

# Bethel Annual Report

2020

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## 1. Note from Pastor Mark

What a year it's been! Adaptations to coronavirus-related shutdowns and other challenges have dominated our ministry at Bethel. As you'll see in the report from last year's ministry, we've had to either set aside or significantly adjust many aspects of our ministry plan, based on changing needs and requirements.

In the midst of challenges and changes, God has been faithful. As we look ahead to 2021, we're aware of the many uncertainties we still face. We will seek to make the best of the opportunities that lie before us.

**This has been a year of staff transitions.** MaryAnn Workman finished her term as interim administrative assistant, and Jen Brevitz took over that role (in February). Don Damborg finished his term as interim worship coordinator in July. Mitch DeHaan took over that position, as well as taking over the Ignite Youth Ministry, and some of the Outreach ministry. Betsy Wergin retired from her role as Outreach Coordinator in July. This makes custodian Tammi Braun the senior staffer! We are grateful for the excellent and godly ministry of these servants.

**So where do we go from here in 2021?** This Fall, the council and staff took a day for a retreat time to reflect and pray together about how things are going in the church, and where we believe God is calling us in the future. Since then, we've continued to talk and pray about this. We've come up with a set of plans for 2021 that we believe can guide us during these uncertain times.

As you will see when you read the "proposed objectives for 2021," we are making two sets of plans -- or at least two stages of plans -- for next year.

**Stage 1** are the plans we have in place for the time we're in -- dealing as we are with coronavirus lockdowns and social distancing. Stage 1 plans will focus our efforts on effective ministry in the current situation, where large numbers of people are hesitant to join us in face-to-face worship, and other ministry gatherings.

**Stage 2** plans are for when things open up again. People expect that vaccines will be available for widespread distribution next year, although the exact time-frame is still uncertain, and what a post-vaccine world will mean for church life is anyone's guess. Will people still hesitate to gather in large groups? Will large numbers of people refuse to take the vaccine? Will people who stopped attending face-to-face gatherings start coming back to worship again? Who knows? But there will come a time when we're not vulnerable to this virus like we are today, and life will return to some kind of new normal.

Stage two plans are for when (a) the majority of people in our church feel safe enough to come back to worship face-to-face, and visitors are willing to go into new spaces like an unknown church, and (b) people are willing to meet face-to-face in small groups and children's ministry. When that happens, we will be able to work on some other things.

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## 2. Church Leaders

### Church Staff:

Senior Pastor - Mark Brouwer  
Director of Youth and Worship - Mitch De Haan  
Administrative Assistant - Jen Brevitz  
Custodian - Tammi Braun  
Treasurer - Garry Gray

### Elders:

Terri Baas - chair  
Leroy Koppendrayer - council chair (*term expires*)  
Terri Tadych - clerk  
Terry Reed  
Gary Rosenberg  
Mark Brouwer

**Deacons:**

- John Hounder - chair
- Erick Frauendienst - vice-chair
- Heather Kittok - clerk (*term expires*)
- Mark Oleen - interim (*term expires*)
- Dan Workman - building and grounds

*Leadership Nominations:*

*Elder -- Mark Oleen*

*Deacon -- (We will choose two of the following three nominees):*

*Gene Finch, Joel Terpstra, Linda Zgaynor*

\* \* \* \* \*

### **3. Ministry Report for 2020**

What follows is a list of the objectives we set for 2020, with a short summary paragraph (in italics) which lists how things went.

**1. Deepen the Commitment to and experience of Prayer at Bethel through:**

- deepening of the staff and council's personal prayer lives
- continued emphasis on prayer time before the service
- establishment of periodic gatherings for prayer for healing, starting in January or February
- including testimonials periodically in Sunday services
- establishment of pastor prayer team

***How it went:*** *This has been a year of deepening the prayer lives of staff and council, in many ways. At the beginning of the year, we established a special time for silent prayer and meditation before the service, but that stopped when we took our services online-only, and then re-established them with a shorter time-line. To offset this, we expanded the group of church leaders who meet together with Pastor Mark before the service to pray. The role of the Bethel prayer ministry also expanded, including connecting with all the people in the church, and praying for each family's needs at least once a month. We held one gathering for healing prayer, which went very well. We hope to conduct more meetings like this in the future.*

## **2. Enhance and strengthen our Worship at Bethel through:**

- working with worship coordinator
- finding ways of encouraging more participation in worship

**How it went:** *This year, having a worship coordinator with expertise in streaming services was very helpful for us when COVID hit and we had to take our worship online. Making the transition to live-streaming our worship services, once we started worshipping in-person again, has proved a significant challenge, and improving the quality of this online worship experience remains a priority for us. It's not just an issue of sound quality: balancing what creates meaningful worship for those who are present "in-person" vs what works well for those participating online is also an ongoing discussion for us.*

## **3. Strengthen our experience in Fellowship and growth in Discipleship through:**

- exploring ways to enhance the fellowship experienced in council districts
- establishment of new discipleship groups
- evaluation of other ministries to see what can be simplified in order to allow people more time to participate in discipleship ministries

**How it went:** *This year, the council districts proved to be helpful for pastoral care, especially early on in the coronavirus lockdown phase. Elders and deacons were able to stay in contact with people in their districts over the phone. We tried establishing zoom groups for these council districts, but stopped doing this when "zoom fatigue" set in, and we were able to come back together for in-person worship. Our plans to enhance discipleship ministry have been challenged by the coronavirus. While on the one hand, shifting the focus of our ministry from our large-group worship service to smaller, more intimate groups seems like it would be a wise and helpful course of action during a pandemic -- in actual practice the pandemic has made it hard to establish and build discipleship groups. In our current environment, large group worship has been safer to do than small group gatherings in person. We plan to continue working on ways of doing discipleship using virtual means.*

## **4. Build Children and Youth Ministries through:**

- expanding involvement in Wed night and Sunday school programs
- work with worship coordinator to strengthen worship experience in Ignite
- evaluate with YMT how best to strengthen leadership of Ignite

**How it went:** *This year has seen the great blessing of the calling of Mitch DeHaan to the role of Youth Ministry and Worship Coordinator, and he has overseen a revitalization of the Ignite student ministry. Jody Rice has also stepped into the role of Children's Ministry coordinator and done a great job. That said, it's been a hard year for children's ministry, as the coronavirus has prevented us from holding children's programs. We were very sad to have to cancel BACtoONE this year, and we're excited to run it in 2021.*

**5. Strengthen the support and development of, and communication with, ministry leaders in the church** through:

- reconfiguring how ministries are connected to and supported by church council
- establishment of several "Leadership Lifter" events, but this time focused on specific ministry areas

*How it went: Among the many ways the pandemic has challenged us this year, it has created endless communication issues. We have realized how much communication goes on informally when we are regularly gathering together each week in person. Without those weekly face-to-face gatherings, and the informal visiting that happens after the service, we've seen how hard it is to keep everyone "in the loop." We also established a new structure of ministry, around "ministry coordinators," and the work of these positions really changed (and dwindled) in the aftermath of coronavirus lockdowns. Leadership Lifter events only happened once or twice. It's felt like being in a "holding pattern."*

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## **4. Bethel 2021 Objectives**

### **STAGE ONE**

#### **1. Improve Online Presence through:**

- establishing an online class / training venue
- building the quality of our online worship experience
- continue to update and improve our website
- build our social media presence (Facebook and Instagram)

#### **2. Work to enhance discipleship -- children, youth, adult -- in ways that adjust to changing pandemic realities through:**

- establishing updated BAC in 2021
- creating covid and post-covid ministry options
- including more discipleship resources online

#### **3. Work on enhancing communication among leaders and church members**

- evaluate the structure of ministries, including Ministry Coordinator positions, in light of changing needs
- enhance the process of communicating to church, utilizing phone, email, zoom, online, and face-to-face means

## STAGE TWO

### 4. Revisit our ministry plan in the Spring (assuming some kind of shift to post-covid openness), with special emphasis on:

- Establishing a network of adult discipleship groups
- Engaging in new efforts to reach out to the de-churched in our community, and young adults who've grown up at Bethel and left
- Prayerfully preparing for change (rebrand, regroup, rebuild) in post-covid era

## 5. Budget: report on 2020 and proposed 2021

The full budget breakdown that includes specific salary information is available to Bethel Church members. What follows is the overview summary ...

<b>BETHEL CHRISTIAN REFORMED CHURCH</b>					
<b>PROPOSED 2021 BUDGET</b>					
		<i>2020 Budget</i>		<i>2021 Budget</i>	
<b>MINISTRY SHARES</b>					
<i>Denominational Ministry Shares</i>		<i>10,000</i>	<i>(Act \$10,000)</i>	<i>10,000</i>	<i>(pledged 52% of \$19,315.23)</i>
<i>Classical Ministry Shares</i>		<i>3,772</i>	<i>(Act \$5,640)</i>	<i>4,260</i>	<i>(\$35.20 x 121 members)</i>
<i>Classis Lake Superior Meetings</i>		<i>2,286</i>	<i>(Act \$2,286)</i>	<i>1,815</i>	<i>(\$15 x 121 members)</i>
<b>TOTAL MINISTRY SHARES</b>		<b>16,058</b>		<b>16,075</b>	<b>5.50%</b>

<b>MINISTRY EXPENSES</b>						
Church Education		1,500	(YTD \$81)	750		
Boys Club					(Balance \$614.09)	
Coffee Break					(Balance \$1,131.41))	
Gems					(Balance \$519.19)	
Hospitality					(Balance \$389.25)	
Just for You					(Balance \$425.05)	
Men To Action					(Balance \$296.09)	
Outreach		5,000	(YTD \$663)	-		
Advertising (& Outreach)		325	(YTD \$1,584)	1,000		
Office Supplies		1,480	(YTD \$1,764)	1,200		
Copy Machine (service contract)		750	(YTD \$0)	-		
Council Expense (staff gifts, retreat exp.)		650	(YTD \$468)	650		
GIVE Fee (% cost on-line giving; Bridge)			(YTD \$951)	1,500		
Worship Committee		700	(YTD \$3,600)	2,750		
Technology		3,000	(YTD \$1,070)	1,500		
<b>TOTAL MINISTRY EXPENSES</b>		<b>13,405</b>		<b>9,350</b>		<b>3.20%</b>
<b>STAFF SALARIES &amp; BENEFITS</b>						
Casual - Guest Pastor						
Workman's Comp Insurance						
Pastor - Pension						
Insurance						
Auto/Travel						
Continuing Education						
Hospitality						
Social Security Tax						
Salaries Vacation Coverage						
<b>TOTAL STAFF BENEFITS</b>		<b>32,749</b>		<b>38,326</b>		

<i>Salaries - Outreach Director</i>					
<i>Salaries - Bookkeeper</i>					
<i>Salaries - Custodial</i>					
<i>Salaries - Administrative Assistant</i>					
<i>Salaires - Pastor</i>					
<i>Salaries - Youth/Worship Director</i>					
<b>TOTAL SALARIES</b>		<b>139,162</b>		<b>149,828</b>	
<b>TOTAL SALARIES &amp; BENEFITS</b>		<b>171,911</b>		<b>188,154</b>	<b>64.80%</b>
<b>CHURCH FACILITY EXPENSES</b>					
<i>Insurance</i>		<b>8,520</b> <i>(Act \$9,368)</i>		<b>9,368</b>	
<i>Mortgage Payment</i>		<b>46,590</b> <i>(Actual)</i>		<b>46,590</b>	
<i>Maintenance Expense</i>		<b>7,500</b> <i>(YTD \$5,532)</i>		<b>7,500</b>	
<i>Utilities - Electricity</i>		<b>7,900</b> <i>(YTD \$5,958)</i>		<b>6,900</b>	
<i>Utilities - Garbage Service</i>		<b>1,140</b> <i>(Actual)</i>		<b>1,140</b>	
<i>Utilities - Gas</i>		<b>3,455</b> <i>(YTD \$2,420)</i>		<b>2,820</b>	
<i>Utilities - Landline Telephone</i>		<b>2,400</b> <i>(Actual)</i>		<b>2,400</b>	
<b>TOTAL FACILITY EXPENSES</b>		<b>77,505</b>		<b>76,718</b>	<b>26.40%</b>
<b>TOTAL EXPENSES</b>		<b>278,879</b>		<b>290,297</b>	<b>99.90%</b>