

Congregational Annual Report

(June 2020 through May 2021)

Semi-Annual Meeting June 6, 2021



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Congregational Semi-Annual Meeting June 6, 2021

AGENDA

- 1. Call to Order Patrick Gale
- 2. Approve minutes from Oct 2020 Congregational Meeting Patrick Gale
- 3. Call Committee update Lisa Herlocker
- 4. Financial Update Scott Larson
- 5. Election of Servant Team Officers Patrick Gale
 - *Servant Team President and Secretary*
- 6. Adjourn with Lord's Prayer Patrick Gale

BETHEL LUTHERAN CHURCH Congregational Meeting

MINUTES

October 25, 2020

MEETING OPENING:

Attendance of meeting total of 24 members.

Patrick called the meeting together at 10.

Scott gave budget report: Call for the question was how long can we run off defecit budget?

Matt Herlocker made a motion to accept the budget and Alta Winters second the motion. Congregation Yeah!!.

Meeting closed with the Lord's Prayer.

PASTOR'S REPORT June 2021

I am grateful to be among you in ministry. I thank God for Bethel and how it cares for its members and the ministries in the community. There is a small group of very dedicated people who make the congregation "tick". I am proud of this group that performs multiple tasks. It is time for all others to step into a volunteer role in and for the congregation. Even if you "have been there and done that" your experience can be used to do "that" again, or some other tasks. Not all that needs to be done requires physical ability and most projects are short term. Only the Servant Team meets monthly.

My wish and recommendation for the congregation is that it would

- Develop a brief mission statement no more than a phrase or one sentence
- Develop a vision statement starting with "we will"...., looking at the near future
- Create a small list of values that guides the congregation now
- Influenced by these statements to develop specific goals for the congregation for the year and near term incorporating

All these provide the congregation with rallying points with which to carry out specific ministry both within the congregation and to the community. From these there will be ways in which all members can participate. The new pastor and congregation will be unified in ministry.

Small group studies equip people for their individual lives in Christ and commitments to the goals. For this sized congregation, it is reasonable to develop at least four groups studying books, topics and/or the Bible will deepen commitment to daily discipleship.

The crisis of the pandemic has changed all churches. We want to "go back to the way things were" in terms of worshipping in the sanctuary. However, we need to take this opportunity to see where God is calling us. Crisis is also opportunity. There are resources from our national church to help us plan a future where our church becomes a thriving church. One of the marks of a thriving church is to spend as much time, energy and resources in ministry outside the walls as inside the walls. This effort starts with Bible study as any initiative should. We want to have the same boldness and willingness to take risks that Martin Luther had in navigating the future.

These are the things I pray for Bethel. May the Spirit enliven us all.

Pastor Ron Zielske (530) 417-4951 ronzielske@gmail.com

Call Committee Report

June 2021

The timeline shared last June proved to be a bit too optimistic, as the pandemic disrupted the call process — not only at the congregation level, but throughout the ELCA. It turns out, few pastors want to leave their congregations or move far from home during a pandemic.

We interviewed 3 slates of candidates starting in March 2020. By midsummer, our original candidates dropped out of our call process due to COVID concerns. We were given a second set of candidates in the fall, but neither of them was a good fit for Bethel. We resumed interviews after Easter with a third set of candidates. After a time of discernment, we were able to narrow the field down to one candidate who we believe will be a good fit for Bethel.

Assuming that this candidate continues to be interested in serving Bethel and working with our Synod liason, we will set up a meeting with Servant Team members to discuss a salary and benefits package. There will also be an opportunity for a "meet and greet" with the congregation. While the timeline of activities may vary, at some point if all goes well, we will have a congregation meeting to vote to call our new pastor this summer. If there is congregational approval, then the candidate has a few more weeks to do some final discernment of their own before accepting our call. After accepting the call, we can plan for an installation service and celebration.

Please continue to keep the process, the Call Committee, the members of Bethel, and the candidate in your prayers as we all listen for God's direction in the coming weeks.

Faithfully yours the Bethel Call Committee,

Lisa Herlocker, chairperson

Linda bunn, Kristen Blackburn, Rick Mendonsa, and Audrey Gale

MINISTRY TEAM REPORTS

Like all small congregations, Bethel is dependent on our volunteers to keep our community thriving. The programs that define Bethel would not exist without the support of each and every one of you. The many volunteers of Bethel are the heart of what we do as a community of God.

This has been especially true during the pandemic's upheaval and its disruption of our "normal" lives - including our many months without an ordained pastor to lead us. The volunteers of Bethel have kept the congregation together through uncertain times. We've adapted and found ways to keep ministries active. Worship attendance and offerings remain consistent. Volunteers continue to show up to maintain our property. Others have worked hard to keep members connected through phone calls, letters, and video chats.

As you read the following reports, take a moment to recall the folks you've seen in action doing God's work. Take a moment to acknowledge all you yourself contribute. Pause to thank God for the many ways God is using us today. Continue to pray and seek out new ways to live out our baptismal call to love like Jesus as we live among God's people as the community of Bethel.

Congregational Life Ministry Team

June 202 | Report

The Congregational Life Ministry Team plans events throughout the church year to welcome new members and create closer relationships within our church community. Many of our activities are done in coordination with the ministries of other teams, including Faith Foundations and Worship & Music.

Like many congregations we have our traditions. Each year we plan and implement a full calendar of fellowship activities. Historically this has included:

- A weekly fellowship time after worship
- An annual Oktoberfest
- Christmas tree decorating
- A family friendly New Year's Eve party
- Lenten and Advent soup suppers
- Easter breakfast
- Congregational game nights
- River Cats games
- Congregational pool party and BBQ
- An Ice Cream Feed and 4th of July fireworks display
- Camp Bethel, our annual campout on the church lawn
- Progressive Dinner party

March of last year, our list was dramatically shortened due to COVID-19 restrictions. This meant no in-person activities; however, we did meet online via Zoom for a time of fellowship each Sunday after worship and each Wednesday evening throughout the pandemic.

As we transition to a post-COVID-19 environment, we will be looking for new, fun ways to experience fellowship, so if you have ideas for activities or would like to help out with upcoming events, please contact Terri Larson.

Feeding the Hungry 2021

For many years, on the third Sunday of each odd number month, Bethel members cook and serve an afternoon meal at Roseville's St. Vincent de Paul Society kitchen located at Bonita Street and Riverside in downtown Roseville.

We prepare a meal with food provided by Bethel and St. Vincent's. Cash donations to help fund this are welcome. Each year, the children of Bethel collect money during the Souper Bowl of Caring event and donate all contributions directly to this feeding program.

If you would like to help us with this ministry once we allowed to resume, please contact Scott Larson.

Faith Foundations Annual Report 2021

Faith Formation – Christian Education – Sunday School – whatever we call it, during a global pandemic it looks a lot different than we've always known! But since we know that faith is first built and strengthened in homes and not just at church, we adapted and found new ways to grow. This year, that actually meant a significant drop in the number of organized faith formation activities.

For adults, the arrival of Pastor Ron last Fall meant a return to a post-worship study group. This group has tackled stories of aging and topics like developing spiritual wills before turning to traditional Bible studies of books such as Ruth and Galatians. I led another small group for adults, under the broad banner of inclusivity & anti-racism. We met via Zoom throughout last summer and the first half of 2021. We studied the legacy of racism through a faith lens. We plan to resume our discussions in a couple months and to continue to find ways to live into Bethel's welcome statement in real, practical ways.

Our Little Lutherans participated in Compassion Camp, a virtual VBS experience which included activities with their families and Zoom meet-ups with Lisa – all of which ended with a worship service led by our children in July. As school picked up in the fall, it became apparent that the best gift Bethel could give families was individualized support and space just to rest. Instead of organized online activities, families received activity bags for Advent and Lent that included Bible and craft ideas that families could use at their own pace. Weekly Kids' Bulletins and coloring pages were also provided as tools for faith formation – and as always, adults were free to use them too.

This past school year, Andrew Chan and Joslyn Saeger, began the Lutheran tradition of Confirmation. They met with me, masked, distanced, in-person in my backyard to journey together through an overview of the entire Bible.

For a fun twist on tradition, members of Bethel participated in two virtual "pageants" – one for Christmas and the other for Easter. Individual scenes were taped via Zoom or in-person and then edited together for use during worship with hymn singing to round out the event.

During our final months of Zoom-only worship, we developed a rotation for sharing Kids' Messages during worship which will continue as we return to inperson worship. I am grateful for the help of Audrey Gale, Jeri Wartena, Allen Dunn, and Pastor Ron with this task.

On a personal note, I love watching these kids grow and can't wait for them to become active youth group members! It's been fun to drop off activity bags and sneak in a distanced visit with them throughout the past year! I continue to share my gifts with the larger church, too, and hope that my work in these areas leads to deeper connections for Bethel. I continue as the Adult Co-chair of the Sierra Pacific Synod Youth Committee and was elected to the Board of Directors of the ELCA Youth Ministry Network in January. I am once again the Synod Coordinator for the now 2022 ELCA Youth Gathering. In that role, I encourage Bethel adults to consider applying to participate as a member of the Gathering Volunteer Corps.

I look forward to more shared adventures as we experience God's love together as a community of faith.

Lisa Herlocker, Faith Foundations Ministry Team Leader

Finance and Administration Team Report

2020 Fiscal Year

The Finance and Administration Ministry Team (FA) is charged with the responsibility of monitoring and planning the Church's financial assets and overall financial operational aspects of the Church. Working closely with the Treasure, Fa monitors cash flow, budget compliance, pays the expenses of the church, prepares payroll reports for Federal and State government, and reports monthly financial operations to the Servant Team. Our Treasure Rick Mendonsa serves as a member of FA, is our representative on the Servant Team, and supervises the offering counters. Scott Larson provides regular reports on the Church's financial activity to the Servant Team, pays our bills, and files required SYNOD and government reports. Jeri Wartena, Bethel's financial Secretary, is responsible for tithing pledges, prepares member quarterly and annual giving statements. Roger Linn is our legal counsel. Thanks to all for lending a hand.

Our member's tithe in 2020 was \$75,452.43, as compared to \$88,420.31 in 2019, a decrease of \$12,967.88. Tithe is a number that is a combination of envelope, electronic, and loose plate giving. Bethel currently has 38 giving units. Our Ama receipts are based on a base rent plus a percentage of tuition revenue. AMA has a maximum capacity of approximately 115 children. AMA receipts in 2020 was \$44,827.69, as compared to \$66,395.49, a decrease of \$21,567.80. This decrease was the result of COVID-19 shut down of businesses and the related decrease in need for childcare. At a high point in 2019, AMA had 110 students enrolled in the school. During a low point during the COVID-19 pandemic in 2020, they had 10 students enrolled. This reduction in enrollment is the reason for decrease in AMA revenue.

Of special note is a \$50,000 gift that we received from St John's Lutheran Church in Sunnyvale CA. This church was consolidated with another church and their property was sold. A portion of the proceeds were distributed to congregations who received their members. The Servant Team has set aside this contribution in our saving account until a specific use is identified.

Net Income (NI) for 2020 is \$95,997.73. If we were to exclude the \$50,000 gift from NI, our Adjusted Net Income (ANI) would be \$45,997.73. ANI is positive because our expenses were \$58,208 under budget. Our expenses came in under budget primarily because we did not have a Pastor for six months.

Subsequent Events.

January 1 through April 30, 2021 Bethel has a NI of \$3,660.84. In January, a HVAC unit that was replaced for AMA in the Parish House classroom. Total cost of HVAC system was \$9,961.84, this was paid from Bethel's general checking account. Bethel's total checking and saving balances as of April 30, 2021 is \$138,019.14. This includes the St John's gift of \$50,000, previously mentioned, and the rent that has been received from Incarnation over the past 3 years has been placed in "Parking Lot/building" saving account.

These statements have not been audited for this presentation.

Bethel Lutheran Church Balance Sheet Prev Year Comparison

As of December 31, 2020

	Dec 31, 20	Dec 31, 19	\$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
BofA Checking	51,997.72	11,405,52	40,592.20	355.9%
BofA Saving	,	,	,	000.070
Alter Guild	205.65	205.65	0.00	0.0%
AMA Maintenance	7,500.00	7,500.00	0.00	0.0%
BYG	4,490.92	0.00	4.490.92	100.0%
Interest	587.11	587.11	0.00	0.0%
Memorial Fund	6,020.91	6.020.91	0.00	0.0%
Operating Reserve	4,043.82	4.043.82	0.00	0.0%
Parish Maintenance	260.14	260.14	0.00	0.0%
Parking Lot/Building	9,106.50	6,606.50	2,500,00	37.8%
Ruth Miriam Circle	292.73	292.73	0.00	0.0%
St Johns Sunnyvale	50,000.00	0.00	50,000.00	100.0%
BofA Saving - Other	-147.20	-130.19	-17.01	-13.1%
Total BofA Saving	82,360.58	25,386.67	56,973.91	224.4%
Total Checking/Savings	134,358.30	36,792.19	97,566.11	265.2%
Total Current Assets	134,358.30	36,792.19	97,566.11	265.2%
TOTAL ASSETS	134,358.30	36,792.19	97,566.11	265.2%
LIABILITIES & EQUITY Equity				
Opening Bal Equity	51,511.87	51,511.87	0.00	0.0%
Retained Earnings	-14,719.68	-24,427.97	9.708.29	39.7%
Net Income	97,566.11	9,708.29	87,857.82	905.0%
Total Equity	134,358.30	36,792.19	97,566.11	265.2%
TOTAL LIABILITIES & EQUITY	134,358.30	36,792.19	97,566.11	265.2%

Bethel Lutheran Church Profit & Loss Budget vs. Actual January through December 2020

	Jan - Dec 20	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income 01 Tithe				
Deposit Corrections	0.10			
Electronic Deposit	12,669.33			
Envelope .	62,690.00	83,830.00	-21,140.00	74.8%
Loose Plate	93.00			
Total 01 Tithe	75,452.43	83,830.00	-8,377.57	90.0%
02 Designated Income				
Grants Thrivant/ VBS (FACE)	546.74	85.00	461.74	643.2%
Use of Facilities	2,847.16	3,000.00	-152.84	94.9%
Total 02 Designated Income	3,393.90	3,085.00	308.90	110.0%
03 Non Budget Income				
Congregational Life	0.00	150.00	-150.00	0.0%
Men's Club for BYG	0.00	0.00	0.00 3,389.85	0.0% 299.4%
Miscellaneous Property Tax AMA Reimb	5,089.85 2,419.75	1,700.00 2,328.00	91.75	103.9%
Special Benevolence	50,000.00	2,320.00	91.75	103.976
Total 03 Non Budget Income	57,509.60	4,178.00	53,331.60	1,376.5%
04 AMA Rent				
Rent Base	33,563.55	30,000.00	3,563.55	111.9%
Rent Percentage	11,264.14	31,899.00	-20,634.86	35.3%
Total 04 AMA Rent	44,827.69	61,899.00	-17,071.31	72.4%
Total Income	181,183.62	152,992.00	28,191.62	118.4%
Gross Profit	181,183.62	152,992.00	28,191.62	118.4%
Expense				
10 Salaries and Benefits				
Music Accompanists	3,320.00	7,555.00	-4,235.00	43.9%
Office Manager	10,830.00	3,120.00	7,710.00	347.1%
Pastor's Housing	15,166.69	45.050.00	0.000.50	4.4.407
Pastor's Pension Pastor's Salary	6,951.48 0.00	15,650.00 46,055.00	-8,698.52 -46,055.00	44.4% 0.0%
Pastor's Social Security	0.00	3,524.00	-3,524.00	0.0%
Payroll Expenses	2.88	411.00	-408.12	0.7%
Total 10 Salaries and Benefits	36,271.05	76,315.00	-40,043.95	47.5%
15 Administration				
Bookkeeping Supplies	1,968.08	2,956.00	-987.92	66.6%
Convention Expense	450.00	500.00	-50.00	90.0%
Office Machine	3,837.20	5,500.00	-1,662.80	69.8%
Office Supplies	786.74	655.00	131.74	120.1%
Postage	110.00	50.00	60.00	220.0%
Property Insurance	4,031.00 4,158.96	3,651.00	380.00 183.96	110.4% 104.6%
Property Tax Telephone/ internet	2,322.48	3,975.00 1,824.00	498.48	127.3%
Utilities	7,345.76	7,482.00	-136.24	98.2%
Workers Compensation	1,265.00	998.00	267.00	126.8%
Total 15 Administration	26,275.22	27,591.00	-1,315.78	95.2%
20 Property Management				
Church Bldg Maintenance	809.57	2,400.00	-1,590.43	33.7%
Custodial Service	800.00			
Improvement Projects	384.32	5,000.00	-4,615.68	7.7%
Landscape Maintenance Routine Maintenance	3,305.00 2,189.52	3,000.00 3,500.00	305.00 -1,310.48	110.2% 62.6%
Total 20 Property Management	7,488.41	13,900.00	-6,411.59	53.9%
i otai zu Property management	1,400.41	13,300.00	-0,411.08	55.8%

Bethel Lutheran Church Profit & Loss Budget vs. Actual January through December 2020

	Jan - Dec 20	Budget	\$ Over Budget	% of Budget
25 Community Concerns Sister Parish Rwanda SVDP Food	1,500.00 174.49	1,500.00	0.00	100.0%
Total 25 Community Concerns	1,674.49	1,500.00	174.49	111.6%
30 Congregational Life Congregational Events	103.91	1,000.00	-896.09	10.4%
Total 30 Congregational Life	103.91	1,000.00	-896.09	10.4%
45 Faith Formation Activities Confirmation	0.00 0.00	250.00 200.00	-250.00 -200.00	0.0% 0.0%
Curriculum	486.96	250.00	236.96 -118.10	194.8% 60.6%
Resources	181.90	300.00		
Total 45 Faith Formation	668.86	1,000.00	-331.14	66.9%
50 Gatherings & Retreats Mt Cross Retreats	0.00	500.00	-500.00	0.0%
Total 50 Gatherings & Retreats	0.00	500.00	-500.00	0.0%
55 Staff Support Continuing Education-Pastor First Call Education Leadership Conference-Pastor Leadership Retreat Mileage-Pastor Periodicals, Books, Publication Retreat Staff Education	0.00 0.00 0.00 0.00 0.00 0.00 0.00 10.00	1,000.00 1,700.00 600.00 200.00 5,800.00 250.00 0.00	-1,000.00 -1,700.00 -600.00 -200.00 -5,800.00 -250.00 0.00 10.00	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%
Total 55 Staff Support	10.00	9,550.00	-9,540.00	0.1%
60 Stewardship Offering Envelopes	399.86	210.00	189.86	190.4%
Total 60 Stewardship	399.86	210.00	189.86	190.4%
65 Worship and Music Alter Supplies Bulletins/ Beacon/ Directory Devotion Booklet Musician Expense Pulpit Supply Special Service Supplies	0.00 640.90 145.00 294.00 1,833.12 0.00	90.00 600.00 140.00 275.00 2,200.00 140.00	-90.00 40.90 5.00 19.00 -366.88 -140.00	0.0% 106.8% 103.6% 106.9% 83.3% 0.0%
Total 65 Worship and Music	2,913.02	3,445.00	-531.98	84.6%
70 Benevolence Sierra Pacific Synod	6,973.00	8,383.00	-1,410.00	83.2%
Total 70 Benevolence	6,973.00	8,383.00	-1,410.00	83.2%
75 Non Budgeted Bank Charges Other expense Total 75 Non Budgeted	63.99 2,294.08 2,358.07			
Reconciliation Discrepancies	50.00	440.004.00	E0.000.11	F0 404
Total Expense	85,185.89	143,394.00	-58,208.11	59.4%
Net Ordinary Income	95,997.73	9,598.00	86,399.73	1,000.2%

Bethel Lutheran Church Profit & Loss Budget vs. Actual January through December 2020

	Jan - Dec 20	Budget	\$ Over Budget	% of Budget
Other Income/Expense				
Other Income				
100 Other Income	32.99			
BofA Savings Interest BYG	4,376.92			
ыч	4,370.92			
Total 100 Other Income	4,409.91			
Total Other Income	4,409.91			
Other Expense				
200 Other Expense				
AMA Maintenance	2,841.53	1,300.00	1,541.53	218.6%
Total 200 Other Expense	2,841.53	1,300.00	1,541.53	218.6%
Total Other Expense	2,841.53	1,300.00	1,541.53	218.6%
Net Other Income	1,568.38	-1,300.00	2,868.38	-120.6%
Net Income	97,566.11	8,298.00	89,268.11	1,175.8%

Property Management Ministry Team June 2021

The Buildings and Grounds Ministry Team is responsible for repair and maintenance of the parking lot, landscaping, exterior and interior of the sanctuary, and the buildings leased to AMA.

In accordance with our lease with AMA, Bethel maintains a saving account with a balance of \$7,500 for emergency repairs to facilities necessary for AMA operations. During the past year, we performed basic plumbing maintenance on AMA leased buildings and trimming trees that overhang AMA buildings.

Our church ground efforts have focused on pulling weeds, sprinkler repair, and trimming trees outside the AMA area. We planted two shade trees at the patio edge of the lawn and are looking forward to the future shade that they will provide. Our information kiosk was given an upgrade this past spring.

Inside the sanctuary, we upgraded our internet capacity in preparation for livestreaming worship services when we returned to onsite worship.

We have monthly work parties on the second Saturday of each month. We want to thank the volunteers who have shown up to help weed, trim, and perform minor property repairs. Your dedication to Bethel has made an improvement to our street appeal and created a welcoming space for the children attending AMA programs.

If you have any questions or would like to volunteer for specific needs around our property, please contact Scott Larson.

Worship and Music Report

- We continued to have successful Zoom church services for most of 2020 and so far for 2021 even as we returned to onsite worship in May.
- We are grateful for the pastoral care we've received during our unusually lengthy interim time. Pastor Allen Dunn made it possible for us to share communion each week and was available for anyone's additional spiritual needs. The arrival of Pastor Ron Zielske in November eased the worship planning for volunteers and helped us regain a bit of "normalcy"
- The committee very carefully organized a Christmas Eve service on the patio. The congregation brought their own chairs. We enjoyed fellowship and singing of carols.
- Easter morning was also a service on the patio with many of our traditions.
- We resumed onsite church services in the month of May on the patio. A survey list was sent out to the congregation for volunteers to help with set up and take down to make this happen smoothly. We may need additional volunteers for these services.
- We hope to worship in the sanctuary with precautions starting June 20th.
- We had many guest musicians join us for worship over the past year via Zoom church.
 Those that shared their talents with us were Rachel Kurtz, Jonathan Rundman, Tyra
 Dennis and Tangle Blue (Joel and Aimee Pakan).
- In May, the praise band, Wing and a Prayer, will be back in the rotation with Audrey Gale to provide music moving forward.
- Our guest speakers were a great addition to our worship services. They were: Regina Banks, Lutheran Office of Public Policy Adam Erickson, Director of Mt. Cross Pastor Katy Grindberg, Synod Staff Bishop Mark Holmerund, Sierra Pacific Synod Bishop

If you are interested in joining the Worship & Music Team, please contact Susan Woods (916-581-3697) for more information.



2020 was a difficult year for all people and places including churches. In this trying time, Bethel would especially like to thank those who volunteered and shared God's Word through the reading of the Bible Lessons, the Psalm, and the Prayers of Intersession as well as other prayers. We particularly wish to thank those who came forth during this time of virtual worship.

Jeff Dodge Krísten Blackburn Allen Dunn Línda Dunn Nancy Garman Matt Herlocker Lisa Kaufman-Chan Patríck Gale Kary Pfenníg "Líttle Lutherans" Terrí Larson Barb Morrís Lynne Selke Tom Selke Bruce Seiler Saeger Family Bob Swanson Jerí Wartena Alta Winters

We would encourage anyone to volunteer to be a reader, particularly at this time of change.



USHERS

Bethel <u>DOES</u> need ushers now and when we resume indoor worship, although we will be following new protocols and guidelines.

If you would like to serve in either capacity, contact Barb Morris at barbeam@gmail.com or phone/text 916-715-4962.
Thanks & Blessings!

Memorial Fund



Throughout the years, members and friends have chosen to honor a loved one or departed saint with a monetary gift to Bethel Lutheran Church. While Bethel did not receive any memorial gifts in 2020, we still urge you to give to the memorial fund. You may do so to honor a loved one or remember a departed one.

If you would like to contribute to the Bethel Memorial Fund, please contact Barb Morris [barbeam@gmail.com; phone/text (16-715-4962] for further information.