

**Bethel Lutheran Church**  
**Semi-Annual Congregational Meeting September 11, 2022**

| <b>Meeting Minutes</b>                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
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| <b>Members Present:</b> A quorum was confirmed with 65 members signed in.<br><b>Meeting called to order:</b> 12:03 PM. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Topic</b>                                                                                                           | <b>Discussion and Decisions</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Agenda and Opening Prayer                                                                                              | Brett Deutscher reviewed the Bethel Core Values and Agenda.<br>Pastor Ben Sandin led us in prayer.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Approve Meeting Minutes:                                                                                               | Motion to approve the February 6, 2022 Congregational Meeting Minutes as amended to fix a typo was seconded and approved.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Pastor's Report: Pr. Ben Sandin                                                                                        | <ul style="list-style-type: none"> <li>• <b>First Full Year of Ministry:</b> Pr. Ben shared a few reflections, calling out the joy of being with Bethel. Through the 1:1 listening campaign he had the privilege of hearing the various Bethel life stories and what makes Bethel unique. "What really stands out in Bethel is our love for each other and love for the Lord. <i>Doing Life Together</i> --- you really mean it and it is a privilege to be your pastor!" Brett thanked Pr. Ben, sharing Bethel's sentiment on how we are so pleased that he and Kelly have joined us at Bethel.</li> <li>• <b>Community Engagement:</b> How can we ever widen the circle of who gets to <i>Do Life Together</i>. How can we engage our community beyond Bethel to share God in our daily lives. The Earth Day table was a great first event in showing up where people are, and seeking to make connections in the community. It's about turning our hearts inside out and seeing where they will go and the seeds that will be nurtured.</li> <li>• <b>Intercultural Development Inventory (IDI) Work:</b> Several of the Bethel community have taken the IDI. We have also formed small groups to share and learn skills for intercultural interactions. This emphasis will continue for Bethel learning and putting into action sharing God's Love in the world.</li> <li>• <b>Staffing, Leadership, and Volunteers:</b> "One of the best things of the first year at Bethel is the Staff. It is a very dedicated and talented group!" Bethel also has a strong leadership team of Council, Ministry Leads and Volunteers. Pr. Ben is very grateful that Bethel is such a strong lay led congregation!</li> </ul> |
| Financial Update & Proposed FY'23 Budget: Dave Larsen                                                                  | <ul style="list-style-type: none"> <li>• <b>FY'22 Year-to-Date Financial Summary (11 months):</b> <ul style="list-style-type: none"> <li>– Currently at \$651K general fund giving through July, which is tracking 2.2% below budget forecast. August giving is up slightly and FY'22 close projections are trending to end the year ~1.7% below forecast.</li> <li>– Total income is tracking at ~\$903K through July, about 2.7% below budget. Yet expenses are tracking 8.4% below budget</li> </ul> </li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

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|                                                     | <ul style="list-style-type: none"> <li>– Church unencumbered current assets are ~\$300K after spends to complete the Zoar Roof project.</li> <li>• <b>Proposed FY’23 Budget</b> <ul style="list-style-type: none"> <li>– Assumes no change to general fund giving forecast of \$720K</li> <li>– Rental income is forecast to be \$268K, slightly lower than FY’22</li> <li>– Expenses in FY’23 budget are a net \$6.5K higher (&lt;1%) related staffing expenses beyond what was re-allocated from FY’22. Prior FY’22 budget had some unfilled positions, and money was re-allocated to support staff salary adjustments based on consultant review and lay staff 5% cost of living adjustment.</li> <li>– No changes to funding of Ministries or Programs.</li> <li>– Proposed FY’23 budget is income of \$1,032K and expenses of \$1051K for an after tax net income of -\$24.6K (~2%)</li> </ul> </li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Vote For FY’23 Budget                               | <ul style="list-style-type: none"> <li>• The Bethel FY’23 budget was approved by congregational vote.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| New Business: Council Elections                     | <ul style="list-style-type: none"> <li>• The congregation voted to approve Ryan Brown, nominated for the Youth/Young Adult Council Member At Large</li> <li>• Thank you to outgoing Youth/Young Adult Council Member At Large, Rachel Sudarsanam!</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Congregational Life & Facilities Update: Tom Hoegel | <ul style="list-style-type: none"> <li>• Tom is honored to be Bethel’s Director of Congregational Life. Tom started at Bethel in 1984 as interim Youth Director. <ul style="list-style-type: none"> <li>– Some things he’s heard of interest to the congregation include: addressing individual spiritual needs, greater diversity in ministry and families, instilling a sense of community, social and economic needs in the area, and encouraging community via small groups and fellowship.</li> <li>– Tom shared his excitement of Pastor Ben joining us, the momentum from IDI and related small groups, and Rachel expanding her role with the Youth Group on Wednesdays</li> </ul> </li> <li>• Facilities: <ul style="list-style-type: none"> <li>– The new roof for Zoar Hall is almost complete.</li> <li>– Come next week to one of the Capital Campaign lunch or dinner events to hear the vision and ideas for Torvend Hall</li> <li>– Fellowship events: It was great to be back for LDR at Mount Cross last week! We’ve held several Out &amp; About events, and will be incorporating some IDI related events also in the future.</li> <li>– Western States Youth Gathering and National Events are both back on! Youth will be hosting fundraising events throughout the year where Bethel can sponsor them.</li> </ul> </li> </ul> |
| Endowment Team Update: Ralph Miller                 | <ul style="list-style-type: none"> <li>• Ralph shared that the Endowment Fund is a dedicated and perpetual fund to be used for the purpose of outreach, education, and charitable work. The rules of the fund are specified in the Bethel Constitution</li> <li>• Bethel’s endowment fund is invested with the ELCA “Pooled Endowment Fund”. The balance is ~\$200,000 and it generates ~\$6000 of income each year. To date the interest has been reinvested into the fund.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |

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|                            | <ul style="list-style-type: none"> <li>• The fund has typically been funded by lump sum gifts, potentially memorials or trust/will designations.</li> <li>• The Endowment Fund Trustees include Ralph Miller, Robin Kettner, Mariann Jones, Margit Schmitt, and Jack Wedgwood. The Fiscal Officer and Pastor participate as Advisors.</li> <li>• The team is looking to continue to raise awareness and gather ideas for grants that can be shared as proposal in the January Congregational Meeting. They also will be sponsoring estate planning informational sessions.</li> <li>• Any use of money for grants will require congregational approval.</li> </ul> |
| Capital Campaign           | <ul style="list-style-type: none"> <li>• The theme of the Capital Campaign is “Come See, Go Be”. The capital campaign is about our faith and our future.</li> <li>• Everyone is encouraged to sign-up for one of the meal events to hear more about the Capital Campaign (Sunday September 18<sup>th</sup> lunch or Tuesday September 27<sup>th</sup> dinner)</li> <li>• Our goal is 100% participation in the campaign which will culminate in a Celebration Sunday event October 30<sup>th</sup> where we will announce the commitments to the Capital Campaign.</li> </ul>                                                                                      |
| Eric Hanson Award for 2022 | The Eric Hanson Award for 2022 was presented to Leah Thomas. A video was shared of Leah accepting the award and sharing some of her experiences and passion serving and learning about different cultures and communities. The recipient can designate a \$500 donation to the charity of their choice. The Eric Hanson Award is given yearly to a Bethel member that exhibits Christian ideals and principles in all aspects of their daily life and participates in service beyond Bethel.                                                                                                                                                                       |
| Meeting adjourned          | 12:52 PM                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Closing Benediction        | Pr. Ben Sandin                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

Submitted by: Ann Marie Kenitzer September 11, 2022