



BETHEL

LUTHERAN CHURCH

2021

ANNUAL REPORT





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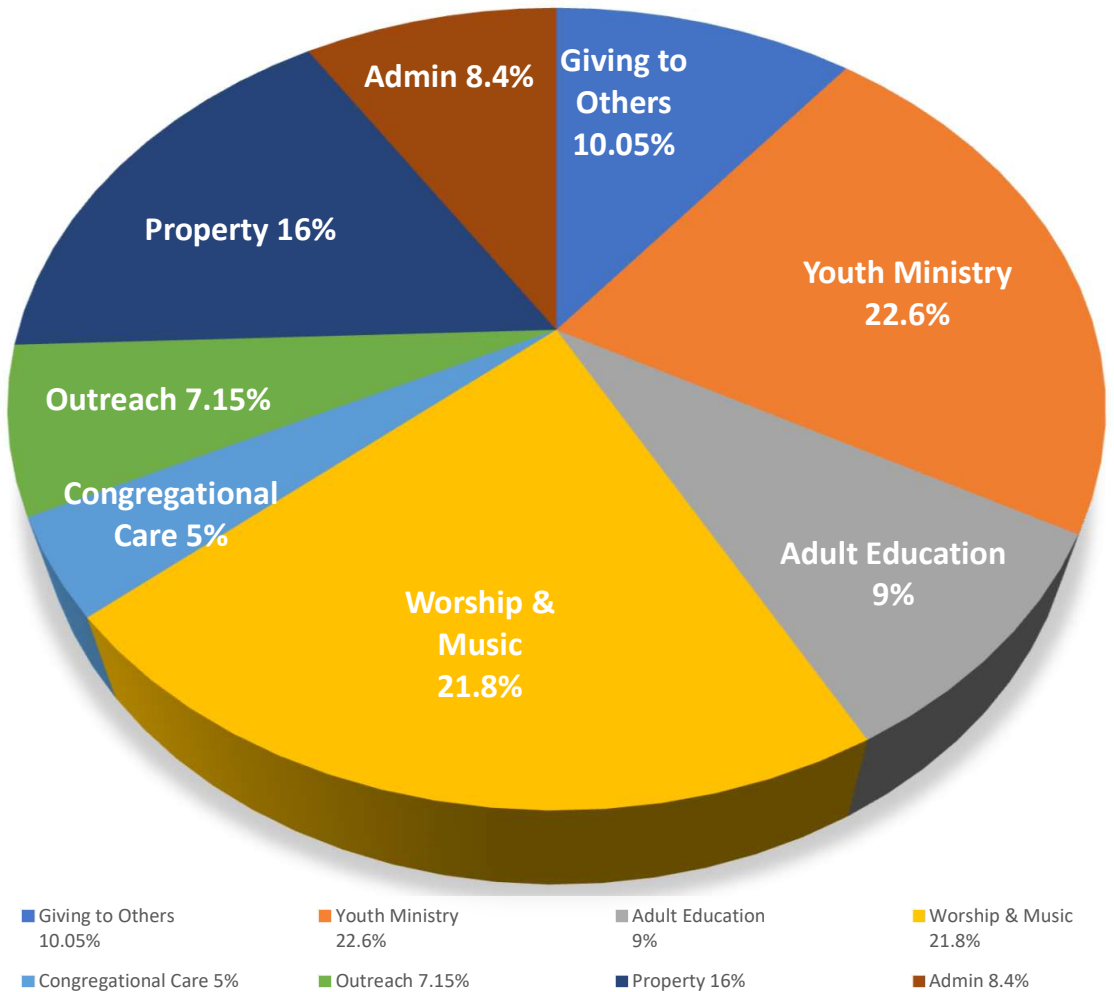
2021 BENEVOLENCE

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

NW Synod of WI	\$ 58,000	Operation Help	\$ 11,736
LDR Nat'l Fire & Storm Relief	8,000	Raider Network at Hudson High	3,250
Lutheran Social Services	2,800	Pine Ridge Indian Reservation	7,053
Luther Point Bible Camp	2,935	Tanzania Mission	20,350
Lutheran World Relief	5,090	Turning Point	1,850
Camp Wapogasset	6,900	World Hunger	5,100
Good Samaritan Assistance Exp	6,674	Backpack Program	2,615
Grace Place	500	Quilting Mission	752
Dorothy Day	1,550	Global Health Ministry 5 Alive	1,919
Habitat for Humanity	1,200	Adventures in Mission	640
H.O.M.E. Meals	1,000	Miscellaneous	775
Hudson Food Shelf	3,025		
Our Neighbor's Place	2,000	Total	\$ 160,214

2022 BUDGETED SPENDING BY MINISTRY

This is Bethel's 2022 Budgeted Ministry Expenses including \$33K estimated giving through other funds



YEARLY
COMPARISON
GENERAL FUND PROPOSED 2022 BUDGET

GENERAL FUND					Proposed 2022 Annual Budget	% Difference 2021 to 2022 Budget
Category	2021 Actual	2021 Budget	Difference (dollars)	Difference (%)		
INCOME						
Weekly Offering	\$ 1,434,952	\$ 1,383,023	51,929	4%	\$ 1,460,000	6%
Special Offering	86,883	105,977	(19,094)	-18%	102,000	-4%
Youth Ministry	33,906	68,283	(34,377)	-50%	76,940	13%
Adult Event Fees	4,202	10,537	(6,335)	-60%	9,200	-13%
Adult Education Fees	9,160	23,800	(14,640)	-62%	25,800	8%
Building, Other Income	44,677	31,680	12,997	41%	87,000	175%
Emergency Fund Reserve Income Recognized	81,993	-			32,000	
Income Total	\$ 1,695,773	\$ 1,623,300	72,473	4%	\$ 1,792,940	10%
EXPENSE						
Missions/Benevolence	\$ 129,191	\$ 132,000	(2,809)	-2%	147,440	12%
Pastoral Ministry & Benefits	376,453	403,000	(26,547)	-7%	404,490	0%
Staff Compensation & Benefits	668,389	663,500	4,889	1%	695,350	5%
Worship & Office Supplies	63,118	60,000	3,118	5%	61,100	2%
Utilities	56,351	52,500	3,851	7%	57,100	9%
Facility Supplies	129,220	65,500	63,720	97%	105,100	60%
Insurance & Miscellaneous	27,607	27,000	607	2%	29,500	9%
Youth Ministry	70,494	102,500	(32,006)	-31%	123,350	20%
Adult Events	8,456	12,000	(3,544)	-30%	12,000	0%
Adult Education/Women's Retreat	8,517	24,000	(15,483)	-65%	32,500	35%
Property/Capital Repairs & Projects	22,332	-	22,332		32,000	
Communications	8,817	7,700	1,117	15%	9,060	18%
IT, Network & Phones	56,351	42,000	14,351	34%	54,600	30%
Music	18,703	18,500	203	1%	17,750	-4%
Continuing Education	9,573	9,700	(127)	-1%	9,500	-2%
Bus & Van	441	3,400	(2,959)	-87%	2,100	-38%
Expense Total	\$ 1,654,013	\$ 1,623,300	30,713	2%	\$ 1,792,940	10%
Income Less Expense	\$ 41,760	\$ -			\$ -	

CASH BALANCES

	12/31/2020	12/31/2021
General Assets (incl MM and Prepaid Exp)	\$ 481,866	\$ 483,399
Capital Fund / Future Reserve	22,655	39,618
Memorial Fund	157,990	138,608
Preschool Fund - w/prepaid tuition	155,662	106,498
Columbarium Fund	26,378	37,884
WOB Fund	29,510	34,791
Total Fund Assets	<u>\$ 874,061</u>	<u>\$ 840,798</u>

ANNUAL CELEBRATION MINUTES

From last year’s meeting on January 31, 2021

Gathering Music – New Song Band

Call to Order – Council President, Ian Isakson

Opening Devotion – Pastor John

Appointment of the Parliamentarian (Karin Holt) – Ian

Appointment of Head Teller (Marcie Andrews) – Ian

Approval of the Minutes from the 2020 meeting – Ian

STATE OF THE CHURCH

Pastor John and Ian summarized the past year. Although 2020 was a challenging year, it was an inspiring year. Pastor John pointed out that Bethel never “closed”, but continued to be alive, well, and vital. Members helped in several ways by making masks, giving blood, donating food, writing cards, and more. Staff also rose to the challenge, with making sure events could continue outdoors, live-streaming services, Sunday School, Zoom Bible Studies, meetings, and youth ministry. The Befrienders program is up and running. Virtual worship attendance increased dramatically, and the confirmation numbers are up. The re-entry date is still unknown.

New staff members hired during 2020 include:

Gwen Cossin – Business Administrator

Jacob Berg – Media Technician

Tammy Huberty – Administrative Assistant

Ian talked about the business side of the church, noting that income and expenses for 2020 were both below budget. The church was able to take advantage of the PPP loan, which was instrumental in our ability to continue with payroll and programming. Ian announced that the Mortgage was paid off in 2020. A special thank you to all members who helped make that happen.

Presentation of the New Church Council Candidates: Kelly Carrier introduced 5 new Church Council candidates.

Proposed 2021 Budget – Gwen appeared via video and reviewed the proposed 2021 budget.

Building Committee Update – Jamie Johnson gave an update on the future building plans, which are put on hold due to the pandemic.

Endowment Fund Update – Anne Wasmund gave an update on the status of this fund.

Benevolent Giving – Katie Clymer gave an updated. Benevolent giving was up; we gave 10.5% of our total budget/ \$169.314.00.

New Business:

Bethel Highlands Preschool – Director Kari Jo Forte shared updates and photos from the 2020 year. A special thank you to Kari Jo, as she will be leaving the program at the end of the school year. She has been instrumental in the success of the preschool.

Recognition of Service – Outgoing council members were recognized for their service: Ian Isakson, Marty Oian, Shane Strack, Jean Johnson, and Katie Clymer.

Voting for new council members and 2021 budget was held via paper ballots (for those attending in person), phone, and on-line survey. A video montage of 2020 was viewed while votes were being taken. Ian reported the results of the vote, with the budget being approved by a vote of 203-1, and all 5 council members elected. Those in attendance welcomed Dan Roeglin, Susan Richards, Marshall Agrey, Lori Head, and Jon Hilding.

A drawing was held for prizes.

Skip James and Tracey Jenkinson led us in the closing hymn. Incoming council president, Jeff Maki ended the meeting with a closing prayer.

Respectfully submitted by Jill Nasvik, January 31, 2021.



CONNECT

WORSHIP

Weekly Worship

- Sunday | 8am, 9:30am, 11am
- Youth Led Worship
- Radio Broadcasts
- Cable TV Broadcast
- Livestreaming of the 8am and 9:30am services on Bethel's Facebook page, YouTube Channel and Website

Special Worship

- CCH Worship
- Martin Luther King, Jr with Jearlynn Steele
- Lenten Services
- Holy Week Services
- Easter Services
- Outdoor Worship services
- Blessing of the Backpacks
- Blessing of the Animals
- Blessing of the Wheels
- All Saints Cemetery Service
- Thanksgiving Eve Service
- Christmas Eve Services
- Christmas Day Service
- New Year's Eve Service

MUSIC & DRAMA

- MLK Services
- Skit Guys dramas for Wednesdays in Lent

EVENTS

- Annual Celebration
- Drive-thru Taste of Scandinavia
- Senior Adult Luncheons
- Fall Kick Off
- Rachel Kurtz Concert
- Advent Happenings

CLUBS/GATHERINGS

- Book Club
- Quilting
- Hardanger
- Embroidery
- Men's Fellowship Breakfast
- Bethel, Brews and Bros.
- Women of Bethel
- Pastries with Parents

PRAYER

- Lenten Devotional
- Weekly Prayer Group

BIBLE STUDIES

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

PERSONAL GROWTH

- New Disciples Classes
- Christian Women's Retreat
- Climate Change Presentation
- Adult Education
- Global Leadership Summit
- Earth Day Stations

SACRAMENTS

- First Communion Teaching
- First Communion Services
- Baptisms



2021 BALANCE SHEET BY FUND

	General Fund	Capital Fund	Memorial/ Restricted Fund	Preschool Fund	Columbarium Fund	WOB Fund	Total All Bethel Funds
ASSETS							
Current Assets							
Checking/Savings	461,981	39,618	138,608	106,498	37,884	34,791	819,380
Other Current Assets	21,418						21,418
TOTAL ASSETS	483,399	39,618	138,608	106,498	37,884	34,791	840,798
LIABILITIES & EQUITY							
Liabilities							
Accounts Payable / Credit Cards	6,081		2,949	7,580			16,610
Refugee Benevolence MF Reserve			731				731
Building - Gift Reserve		11,940					11,940
Prepaid Pledge Reserve	103,658						103,658
Accrued Liabilities	750						750
Endow Gifts to Bethel Reserve	2,500		4,250				6,750
WOB Gifts to Bethel Reserve			1,308				1,308
Emergency Reserve	199,756						199,756
Backpack Program Reserve	200						200
Guest Speaker Reserve			3,550				3,550
Women's Retreat Reserve	2,743					1,000	3,743
Willow Creek Reserve	1,000						1,000
Parish Nurse Reserve			4,196				4,196
Continuing Education Reserve	10,496		17				10,513
Bus & Van Reserve			56,035				56,035
Youth Assistance Reserve			18,706				18,706
Pastor Projects MF Reserve			15,833				15,833
To Be Designated Reserve (MF)	20		13,456				13,476
Bells & Chimes Reserve			188				188
Choir Reserve	260						260
Nursery Reserve			325				325
Flowers Reserve	848						848
Endowment Gifts Pass-through	800						800
Missions Reserve	19,344		17,654				36,998
Women of Bethel Circle Reserves						8,068	8,068
Event Reserve	9,756						9,756
Student Accounts Reserve	7,320						7,320
Payroll Accruals/Deferrals	7,000						7,000
Deferred Revenue-Niche Engrave					10,395		10,395
Total Liabilities	372,532	11,940	139,198	7,580	10,395	9,068	550,713
Equity							
Opening Balance Equity	4,724	212,486		80,618	6,346	19,945	324,119
Retained Earnings	62,383	(189,831)	1,793	69,589	9,637	2,834	(43,595)
Net Income (Loss)	43,760	5,023	(2,383)	(51,289)	11,506	2,944	9,561
Total Equity	110,867	27,678	(590)	98,918	27,489	25,723	290,085
TOTAL LIABILITIES & EQUITY	483,399	39,618	138,608	106,498	37,884	34,791	840,798



2021
INCOME STATEMENT BY FUND

	January through December 2021						TOTAL
	General Fund	Capital Fund	Memorial/ Restricted Fund	Preschool Fund	Columbarium Fund	WOB Fund	
Income							
WEEKLY OFFERINGS	1,434,952	5,023					1,439,975
SEASONAL OFFERINGS	86,883		1,550				88,433
Total OFFERINGS	1,521,835	5,023	1,550				1,528,408
PROGRAM INCOME	93,945		2,100				96,045
MEMORIAL FUND INCOME			76,707				76,707
WOMEN OF BETHEL INCOME						12,292	12,292
COLUMBARIUM INCOME					11,770		11,770
PRESCHOOL				557,779			557,779
Recognized Income from Project Reserve	81,993						81,993
Total Income	1,697,773	5,023	80,357	557,779	11,770	12,292	2,364,994
Expense							
MISSION & BENEVOLENCE	129,191		23,588			7,436	160,215
PASTORAL MINISTRY	376,453		1,450				377,903
STAFF COMPENSATION	668,389						668,389
WORSHIP & OFFICE SUPPLIES	63,118		3,431				66,549
UTILITIES	56,351						56,351
FACILITY	129,220		3,165				132,385
INSURANCE & MISC	27,607						27,607
YOUTH MINISTRY	70,388						70,388
ADULT EVENTS	8,563		3,955				12,518
ADULT EDUCATION	8,517		750				9,267
PROPERTY	945						945
COMMUNICATIONS	8,817					(300)	8,517
IT, NETWORK & PHONES	56,351						56,351
MUSIC	18,703		4,650				23,353
CONTINUING EDUCATION	9,573		1,233				10,806
BUS & VAN	440		1,218				1,658
CAPITAL REPAIRS	21,387						21,387
COLUMBARIUM EXPENSES					264		264
WOB SCANDINAVIAN FF EXPENSE						2,212	2,212
PRESCHOOL SALARIES				426,412			426,412
PRESCHOOL ADMINISTRATIVE				103,997			103,997
PRESCHOOL CLASSROOM				13,943			13,943
PRESCHOOL OPERATIONAL				64,716			64,716
Total Expense	1,654,013	-	43,440	609,068	264	9,348	2,316,133
Transfer from Emergency/Project Reserve			39,300				39,300
Net Income	43,760	5,023	(2,383)	(51,289)	11,506	2,944	9,562



SERVE

CHURCH

- Helping Hands
- Worship Support Volunteer
- Altar Care
- Decorating Team
- Congregational Life
- Transportation for Senior Citizens to Worship
- Parish Nurse Blood Pressure Checks
- Handbells
- New Song Band
- Bethel Youth / Adult Musicians
- Visiting Guest Musicians
- Sunday School and Wednesday Night Small Group and Large Group Leaders
- Adult Education Leaders and Small Group Leaders
- Cookie Callers
- H.O.M.E. (Hudson Outreach Meals for Everyone)
- College Care Packages
- Hospital Visits
- Pastor Visits

LOCAL

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

GLOBAL

- Mission Trips (Pine Ridge Reservation)
- High School Mission Trips
- Feed My Starving Children
- LWR Health Kits
- LWR Quilting
- LWR / LDR Giving
- School Supply Collections



BETHEL HIGHLANDS PRESCHOOL
2021 ANNUAL REPORT

This was a BIG year for our preschool! We said good-bye to our beloved founder/director, Kari Jo Fore and welcomed Emilee Wagner as our new Program Director and Allie Sulflow as our new Business Operations Manager. This past summer, the duo spent time training to make for a smooth transition for teachers, families and staff. We could not be more excited to keep the BHP traditions alive and well with wonderful community and family support.

Wrapping up our year:

- Registration was done online for the first time ever in BHP history! This process went well and we had great feedback from parents about the ease of online registration.
- Our classes are filling up again, as younger students can get their COVID vaccine and families are feeling more comfortable sending their children outside of the home.
- We were limited with fundraising, but had a successful Knoke's fundraiser in February. Students took order forms home, asking family and friends to buy Knoke's chocolate. Our awesome BHP Board of Directors facilitated this sale and by Valentine's Day, sent home the chocolates purchased with students. This no-contact fundraiser was a tremendous success and we are thankful to Knoke's for giving us the opportunity to raise money for our school.
- Even though COVID is still very much a part of our daily school life, we are blessed to be able to teach and learn in person this year. Our teachers have been doing an amazing job adapting to the changes needed to keep our classes safe, healthy and a space for all.
- This fall, in addition to adding Emilee and Allie to our team, we also welcomed Miss Teri and Miss Emily H. to our teaching staff. Miss Teri is our new 4K AM and PM teacher and Miss Emily is teaching our half day 3-year-old program.
- This summer and fall, we have been cleaning out our classrooms! We are renting a storage pod for the year and plan to have a late May/early June rummage sale. All proceeds from the sale will go toward new programming curriculum and materials for next fall.
- We have been able to hold in-school events this year, such as Pumpkin Fest, Ice Cream Elections, Thanksgiving Feasts, and we were able to host an in-person Christmas Concert. We have also been able to have parent volunteers come in this year when using large spaces or outdoors.

Miss Emilee has been revamping our programming and is getting ready to unveil some new classes for the 2022-2023 school year. Many of these classes will be STEM-focused in the areas of science, technology, engineering, and math. We hope to bring in even more hands-on learning to our classrooms.

Submitted by, Emilee Wagner
Director and Administrator
Bethel Highlands Preschool



FROM THE TREASURER - 2021 REPORT

Bethel uses six funds to account for its transactions:

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

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

No Long Term Indebtedness

Last year, we celebrated that our mortgage was paid-in-full. However, our buildings and property will continue to show wear-and-tear. Therefore, we are committed to keeping our facilities functional and appealing for all who use them.

The operating budget is used for the upkeep of our parking lots, grounds, and for equipment to dehumidify, heat, cool, refrigerate, and ventilate, etc. Establishing budgeted outlays for priority current projects, and using a planned rotation in our operating budget, will minimize our reliance on emergency funds. In this way, future upgrades for our worship areas, preschool spaces, and supporting technology can also be financed through planned General Fund expenditures.

Bethel will continue to set aside future expansion gifts in the Capital Fund. The Property Committee will continue to evaluate the maintenance cycle looking ahead to 2023 and beyond.

2021 Financial Statements

Despite the continued pandemic concerns, the congregation continued to give generously resulting in 2021 being another healthy financial year for Bethel. Weekly offerings in the General Fund were ahead of budget by 4 percent with expenses running over budget by 2 percent. Program participation moved from virtual to a hybrid of in-person and virtual options.

Previously unrecognized income of nearly \$82,000 offset the costs incurred (or in progress) for critical facility improvement projects to improve our sound, cameras, and lighting for virtual services and upgrade general security. Reserves not yet recognized as income may only be accessed with Church Council approval.

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

Respectfully submitted,
Nick Jepperson, Treasurer



CONGREGATION STATS 2021

WORSHIP STATS

SUNDAYS, IN-PERSON SERVICES 2021
150 services (includes outdoors & inside)

11,365

SPECIAL, IN-PERSON SERVICES
22 services (includes outdoors & inside)

2198

SUNDAYS & SPECIAL SERVICES LIVESTREAMS 2021
(Using raw data drawn from YouTube and Facebook)

123,942



PASTORAL & MEMBERSHIP STATS

12/31/21 MEMBERSHIP

2496



BAPTISMS

30

CONFIRMATION

46

FUNERALS

21

NEW MEMBERS

31

MARRIAGES

3*

*At Bethel

BETHEL MUSIC & WORSHIP 2021 ANNUAL REPORT

Traditional Music Report

In spite of the pandemic, which eliminated The Bethel Chorale and choral music from our worship, we have found ways to support and amplify the messages of hope, consolation and faith formation preached so well by our pastors.

For more than a year, the Bethel Quartet has provided ensemble vocal music as well as solos on non-Communion Sundays at 8am. Recently, the baritone of the quartet, Mark Billy, fell ill and withdrew from the group. High-school junior Lauren Carrier and Tracey Jenkinson have been fine song/worship leaders during this time at the 8:00 and 11:00am services respectively. Other guest vocalists who have memorably lent their voices at the 8:00am services include: Margaret Jane Wray and Keegan Foster.

In addition to vocalists, many fine instrumentalists have beautified our services, including Michal Sobieski, Sarah Bertsch, Laurie Wyland, Heather and Chris Tank, Ken Miller, Holly Ager, and Susan Janda.

Special services at Christmas Eve and New Year's Eve have featured beautiful, moving performances by Megan Wagner and Obed Floan, as well as Angela Grunstad. I plan to have these same friends and colleagues play and sing here in the future, and look forward to finding hidden talent among Bethel members. The St. Croix Sacred Ensemble, under the direction of Deborah Fristad, will perform at the Downtown Campus on May 1, and a brass quartet will help us celebrate Easter.

The piano has become the principal instrument at downtown and Highlands worship, because of the technical demands of radio and live-streaming. The same restrictions have dictated the use of a song/worship leader at all services, including funerals.



I speak for all of the musicians, when I say we are happy to have the technical assistance of Patrick Willson, Tom Prestin, Kathy Jeska, and Marcie and Jonas Andrews.

Blessings, Skip James
Director of Traditional Music

Contemporary Music Report

2021 was a great year for contemporary worship at Bethel and the New Song band. It was exciting to welcome parishioners back to the Highlands for indoor, in-person worship. During the warmer months of the year, the outdoor services were again a big hit. New Song enjoyed providing occasional musical support for the Sunday School program and delivering the musical track for the Fall Kickoff video was a blast.

The New Song band evolved a bit in 2021. We wished drummer Gus Linden well as he departed for Boston to begin his studies at the Berklee College of Music. We also welcomed some fabulous musicians to the band, including drummer Nancy Long and bassist/guitarist Antonio Sorini. Band members Paul Gavic, Tracey Jenkinson, Heidi Selander, Katie Possehl, Will Suit, Steve Jerlow, Sam Chapman, and Calla Jenkinson did a phenomenal job throughout the year leading worship while providing inspiring music.

Bethel is blessed to have such a wonderful, dedicated group of musicians leading worship every week. We all look forward to 2022 and thank Bethel for the continued support of contemporary worship!

Craig Koehnen,
Director of Contemporary Music

WOMEN OF BETHEL 2021 ANNUAL REPORT

Despite the difficult year, the Women of Bethel were still able to hold a drive-through version of the Scandinavian Food Fest. Huge quantities of lefse, almond cakes, meatballs, rommegrot, rosettes, krumkaka, sandbakkels, fruit soup, fattigmann, rullepolse, and limpa bread, prepared by an army of volunteers in the weeks preceding the food fest, all sold out by noon (apologies to those who didn't get to enjoy the treats).

A special thank you to Julie Benoy for her invaluable help in making this modified version of the food fest a success.

The Bethel Quilters were able to send 38 quilts to LWR along with 109 School kits (Ruth Gathering), 13 Fabric Kits (Mary Gathering), 30 Personal Care Kits (Dorcas Gathering). In addition, Naomi Gathering donated 100 Hospice Kits to Global Health Ministries and \$500.00 for the shipping cost. The amount that we received from the Shipping Fund offering was \$859.00.

The following groups/people were recipients of Women of Bethel grants: Hudson Areas Senior Center \$500.00, Turning Point \$750.00, Grace Place \$500.00, Backpack Program \$500.00, Women's Retreat \$1000.00, Operation Help/Source \$750.00, Tanzania Student \$400.00, Vicki Datt (Spay & Neuter Clinic at Pine Ridge Indian Reservation) \$1000.00, Our Neighbors Place \$500.00, Bethel Quilters \$1000.00, Jonas Andrews (Lutheran Summer Music Academy) \$125.00, Ruth Gathering (purchase School bags) \$225.00, Mary Finnegan (purchase stock images for worship slides) \$300.00, Bethel Quilters \$1000.00, Naomi Gathering (shipping) \$500.00. Total grants equaled \$8,050.

Submitted by Gail Nolan WOB Facilitator

MEMORIAL GARDEN COMMITTEE 2021 ANNUAL REPORT

The Memorial Garden Committee oversees the columbarium, the memorial wall and the garden.

Highlights from the past year include a new sign with decorative plantings facing the parking lot. Many thanks to committee member Steve Wilcox and Bethel member Tom Forsythe for their planning and work on this project. All agree that it is a beautiful addition to the garden.

Colorful plastic eggs were hung in the trees around the garden for Easter as well as sidewalk chalk messages/drawings thanks to the Bethel Preschool students. During the Great Bethel Get Together on Sept. 12, Bethel members were directed to the garden to get an ice cream treat. It was great seeing so many people in the garden!

Niches are available when needed and plaques for the memorial wall are placed twice a year, prior to Memorial Day and All Saints Day. Sign up for watering and deadheading during the summer was done on the Bethel website.

Planning for a second columbarium has begun as well as new and improved lighting.

The committee continues to work to make the garden a lovely and peaceful space.

Respectfully submitted by, Patti Thacker

CHILDREN, YOUTH & FAMILY MINISTRIES 2021 ANNUAL REPORT

"We're getting there" is a phrase that is said in the Children, Youth, and Family department at Bethel. This year we have moved from a state of canceling or postponing to a state of starting back up with some changes. As we all have experienced and continue to experience the side effects of Covid we have been able to work with guidance from the Hudson School District, CDC, and some local medical professionals from Bethel on deciding how to move forward when it comes to mask requirements, overnight opportunities, and so on.

The good news is that we have brought back weekly in person Sunday School, weekly Wednesday night programming, vacation bible school and the high school mission trip. Last year, when Wednesday night programming was offered every other week for each grade, we were reminded of the value youth and families found on the off weeks for rest and family togetherness. This year (2021-2022) we are having every fourth Wednesday night a faith and family night for families. It is our hope that this time allows families to slow down and spend time together over a meal and conversation. Each month we send some devotions to get the faith conversation started.

We have also started offering a meal for families on the third Wednesday of the month. This meal is traditionally provided by a local restaurant like Carbone's Pizzeria or Pita Pit for a reasonable price. It is our hope that this provides time for youth and families to eat together and not worry about what to do for dinner. We have also been able to add a new 5th grade Halloween lock-in (which went from 6-10pm). We also brought back both our 8th grade More than Friends Retreat and 10th grade My Faith Retreat. Both of these took place at the Downtown and Highlands campuses. The difference this year was that youth were just there during the day and evening, not staying overnight. It is our long term goal to eventually get back to true overnight retreats.

We are looking forward to offering middle school and high school mission trips this summer as well as taking part in the ELCA National Youth Gathering in the Twin Cities.

The Children, Youth, and Family Ministries team thanks all of our volunteers, small group leaders, parents, youth, congregation, as well as our spouses and significant others for their patience and flexibility as we continue to maneuver through these new times of ministry.

In Service to Him,
Pastor Ladd Sonnenberg

* Please note, Bethel sponsors Scout troop Troop 140. Chartered in 1929, it is Hudson's longest running Scout troop. Troop 140 welcomes new members (boys and girls). Call Bethel for contact information.

PASTOR BOB BIPES 2021 ANNUAL REPORT

I have no trouble finding people to visit either in person or by phone. I have also conducted 7 funerals this year. I help out with other activities as needed. All in all, it is satisfying work, and my health is good, so I expect to keep at for a while.

Pastor Bob Bipes, Visitation Pastor



ADULT EDUCATION 2021 ANNUAL REPORT

Highlights:

Pastor Led Studies:

A study on the book of Romans – 5 weeks – Pre-Lenten study offered via Zoom - Winter 2021

Moses, Man of the Mountain and the Desert – 4-week study offered in-person am/pm – Summer 2021

Speaker – The Rev. Dr. Mark Wickstrom – “Viva La Biblia” - 3-week series. Fall 2021

Speaker – The Rev. Dr. Luther Dale – Let The Sun Shine In: Climate Change at a Crossroads – 3-week series – Fall 2021

Women's Circle Groups and other studies continued to meet on their own schedules.

The Women's Retreat was held at Bethel Highlands in August 2021 with the theme, “Just Breathe: Cast Your Anxiety On Him” (1 Peter 5:7). Rachel Kurtz was the featured speaker/musician.

Rachel Kurtz Concert and Women's Retreat Fundraiser – Bethel Highlands - Fall 2021

Respectfully submitted by Pastor Kris

BETHEL ENDOWMENT FUND 2021 ANNUAL REPORT

The Endowment Committee's purpose is to fulfill the mission of Bethel by educating the congregation on how they can support this ministry, assisting donors in their giving, disposition of grant requests and administering fund procedures and policies of the Bethel Endowment Funds.

10 grants totaling \$15,700 were awarded from the Bethel Endowment Funds in 2021. Grant monies went to help fund: Hudson Area Backpack Program, Operation Help, Grow to Share, Bethel Highlands Preschool, Bethel Women's Retreat, Bethel Camera Kit Accessories, Bethel Summer Youth Intern, Our Neighbor's Place and helping to fund Bethel Van and Bus maintenance.

Bethel partners with Thrivent Charitable to manage the Funds.

The funds are divided into two categories - the Outreach Fund that supports those in need outside of the Bethel Church and the General Fund that supports those inside the Bethel Community. As of the end of Q3 2021, the fund balances totaled: Outreach Fund: \$44,437 and General Fund: \$247,745. The amount available for grant distribution is based on the Funds 10-year average.

Committee members include Pastor John Lestock, Tim Rutten (council representative), Anne Wasmund, Kim Evers, Ron Johnson and Allyson Loewe. A brochure that outlines how the funds work and how you can help support this wonderful ministry in your giving, will or estate planning, is available at the Welcome Desk or the church office.

Anne Wasmund
Endowment Fund Chairperson



MISSION & JUSTICE COMMITTEE 2021 ANNUAL REPORT

Despite the fact that the Mission and Justice Committee has not been meeting on a regular basis due to Covid, Bethel's impact has still been strong in our community and beyond. Some of the ways Bethel members were the hands and feet of God include:

- Thanksgiving Eve food collection for the Hudson Food Shelf
- Operation Help Christmas Giving Tree and Essentials campaigns
- Quilts to Lutheran World Relief (LWR)
- Soles4Souls shoe collection
- School supply collection drives for local children, LWR, and for our friends at the Pine Ridge Reservation
- High School youth mission trip to Tulsa, Oklahoma to work alongside Praying Pelican Missions.
- Hudson Outreach Meal for Everyone (H.O.M.E) meals*
- Habitat for Humanity
- Grace Place
- Feed My Starving Children
- The Dorothy Day Center
- Mission partnerships in Tanzania and Haiti
- Lutheran Disaster Relief (LDR) and Lutheran World Relief (LWR) collections for those affected by hurricanes, wildfires, flooding and tornadoes

Your generosity allows Bethel to have a broad reach locally and internationally. Please take a look at the back inside cover of this booklet, for a breakdown of Bethel's benevolence. Thank you so much for your willingness to use God's blessings of time, talents, and treasures to bless others.

Respectfully Submitted by, Lacey Nolan

*2021 marked the 16th year of hosting HOME meals on the 1st and 3rd Thursday of each month. Eight local churches were involved in this ministry in 2021. The meals are served or hosted by these eight churches involved on a rotating basis.

We served approximately 1370 meals for 2021 and approximately 30,500 meals since the first HOME meal in December 2005. We started the year handing out meal vouchers from a few area restaurants, and returned to preparing meals and serving them in to-go boxes in June through the end of the year.

Respectfully Submitted by, Brian Ullom

OUTREACH COMMITTEE 2021 ANNUAL REPORT

- Helped in formulating the drive-thru Scandinavian Food Fest this fall at Bethel Highlands.
- Continues to put together a procedural manual/guide book for the Scandinavian Food Fest.
- Found Bethel people to participate in the Youth Action Hudson intergenerational pen pal project.
- Initiated monthly birthday card mailings to Bethel's senior members.

Respectfully submitted by Andrea Jorgenson, Chair and Pastor Kris



PASTOR JOHN LESTOCK 2021 ANNUAL REPORT

Certainly, we had all hoped and prayed the covid pandemic would be behind us by now! Yet this crisis continues to drag on as we have come to the close of 2021.....

Still, Bethel Lutheran Church continues to stand, and to stand strong! We have not been inactive or paralyzed these past months, and we continue to find new ways to press on and move ahead to further this ministry God has called us to!

We did not receive a PPP loan in 2021, so we have depended solely on gifts and offerings to Bethel through these uncertain times.

I am pleased to announce our people have been very generous (again) this year!

Though our spending has been below our budgeted expectations, we have been in good financial shape at a time when many other congregations have been struggling. I want to thank each of you for your strong commitment to funding and fueling this ministry. I also want to assure you, your faithful giving has helped us have an impact for Jesus Christ on lives locally and beyond!

The distribution of vaccines has made indoor “live” gatherings possible this year. So still practicing vigilance and caution, we have been able to offer more events including: senior adult lunches, circle, book and Bible studies, quilting groups, a boatload of youth activities, “live” worship services, and even “A Taste of Scandinavia” (a revised Scandinavian Food Festival).

Meanwhile, we have also continued to tweak, refine, and improve our live streamed worship services in 2021. In fact, we may have made it “too easy” for worshippers to live stream from home in their pajamas while sipping coffee! (I see us continuing to offer lived streamed services along with “live” worship on into the future.) More and more singles, couples, and families have wandered back into both buildings for “live” worship services.

Yet, worship attendance has not yet equaled what we knew prior to the pandemic. Our number of baptisms has been encouraging this year, but we still see very few weddings on our church campuses.

2021 saw some changes in our staffing at Bethel. Financial secretary Katie Clymer stepped out of that position and John Lischewski stepped into it. Jacob Berg left as our AV technician, and Patrick Willson has filled that position. And at our Bethel Highlands Preschool, long-time staff members Kari Jo Fore and Cheri Monette moved on, and Emilee Wagner and Allie Sulflow joined our Bethel team. Each of these folks have been a great addition to our staff and ministry here! Last but not least, Pastor Kris Kurzejewski resigned her position at the end of August, then graciously accepted our offer to return to Bethel in December. We are so glad to have her back with a new appreciation, excitement, and commitment to our Bethel team!

I want to commend our talented and committed staff and leadership for their patience, tenacity, and “can do” attitude. Though we have continued to follow covid precautions and practice vigilance to keep people safe and healthy, we have not neglected our mission and ministry by any means. God has continued to work IN US, THROUGH US, and at times IN SPITE OF US. I dare say, we have learned to trust God, probably much more than we did prior to the pandemic!

I also want to thank each of YOU for your patience, understanding, trust, faithfulness, and willingness to work together. Let us continue to move ahead as God’s people in 2022, and make God proud of our commitment and determination to serve others as God directs us. My office door is always open, so please stop by to talk if you have questions, comments or concerns, friends.

In the Love of the Lord,
Pastor John Lestock

BETHEL PROPERTY MANAGEMENT COMMITTEE 2021 ANNUAL REPORT

The main objective of the committee in 2021 was the safety/security system and continued general maintenance of the two facilities. 2021 projects included:

- Safety and Security System. Requested and received quotes for camera systems and door security systems. A firm was chosen and funding for this project was approved by the Church Council
- Re-mulched Highlands grounds
- Purchased sanitizer for use throughout both Bethel Campuses
- Playground rearrangement – New playground equipment installed, fence area expanded, new mulch, and access to sewer openings
- Investigated repair/replacement options for Highlands shades
- New audio/visual/lighting system for Downtown
- Switched to an all inclusive company for monitoring and servicing our systems at Highlands.--Ahern. This includes: HVAC systems, fire protection systems (including repair of leaking sprinkler piping).
- Fire alarm system main computer board went bad, so replaced the whole system
- Enlisted the help of Doug Peterson to assist Gwen Cossin in reviewing and updating insurance coverage for the church
- Striped the north parking lot at the Downtown Campus with money donated by a church member
- Updated Facility Usage Fee Schedule for outside users of Bethel facilities
- Investigated outdoor stage for Highlands for outdoor services
- Replaced several pieces of equipment including: the freezer, washer and dryer at Highlands, water heater Downtown, heat exchanger in one of the Highlands rooftop units

The committee’s goals for 2022 are as follows: address humidity concerns at the Highlands campus, address technology needs at both campuses, evaluate storage needs and make recommendation, review needs for outside services vs using internal staff.

Respectfully submitted by, Roger Pavlis

BETHEL BUILDING EXPANSION COMMITTEE 2021 ANNUAL REPORT

The Bethel Building expansion Committee met once during the summer of 2021. The Committee’s consensus is that the surge in cases due to the Delta (and subsequent Omicron variant) made it difficult to conduct substantial long-term planning for either the pre-school or worship area expansions. The Committee plans on meeting at some point in early 2022.

Next steps will be determined by in-person worship attendance and membership trends, as well as pre-school attendance and registrations for 2022. Since it will have been over two years since our last survey, the committee will develop another survey to gauge congregation members’ opinions and support for next steps. Like prior surveys, the survey results, as well as data from construction, inflation and overall economic trends, will help guide the committee in determining what form the next steps should take.

Submitted by, James Johnson

