

ANNUAL REPORT 2024



MISSION STATEMENT

We, the Bethel Congregation, called by God, commit ourselves to proclaim the Gospel, to prepare our members for outreach and service, and to minister to human needs.

VISION STATEMENT

Bethel Lutheran Church will stand as a Lutheran and Christian leader in this community by being: a vibrant place of worship; a caring institution utilizing its many resources of people, facilities, and finances to serve members, the community, and interdependent expressions of the Evangelical Lutheran Church in America; a place to nurture and educate; and an interpreter and supporter of global mission.

CORE VALUES

- Jesus is Lord of all; Christ is at the center of all Bethel's ministry and proclamation.
- Corporate worship is Bethel's highest commitment and will be expressed by sharing the faith with others throughout the week.
- God's people of Bethel are called to serve family, church, community, and world through continuous outreach and mission.
- Bethel will model a godly way of life for our members and society, including, but not limited to: a life of integrity, honesty, commitment, and loyalty.
- Bethel will be good stewards of our time, talent, and resources in serving members and the community.
- Bethel will nurture the entire congregation through education and building up of the family unit.
- Bethel will be a source of comfort to those who suffer, mourn, or are in distress.

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BETHEL STAFF

PASTORS

- Rev. Anjanette Bandel, Lead Pastor
- Rev. Lisa Hawe, Associate Pastor - Generational Ministry
- Rev. Michael Mandsager, Associate Pastor - Visitation, Mission and Teaching
- Rev. Linda Helberg, Pastor of Visitation

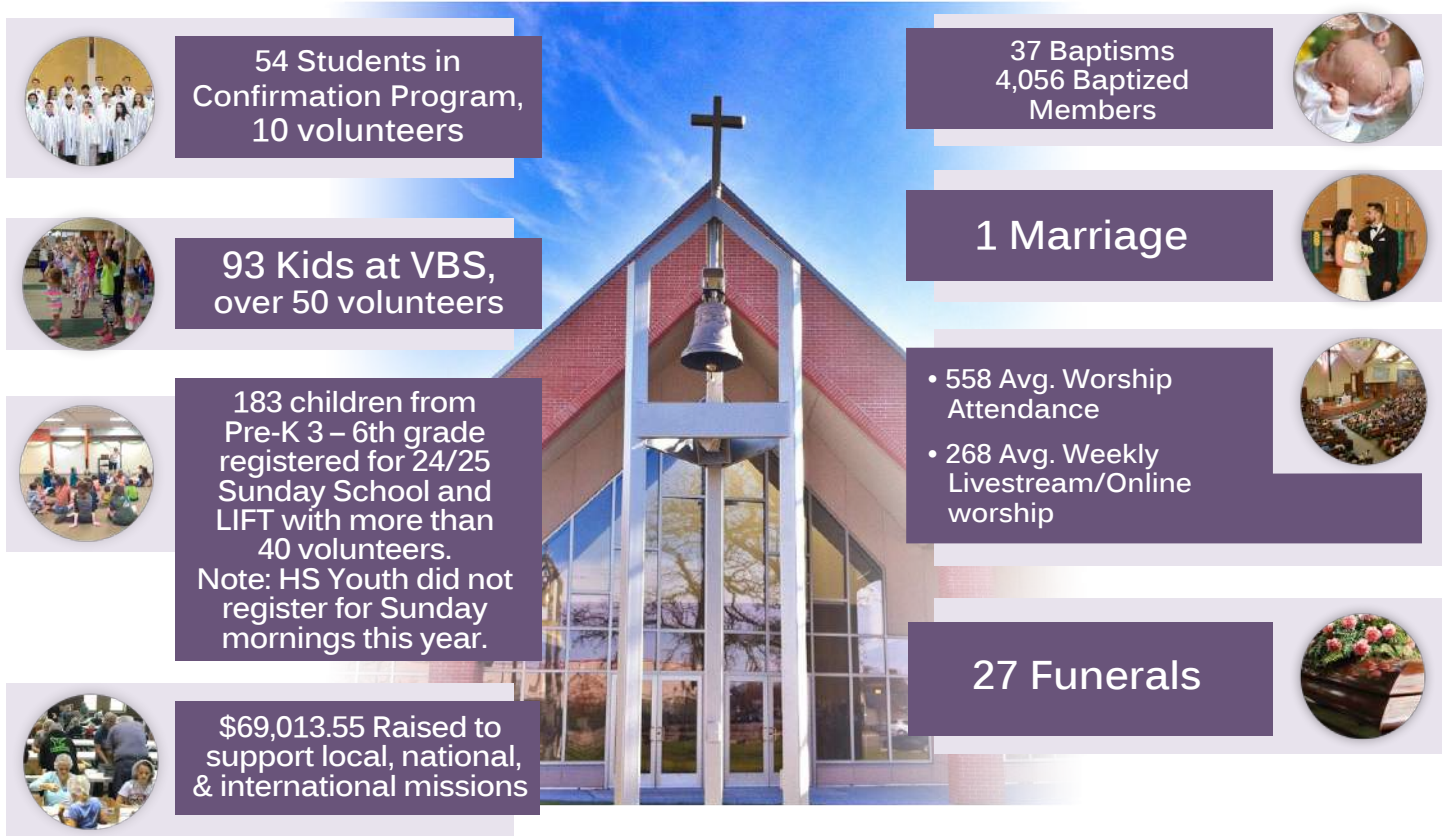
STAFF

- Melissa Almer, Sign Language Interpreter
- Cindy Bahler, Wedding Coordinator
- Jim Bahler, Principal Organist
- Alyssa Barker, Business Administrator
- Brock Besse, Minister of Worship & Music
- Cheri Brinson, Receptionist
- Lori Finstad, Custodian
- Kim Hansen, Children's Ministry Assistant
- Rachel Hasley, Director of Communications
- Janet Hoffmann, Administrative Secretary
- Kevin Holz, Custodian
- Sheri Kallembach, Member Coordinator
- Susan Larson, Director of Children's Ministry
- Wendy Lewis, Weekend Receptionist
- Krista Lutzi, High School Youth Director
- Nicholas Marquardt, Properties Supervisor
- Michele Nyman, Leader for the Gate of Life Worship
- Connie Post, Membership Secretary
- Michele Pretzer, Weekend Receptionist
- Deidra Richards, Communications Coordinator
- Merle Savage, Associate Music Director
- Kari Tollefson, Director of Middle School Ministry
- Jeanne Townsend, RN, Parish Nurse
- Tony Wright, Custodial Supervisor
- Becky Wulff, Sign Language Interpreter

BETHEL COUNCIL MEMBERS

- Greg Heetland, President
- Robin Kroening, Vice President
- Jered Longtin, Treasurer
- Brett Boese, Secretary
- Terra O'Brien, Resource Board
- Michele Ratelle, Christian Education Board
- Dave Brandt, Congregational Growth and Outreach Board
- Kelly Jones, Worship and Music Board

STATISTICAL SUMMARY



IN MEMORIAM

During 2024, the following Bethel members were transferred to the Church Triumphant. As a congregation, we extend our deep sympathy to those who have experienced the loss of:

Paul Austinson	Norma Johnson	Mike Miller	Phil Soderberg
Larry Barsness	Don Johnson	Jeffrey Moe	Diane Tenhoff
Curly Bollesen	Werner Kaese	Don Monson	Larry Torgrimson
John Braaten	Jana Knutson	Ronald Nelson	Diane Tucker
Jeanette Bredeson-Rysavy	Jerry Kratz	Don Neubauer	Irene Wiltsie
Bernie Bussman	Roger Krsnak	Keven Newton	Raymond Winkels
Shirley Dubbels	Vivian Larson	Lea Pagel	Carol Yeadon
Kathy Giere	Karen Meisner	Donna Smith	John Youngstrom
Joseph Jenkins			

ANNUAL MEETING AGENDA



Sunday, January 26th, 2025

Welcome

Call to Order

Opening Devotions

Approval of Minutes from Annual Meeting, January 28th, 2024

Elections

Reports

1. Lead Pastor
2. President/Church Council
3. Treasurer

Approval of 2025 Budget

Unfinished Business

New Business

Adjournment

Closing Prayer

MINUTES FROM THE 2024 ANNUAL MEETING

Council President Greg Heetland opened the meeting.

Pastor Lisa led the devotions.

MINUTES from the 2023 Annual meeting were approved as written.
Corrections: change from 2032 to 2023 (hard copy).

ELECTIONS:

Council nominations were presented. Robin Kroening for Vice President, Brett Boese for Secretary, Terra O'Brien for Resource Board Representative. Nominations were announced for the Nominating Team, Personnel Team, Endowment Team, and Columbarium Board. Nominations for the Synod Assembly Voting Members were announced. A motion to accept the ballot as presented for all the above nominations passed.

REPORTS

> LEAD PASTOR'S REPORT - REV. ANJANETTE BANDEL

Jesus is at the heart of all we do. Our Stewardship Team chose the theme "Where Your Heart Is" for the fall campaign in 2023. Bethel members are the reason that Bethel is a vibrant community – through talents, time, and financial gifts.

Praise for the work that has been done. Acknowledge the Church Council leadership (outgoing member Mitch Anderson), Bethel Staff (new staff – Deidra Richards, Nick Marquardt, Alyssa Barker, and Pastor Byron Meline), acknowledge outgoing staff member Julie Allhiser. Updates for Children Youth and Family programming the council approved the hiring of InterServe Ministries and anticipation of the answer to a call to a Youth Director. The call committee has been diligent and had many excellent candidates and is now awaiting the response to a call that was extended to a candidate who has until Feb 7th to answer.

Looking ahead to 2024, our budget holds an element of faith. The Stewardship Team is confident that there is potential for more giving. The goal is to add an additional \$100,000 to our giving. We are going to launch *Where Your Heart Is 2.0*. We have a membership of 4,200 and 35.3% of our family giving units contribute, while 64.7% are not contributing.

Augsburg University contract is officially ending April 30, 2024. Bethel relies on rental income. The current renters are Honors Choirs of SE MN, VITA (Volunteer Income Tax Association), Bundles of Love Charity, Choral Arts Ensemble, and Rochester Pops Orchestra.

Our strengths to build upon this year: Worship continues to be the most important thing we do – Bethel is the only SE MN ELCA church service on Saturdays and the only ELCA church in Rochester with 4 weekend services. Bethel is the only ELCA church in Rochester that offers 2 separate hours of a traditional model of Sunday School. We have a vibrant Confirmation program. Outreach & Service – deeply committed to serving Rochester through our Neighborhood Outreach, Bethel Women, Tea Team, and a continued partnership with Cristo Rey in Puerto Rico. There will be a trip with 21 people to Puerto Rico during the summer. We have many other wonderful ministries.

Bethel's multiple strengths are where we will focus our attention. It's a joy to be your pastor and to serve all of you. As I begin my 25th year of ordained ministry, of which 16 have been here, you have my heart.

> PRESIDENT'S REPORT - GREG HEETLAND

Good News – We are adjusting to life after the pandemic. We increased our in-person attendance and are nearly as high as our pre-pandemic numbers. We had 2000 attendees for our Christmas services – and 500 more than 2022. Our CYF numbers are down. Our council members are young, they have a vested interest in growing our church. The Wed bible study had more than 70 attendees. The music programming and staff at Bethel are great.

Challenges – We must increase our giving in order to balance the budget and not cut programs. Comparing where we are today vs. January 2020: the mortgage was \$1.65 million plus a stucco project, now it is \$700,000. It will be paid off in 2026 if we continue making our minimum payments. Our equity has increased \$7 million in 4 years. Our budget is only 1.6% higher than it was in 2020. Covid has created a new normal which has resulted in the drop of Augsburg as a tenant and a dramatic loss of rental income.

Opportunity – We must increase our contributions to make up for lost rental income and to maintain programming, therefore there will be a second Stewardship campaign called *Where Your Heart Is 2.0*. Bethel will celebrate its 155th anniversary in June. Connections can be made through volunteering.

A special thank you was extended to outgoing council member, Mitch Anderson. Thank you all for your continued generosity.

> TREASURER'S REPORT - JARED LONGTIN

Jared Longtin presented the treasurer's report. 2023 congregation contributions were down 3% and overall income was down 4.1% compared to the 2023 budget. 2023 salary and staff expenses came in under budget by nearly 80,000 or 7% mainly due to staff vacancies. Office expenses saw a significant increase due to the expense of our contracted IT resources to resolve a few isolated incidents in 2023. Our 2023 building expenses were inline with the budgeted amount. There were some savings in our insurance costs.

PRESENTATION OF THE 2024 BUDGET

The 2024 budget was presented by treasurer Jared Longtin. The budget income will increase 8.7% from the 2023 budget and 13.6% compared to 2023 actuals. This increase is expected to come from increased congregational contributions. Teams expenditures will increase 28%; it's important to note that the teams will be leveraging available funding sources from our special accounts in addition to the funds provided by the 2024 operational budget. Our 2024 budget plans for a decrease of 9,000 due to an expected savings in electricity by taking advantage of RPUs off peak rates. Insurance costs are expected to remain flat in 2024. Total expenses for the 2024 budget are planned to increase 13.5% or 178,000 over the prior year actuals. A budget of \$1,493,974 was brought forth.

A motion to accept the budget as submitted was made, seconded, and approved.

UNFINISHED BUSINESS - None

NEW BUSINESS - None

Greg thanked everyone in the meeting for attending.

There was a motion, seconded, and passed to adjourn the meeting.

Pastor Lisa concluded the meeting with a prayer.

Respectfully submitted,
Robin Kroening, Church Council Vice President

PASTORS' REPORT

²Worship the LORD with gladness; come into his presence with singing.

⁴Enter his gates with thanksgiving, and his courts with praise.

Give thanks to him, bless his name.

*⁵For the LORD is good; his steadfast love endures forever,
and his faithfulness to all generations. Psalm 100:2, 4-5*

God is faithful to all generations. Psalm 100 begins with this promise and throughout 2024 it has been evident, once again, that this is true. Bethel's pastoral team has been blessed to serve the congregation in living out its mission and ministry.

The diligent work of the Bethel Call Committee throughout much of the year was successfully completed when the congregation called Rev. Michael Mandsager to serve as Bethel's Pastor of Visitation, Mission, and Teaching in September. Pastor Michael works alongside Pastor Linda Helberg, Visitation Pastor, whose primary responsibilities are to provide communion to our 92 homebound members. Pastor Linda is a contracted (vs "called") pastor to Bethel. Pastor Michael gives oversight to all the pastoral care needs of the congregation including those of the hospitalized and healing. In addition, Pastor Michael will offer leadership to adult education/bible study opportunities and engage our Men's Ministry. He will also work in partnership with Social Missions, the Neighborhood Outreach Team, and Bethel Women and will help provide vision and leadership for our outreach as a congregation. Add to this the responsibilities that come with the chief call of an ordained pastor to regularly preach and preside in worship over the sacraments. Pastor Michael is a tenured pastor who brings a wealth of experience and leadership to Bethel that has already been a great gift to the congregation. Many thanks to the work of the Call Committee chaired by Jim Deutschle and to Pastor Byron Meline who served as our part-time interim pastor while we awaited Pastor Michael's beginning with us in September.

As of this writing, Bethel is now fully staffed. Please take time to read the Children, Youth, and Family (CYF) Ministry report to learn about our work with InterServe Ministry and the fruitful process of examining Bethel's CYF ministry and staffing needs. I commend Pastor Lisa Hawe and her leadership in our Generational Ministries. It has been wonderful to see the revitalization of an already strong CYF program as it has begun to have new energy and focus. While the year started with a farewell to a beloved CYF staff member, Julie Allhiser, the summer months brought the opportunity to welcome new staff, Krista Lutzi, Kari Tollefson, and Kim Hanson, to important leadership roles. Pastor Lisa has been able to coordinate her new CYF team and their various sub-committees and provide clear oversight of our confirmation ministry curriculum. Add to it an energized *Young In Spirit* program offering stimulating programs and meaningful fellowship for the majority of the year. Pastor Lisa's calling of preaching and presiding over the sacraments has made her an influential and effective leader in our shared ministry.

Alyssa Barker, Bethel's Business Administrator, was new to her role at the start of the year and has proved to be a great asset to the congregation and staff. Bethel began the year with a surprising (and substantial) increase in insurance rates that has made for a great deal of focus this year on budgeting and the encouragement of increased giving. A "Stewardship 2.0" team was assembled from the Church Council and Stewardship Team to work alongside

the Business Administrator. Their goal was to make sure there was good communication with the congregation throughout the year about increased expenses and an end of the year projected budget shortfall. Bethel's Church Council, under the leadership of Greg Heetland, introduced "I'm Glad You Asked" to regular publications as a way to remain transparent about the financial needs of supporting the work of mission and ministry. Bethel's members have been faithful with a generous spirit of giving, yet there is always room for growth. Much of 2025 will continue to keep these needs before the congregation with the focus being on how all of this generosity supports the vibrant ministry of Bethel. This year will see three out-going Council members who have been faithful to their calling to lead and who deserve high praise for navigating many unique circumstances during their terms of service. Thanks to Greg Heetland, President; Dave Brandt, Congregation Life and Growth; and Jered Longtin, Treasurer.

Another new staff person to Bethel at the start of the year was Nick Marquardt, Property Manager. He has also proven to be a wonderful asset to the congregation as he is passionate about the care of Bethel's large facility and grounds. Projects this past year included the completion of an updated lighting project in our sanctuary and continued improvements to our HVAC system. We moved our IT services to provide savings in our budget, and this has proved to be helpful for the staff as well as the congregation. Giving to the mortgage fund has remained strong and we are nearing a 2026 retirement of the mortgage. The year 2025 will give us time to consider the ongoing maintenance needs of the congregation so we have a safe and well-kept facility. Nick has been a great leader in this work, and our building continues to see high usage seven-days a week.

Bethel is truly thriving as it lives out its mission statement of worship, service, and outreach. We remain committed to being a congregation engaged in our community as we welcomed new renters, Lutheran Social Services of Minnesota (LSS), to our second floor office suite. Augsburg University's contract with Bethel officially ended in May 2024. We are pleased to be host to Rochester Pops Orchestra rehearsals and concerts and to provide a home to the offices of Honors Choirs of SE MN/Choral Arts Ensemble and to Bundles of Love. In addition, we have arranged to be a site for the Volunteer Income Tax Assistance (VITA) program that helps provide free basic tax return preparation for low-to-moderate income elderly and disabled taxpayers.

Worship attendance continues to show weekly growth, and our Christmas Eve/Day attendance exceeded 2000 people gathering to hear the Good News of Jesus' birth. It is encouraging to end the year with the same refrain as the Psalm (100:5), *"For the LORD is good; his steadfast love endures forever, and his faithfulness to all generations."* Thank you for the many ways you support us through your prayers and supportive words. We are blessed to be your pastors and look forward to the coming new year as we are committed to be a congregation that proclaims God's amazing gift of grace in Jesus Christ.

Rev. Anjanette Bandel, Lead Pastor

Rev. Lisa Hawe, Associate Pastor of Generational Ministry

Rev. Michael Mandsager, Pastor of Visitation, Mission, and Teaching Ministry

Rev. Linda Helberg, Visitation Pastor

PRESIDENT OF THE CONGREGATION REPORT

Bethel has continued to be blessed in 2024 with the many diverse opportunities there are for Bethel members to engage. Bethel, like the rest of the world, is navigating in the post-covid world. There have been new exciting changes in 2024 for Bethel while still maintaining its core mission and ministries. As we start 2025, let's take a brief look at 2024 at Bethel.

I am amazed at the numerous teams and activities that Bethel members can partake. Some activities in 2024 (not the entire list) included: Rochester Mission Trip, Mission trip to Puerto Rico, Gigantic Rummage Sales (Spring and Fall), Prayer shawl, LEAH circle, The Christmas Tea, the Thanksgiving dinner, the Christmas Concert, SCUBA Vacation Bible School, Bible studies, Lydia circle, Young in Spirit, ushering, communion serving, CYF Ministry, quilt sales, numerous musical vocal groups, Bethel Brass, mentors, Bethel orchestra, Bethel Bell ringers, confirmation class, adult education forums, organ concert, Bible study for Moms (new), youth trip to BWCA, Bethel Book club, Sarah circle, Night to Unite, Food for Kidz, birding class, pickleball class, holy strollers, Quilters, Ruth circle, lawnchair learning, anti-racism team trip to the MN science museum, flu shots, blood pressure checks, blood drives, exercise classes, CPR class for the staff, Neighborhood Outreach Team (NOT), Sunday school Christmas program, CYF bowlocity event, devotional ministry team, stewardship campaigns, stewardship breakfasts, and the many small groups and teams that make Bethel function. My guess is that members have collectively contributed thousands of volunteer hours for these various activities/teams in 2024 alone.

Bethel welcomed Pastor Michael Mandsager in September as the Associate Pastor – Visitation, Mission and Teaching. Pastor Mandsager is stepping into this role with enthusiasm, energy, and experience. Please welcome Pastor Michael warmly if you haven't already. Bethel now has a fully staffed pastoral staff for the 1st time in many months. The Call Committee (Jim Deutsche- chair) volunteered many hours and did an excellent job in their work. Please thank Jim and the Call Committee team (Jordan Anderson, Jackson O'Brien, Pat Eichhorst, Michele Ratelle, Sarah Eslait, Ian Greenlund, Bill Shea, Paul Wittmer, and Pastor Anjanette Bandel) when you see them. Also, Bethel owes much gratitude to Pastor Byron Meline who came out of retirement from another ELCA church to be the interim pastor at Bethel initially in 2022 and extended his interim pastorship until Pastor Mandsager started this past September. Pastor Meline served Bethel for two years as interim Pastor while Call Committees worked on getting Bethel fully staffed.

There have been other staff additions as well in recent months. Bethel is fully staffed for the 1st time in many months. Please thank the staff for all the work and energy that they provide Bethel. Recent staff hired since the 2nd half of 2023 include Alyssa Barker, Nick Marquardt, Jeanne Townsend, Deidra Richards, Kari Tollefson, Krista Lutzi, and Kim Hansen. Please thank these recently hired staff as well as the staff that have served Bethel many years. For example, our principal organist, Jim Bahler, has faithfully served Bethel and played at countless Saturday, Sunday, Lenten, Easter, and Christmas services for many years. Bethel is blessed to have such a dedicated staff.

Bethel has recently implemented changes to its 10:30 am Sunday service and to the confirmation classes, and CYF ministries. Much of this change was brought about by the Discovery Team (Susan Larson, Paul Wittmer, Marissa Guggisberg, Tony Narr, Jodi Dettmann, Robin Kroening, and Kelly Jones) working with Interserve (Molly Schroeder). Thanks to all that worked on this project. There were numerous focus groups and congregational surveys with the objective of reassessing ministry programs and goals while working toward growth opportunities. This has led to a Sunday 10:30 am Side by Side Service which is more oriented for families with younger children. It has a "Pray Area" in the back of the sanctuary for younger children to be occupied so that families can worship together and not be stressed if their little ones are a bit active during the service. Bethel is blessed to have 4 worship services each weekend that are each a bit different from each other, while all receiving the same message (sermon) from the Pastor. This enables Bethel members the flexibility to worship at different times and with different music/personality. So while the 9:00 am Sunday service will continue to be live streamed, there are 3 other services, each being a little bit different from one another. Please check them out and find the service that best fits you.

It was three years ago at the annual meeting that the congregation voted 125-3 to refinance the 2005 mortgage which was used to build this new sanctuary. The refinance has helped the budget every year since and will again in the upcoming year as well. This refinanced mortgage will be paid off most likely in the 3rd qtr of 2026 due to additional principal payments above the minimum required. (March 2027 was the initial mortgage refinancing payoff date). Bethel members should begin dreaming of ways to continue helping/supporting the Bethel, Rochester, and worldwide communities when the mortgage is paid off in another roughly 18 months. Augsburg University officially stopped renting space at Bethel in early 2024. Lutheran Social Services(LSS), one of Minnesota's largest and oldest non-profit organizations started renting space at Bethel in August. LSS joins the Honors Choir, Chorale Arts Ensemble, and Bundles of Love as the major renters of Bethel space.

As we reconfigure youth programming/confirmation programs and meet more in person, the need for volunteers at the worship services increases as does the need for volunteers for the various teams/groups that support Bethel and its work. Please consider volunteering. I have met many wonderful people at Bethel the past 4 years that I otherwise would not have met had I not volunteered. How true it is that a person will get more out of life the more they put into it. I truly believe volunteering is something that not only helps the recipient of the volunteer work, but in many times the volunteer gets more out of the exchange than the recipient.

Thank you for the opportunity to serve. God Bless!

Greg Heetland

Council President

STATEMENT OF THE AUDIT COMMITTEE

We, the appointed Audit Committee of Bethel Lutheran Church, have audited the financial records of the following accounts, as of December 31, 2024:

- Annual Fund
- Special Fund
- Endowment Fund
- Investment Fund
- Bequest Fund
- Pastor's Discretionary Fund

The audit consisted of various tests of the receipts, disbursements, payroll, cash management, and handling of contributions and other sources of income as managed by the Business Administrator. The Audit Committee is satisfied with the presentation of the Balance Sheet & Income Statement.


The committee requested that the 2025 Premium payment in December 2024 for Q1 2025 be recorded on the 2024 Balance Sheet as an asset carried into the new year. The committee found no other required adjustments to these reports.



Steve Berland



Alan Anderson



David Turner

SOCIAL MISSIONS TEAM REPORT

RECIPIENT	AMOUNT
ELCA/LWR	\$34,971.00
Bread for the World	\$2,000.00
Bundles of Love	\$621.24
Channel One / Mn.Food Share	\$7,580.75
Community Food Response	\$252.50
ELCA Good Gifts	\$3,474.04
ELCA World Hunger	\$771.00
Family Promise/Interfaith Hospitality Network	\$7,000.00
Food for Kidz	\$12,386.62
Good Earth Village	\$ 4,173.89
Global Health Ministries	\$4,000.00
Global Missions SE MN.Synod	\$4,000.00
Lutheran Disaster Response	\$8,372.69
Lutheran Social Services Youth Center	\$4,000.00
Meals on Wheels	\$771.00
Missionary Support	\$2,000.00
Neighborhood Outreach	\$5,005.00
Puerto Rico/Cristo Rey Church	\$11,030.50
Riverside School Pantry	\$409.30
Rochester Mission Trip	\$1,000.00
Ronald McD.House Dinner Program	\$5,000.00
Samaritan Bethany Partners	\$1,500.00
TOTAL	\$120,319.53

Food for Kidz fill totaling 166,000 meals.

ADULT EDUCATION TEAM REPORT

The goal of the Adult Education team is to facilitate within the Bethel congregation a deeper and broader understanding of Christian faith and life. To meet this goal, the team plans and coordinates an education program in the areas of: The Bible, Christian Ethics, Our Faith in Action, Spiritual Growth, Our Faith in Context, Social Issues, and Health & Wellness. The team also supports other educational activities as opportunities arise.

The Sunday Morning Adult Forum, at 10:30 am in Room 115, is the primary means of meeting these objectives. We try to include speakers from the seven areas of concentration noted above. These speakers include college professors, local speakers with certain expertise, as well as Bethel pastors and members. A brochure describing each forum session is prepared and ready to be distributed on Rally Sunday every year.

During the past year presentation topics have included such topics as “World Religions in the United States” , “Seeing and Being Christ to Your Neighbor”, Israel and Palestine Today”, and “The Hebrew Bible”.

Those sessions are recorded and uploaded to the Bethel web site so that members who are not able to attend can view the presentations. You can view the sessions on-line at www.bethellutheran.com under the Education and then the Adult Education Video tabs. Previous video recordings are sorted by topic and presenter. Earlier forums are on DVDs that can be checked out from the cabinet in Room 115.

The major part of the Adult Education team's budget is for speaker honoraria. The remainder of the budget is used for educational materials such as DVDs, as well as coffee and refreshments for attendees. The team also has the use of funds from the Adult Education Endowment Fund to support various educational opportunities. This past year the funds have been used to support a trip to the Minnesota Science Museum's exhibit on racism, and a trip to Global Health Ministries in Fridley, MN for a tour of their facilities and then a volunteer work session.

If anyone has a suggestion for a presenter or a topic, or if you are interested in joining the Adult Education Team, please contact Jim Deutschle at 507-206-4963 or at jim_deutschle@outlook.com.

You are invited to attend the Adult Education Forums on Sundays at 10:30 am in Room 115.

Jim Deutschle

ENDOWMENT REPORT

Thanks to the generosity of past and present Bethel members, the Endowment Fund has become a dependable resource used to further the mission of our church. Approximately \$226,000 has been disbursed from the fund earnings over the past five years of which \$68,000 was approved for 2024. These disbursements have allowed Bethel to fund things “above and beyond” what the constraints of the annual budget are not able to cover. Your donations and support are truly making a difference!

On behalf of the Endowment Committee members, I thank you for the opportunity to serve. The Endowment Committee pledges to do our best to be caring stewards of the Endowment Fund so that Bethel can be even more benevolent in the future.

If you have an interest in supporting the endowment fund, please contact me or Pastor Anjanette.

Bruce Remme
Endowment Committee Chair

Thanks to Endowment funds allocated throughout 2024 Bethel was able to grow in faith, expand our reach into the community, and better serve our God. Here are some highlights:

- Support for the InterServe engagement and Discovery Team
- Support youth camp Christikon travel costs
- Support for Children’s Ministry
- Support for Stewardship Committee thank you breakfast
- College scholarships for students attending ELCA colleges
- Support for the Easter breakfast
- Several Adult Education programs
- Support for the summer worship schedule
- Support of confirmation students service projects
- Mundahl Music fund supporting concerts scheduled in 2025
- Support for Music Ministry Hand Bell maintenance
- Technology support for upgrading staff laptops and computers

2024 Endowment Committee Members:

Pastor Anjanette Bandel	Lead Pastor
Linda Bonow	Donor Relations
AJ Bouquet	Secretary
Janet Hoffmann	Administrative Secretary
Terra O'Brien	Council Liaison
Bruce Remme	Chairperson
Dave Turner	Treasurer
Jeff Vomhof	Operations
Russ Wiesner	Publicity

ENDOWMENT ACCOUNTS TOTALS

	PRINCIPLE	ADDITIONAL PRINCIPLE	2024 INTEREST/ DIVIDENDS	2024 MARKET VALUE CHANGE/ FEES	ACCUMULATED USABLE MONIES	DISBURSED	DISBURSE PENDING	TOTAL	% OF TOTAL
Adult Education	65,827.62	0.00	1,786.95	9,294.33	9,357.54	-237.64	0.00	86,028.80	3.32%
Children's Ministries	180,718.81	25.00	4,631.01	24,086.88	9,450.08	-6,692.22	0.00	212,219.55	8.19%
Hirman Fellowship Endowment	42,299.70	0.00	1,113.34	5,790.70	4,313.61	-3,446.31	0.00	50,071.04	1.93%
Mundahl Music Endowment	57,789.51	100.00	1,479.38	7,694.59	6,883.25	-6,883.25	0.00	67,063.49	2.59%
Onkka Seminary Endowment	218,508.98	65.00	5,664.70	29,463.35	41,783.17	0.00	0.00	295,485.20	11.41%
Scholarship Endowment	276,162.61	500.00	6,974.46	36,275.70	13,185.80	-8,000.00	0.00	325,098.58	12.55%
Social & Global Missions	166,127.73	0.00	3,888.41	20,224.49	19,999.19	-4,505.50	0.00	205,734.32	7.94%
Spiritual Emphasis Fund	58,825.36	0.00	1,513.85	7,873.85	6,238.08	-6,055.38	0.00	68,395.76	2.64%
Structural Improvement	272,023.11	0.00	6,978.97	36,299.15	8,032.80	-8,032.80	0.00	315,301.23	12.18%
Youth Activities	96,316.75	0.00	2,453.18	12,759.51	2,775.99	-2,775.99	0.00	111,529.44	4.31%
Undesignated Accounts	733,006.72	1370.00	16,629.42	86,493.22	36,745.88	-21,529.23	-150.00	852,716.01	32.93%
BETHEL ENDOWMENT TOTAL:	2,167,606.90	2060.00	53,113.68	276,255.76	158,765.39	-68,158.32	-150.00	2,589,643.41	100.00%

FINANCIAL STATEMENT AND BUDGET 12/31/2024

ASSETS

CURRENT ASSETS	2024	2023
General Checking	253,284	-
Special Checking	151,823	19,486
Special Account - Investments	950,524	575,892
Endowment Balance	2,589,643	2,320,614
Pastor's Discretionary Fund	1,246	4,040
Petty Cash Balance	-	504
Total Current Assets	3,974,161	2,920,536

FIXED ASSETS	2024	2023
Property (Insured Value)	18,372,869	20,698,498
Contents (Insured Value)	1,121,804	1,121,804
Total Fixed Assets	19,494,673	21,820,302

TOTAL ASSETS	23,468,834	24,740,838
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LIABILITIES & EQUITY

LONG TERM LIABILITIES		
Mortgage	438,414	694,774
Total Liabilities	438,414	694,774

EQUITY		
Bethel Equity	23,030,420	24,046,064
Total Equity	23,030,420	24,046,064

TOTAL LIABILITIES + TOTAL EQUITY	23,468,834	24,740,838
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ANNUAL FUND BUDGET

	2024 BUDGET	2024 ACTUAL	2025 BUDGET
INCOME			
Congregational Contributions	1,373,474	1,365,743	1,250,000
Loose Offering	20,000	33,647	20,000
Rental Fees	74,000	67,246	75,000
Thrivent Choice Donations	12,000	9,086	10,000
Thrivent Choice Funds Transfer	14,500	11,271	-
Transfer of Bequest Funds		34,000	150,000
TOTAL INCOME	1,493,974	1,520,993	1,505,000
EXPENDITURES			
Missions			
ELCA/LWR	34,337	34,971	31,250
Other Benevolences	5,000	5,000	3,500
Total Missions	39,337	39,971	34,750
Teams			*
Adult Education	2,698	2,514	-
Children's Ministry	10,620	5,310	-
Christian Caring	-	-	-
Communication	12,542	9,075	-
Fellowship	-	-	-
Life & Growth	-	-	-
Social Missions	-	-	-
Stewardship	3,700	4,223	-
Worship & Music	-	-	-
Youth	-	-	-
Contingency/Miscellaneous	2,000	2,644	-
Total Teams	31,560	23,766	-

*Teams will be funded by a combination of Special Accounts and Endowment Funds in 2025.

	2024 BUDGET	2024 ACTUAL	2025 BUDGET
Salaries & Staff Expenses			
Staff Salaries & Benefits	1,158,969	1,060,223	1,104,819
FICA Allowance	16,690	13,699	18,266
Lay Staff Social Security	63,996	51,510	58,028
Mileage Reimbursements	7,000	5,626	7,000
Personnel Expenses	2,400	6,886	4,000
Continuing Education	6,000	3,191	6,000
Staff Turnover/Vacancy Rate	(50,202)		
Total Staff Expenses	1,204,853	1,141,135	1,198,113
Office Operating Expenses			
Banking/Accounting Services	14,000	15,487	15,000
Computer Equipment & Expenses	20,000	15,525	15,000
Copy Machine	3,000	8,570	7,020
Office Supplies	5,000	2,931	5,000
Postage	7,000	4,904	7,000
Total Office Operating Expenses	49,000	47,417	49,020
Building Operating Expenses			
Electricity & Water	48,024	54,028	50,000
Natural Gas	30,000	17,702	30,000
Telephone Expense	2,500	3,218	2,262
Waste Removal	6,000	6,757	7,440
Building Maintenance	10,000	12,938	15,000
Building Supplies	5,000	6,637	6,000
Custodial Supplies	5,000	5,076	5,000
Groundskeeping	17,000	15,700	17,000
Bus (Lease & Maintenance)	8,000	6,768	3,500
Total Building Operating Expenses	131,524	128,824	136,202

	2024 BUDGET	2024 ACTUAL	2025 BUDGET
Insurance			
Church Umbrella Insurance	30,000	119,572	129,460
Worker's Comp	7,700	5,993	8,888
Total Insurance	37,700	125,565	138,348
TOTAL EXPENSES	1,493,974	1,506,678	1,556,433
EXCESS INCOME OVER EXPENSES	-	14,315	(51,433)

2024 SPECIAL ACCOUNTS

Special Accounts	Begin	Receipts	Disburse	Balance
Adult Education	1,802.48	41.13	1,843.61	0.00
Beautification Fund	229.85	277.50	415.97	91.38
Bethel Fine Arts Series Fund	20,752.41	12,788.25	7,296.13	26,244.53
Building Expenses	5,604.98	1,081.00	5,735.65	950.33
Camp Scholarships	8,241.89	8,957.99	5,650.00	11,549.88
Capital Improvements	68,544.23	42,530.96	98,089.38	12,985.81
Christian Caring	1,193.99	1,275.00	825.00	1,643.99
Continuing Ed	2,959.55	0.00	0.00	2,959.55
Equipment Repair	3,026.25	0.00	3,026.25	0.00
Equity Fund	67,836.52	0.00	67,836.52	0.00
Fellowship	1,936.40	2,130.00	1,936.40	2,130.00
FPU Scholarships	1,346.00	0.00	0.00	1,346.00
Interest	10,587.75	15,942.28	7,057.18	19,472.85
Library	2,641.51	1,685.00	918.12	3,408.39
Life and Growth	6,733.35	1,318.09	3,747.82	4,303.62
Men's Ministry	2,852.96	0.00	0.00	2,852.96
Neighborhood Outreach	2,213.28	7,439.49	7,470.44	2,182.33
Office Equipment	5,461.41	0.00	4,479.00	982.41
Organ	172,204.12	126,577.00	220,014.00	78,767.12
Parish Nurse	2,125.50	0.00	892.00	1,233.50
Prepaid Pledges	206,081.54	66,935.98		273,017.52
Thrivent Choice	14,511.73	0.00	10,716.73	3,795.00
Worship & Music	17,968.69	12,187.20	16,304.71	13,851.18
Youth	10,881.43	0.00	4,150.00	6,731.43
TOTAL SPECIAL PURPOSE	637,737.82	301,166.87	468,404.91	470,499.78

Pass Through	Begin	Receipts	Disburse	Balance
Puerto Rico	1,771.72	12,487.12	13,375.64	883.20
Food for Kidz	1,944.96	26,134.08	25,500.00	2,579.04
Misc Pass Through	3,184.25	63,154.50	61,265.64	5,073.11
Mission Work Trips	4,759.72	0.00	874.60	3,885.12
Seasonal Offerings	10,139.42	4,539.19	14,180.42	498.19
Social Missions	8,333.12	18,306.60	22,453.44	4,186.28
Special Missions Offering	7,269.16	5,297.41	4,341.91	8,224.66
TOTAL PASS-THROUGH	37,402.35	129,918.90	141,991.65	25,329.60

TOTAL FUNDS	675,140.17	431,085.77	610,396.56	495,829.38
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2024 Special Account Assets	Begin	Receipts	Disburse	Balance
Home Federal CDs	128,524.71	4,627.96	0.00	133,152.67
Home Federal Investment Funds	85,241.90	7,609.66	21,440.40	71,411.16
Home Federal Savings	26,110.04	239.90	26,349.94	0.00
Mission Investment Fund	74,278.71	3,341.54	0.00	77,620.25
Wells Fargo Investment Funds	232,781.54	46.12	232,827.66	0.00
Wells Fargo Savings	28,958.96	0.00	28,958.96	0.00
F&M Bequest CDs	-	666,291.95	0.00	666,291.95
F&M Bequest Money Market	-	104,092.09	102,043.78	2,048.31
Totals	575,895.86	786,249.22	411,620.74	950,524.34

MONTHLY MORTGAGE PAYMENT TRACKING

	Contributions Received	Mortgage Payment	Over/(under)
Jan	\$30,839.49	\$21,289.00	\$9,550.49
Feb	\$26,509.33	\$21,289.00	\$5,220.33
Mar	\$32,496.83	\$21,289.00	\$11,207.83
Apr	\$24,251.54	\$21,289.00	\$2,962.54
May	\$19,973.83	\$21,289.00	\$(1,315.17)
Jun	\$30,369.83	\$21,289.00	\$9,080.83
Jul	\$16,953.54	\$21,289.00	\$(4,335.46)
Aug	\$18,235.33	\$21,289.00	\$(3,053.67)
Sep	\$24,903.83	\$21,289.00	\$3,614.83
Oct	\$21,991.64	\$21,289.00	\$702.64
Nov	\$20,591.52	\$21,289.00	\$(697.48)
Dec	\$23,985.23	\$21,289.00	\$2,696.23
Total	\$291,101.94	\$255,468.00	\$35,633.94

BETHEL WOMEN: TREASURER'S REPORT

ANNUAL REPORT JANUARY 1 TO DECEMBER 31, 2024

CHECKING ACCOUNT

Balance per books on December 31, 2024	\$ 15,794.28
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INCOME	
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Cards	\$473.32
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Funeral donations	\$2,370.00
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Sunday morning coffee	\$2,623.27
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Mission of the Month	\$7,733.52
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General offering	\$1,148.90
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No Craft No Bake sale	\$4,488.00
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Spring Coffee ticket sales	\$645.00
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Spring Rummage Sale	\$5,802.02
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Fall Rummage sale	\$5,831.21
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TOTAL INCOME	\$31,115.24
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EXPENSES	
Johnson Printing – Yearbooks	\$318.00
Jan Scheid – Personal Care Kits	\$56.18
Jean Rysavy – Personal Care Kits	\$205.76
Neighborhood Outreach – Laundry Coupons	\$250.00
Jean Mortenson – Global (flannel)	\$108.41
V.J. Anderson – Postage for stamps to Germany	\$30.24
Rochester Restaurant Supply – Napkins	\$51.40
Sue Thalacker – Cards	\$38.44
Susan Powers Helping Hands	\$600.00
Neighborhood Outreach – Loads of Love	\$275.00
Anjanette Bandel – Spring Coffee (Triple Berry Pie)	\$160.00
Jan Scheid – Spring Coffee/Gift of Life	\$110.71
Jean Rysavy – Gift of Life	\$148.13
Linda Bakken – Prayer Shawl Ministry	\$300.00
SE Synod WELCA – Conference Offering	\$300.00
Bundles of Love – Tickets + \$200.00	\$676.37
Johnson Printing – NCNB postcards	\$222.00
Nick Marquart – Rummage Sale help	\$50.00
Tony Wright – Rummage Sale help	\$50.00
Lori Finstad - Rummage Sale help	\$50.00
Kevin Holz - Rummage Sale help	\$50.00
“Gather” magazine subscription	\$19.95
Jean Rysavy – Women’s Shelter	\$490.29
Neighborhood Outreach	\$200.00
Rochester Restaurant Supply – Napkins	\$26.65
Linda Bakken - School Kits	\$76.74
Linda Bakken – School Kits	\$103.25
ULINE – boxes	\$119.25

Sue Thalacker – cards	\$26.20
Mae Belle Erickson – Fabric	\$50.00
Linda Bakken – School kits	\$61.10
Jean Rysavy – School kits	\$1,218.84
V.J. Anderson – Postage for stamps to Germany	\$30.24
ART Larson – NOT Backpacks	\$293.59
Sue Thalacker – Cards	\$52.90
Bethel Church – Kitchen freezer	\$470.00
Linda Bakken – Baby blankets	\$70.65
Rummage Sale – Cash withdrawal	\$625.00
Nick Marquart – Rummage sale custodial work	\$50.00
Tony Wright - Rummage sale custodial work	\$50.00
Kevin Holz - Rummage sale custodial work	\$50.00
Lori Finstad – Rummage sale custodial work	\$50.00
Terry Wiltsie – Rummage sale purchases	\$14.84
Jean Mortenson – Global Health Ministries	\$62.85
Jean Rysavy – Bundles of Love	\$577.00
Linda Bakken – Backpacks	\$16.50
Prayer Shawl Ministry – 2024 Distribution	\$1,000.00
ART Larson – Neighborhood Outreach	\$327.22
Jean Rysavy – Dorothy Day House	\$688.00
Care Portal – 2024 Distribution	\$500.00
Crisis Nursery – 2024 Distribution	\$500.00
Cy's Place – 2024 Distribution	\$500.00
Dorothy Day House – 2024 Distribution	\$500.00
ELCA Lutheran Disaster Response – 2024 Distribution	\$1,500.00
Elder Network - 2024 Distribution	\$500.00
Family Promise – Rochester – 2024 Distribution	\$1,000.00
Lutheran World Relief/Quilt and Shipping – 2024 Distribution	\$2,000.00

Neighborhood Outreach (NOT) – 2024 Distribution	\$1,000.00
Next Chapter – 2024 Distribution	\$500.00
Rochester Adult & Teen Challenge – Women – 2024 Distribution	\$1,000.00
Rochester Youth Resource Center – 2024 Distribution	\$1,000.00
Ronald McDonald Social Missions – 2024 Distribution	\$3,000.00
Salvation Army – Rochester, MN – 2024 Distribution	\$2,000.00
NALC Disaster Response – Men's Ministry (Larry VomHof) – 2024 Distribution	\$1,500.00
Women's Shelter – Rochester, MN – 2024 Distribution	\$1,000.00
Rochester Restaurant Supply – Napkins	\$66.25
Sue Thalacker – Cards	\$59.78
Bethel Tea Team – November Mission of the Month	\$234.50
Lutheran World Relief/Quilting and Shipping – November Mission of the Month	\$234.50
TOTAL EXPENSES	\$29,466.73

Balance on the books - December 31, 2024 **\$17,442.79**

Savings Account - December 31, 2024 **\$ 8,111.15**

Respectfully submitted, January 9th, 2025

Kathy Gustafson, Treasurer of Bethel Women

CHILDREN'S MINISTRY: TREASURER'S REPORT

Sharon Deutschle, Treasurer

ANNUAL REPORT JANUARY 1 TO DECEMBER 31, 2024

Balance on hand, January 1, 2024	\$4,894.81
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RECEIPTS

Sunday School Registration	\$1,930.00
Sunday School Offering	\$6,495.61
VBS Offerings / Registration	\$3,035.70
Endowment	\$5,012.49
Miscellaneous / Reimbursements	\$1,224.38
Church Budget	\$5,310.00
Donations / Memorials	\$630.00
Good Earth Village	\$1,400.00
Wed. night pizza	\$4,578.55
Snow tubing	\$880.00
TOTAL RECEIPTS	\$30,496.73

DISBURSEMENTS

Sunday School

Curriculum	\$1,364.33
Supplies	\$996.84
Background checks	\$266.00
Teacher Appreciation/Workshops	\$425.75
Bibles/Baptismal Books	\$1,229.70
Miscellaneous	\$753.05
Total	\$5,035.67

Vacation Bible School

Curriculum and Supplies	\$4,851.64
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Good Earth Village	\$3,541.48
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Missions

Family Mission Day	\$634.95
Total	\$634.95

Special Costs

Holiday Events	\$135.91
Age-Level Events	\$1,264.16
Fellowship	\$2,581.76
Snowtubing	\$1,125.14
Endowment	\$6,828.63
Wed. night pizza	\$3,574.89
Total	\$15,510.49

TOTAL DISBURSEMENTS	\$29,574.23
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Balance on Hand, December 31, 2022	\$5,817.31
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PARISH NURSE / HEALTH CABINET 2024 REPORT

Blood Pressure Screening

Blood Pressure screenings are offered on the third Sunday of the month. The location is now in a more visible spot in the Narthex.

Parish Nurse Visits

In-person visits continue to be offered given. Precautions will be in place for the visitor and those who desire to have visitation.

Grief Discussion/Support Groups

Coffee drop-in sessions were offered this year for participants who wanted to connect and share conversations. There will be similar sessions and more formal sessions offered in 2025.

Activities

We'll continue with those activities that have been held and may initiate some new you're your feedback.

- **Bethel Blood Donations** – collected by Mayo Clinic Staff's Mobile unit.
- **Flu Shot Clinic** – HyVee staff offered vaccinations this past October. Thank you to them for providing this service.
- **Summer activities** – the walking group Holy Strollers, the Hiking group, and bicyclists were active. Additionally, bird watching was offered and an introduction to Pickle ball was given. Suggestions for activities are always welcomed as well as participation.

Thank you for supporting me in the role as your Parish Nurse. I'm always open to your suggestions for ways to offer support to our congregation.

Submitted by Jeanne Townsend RN
Bethel Parish Nurse

MEMBERSHIP COORDINATOR REPORT

As I reflect on the last ten years as Bethel's Member Coordinator, 694 individuals have allowed me to walk alongside them as they shift from visitor to a member of the Bethel family. Whenever an individual is interested in becoming a member of Bethel, they are required to take the New Member Orientation 101 class. This class offers individuals the opportunity to learn what the meaning of being a Bethel member is, the various volunteer opportunities available through Bethel along with the opportunity for fellowship with other individuals going through the membership process.

If someone does not have a Lutheran background, they are asked to attend the Membership 201 – What Does it Mean to be Lutheran? three night sessions. This is a condensed version of our confirmation class allowing people the chance to learn about worship, sacraments, Lutheran identity, history and the catechism. This three night session is also open to all those who come from a Lutheran background, including established members in the congregation, and would like to attend the session as a refresher course.

As a new member goes through the membership process, they are encouraged to review the Volunteer Guidebook. The discussion of volunteer activities is covered with the new member when they are provided a tour of Bethel. Trying to find opportunities which are of interest to the new member are important in using their gifts and talents and a chance to meet other members of Bethel. Bethel members can find current volunteer opportunities to serve from our weekend Volunteer Opportunity bulletin inserts and the weekly eNews. We welcome all ages to volunteer. If you would like to find a way to serve, contact me at kallembach@bethellutheran.com and I would be happy to talk with you about all of the different ways to serve.

Every quarter throughout the year, Connie Post, Membership Secretary, and myself acknowledge significant years of membership at Bethel for established members during our Membership Anniversary weekends. Members are recognized every ten years and every five years after fifty years of membership. All ages of individuals are recognized throughout the year. We appreciate all of our Bethel members!

Thank you to everyone who has allowed me to be part of your membership process at Bethel. I have enjoyed the opportunity to welcome all new members, watching individuals use their gifts and talents and recognizing those with milestone anniversaries. I look forward to the many years ahead as we continue to work together building up our church family at Bethel!

Sheri Kallembach, Member Coordinator

CHILDREN, YOUTH, AND FAMILY (CYF) MINISTRY REPORT

“Though the mountains be shaken and the hills be removed, yet my unfailing love for you will not be shaken, nor my covenant of peace be removed, says the Lord, who has compassion on you.” Isaiah 54:10

God was certainly shaking things up for us in 2024! In January we were missing two thirds of our CYF ministry staff. With these vacancies and growing realization that programming needed to be re-examined due to changes brought on by the Covid-19 pandemic and cultural shifts, we sought the professional help of InterServe Ministries. InterServe Ministries guides congregations in a healthy and intentional time to focus on ministry goals and future growth during transition. With Bethel's history of strong youth ministry to build on, Molly Schroeder, our InterServe consultant, brought young people, staff and volunteers together to evaluate, dream, create, and implement viable, Christ-centered ministry built from the congregation up.

From March through October, Molly Schroeder was contracted for 20 hours/week. While we were missing key staff positions, she spent half her time helping implement programs. In cooperation with Pastor Lisa, she also helped re-examined job descriptions, recruited candidates, prepared an interview committee, and held interviews. We hired Krista Lutzi as the Director of High School Youth Ministry in May and Kari Tollefson as the Director of Middle School Ministry in June. Kim Hanson became our part time Sunday School assistant in August. We were blessed to find people who were Bethel members, already invested in ministry and relationships, excited to serve in these roles. Susan Larson, our Children's Ministry Director, who celebrated 20 years of ministry at Bethel this year, continues to provide continuity with her joyful attention to relationships and wealth of experience to share.

A Discovery Team gathered data from the congregation, evaluated current programs for viability and effectiveness, and dreamed and envisioned future ministry. We are grateful for the dedication and hours of work by team members Susan Larson, Marissa Guggisberg, Tony Narr, Paul Wittmer, Kelly Jones, Robin Kroening, and Jody Dettmann. They helped us discover 5 top areas for growth: 1) program structure, 2) family support and community building, 3) volunteer engagement, 4) communication and 5) worship integration. With this research in mind, the new CYF staff, pastors, and volunteer teams went to work starting to adjust and try new things including:

- Implementing a new engaging Sunday School curriculum (Kids' Connection) that includes more active learning and is easier for volunteers to lead. 5-6th graders have new curriculum and a new name, “LIFT – Living In Faith Together.”
- Trying a Side-By-Side worship service at 10:30am where youth worship with their parents for half the time and have Sunday School for the 2nd half.
- Adding a Pray Ground area to the sanctuary for families with young children.
- Adding a parent Facebook group, youth specific Instagram, and GroupMe.
- Changing the confirmation program (FIRE - Faith in Real Experiences) to be 7-9th grade years, implementing the service projects to be done together at church, encouraging in-person worship with reflection journals and adding more activities to help kids connect with one another and adults during confirmation. We continue to teach Bible study and Lutheran catechism with small group time to reflect and minister to each other.

- 7-12th graders have been invited to be leaders in Sunday School by helping younger kids.
- Implementing consistent high school ministry opportunities on Wednesdays and Sundays and adding a summer mission trip to Denver.
- Adding once/month parent socials during confirmation and Moms and the Message led by Kelly Jones.

Here are some more CYF highlights:

- **Family events** – snow tubing, 60's-themed family dance, monthly summer family fun Sundays, Rally Day Scavenger Hunt/Carnival, Trunk or Treat and the Christmas program.
- **Milestone Ministry** – Bible Sundays for Pre-K-4-year-olds and 3rd graders, Bible Bingo for 1st graders, Stewardship Event for 2nd graders, 4th grade Easter event, First Communion for 5th graders, 6th Grade orientation, 9th grade care package service project to recent graduates, Affirmation of Baptism for 25 of our 10th graders, and Senior Sunday for high school graduates.
- **Fellowship/learning** – high school boo bash, turkey bowl, ugly sweater Christmas party, corn maze, and glow lock-in. Middle school large group games on Wednesday nights, Bowlocity event, Glow party, and weekly summer campfire and game nights. Scuba Vacation Bible School and Good Earth Village Day Camp.
- **Service** – confirmation students - Bundles of Love project, teen kits, & making baptismal blankets. LIFT kids – serving pancake breakfast and assembling blessing bags. 5-12th grade – making cards & assembling gifts to go with poinsettias delivered to Bethel homebound members. High School – ringing bells for Salvation Army. Twelve kids are preparing for a mission trip in 2025. We also have young people leading at Gate of Life worship, acolyting, singing in worship, teaching Sunday School and being leaders at VBS and confirmation camp.
- **Outdoor Ministry** – high school youth went to the Boundary Waters Canoe Area and our confirmation students spent a week at Good Earth Village learning from pastors and enjoying worship, fun and friendship in the outdoors. Fundraisers such as Easter Breakfast helped kids raise money for youth programming.

CYF programming will continue to evolve and experiment, as we proclaim the “unfailing love of God” in Jesus Christ that “cannot be shaken. I am grateful for our staff – Susan Larson, Kari Tollefson, Krista Lutzi and Kim Hanson. They are hard-working, faith-filled, loving lights for Christ. We give thanks to Julie Allhiser, whose faithful ministry over the years inspired faith and friendship in countless youth and families. We are thankful this year for Molly Schroeder training, organizing and supporting us through change. We couldn't do this ministry without our generous volunteers and the support of the congregation. It is a blessing to serve here!

Respectfully submitted,

Pastor Lisa Hawe, Associate Pastor Generational Ministry

WORSHIP & MUSIC REPORT

Bethel Lutheran Church continues to uphold its strong tradition of sharing the Word of the Lord through song, enriching each worship service with the dedication and talents of many committed volunteers. Through a variety of ensembles and musical offerings, these individuals bring their time, faith, and passion together to enhance the worship experience. Our music ministry includes the following groups: Chancel Choir, Men's Quartet, Blessings, Sing for Joy, Cherubs, Choristers, Bethel Ensemble, Bethel Ringers, Chapel Ringers, GoL Worship Leaders/Band, and Bethel Brass.

Each ensemble diligently works each week to rehearse and perfect their musical selections, ensuring that they are ready to be presented as part of upcoming worship services. Bethel Brass, Choristers, Blessings, Sing for Joy, Bethel Ringers, Chapel Ringers, and Bethel Ensemble aim to present at least one musical offering each month, while the Chancel Choir provides weekly musical contributions. Both the Cherubs and Choristers rehearse weekly and offer their musical selections when they are ready.

Concerts and Special Events

In 2024, the music ministry presented two significant concerts that showcased the talents of our ensembles and were warmly received by our congregation and guests. Our Spring Concert, titled Let All the People Praise, took place on Wednesday, May 15, 2024, where each ensemble presented new musical works that had not previously been performed in worship services. Similarly, on Wednesday, December 11, the music department presented On A Silent Night, a concert that captivated a large audience with its beautiful music and seasonal spirit. These concerts remain a highlight of our year, made possible with the invaluable support and creativity of our Youth team, guided by Kari Tollefson.

Leadership and Volunteers

Our music ministry continues to benefit from the exceptional leadership of our staff and volunteers. Gary Thorn has provided outstanding leadership as the director of both the Chapel Ringers and Bethel Ringers, consistently guiding these ensembles to new heights. Terri Wehrman's leadership of the Choristers has been exemplary, as she continues to lead the children's choir in weekly rehearsals and monthly musical offerings. Ann Okins has been an incredible blessing to the Cherub Choir, skillfully nurturing our youngest singers as they develop their vocal skills. Merle Savage's direction of the Bethel Brass has been nothing short of inspiring, with the ensemble presenting some of the most awe-inspiring and musically sophisticated selections throughout the church year.

Our skilled Pastoral staff has continued to tailor meaningful and spiritually rich services for Easter and Christmas 2024. During these seasons, the music department played a key role in creating an uplifting atmosphere, filling the sanctuary with powerful music that enhanced the celebrations of the Lord's Resurrection and birth. Our head organist, Jim Bahler, continues to offer invaluable leadership, contributing to the beauty and reverence of all our services. In addition, the Chancel Choir participated in the annual Family Promise Concert, which was held in November at Christ United Methodist Church.

Summer and Special Offerings

The summer of 2024 was filled with unique musical offerings, as a variety of congregants presented special music during services. We also held a monthly Praise & Worship service at 10:30 am, which featured a contemporary style of music, offering a fresh and engaging worship experience.

In addition to these services, we continue to make progress on the completion of our new organ console and antiphonal chamber, thanks to the generosity of an anonymous donor. The new installation is expected to be completed in early 2025. As part of our efforts to celebrate this project, we hosted a 15-Year Anniversary Organ Concert on Sunday, October 13, 2024, featuring area organists and members of the Rochester Philharmonic Orchestra. The concert was a resounding success, attracting over 250 attendees and further deepening our community's connection to the music ministry.

Looking Ahead

It is an honor and a privilege to work alongside such dedicated and talented individuals in the music ministry at Bethel Lutheran Church. As we continue to work diligently to bring scripture to life through song, I look forward to further enhancing our worship services and the lives of those involved in the music program. I am grateful for the ongoing support of our congregation and staff, and I am excited for the year ahead as we continue to celebrate the Word of God through music.

In closing, I extend my deepest gratitude to each member of the Bethel music ministry for their unwavering commitment and passion. Together, we continue to uplift and inspire our congregation through the gift of music.

Sincerely,

Brock A. Besse, Minister of Music & Worship

YOUNG IN SPIRIT TREASURER'S REPORT

Carol Lamberg, Treasurer

Beginning Balance, January 1, 2024	\$3,733.12
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Income

Meals sold	\$9,200.00
Lenten Meals	\$341.00
Money from Church Budget	\$800.00
Miscellaneous	\$5.00
Memorials	\$75.00
Interest on Account	\$0.41
TOTAL INCOME	\$10,421.41

Disbursements

Gleason Catering	\$9,198.55
Honorariums	\$850.00
Reimbursements / Decorations	\$236.74
Transfer of Funds to F & M Bank	\$3,869.21
Total Disbursements	\$14,154.50

Balance in Checking Account, December 31, 2024	\$0.03
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Beginning Balance	\$0
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Income

Transfer of Funds from Wells Fargo	\$500.00
Interest	\$0.01
TOTAL INCOME	\$500.01

Disbursements

Printing of Checks	\$24.31
Total Disbursements	\$24.31

Balance in Checking Account, December 31, 2024	\$475.70
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Note: Young in Spirit treasurers reports are from Wells Fargo and from F & M banks as we changed banks at the end of the year. The amount of \$500 was transferred over to F & M bank on December 9th, 2024, but the rest of the account \$3,369.21 was transferred over on 12/31/24 but not put on the F & M statement until the first of the year. Both accounts balance; the \$3,369.21 are at F & M but recorded on January 2nd, 2025.

ANNUAL MEETING NOMINATIONS

OPEN COUNCIL POSITIONS:

PRESIDENT (2 yr term, 2027)

- Dean Olson (1st term)

TREASURER (2 yr term, 2027)

- Dave Turner (1st term)

CONGREGATIONAL GROWTH REPRESENTATIVE (3 yr term, 2028)

- Steve Norris (1st term)

OPEN POSITIONS FOR ELECTED TEAMS:

NOMINATING TEAM (2 yr term, 2027)

- Mark Smith
- Jodi Dettmann

PERSONNEL TEAM (3 yr term, 2028)

- Tony Narr (1st term)
- Michele Bouquet (2nd term)

ENDOWMENT TEAM (3 yr term—2028)

- Brandon Nelsen (1st term)
- Linda Bonow (2nd term of 2 yrs, completing Dave Turner's term)
- Ray Johnson (1st term)

COLUMBARIUM BOARD (3 yr term, 2028)

- Cheri Brinson, Treasurer (2nd term)
- Dorothy Becher (2nd term)

SYNOD ASSEMBLY VOTING MEMBERS

(2 Day Event- May 30-31, 2025, Mankato, MN)

Male

- Bob Koerner
- Gordon VerWeyst
- Jim Preston
- OPEN

Female

- Claudia Koerner
- Jane VerWeyst
- Kathy Ferguson
- OPEN

Youth

- Male - OPEN
- Female - OPEN


Alternates

- Nancy Brovold
- Ron Jensen
- Lynette Traxel
- Bill Traxel

SAMPLE



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