



Bethany Lutheran Church 2020 Annual Report

Our Mission

"We Reflect Christ in Message and Actions."

Guiding Principles

- *Jesus Christ is Lord and Savior.*
- *We welcome and invite everyone.*
- *We worship God as Father, Son and Holy Spirit through Word and Sacraments.*
- *We are a community of faith who prays, cares, comforts, and encourages.*
- *We joyfully give with generosity and open hearts.*
- *We grow and share our faith through teaching and learning God's Word.*
- *We faithfully serve our wider community and world.*

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Bethany Lutheran Church Staff

Pastors

Rev. Cathy Daharsh, Senior Pastor

Rev. Paul Cannon, Associate Pastor

Staff

Sashire Ayares, Director of Children and Family Ministries

Maria Bruno, Director of Communication and Outreach

Jerry Larsen, Property Manager

Jody McKesson, Office Administrator

Ruth Ann Poppen, Director of Worship and Music

Council Members

Karla Malpica, President

Roger Wolfe, Treasurer

Karen Meador, Secretary

Tom Leahy

Rob Huffman

Brooks Carpenter

Gwen Boje

Karen Boyles

Tony Jung

Peter O'Reilly

Jennifer Reuskens

Larry Johnson



Meeting Agenda

Congregational Annual Meeting

Opening Prayer

Minutes from the January 26, 2020 Annual Congregational Meeting

Minutes from the March 8, 2020 Special Congregational Meeting

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Senior Pastor

Associate Pastor

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Old Business

Lighting the Way

New Business

Nominating Committee Report

2020 Budget (See Budget Packet)

Closing of Congregational Annual Meeting

BETHANY LUTHERAN CHURCH ANNUAL CONGREGATION MEETING January 26, 2020

Agendas were distributed.

Call to Order: President Roger Wolfe called the meeting to order at 12:20 pm

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

Approval of Minutes and Committee Minutes

- Approval of 2019 Annual Meeting Minutes, Joel Thoreson moved to accept the Minutes of the 2019 Annual Meeting, Sherry Bagby seconded the motion, the motion passed.
- Pastor Reports, Remarks: Ron Henning moved to accept the reports, Jerry Shaffer seconded the motion, the motion passed.
- Pastoral Acts and Parish Statistics, Charlie Hall moved to accept the Pastoral Statistics Reports, Tammy Nobbe seconded the motion, the motion passed.
- Staff Reports, Shirley Anderson moved to accept the reports, Karen Dale seconded the motion, the motion passed.
- Officer Reports, Bill Broman moved to accept the Officer reports, Ron Henning seconded the motion, the motion passed.
- Standing Committee Annual Reports, Corrine Zoellick moved to accept the reports, Karen Boyles seconded the motion, the motion passed.
- Other Committees, Boards, and Ministries Reports, Dick Wildey moved to accept the reports, Heidi Hollman 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 2018 Nominating Committee Members were Charlie Hall, Tammy Nobbe, Todd Pierzina, Roger Wolfe, and Pastor Cathy Daharsh.

Christine Ticknor moved to accept the nominations of Peter O'Reilly, Jennifer Reuskens, and Larry Johnson (to 3-year terms). Rob Huffman seconded the motion. Motion passed.

Jill Peterson moved to accept the nominations of Tom Leahy, Rob Huffman, Brooks Carpenter (Outgoing Council/voting members) and Pastor Cathy Daharsh for the 2020 Nominating committee. Sue Dobby-Leahy seconded the motion. Motion passed.

Pat Henning moved to accept the nomination of Jack Heisler (5-year term) to the Endowment Board of Trustees. Dave Olsen seconded the motion. Motion passed.

Synod Assembly Members :

Karen Dale moved to accept the nomination of Synod Assembly members Hector Mendoza, Nicole Nordschow, 2 Council Members (TBA) Plus 1 youth member (TBA). Ron Henning seconded the motion. Motion passed.

Positions Approved by Council:

Treasurer, Roger Wolfe (term expires January 2023), **Assistant Treasurer**, Mike Bagby (term expires January 2023), **Council Recording Secretary**, Karen Meador (no term requirements)

Continuing Positions:

Council Members: Tom Leahy (2021), Rob Huffman (2021), Brooks Carpenter (2021), Gwen Boje (2022), Karen Boyles (2022), Tony Jung (2022), and Karla Malpica (2022)

Audit Committee: John Engebretson and Brad Boncosky (terms expire in 2021) to the Audit Committee.

Financial Secretary/ Assistant Financial Secretaries: Carolyn Lundine and Michelle Sprague (terms expire January 2022)

Assistant Financial Secretaries - Simply Giving: Julie Leffel and Linnea Kountz (terms expire 2022)

Endowment Fund Board of Trustees: Shirley Anderson (term expires 2021), Sherry Bagby (term expires 2023) Jill Peterson (2024) and Wayne Mitchell (2022)

Finance Report Statement of Income & Expense

Mel Meyer thanked the congregation for the support of the ministries of Bethany. He provided a report on Actuals vs. Budget for Income and Expenses for 2019.

Audit Report

Mel Meyer reviewed the 2018 Audit Report that was completed by Exemplar. There were no concerns that arose, just two recommendations.

The 2020 Budget – Mel Meyer

The pledge drive conducted by our Stewardship Committee is anticipated to produce the following results: Tithes and Offering \$524,000, Mortgage Fund \$76,000 and Property Replacement Reserve \$40,000, for a grand total of \$640,000 compared to a pledged total of \$645,410 for last year. Contributions for all three of these opportunities always exceed the pledged amounts as we have a large number of members who do not pledge, but do contribute regular offerings to our church. We are blessed.

For tithes and Offerings, we have looked at a six-year history of pledges versus total offerings. Over those six years, the relationship has ranged from 122% to 139%. We then look at low ranges, medium ranges and high ranges. And, within those ranges we look at the low and high range. For 2020, the Finance Committee selected 130%, which is consistent with the level in 2019.

Using the 130% against the pledged amount of \$524,000 gives us \$683,000. This is a 2.5% increase over 2019 actual of \$666,123.

Mortgage Fund –Loan maturity date is April 1, 2021.

Lighting the Way Fund – In total we have secured total sources of \$114,337 and have paid and committed to costs totaling \$87,322. As of 12/31/2019 we have an uncommitted balance of \$27,015.

2019 ended with a Surplus of approximately \$8,822. We now move forward with a surplus of \$62,534.

Sue Dobby-Leahy made a motion to accept both the 2019 Report of Income & Expense and 2020 Budget. Charlie Hall seconded the motion. Motion passed.

Closed with the Lord's Prayer

Motion for Adjournment: Charlie Hall moved to adjourn the meeting, Jerry Shaffer seconded the motion, the motion passed.

Submitted by Recording Secretary, Karen Meador

BETHANY LUTHERAN CHURCH SPECIAL CONGREGATIONAL MEETING – LIGHTING THE WAY March 8, 2020

Agendas were distributed.

Attendance – quorum met

Call to Order: President Karla Malpica called the meeting to order at 10:30 am

Opening Prayer was given by Pastor Cathy Daharsh

Recognition of the Lighting the Way Teams:

- LTW Renovation Team – Greg Cole, Cheryl Reimer, Charlie Lemond, Phil Smith, Pastor Paul Cannon, and Pastor Cathy Daharsh
- Project Manager – Mel Meyer
- LTW Capital Resource Team – Bill Broman, Bob DeGroot, Julie Leffel, Roger Wolfe, and Pastor Cathy Daharsh

Animation Presentation: Greg Cole

- Greg Cole presented the animation and provided information concerning the design.
- The Lighting the Way animation is available on our website, www.bethanylc.com, under the tab – About Us along with answers to frequently asked questions from the cottage meetings.

LTW Renovation Team Report: Greg Cole

- The process began with the need to improve lighting and sound in Sanctuary – thus “Lighting the Way”. It grew into much more as we began to identify more needs to meet current ministries and new ministries, and to tie improvements to our building into the celebration of Bethany’s 100th Anniversary. These improvements will help make sure Bethany is here for another 100 years.
- Needs initially were identified with input from staff; from members of Bethany with a sense and feel for the Church, its history and traditions; from those actively involved in its ministries; and from those involved in prior building projects.
- Eventually we came up with a Vision - Scheme F. The title of the Vision, Scheme F, itself indicates that a number of others were put together and carefully considered before arriving at this final one. Scheme F fulfills the present ministry needs. We included maintenance in our vision due to the complexity of the projects to make sure that maintenance improvements would support a master plan.

- Scheme F provides for only a very limited amount of new space – the area around the entrance and where the new elevator will go. The enhancement of our existing space will make it more safe, functional, and accessible, and will allow us to serve all generations and persons of all abilities. It will allow us to expand and open up new ministries benefitting everyone in our Congregation, regardless of their abilities, from our own seniors to our own youth. It will also allow us to reach out and include those in the community.
- The resolution before us today is twofold. It asks that the Congregation support Scheme F as a framework, as a target, for improving our facilities, knowing that there may need to be some refinements, adjustments and/or prioritizing of the scope of the vision based on what the capital fundraising appeal generates. Which brings us to the second part of the resolution, which asks that the Capital Resource Team be authorized to hire a consulting firm to assist with the appeal for the funding needed to achieve the vision. The cost would be \$39,000.

Estimated Cost Projections: Mel Meyer

- Mel presented the Lighting the Way to 100 Estimated Program Costs. This covers the estimated new construction costs, estimated maintenance costs (roof, parapet wall, and electrical service modification), alternate balcony renovation area, kitchen refresh, A/V equipment, capital funding campaign and permits.
- Next, he presented Bethany Lutheran Church Addendum for Schematic F Estimated Costs. This is a breakdown of costs in relation to the Entrance, Sanctuary, Bathrooms, Reception/Office, and Youth Area/Head Start. The total costs is based on renovations costs of \$135/ Sq ft, new constructions costs of \$300/Sq ft, and a 9% Architectural fee. He also mentioned the footnote from the Architect - *stating as a general note, and as mentioned in previous discussions, the cost estimated will be better determined after we enter the Design Development Phase of work. As of now, we can only estimate the budget numbers on the project as a whole based on the level of Schematic Design that we have completed to date.*
- You can call the church office to get a copy of the Estimated Cost Projection worksheet.

LTW Capital Campaign: Bill Broman

- The Capital Campaign Team interviewed five fundraising consultants that help churches with capital campaigns. After much discussion, the team has decided to use Generis. Generis is a team of experienced and passionate guides, inspired by partnering with churches to fund their God-sized vision. We will be working with their consultant Sherri Adams. Sherri lives in Naperville and she was the best fit for Bethany. The 6 – 9 months program will focus on discipleship and generosity. The cost will be \$39,000, (currently we have \$27,000 to cover the cost in the LTW Fund). Generis estimates that we can raise 2-3 times our annual budget - \$1.4 - \$2.1 M

Questions and Answers

Q: Would we be putting a restroom in the Nursery?

A: That is an option in addition to family restroom where the sacristy currently is.

Q: Sanctuary Lighting is a problem. Do you know the timing of improving the lighting and will it be a priority?

A: Plan to prioritize after the Capital Fund Campaign and congregational approval in a year or so.

Q: Kitchen is a problem; it became smaller when Luther Hall was built. It is currently is only 390 square feet. Aisles are 30" and 35" while the code is 42". Will a remodel be added to the project?

A: We are looking at the kitchen in more depth, but it has been added to the project.

Q: Architectural fee is 9%, isn't that high?

A: Most are 5-12%. We looked at three Architectural firms. David F. Schultz, Ltd. was chosen because they specialize in churches and their fee came right in the middle.

Q: Thanks for the work done so far. One of today's goal is to approve the \$39K for Capital Funding Campaign. If we cannot raise \$3.8M from the capital campaign, could the plans change?

A: YES

Q: Can we get funds from Head Start to cover the cost of their area?

A: We receive \$33,000 / year from Head Start. This amount covers rent and cleaning. The rent goes into the operating budget to cover expenses.

Q: Can we get funds from the U.S. Government to help cover the cost of improvement of the Head Start area?

A: Will need to look into this.

Q: If we are going to add movable pews to the Sanctuary, what are we going to do with the ones we remove?

A: First four rows in each quadrant would be replaced with movable chairs. This would allow us some flexibility for small groups in the church. No plans yet concerning the removed pews.

Q: Will the audio/visual equipment be improved to bring us closer to the digital age?

A: The new A/V soundboard was approved and replaced already because it was an immediate need. Improving both is tied together and it will add to and enhance our ministry.

Q: With construction, there will be lots of dust. How does this not interfere with worship during construction?

A: The architectural firm has the history and experience to help the two to coexist.

Rafael Malpica made a motion to end the discussion. Cordell Strug seconded the motion.

MOTION PASSED.

Sue Gavle made a motion to accept the proposed resolution stated below. Brad Boncosky seconded the motion.

Having received and accepted the schematic design work of the Light the Way to 100 Building Task Force Team and David F, Schultz Associates, Ltd., Architects & Planners, including a comprehensive plan for

updating, improving, and expanding Bethany Lutheran Church's building, and accompanying preliminary project budget, the Congregational Council moves the following:

1. That the Congregation of Bethany Lutheran Church accept and endorse Schematic Design F, prepared by the Team and David F. Schultz Associate, Ltd. as the plan to be explored and promoted among the membership of Bethany Lutheran Church as its target for improving our facilities, recognizing that the scope of the project may be adjusted depending on the availability of funds for the project; and
2. That the Congregation grant its approval for the Capital Funding Committee to hire a firm to consult on a Capital Fund appeal starting in the spring of 2020, at a cost of \$39,000, for the propose of providing the initial funding needed to achieve the building project.

Discussion

Dick Kloepfer asked if the consultant has prioritized any of the projects? Greg Cole responded that no items have currently been prioritized, but there will be recommendations.

Pastor Robert Linstrom asked if the two resolutions could be separated? When asked why, he said that he could not in good conscience vote for the two resolutions together.

Pastor Robert Linstrom made a motion to split the two resolutions. John Engebretson seconded the motion.

A vote was taken – 47 voted to separate the two resolutions, and 67 voted to keep them together.

Motion did not pass.

A final vote was taken to approve Susan Gavle's motion. 102 voted to approve the motion and 28 voted not to approve the motion

MOTION PASSED

Meeting adjourned at 12:00 pm

Submitted by Recording Secretary, Karen Meador

Council President Report

Submitted by Karla Malpica

This year our congregation and many others received a challenge we never imagined. I am pleased to say that while there were hard times and lots of work our congregation showed what it is truly made of. Instead of repeating everything you will see in the rest of the reports I just want to say THANK YOU! Thank you to the staff and pastors who completely changed how they did their jobs so we could all worship together. Thank you to the council for being flexible and vulnerable enough to discuss the pressing issues of this year. Thank you to all the volunteers and leaders who aided in reaching out to all church members, helped handout food, and made sure our church & community kept running. Thank you to all congregation members, visitors and friends who helped us stay afloat financially. Thank you all for proving that the church is not the steeple but the people.

Accomplishments:

- Managed ups and downs of pandemic and finances.
- Completed needed maintenance to masonry & electrical.
- Council completed White Fragility book study.
- Special treat for council Christmas! -Café Olympic Carmel Apple Cinnamon Roll.

Changes:

- At home worship & safe in person services when possible.
- Switched to Zoom Meetings
- Hired Director of Communication and Outreach

Goals:

- Maintain stability throughout remainder of pandemic.
- Continue work on Lighting the Way



Pastors' Annual Report – 2020

SENIOR PASTOR'S REPORT

Submitted by Rev. Cathy Daharsh

Grace to you and peace from God our Father and the Lord Jesus Christ. 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 your sharing in the gospel from the first day until now. – Philippians 1:2-5

I THANK GOD FOR YOU!

As I reflect on the last year even with its challenges, I simply thank God. I have served at Bethany for 5 ½ years and I am humbly honored to serve as a pastor here. For much of 2020 we have worshipped and served together in our homes and in our neighborhoods. I am most grateful for the people of Bethany Lutheran Church who have and continue to be the church in their daily life. I look forward to the day when we can gather in our worship space and serve with no restrictions in our community.

I thank God for the Bethany Lutheran Church Council who has led this congregation with tremendous, passion, wisdom, and dedication. I am grateful for the leadership of Karla Malpica, Karen Boyles, Roger Wolfe, Karen Meador, Rob Huffman, Brooks Carpenter, Gwen Boje, Tony Jung, Tom Leahy, Pete O'Reilly, Jennifer Reuskens, and Larry Johnson as we processed changes because of the pandemic and determined new directions. Karen Meador has served as council secretary for 5 years and will be stepping down from her position. Thank you, Karen, for your insights and loyalty. Tom Leahy has also finished his 3-year term on council. We thank him for his attention to detail and care.

I thank God for an extraordinary Bethany Lutheran Church Staff of Pr. Paul, Ruth Ann Poppen, Sashire Ayares, Jody McKesson, and Maria Bruno who have endured much yet have remained faithful, flexible, and kept their sense of humor. It took a team effort and a steep learning curve to work through the many curve balls that came our way this year.

In August 2020, Bethany Gola resigned as Ministry Assistant to pursue a degree in Art to become a teacher. We thank Bethany for her innovation and imagination that helped us to grow in our ministry.

In November 2020, we hired Maria Bruno as Director of Communications and Outreach. Maria has hit the road running and we are impressed with her creative and insightful contributions to our ministry.

I thank God for the Financial Team of Roger Wolfe, Mike Bagby, Michelle Sprague, Carolyn Lundine, Julie Leffel, Linnea Kountz, and Leslie Woolever. They deserve a round of applause for their many volunteer hours to count money when normally we have a weekly counting crew, to make sure bills are paid, and to document and sort your gifts of money. It's a huge undertaking. Well done good and faithful servants.

So Many Others, the list is endless. We have many other ministry teams that provide leadership. Many of them have prepared annual reports. We also have volunteers who do the behind-the-scenes thankless jobs that help to provide meaningful connections to members during at home worship and throughout the week. I am amazed at the compassion and dedication people have for our faith community.

REFLECTING ON THE PAST YEAR

The past year has been focused on several areas of ministry. I am grateful for all those who continue to share leadership in these many areas of mission and ministry.

- Re-evaluated the Ministry Assistant position and developed a new position, Director of Communication and Outreach.
- Continued work to empower and equip the staff in our shared mission as a congregation.
- Began conversations around the future of Bethany's partnership with our sisters and brothers of Bethany Lutheran Church in Chicago.
- Began conversations around ministering to the needs of the Lantinx community in Crystal Lake and surrounding areas.
- Collaborated efforts with Faith Leaders of McHenry County and the Illinois Food Bank to serve the needs of those with food insecurities in our county.
- Collaborated efforts in partnership with Good Shepherd Hospital and other agencies in Cultivating Health Ministries.
- Engaged and connected members through online worship, four rotations of phone calls to all Bethany households March – December, and the BOGO Advent Challenge.
- Continued to connect and be in dialogue with the Downtown Crystal Lake Association and the Chamber of Commerce.
- Provided space when permissible for new groups to meet from the community.
- Mask collections, food collections, and even sock collections distributed in the community.
- Over 18 percent of our giving continued to go out into our community and the world to serve our neighbors.

LOOKING TO THE FUTURE

- Work with Sherri Adams from Generis to re-evaluate plans, vision, and begin again our Lighting the Way process.
- Continue to connect people, especially new leaders, with the ministries of the congregation.
- Continue to enhance at home worship even when we enter back into in-person worship.
- Establish a rhythm of walking together in partnership with our brothers and sisters at Bethany Lutheran Church in Chicago.
- Continue the conversation of ways we can accompany our Lantinx brothers and sisters in Crystal Lake and the surrounding area.

I am excited for us all to be thinking about new ways we can grow into leadership, listen, and respond to the Spirit's calling, and serve the world that God so loves. But most importantly, worship the God who, in Jesus Christ, brings healing, justice and love for the whole world.

May Christ's Peace and Hope be yours,

Pastor Cathy Daharsh

Associate Pastor's Report

Rev. Paul Cannon

Overview

Goal - As a Pastor of Bethany Lutheran Church my goal 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.

Summary - Well ... that happened. 2020 was a crazy and stressful year for most of us, and I think the church fit right into that category. COVID threw us all for a loop, and I think this report will reflect the large amount of planning, scrambling and uncertainty that characterized this year for me and all the staff (and volunteers) at Bethany. But even though the situation around us changed, we remained faithful, both to God and to supporting our neighbor.

Pastoral Care

Pr. Cathy and I continued to split pastoral care duties including the following: 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: Maria Kaup, Liz Erickson, John Baldwin and Darrel Gavle. With COVID, there seemed to have been fewer baptisms than normal with a total of eight, which Pastor Cathy and I split. Likely for the same reason, there were no weddings held at church this year.

Youth Ministry

High School – The sad part of 2020 for our high school youth group year was the cancellation of our planned New York City trip. That trip coincided with the height the COVID pandemic in one of the worst hot spots in the country. We did the best we could in the coming months. We did zoom youth group gatherings and tried to meet outside and find other creative ways to gather where possible. Hopefully 2021 will be looking up for us!

Middle School – The same story as above applies to middle school. 2020 was marked with cancellations to Lutherdale, as well as various other planned events such as the Soaked and Raised Lock-Ins. We tried to keep a semi-regular monthly meeting schedule with Impact Sunday (once a month) and did so in-person (socially distanced) when possible and on Zoom when we couldn't meet.

Confirmation- This year caused us to re-think the entire Confirmation program. The Affirmation of Baptism service, normally scheduled for the first Sunday in May, was postponed due to COVID. It was then held on Reformation Day. We confirmed nine students this year. We kept the same curriculum, but we did it remotely over Zoom. To accommodate smaller online class sizes, we decided to break up the sessions by grade and shorten them to 30 minute lessons. We also put together material bags for the kids, which were distributed out.

NIS Youth Ministry: I also served on the committee for the Northern Illinois Synod Youth Team this year. We continued to work remotely and plan for future events.

Other Pastoral Duties (as assigned)

Lighting the Way – After finally coming to a congregational “yes” vote on moving forward with Lighting the Way, COVID struck. The project has been postponed, even as we continually re-evaluate the needs of the building. We have also contracted out with Generis to give us financial advice as we continue to plan for a capital campaign sometime in the future.

Stewardship – The 2020 Stewardship theme was “Ripples of Generosity.” This year, we sent out weekly generosity challenges for the congregation. They also received brochures put together by the team. We also shifted to primarily collecting pledge forms online (using Google Forms) to accommodate social distancing, though we made hard copies available to everyone who requested it.

Tithely – I was a part of a small team of people who researched and planned a potential switch to a new church management system called Tithely. The team included at different times: Mary Ellen Thoreson, Maria Bruno, Mark Peloquin (Corporate IT rep), Roger Wolfe and Bethany Gola. After many meetings and a lot of planning and research, we reached the decision to move forward with it in January 2021.

At Home (Online) Worship – I did a lot of work this year behind the scenes improving our technological capabilities so we could bring worship into people's homes. We started in March by streaming worship on iPhones, and now we have two cameras and are live-streaming worship on YouTube! It's been an amazing transformation and we're better prepared for the 21st century because of it.

Looking Forward

The faith community here at Bethany proved to be resilient to the stress that COVID placed on all of us in 2020, and I think that's good news for us going forward. This upcoming year, we hope will be "better than normal" as we can hopefully renew some ministries, while our technological improvements can enhance others.

I thank God for you, Bethany Lutheran. This place holds a special place in my heart, which I know is shared in mutual faith and love in our triune God. Many great days are ahead.

PASTORAL ACTS & PARISH STATISTICS



7 Member Funeral Services: John Baldwin, Anita (Liz) Erickson, Darrel Galve, Mildred Karger, Maria Kaup, Elaine Plinske, and Patricia Wenk

2 Non-Member Funeral Services: Barbara Hintz, and Janice Jung

8 Baptisms: Liviann Wendy Lange, Luca LoPriore**, Lorenzo LoPriore**, Natalie Marx, Linnea Rose Roberts**, Everly Joan Szatkowski, Lily Marie Weitlispach**, Ivy Mae Zeh**

** received as members through baptism



9 Confirmed: Avery Elisabeth Bechler, Kevin Joseph DeGroot, Zachary Robert DeGroot, Benjamin Paul Gablenz, Joseph Daniel Gola, Benjamin David Huffman, Sydney Marie Huffman, Margaret Ann O'Reilly, Samantha Yishu Poray

11 New Members: Gary Bitter, William (Skip) Boyd, Jarrod and Kristen Buxton, Justin and Mandy Jagarnauth, Marshall Pedersen, Kellie and Mitchell Pinkawa, Christel Schulz, Jerry Skoglund



Total 19 New Members Received

Total 47 Members Removed: (10 by death, 4 by request, 31 Moved No Transfer, 2 Roll Updating)

Membership Year End 2020: 963 Baptized 732 Confirmed

Attendance

Average Weekly Worship Attendance – Sunday (excluding Easter & Christmas)	302
Largest Sunday Attendance (not Easter) 12/6/2020	514
Smallest Sunday Attendance 1/19/2020	201
Christmas Eve	701
Lent 2020	
▪ Ash Wednesday	195
▪ Lenten Mid-Week Average	231
▪ Palm Sunday	355
▪ Maundy Thursday	242
▪ Good Friday	262
▪ Easter	670
▪ Thanksgiving Eve	266
Advent 2020	
Average Midweek (12/2, 12/9, 12/16)	258

Remembering Those Who Passed in 2020

Darrel Gavle
 Mildred Karger
 George Christensen
 Larry Bergmann
 John Baldwin
 Anita (Liz) Erickson
 Patricia Wenk
 Elaine Plinske
 Maria Kaup
 Balbina Bober

Staff Reports

Director of Communication and Outreach

Submitted by Maria Bruno

While I have only been here at Bethany Lutheran since November, there is still much to share, and I am eager to share how the work is continuing for 2021.

Accomplishments:

- Weekly live at home worship streamed to members and guests live on YouTube
- With the help of dedicated AV volunteers we were able to use OBS and improve the quality of live worship with better video and audio
- The Evangelism team with the help of Thoughts Prayers and Action completed 4 rounds of phone calls to members to check in with them during the pandemic
- Distributed roughly 375 Advent bags to households of the congregation to help people stay connected, and collected food for the Crystal Lake Food Pantry on Advent Bag pick up day
- Used Banners to invite people to worship virtually or socially distanced, and to continue to connect with the community

Changes:

- Moved from Zoom to YouTube a transfer that is more cost efficient and technologically advanced
- Adapted to a socially distanced and at times completely online outreach and worship experience – Advent Bags, and subsequent item of the day social media posts; Live streams, with a live chat component

Gratitude:

- Thank you to our wonderful AV, music, and worship volunteers who have all helped to make the at home worship experience, live, beautiful, and meaningful
- Thank you to all of our volunteers, who put together Advent bags, or delivered them
- Thank you, the congregation, for your grace and understanding as we dealt with changing technology

Goals:

- Continue to enhance the at home worship experience and (hopefully) integrate it with in-person worship
- Explore new ways to use at home worship and its online platforms to reach out to more people with the love of Christ and welcome them to the Bethany community.
- Increased online engagement with members and guests alike, including a focus on redesigning the website with tidely and updating the logo
- Continue working with Crystal Lake Chamber of Commerce to stay connected with the community
- Expand ways to help congregation members connect with us via technology including how to videos for aspects of worship

OFFICE ADMINISTRATOR

Submitted by Jody McKesson

2020 has been a challenging yet productive year at Bethany Lutheran. Although the COVID pandemic has made it more difficult to connect with others in person, the staff and I have worked diligently and creatively to continue the work of serving the members of this congregation, as well as the larger community.

Highlights and accomplishments during 2020 include:

- I worked to meet the challenges of the COVID pandemic by helping to develop protocols for safe in-person worship, as well as protocols to allow outside groups to use the building safely.
- I oversaw an application to the Endowment Fund for monies to equip two closets with cleaning equipment and supplies, so that groups were able to clean their meeting spaces adequately, to minimize risk of COVID transmission to others.
- I expanded my computer skills while “pinch hitting” at various communications tasks during our staff vacancy this summer/fall. I ensured that Wednesday Words and weekly informational e-mails were sent to the congregation each week until a new staff member was hired.
- I created geographic delivery drive lists for the entire congregation, enabling large scale delivery of worship/educational materials to all members, with the potential for further service/engagement applications.

Please do not hesitate to call, e-mail or stop into the office if I can be of any help to you!

Director of Worship and Music 2020 Annual Report

Submitted by Ruth Ann Poppen

- **January 2020:** a reminder of the fact that God does not let us know the future! No one could have predicted how our music ministry would be affected by this pandemic.
- **January-February:** as planned with eight weeks of choirs, bells, and students (more than 50 volunteers) leading music in worship.
- **March 16:** a total Covid 19 shut down with a freeze on all choir, bell, and instrumental rehearsals, and in person Sunday worship. Dumbstruck.
- **March 18:** beginning of Bethany's extended Zoom journey to bring live worship to people's homes. A new platform unfriendly to live music made it possible to play the piano from home, accompany myself and sing as if I were seated in a tin can. Thanks for your tolerance.
- **April-May:** musical improvements made such as prerecorded accompaniments for instrumentalists and soloists were used in livestream Sunday worship.
- **May 31 and June 7:** a new phase of worship for Pentecost and Holy Trinity as pastors led worship from the sanctuary; music from home continued into the third month.
- **June 14-July:** all worship leaders returned to the sanctuary for live Sunday broadcasts. Plastic shields to control musician aerosol spread were constructed and hung. All music (hymns, solos,

song leading) was from the balcony. The organ was once again part of worship--on our way rejoicing!

- **August:** an ease in restrictions allowed a limited number of people into the sanctuary for worship, which gave way to a return of musical color as two or more musicians from a household could now assist with hymns and provide special music.
- **September-October:** energy and vitality were felt in Sunday worship when up to 50 people were allowed in the worship space Sunday mornings (fully masked, socially distanced, and whispering corporate responses and hymns).
- **October:** Plans for the Affirmation of Baptism (Confirmation) on the 31st completed. Guest trumpeters added a festive flair with trumpet and organ duets during the service.
- **November:** Covid restrictions returned; All Saints worship limited to 25 persons in the sanctuary, then requiring two Sundays (the 8th and 15th) for the Holy Communion class to celebrate first communion, and the New Member reception to be held virtually on the 22nd.
- **November 25:** a series of five Wednesday evening services began. A virtual pie fest followed our Thanksgiving Eve service; Advent services included Holden Evening Prayer and specially chosen hymns and carols. An outdoor fire service of Lessons and Carols on December 23rd concluded the Wednesday evening series.
- **December:** worship streaming segued from Zoom to YouTube Live as at home worship continued. Our Savior's birth was celebrated on Christmas Eve and throughout the 12 days of Christmas, as joyous music streamed from Bethany's sanctuary--thanks to musicians and AV volunteers.
- **2021:** Looking ahead to vaccines, a gradual return to normalcy, and being able to gather again as God's people to offer our praise to God.
- **2020: Conclusion:** not visible above are countless hours spent by Pastors Cathy, Paul and the entire staff, through discussion, prayer, and endless creativity as all worked to continue our worship services and ministry even amidst the pandemic. Soli Deo Gloria!



Director of Children and Family Ministries

Director, Sashire Ayares

Christian Education encompasses all educational opportunities to our members and local community. We strive to develop and coordinate programs that meet the needs of our members through classes, groups, and materials for the home.

Accomplishments: In 2020 the Committee maintained or achieved the following

- Served 105 students through many different ministries.
 - Easter Materials delivery
 - Mother's Day & Father's Day booklet for families to engage in.
 - End of remote learning year "You Rock" pop rock delivery.
 - Family Summer Connection Kits filled with environmental activities to engage families in the beauty of God's creations.
 - Back to School mask and sanitizer delivery.
 - Bible Blessing for our new students and third graders.
 - Reformation materials & Trunk or Treat items delivery.
 - Advent in a Bag delivery.
- Acquired many donations to help us serve these students and families.

Changes: In 2020 the following changes and new projects were achieved by the committee

- Online Sunday School
 - Curriculum purchased through Spark Digital.
 - Materials created to enhance the lessons.
 - 56 students enrolled this year, many more involved through our social media story time.
 - Bags delivered every 8 weeks filled with materials and supplies.
- Christmas Program
 - Students participated in the reading of Luke during our Christmas Eve service.
 - Students participated instrumentally, reading, and singing during our Advent services.
- Holy Communion Class via material delivery and zoom instruction.
- Online Confirmation
 - Sessions broken up by grade to reduce lesson time on the computer.
 - Materials were distributed.
 - Collaborate Curriculum continues to be utilized.
- Affirmation of Baptism service was held on Reformation Day. We confirmed 9 students this year.
- Adult Education Programs
 - Soup for the Soul met in January
 - Grief Through the Holidays and the Pandemic met via Zoom in November
 - Theology on Tap, continued through the pandemic via Zoom
 - Journey Bible Study, continued through the pandemic via Zoom

Gratitude: We were able to continue these ministries with the help of many hands. Teens and Adults have worked independently and as family groups to assist in the following:

- Sewing
- Driving and Delivering
- Donating, Creating, and Packing Materials

2020 was filled with challenges but the way we came together in faith and service has been a blessing and an inspiration. We thank all who donated their time, talents, and materials to make our ministries meaningful and impactful.

Goals: The following goals were set by this committee for the future

- Continue to minister 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.
- Continue to prepare and update our space for future growth in our ministries.
- Get back to a few ministries that have been paused this year.
 - Youth groups
 - Confirmation camp
 - VBS
 - Library
 - Various parent support opportunities
 - Service learning
 - Nursery helpers
- Create new ways to have our students serve in our community and world.
- Continue to grow in volunteers and participants!
- Create opportunities for parents to connect and engage.

We have experienced many changes, challenges, and silver linings throughout 2020. Although this year has been unique, it has allowed us to serve the needs of our members and the community in new ways! We praise God for the many opportunities this year has brought. We found ways to connect, strengthen relationships, and meet families where they were to place the Word in the hands of families through materials and activities. Christian Education has been in full swing and experienced growth this year with students and volunteers.



TREASURER'S ANNUAL REPORT 2020

Submitted by Roger Wolfe

The year 2020 has been both unusual and difficult but, nevertheless, the members of Bethany Lutheran Church continued to be caring and generous in their support of the Church.

You will find a "Statement of Income and Expense for 2019 and 2020 as part of this Annual Report. Your sharing of God's Gifts with our church totaled \$655,674 in Tithes and Offerings. This was 4.2% under our budget for 2020 but our expenses were 5.7% under budget so we ended the year with a net surplus of \$10,561. This is the fifth straight year now that we have had a surplus after a number of years of deficits. Adding this surplus to the surplus that we carried over from 2019 gives us a new carryforward surplus of \$73,181 as we move in to 2021. This is a nice contingency reserve to have.

Our constitution requires a minimum of 18% of the year's receipts 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 support of our Synod and the ELCA. The total adjusted income received in 2020 was \$667,584 and our total expenditures were \$125,255. So, the percentage of payments to total receipts for this year is 18.8%.

The Mortgage Fund Report included in this Annual Report provides you with information on that aspect of our ministry. In summary, your gifts totaling almost \$100,000 allowed us in 2020 to reduce the mortgage balance to \$27,997.88 at December 31, 2020. We plan on paying off the mortgage in April 2021.

Our Property Replacement Reserves began the year with a balance of \$123,828. In 2020 our members contributed \$42,534 to this fund. Building usage fees, mostly Head Start, contributed \$4,759 and interest income was \$719. We spent \$98,006 resulting in a year-end balance of \$73,834. The majority of the spending was for the completion of two major repair projects. Repairs to the electrical system were \$32,600 and repairs to the masonry on the outside of our building were \$56,039. Completing these two major repairs was a very good accomplishment this year as is having almost \$74,000 remaining in the reserve to address future needs.

Our Lighting the Way dedicated account at the end of last year had an uncommitted fund balance of \$27,015. At the end of this year, the balance is \$22,010. Most of the spending during the year was for some preliminary consulting fees to Generis, the firm that we have selected to guide us in this project. Because of the uncertainty in this pandemic year, we have not yet formalized a capital campaign contract with them.

There are many people to thank for their assistance in my first year as Treasurer, but I especially want to thank the Financial Secretaries (Michelle, Carolyn, Julie & Linnea), the Assistant Treasurer (Mike), the Bank Account Reconciler (Leslie), the Finance Team Leader (Bruce), the two former Treasurers (Mel and Fred) and all the other finance volunteers as they dedicate their time and talents to assure financial accuracy and controls and fiscal accountability for our church. Thank you for all that you do!

BETHANY LUTHERAN CHURCH

Statement of Income and Expenses for 2019 and 2020

	Actual 2019	Budget 2020	Actual 2020	Variance Vs Budget
Total Income				
Tithes & Offerings	\$666,123	\$683,000	\$655,674	(\$27,326)
Other Income	\$2,918	\$3,000	\$1,608	(\$1,392)
Total Income	\$669,041	\$686,000	\$657,282	(\$28,718)
Total Expenses				
Benevolence				
Mission Support	\$103,770	\$100,000	\$100,000	\$0
Social Action	\$10,324	\$10,000	\$10,000	\$0
Global Mission	\$1,647	\$2,500	\$1,846	\$654
Total Benevolence	\$115,741	\$112,500	\$111,846	\$654
Staff				
Ordained	\$246,598	\$255,957	\$248,155	\$7,802
Support	\$151,820	\$159,243	\$147,121	\$12,122
Total Staff	\$398,418	\$415,200	\$395,276	\$19,924
Property				
Total Fee Income	(\$21,503)	(\$34,200)	(\$20,165)	(\$14,035)
Total Expense	\$122,379	\$141,800	\$112,633	\$29,167
Net Total	\$100,876	\$107,600	\$92,468	\$15,132
Other Committees				
IT Costs	\$13,374	\$13,500	\$12,961	\$539
Office Expense	\$10,800	\$13,000	\$10,352	\$2,648
Christian Education:	\$3,143	\$5,000	\$5,402	(\$402)
Evangelism	\$2,148	\$2,200	\$2,937	(\$737)
Worship & Music	\$9,316	\$10,500	\$7,650	\$2,850
Finance & Stewardship	\$6,403	\$6,500	\$7,830	(\$1,330)
Total Committees	\$45,184	\$50,700	\$47,131	\$3,569
Total Expenses	\$660,219	\$686,000	\$646,721	\$39,279
Surplus (Deficit)	\$8,822	\$0	\$10,561	\$10,561

Standing Committee Reports

Finance

Stewardship Report

Submitted by Courtney Smith

About: Our 2020 campaign theme was "Ripples of Generosity; one small change can have enormous impact". We chose this theme in hopes that it would resonate with multiple generations. We hoped that the congregation would see how the decisions and giving of previous generations impact us today, just like our decisions and giving of our time and talent will impact future generations. Our campaign lasted for six weeks. Each week had a different theme of generosity. We focused on here & now, why, who, where, how, and when we are generous to others. We invited a different family each week to services to open/unveil the weekly challenge and encouraged those at home to do the same. Week one we challenged the congregation to help gather items of "God's Work Our Hands." Week two was to write five thank you cards. The third challenge was to make a positive impact on your neighbor (clean up garbage, leave colored rocks, draw on sidewalks). Week four the congregation was asked to "Pay It Forward." The fifth challenge was to give a "Sunshine Bag" to a neighbor. The final weekly challenge, on Commitment Sunday, was to complete a pledge card. A big thank you goes to Becky and Sydney Huffman for helping to put together all the challenge envelopes. We had a weekly question that was asked to different groups in the congregation and their responses were put into a video to show during the services. We asked elementary families, choir members, "Theology on Tap" participants, confirmation students, seniors, and members of "Thoughts, Prayers, and Actions" to participate in these videos. We created a bi-fold brochure to send with information about the weekly themes and how members can fill out their pledge cards.

Changes: In 2020 the following changes and new projects were achieved by the committee

- Use of a bit.ly link and QR code to access an on-line pledge form
- Weekly Generosity Challenge Envelopes
- Congregation Videos
- Getting the challenges and pledge cards to the members of the congregation in the midst of a pandemic

Gratitude: Thank you to the Stewardship team for all of your creativity this past year!

- Courtney Smith
- Sue Dobbe-Leahy
- Charlie Hall
- Joy McGuire
- Becky Huffman
- Rev. Cathy Daharsh
- Rev. Paul Cannon

Goals: The following goals were set by this committee for the future

- Our goal has always been to increase online giving as well as the amount of people that make pledges of both time and talent
- Try to shift the demographic of who's giving and reach more generations in our congregation.
- Change perspective of members to see generosity as an identity or as a calling rather than as a task.

Mortgage Fund Report for 2020

Submitted by Roger Wolfe and Gene Bengston

Mortgage History

On February 26, 2003 Bethany committed to a mortgage in the amount of \$1,600,000 with an interest rate of 5.75%. On February 26, 2009 the mortgage was changed and an additional \$70,000 was added at a new interest rate of 6.3%. On January 10, 2013 the mortgage was refinanced with the ELCA Mission Investment Fund which reduced the interest rate to 4.375%, saving Bethany approximately \$100,000 in interest payments over the life of the mortgage.

Current Year Activity in 2020

The mortgage balance at the beginning of 2020 was \$128,646.88. Contributions to the fund in 2020 were \$99,487.00. Payments on the mortgage in 2020 totaled \$104,280.00 with \$3,631.00 going to interest and \$100,649.00 paid against the principal. Thus, the mortgage balance on December 31, 2020 was down to \$27,997.88. Year-end cash on hand in the mortgage fund bank account at BMO Harris was \$14,817.78. Continuing with the monthly payments of \$8,690.00, the mortgage will be paid off in April 2021.

Property

Submitted by Jerry Larsen

Utilities

Electric was reduced by \$1,000 with anticipation of continued decrease of use, savings on lower electric rate, and savings from no longer renting a transformer.

Natural Gas was reduced by \$800 with anticipation of continued decrease of use.

Water and Sewer was reduced by \$400 with anticipation of continued decrease of use.

Contracted Services

Waste disposal was maintained with the anticipation of Head Start students returning at the end of January. This will require two waste pickups per week.

Pest Control maintained at current price.

Alarm and Fire Protection maintained at current level. This year the sprinkler system will require 5 year inspections and the hood system will need to be cleaned, received waiver hood cleaning for 2020 because of the lack of use.

Landscape, Flower Ext. was increased to \$6,000 for the need to trim and treat the large hickory at the corner of Caroline and Crystal Lake Ave. Also, the Lawn maintenance cost is expected to increase.

Snow and ice services was increased to \$7,000. The previous provider supplied services per season cost, and they are no longer providing services. Numerous options were evaluated, and all required a "per push" contract. For 2021 if any savings are incurred, I would suggest creating an account dedicated for snow and ice to capture any savings into an account dedicated to these services. This would help minimize increased costs from bad years.

Cleaning services was adjusted to the new rate.

HVAC was increased to provide repairs for the aging systems.

Elevator Maintenance and repairs were adjusted to Otis's new rate and continued repairs to the wheelchair lift.

Insurance cost provided by finance.

Roof maintenance and repairs were maintained at current cost.

Supplies

All items remained the same as last year. Electrical had an excess due to extra lighting for on-line services.

Repairs

Repairs remains at \$2,500, while currently under budget, we are waiting for the invoice for recent freezer repairs.

Equipment is unchanged.

Other is proposed to be 0.

Rentals was increased to 800 for the need to rent a lift for changing light bulbs in the Sanctuary.

Parking Lot Maintenance is increased to \$7,500 for sealcoating both lots.

SOCIAL ACTION COMMITTEE

Submitted by Carol Heisler

About:

Bethany Lutheran Church has generously set aside a portion of the congregational budget to address the needs of people in our community and elsewhere. This focus includes the hungry, the homeless, the mentally ill, those without funds for holiday celebrations and school supplies, struggling families, veterans and the disabled or handicapped. The Social Action Committee's mission is to allocate funds (10% of the benevolence funds), raising awareness and challenging the congregation to respond to these needs. Members are encouraged to review the positions of the Evangelical Lutheran Church in America for specific information of the many pressing social issues in our area and worldwide. Members of the congregation are welcome to join us at a meeting if interested.



Our 2021 mission is to use our time, energy, allocated funds to support local agencies and groups that help those in need. The committee's focus remains on the ELCA motto: "God's Work....Our Hands."

During the coming year, we will use the current model and make modifications as needed.

Accomplishments:

During 2020 our group helped to promote Blood Drives, support Good Samaritan, secure food pantry donations each month but especially during the Community Harvest Promotion, to provide food and toiletries to the Vets and to Turning Point clients, to bring holiday joy to Sheltered Village residents and to 16 Husmann Families. We made donations to Family Health Partnership, Thresholds, Pioneer Center, Bethany's Piecers Quilters—Quilts for Lutheran World Relief, children's charities such as CASA, Lutherdale and Big Bros/Big Sis Senior's and senior assistance groups such as SCV, Journey Care and Diaper Bank. Thanks to the additional donations we were able to increase help to the Family Christmas

Project and to provide mittens and gloves on the Depot Holiday Tree. We are also addressing the increase in family food insecurity as we begin this New Year. The list of donations is quite long, should anyone be interested in seeing it, please let us know.

Goals:

Our goal is to continue Christ's work in the community. Volunteers who want to have an impact and make a difference in the lives of those in need are welcome. During this time the committee is communicating on email and at Zoom meetings. We thank all who contributed to the hands-on projects this year—hoping that 2021 will bring relief to our local families.



Global Mission

Submitted by Cheryl Reimer

2020-A Year of Expectations

Global Missions expected to send a delegation to Tanzania in July 2020. Global Missions expected to welcome and sponsor our missionaries during their Home Visits in 2020. Global Missions expected 2020 to be a year of travel and fellowship and friendship renewals. Instead, 2020 was the year of COVID-19, the pandemic that affected us all. How was our Global Missions team affected by the events of 2020?

Changes:

- In March, when it became clear that the pandemic was spreading throughout the world, the Global Missions team decided to cancel our July trip to Tanzania. At the time, it seemed like we were being overly cautious. In retrospect, we made the right decision.
- By April, all ELCA missionaries were called home for their personal safety. Our Tanzania missionaries, Mark and Cynthia Rich, were called home to Ohio. Our Mexico missionary lives full time in Mexico so she remained there. Our missionaries did not conduct Home Visits this year, so we did not get a chance to renew our friendships in person, but we continued to communicate through social media, newsletters, blogs and phone calls.
- By midsummer, the Global Missions team decided that we would plan to visit Tanzania in 2022. We have communicated that decision to our missionaries and friends in Tanzania and to the congregation. We invite all Bethany members and friends to join us. We will be providing more information soon.

Accomplishments:

- Although in-person events were suspended this year, Global Missions was still able to make a difference around the world and right here in Crystal Lake-

- Global Missions sponsored the CROP Walk here at Bethany. Although the Walk was virtual or limited to small groups, our congregation raised over \$5000! And the grand total for McHenry County CROP Walk was \$22,883! Well done good and faithful servants!
- Global Missions members assisted our Thoughts Prayers Actions team in hosting two Mobile Food Trucks right here at Bethany. We know that hunger is everywhere in the world-even here in our own community.
- Global Missions sponsored ELCA Good Gifts during the month of December and also donated a \$500 gift. Bethany members contributed many Good Gifts including farm animals, health care, education, and basic necessities and shelter. We are so thankful for our generous Bethany members. Again, well done, good and faithful servants!
- Global Missions continues to support our two missionary families. We have covenants with our missionaries providing \$1,200 per year. We ask our Bethany members to continue to support our missionaries with a \$25 per week sponsorship.
- Global Missions continues to be in fellowship with the Kiutu Parish, our sister congregation in Tanzania. We hold the parish in our prayers, we communicate with its leaders on a regular basis and we give them a monetary gift every year. We look forward to visiting the congregation when we go to Tanzania in 2022.

So, 2020 was a year of expectations. Global Missions expected to do so much this year-primarily traveling to Tanzania, but our world and our expectations changed. We adapted and thrived. And, in retrospect, we did many things that made a difference in the world and right here in Crystal Lake, IL.



WORSHIP AND ARTS COMMITTEE

Submitted by Lori J. Romano, Chairperson

Members of the committee are Ruth Ann Poppen, Pastor Cathy Daharsh, Lori Romano, Linnea Kountz, Carolyn Wahl, Heidi Hohman and Council representative, Larry Johnson

The goal of the Worship and Arts Committee, under the direct guidance of the Pastors 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.

This committee supports and works with the Director of Worship & Music, the Altar Care Team, Assisting Ministers, Readers, Visual Liturgy Ministry, Home Communion Ministers, Children and Adult choirs, Instrumentalists, Ushers, and the Bethany Arts Series.

- As a result of the Pandemic restrictions prohibiting group gatherings, this committee has not met regularly since March. We are hopeful that 2021 will bring a return to in person worship and renewed opportunities for all facets of our music ministry.
- Even during COVID-19, the sacrament of Holy Communion was celebrated and available to our Bethany members. The way in which it was available may have changed for the safety and wellbeing of our members, but the Altar Care team leaders were faithful and prepared the Lord's table for our worship services.
- In May, once we were permitted to return to our sanctuary for live streaming of worship, volunteers regularly adorned Bethany's reredos and altar area for the fall festivals and the Advent and Christmas season. This was an important visual enhancement to connect at home worshipers with Bethany's worship space.
- Sanctified Art, a new worship resource, has provided relevant liturgical resources to support our online worship. Worship themes have included: Wilderness, Unraveled, and Those Who Dream.
- Sincere thanks to all volunteers who have continued to find alternative ways to serve during this year of Covid and a special word of thanks to chairperson, Lori Romano who stepped down from her leadership role at the end of 2020.



BETHANY ARTS SERIES

Submitted by: Frank Zimmerman, Chairperson

Our 2 concerts for calendar year 2020 were both cancelled due to the pandemic as follows:

- Benson Family Singers – 04/26/2020, 3:00 p.m. (Rescheduled for 09/20/2020 and then cancelled again.)
Multi-talented family of five presenting bluegrass, gospel and barbershop music
- Bethany Musical Drama – 07/10/2020, 7:00 p.m. (Cancelled)
Presented by the Bethany Summer Musical Drama Camp – (Title TBA)

At this point we are very stable financially, but have no plans for the immediate future. We are hopeful that we might plan for resuming a 2021 – 2022 season, but that remains to be seen.

LUTHERAN SUMMER MUSIC CAMP SCHOLARSHIP

We continue to offer a \$1,000 Scholarship to a worthy Bethany high school student (or students) to attend the Summer Lutheran Music Camp.

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



Other Committees, Boards, and Ministries

2020 Memorial Committee

Submitted By Susan Galve

About: During this past year the Memorial Committee has continued to minister to Bethany and to the families of those members who have passed away. The Memorial Fund gifts provide a lasting memory for the families who find meaningful ways to lift up and honor loved ones. The Committee has met on Zoom but also through email to continue this ministry. With foresight and the guidance from Synod, the Constitution revision done years ago added the important inclusion of meetings and votes done electronically to be constitutionally valid. This allowed all ministries to continue throughout the pandemic.

The needs of Bethany could not have been anticipated a year ago but we have had generous families who used memorial funds for items that allowed worship and ministry to continue in a new way during the pandemic.

The following gifts were acknowledged on All Saints Day 2020:

Sound System for the Sanctuary, Fred Becker; Projector for Sanctuary Worship, Kim Bennet; Projector for Sanctuary Worship, Tony Daharsh; mulch and grounds spring cleanup, Darrel Gavle; Classroom set of Bibles, Betty Ehlert; wiring of Sanctuary for wi-fi plus computer, cameras, and supplies for streaming worship, Darrel Gavle; Projector for Sanctuary Worship, Tyler Hollister. On behalf of the entire congregation the committee would like to thank the families for gifting the above items and to the committee members who continued to meet during the past year.

If you would like to give a memorial or honor someone with a living memorial please contact the pastors or the office for more information.

BLC MISSION ENDOWMENT FUND

Submitted by Jill Peterson

About

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

The purpose of this Fund is to extend and enhance the mission of Bethany Lutheran Church beyond and apart from the programs, ministries and work of the congregation which are normally supported through regular offerings and pledges. The Fund cannot be used for operating expenses, general debts, liabilities and obligations of our congregation or outside organizations.

The Endowment Board helps others as partners in Christ by supporting mission activities not only **within our congregation**, but also to **support 501(c)3 organizations outside of our church** in projects that will stimulate and facilitate God's work in our community and beyond. In 2019 our Board of Trustees

decided to **support ELCA Seminarians**, devoting 30% of our yearly budget to support the growth in the number of ELCA pastors.

Accomplishments in 2020

- Developed Protocol and Documents for Seminarian Support
- Received and approved requests for funding from Outside Organizations and seminarians for the first time
- Updated website with Application Forms for our congregation and Outside Organization requests
- Approved 8 of 9 funding requests (4 in direct response to COVID-19 emergency needs)

Application Requests approved for funding in 2020 were: \$ 19,360.

- **Outside Organization: Northern IL Synod Light Team - Ignite Youth Retreat**
This Ignite Youth Retreat is on hold due to COVID-19 **(\$2000.)**
- **Outside Organization: McHenry County Adult Program (McCAP)**
Hi-Lo Changing Table for profoundly handicapped young adults is on hold due to COVID-19 **(\$1660.)**
- **BLC Office: Hand Sanitizing and Cleaning Stations**
These supplies enable our church to follow COVID-19 preventative health protocols. **(\$3500.)**
- **BLC Thoughts, Prayers, Action: Northern IL Bank Mobile Pantry Food Distribution**
Food boxes were distributed at Bethany Lutheran Church to 80 families with the remaining 70 donated to the Crystal Lake Interfaith Food Pantry. **(\$1200.)**
- **BLC Thoughts, Prayers, Action: Activity Packs**
150 activity packs were shared during the food box distribution; the remaining 50 were given to the Crystal Lake Park District's Summer Lunch Program at Ladd Park. **(\$1000.)**
- **Outside Organization: McHenry County Faith Leaders**
Food truck support ministering to the Latinx community in McHenry County in conjunction with other congregations **(\$2500.)**
- **Seminarian Support:**
In 2020 our Endowment Board provided support to 2 ELCA seminarians **(\$7500.)**

Ethan Doan – United Lutheran Seminary – Philadelphia, PA

Trevor Skorburg – Luther Seminary, St. Paul, MN

Financial Report Balance for 2020:

Total Balance = \$386,066 of which \$ 9,924 is encumbered

<u>ELCA Endowment Fund Pooled Trust:</u>	Beginning Balance:	01/01/20:	\$363,530.
	Interest:	09/30/20:	\$ 10,093.
	Change in Value:	09/30/20:	<u>\$ (6,851)</u>
	Balance:	09/30/20:	\$366,772.
<u>Harris Bank Money Market:</u>	Beginning Balance:	01/01/20:	\$ 33,535.
(Cash Reserves)	Interest Earned:	12/31/20:	\$ 13.
	Deposits:	12/31/20:	\$ 396.
	Expenses Paid:	12/31/20:	<u>\$ (14,651)</u>
	Balance:	12/31/20:	\$ 19,294

A very heartfelt Thank You to the Endowment Fund Board of Trustees for their time and contributions: Sherry Bagby, Jack Heisler, Wayne Mitchell, Pastor Cathy (advisory) and a special Thank You to our long-serving chair, Shirley Anderson, for her tireless work and abiding influence as she completes her 10th year as a trustee. A thank you is also extended to Cheryl Erdmann for her assistance with pre-screening our ELCA seminarian candidates. And finally, thank you to our congregation members who submitted requests.

Goals for 2021

- Increase awareness of the Endowment's accomplishments and potential funding opportunities
- Expand Community Outreach to provide opportunities for mission support
- Encourage Bethany members to share new ideas needing financial support
- Update Endowment brochure
- Revamp Endowment page at Bethany's website
- Convert to fillable forms
- Fine tune Seminarian Support process if needed after its inaugural year
- Foster personal relationship with our seminarians

*As stewards of God's countless gifts, we are called to faithfully manage and generously share all that He gifts to us. **We need your help in spreading awareness** of the funding opportunities available through our Endowment Fund. If you have, or know of a non-profit organization that has, a good idea or needs that align with Bethany's Mission Statement and Guiding Principles, please take an Endowment brochure from the bulletin board shelf or visit www.bethanylc.com/support-my-good-idea-funding-available for more information and applications.*

Our congregation is truly blessed to have a Mission Endowment Fund.

Lighting the Way Building Renovation and Task Force

Submitted by Greg Cole

The Task Force devoted the early part of 2020 to completing the compilation and review of all feedback, comments, concerns, and suggestions gathered during the cottage meetings and from other informal meetings and conversations with members of the Congregation. In cooperation with the Capital Funding Committee and Congregational Council, preparations were made for the special congregational meeting called to seek approval for moving forward with the building renovation project.

At the March 9 Special Congregational Meeting, the Congregation voted to proceed with the building renovation project based on the "Scheme F" recommendation. Completion of various stages of the project is contingent on the availability of funding. Approval was also given to hire a firm to conduct a capital fund appeal. Following the special meeting the Task Force met to review and assess the comments and concerns expressed during discussion at the meeting. The Task Force will be mindful of those comments and concerns as it moves forward with the project.

The unfolding of the global pandemic has placed a hold on active efforts to proceed with the funding appeal originally scheduled to commence last spring. In the interim the Task Force has continued to meet to determine how best to proceed. These meetings included a conference with the consultant from the firm hired to conduct the funding appeal. From these meetings the Task Force has identified a need to reassess and clarify our vision for the renovation project. This need is due to the new challenges caused by the global pandemic being encountered as we continue to carry out the ministries of Bethany Lutheran Church.

It is our hope that with the easing of meeting restrictions caused by the pandemic we will be able to begin an active funding appeal program. The Task Force continues to reassess and clarify the vision for the building renovation project keeping in mind improvements which will enhance the safety and functionality of our building so as to better enable the Church to carry out its ministries in light of new challenges brought about by the global pandemic.

Progress has been made on two of the three repair projects which we identified during the cottage meetings which would be necessary before renovations could begin. As previously announced in the Wednesday Words, both the electrical repairs and the brickwork repairs have been completed. Progress continues to be made in preparation for repairs to the roof.

In closing I would like to thank both Pastor Cathy and Pastor Paul for their guidance and support as well as the following Task Force members and other individuals who were involved in this process: Cheryl Reimer, Shari Bagby, Deb Myers, Phil Smith, Steve Boom, Jerry Larsen, Roger Wolf, Mel Meyer, Charley Lemond, Maria Bruno and our Council President Karla Malpica.

NOMINATING COMMITTEE ANNUAL REPORT 2020

Submitted by Rob Huffman

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.

2020 Nominating Committee Members:

Rob Huffman, Brooks Carpenter, Tom Leahy, Pastor Cathy Daharsh

Positions Nominated to be Elected by Congregation

Church Council:

Melissa DeGroot (3-year term)

Sarah Korreck (3-year term)

Cynara Pierzina (3-year term)

2021 Nominating Committee

Pastor Cathy Daharsh Senior Pastor

Rob Huffman Outgoing Council/voting member

Brooks Carpenter Outgoing Council/voting member

Gwen Boje Outgoing Council/voting member

Karen Boyles Outgoing Council/voting member

Tony Jung Outgoing Council/voting member

Karla Malpica Outgoing Council/voting member

Endowment Fund Board of Trustees – 5-year term

Tom Leahy (term expires January 2026)

Synod Assembly

(Hector Mendoza, Nichole Nordschow, 2 council members, plus 1 youth member TBA)

Positions Approved and Elected by Council

Treasurer – Roger Wolfe (term expires January 2023)

Assistant Treasurer – Mike Bagby (term expires January 2023)

Council Recording Secretary – Hector Mendoza (no term requirements)

Continuing Positions

Council Members

Rob Huffman (term expires January 2022)

Brooks Carpenter (term expires January 2022)

Gwen Boje (term expires January 2022)

Karen Boyles (term expires January 2022)

Tony Jung (term expires January 2022)

Karla Malpica (term expires January 2022)

Pete O'Reilly (term expires January 2023)

Jennifer Reuskens (term expires January 2023)

Larry Johnson (term expires January 2023)

Audit Committee – TBA**Financial Secretary/Assistant Financial Secretaries**

Carolyn Lundine (term expires TBA)

Michelle Sprague (term expires TBA)

Assistant Financial Secretaries – Simply Giving

Julie Leffel (term expires January 2022)

Linnea Kountz (term expires January 2022)

Endowment Fund Board of Trustees

Sherry Bagby (term expires January 2023)

Jill Peterson (term expires January 2024)

Wayne Mitchell (term expires January 2024)

Jack Heisler (term expires January 2025)

