

2019 Annual Ministry Reports



Bethel Lutheran Church

www.bethelwinchester.com

A community growing deeper in faith and wider in love.

Bethel Lutheran Church Leadership

Council Members for 2020

President – Traci Shoberg
Vice President – Julie Shanabrook
Secretary – Rose Pierce
Treasurer – Kim Williams

Michael Asmussen
John Fredericksen
Beth Garner
Michael McKiernan
Vonda Wilt
Lee Braithwaite

Ministry Board Chairs for 2020

Worship Board – Lee Braithwaite
Servant Board – Beth Garner
Learning Board – Michael Asmussen

Congregational Life Board – Vonda Wilt
Prayer and Care Board – John Fredericksen
Ministry Support Board – Michael McKiernan

Staff Email Addresses

Rev. Dr. David N. Young, Pastor	pastordave@bethelwinchester.com
George W. Donovan, Jr., Director of Music Ministries	george@bethelwinchester.com
Sue Correll, Associate Director of Music Ministries	sueellen.correll@gmail.com
Pat Shields, Parish Administrator/Financial Secretary	administrator@bethelwinchester.com
Terri Hollingsworth, Parish Administrative Assistant	office@bethelwinchester.com
Kim Williams, Parish Bookkeeper/Treasurer	bookkeeper@bethelwinchester.com
Cliff Crowder, Facilities Manager	ukcrowder@aol.com
Eddie McGoff, Parish Nurse	emcgoff@gmail.com
Patty White, Parish Custodian	annwhite54@aol.com
Gretchen and Matt Meade, Nursery Managers	office@bethelwinchester.com

Bethel Lutheran Church Telephone Information

Church Office		540-662-3245
Fax Number		540-450-1313
<i>Person</i>		<i>Extensions:</i>
Office		100
Pastor David Young	Pastor	105
Pat Shields	Parish Administrator	102
Terri Hollingsworth	Parish Administrative Assistant	100
George Donovan/Sue Correll	Directors of Music Ministries	107
Kim Williams	Parish Bookkeeper	103
<i>Additional Phone Locations</i>		
Conference Room		112
Kitchen		113
Student Center "Underground"		116

Bethel Lutheran Church Organizational Structure

As of January 1, 2020

2077 North Frederick Pike
Winchester, VA 22603
Website: www.bethelwinchester.com
Email: office@bethelwinchester.com

Traci Shoberg – President
Julie Shanabrook – Vice President
Rose Pierce – Secretary
Kim Williams – Treasurer (Non-Voting)
Pastor Dave Young
Michael Asmussen
Lee Braithwaite
Ella Carlson – Youth Representative (Non-Voting)
John Fredericksen
Beth Garner
Mike McKiernan
Pat Shields – Parish Administrator (Non-Voting)
Vonda Wilt

Congregation Council

Personnel Committee

John Fredericksen
Committee Chair

Safety and Security Committee

Pat Shields
Committee Chair

Senior/Lead
Pastor

Dave Young

Director of
Music
Ministries

George Donovan, Jr.

Parish
Administrator
& Financial
Secretary

Pat Shields

Parish
Bookkeeper
and Treasurer

Kim Williams

Associate
Director of
Music

Sue Correll

Parish
Administrative
Assistant

Terri Hollingsworth

Facilities
Manager

Cliff Crowder

Parish
Custodian

Patty White

Youth
Ministry
Coordinator

(Vacant)

Youth
Ministry
Interns

Parish
Nurse

Edie McGoff

Nursery
Managers

Gretchen Meade
Matt Meade

Board Chair Coordination and Assistance

Worship
Ministries

Lee Braithwaite
Board Chair

Learning
Ministries

Michael Asmussen
Board Chair

Servant
Ministries

Beth Garner
Board Chair

Congregational
Life
Ministries

Vonda Wilt
Board Chair

Prayer and Care
Ministries

John Fredericksen
Board Chair

Ministry
Support

Mike McKiernan
Board Chair

MINISTRY INCOME

REGULAR TITHES & OFFERINGS

Envelope & Loose Offerings	\$409,807.01	
SUBTOTAL TITHES & OFFERINGS:		\$409,807.01

FACILITY USE INCOME

Other Facility Use	<u>\$12,290.00</u>	
SUBTOTAL FACILITY USE:		\$12,290.00

OTHER INCOME

Interest & Investment Income	\$406.06	
Misc Funds (Thrivent Choice, Amazon Smile)	<u>\$656.18</u>	
SUBTOTAL OTHER INCOME:		\$1,062.24

TOTAL MINISTRY INCOME: \$423,159.25

MINISTRY SPENDING

COMMITMENT TO THE WIDER CHURCH

Virginia Synod Benevolence Commitment	<u>\$20,102.00</u>	
SUBTOTAL WIDER CHURCH:		\$20,102.00

WORSHIP

Altar & Sanctuary Care Ministries	\$1,652.11	
Music Ministries	\$6,153.25	
Resources & Publications	\$1,871.54	
Special Events-Christmas in a Barn	\$0.00	
Other	<u>\$2,015.31</u>	
SUBTOTAL WORSHIP:		\$11,692.21

LEARNING

Curriculum & Supplies	\$2,185.47	
Annual & Special Events	\$339.35	
Vacation Bible School	\$357.84	
Other	\$0.00	
SUBTOTAL LEARNING:		\$2,882.66

CONGREGATIONAL LIFE

Youth	\$847.16	
F3-Children's Group	\$0.00	
Adults	\$226.34	
Annual & Special Events	\$0.00	
SUBTOTAL CONGREGATIONAL LIFE:		\$1,073.50

SERVANT

WATTS	\$0.00	
Feed the Need	\$(14.31)	
Other	\$0.00	
SUBTOTAL SERVANT:		\$(14.31)

CARE

Welcome Baskets	\$0.00	
Greeting Cards	\$0.00	
Funeral Receptions	\$88.43	
College Care Packages	\$0.00	
Faith Community Nursing	\$0.00	
Other	\$137.75	
SUBTOTAL PRAYER & CARE:		\$226.18

STEWARDSHIP

Leadership Development and Recruiting	\$3,068.94	
Communication	\$1,551.33	
Devotional Materials	\$308.00	
Supplies and Materials	\$2,222.21	
Other	\$0.00	
SUBTOTAL STEWARDSHIP:		\$7,150.48

STAFF PAYROLL

Salaries	\$195,741.26	
Taxes & Benefits	\$70,218.56	
SUBTOTAL STAFF PAYROLL:		\$265,959.82

ADMINISTRATION

Office Supplies	\$2,646.17	
Shipping & Postage	\$1,168.23	
Copier Lease and Printing	\$5,356.56	
Other	\$145.25	
Equipment Repairs & Upgrades	\$1,678.59	
SUBTOTAL ADMINISTRATION:		\$10,994.80

UTILITIES

Alarm Monitoring/Safety	\$1,430.90	
Electric	\$13,679.94	
Gas	\$18,857.95	
Telephone/Internet Access	\$6,351.29	
SUBTOTAL UTILITIES:		\$40,320.08

FACILITY

Repairs & Materials	\$27,911.57	
Lawn Care & Snow Removal	\$12,620.00	
Trash Removal	\$2,989.89	
Pest Control	\$829.00	
Cleaning Supplies	\$1,562.60	
Insurances & Licenses	\$11,218.00	
Hospitality Ministries	\$1,918.50	
Other	\$1,075.64	
SUBTOTAL FACILITY :		\$60,125.20

MORTGAGE LOAN EXPENSE

Mortgage Loan Payments	<u>\$25,644.00</u>	<u>\$25,644.00</u>
------------------------	--------------------	--------------------

TOTAL MINISTRY SPENDING:	<u>\$446,156.62</u>
---------------------------------	----------------------------

INCOME (LOSS):	<u>\$(22,997.37)</u>
-----------------------	-----------------------------

MORTGAGE LOAN

Principle remaining as of December 22, 2019	<u>\$178,910.28</u>
---	---------------------

Contributions needed each year to pay monthly mortgage	\$25,644.00
--	-------------

JUBILEECAMPAIGN RESULTS

Principal Balance at December 31, 2012	\$797,768.00
--	--------------

Principal Balance at December 22, 2019	\$178,910.28
--	--------------

Overall Decrease in Principal Balance	<u>\$618,857.72</u>
---------------------------------------	----------------------------

DESIGNATED MINISTRIES GIVING IN 2019

FOR THE WORLD

World Hunger Appeal	\$896.00	
Tanzania Missions	\$1,905.00	
Tanzania Student Sponsorship	\$1,550.00	
The Philippines Missions	\$4,610.00	
CCS Sponsorships	\$5,350.00	
Guatemala Missions	\$600.00	
India Missions	\$1,055.00	
Global Auction	\$65.00	
General Missions	\$350.00	
Global Christmas	\$4,880.00	
Harvest Sunday	\$2,053.00	
Hurricane Relief	\$50.00	
Tornado Relief	\$70.00	
SUBTOTAL:		\$23,434.00

FOR THE COMMUNITY

CCAP	\$1,756.00	
Good Samaritan	\$965.00	
WATTS	\$805.00	
Lenten & Advent Food Drives cash	\$320.00	
Jones/Joyner Music Fund	\$8,510.00	
SUBTOTAL:		\$12,356.00

FOR THE BETHEL COMMUNITY

Student Mission Scholarships	\$575.00	
Mortgage Principal Payments	\$20,840.00	
Youth (Easter, other)	\$3,424.38	
Seminarian Fund	\$413.00	
Bethel Park & Scatter Garden	\$15,000.00	
88 Keys Piano Fund	\$5,944.44	
Sunday School Giving-Froggy's Closet	\$79.23	
Memorials	\$4,394.44	
SUBTOTAL:		\$50,670.49

TOTAL DESIGNATED:

\$86,460.49

Pastor's Report

*I pray that Christ may dwell in your hearts through faith,
as you are being rooted and grounded in love," Ephesians 3: 16-17*

Some significant events from 2019:

- 1) **Bethel Reforming** shaped the beginning of 2019 in many significant ways. Through conversation, study, and prayer, Bethel embraced a 2020 vision that implemented changes in staff, organization, and ministry focus. This was made particularly difficult as our Director of Youth and Family Faith Formation, Bryan Jaster, made the decision to move to Colorado and accept a similar role at a church in Denver, in large measure due to these decisions. Other changes of significance: Pat Shields began an enhanced role as Parish Administrator, George Donovan became Director of Music accompanied by Sue Correll becoming Associate Director of Music, Kim Williams became the Congregation Treasurer, along with her role as our bookkeeper. These changes in the work and emphasis of the staff have been bittersweet, as we have had to say goodbye to dear friends but also recognize a smoother and streamlined ministry organization. With change comes struggle. And with change comes new vision and blessings. We've experienced both this year.
- 2) After the summer, we made the decision to remain with **one worship service** at 9:30am. This has been well received for the most part. Plans for a new Wednesday evening worship service were pushed back to 2020 (which has begun with our WOW – Worship on Wednesdays experience). A full sanctuary, with full ensemble and musicians have been a welcome joy during the fall.
- 3) During the fall, we held a Fall Discipleship Launch called "**Back2Basics: UP, IN, and OUT**". I believe that helping our congregation refocus on the "basics" of worship, community, and outreach is where we will find new life and joy in moving forward.
- 4) We fixed the Underground which had significant mold issues. While this took up our excess funds originally allocated for a sanctuary sound system, etc., it has been a benefit. We look forward to seeing how we remake the Underground in 2020.
- 5) The implementation of our Coffee with Council has been a real blessing for both transparency reasons and as an avenue for regular, active communication with our congregation. I am thankful for the leadership of the Council in this area.

Some statistics: We received **16 new members** in 2019, including **5 baptisms**. Our membership is **445** and our average worship attendance was **176**. Moving to one service in the fall certainly affected this average. With the addition of our WOW (Worship on Wednesdays) service beginning, I anticipate this average to grow in 2020. Ash Wednesday was 114, our Midweek Lenten services averaged 54, Maundy Thursday was 54, and Good Friday was 106. Easter attendance was **331**. Our Advent services averaged 25 and we had **674** between Christmas in a Barn (475) and our Candlelight communion service (189).

I am so appreciative of our staff. **Terri Hollingsworth, Kim Williams, and Pat Shields** are gifted and faithful and through their ample talents keep the office and ministries of Bethel running efficiently and joyfully.

I am so thankful for **George Donovan** and **Sue Correll**, who have been instrumental in continuing the excellence of our worship and music ministry. While we had to say goodbye to our dear friends, and Shenandoah students, Jacob Pembleton (Bass) and Libby Geller (Clarinet), we are thankful that we now have Charlene Romano (Flute) and Alex Kimble (Bass) serving with us from Shenandoah.

Edie McGoff, Patty White, Cliff Crowder, Gretchen and Matt Meade are valuable team members whose efforts behind-the-scenes help to make Bethel thrive! We couldn't do what we do without them.

I would also like to thank our Bethel Council for their leadership this year 2019. **Traci Shoberg** has been an incredible President. She faithfully navigated the difficult early months of 2019 and I couldn't be prouder of her leadership. Along with the rest of the Executive Team (**Julie Shanabrook, Rose Pierce, and Tom Milburn**), our council leadership has been phenomenal this year!

Likewise, the rest of the council members served so ably during 2019 as Board Chairs: **Liz Whitaker** (Congregational Life), **Beth Garner** (Servant), **Vonda Wilt** (Prayer and Care), **Mike Asmussen** (Learning), and **John Fredericksen** (Ministry Support).

2019 was as difficult a year as I have ever had in the ministry. We made difficult decisions while seeking to chart a new path. Still, despite some painful moments and uncertainty, 2019 brought with it tremendous blessings as well, of which I am grateful.

As we prepare to celebrate our 200th Anniversary in 2020, I pray that the leadership and strength we've show during tough times will serve us well as we embrace the NEW and the NOW together.

I end with a sincere and heartfelt **Thank you** for all the ways that you have gone above and beyond to help support Bethel as we strive always to be *a community growing deeper in faith and wider in love!*

In Christ,
Pastor Dave

Council President's Report

Greetings! 2019 was filled with lots of changes for Bethel's council and congregation. We did a lot of hard, but necessary work and lots of amazing things happened this past year, some of which are mentioned below.

Council formed a Personnel Committee taskforce which met with each member of staff and created job descriptions and vision for each position – with input from the staff. This has been needed for some time and we are proud to say that was accomplished this past year. Staff continues to be one of Bethel's strongest assets and all work together like a well-oiled machine.

Council also created a safety committee to ascertain our needs as a congregation in an ever-changing world. The safety committee met multiple times and created very good and well thought out safety procedures for our church.

Council incorporated and maintained the once a month "coffee with council" where the congregation is encouraged to come and chat with council on ideas, concerns, etc. We feel as a council, this has been extremely helpful with communication and being transparent with our congregation.

In 2020, your council is poised to look at this coming year and beyond. We will be working on creating a team for the underground where youth and adults will help with finishing a space and where we can continue fostering the relationships with our youth in an area where they feel they have a vested interest.

Council will be looking at the youth position and looking to fill that spot so again, we can continue to foster the relationships with our youth.

Council will also look at ways to bring some much-needed funds into our congregation with trying to create a plan for renting out our Discipleship Hall for weddings, events, etc.

There's much to do and lots of ideas. Are you interested in helping? I am always a phone call/text/email away for any conversations to be had. I welcome them. Thank you for allowing me to be of service to Bethel! I look forward to seeing you in church!

Traci Shoberg, Council President

Music Ministry

When I reflect on 2019 at Bethel, a word that comes to my mind is **PASSION**. When I returned to Winchester in late 2018, I had no idea that 2019 would lead me back to the wonderful, **PASSIONATE** people of Bethel Lutheran Church. I give thanks to each of you for the opportunity and privilege to lead our Music Ministry which includes some of the most **PASSIONATE** folks I have ever known. The Holy Spirit has truly been at work amongst us and continues to lead us forward as partners in ministry together.

Some highlights of 2019 in our Music and Worship ministry included the changing of our Music Staffing. What an honor it is to work with the gifts of Sue Correll, Pastor Dave, our talented musicians and singers as we have begun a new season of ministry together. In early 2019, we began evaluating what our Music Ministry looks like today and how we can shape it moving forward with a commitment to offering consistent, vibrant, meaningful music offerings weekly. We discerned how the gifts of each of us could contribute to this vision and I am excited to see our music ministry truly begin to take on a fresh shape as we move into 2020 and beyond, continually fueled by **PASSION**.

Sue Correll's role has shifted to a focus on creating opportunities for our children and reviving our Handbell Choirs—areas she is highly skilled in and **PASSIONATE** about. Weekly, Sue meets with our students to sing and learn songs to share in worship gatherings at various times throughout the year. This past year was capped by the wonderful Sunday School Christmas Pageant held the Sunday before Christmas.

Sue has also been working behind the scenes planning and preparing for the re-launch of our handbell and handchime choir. We have the opportunity to borrow 7 octaves of handbells from a local church which currently is not using them. An adult group is currently forming with rehearsals beginning in February 2020 on Thursday evenings from 6:00 pm to 6:50 pm in the Music Room. There is room for anyone who wants to join this fun group! No musical training is required as Sue will teach you everything you need to know. All you need is a little **PASSION!** We hope to also offer an opportunity soon for our children to participate in bell playing.

Sue also assists in accompanying our Worship Ensemble and making our pipe organ sing in worship. She is such a gift and I am thrilled that we can add the organ to the overall Ensemble sound—a contemporary way to include a more traditional instrument in our blended worship gatherings.

Our worship ensemble shares their **PASSION** for music leading our congregation in song weekly. In August, we said farewell to Libby Beller (Clarinet) and Jacob Pendleton (Bass), who joined our Ensemble as Shenandoah Scholarship Students. In September we were blessed to add the gifts of Charlene Romano (Flute) and Alex Kimble (Bass) to the ensemble. It is because of your generous gifts to the *Jones/Joyner Music Fund* that we are able to give a small token of appreciation to our scholarship musicians. Their **PASSION** for music is a blessing to us and your **PASSION** for them is a blessing to them. Through the *Jones/Joyner Music Fund* we are also able to add additional musicians for special services and events such as strings, brass and additional woodwinds as we have for Good Friday, Easter, Christmastime and more! Thank you for your continued support of this fund.

A major goal for 2020 is fundraising for a new piano for the Sanctuary. Our current instrument has served our congregation for nearly 40 years and is getting to an age where it is becoming costly to maintain. Our goal is to raise \$25,000 towards the purchase of a new grand piano which will serve us for many years to come. If you would like to contribute to this, please mark your donation "88 Keys". More information will be available after Easter.

As we celebrate our 200th anniversary as a congregation, we will celebrate with some special music concert events later this year. We will continue to lead with **PASSION** as we gather to worship. There is always room for more **PASSIONATE** people to join any portion of our music ministry. If you are sensing this call, come join us as we anticipate another exciting year of ministry together to our congregation and community.

George Donovan
Director of Music Ministries

Sue Correll
Associate Director of Music & Organist

Parish Administrator's Report

2019 was a year of change. During the first quarter, Council received specific recommendations from a previously appointed sub-committee that had been charged with reviewing Bethel's organization, staffing and operations. On April 1st, following detailed discussions and debate, Council transmitted a "Staff and Organizational Changes" letter to the congregation.

One of Council's key decisions involved the creation of a newly defined Parish Administrator position and appointment (myself), together with the sharing, with Terri Hollingsworth, of a 32-hour week Parish Office function, responsible for the coordination and management of all administrative, communication, space utilization and congregational ministry activities.

Another critical decision was the appointment of a Personnel Committee, which was charged with overseeing the a) development of staff member position descriptions, b) establishing Staff Member goals and objectives and, c) designing and implementing a performance evaluation system.

I am pleased to report that we have done well in achieving our objectives that were initiated, including:

- After completing an incoming phone call study, implemented revised Parish Office hours (9 a.m. – 1 p.m., Monday through Thursday).
- Held separate congregational meetings for Ministry Celebration Sunday (formerly Stewardship Sunday) and the November Congregational Meeting in order to provide individual focus on ministries (a Ministry Fair) and financial topics (proposed Ministry Spending Plan).
- Revised and updated the Staff Member Handbook (dormant for over ten years).
- Revised position titles and descriptions for all Staff Members.
- Established 2020 goals and objectives for all Staff Members.
- Worked with the Personnel Committee designing and implementing a Performance Evaluation System for 2020.
- In conjunction with Kim Williams (Parish Bookkeeper and Treasurer), developed a Staff Position Profile document, incorporating all the specific details for each unique position and Staff Member. They will be distributed to Staff Members in early 2020.
- Implemented a standard Planning and Execution process form for all Congregational Events.
- Implemented a standard Easy Critique form for all Congregational Events.
- Organized a Safety and Security Committee, which met, developed and with Council's approval, published and implemented Bethel's first Safety and Security Policy.
- Terri Hollingsworth (Parish Administrative Assistant) commenced documenting Parish Office activities in a Desk Reference Manual that will provide centrally located source material for contacts, processes, "how-to" information, etc. In 2020, this type of documentation for our Staff Member functions will be expanded to other areas of our operation, including facilities, custodial services and nursery/childcare.
- Issued monthly/periodic reports of Estimate of Giving, Members and Friends Directory updates, Sunday School, VBS program, ministries, etc.

In closing, your church Staff Members have worked diligently and together as a team throughout 2019 to achieve significant progress in creating more organization, planning and focus to the multitude of activities that occur in the day-to-day operations of Bethel. We will continue in this direction during 2020.

Pat Shields
Parish Administrator

Servant Board Ministries

Gods Work Our Hands Day, our ELCA wide day of service, was on September 8th. We had a great group of servants who donated food, baked cookies, prepped lunch, prepared and delivered thank you cards to first responders, and served lunch to our CCAP friends downtown. There are too many people to name everyone but a special thanks to Vonda Wilt, Joe Nallen, and Shawn Garner who quickly prepped the chicken and hot dogs, and to the Copenhaver's, Dave Young, and Terry Hannon who delivered cookies and cards to our local fire departments and police. Thanks to our youth Ella Carlson, Lexy Grymala, and Sophie Garner who helped serve the meal at CCAP. We are still in need of a few coordinators for this event for 2020, so please contact Beth Garner at 540-514-7022 if you are interested in helping coordinate.

Returning Thanks was held twice this past year, once on Good Friday and also on November 9th. On Good Friday, we had such a good turnout (18 people!) that we had two teams- one that stayed on campus and spruced it up with new mulch and tree trimming and a second group that went to the Miller's home and helped them with moving boxes and mulching their garden beds. John McAllister donated 40 bags of mulch and Howard Kemnitz prepared a delicious pot of chicken noodle soup for us all to enjoy afterwards. In November, we also had such a great turnout that we had one group assist Judy Miller again with yardwork, another group cleaned up Edna Lewis' yard, and another group stayed on Bethel campus to address a few work items. We all enjoyed Sara Smith's chili for lunch after our work was done. This team is also in need of a coordinator for 2020.

Bright Futures- We gathered at the Bright Futures warehouse on April 2nd and 30th to clean sticky juice pouches. Every 3 weeks Bright Futures gets a giant pallet of juice pouches from Kraft that arrive sticky on the outside and need to be wiped/cleaned off before distribution to schools. This is a great Cross Generational event that anyone can participate in! We are looking for a liaison/point of contact person who can coordinate with Bright Futures to set up a few events for 2020. Please contact Beth Garner at 540-514-7022 if you are interested in being a liaison.

WATTS- Bethel's WATTS week came early this year, December 7-14. Early in the week, we welcomed 30-32 guests. We crept closer to capacity (35) from Wednesday through Friday evening. As we have seen in previous years, our own congregation and volunteers from our partnering churches worked side by side to provide a warm, comfortable space and yummy meals. 107 volunteers logged 310 hours throughout the week. Partnering groups/churches include The Cottage School, Seventh Day Adventist Church, Redland United Methodist Church, Shenandoah University and the Unitarian Universalist Church of the Shenandoah Valley. Thank you for the opportunity to serve. —Judy McKiernan, WATTS Coordinator

Hoe Down- The Hoe down had a very vibrant attendance by the Bethel community this year, but unfortunately, a very limited attendance from the NW works clients because of a conflict with another event. Contact has been made with the activities coordinator at NW works and this year we are hoping for a better response and better communication. The Hoe Down is a yearly event of fellowship and food. It is always a lovely occasion and enjoyed by all that attend. The 2020 Hoe Down is scheduled for June 19th. Dana Francis is our team leader for this event and she can be reached at 540-539-4563 or francisfamilyfour@gmail.com.

Harvest Sunday- Bethel's 18th annual Harvest Sunday landed on a sunny August morning! Celebrating God's bounty with our Bethel family, we shared pies, garden produce, baked goods, crafts and flowers in support of Harvest Sunday and Lutheran World Relief! This year's donations and purchases supported LWR's Mission: "Affirming God's love for all people, we work with Lutherans and partners around the world to end poverty, injustice and human suffering." We were able to contribute \$1853.00 to Lutheran World Relief on behalf of refugee programs as well as \$200.00 from zucchini relish sales to benefit Refugym, a nonprofit NGO serving refugees in Greece.

There are 70.8 million forcibly displaced people worldwide. They include internally displaced peoples, refugees, and asylum seekers. The refugee crisis has reached the highest level in recorded history, surpassing the totals last seen in World War II. In addition to war and ethnic, tribal and religious violence, the reality of climate change now forces people to walk away, quite literally sometimes, from all that they know. Two-thirds of all refugees worldwide come from just five countries: Syria, Afghanistan, South Sudan, Myanmar and Somalia. Turkey is currently the leading host of refugees, with 3.5 million, followed by Uganda and Pakistan, which both host about 1.4 million; the US will only resettle 21,292 refugees this year. In a globalized world, sharing global responsibility for global issues is the fair thing to do. Thank you for supporting the vision of LWR: Empowered by God's unconditional love in Jesus Christ, we envision a world in which each person, every community and all generations live in justice, dignity and peace. — Julie Shanabrook Team Leader

Global Missions - The highlight of the year for 2019 was our Youth/Global Mission trip to visit Escuela Integrada in Antigua Guatemala. Four adults and six students (from 10th grade to college) spent the week of July 14th in service and fellowship with our mission partners in Antigua. Four of our students had their first mission experience outside the US on this trip. It was truly a blessing to share the experience. To save pages of joyful description of the trip, please refer to bethelyouthmission2019.blogspot.com for a record of our adventures.

In December of 2019, members of the GMT gathered \$1550 to support Neema Landy as she starts a PhD program in Educational Policy at Concordia University in Montreal. Neema is from a small village in Tanzania. She attended Maasae Girls Secondary School, with support from Bethel. After graduation she received a bachelors degree in education in Tanzania. She went on to receive a master's degree from Brandeis University. Neema reached out to Bethel in November seeking assistance with travel and visa needs. The team is proud to help a strong and intelligent "warrior" on her path the help build a better future in Tanzania.

Our Global Christmas fundraiser raised \$4680.00 that will go directly to our mission partners in Tanzania, the Philippines, Guatemala and India, and pay for food, educational supplies, and health care for those in great need. Thanks to all who participated.

Finally, Howard and Earlene Kemnitz are planning a trip to visit with Concordia Children's Services in Manila in April 2020.

Thanks to all who supported the youth trip and our mission partners through love, prayers, and sharing of blessing. "The King will reply, 'Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.'"
" Matthew 25:40 -Bruce Lothrop, Global Missions Team Leader

Follow the Leader Camp- Bethel was once again the host for this weeklong camp for special needs children. Sophie Garner participated as a camp buddy in 2019. Follow the Leader Camp will take place again in July 2020. Please contact Beth Garner at 540-514-7022 or bethgarnercm@hotmail.com if your high school youth is interested in participating.

Respectfully submitted,
Your Servant Board Chair, Beth Garner

Prayer and Care Board Report 2019

Centering Prayer – Team Leader, Heidi David-Young

Centering Prayer is a prayer time that is open to all. The group usually meets on Wednesday mornings in the Prayer Room but check ahead of time.

Funeral Reception Preparation and Side Dish – Team Leader, Rose Pierce

This team is responsible for setting up the tables for a funeral reception, putting tablecloths, flowers and silverware on the tables, coordinating and serving the food, etc. This team is called on to bring side dishes for the reception and, if possible, to help serve and clean up afterwards. In 2019 the team prepared and served for three funeral receptions.

Greeting Cards – Team Leader, Debbie Lee

Numerous birthday, anniversary, get well, sympathy, and thinking-of-you cards were sent out by team members.

Health and Wellness – Team Leader, Edie McGoff

The team has put on informative programs for the congregation, set up for blood pressure checks during the Sunday School hour, and was present during our Watts' weeks for blood pressure checks and first aid care for our guests.

Intercessory Prayer - Team Leader, Urve Crowder

Two – three members meet weekly and pray for all the prayer requests in the Prayer Box from the narthex. This ministry is ongoing for those in need in our congregation, their families and friends, the needs of our country and the world. Special healing services are held throughout the year for all the congregation and their prayer needs.

Making Prayer Shawls, Baby Blankets and Hats & Scarves – Team Leader, Terri Ramsey

During 2019 this team delivered seven prayer shawls to Shenandoah Oncology, and seven prayer shawls to Evergreen Nursing Home. Five baby blankets were given to newly baptized and one to a sick child. The team also provided hats and scarves to our guests during Bethel's Watts weeks.

Quilting - Team Leader, Pat Blevins

The team is happy to have two new members. As of December 2019, the team completed approximately 70 quilts for the LWR. They also made and presented five graduating seniors with quilts done in the colors of the college they were planning to attend. They made and presented two outstanding musicians in our ensemble from Shenandoah University, Libby and Jacob, with going away quilts.

Shepherd/Mentor – Team Leader, Beth Garner

This team really just started to come to fruition in the second half of the year. The goal is to recognize new faces, welcome them to Bethel and offer assistance in any way to help them connect with others in the congregation.

Shut-in Visitation – Team Leader, Pastor Dave

Though not an actual count, this team regularly visits those in the hospital and shut-ins.

Welcome Basket Assembly and Delivery – Team Leader, Karen Shipp

During the year, approximately five Welcome Baskets were delivered to individuals and families who showed an interest in Bethel by filling out a card when visiting.

Respectfully Submitted,
2019 Prayer and Care Ministry Board Chair, Vonda Wilt

Ministry Support 2019

Property upkeep – The property upkeep team had a very intense year. Water damage in the “Underground” area necessitated a major removal of damaged materials, equipment, and walls. Significant cleaning was conducted, and water infiltration issues addressed professionally, along with substantial landscaping and dehumidification improvements. It is now ready for action by Bethel leadership decisionmakers and voluntary renovators.

Bethel also sustained major damages to on-site trees due to wind and snow. Bethel volunteers spent hours cleaning up the mess, fortunately without injury. Bethel volunteers also spent considerable time repairing broken and failing thermo-shield windows around the building. Bethel also acquired some additional help via volunteers who have “adopted” various small areas to take personal charge to weed and replace mulch as needed. We can use more!

Furniture set-up/take-down – Bethel’s volunteer facility adaptors spent hours and hours preparing spaces for the various groupings of people we serve, often with little or no recognition. However, they seem to have the most fun, as they get workouts and a chance to visit as they work organizing tables and chairs. They also went through chairs and tables using up hundreds of screws and a bit of welding rod to make needed repairs.

Weekly offering counter – The counting team carried out their work quietly and accurately again this year. They pride themselves on being accurate, respectful, and confidential.

Closing building – The building closing team has been very successful, making sure that the building is secure when un-occupied and safe when it is occupied. They installed new locks in most outside doors and developed a new safety and security team which has created a new policy for managing building use and safety.

Personnel committee – A personnel committee was created in 2019 to work on a personnel policy, position descriptions, performance evaluations, and employee annual goals. This work was completed with all employees being interviewed and position descriptions being revised.

John Fredericksen
Board Chair