

BETHANY FOUNDATION

BETHANY LUTHERAN CHURCH

Foundation Grant Distribution Policy¹

The Bethany Foundation distributes its funds primarily for purposes of furthering Lutheran and Christian leadership development in individuals through education, and for passing on the Lutheran faith through individuals. In many situations, the Bethany Foundation distributes funds to emulate God's gifts of grace that humans neither deserve nor can earn through their own merit.

The Bethany Foundation Committee may approve annual disbursements of funds from its net assets in amounts up to 5% of the average fair market valuation of the Bethany Foundation's net assets. The Bethany Foundation determines its net assets for the eight calendar quarters ending as of September 30 of the preceding calendar year. Amounts in excess of the 5% limit may be disbursed from Bethany Foundation net assets with congregational approval at a duly called meeting of the Bethany Foundation. These spending provisions are authorized in Article II, Section 5 of the Bethany Foundation's Constitution.

The Bethany Foundation Committee generally makes its grant decisions in November and December of each calendar year for grant applications submitted before November of each calendar year. The Bethany Foundation Committee may, however, review and approve time-sensitive grant requests at any time of year. The Bethany Foundation Committee will generally give priority to grant requests which involve matching grants from educational institutions or other sources. The Bethany Foundation Committee may consider multi-year grant requests which the Bethany Foundation Committee will review annually to ensure continuing consistency with this Grant Disbursement Policy.

The Bethany Foundation will generally consider grant requests under the criteria in the attached priorities matrix as follows:

1. **Seminary Scholarships**. The Bethany Foundation seeks to help institutions that prepare and produce Lutheran pastors and preachers. The Bethany Foundation will make available up to \$3,000 annually to current members and current staff members at Bethany Lutheran Church for attendance at Seminaries in the Evangelical Lutheran Church in America ("ELCA"). Each Scholarship will be provided, on completion of an Application Form submitted to the Church office, for academic years in seminary training. Each Scholarship may be renewed for up to three years

¹ The Bethany Foundation Committee has adopted this Spending Policy as a continuing resolution pursuant to Article IV, Section 5(f) of the Bethany Foundation's Bylaws.

of academic study. Awarded scholarships will be disbursed to the appropriate seminary, but not to the individual applicant. Applications for grants for an internship year will be considered pursuant to items 7 and 8 below.

2. **Pastoral Training.** The Bethany Foundation may make available scholarships or grants for current members and current staff members at Bethany Lutheran Church for attendance at educational training in Lutheran ministry, youth ministry, diaconal ministry, or other pastoral training.
3. **General College Scholarships.** The Bethany Foundation may make available up to \$1,000 for Scholarships to any member of Bethany Lutheran Church who attends an ELCA College or University. Students must apply annually for this scholarship by completing a Scholarship Application Form and submitting it to the Church Office. The Pastors of Bethany Lutheran Church will verify each applicant's membership and current enrollment in an eligible ELCA College or University. Each Scholarship may be renewed for up to four years, assuming adequate academic progress as determined by the Bethany Foundation Committee. Each Scholarship does not require a demonstration of financial need or the achievement of a particular specified grade point average. Each scholarship will be remitted to the appropriate college, and not to the individual applicant.
4. **Lee Memorial College Scholarship.** This endowed scholarship of \$2,000 is made available to a Bethany Lutheran Church member who attends an ELCA College or University. Eligible members of Bethany Lutheran Church shall make separate application for the Lee Memorial College Scholarship, and the scholarship will be awarded to an applicant based upon separate guidelines approved by the donors that endowed the Lee Memorial College Scholarship.
5. **Case Spiritual Development Programs.** On occasions deemed appropriate by the Bethany Foundation Committee, the Bethany Foundation will contribute approximately \$2,000 to \$3,000 toward an individual spiritual development and education program. The contribution from the Bethany Foundation may pay for travel expenses, a speaker's fee, and/or a lecturer honorarium, and/or other expenses deemed appropriate by the Bethany Foundation Committee. Guidelines for the choice of lecture are on file in the Church Office and recommendations for such spiritual development and education program will be developed by the Pastoral Staff and submitted to the Bethany Foundation Committee for final approval. These spiritual development programs shall recognize and further the original contribution for such purposes by Dr. Keith and Leah Case and use additional funds from the Bethany Foundation.

6. **Foundation Operating Expenses.** The Bethany Foundation Committee may expend for audit expenses, office expenses, and other operating expenses not specifically identified with other Bethany Foundation funding activities, as approved by the Bethany Foundation Committee.
7. **Special Needs Seminary Scholarships.** The Bethany Foundation Committee may approve scholarship or support funds for seminary students who are members of Bethany Lutheran Church, but who are not attending an ELCA Seminary. The Senior Pastor of Bethany Lutheran Church must endorse any such financial support.
8. **Miscellaneous Requests.** The Bethany Foundation Committee may approve grants of funds to support individuals or entities other than those specifically identified above. The Bethany Foundation Committee will generally accept applications for discussion and approval at any time during the year. The Bethany Foundation Committee will give priority to specific grant requests from individuals and entities such as Bethany's pastors, Bethany's Church Council, Bethany's youth programs, Lutheran Family Services, ELCA church camps, Lutheran educational programs, Christian educational programs, or Lutheran or Christian programs to alleviate poverty. The Bethany Foundation Committee will also give priority to grants requests which further Lutheran and Christian leadership development in individuals and for passing on the Lutheran faith. All such miscellaneous grant requests will require endorsement by the Senior Pastor of Bethany Lutheran Church.

The Bethany Foundation Committee will notify any of these individuals or entities if support remains available from the Bethany Foundation in any year. Such notice may indicate the amount of funds potentially available for grant requests. The Bethany Foundation Committee will consider grant requests submitted on the Application Form developed by the Bethany Foundation.

PRIORITIES MATRIX

The Bethany Foundation Committee evaluates the merits of individual requests for funds using the following priorities matrix. Requests for funds by current members of Bethany Lutheran Church will generally receive priority over requests from non-members of Bethany Lutheran Church. Requests for funds nearer the top of the matrix will generally receive priority over requests nearer the bottom of the matrix. Requests for funds nearer the left side of the matrix will generally receive priority over requests nearer the right side of the matrix on the same line.

Individuals developing Lutheran leadership	Individuals passing on the Lutheran faith	Individuals developing Christian leadership	Individuals passing on the Christian faith
Members of Bethany Lutheran Church attending ELCA seminaries	Pastors or Staff of Bethany Lutheran Church attending pastoral education or training	Members of Bethany Lutheran Church attending pastoral training	
Members of Bethany Lutheran Church attending ELCA Colleges and Universities	Youth Ministry programs at Bethany Lutheran Church	Members of Bethany Lutheran Church attending Christian Colleges or Universities	Lee Memorial College Scholarship for a member of Bethany Lutheran Church attending an ELCA college
Other ELCA Seminary students	Other ELCA college students	Other Christian seminary students	Other Christian college students
Spiritual development programs for Bethany Lutheran Church	Unusual Foundation operating expenses		
Scholarship funds for ELCA seminarians	Scholarship funds for ELCA colleges	Scholarship funds for ELCA camps	Scholarship funds for Christian seminarians
Support for ELCA education institutions	Support of Christian education institutions	Support for ELCA education programs	Support for Christian education programs
Support for Bethany Lutheran members in short-term financial distress ²	Support for Lutheran Family Services programs helping individuals	Support for Lutheran Social Services programs helping individuals	Support for Christian family and social services programs helping individuals
Facilities repairs or special equipment for Bethany Lutheran Church	Facilities repairs or special equipment for Lutheran camps	Facilities repairs or special equipment for ELCA seminaries or colleges	Facilities repairs or special equipment for Christian seminaries or colleges

² To be recommended or implemented by the Senior Pastor.