding awareness and usage of the library was developed and shared with the congregation in January. The library continues to be a popular gathering area for small group discussions, Bible Study groups, and meetings. The future of the library will be evaluated as part of the overall Lighting the Way renewal process as we move towards the church's 100th anniversary. Carol Heisler and Susan Gavle have been creating seasonal displays in the beautiful oak and glass display cabinets, which were donated in the fall of the previous year. Current team members include Sandi Hall and Christine Ticknor.

Sunday School

The mission of the Sunday school program of Bethany Lutheran Church is to provide a safe, welcoming environment for learning and fellowship to happen. We strive to provide opportunities for children and families to grow in their knowledge, develop roots in Christ, and deepen their relationship with God. We are here to support families and assist them in fulfilling the covenant made at the time of each child's Baptism.

Enrollment: Students three years of age through fifth grade are involved in the 2018/2019 school year. There are currently 61 children are enrolled in the Sunday school program. We have an average of 35 students attending each week.

Curriculum: This year we are using Spark Lectionary from Spark Digital. The lessons are in line with the church services and allow for families to have continued conversations at home. Teachers have creative options within the curricula, and many choose to have the guided worksheets to enhance the lessons. This year the teachers along with the Christian education team have decided to share time with classroom and church. Students spend approximately 45 minutes in the classroom and then the remainder of time in service worshipping. This allows the students to learn in the classroom with age appropriate lessons, activities and introduced to the structure of our worship. The students also have opportunities to interact with service in leading the passing of the peace and sharing their milestone lessons with the congregation.

Milestone Curriculum: New this year, Milestones (Different parts of Luther's small) will be worked into the yearly lessons instead of focusing on them in January/February. This has been very successful with the students and provides flexibility to the teachers. Each class shares their knowledge with the congregation in a short presentation throughout the school year.

Advent Fair: On November 25th, we held our fifth annual Advent fair. Thirty-four elementary students attended. Like last year, we conducted the entire fair in Luther hall. The students started with a book on Advent and then went to make seasonal crafts at twelve stations with guidance from the teaching staff. Parents and church family joined them and continued the joyous event together.

Sunday School Christmas Program: Planning for the Christmas program started in August. It was developed and planned over the course of three months. The program is chosen to educate the students through dramatic expression and teach them the Christmas Story. Practices and fellowship were held on Sunday's after school starting in October. Practices also took place on Wednesday evenings starting at the end of November. A small task force helped to coordinate the costumes, practices, and the set. The program took place during the 10:45 service on December 12th. Thirty students participated in re-enacting the story of our Saviors birth as found in the Bible and told from the star's perspective. Many hands, across generations took part in making this happen.

Missions: This school year we have implemented a more concrete way to have the children give. Our third through fifth grade students will facilitate a donation drive to help get youth tooth brushes for the Panama "Save a Smile" mission. The students will also create "Flat Stanley's" to send on the adventure. The Burseth's will create a video of the mission to bring

Youth Ministry Report

Submitted by Rev. Paul Cannon

Purpose Statement: The purpose of the youth ministry program at Bethany Lutheran Church is to create an environment that enables Bethany youth to connect with God, with the church community, with the wider community and with one another. The youth ministry team is working towards this goal by strengthening relationships through fellowship, service, and worship, knowing that this is all accomplished through the work of the Holy Spirit.

Middle School Youth Group: We began 2018 trying out our new "Impact Youth Sundays." We made it a part of the Confirmation requirement (to come to four Impacts) and have had good turnout on the program throughout the year, with numbers ranging from 10-20+ kids. In the fall, we switched Impact Sundays to 2nd and 4th Sundays, after church to coincide with the St. Bethany Waters schedule. We continue to get good turnout in the 10-20+ range of students attending Impact Youth. This year, I also helped lead a collaborative youth event in the NE conference called "Soaked" which was an all-night lockout. The event

drew 100 kids from 8 different churches in the area. Activities included a food drive, time at the YMCA, Worship, Games, Pizza, Ice Cream, a movie and a lot more! It was a big success that we hope to repeat in 2019.

High School Youth Group: We began the year with lots of fundraising, with the money going towards our trips to Houston and Alabama. Those fundraising efforts included gift card sales, the Fueled by Faith Fundraiser, the Spaghetti Dinner and a Flower/Plant Sale. At the end of the day, we raised enough money to send the entire Alabama trip for free, and the Houston trip for just a few hundred dollars per family. Both trips were fantastic with over 20 participants between them. In the fall, we began a partnership with St. Barnabas and Living Waters to work together on Youth Ministry. That collaboration has been deemed the "St. Bethany Waters" youth group and has been successful in bringing energy and stability to the youth program. This group is also collaborating on a summer mission trip to Rockford, sharing the fundraising efforts (handled by BLC). As a lot of key youth leaders graduated in 2018, this collaboration is coming at a good time, and has helped ease that transition.

Bethany Youth Account: After the fundraising for our mission trips concluded, we decided to roll the Bethany Youth Account into the main accounting structure of the church to help provide more oversight and accountability. We took the remaining funds from the Youth Account (about \$10,000) and divided it into two dedicated accounts: 'St. Bethany Waters', and a general 'Bethany Youth' account. As of 11/30, we have \$7,269.37 in the Bethany Youth account and \$4,789.98 in the St. Bethany Waters account.

Northern Illinois Synod Youth Team: In 2018, we launched a new group in the Northern Illinois Synod to help plan and lead synod-wide youth events. Our first goals were about creating a sustainable structure in the synod to help with communication and investment. Now, the group is focusing in on the youth side, developing programs for youth leadership and youth events that are bigger than any one church could do on its own. I have served as the secretary of the group for the past year.

Looking forward: Looking ahead, 2019 will be about establishing some of the new structures and programs that have been put in place this year. That includes the St. Bethany Waters Youth Group, as well as Impact Sundays and even the NIS Youth team structures and ministries. We continue to trust that God is guiding us and walking with the youth of Bethany and that the Spirit is doing great works in and among us.

EVANGELISM/ HOSPITALITY COMMITTEE ANNUAL REPORT 2018

Submitted by: Bethany Gola, Karen Meador, and Carolyn Lundine

The E-Team: Helen Bengston, Bethany Gola, Lolly Kloepfer, Sandi Teiken, Liz Tollefsen, Susan Thome, Jen Martinez, Sarina Mugino, Jill Frazier

The Evangelism Committee /Hospitality Team mission in is to foster a welcoming and inviting environment for our congregation members, our congregation's guests, and our congregation's community.

Environment: Hospitable Gathering Area, Luther Hall, & Offices: In the common areas of the church outside of the sanctuary we worked on creating a more welcoming and inviting environment for our members and guests.

- **Gathering Area** - information clearly and easy to find
- We also created a **coffee/snack bar** for all to enjoy while they volunteer, worship, or just come in to visit.
- We continue to improve our **wayfinding with signage** and directions so that our guests can easily find their way around the building.
- We work hard with property team and our custodians to keep the church neat and tidy. While much larger work is being addressed, we continue to refresh common areas with new paint and small improvements.
- We are pleased with our **new hospitality desk** at the North entrance area which has helped our visitors find assistance and has also helped us tidy up areas of event information into a centralized location.

Visitors & New Members: visitors comment that they return because BLC is a place of warm greeting and feels very much like “home”

- **Visitor Notes:** Notes of “welcome” are written and mailed to all visitors including important upcoming dates.
- **Welcome Gifts:** Our visitors receive from the pastors and/or at the new member session a gift from the church – in 2018 that included an insulated coffee tumbler, a pamphlet, and a prayer patch from our hooks and sticks group.
- **New Member Classes:** We hosted 2 new member opportunities and received 53 people as full members. These families and households were welcomed with a new member lunch and are quickly being involved in our ministry together.
- **Follow up:** Our continued goal is that new members are received and also are engaged.
- As part of the **Chamber of Commerce New Mover Welcome Bags**, BLC submitted 500 flyers to include and share with new to Crystal Lake Residents.

Communication: with a versatile communication platforms we strive to meet all who “want to know what’s going on!”

- **E-Mail:** our weekly e-newsletter “Wednesday Words” reaches 585 email addresses. Most all of whom are members or prospective members. The Wednesday Words highlights everything from Pastor devotion, outreach opportunities, to Bible studies happening that week. A hard copy is mailed to those who are without email.
- **Facebook & Instagram:** Bethany Lutheran Church has an active and growing Facebook page. On Facebook not only read a little about what’s been happening, but also see lots of pictures of Bethany “in action.” Pictures include youth activities, baptisms, confirmation and lots more. This year we have a social media intern, Sarina Mugino, who has helped create and sustain our new Instagram platform which reaches well beyond our congregation and into the worldwide community.
- **Website:** our website continues to be a “first view” of the church for many visitors. We offer information on “entry level” inquiries such as baptism and wedding “how to” information. We also feature the top events, dates to know, and basic information regarding our programs on the website.
- **Newspapers:** Easter 2018 was our last print newspaper paid advertisement. We have decided going forward to move our resources in the direction of digital media which also gives us more viewer trackability and engagement. We will use the Neighbor section of the paper to showcase photos of events.
- **Indoor Slideshow:** on Sundays we feature “slides” from our Wednesday Words as another way to increase visibility and communicate messages.
- **Outdoor banners:** We continue to purchase and reuse banners to give us local advertisement options. We are exploring more permanent methods to hang/post banners at both the corner of Caroline St. and the corner of Elmhurst.
- **Rally Day** As a kick off to the “back to church” season we hosted a rally day themed God’s Work Our Hands in conjunction with the ELCA day of service. Part of the season was a color, four page publication featuring education, service opportunities, and more to help members “connect” to the church. We increased the number of kits assembled (baby care, personal care, school kits and quilts). Rally Day serves as a very large church wide communication day and helps “set the tone” of the year to come making education, devotion, and stewardship materials available.
- **Birthday, Sympathy, and Celebration cards:** The “Birthday Bunch”, a rotation of 12 volunteers, writes greeting cards to our members for their birthdays. We feel this is an important ministry that supports Bethany’s unique “home town” feel.

Community Outreach:

As a team and congregation we recognize the best way to invite the community is face to face. With that in mind we have reduced our print media outlets and increased our community engagement activities as well as our interactive social media outlets.

- **Participation in the Downtown Crystal Lake Business Organization:** Advertising and Promotion team meeting monthly to discuss downtown Crystal Lake business awareness opportunities.
- **Participation in the Crystal Lake Chamber of Commerce:** including new advertising on the chamber website with rotating advertisement. Funded by the Endowment team for 14 months.

- **Trunk or Treat:** We hosted our third trunk or treat event for our community and welcomed guest in excess of 300 even with rain. There were games, themed car decorations, church information and lots of fun for all! We will continue this event again next year.
- **Johnny Appleseed Festival:** Our Second Annual Festival. We received 200 guests for pancakes topped with our "special sauce". This was in conjunction with the Downtown Crystal Lake Jonny Appleseed Festival. Our venue was the first of the day. Profits from the day were for confirmation Lutherdale camp. It was decided that the funds would be rotated based on congregational ministry needs.

Faithful Stewards: Submitted by: Karen Meador and Carolyn Lundine
Carolyn Lundine and Karen Meador served as Coordinators of the Faithful Stewards Ministry.

The Faithful Stewards Ministry, founded in 1991, is responsible for coordinating the coffee hour on Sunday mornings. Faithful Stewards involves all members in serving 1 Sunday every 11 months. Bethany's growing congregation has enabled us to schedule 5-7 families to host coffee hour on most Sunday mornings. We would love to see even more members participate on their assigned Sunday.

We continue to use a coffee set-up team. On Fridays they prepare the kitchen for the Sunday morning coffee hour. We also use volunteers to take care of the kitchen linens. We always welcome volunteers as this has been working out great. We would like to thank Susan Gavle for coordinating the weekly baristas.

Faithful Stewards are also responsible for coordinating the food, set-up and clean-up for Senior Luncheons and Funeral Luncheons.

We appreciate the willingness of so many people to help serve, clean up and provide food for different events. The continued commitment of so many Bethany members makes our ministry very successful.

PROPERTY TEAM ANNUAL REPORT 2018

*Not available at time of printing

SOCIAL ACTION COMMITTEE ANNUAL REPORT 2018

Submitted by: Tony Jung

The purpose of the Social Action Committee is to demonstrate and extend Christian compassion as well as support all those in need of aid in body and soul. It shall strive to enlist in these efforts as many as possible of the individual members and organizations of our congregation. The Social Action Committee shall further have the responsibility to study social conditions, focusing on our local communities, in order to bring the cleansing and healing light of Christian truth to bear upon critical problems through thoughtful Christian discussion of facts and issues. The committee shall continually identify areas of social concern within the community, the nation, and the world. It shall then develop programs to challenge the congregation to respond to these needs. It shall also make the congregation aware of the ongoing needs of the world community and efforts of the Evangelical Lutheran Church in America to address these needs. The Social Action Committee shall administer the 10% of benevolence funds allocated to this committee for local community concerns and report annually to the congregation of its use.

Plan for 2019

Our 2019 mission is to use the 10% of benevolence funds to support local agencies and groups that help those in need; such as hungry, homeless, the mentally ill, those in prison, individuals struggling with medical bills, the economically challenged who cannot afford utilities or school supplies for children, expand our outreach and to live out the ELCA motto; "God's Work....Our Hands"

The Committee's continued focus in 2018 within our community are:

- Yearly Blood Drives
- PADS set up, shift workers, shelter, food and laundry
- Easter Basket assembly and deliver
- Christmas in July
- Community Harvest donations for the Food Pantry
- Food Pantry workers
- Family Christmas Project with donations, shopping, and wrapping
- Caring Vine Ministry providing meals to Bethany members in need
- Continued Church/School Partnership with Husmann Elementary School
- Piecers who make over 100 quilts yearly for Lutheran World Relief
- Habitat for Humanity work days in the spring and fall

As well as expanding our outreach for other local opportunities. Our hands are a gift from God to give selflessly. Please consider having them do God's work right here in our community. We welcome all members who want to have a loving impact and make a difference in the lives of those truly in need.

GLOBAL MISSION ANNUAL REPORT 2018

Submitted by Ron Henning

The annual reports are written during the Advent season when we are preparing to commemorate the birth of Christ, but they are not read until we are putting away the decorations and hymns and all the trappings of the celebration. What is begun in a season of hope and expectation is not read in the same spirit of joy. Let us reflect on the past year and prepare for the new year with the refrain of Hallelujah! in our hearts.

In the dark days of January, the people of Bethany raised \$1170 to send 37 solar lanterns, through ELCA Good Gifts, to people who cannot depend on or have no electrical power. Hallelujah!

Our Global Mission Sunday worship again included a sung Litany of Prayer for the Healing of the Nations, and the Gospel message was brought by Rahel Mwitula Williams, manager for donor relations with Global Church sponsorship in the ELCA. Hallelujah!

We continue our partnerships with the Lutheran churches in Tanzania and in India. We celebrated fifteen years of partnership with the Kiutu Parish in the North Central Diocese of Tanzania. We are preparing for a multigenerational trip in the summer of 2020. Northern Illinois Synod companionship with the Arcot Lutheran Church in Tamil Nadu, India provided the opportunity for Pastor Daharsh and Cheryl Reimer to visit in February 2018. Hallelujah!

From our budget Bethany gave \$500 support to the ELCA Good Gifts program for use where Global Mission personnel deem it is most needed. Through Advent, again with Christine Ticknor's leadership, we displayed an

alternative gifts table, and several people made their own gifts of cows, pigs, chicks, etc. We have shared our gifts as we continue to accompany people around the world, discovering and sharing the love and light of Christ together. Hallelujah!

Besides sharing these gifts, Bethany continued to make and maintain our personal connections with our global neighbors. We continue travel to Panama with Dr. Chris and Patty Burseth to provide dental care to indigenous people through Mission Save a Smile. (Last winter, I was able to join them.) Hallelujah!

Where we are unable to make sustained personal relationships, Bethany depends on and supports ELCA Global Mission personnel to act in our behalf. We help sponsor Rev. Mark and Rev. Cynthia Rich, theologians who lecture at Makumira University. We also help sponsor Meghan Brown Saavedra who is coordinating the YAGM volunteers in Mexico City. Missionary sponsorship contributions of \$25 a week for an annual \$1200 is committed through an ELCA covenant for each missionary team. Bethany members may sponsor missionary sign-ups on the bulletin board. Also a sign-up sheet is available for anyone who wishes to contribute to Young Adults in Global Mission, but this is not a commitment for which we signed a covenant, as are the two missionaries previously mentioned. This year, YAGM gifts are being used to support Abigail Larson from Geneseo, IL who is serving in Rwanda, Africa. Hallelujah!

Carol Stubbs succumbed to cancer on May 2, 2018. Some of us have memorialized her loss with gifts of support for the Makumira Cultural Arts Centre in Tanzania. Her husband Randy continues to direct the CAC, but he no longer serves as an ELCA missionary. For their service we say Hallelujah!

Currently we have some "pen pals" who are corresponding with our global partners. In this way we get to know more about the people serving for us, and we get to show them personal support from you. Most often, you will be able to read their stories in Wednesday Words. Hallelujah!

In 2019 the Global Mission Team will continue to work to "make it personal." We plan to be more intentional about supporting our global neighbors with prayer, communication and visits. As we continue financial support, we will share names and information about specific ministries to be remembered in prayer. We intend to use letters, phone calls, e-mail and the internet to communicate more regularly. We will look for ways to continue to visit our global partners and for ways to help them visit with us. Come with us as we seek and share the love and light of Christ globally. Hallelujah!

WORSHIP AND ARTS COMMITTEE ANNUAL REPORT FOR 2018

Submitted by Lori J. Romano, Chairperson

Members of the committee are: Ruth Ann Poppen, Pastor Cathy Daharsh, Lori Romano, Linnea Kountz, Carolyn Wahl, Sharon Larsen, Vicki Summers, Marge Olsen and Council representative, Christine Ticknor.

The goal of the Worship and Arts Committee under the direct guidance of the Pastor(s) is to assist the Council in seeing that the services of God's house are conducted regularly and in accordance with the liturgy of the Evangelical Lutheran Church of America. The committee shall continually plan and develop worship opportunities and/or experiences to meet the needs of the congregation.

This committee supports and works with the Director of Worship & Music, the Altar Care Team, Assisting Ministers, Readers, Visual Liturgy Ministry, Home Communion Ministers, Middle School Musicians, Instrumentalists, Bell Canto Ringers, Bethany Choir, Liturgical Dance, the Ushers and the Bethany Arts Series.

Highlights for the year 2018:

- Communion was offered every Sunday at every service by common cup or intinction. A gluten-free option was available.
- A summer worship schedule was offered this year. From Memorial Day weekend through Labor Day weekend, worship services were at 8:30 a.m. and 10:00 a.m. with a 30-minute fellowship time in between services. For the rest of the year, worship times were at 8:00 a.m., 9:00 a.m. and 10:45 a.m. Sunday School

and Adult Education were at the 9:00 a.m. hour. Extended-time opportunities between services were offered occasionally.

- Home communion for the homebound members was offered each month. Communion kits were blessed on the first Sunday of each month. It continues to be a positive, welcomed ministry.
- Large print liturgy and hymns were available for all services each week.
- Lenten mid-week services were conducted using the Holden Evening Prayer service. The theme this year was "I Am."
- Maundy Thursday, Good Friday, Easter Vigil and Easter services were held with special music by the choirs. The Liturgical Dancers performed on Palm Sunday and Easter Sunday.
- On Sunday, April 29th, the chancel musical, "The Tale of Three Trees," by Pote and Long, was presented as the sermon at the 9:00 a.m. and 10:45 a.m. services by 18 elementary students.
- A second baptismal bowl, with a beautiful blue and white swirl design, was created by a local artist for our sanctuary.
- As of June 2018, our altar flowers are no longer purchased from Countryside Florist. A small group of Bethany members will be purchasing and arranging our altar flowers.
- With the resignation of Larry Kohn in August, Lori Romano was elected Chairperson of the Worship & Arts Committee.
- A Blessing of the Animals mid-week service was held in August.
- Reformation Sunday, October 28th, featured the Bell Canto Ringers, Brass and the Bethany Choir at the 9 a.m. and 10:45 a.m. services.
- All Saints Sunday, November 4th, was a memorable day of worship featuring the Bethany Choir, Brass and the Liturgical Dancers.
- Our Advent theme this year was "The Bright Star of Bethlehem." Mid-week services were held on Wednesdays, December 5th and December 12th. The "Longest Night" mid-week service was held on Wednesday, December 19th.
- On Sunday, December 16th, the Children's Christmas Program, "The Bright Stars of Bethlehem," was presented during the 10:45 a.m. service.
- Three special Christmas Eve services were held at 4:00 p.m. Family Service, 7:00 p.m. traditional candlelight service and 10:30 p.m. candlelight service with Bell Canto Ringers and Bethany Choir.

Visual Liturgy Report

Submitted by: Sharon Larsen

The team consists of Sharon Larsen, Jill Peterson, Sherry Bagby, Susan and Darrel Gavle, Bethany Gola and Shannon Holtz. Our work is a collaborative effort. We would welcome any additional members with open arms!

The Visual Liturgy diligently works to enhance the worship experience in the sanctuary. The themes of the liturgy pair with the themes and teachings throughout each season. Feedback has been positive.

We have added new banners this year - a fall banner "Praise God From Whom All Blessings Flow" and an Advent banner. The Advent banner will be supported by a memorial. We have also added new draping in several colors to enhance the liturgy.

Following Advent, we will be consolidating and moving all liturgy supplies into the property room. Property has been moving their supplies to a new location within the church over the past few months. This will be an exciting and much needed move. Our team will be able to organize and have easier access to our supplies. There is a plan to purchase two industrial shelves for this space to provide more storage.

Bethany Art Series Report

Submitted by: Frank Zimmerman, Chairperson

Calendar year 2018 was another successful and exciting one for the Arts Series, with 3 wonderful concerts. We offered 2 concerts to complete our 16th season and 1 concert to start our 17th season as follows:

Rodland Duo – 02/11/2018, 3:00 p.m.

Acclaimed sisters, Carol Rodland, Violist and Catherine Rodland, Organist

Mark Kroos – 04/08/2018, 3:00 p.m.

Award winning Double Neck Guitarist

Women of Note – 09/23/2018, 3:00 p.m.

Acclaimed classically trained Vocal Trio

We are grateful for the continued support of our sponsors and those who give through our free will offerings. As a result, we have been enabled to stay true to our mission of celebrating the installation of our Clarence and Agnes Carlson Memorial Pipe Organ by being dedicated to the celebration of music and art as God's gifts and an extension of worship. We have the following 2 exciting concerts remaining to finish our 17th season as follows:

An Afternoon With Keyboardist Eldred Marshall – 02/24/2019, 3:00 p.m.

Amazing former child prodigy will perform masterworks on both organ and piano.

Molasses Creek – 05/19/2019, 3:00 p.m.

High energy blues style ensemble that features heartfelt songs and quirky humor

LUTHERAN SUMMER MUSIC CAMP SCHOLARSHIP

Our second \$1,000 Scholarship to a worthy Bethany high school student (or students) to attend the Summer Lutheran Music Camp was again awarded to Jared Reiling last summer. We continue to offer the scholarship for 2019.

We are changing our focus a bit for upcoming seasons as follows:

1. We will support and financially underwrite the Youth Musical each July.
2. We will continue our tradition of fine music with 2 concerts each season.

Note also that the Bethany Arts Show will be presented again in August of 2019.

Committee Members: Judy Hollister, Mary Ann Landon, Tom Leahy, Rev. Dr. Robert E Limstrom, Rich Nielsen, Cynara Pierzina, Ruth Ann Poppen, Cindy Zimmerman and Corrine Zoellick, with Pastor Cathy Daharsh as Occasional Advisor.

OTHER COMMITTEES/BOARDS

GREEN TEAM ANNUAL REPORT 2018

Submitted by: Bethany Gola and the Green Team

Committee Members: Jim & Judy Hollister, Ron & Pat Henning, Caro Lynn Whaples, Autumn Bechler, Chris & Christine Johnson.

With the goal of environmental awareness, the Green Team Ministry at Bethany Lutheran Church provides environmental education paired with recycling opportunities for our congregation and community. Through Biblical references and ELCA support we encourage stewardship of Christians to care for God's Creation.

Our newest adventure group is the "Bethany EarthKeepers"– intergenerational activities throughout the year focused on service and/or environmental education. Our first two events included restoration work of the Stearn's Fen in Crystal Lake. BLC was part of a continued restoration grant. Our next events will include Sugar Maple tapping and a canoe trip on the Nippersink in 2019. This new group took part in the MCC Sustainability Expo in November sharing our church's commitment to environmental stewardship. The group felt this was a great opportunity to evangelize and promote our church within the community.

Continued projects in 2018:

- Continuing to offer Fair Trade Coffee – Cheryl Reimer and Global Missions
- Evaluating areas of green change in the building with the Property Team - financially supporting lighting changes
- Using recyclable beverage cups and dishware
- Yearlong recycling - periodic collection drives focusing on Zero Waste including a post-holiday consumer waste collection and Styrofoam collection among other hard to recycle at curbside items
- 9th Annual Community Eco-Fair outreach ministry to our neighborhood surrounding BLC – which included our annual plant sale, garage sale, and recycling drive.

It was decided that the garage sale event would need to be supported by a desired project to be funded with volunteers from the chosen ministry to carry the tasks of the garage sale out.

WOMEN OF BETHANY (WELCA) ANNUAL REPORT 2018

Women of Bethany (WELCA), Is no longer a formal organization. Remaining funds have been submitted to the memorial committee for approved memorial projects. No further report will be given for 2019.

MEMORIAL TEAM ANNUAL REPORT 2018

Submitted by: Susan Gavle

Memorial Fund gifts provide a lasting memory for both individuals who have passed away and as a way to honor individuals for special occasions. These memorials and gifts allow Bethan to support projects that enhance the property and ministries of our church.

Gifts are recognized on All Saints Sunday when Bethany also recognizes those who have passed away during the previous year plus the newest saints those Baptized during the past year

The following items were given during the past year: Piecers Supplies, Nativity Stable, wireless microphones, washing machine, Christian Education furniture, Global Mission Banner, Hospitality desk, Pottery Baptism Bowls, PADS, Fine Arts Ministry, Stratford Strings Concert, Credence Tables, Acolyte and Assisting Minister Robes, and Remodeling of the Coffee Bar Area.

If you are interested in making a memorial gift (designated for a specific item or ministry), or undesignated (to be used at the discretion of the committee for the great need), please contact one of the pastors. Living Memorials honoring a loved one are also welcomed.

Thank you to all past and current members who help provide the connections between the families /funds and the needs of Bethany Lutheran Church

ENDOWMENT BOARD ANNUAL REPORT 2018

Submitted by: Shirley Anderson, Endowment Chair

The Bethany Endowment Fund was established in 2002 with a portion of the Agnes and Clarence Carlson Bequest. In 2007, the Fund received a generous bequest from the Art and Marie Boncosky Estate. The Fund is administered by the Bethany Endowment Board of Trustees.

The purpose of the Endowment Fund is to support new and to enhance existing ministries of our church beyond the operating budget of our congregation. Application requests can be submitted by individuals or groups. Our outreach mission also includes organizations outside our church. Protocols are available.

Application Requests approved for funding in 2018 were: \$24,240.

- **“Living Lutheran”**

This purpose of this approved request is to provide the publication “Living Lutheran” for 2 years for Bethany’s leadership teams, staff, and new members of Bethany Lutheran Church. This provides up to date ELCA information plus shared ideas from other congregations. New members are provided with an opportunity to “being Lutheran”. This includes a copy for our Library. (**\$1320.**)

- **Bethany: Community Outreach**

The Endowment Board approved this request of a new ministry to provide a ¼ page advertisement in the Northwest Herald C.L. Chamber of Commerce Community Guide. This provides good publicity for our church and also a welcome to visitors and potential members. It’s delivered to subscribers, new movers, and community venues throughout the year. (**\$495.**)

- **Visioning for Bethany’s Generations (“Lighting the Way to 100 Years”)**

This was an Application Request from Pr. Cathy Daharsh to support the hiring of and initial architectural services. These services are to design a plan to address the needs and a new vision of the sanctuary, chancel, balcony, and additional areas of Bethany. (**\$18,350.**)

- **Bethany Summer Musical Program: Artist in Residence**

The Endowment Board provided supportive funding last year for the first Youth Theater Camp at Bethany as a new ministry. Due to the success of the program and to provide enhancement in order for this musical ministry to flourish, this 2018 request was approved. (**\$1425.**)

- **Youth Ministry: “Soaked: Living into our Baptismal Promise”**

This Application Request from Pr. Paul was to support an event with other churches across the NE conference of our Synod. The Endowment Board provided funding for over 100 youth in an all-night, multi-site event involving 8 other churches. This new ministry was a success. (**\$1950.**)

- **Project Outreach**

This is a plan for reaching all members of our congregation and potential new members in the community. This is a monthly ad for Bethany Lutheran Church on the C.L. Chamber website for 14 months. This ad is hyperlinked to the Bethany website and measures number of visits. (**\$700.**)

- **Seminarian Support**

In 2019, our Endowment Board will commit 30% of our budget to support a seminarian by aiding with their tuition. This is based on the need for new Pastors. A process for this will be implemented.

Financial Report Balance for 2018 (11-30-18): \$382,846.

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|--|-------------------|----------|------------------|
| <u>ELCA Endowment Fund Pooled Trust:</u> | Beginning Balance | 1/1/18: | \$ 385,000. |
| | Withdrawal | 3/15/18: | \$ (25,000) |
| | Income: | 9/30/18: | <u>\$ 4,592.</u> |
| | Balance: | 9/30/18: | \$ 364,592. |

| | | | |
|---|-------------------|-----------|-------------|
| <u>Harris Bank Money Market:</u> (cash reserves) | Beginning Balance | 1/1/18: | \$ 5301. |
| | Deposit | 3/15/18: | \$ 25,000. |
| | Interest Earned: | 11/30/18: | \$ 10. |
| | Expenses Paid: | 11/30/18: | \$ (12,057) |
| | Balance: | 11/30/18: | \$ 18,254. |

A “Thank You” to Board of Trustees members for their time and contributions: Jill Peterson, Jerry Shaffer, Mel Meyer, and Sherry Bagby. Our congregation is truly blessed to have a Mission Endowment Fund.

NOMINATING COMMITTEE REPORT

NOMINATING COMMITTEE ANNUAL REPORT 2018

Submitted by: Roger Wolfe

The Nominating Committee consists of voting members of Bethany Lutheran Church. The committee's purpose is to encourage and select members of the congregation to volunteer their time and talents to serve on the Bethany Lutheran Council and other positions.

2018 Nominating Committee Members:

Todd Pierzina, Laverne Lund, Judy Engebretson, Pastor Cathy Daharsh

Positions Nominated to be Elected by Congregation

Church Council:

Karla Malpica (3-year term)
Tony Jung (3-year term)
Gwen Boje (3-year term)
Karen Boyles (3-year term)
Roger Wolfe (2-year term)
Todd Pierzina (1-year term)
Tammy Nobbe (1-year term)

2019 Nominating Committee

| | |
|----------------------|--------------------------------|
| Pastor Cathy Daharsh | Senior Pastor |
| Tammy Nobbe | Outgoing Council/voting member |
| Charlie Hall | Outgoing Council/voting member |
| Phil Smith | Outgoing Council/voting member |
| Todd Pierzina | Outgoing Council/voting member |

Endowment Fund Board of Trustees – 5-year term

Wayne Mitchell
Jill Peterson

Synod Assembly

Sashire Ayares, Bethany Gola, Charlie Hall, Todd Pierzina and Aiden Ayares as the youth member

Positions Approved and Elected by Council

Treasurer – Mel Meyer (term expires January 2022)

Assistant Treasurer – Mike Bagby (term expires January 2020)

Council Recording Secretary– Karen Meador (no term requirements)

Continuing Positions

Council Members

Tammy Nobbe (term expires January 2020)
Todd Pierzina (term expires January 2020)
Charlie Hall (term expires January 2020)
Phil Smith (term expires January 2020)
Tom Leahy (term expires January 2021)
Rob Huffman (term expires January 2021)
Brooks Carpenter (term expires January 2021)
Roger Wolfe (term expires January 2021)

Audit Committee – Bob Meador, Brad Boncosky and John Engebretson (terms expire January 2020)

→ Over

Nominating Committee Report continued

Financial Secretary/Assistant Financial Secretaries

Carolyn Lundine (term expires January 2022)
Michelle Sprague (term expires January 2022)
Terri Norstrom (term expires January 2022)
TBA (term expires January 2022)

Assistant Financial Secretaries – Simply Giving

Carolyn Wahl (term expires January 2020)
Julie Leffel (term expires January 2020)

Endowment Fund Board of Trustees

Jerry Shaffer (term expires January 2020)
Shirley Anderson (term expires January 2021)
Sherry Bagby (term expires January 2023)
Jill Peterson (term expires January 2024)
Wayne Mitchell (term expires January 2024),

2019 BUDGET REPORT

SEE SEPARATE PACKET