



 **Donuts to Dollars**  
**Session 3**

**May 2, 2010**

Bethany Lutheran Church  
4500 E. Hampden Ave.  
Cherry Hills Village, CO 80113  
303-758-2820

Internet: [www.bethany-denver.org](http://www.bethany-denver.org)



## 4 Keys

- Ritual
- Devotion
- Service
- Caring Conversation

### 2010 Bethany Church Council Members

Andy Gift, President

Peggy Furgason, Vice President

Don Abram, Treasurer

Heather Kekstadt, Secretary

Derek Birznieks

Maren Diercks

Dan George

Becky Godec

Brenda Greenwald

Ron Guse

Del Hock

Bill King

Kevin McAuliffe

Terry Pickett

Michelle Stone Kraus





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## Opening Prayer

Almighty God, your Holy Spirit equips the church with a rich variety of gifts.

Grant that we may use them to bear witness to Christ in lives that are built on faith and love.

Make us ready to live the gospel and eager to do your will, so that we may share with all your church in the joys of eternal life; through Jesus Christ, our Savior and Lord.

Amen.





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## Agenda

- Mission, Vision and Goals
- Review budget principles
- Review approved budget recommendation
- Discuss program plans moving forward





## Mission, Vision and Goals

*Bethany Lutheran Church is a Christian community, rooted in the Gospel, and focused on sharing God's grace and love in Jesus Christ with all people.*

### Our Mission (why we exist)

- Gather people to worship, hear and share
- Prepare them for caring and service
- Energize them to witness and reach out
- Connect them with opportunities and needs
- Enable these actions with staff and resources

### Our Vision (what we strive for)

- An ELCA church which is pre-eminent in equipping its members to live and witness as the body of Christ, and
- A Christian leader in caring for and serving others in the Denver area and beyond

### Our Goals (how we work)

- Worship Meaningfully in the Lutheran tradition, with a variety of liturgical and musical experiences
- Grow Spiritually in diverse Christian education programs, for all levels of understanding and stages of life
- Serve Purposefully those in need who live in our local, regional and global communities
- Share Fellowship with one another that builds connections and strengthens bonds
- Witness Intentionally to all those who seek God and a welcoming, embracing church





## Budget Principles

- The proposed budget must support the continued alignment of Bethany's resources with the Mission, Vision and Goals (MVG) of the congregation, as adopted/approved in 2007.
- The proposed budget will uphold the commitments that have been made as part of the Founders Campaign.
  - Bethany will continue to focus on debt reduction.
  - We will set aside funds for major facility repairs and maintenance, and for new or expanded programs or benevolence that are aligned with MVG.
- A balanced budget will be presented for Congregation approval (as opposed to an unbalanced or deficit budget).
- It is a priority to evaluate the feasibility of adjusting staff situations that have resulted in reduced hours as well as salary increases for all staff.
- Budget decisions should minimize disruption on the programs and ministries of Bethany while maintaining fiscal flexibility and responsibility.
- The process will be as transparent as possible, while respecting issues of confidentiality and privacy, especially with respect to personnel changes.
- The proposed budget will maintain our current commitment to Benevolence and Outreach.





# Budget Recommendation

GENERAL FUND	Actual CY 2007	Actual CY 2008	Actual CY 2009	Budget 2009/10	Budget 2010/11	
<b>Personnel Expenses</b>						
<i>Pastoral Ministry</i>	\$258,970	\$316,629	\$293,150	\$283,221	\$249,999	Includes pastors, sound techs and nursery attendants
<i>Music Ministry</i>	\$140,396	\$151,752	\$149,950	\$120,835	\$116,125	Includes placeholder for organist position
<i>Faith Formation Ministry</i>	\$196,637	\$189,670	\$147,312	\$111,408	\$114,275	
<i>Life</i>	\$54,367	\$41,873	\$15,499	\$0	\$3,300	Stipend for XYZ and YAH program support
<i>Administrative Support</i>	\$339,305	\$339,345	\$324,248	\$320,703	\$343,531	Includes all administrative and communications support
<i>Facilities Support</i>	\$171,685	\$184,883	\$153,603	\$148,768	\$142,823	Include 2 FT and 4 PT custodians
<b>Sub-total</b>	<b>\$1,161,360</b>	<b>\$1,224,151</b>	<b>\$1,083,762</b>	<b>\$984,935</b>	<b>\$970,053</b>	
<b>Benevolence Ministry</b>						
<i>Rocky Mtn Synod</i>	\$100,000	\$100,000	\$100,000	\$102,000	\$100,000	
<i>Global Mission</i>	\$38,664	\$39,235	\$24,945	\$57,530	\$35,600	
<i>Benevolence Task Force</i>	\$77,328	\$63,361	\$41,272	\$92,470	\$53,400	
<i>Sr Pastors Discretionary</i>	\$0	\$6,000	\$3,000	\$6,000	\$6,000	
<b>Sub-total</b>	<b>\$215,992</b>	<b>\$208,596</b>	<b>\$169,217</b>	<b>\$258,000</b>	<b>\$195,000</b>	
<b>Direct Program Expenses:</b>						
<i>Pastoral Ministry</i>	\$27,067	\$32,611	\$32,125	\$31,220	\$32,300	Includes pastor's expenses, worship supplies, offering envelopes, flowers
<i>Music Ministry</i>	\$11,385	\$9,923	\$9,995	\$11,866	\$12,340	Includes Bluegrass worship (May 2011) \$2500
<i>Faith Formation Ministry</i>	\$21,412	\$28,094	\$19,033	\$32,410	\$22,400	Reduced Mission Trip expense, minister's expense and honorariums; includes Confirmation fees
<i>Life Ministry</i>	\$22,493	\$23,246	\$28,858	\$26,815	\$29,400	Includes XYZ, YAH, Fellowship Events, New members, small groups, WELCA
<b>Sub-total</b>	<b>\$82,358</b>	<b>\$93,874</b>	<b>\$90,011</b>	<b>\$102,311</b>	<b>\$96,440</b>	
<b>Program Support Expenses:</b>						
<i>Communications Support</i>	\$30,661	\$28,972	\$29,965	\$29,665	\$29,475	Bulletins, Beacon, advertising
<i>Administrative Support</i>	\$53,078	\$75,055	\$90,850	\$81,248	\$72,326	Office supplies, equipment, audit, computers, postage, bank fees, legal fees
<i>Facilities Support</i>	\$169,984	\$167,104	\$151,399	\$150,741	\$149,575	Utilities, phones, supplies, landscaping, insurance, equipment services
<b>Sub-total</b>	<b>\$253,723</b>	<b>\$271,131</b>	<b>\$272,214</b>	<b>\$261,654</b>	<b>\$251,376</b>	
<b>Debt service - interest</b>	<b>\$217,765</b>	<b>\$199,130</b>	<b>\$166,271</b>	<b>\$147,126</b>	<b>\$109,078</b>	
<b>Founders Campaign Savings</b>						
<i>Property</i>	\$0	\$0	\$49,224	\$95,963	\$112,639	
<i>Program</i>	\$0	\$0	\$24,622	\$47,982	\$56,319	
<i>Outreach</i>	\$0	\$0	\$8,207	\$15,994	\$18,773	
<i>Debt Reduction</i>	\$0	\$0	\$0	\$0	\$0	
<b>Sub-total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$82,053</b>	<b>\$159,939</b>	<b>\$187,731</b>	
<b>Total Operating Expenses</b>	<b>\$1,931,197</b>	<b>\$1,996,882</b>	<b>\$1,863,528</b>	<b>\$1,913,965</b>	<b>\$1,809,678</b>	
<b>Capital Budget</b>						
Property/capital lease payments	\$40,574	\$17,304	\$10,553	\$10,888	\$11,588	
Debt reduction	\$189,307	\$104,050	\$136,584	\$175,147	\$128,734	
<b>Total Capital Expenditures</b>	<b>\$229,881</b>	<b>\$121,354</b>	<b>\$147,138</b>	<b>\$186,035</b>	<b>\$140,322</b>	
<b>GRAND TOTAL</b>	<b>\$2,161,078</b>	<b>\$2,118,236</b>	<b>\$2,010,666</b>	<b>\$2,100,000</b>	<b>\$1,950,000</b>	





## Significant Changes and Key Assumptions

- Festival of Faith
  - Separation of the Festival of Faith program with Forrest Guittar as the Director
  - Finance Task Force to work with Forrest on business structure
- Staff changes and salary adjustments
  - Staff additions limited to organist and custodians
  - Salary increase of 2% except RTG, RAL and JDH effective July 1, 2010
  - Same consideration at end of 2010 for effective date of Jan 1, 2011
- Founders Campaign
  - A pre-payment of \$300k assumed for January 2011
- Use of other funds
  - Founders Campaign Savings to support Health & Wellness, Internship program, Family Ministry/Faith Milestones, Children's Ministry
  - Bequest Fund to support pastoral visitation program
- Administration and support services efficiencies
  - How much more can be done?





## Mission and Ministry Teams continue to provide guidance and direction.

### Fellowship Team

- Deborah Bayles - Leader
- Kevin Dempsey
- Marie Friedemann
- Andy Gift
- Michelle Stone Kraus
- Don Abram
- Judi Burchfield
- Tom Ammentorp
- Janice Lyon - Staff Liaison
- Pastor Ruth Ann - Pastoral Liaison

### Adult Learning Team

- Mark Lacy – Leader
- Steve Baer
- Char Brugemann
- Cathy Evans
- David Laverty
- Michelle Okes
- Karen Witt
- Pastor Ron – Pastoral Liaison

### Worship and Music

- Charlie Freitag
- Marie Friedemann
- David Malucky
- David Sather
- Bud Setzer
- Amy Sommer
- Sheree Weverstad
- Lindsey Whitaker
- Michelle Stone Kraus – Council Liaison
- Pastor Ron – Pastoral Liaison

### Outreach

- The charter is finalized and supports our vision to be “a Christian leader in caring for and serving others”
- Discussion with Council is needed for leadership and implementation
- Benevolence Task Force and Global Mission Task Force remain the primary vehicles for outreach funds
- Other Bethany groups provide “hands on” outreach for Habitat for Humanity, Metro CareRing, Interfaith Hospitality Network and many other groups





## Worship and Music

- Organist Search Committee
  - Plans are in place to have a recommendation to the Executive Committee at the June meeting
- Variety of Worship Experiences
  - The Worship and Music Ministry Team will continue to focus on the worship experience at Bethany along with the pastors
- Worship attendance
  - Emphasis on hospitality for visitors and guests with greeters, ushers, hospitality desk, fellowship pads, etc.
  - Alignment of worship experience and visitor trends
  - Every member of Bethany needs to “make the Word known” by inviting others to participate
    - Back to Church Sunday – September 12, 2010





## Faith Formation

- Vibrant Faith
  - Faith Formation Team includes Pastor Ron, Pastor Ruth Ann, Joni, Rit, Caitlin (until June) and Kevin
  - The role of the Pastoral Intern on the Faith Formation Team for 2010/11 will be determined over the next few months
- Adult Learning Team to continue efforts to offer a wide variety of learning opportunities
  - Stewardship Team to emphasize faith and giving
- Increased emphasis on the role of BECC in the Faith Formation program at Bethany
  - How can we better leverage our assets and resources to help families with young children develop faith in the home?





## Pastoral Care

- Pastoral Care Team includes Pastor Ron, Pastor Ruth Ann, Traci Shahan (Health & Wellness Director), Paul Gilbertson (Visitation Pastor), Pastoral Intern
- Role of the Pastoral Intern with the Pastoral Care Team to be determined over the next few months
- Continued partnership with Covenant Village of Colorado for Health & Wellness
- Caring ministries continue to develop and grow
  - Stephen Ministry
  - Caring Visitors
  - Baptism and wedding seminars
  - “Face the Mourning” classes for those that have lost loved ones
  - My Five Wishes development possibly into an End of Life seminar





## Outreach Ministries

- Formation of the Outreach Ministry Team
- Continued development of the ministries of the Benevolence Task Force and the Global Mission Task Force
- Hunger Relief Day on 10/10/10
  - Can we provide 10,000 pounds of food and \$10,000 to Metro Care Ring by October 10, 2010 – Confirmation Sunday
  - Check out [www.hrd101010.blogspot.com](http://www.hrd101010.blogspot.com)
- Back to Church Sunday – September 12, 2010
  - [www.BackToChurch.com](http://www.BackToChurch.com)
- Health & Wellness Outreach
  - Welcome home program for returning veterans
  - LET's MOVE to eat2gether and move2gether





## Program Support

- Continued adjustments and alignment of the administrative staff to support the delivery and implementation of the Mission, Vision and Goals with the program staff
- Provide comprehensive benefits and human resource services in the most cost efficient manner
  - Termination of relationship with OASIS (a Professional Employment Organization in place since 1999)
- Facility repair and improvement
  - What are the priorities to enable our ability to be successful relative to the Mission, Vision and Goals of Bethany?
  - Facilities Team, Maintenance (Frank) and Custodial Team
  - Technology Task Force working on improvements to Sanctuary sound





## Timeline for 2010/11 Budget Preparation and Approval

- Sunday, March 14 – DtD meeting #1
- Tuesday, March 23 – Budget detail presented to Council as submitted by staff; Council discussion and agreement regarding budget principles
- Sunday, April 11 – DtD meeting #2
- Tuesday, April 13 – Final draft budget presented to Executive Committee
- Tuesday, April 27 – Final budget presented to Council for approval
- **Sunday, May 2 – DtD meeting #3 ← you are here!**
- Friday, May 7 – Business Leaders Forum
- Sunday, May 16 – Annual meeting of the Congregation





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## Closing Prayer

Most gracious God,

Grant us wisdom to use your blessings to your glory.

Help us to develop and share our gifts as good stewards,  
that we may use them in love and service in your Kingdom.

We ask this through Christ, our Lord. Amen.

