

Bethlehem Lutheran Church Annual Meeting
January 31, 2016

The Best of Bethlehem Worship Service and Annual Meeting was held on January 31, 2016 at 9:30 am. Pastor Tom welcomed the congregation and President Stephanie Gerhardson called the 142nd annual meeting of the Congregation to order.

Pastor Tom and Pastor Jake led the worship service, which included special music from the Jubilee Choir and the Sunday school children. At the conclusion of the worship service, the Annual Meeting of the congregation commenced.

A motion was made by Paul Fjestad with a 2nd by Julie Nelson to approve the 2015 annual meeting minutes. Motion carried.

The Treasurer's/Examiner's Report was discussed and filed for audit.

New business:

An update of the Strategic Plan was given by Nancy Eldridge Hess.

- Much of what we are currently doing is behind the scenes, but we are definitely moving forward with the plan.
- An organizational chart has been developed, as well as updated job descriptions, and the staff now has a clear direction
- Initiative teams have been meeting and some have brought smart plans to the council for approval.
 - We need participation from the congregation – please participate on a team if you are interested.
 - More participation in the teams makes them more successful!

Stephanie discussed our Core Values document and why we have adopted this.

- Adopted by the Bethlehem Council in December 2014.
- The Core Values will be extended to the congregation and all groups within Bethlehem in order to maintain healthy and honest relationships and communication within our church.

Staff Updates

Jenny

- Thank you very much for your support of our youth!
- 26 youth attended the national youth gathering. This was triple the number of those that attended the previous gathering.
- Has been training and working with Vibrant Faith/Faith Formation
 - The basis of Vibrant Faith is to share wisdom between generations. We will plan many activities, gatherings, etc. that will include people of all ages.

Jake

- Greatly appreciates the hospitality that Bethlehem has shown
- Has enjoyed working closely with Jenny and the Discipleship Team and is working to make Bethlehem a positive presence in the community

Tom

- Based on the Ministry Site Profile that was created prior to Tom coming, we need to focus on children, youth and family. Our next call will be a very important part of this.
- Our seniors programming is also very important – 80% of the home visits are to the seniors, so even though we tend to focus on CY&F, our seniors are being well taken care of as well.

Presentation of the Budget

The 2016 budget was presented by Keith Olson.

- The 2016 budget shows an end of year general fund balance of (\$40,011.85). The Stewardship and Finance Committee recommended, and the Church Council approved, an unbalanced budget. This will challenge the congregation to once again step up and take ownership to cover the shortfall.
 - Expenses were down in 2015 due in large part to the decrease in staff salaries (difference between Pastor Kate's and Pastor Jake's salaries).
 - Income was down as well, due to a decrease in tithes and offerings and the loss of income from Augustana.
 - It was noted that the council is still working on the call committee. Once there are enough candidates, a special meeting of the congregation will be called to vote.

A motion was made by Tudy Nycklemoe with a 2nd by Becky Boyd to approve the 2016 budget. Motion carried.

Elections

Keith Olson nominated Val Johnson to be included on the ballot for church council.

A motion was made by David Nycklemoe with a 2nd by Jeanne Schetnan to, with the inclusion of Val Johnson as a council representative, cast a unanimous ballot for elections. All approved, motion carried. The results are as follows:

- Church Council: Stephanie Gerhardson, Glen Noyes, Darcy Koeckeritz, Tom Rasmusson, Val Johnson.
- Pioneer Retirement Community Annual Meeting: Don and Judy Bradow.
- Delegates to the Luther Crest Bible Camp Annual Meeting: Ken and Kristi Edman.
- Nominating Committee: Jeff Hatlewick, Peter Piekarski, Lynne Olson.
- Delegates to the NW MN Synod Assembly: Kim Langbehn, Keith Olson, Donovan Rasmusson, Brad Russell.
- Bethlehem Foundation Fund Inc. Board: Linda Johnson, Pam Olson.

There being no further business, the 2016 Annual Meeting of the Congregation was adjourned with a motion by Dennis Johnson and 2nd by Kim Langbehn.

Respectfully submitted,

Jill DeBrito
Church Council Secretary