

## **Agenda for the 2019 Annual Meeting of Bethlehem Lutheran Church January 26, 2020**

**Call to Order:** Karen Saake, Council President. A quorum of 10% of Confirmed Members is required to conduct the Annual Meeting. On January 1, 2020 there were 536 Confirmed Members, so a quorum is 54. Council members will conduct a count and inform the chair of a quorum.

**Opening Prayer:** Pastor Sam Nelson

**Motion to Ratify Actions from the 2019 Annual Meeting:** A motion is needed to ratify the following actions of the Annual Meeting held on January 20, 2019 meeting. (actions displayed on screen) Second the motion, discussion, and vote.

**Senior Pastor's Report:** Pastor Laura Ziehl

**Associate Pastor's Report:** Pastor Sam Nelson

**Presentation of Property and Maintenance Update:** Pastor Sam Nelson

**Recognition of Departing Council Members:** Karen Saake

**Election of New Congregation Council Members:** (Presented by Joanne Manzi) See the report from the Nominating Committee. If there are no additional nominations from the floor then someone may "move election of the slate as presented". If there are additional nominations we will conduct a ballot vote. Second, discussion, and vote.

**Election of Nominating Committee:** (Presented by Joanne Manzi) See the report from the Nominating Committee. If there are no additional nominations from the floor then someone may "move election of the slate as presented". Second, discussion, and vote.

**Presentation of Changes to the Model Constitution:** (Presented by Bob Michelet) A motion is needed to approve changes to the model constitution. Second, discussion, and vote.

**Report of the Mission Endowment Fund:** Bob Michelet

**Election of Mission Endowment Fund Committee Members:** (Presented by Bob Michelet) See the report from the Mission Endowment Fund Committee. A motion is needed from the floor to "move election of the slate as presented". Second, discussion, and vote.

**Reports:** The printed reports from council, staff, and ministries of the congregation are received as presented unless there are questions or comments.

**Treasurer's Report:** Presented by Mark Stauffer, Council Treasurer

**Approval of 2020 Budget:** Request a motion that we adopt the 2020 budget (or approve as amended). Second the motion, discussion, and vote.

**Closing prayer:** Pastor Laura Ziehl

**Adjournment:** If there is no other business the chair will entertain a motion to adjourn.

## LEAD PASTOR'S ANNUAL REPORT 2019

**“Great is thy Faithfulness. Morning by morning new mercies I see.”**

This is the hymn that rings in my ears as I consider this past year. The faithfulness, life and grace of this congregation is something I have never taken for granted. This year, I am particularly mindful of the gift of the ministry we share as well as its stability and your compassion for one another and the communities we serve.

### FAMILY MINISTRY:

- One of the significant staffing changes this year is the addition of a Family Ministry Director. Combining the youth ministry and children's ministry creates continuity in the program and opens new and strong possibilities. In addition, it creates stability in one of our key staff positions. After consideration by the council and an appointed task force, Constance Mithelman began her work as our Family Ministry Director on January 1, 2020. She has worked closely with our interim children's ministry director, Mea Hutson Hall. I thank Mea for her faithful and accomplished work as interim. The shared youth position between St. Andrews and Bethlehem continues to facilitate a partnership between the congregations that has been deeply fruitful in many areas of shared ministry.

### WORSHIP, TEACHING AND MUSIC

- We made the decision to move permanently to two services, at 8:30 and 10:00 am, after significant positive feedback from the congregation in response to our summer worship schedule. Learning circles was placed during the 10:00 am service in response to feedback from parents. The new schedule is providing new energy and relationships.
- Here is an abbreviated list of our life together this year: Multiple baptisms, New Member Sunday, significant funerals, Brew Boldly and Holy Currency classes, Lenten Soup Suppers, Holden Evening Prayer, Lenten teaching, Palm Sunday Cantata, Good Friday, Easter Vigil, Pentecost, 110 students and leaders at VBS Roar, 40 students and leaders on the Summer Mission Trip at the border, Confirmation Camp, First Communion, Confirmation Sunday, Octoberfest, Blessing of the Animals, Interfaith Thanksgiving Eve Service, Children's Christmas Program, Comfort at Christmas Service, Epiphany sing, Stephen Ministry, women's circles, healing stations, All Saint's Sunday, . . . And so much more.
- My thanks to Mona Goetsch and the exceptional music ministry team here at Bethlehem. Each year during the Cantata, Spring Concert, Christmas Concert, and many more musical gifts, I sit in the pew simply overjoyed to serve such a congregation. These are the days I know most tangibly that I am blessed. Our thanks to Mona, Judy Collier, Kim Froke, Mark Weed and Marilyn Stenoien for blessing us beyond measure.

### OUTREACH AND SERVICE

- This year we hosted the Interfaith Thanksgiving Eve service here at Bethlehem. Interfaith work is an essential component of ministry in this age. A new connection with one of our local synagogues has begun because of that service. We hosted our annual Ramadan dinner as well.
- We began a partnership with St. Andrews in their feeding ministry to our neighborhood.
- Adventure ministry is a new ministry this year that has created fellowship opportunities in the congregation, and invited others to join. It has been widely successful and well attended. Thanks to Eileen LaJimodiene, Suzi Westmoreland and Dennis Astroth for such faithful work.
- Here is an abbreviated list of our life in the community this year: Bethlehem Serves, TACO, Wounded Warriors, Interfaith Shelter, CRC Holiday Baskets Project, Es Por Los Ninos, Secret Santa, Walking School Bus, Ocean Knoll English Language Learner Summer program, Scraps and Prayers, Pajama Project, Community Library, Meditation, Tai Chi and Yoga . . . And so much more.

### PASTORAL MINISTRY

- This has been a year of significant loss in the congregation. We conducted funerals for three mothers this year, all with school age children, in addition to 6 other funerals of strong faithful members. Such things weigh heavily on the heart of a congregation, and the heart of the pastor. Yet it was also a time of profound grace and hope. I want to acknowledge the many people who provide funeral ministry in this congregation for their deep compassion to grieving families.
- I wish to acknowledge the gifted partnership Pastor Sam and I share. He is a fine pastor, a gifted preacher and teacher, a compassionate heart, and brings great gifts, joy and humor to Bethlehem. I have never worked in a ministry partnership that has been as productive, effective and joyous as this one. Bethlehem is indeed blessed.

## STEWARDSHIP

- Over the past 5-6 years, we have committed ourselves to significant stewardship conversation, whether it be stewardship of financial resources and legacy gifts, stewardship of the creation or stewardship of our time and compassion. In this year of great generosity, I want to 'Thank you for your Stewardship.'
- We end this year \$42,000 dollars in the black. Most of those financial resources will be set aside in an operating budget reserve. Historically those funds are often used for repair to building and property as we continue to be good stewards of the facility from which we launch ministry. A smaller, but important portion of those resources will be given away, as part of our congregational stewardship. That portion will be split between: the Pacifica Synod in our ongoing effort to bring the congregation closer to our goal of 10% benevolence to the synod; Lutheran World Relief; and the Navajo community our youth will serve on this year's summer trip.
- This entire report contains your stewardship of time and gifts and grace.

## PROPERTY

- Significant work has been done on the property this year. Much of the work on our deferred maintenance list is now complete. All of this is possible because of your generous giving and immediate response to need. The sanctuary HVAC unit failed, requiring its replacement which made the ongoing need to replace the sanctuary roof, an immediate need. You gave the resources to cover both costs completely! Both sanctuary bathrooms were substantially remodeled, as the result of a water leak. The parking lot was re-striped and lighting was enhanced. Roof work was done on the Family Center as well as many projects in the family center itself. My thanks to Dennis Astroth for his unfailing work, shepherding these projects to completion.

## ENDOWMENT FUND COMMITTEE

- The Mission Endowment Fund received 2 substantial legacy gifts this past year. After 3 years of faithful work to create the mission endowment fund we were able to provide 2 scholarships from the fund this year. This coming year will see more opportunities to receive grants from the fund for new ministry.

## CHURCH ADMINISTRATION

- We began work with a new payroll service this year that specializes in churches, at a cost savings to the congregation.
- We switched from the Christian Credit Union to more consolidated banking that is at an advantage to the congregation. My thanks to Mark Stauffer and Judy Foland for substantial work in these two areas.

## FINAL THOUGHTS

- This has been a very successful and joyous year at Bethlehem. Our building has received much needed attention, thanks to your generosity. We have financial resources and necessary reserve into next year, with money to give away to others, thanks to your faithful stewardship. Our existing ministries are strong and several new ministries have begun this year. We received close to 30 new members into this congregation and all speak of the joy of this inclusive church.
- Our worship life is strong and new worship times, a blessing. We have a new Family Ministry Director position.
- In the deaths that we have endured and the tears we have shed together, I have felt your strength, compassion and care for one another, and the hope of the Gospel work that is yet to be.
- My thanks to the amazing staff with whom I serve: Debi Carr, Judy Foland, Molly Hall, Constance Mithelman, Rose Moldenhauer, Sam Nelson, Laure Reynolds, Gail Winterbourne and Karen Wise. Each one of them are exceptional in their service and grace.
- A personal word of deep gratitude, for the kindness and support you extended to me and to my family, as Daren and I ended our 25 year marriage. I have been humbled by your grace and blessed by your care.
- Thank you for the joy and gift that it is to serve as your pastor. Thank you for your faithfulness to the gospel and your bold witness to grace in word and deed. Thank you for the new mercies we share every day and the hope into which we live.

In Christ,

Pastor Laura Ziehl

# Associate Pastor's Annual Report 2019

*"The fruits of your labors may be reaped two generations from now. Trust, even when you don't see the results."* ~ Henri Nouwen

*"I thought faith would say, I'll take away the pain and discomfort, but what it ended up saying was, I'll sit with you in it."* ~ Brené Brown

## **Worship**

Worship at Bethlehem is a source of great joy and I am amazed by the various forms it takes due the wide range of liturgies and hymns we use. I have continued my work creating the majority of the single-use bulletins for special occasions and festival days, as well as the seasonal reusable bulletins. Our biggest change to worship came in the form of new worship times on Sunday morning. After trying it for the summer, we heard overwhelmingly how much people enjoyed the energy and feel of the new schedule. Wanting our decision to be fully thought through, we met with the staff, the council, and took learning circles and the children's music programs into account before finalizing the decision in early November. There has been an adjustment period, and we ended up switching the Learning Circles time, but I feel like this new Sunday morning schedule will help our community grow closer in relationship with one another.

## **Adult Education**

I developed the curriculum for, and led our first Theology on Tap course on the nature of God early this year and I plan to lead another course after Easter. Pastor Laura and I reshaped the order of our mid-week Lenten gatherings and changed the education portion to mirror my Theology on Tap format. Five members attended the Brew Boldly retreat at Luther Glen this year. I also created a class for our fall stewardship campaign that used Eric Law's book *Drawing on the Holy Currencies*. We will be using this resource for our Lenten education this year. We were also blessed with teaching during the summer by a number of our members on a wide variety of topics. Thank you to all who attended those sessions, and especially to those who led them. Suzi Westmoreland also started an ASL class this year and more classes are planned for 2020.

## **Men's Ministry**

The MOB held a number of different social events this past year, including two trivia nights. We also made excellent progress on revitalizing the patio area behind the Family Center. The back walls of the Family Center were painted, new lights and electrical work was done, the brick wall and fireplace were painted, and we received the new granite countertop as a donation from American Marble thanks to George Orness. Special thanks go to the men who have helped out on work parties and especially to the planning team – Dennis Astroth, George Orness, Tom Wolf, and Mike Ontiveros.

## **Property**

We undertook a number of large-scale projects this year to improve and maintain this campus. First let me say thank you for your generosity in supporting these projects, and also for your patience in enduring some of the projects (I'm looking at you bathrooms). We replaced a broken HVAC unit, replaced the roof of the sanctuary and repaired the roof of the family center, made upgrades to our pre-school classrooms, resurfaced the parking lot, redid both sanctuary bathrooms, upgraded the Wi-Fi (thank you to Scott Anderson), along with many other smaller projects. Thank you to all who volunteered to help with these efforts and for those who supported them financially. And special thanks to Dennis Astroth for his tireless work maintaining this property.

## **Conferences and Continuing Education**

• **First Call Theological Education:** All first call pastors are required to complete 6 continuing education conferences over the course of their first three years in ministry. These events are done jointly with all of the Region 2 synods and their locations rotate. The first was in Las Vegas and focused on the topic of care for creation and ecological theology. The second one was here in San Diego and focused on transitions – helping parishioners through life transitions and learning more about pastoral transitions. Part of this event included a tour of the TACO facilities at First Lutheran.

- Stephen Ministry Leader Training: In February I attended the meeting to become a certified Stephen Ministry Leader, a requirement of all pastors who serve in churches that have a Stephen Ministry program. Bethlehem has a team of amazing Stephen Leaders, so I have not been asked to step in in any official way, but having gone through the training has made me all the more amazed by, and thankful for, the work that they do.
- Stewardship Kaleidoscope: Mark Stauffer, Carolin Meinhardt, Dick Dubois, and I attended a stewardship conference here in San Diego at the end of October. I received a scholarship from the ELCA, Mark Stauffer was on the planning committee for the conference, and Carolin Meinhardt and Dick DuBois received scholarships from the Bethlehem Endowment Fund. The conference was a wealth of information, and our team brought back a number of concrete ideas that will be rolled out in the coming year. Eric Law was also the keynote speaker. We looked into his Holy Currencies program but decided to hold off on doing anything officially, however, we do plan to continue the use of the Holy Currencies model in the future.

### **Community Engagement**

This year we furthered our commitment to the St. Andrew's feeding ministry by taking responsibility for one Saturday a month. A huge thank you to Naida Malchiodi for her work in coordinating that effort.

### **Congregational Life**

This year contained great joys, as well as tremendous sorrows when it came to the members of this congregation. We had a number of funerals in the spring, summer, and fall of long-time, faithful, and devoted members of this congregation. The support and care with which you embraced those families who were grieving was truly remarkable, and a testament to what it means to be a community of faith. We also had the great privilege of welcoming 31 new members in June, one of the largest groups we have had in a while. This is also a testament to the welcoming and open nature of this congregation. This year also saw the creation of two wonderful new outdoor ministries – Bethlehem Surfs led by myself, Carla Stoner, and John Lawver; and the Adventure Ministry led by Suzi Westmoreland, Eileen Lajimodiere, and Dennish Astroth.

### **Youth/Children's Programs**

This year's VBS program was an amazing success and I was happy to take more of a leadership role as I became the lead for the Imagination Station classroom. The work and effort of all of the volunteers, as well as the staff was absolutely amazing to witness, and it resulted in a truly memorable week for the kids who attended. I also reprised my theatrical efforts with Christ Matthews during the opening skit. I continue to be involved in helping develop our curriculum for Confirmation as well as teaching classes, all in conjunction with Constance and Pastor Laura. After a number of years of faithful service, Chris stepped down from the role as director to pursue other ventures and we are incredibly thankful to him for the work he did. Mea Hutson Hall stepped into the role in an interim capacity and has worked tirelessly over the past three months. And I am very excited for Constance as she begins her new role as Family Ministry Director here at Bethlehem and look forward to what the future of that program holds.

### **Closing Remarks**

There are many things that happened that I simply was not able to fit into this report. A true recounting of the past year including the ways you have blessed both my life, and the lives of those in this community would certainly fill volumes. I feel incredibly supported by the members of this congregation, and am continually in awe of, and surprised by, your grace, generosity, and willingness to move where the spirit is leading. These are just a few of the characteristics that make Bethlehem one of the most vibrant and healthy congregations that I have ever had the pleasure to be a part of. I consider being one of the pastors here at Bethlehem to be a tremendous honor and privilege, and I am proud to be affiliated with, and represent, you when I go out into the world. Thank you for being a people of joy and faith. Thank you for being a community that embraces one another despite our differences. Thank you for being a wonderful example of what it means to be the body of Christ here on earth.

Your sibling in Christ,  
Pastor Sam Nelson

# **BETHLEHEM LUTHERAN CHURCH**

## **2019 PASTORAL ACTS**

**Baptisms = 7**  
**Confirmations = 9**  
**Funerals = 7**

## **2018 – 2019 STATISTICAL SUMMARY**

**Average Weekly Worship Participation in 2018 = 195**  
**Average Weekly Worship Participation in 2019 = 189**

**Membership at the end of 2018**  
**Baptized (Includes Children) = 868**  
**Confirmed (Teenage & Adult) = 528**

**Baptized Members received in 2019 = 37**  
**By Transfer, Affirmation & Restoration = 30**  
**By Baptism = 7**

**Baptized Members removed in 2019 = 34**  
**By Death = 8**  
**By Transfer = 4**  
**Inactive/Removed/Moved = 22**

**Confirmed Members received in 2019 = 37**  
**By Transfer, Affirmation & Restoration = 26**  
**By Baptism = 2**  
**Confirmed = 9**

**Confirmed Members removed in 2019 = 29**  
**By Death = 8**  
**By Transfer = 4**  
**Inactive/Removed/Moved = 17**

**Membership at the end of 2019**  
**Baptized (Includes Children) = 871**  
**Confirmed (Teenage & Adult) = 536**

## **Nominating Committee 2019 Annual Report**

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Eleven members of the congregation, in addition to our Pastors, comprise the Congregational Council of Bethlehem Lutheran Church. Their terms are staggered to maintain continuity in the experience and work of the council. Typically, 3 - 4 members join the council each year to replace the departing members. A youth member is also chosen in consultation with the Pastors and Director for the Youth Ministry. The youth representative sits on council for a one year term.

The recommendations of the 2019 Nominating Committee are as follows:

1. The following members will continue to serve on Council
  - a. Through 2020 - Mea Hall, Stephen McMahon, Karen Saake, Marti Willey
  - b. Through 2021 - Naida Malchiodi, Sue LaClaire, Dave Ensberg
2. The following are the nominated members who will begin to serve a three-year term on the Council
  - a. Through 2022 - Suzi Westmoreland, Melissa Ontiveros, Mike Lyons, Derrick Oien
3. The nominated youth member for the Council - Tucker Oien
4. We want to thank the following departing Council members for their service
  - a. Carole Orness, Mark Stauffer, Tom Wolf, Henna Hall

In addition, the Nominating Committee is charged with filling next year's Nominating Committee which will nominate church members interested in serving the Congregational Council starting in 2021. The following individuals have agreed to serve on the 2020 Nominating Committee: Carole Orness, Mark Stauffer, Tom Wolf, Worth Archambault, Eileen Lajimodiere and Ashley Lawver.

Respectfully Submitted by the 2019 Nominating Committee,

Dick Dubois, Steve Grady, Joanne Manzi, Beth Nelson, Dave Porcelli and Arlene Skoor

# Bethlehem Lutheran Church Mission Endowment Fund Annual Report for 2019

## **Background**

The Mission Endowment Fund was established to further the work of God by supporting and expanding the ministry of Bethlehem Lutheran Church. The fund exists to receive gifts from members, invest and manage those gifts, and disperse a portion of the fund in support of the fund's purpose.

The purpose of the fund is to complement and supplement the mission of Bethlehem through grants that enhance the ongoing ministry of the congregation or develop new ministries. While the congregation is expected to meet the church's operating budget with regular giving, the endowment fund offers another channel through which members can support ongoing ministries as well as encourage the development of new ministries. The fund is not intended to be used for the church's annual operating budget or for capital improvements or land acquisition.

Assets of the Mission Endowment Fund are invested in the InFaith Community Foundation (formerly known as the Lutheran Community Foundation). Investment gains accrue in the endowment fund while investment losses and administrative fees reduce the value of the endowment fund, as do grants made with the approval of the endowment fund committee and the Congregation Council.

## **2019 Activity**

After receiving no requests for grants during 2018, we were pleased to receive, and approve, three grant requests during 2019. They were:

- A grant of \$850 to cover registration fees and books for the Stewardship Kaleidoscope Conference in San Diego Sept. 30-Oct. 2. Attending were Pastor Sam, Mark Stauffer, Carolin Meinhardt and Dick DuBois.
- A scholarship of \$2,000 to one of the teachers at Bethlehem Community Preschool to allow her daughter to attend the preschool.
- A grant of \$5,000 to Emily Erisman to help with her room&board and textbook expenses at Wartburg Theological Seminary.

One donation to the fund was received, from the Ellis estate, of \$150,000. We praise God and give thanks for this generous legacy gift.

During the year, we were sorry to lose the valuable participation of two committee members – Ted Lange, who left the congregation, and Michele Lund, whose passing was a great loss to her family, friends and the Bethlehem community. We give thanks to God for her inspiring life.

The committee also reorganized the various funds held under the name of the Mission Endowment Fund, to simplify accounting and better align the intent of each fund with the purpose of the endowment.

Two funds previously managed under the Mission Endowment Fund umbrella – the Tom Saake Memorial fund and the Columbarium fund – were transferred to the church’s general fund, because the money put into them was not at the time intended for an endowment. In addition, the fund previously known as “Anonymous” and the General fund were combined into one General Fund, because both are intended to support the same mission and goals, as described in the bylaws governing the Mission Endowment Fund.

There are now two funds in the Mission Endowment Fund: the General Fund and the Bill and Patty Harman Vision Fund, which supports initiatives as identified by the current pastor of Bethlehem Luther Church.

Here is the performance of each fund for 2018:

<b>Fund Name</b>	<b>Balance 12/31/18</b>	<b>Contributions</b>	<b>Grants</b>	<b>Investment Performance (net of fees)</b>	<b>Balance 12/31/19</b>
General	\$106,001.45	\$150,000.00	\$5,850.00	\$23,605.98	\$273,757.43
Anonymous	56,015.22	0	2,000.00	5,164.91	59,180.13
Harman	11,550.94	0	0	1,065.14	12,616.08
Saake *	5,365.39	0	0	494.74	5,860.13
Columbarium *	13,025.10	0	0	1,201.05	14,226.15
<b>TOTAL</b>	<b>\$191,958.10</b>	<b>\$150,000.00</b>	<b>\$7,850.00</b>	<b>\$31,531.82</b>	<b>\$365,639.92</b>

\* As of 12/31/19, these funds were transferred to the general fund of Bethlehem Lutheran Church

Going forward, the Mission Endowment Fund will be reported as follows:

General Fund	\$332,937.56
Harman Fund	\$12,616.08
<b>TOTAL</b>	<b>\$345,553.64</b>

Thank you to the members of the Mission Endowment Fund Committee – Sandy Lakey, Dave Porcelli and Dan Halvorson.

Respectfully submitted,

Bob Michelet  
Chair

# Bethlehem Lutheran Church Encinitas

## 2019 Council President's Report

January 26, 2020

Dear Fellow Members of BLC,

Let me begin by thanking you for the opportunity to serve our Congregation in this role. The year has been very rewarding and inspiring, one for which I am very grateful.

There are several Council highlights from 2019 that I would like to briefly recap, some of which you are aware and perhaps others that might be new.

- This was the year of property needs! It started with the failure of the HVAC, which made the ongoing need to replace the roof something that needed to be done now, then the flood in the bathroom, which made a long overdue remodel to the bathrooms something that didn't make sense to put off any longer, many complications occurred with the bathroom repairs and remodel, we restriped and enhanced the lighting in the parking lot, a long list of repairs were made in the family center, not to mention all the smaller necessary maintenance that are ongoing with a property of this size and age. Please thank our tireless property manager, Dennis Astroth, every time you see him!
- As a result of these many unanticipated property needs we came to you, our beloved congregation, more than once to ask for your financial assistance and the response was overwhelming with wide participation. Thank you, we are so blessed by our membership.
- We had a tremendous response from our stewardship campaign defined by you our *Grateful Giver*. Over 100 families returned pledge cards and over 50 families increased their pledge. This enabled us to reach our goal of an 8-10% increase in giving. Which in turn allowed us to fulfill our commitment to Landscape, Library, and Livelihood.
- Our Council members strengthened our personal connections to one another by beginning each council meeting sharing our highs, lows, and prayer requests.
- The Council approved the 2 first ever BLC Mission Endowment Fund scholarships on the recommendation of the Mission Endowment Fund committee. One for seminarian, Emily Erisman, and the other for the child of one of our BLC Preschool staff.
- We also ended the year with a budget surplus which you can learn more about in the treasurer's report. This was due in part to the great response to our stewardship campaign, a few unexpected significant gifts, and the unbelievable efforts of Mark Stauffer, Judy Foland, our Pastors and others to cut costs and streamline efforts. In response to this blessing we chose to set aside a portion to a contingency reserve account and to share the remainder with others. The proposed budget includes increasing our benevolence to the synod, a gift to Lutheran World Relief, and a gift to the Native American group that our youth will be working with on their summer trip this year.

I would like to thank my fellow Council members for their faithful attendance and deliberations in 2019. In particular, thanks to those who are concluding their terms: Mark Stauffer, Treasurer, Carole Orness, Secretary, Henna Hall and Tom Wolfe. Your service is so appreciated and you will be missed dearly. Sincerely,

Karen Saake, 2019 Council President

**Bethlehem Community Early Childhood Center (BCECC)  
Part-day and Full-day preschool Programs Annual Report for 2019**

**Shared values & community spirit**

As we enter the year 2020, a milestone year, BCECC is pleased to be a continuing example of shared values and community spirit. BCECC has taken pride in being a neighborhood school, where children can ride bikes, scooters and strollers to school. Our school offers an opportunity for families to gather on the lawn after school, visit our Community Library or attend any of the other activities that take place on our campus.

**Christian Education**

Bethlehem continues to be blessed with Pastor Laura Ziehl and Pastor Sam Nelson. The children attend chapel once a month with Pastor Laura. This is a great way to introduce children to church with songs and stories presented in a fun and exciting way. Pastor Laura participates in our Christmas Programs and End of the Year events.

**Art Studio and Garden**

This program has been tremendously successful. The children and families have benefited from an opportunity to combine activities in the garden with instruction from our very own Art Studio Facilitator, Patti McDuffie. The Art Studio contains materials, art supplies, posters and prints of famous artists and their works. Ms. Patti provides an Art lesson to each class once a month. Each classroom spends a half hour to forty five minutes learning about different art mediums from clay and natural materials to oil pastels and paints. The children rotate through the studio; the other children spend time in the garden with their teachers who work with small groups of children on gardening, food and nutrition.

**Volunteers**

Our program has an active group of volunteers. These volunteers include students involved in a Service Learning Project through Mira Costa College. The students contribute volunteer hours and find out if working with young children is a career path they may want to choose. Several students have been hired to work at BCECC from this program.

The parents in our programs have contributed over one thousand hours of volunteer service to the schools.

**Accreditation and Licensing**

Both the full day and part day programs operate under the standards set down by the National Association for the Education of Young Children as well as Community Care Licensing. We are one of a handful of programs in San Diego to maintain this quality of care for our children. We also work closely with school districts in our area to be sure students leaving Bethlehem to attend kindergarten are prepared to be successful in all areas of learning and social interactions.

Our schools are also members of the Evangelical Lutheran Education Association (ELEA).

**Future Planning**

We look forward to providing a happy, healthy environment for all children to grow. The Full Day program is in a maintenance mode. The "new" childcare building is now over twenty years old and like any well-loved structure, is in the process of ongoing painting and repair work. The Part Day program continues to struggle with ongoing structural issues in the building used by many in the church and community. We will continue to work to maintain the same high quality programs, improve our buildings and infrastructure and maintain a strong relationship with our community.

Debi Carr, Full Day Director

Gail Winterbourne, Part Day Director

## Bethlehem Women of the ELCA 2019 Annual Report

*“To mobilize women to act boldly on their faith in Jesus Christ.”  
Mission Statement of the Women of the ELCA*

The Bethlehem Women of the ELCA would like to thank the members of Bethlehem Lutheran Church and our Women’s Bible study groups for your generous support which helped make these gifts possible:

“Project Comfort Fund” (LWR)	\$ 500.00
National Women of the ELCA	\$ 400.00
Pacifica Women of the ELCA	\$ 400.00
Men of Bethlehem (MOB)	\$1,000.00

*TOTAL MONETARY DONATIONS* *\$2,300.00*

### Inspirational Events

57 women attended the Bethlehem Women’s Retreat held in February at Luther Glen. The theme was “God’s Light Shines through Our Story.” The weekend enabled the women to enjoy time together exploring their faith and sharing our individual stories. The next Women’s Retreat will be held in May 2020 at Luther Glen.

In July 2020 the Eleventh Triennial Gathering of the Women of the ELCA “Just Love” will be held down the road in Phoenix. Consider if attending is a call you want/need to answer. Financial assistance is available. The Women’s Christmas Bazaar is held to help the women of Bethlehem gather together at national, regional, local gatherings/retreats to better understand what really speaks to them as women of faith.

### Mission Growth

The Women’s Bible Study group, **Lydia Circle**, led by Marla Keith meets the third Thursday each month at noon in the conference room in the sanctuary to read and study together in song and prayer. All women of Bethlehem are invited to join us.

### Mission Community

Marti Willey coordinates the E-Mail **Prayer Chain** which has 96 people participating. If you wish to join the prayer chain or have prayers said for you, please visit the church’s web site. Food donations are taken to St. Andrew’s Episcopal Church **Food Pantry**. Lori Cook continues to coordinate monthly work days to support T.A.C.O. with their evening meal service to approximately 250 homeless members of the San Diego community as well as collecting needed clothing and toiletries. This year the Women hosted four funeral receptions and the Thanksgiving Eve Interfaith Pie Reception. In total they served over 600 people with the help of many volunteers for whom they are immensely grateful. Our **Reception Coordinators** are Cynthia Heigold and Naida Malciodi.

### Mission Action:

<b><u>TOTAL QUILTS and BLANKETS</u></b>	<b><u>356</u></b>
Full Size Quilts	
Lutheran World Relief (LWR)	57
Fund raiser for Scraps & Prayer supplies	18
UCSD Hope Scholars	19
Wounded Warrior Battalion (WWBN-W)	20
1 <sup>st</sup> Battalion, 5 <sup>th</sup> Marines	13
Special gifts, fund raisers	7
Total	134

Baby Quilts		
Gently Hugged	76	
Fundraiser for Scraps & Prayer supplies	18	
29:Eleven Maternity Home (Mother's Day Giving Tree	10	
WWBN-W	22	
1 <sup>st</sup> Battalion, 5 <sup>th</sup> Marines	6	
CRC Holiday Basket project	54	
S.T.E.P. (focused on junior enlisted in the military)	24	
Es Por Los Ninos	8	
Baptisms	2	
Preschool Fund Raiser	2	
Total		222
Swaddling Blankets	2	
Prayer Quilts	5	
Lap Blankets (WWBN-W)	2	
		9

Other LWR donations - Fabric Kits (10) & Soap Bars (87)

Fifty seven of the full size quilts made by Bethlehem's quilting group, Scraps and Prayers, were sent to LWR and \$500 was donated for LWR's "Project Comfort Fund". The Project Comfort Fund ships quilts and kits throughout the world. The remaining 77 quilts as well as baby quilts were distributed as noted above. Swaddling blankets were given to newly baptized infants in the congregation.

**The Prayer Shawl Ministry** continued its ministry. Recipients are people celebrating a special event i.e. the birth of a child or recent high school graduation, are recovering from surgery or illness, or are caregivers. Additionally, hats, scarves and shawls were donated to the annual Christmas Bazaar, CRC Holiday Basket., the Secret Santa Project, and T.A.C.O. The members are both experienced and novice knit or crochet "artists".

Prayer Shawls	18	
Scarves for high school graduates (sent in October to college addresses)	6	
<i>TOTAL SHAWLS &amp; SCARVES</i>		24

We coordinate Bethlehem Lutheran Church's annual **LWR "World Hunger Fund"** food drive with food donations to St. Andrew's Food Pantry.

In August, Bethlehem sponsored its tenth annual Bethlehem Serves Day. When what had been an ongoing project of long duration for the Women, joined with Bethlehem Serves ten years ago, we continued oversight of assembling school kits with funds provided by the congregation and Thrivent Financial for Lutherans. 120 of the school kits were given to Central City Lutheran Mission in San Bernardino; 130 to Es Por Los Ninos; 100 to Lutheran World Relief.

Our annual **Christmas Bazaar** was held in early December with participation by the Bethlehem Women of the ELCA, Bethlehem Preschool's Scholastic Book Fair and the Center for Global Awareness (CGA). This year the Bethlehem Women raised over \$1700 to support various projects involving the women of our church such as the Women's Retreats and Triennial Conventions and women in the local community. The CGA hosted its ninth International Market with selected gift items through the SERRV catalogue that benefit artisans and farmers in 34 countries. After this year's bazaar, CGA was able to donate over \$600 to Lutheran World Relief to support a community water system which allows clean water for a community and allows girls the opportunity to attend school.

Cheryl Monreal originated the **Giving Tree** almost 30 years ago as well as the **Secret Santa Project**. She led the Secret Santa Project again this Christmas and continues to serve people affected by HIV/AIDS in her work with **Es Por Los Ninos** (a non profit organization located in Tijuana, Mexico) as well as local families in need.

The **Pajama Project's** amazing volunteers cut and sewed nearly 1500 pairs of flannel pajama for teenagers, women and children in need in our community. The garments were distributed through various social service agencies and military organizations in San Diego County. They purchased almost two miles of flannel in late November and they start all over again in February 2020. Additional hands for cutting and sewing are always needed.

Respectfully submitted with our heartfelt thanks by your sisters in Christ,

Kim Oswald, President  
 Roberta Allen, Vice President

Lynne Miller, Secretary  
 Dana Roberts, Treasurer

## Bethlehem Lutheran Church Annual Report 2019

### Youth Ministry

Greetings friends! 2019 was a deeply powerful year in the youth ministry programs here at Bethlehem. Thank you to all who financially and prayerfully supported us as we went out to be God's hands, feet and voices in the world.

We started 2019 in the mountains! We were able to take 14 of our high school youth (along with their St. Andrew's counterparts) and 16 of our Middle School youth on winter retreats to Oak Glen, CA where Luther Glen is located. The theme for the retreats was 'Messy Faith'-quite fitting for the young people (and adults) as we understand how God loves us ~~despite~~ because of what we deem to be our 'flaws' or imperfections, and when our doubts are sometimes stronger than our faith. Once again, the high school youth were over the moon when snow fell and we were able to go snow surfing (stand-up sledding on boogie boards). Unfortunately, it was quite balmy with no snow for the middle school retreat weekend. Bummer!

Pastor Laura, Pastor Sam and I met with our incredible confirmation youth during the school year where we tackled tough questions and learned about the Bible, Martin Luther, how we see God at work in the world and in us. The questions and ponderings thrown at the three of us on Tuesday nights are beyond anything any of us could possibly imagine and SO MUCH FUN. We headed back up to Luther Glen in July for Confirmation Camp where we had a week chock full of games, Bible studies, new friends and BABY GOATS! In October, we celebrated the Confirmation of 9 of our 9<sup>th</sup> graders in a powerful and Spirit-filled service that left most of us in tears of awe and wonder.

In August, the high school youth group from Bethlehem and St. Andrew's again packed the vans and headed East to Las Cruces, NM to learn more about how the U.S./Mexico border is affecting our brothers and sisters in Christ who seek safety, adequate healthcare and a better life for themselves and their families. We met with Border Patrol agents and immigration lawyers, local judges and normal everyday people to listen and learn just how complicated and broken the Immigration System in our country is. We also spent time in El Paso, TX (about 50 minutes from Las Cruces) immediately after the deadly shooting in a local Walmart. Each of us were able to put faces and names to the stories we had only heard about on the news. This trip was a deeply emotional trip for all of us and truly changed each one of us forever. I am filled with gratitude for our wonderful Bethlehem chaperones; Mea Hall, Sandy Lakey, Steve Grady and Kris Ensberg and for the 22 youth who were willing to wholeheartedly embody our theme for the trip, *Love Without Borders*.

About 15 high school youth from Bethlehem and St. Andrew's meet on Wednesday evenings throughout the year and at the beach in the summertime for fellowship, fun and devotions.

It has been a privilege and honor to serve as Bethlehem's Director of Youth Ministries the past 2.5 years. I am over-the-moon-excited as I/we grow into what family ministry looks like here at Bethlehem as I shift into the Director of Family Ministry position. I am thrilled to discover what the new year holds in the lives of our children and youth, and our life together as God's people.

## BETHLEHEM LUTHERAN CHURCH MUSIC ANNUAL REPORT 2019

*Voices raised to you we offer; tune them, God for songs of praise.  
Hearts and hands we bring in tribute for your gifts through all our days.  
Alleluia! Alleluia! Triune God, to you we sing! ELW 845*

This is the mission of the music department at Bethlehem Lutheran Church. Through voices, bells, chimes, and other instruments our goal is to touch the lives of all through the medium of music

I believe we are living that mission. Many of our children are performing both vocally and instrumentally in our Children's Choir and Children Chimers groups. Teens, their parents and other adults have connected through contemporary Christian music to sing and play in our Second Sabbath ensemble. The hands of the JuBellation Ringers have worked hard as a team to develop different handbell techniques that enhance the distinct sound of their handbell music.

The Good News Singers are solidifying as an outstanding mixed ensemble. Accompanied by an orchestra, the Palm Sunday cantata *Calvary's Love* told the Passion story through song. Other singers in the area decided to join our choir to participate in the Christmas Concert. The Good News Singers had the largest number of singers ever (33) participate in our Christmas concert called *Rejoice! The Child is Born!*

The mission of music stretched beyond our congregation. In March, we assisted Calvary Lutheran Church by providing housing for the Luther College Band. The evening concert at Calvary followed by a Luther College ensemble at our Sunday morning service gave all the opportunity to experience quality music at the college level. In September, the Good News Singers provided music for the annual St. Andrews/ Bethlehem Beach Service at Moonlight Beach. Finally, our World Music Ensemble led worship for the Interfaith Thanksgiving Eve service held at Bethlehem this year which honored our former Pastor Bill Harman.

God has truly blessed this congregation with outstanding musicians who offer their services as directors, cantors, band members and ensemble singers. Thank you to those who continue to share their gifts of music. I am blessed to continue to work with two outstanding musicians – Judy Collier and Kim Froke. Their flexibility in playing different worship styles paired with their positive attitudes allows me to offer musical variety to all.

I am also grateful for Pastor Laura and Pastor Sam who realize the power of music in congregational worship.

To God, we continue to sing. Alleluia!  
Mona Goetsch



The Stephen Ministers of Bethlehem Lutheran Church are lay volunteers who have been trained to provide high-quality, confidential care and support to people who are facing changes in their lives. We provide support to members of the Bethlehem congregation as well as members of the community.

During 2019:

- We had 12 active Stephen Ministers, three who served as Stephen Leaders.
- Our Stephen Ministers made 323 contacts with care receivers and provided 74 hours of care to individual care receivers.
- Our Grief Ministry program provided 49 Stephen Ministry Grief Series books to members of the congregation.
- Our Stephen Ministers met twice monthly for Supervision and Continuing Education. Continuing Ed topics this year included ministry to the dying and their families, caring for people needing long-term care or undergoing hospitalization, and ministering to people who are aging, experiencing divorce, or pregnancy.

In addition, Stephen Ministers participated in

- Communion distribution to those who are homebound
- Healing Stations on the first Sunday of each month
- Funeral and Memorial services
- Planning and support of the Bethlehem Women's Retreat
- The Bethlehem Health Ministry team
- The Comfort at Christmas service

Thank you all for your continued support of the Stephen Ministry program.

Laure Reynolds

Stephen Ministry Team Coordinator

Rose Moldenhauer  
2019 Report for Health Ministry

As Parish Nurse I work closely with the pastors and Stephen Ministry leaders. We work as a caring team to make sure our church members, families and community are well taken care of. Some of the areas of this Health Ministry include:

- Calls and visits to parishioners who are in need of care or comfort , those who are ill, or need advice for good health.
- Provide transportation and accompany parishioners to medical appointments, assist with communication with healthcare providers, planning, asking questions and understanding.
- Provide references and resources for health and healthcare.

Some programs I collaborate with include:

- Bethlehem Cares Fund which provides financial assistance for church members with temporary needs
- Care Notes Ministry
- Comfort at Christmas service
- Women's Retreat
- Christmas Caroling
- Gratitude Sunday
- CPR and first aid classes
- Good handwashing class for preschool and childcare programs
- Women's health update talks for Bethlehem women's group
- Assist with funerals
- In process of planning transportation program, Sunday Rideshare for those in need of rides to church services and events.