

ANNUAL REPORT 2022



Evangelical
Lutheran Church
in America

ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY

Spirit of God, Descend upon My Heart

Recognizing that our faith is a living, busy, active and mighty thing, may the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with each of you.

And also with you.

Teach us to love you with all our heart, soul, mind and strength.

Receive our prayer, O God.

Descend on our hearts, that we may love others in the ways Jesus loves us.

Receive our prayer, O God.

Empower us to be enthusiastic in pursuing your vision for our congregation.

Receive our prayer, O God.

Move us to engage issues in our community in Christlike ways, and to pursue deep and authentic relationships with those with whom we serve and partner.

Receive our prayer, O God.

Strengthen us to face the barriers we encounter in doing your work, learning to work with others amid disagreement.

Receive our prayer, O God.

Give us the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.

Receive our prayer, O God.

Guide us to be a healthy congregation that learns from its failures as well as its successes and offers wisdom to others.

Receive our prayer, O God.

As we strive to become the church that we proclaim to be, raise up leaders who focus on the gospel of freedom, forgiveness and reconciliation as given to us through God's indescribable act of love in the death and resurrection of Jesus Christ. Renew us daily in our baptism, that we may discover vitality in our relationships with you, each other and those we serve in the world.

Amen.

1 Spir - it of God, de - scend up - on my heart;
 2 I ask no dream, no proph - et ec - sta - sies;
 3 Have you not bid me love you, God and King;
 4 Teach me to love you as your an - gels love,

wean it from earth, through all its puls - es move;
 no sud - den rend - ing of the veil of clay;
 all, all your own, soul, heart, and strength, and mind?
 one ho - ly pas - sion fill - ing all my frame:

stoop to my weak - ness, strength to me im - part,
 no an - gel vis - i - tant, no op - 'ning skies;
 I see your cross; there teach my heart to cling,
 the bap - tism of the heav'n - de - scend - ed dove,

and make me love you as I ought to love.
 but take the dim - ness of my soul a - way.
 Oh, let me seek you and, oh, let me find!
 my heart an al - tar, and your love the flame.

Text: George Croly, 1780-1860

Music: MORECAMBE, Frederick C. Atkinson, 1841-1897

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2022 Annual Report

January 29, 2023



Bethany Evangelical Lutheran Church
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Escanaba, MI 49829

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**2022 Annual Congregational Meeting Agenda
Bethany Lutheran Church, Escanaba
January 29, 2023**

Article	Presenter	Reference Page
1. Call to Order	Don Nyquist, President	
2. Opening Prayer	Pastor Lily Brondyke	
3. Adoption of Agenda	Don Nyquist	(2)
4. Adoption of 2022 Annual Mtg Minutes	Don Nyquist	(3-4)
5. Adoption of 9/11/22 Congregational Mtg Minutes	Don Nyquist	(5)
6. Reports		
a) Pastor's Report & Pastoral Acts	Pastor Lily	(6-8)
b) Church Council Report	Don Nyquist	(9)
c) Free Store Report	Sue Miller	(10)
d) Committee & Group Reports	Committee Leaders	(11-15)
e) Worship Attendance Report	Pastor Lily	(16-21)
f) Special Benevolence Report	Pastor Lily	(22)
g) 2022 Balance Sheet	Ralph B.K. Peterson	(23)
h) 2022 Financial Reports	Ralph B.K. Peterson	(24-28)
7. New Business for 2023		
a) 2023 Budget	Pastor Lily	(24-28)
b) Century Mission Fund	Pastor Lily	(29)
c) Trust Fund and Resolutions	Pastor Lily	(30-31)
d) Recognition of Outgoing Council Members	Pastor Lily	(32)
e) Nominations and Elections	Don Nyquist	(32)
i. Church Council Elections		
ii. Nominating Committee		
iii. District Six Elections		
iv. Fortune Lake Elections		
v. Synod Assembly Elections		
8. NGLS Annual Letter		(33)
9. Fortune Lake Lutheran Camp Report		(34)
10. Blank page for note taking		(35-36)
11. Closing Prayer	Pastor Lily	

2022 Annual Congregational Meeting

Bethany Lutheran Church

January 30, 2022

In person attendees - 37

OPENING DEVOTIONS

The meeting began at 12:00 noon with Pastor Terry. This was followed by the litany and prayer provided by the ELCA.

AGENDA

Motion was called to adopt the 2022 Annual Meeting agenda. Motion was made by Jean Bourassa and supported by Bud Bessonen. The motion passed.

ANNUAL MEETING MINUTES

Motion was called to approve the 2021 Annual Meeting minutes. Motion was made by Bud Bessonen and supported by Paul Roll. The motion passed.

REPORTS

Pastor's

Pastor highlighted some of the events during year.

Membership

No questions or discussion

Worship Attendance

Report was compiled with the help of Kyra Beck.

Administrative Assistant

No questions or discussion

Fortune Lake Lutheran Camp

No questions or discussion

Church Council

No questions or discussion

Committee and Group

A question to the stewardship committee report: all statements that have not been picked up will be mailed on 1/30/22.

Council President Ralph Peterson thanked everyone for continuing to give. The new roof is supposed to be installed in the second quarter of 2022.

The Quilting ladies began meeting again on Wednesdays, at 9am.

Florence Bessonen reported the Bethany Gems began meeting again.

Motion was called to approve the 2020 committee reports. Motion was made by Jean Bourassa and supported by Paul Roll.

NEW BUSINESS FOR 2022

2022 Budget

Used same regular offering/envelope income as last year \$260,000.

Loose offering increased because we had in person worship.

The Retirement Center apartments are fully occupied. Judy Adamini will be leasing beginning this year.

Motion was called to approve the 2022 Budget. Motion was made by Bud Bessonen and supported by Jean Boursassa. The motion passed.

Restricted Funds

No motion was needed.

Youth Bank Account

No motion was needed.

Century Mission/Trust Funds

Explained that each year's funds to be expended are calculated at 5.5% of the five-year balance average to smooth out the ups and downs of the market.

Trust Fund Resolutions

This year's recipients of the Century Mission and Trust Fund earnings were listed in the annual report.

Motion was called to approve the 2022 Trust Fund Resolution. Motion was made by Paul Roll and seconded by Florence Bessonen. Motion was passed.

Leadership Nominations for 2022

Council

Thanks was given to the work of the church council. We are in need of two more members on council.

2021 District Six Delegates

Motion was called to approve the 2022 District Six delegates. Motion was passed.

2021 Fortune Lake Delegates

Motion was called to approve the 2022 Fortune Lake delegates. The motion passed.

2021 Synod Assembly Delegates

Motion was called to approve the 2022 Synod Assembly delegates. The motion passed.

COMMISSIONING OF LEADERS

New members of the Bethany Council were installed.

A motion was made by Dave Moran to adjourn the meeting at 12:45pm. It was unanimously approved.

BETHANY EVANGELICAL LUTHERAN CHURCH, ESCANABA, MI
SPECIAL CONGREGATIONAL MEETING MINUTES September 11, 2022

PRESENT:

Constitutional Quorum affirmed visually

OPENING:

Dr. Don Nyquist, BLC Council President, called meeting to order at 12:03 p.m. and provided a scripture reading and prayer.

FIRST ORDER OF BUSINESS:

BLC Call Committee Members distributed printed ballots reflecting their recommendation to call Candidate Lily Brondyke as Bethany Pastor.

After all member votes were cast, collected, and counted, President Dr. Don Nyquist announced the vote was in favor: 89 (yes) to 2 (no).

SECOND ORDER OF BUSINESS:

A Compensation Package form was distributed to attendees by Call Committee Members, as sent to members by USPS prior, with a TOTAL compensation of \$77,252 (including salary, housing, Social Security, and benefits) with an additional \$900 educational stipend, up to \$10,000 in relocation benefits, and vacation and mileage commitments.

President Dr. Don Nyquist called for a vote on said "package" by raising hands in favor and then opposed... Vote passed.

CLOSING:

President Dr. Don Nyquist called the meeting to close at 12:08 p.m. after a heartfelt prayer for Candidate Lily Brondyke and her husband Alex and a table grace prayer in anticipation of the subsequent potluck.

2022 Annual Report: Pastor's Report

By: Pastor Lily Brondyke

Bethany Lutheran Church, Escanaba

"O mortal, what is good; and what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God?"

Micah 6:8

Dear Friends in Christ,

Annual meetings and reports give us an opportunity to reflect on the last year of our life together: the challenges we have grown through, and the ministry done together for the sake of God's mission in the world. It's a humbling, and impossible place for me as your new pastor to look back on an entire year. This last year has been filled with endings, transitions, and beginnings. While I can highlight moments from the previous year, it's the stories we share as a congregation that remind us of the life we live together. And when we remember what we do together we remember that God has led us, and will continue to lead us in the years to come.

2022 was full of transitions and examples of God's steadfast love.

The Ark Preschool closed after 45 years of serving the greater Escanaba area. The absence of the preschool leaves an obvious hole, not only in our building, but in the Escanaba community. But, shortly after its official closing, something new began. In March The Bethany Lutheran Free Store opened and began serving families in Delta County. By the end of the year, this ministry has reached hundreds of families connecting them with essential home products and the Bethany faith community.

Bethany's beautiful and large parsonage stood empty. Our community suffers at the hands of addiction and the Bethany church council saw an opportunity to serve a need in our community. The Recovery House now sits next to Bethany Lutheran Church. We offer the space and its maintenance at a cost that offsets the housing costs of the pastor and allows for Catholic Social Services to run an effective and much-needed service on our grounds. In the winter of 2022, The Recovery House was full and had an operating waiting list.

In May, Pastor Terry Frankenstein announced her upcoming retirement. In her two-and-a-half years of ministry at Bethany Lutheran, she served the Gospel and the people of Escanaba faithfully. Her work set up Bethany for their next era of ministry. I am grateful for the work she did in the office and in the community that not only spread love but prepared this call for the following pastor.

After tireless work with the Northern Great Lakes Synod and Bishop Katherine Finegan, the council presented my ministry paperwork to the congregation. After an affirming vote, I began my call at Bethany Lutheran on November 1st.

I am grateful for the leadership and commitment of the 2022 council. To lead a congregation through pastoral transition takes hope, work, and focus. Their leadership speaks not only of their commitment to Bethany but their hope for Bethany's future.

The Bethany Lutheran staff has been instrumental in this last year of transition. The office staff, Kelly, Dave, Traci, Kyra, and Carole have kept the church's daily operations running. They have also oriented a new pastor to their new role. For that, I am extremely grateful. Brooke Prins has kept a consistent and exciting vision for kids' ministry at Bethany. Sunday School numbers are up and have remained consistent with in-service Sunday School. Kim and John Beck served as worship leaders throughout 2022. Their musical gifts serve our community and contribute to a robust worship life. I am grateful for their gifts, and for the gifts of Bill VanEffen, that assisted me in leading worship through Advent and Christmas.

What was clear to me in my first two months of ministry is that Bethany is equipped for future ministries with talented and adaptive ministry leaders in our council and in our staff.

The highlights of Bethany's 2022 prove that this is a resilient congregation dedicated to ministry together for the sake of the Gospel in the world. In the face of transition, Bethany remains a steadfast congregation committed to service, worship, and life together.

In 2022, in the face of transition, Bethany remained committed to **worshipping** together as a community of disciples seeking Jesus' teachings and promise in their lives. In the midst of endings and change, Bethany continued to seek ways of reaching out to **serve** their community for the sake of the Gospel. While there were transitions in pastoral leadership Bethany continued to seek opportunities to **educate** children and adults in Biblical literacy, church teachings, and faith formation. This congregation continued to build **community** with one another through potlucks, after-church conversations, and mutual support.

In 2022 Bethany Lutheran proved they were a community of disciples grounded in the **hope** gifted to us by Jesus Christ. Endings give birth to new beginnings. Perseverance and resilience are not easy paths but we travel them together. By the grace of God, we gather today to look back on that path. Looking back at 2022 with you gives me hope for the future of Bethany and the ministry it will continue to do so the whole world may know the love of Jesus.

Thank you for your warm welcome. Thank you for your support, and thank you for your hope. I am so happy to have joined your ministry in 2022. And I look forward to ministry together in the year 2023.

Peace,

Pastor Lily

2022 Annual Report: Pastoral Acts

**By: Pastor Lily Brondyke
Bethany Lutheran Church, Escanaba**

Number of Baptisms: 2

Lila Lou Sauve on April 10, 2022

Lily Christine Lofquist December, 4, 2022

Number of Confirmands: 3

On October 30, 2022 Sawyer Dix, Connor Howes, and Cade Krueger affirmed their faith.

Number of Marriages: 1

Kacey Marie Garland and Jason Thomas Lofquist were married on May 14, 2022.

Number of Funerals: 10

Harriet Varvil on February 10, 2022

Brian Larche on July 8, 2022

Ruth Karkkainen on July 23, 2022

Jill Bolm on October 4, 2022

Elmer Bessonon on December 13, 2022

Sirkka Saarelainen on April 12, 2022

John Cavadeas on July 20, 2022

Alfred Gossan on September 15, 2022

Nina Johnson on October 15, 2022

Jean Peterson on December 29, ,2022

2022 Annual Report: Church Council Report

By, Don Nyquist

Bethany Lutheran Church, Escanaba

CHURCH COUNCIL – The council is comprised of 12 members – one third of whom are elected each year for a three year term. Elections are held at a congregational meeting with the term of office beginning immediately. Council meetings are held on the third Monday of the month at 6:30 p.m. and are open to any member of the congregation. It is the Church Council that oversees and is responsible for the total ministry provided at Bethany. The current Council is comprised of the following members:

Term Concludes '22

Dr. Don Nyquist
Dennis Pearson
Amanda Norkoli

Term Concludes '23

Kris Anderson
Dan Johnson
Sandra Wilson
Lisa Bouche

Term Concludes '24

Sue Roll
Rodney Spence
Lee Anne Strand
Marcie Kaven

2022 Summary of Events:

- Accepted resignation of Pastor Terry Frankenstein
- Rented parsonage to Catholic Social Services for Recovery Center.
- Gave down payment for new church roof. Should be finished by Summer 2023.
- Church rewired after lightning strike two years ago.
- State fair water tent huge success.
- Place the Free Store in the church budget as an ongoing outreach program for Bethany.
- Pastor Mike Markwell was Bethany's interim Pastor from June until November.
- Welcomed Pastor Lily Brondyke as our new pastor in November.
- Fixed plaster in Stairwells.
- Now that the pandemic is over we are in need of volunteers for committees and liturgists and lectors.

2022 Annual Report: Free Store Report

By, Sue Miller
Bethany Lutheran Church, Escanaba

The Bethany Lutheran Free store made its initial appearance on March 1st 2022. The Free Store is a mission that allows lower income families to shop for items that cannot be purchased with their food card.

The first month, we served 30 households. Those households included 50 adults, 24 children and 9 babies for a total of 83 people. We initially encouraged people to shop for themselves (with our help) and allowed all to take one of everything on the shelves. Upon further consideration, we went to a different system. The updated system allows the client to make choices from different categories (cleaning, hygiene, paper products and baby items) and our volunteers pick and pack the items. This cuts down on repetitive shopping each month and seems to be a positive for our clients; i.e., dish soap in March and household cleaner in April maybe laundry detergent in May. This has also reduced shopping times and congestion in the Free Store.

At the 11-month mark, we have grown the Free Store to 250 registered households. Not all the registered households shop each month but that many have utilized our Free Store at some time during that 11-month period. December (as expected) showed us our highest numbers to date with 55 return shoppers and 37 new shoppers. Those 92 households consisted of serving 247 people. 155 adults, 59 children and 33 babies.

As the council met to discuss the upcoming budget in October, the Free Store requested a \$500 monthly operating allowance and was granted that amount. Along with the continued donation of cash and products, this \$500 will help ensure the continued success of this program. As with all our donations, we are thankful and look forward to continuing this mission that serves so many in our community.

2022 Annual Report: Personnel Committee Report By, Rosemary Hendrickson Bethany Lutheran Church, Escanaba

Members: Rosemary Hendrickson, Karen Caswell, Al O'Dell, Dennis Pearson, Stephen Lindahl and Clare Atwood.

I would like to thank the committee for their work this year, I appreciate all of you. The committee had one in person meeting but also had communication throughout the year via e-mail.

The committee would like to thank Bethany's staff for their hard work and dedication. 2022 marked another year of change with Pastor Terry Frankenstein leaving and Pastor Lily Brondyke coming on board. Our staff was instrumental in creating a smooth transition.

2022 Recap:

Pastor Mike Markwell from Immanuel Lutheran Church served as Bethany's Interim Pastor to provide leadership for our staff and Church Council during the transition between Pastors.

John and Kim Beck continued to provide Bethany with beautiful music during worship the entire year taking very little time off. Starting in 2023, Bill VanEffen will play the organ at one service per month and John and Kim will take that Sunday off.

The committee met with Pastor Lily in mid-November. Because Pastor only worked with the staff for a couple weeks, the committee decided formal written staff performance evaluations will not be done this year. It was decided Pastor would meet with each staff member to get to know them better and talk about their job responsibilities and the expectations for 2023. It was also decided that Dave Moran's job title would be changed to Properties Manager (formally custodian) to more encompass his responsibilities. Also, Brooke Prins title will be changed to Kid's Ministry Director (formally Youth Ministry Director). Pastor Lily will direct the program for the older youth who are preparing for Confirmation. Also, at this meeting, the committee prepared salary recommendations for 2023 that were presented to the Finance Committee.

2022 Annual Report: Property Committee By, Dan Johnson Bethany Lutheran Church, Escanaba

This spring we rented the parsonage out to Catholic Social Services. Before they moved in we had to repaint part of the parsonage along with repairing ceiling and holes in the wall. We also replaced the refrigerator. After the move in we also replaced a door in the back vestibule.

Rewiring the church from the lightning strike several years ago is in progress. The reader board sign that was damaged from the same lightning strike has been fixed and changed to LED.

We want to give special thanks to Judy and Gary for all the work they did re-landscaping the duplex.

2022 Annual Report: Bethany Gems Circle

By, Florence Bessonon & Ardith Paarni

Bethany Lutheran Church, Escanaba

Our Circle meets the third Tuesday of each month, except the summer months, at Bethany's Social Hall at 1 p.m. Our Circle starts with a dessert, coffee, followed by business, the Bible Study from the Gather Magazine, and ends with a project—filling packets for local needy groups that include: **soaps, shampoo, conditioners, lotions, Kleenex packets, dental floss, toothpaste, toothbrushes**. These items can accumulate in homes from travels, visits to dentists, and can be put to good use.

The personal care kits have been given in 2022 to the Salvation Army three times, St. Vincent de Paul twice, Women's Recovery Center once. Bethany Gems also have given to the ELCA Good Gifts for chicks and roosters twice for a total of \$50. Also, they gave Christmas honorariums for their shut-ins totaling \$30.

2022 Annual Report: Social Ministry Committee

By, Elaine Peterson

Bethany Lutheran Church, Escanaba

The Social Ministry Committee with the help of the congregation accomplished some important projects this year.

Our "Soup to Go" during Lenten Wednesdays, with homebound members choosing from five different soups, was successful. Bethany volunteers then delivered the soups and often had a chance for a brief visit. A perfect lunch! And many thanks to the volunteers.

At "Mothers' Day" and "Fathers' Day", after the service, we gave moms and dads chocolate bar treats to help celebrate.

At August Fair Time, Bethany set up her tent again, and with the help of other Lutheran churches, we sold hundreds and hundreds of ice cold water bottles and delicious individually wrapped goodies. We raised about \$3,000 for the ELCA Clean Water Fund.

The children could sit at a craft table and assemble colored sand crosses, a favorite!

Rally Day, in September, the beginning of Sunday School, found us helping with a successful potluck after the service.

Pastor Lily's first Sunday with us, November 6, again found us celebrating with a well attended, yummy noon potluck dinner with loads of good food and good conversation.

We took our turn and served a Monday supper to the Bay College students. Many delicious dishes were brought to serve these hungry kids.

The Bay de Noc Choral Society gave their annual Christmas concert at Bethany. We asked our members to bring cookies and sweet breads to serve after the concert and what an array we had. Tray after tray emptied and people came back for more. A deep thanks and appreciation to all who brought these treats.

And many thanks with true appreciation to our Bethany members who so willingly respond.

2022 Annual Report: Finance Committee
By: Ralph B.K. Peterson
Bethany Lutheran Church, Escanaba

Dear Members,

Thank you, thank you for your monetary support and your commitment to Bethany. Your generosity is something we do not take for granted.

The total cost for the new roof is \$161,000. Although the installation of the roof has been delayed, we have paid one half of the cost. We have \$22,000 in restricted funds as a start on the balance owed at the time of completion.

We are blessed to have Pastor Lily as our pastor but the blessing also means additional expenses for the 2023.

The finance committee and the council have proposed a budget with surplus in budgeted income.

This small amount allows us to be flexible with our ministry expenses in the upcoming year. An additional \$16,000 will be taken from the general fund for the roof replacement.

The generosity of our members may result in a small loan from the Century Mission Fund.

Thank you to Eric Bessonon, Paul Carne, Dan Johnson, Steve Lindahl, Ralph Peterson, Bob Prins, and Jim Wilson for serving on the finance committee.

We count our blessings: Pastor Lily, a committed congregation, and funds to carry on the mission of Bethany at our corner of 11th and 1st Ave South.

2022 Annual Report: Radio & Floral Ministry
By, Kelly Blake
Bethany Lutheran Church, Escanaba

Each week our worship is broadcast on radio stations AM600 and FM93.5. These broadcasts reach countless folks with our ministry and message. The cost to support one week's radio ministry is \$90.

Likewise, each week our altar is adorned with fresh flower arrangements. Two large vases of beautiful flowers help us prepare our altar for worship and are available to be picked up by those who sponsored them. The cost to support one week's floral ministry is \$17.

We are posting open sponsorship dates monthly in the ECHO newsletter.

2022 Annual Report: Quilting Group Report

By, Jean Sovey
Bethany Lutheran Church, Escanaba

2022 was a successful year for Bethany's quilters. We are feeling proud that we were able to break our last year's quilt count by twenty-five quilts. This year Bethany made five hundred quilts to be distributed to people around the world through Lutheran World Relief.

In 2021, Bethany's quilts were sent to Serbia. According to Doctors Without Borders and UNICEF, thousands of people attempted to cross Serbia in 2021 to reach safety in other European countries. They were mainly from North Macedonia, Montenegro, Bulgaria, Bosnia, and Herzegovina. In attempting to cross borders, many were stranded in appalling conditions, often sleeping in tents in abandoned factories and fields along the borders of Hungary, Romania and Croatia. Almost a third of these refugees were children.

It has long been Bethany's mission to do "God's work, our hands." As a part of that effort, it is gratifying when we hear that our quilts brought warmth and a little comfort to the people in Serbia living in terrible conditions as they sought a better life.

The Bethany quilters would like to thank everyone who donated sheets, material or money for our quilts. Your contributions did make a difference in the number of quilts that we were able to make this year.

The quilting group is always looking for new members. If you are interested in great fellowship while at the same time helping others in need, please come and join us. We meet every Wednesday morning in the Fellowship Hall.

2022 Annual Report: Worship & Music Report

By, Don Nyquist
Bethany Lutheran Church, Escanaba

The worship and music committee is finally back and began meeting in July of 2022. The main focus has been picking out the hymns for our Sunday services. There have been some mumblings about some of the hymns that have been picked and we are aware of the concerns. The committee will be working to make sure they pick appropriate songs our congregation will enjoy singing.

Discussions are ongoing about having two Sunday services and the time of our main service.

2022 Annual Report: Altar Guild Report
By, Kelly Blake
Bethany Lutheran Church, Escanaba

2022 had several people help us get our Altar ready for services. With Ardith Paarni and Clare Atwood retiring in 2022 we are looking for volunteers.

We are also looking for usher volunteers to help welcome people to our service, hand out bulletins, answer questions regarding hearing devices, restrooms, etc. Right now Rodney Spence is our only confirmed usher.

Members and 2022 rotations of service:

January, March, November

Lee Anne Strand
Jackie Porath

February, June, October

Marcie Kaven
Clare Atwood

May, July, September

Norma Hopkins
Ardith Paarni

April, August, December

Mary Anderson
Jean Sovey

2022 Annual Report: Sunday School Report
By, Brooke Prins
Bethany Lutheran Church, Escanaba

Bethany's youth program continues with the single classroom model that we used in 2021. Three teachers team teach a group of 16 students, and we have had good attendance so far this year. It appears that having Sunday School during the church service is helpful to families.

Our curriculum is currently mirroring the Gospel lesson each week. We introduce the story in a variety of ways, so as to keep it interesting. We also include a craft or activity that ties into the story each week. Because of the wide range of ages (pre-K to 6th grade), it is difficult to delve deep into the lessons. But we do our best to encourage meaningful discussion, and some of the kid's commentary is priceless.

The Bethany Kids Connect group has dissolved this year, as time does not permit to separate the 4-6th grade students for this service group effort. Instead, the Sunday School teachers put extra effort into some fall activities, including a Halloween Extravaganza, Operation Christmas Smiles Angel Tree, Walk to Bethlehem, and a Christmas party. We also had a terrific Christmas pageant this year. Some future projects include Souper Bowl of Caring and another Color Your Faith 5k.

2022 Annual Report: Worship Attendance

By, Kyra Beck

Bethany Lutheran Church, Escanaba

Hello Bethany members!

Our church has had an exciting year, and I've compiled some notable insights to share with you about our 2022 attendance numbers.

Church attendance totals now consist of two different components: our in-person attendance and our online attendance. Even though we had two Sunday morning worship services for the first half of this year, in-person attendance numbers for both services have been combined on this attendance graph for consistency's sake. Our online viewers are trickier to measure accurately, but we use Facebook's 1-minute views statistic (the number of people who watched our worship service for at least a full minute) along with the number of views on our worship services after they're uploaded to YouTube. Basically, our online view counts are probably a bit higher than they should be, but there's no real way to know exactly how long people watched worship online. However, we also have no way of tracking all of our radio listeners, so that helps to balance out our maybe-too-high online totals.

Overall, our church attendance in 2022 stayed fairly consistent compared to 2021. Our Easter service was, as usual, our most-attended Sunday worship service of the year, with 233 attendees. Other high points included Pastor Lily's worship service on August 21st as a pastoral candidate (206 attendees) and Pastor Lily's first official worship service as Bethany's pastor on November 6th (216 attendees).

Our attendance "low points" of the year were the three Sundays on which a Facebook Live/YouTube worship service was not available. This shows just how important online worship has become to our worship community - livestreaming provides worship opportunities to people who would not otherwise be able to attend. While I know many of us will always prefer to worship in person, I believe our livestreams are now an essential component of our outreach as a church.

On that note, Facebook also gives us access to some interesting information about the people who watch our worship services online! First, our most common livestream viewers by far are women ages 65 and up (though we are reaching people across all age groups). Next, in the past year, our livestreams reached people in 32 different states! The top 5 most common were Michigan, Wisconsin, Illinois, Florida, and Iowa. Finally, our 2022 livestreams were viewed in 19 different countries, the most common besides the U.S. being Canada, the U.K., and Sweden. Of course, it's hard to tell whether or not these people are really watching our livestreams or just stumbling across them, but it's still inspiring to know that we have the potential to reach people all around the world.

Thanks so much to Rodney Spence, Carole Beck, and Kelly Blake (and anyone else I might be missing) for assisting with attendance collection this year!

Sunday Church Attendance 2022

Date	Facebook Live*	YouTube	In Person -- 8:00	In Person -- 10:45	Total
1/2 (online sermon)	-	89	-	-	89
1/9	50	15	12	31	108
1/16	55	14	-	36	105
1/23	47	23	-	33	103
1/30	37	18	8	39	102
2/6	45	10	12	39	106
2/13	40	16	12	35	103
2/20	39	9	14	62	124
2/27	34	3	14	41	92
3/6	55	10	14	40	119
3/13	43	15	18	48	124
3/20	43	18	9	62	132
3/27	38	23	10	32	103
4/3	51	3	12	46	112
4/10	64	7	-	90	161
4/24	42	10	?	?	?
5/1	28	14	10	66	118
5/8	34	7	14	49	104
5/15	33	12	17	52	114
5/22	38	10	15	81	144
5/29	44	16	11	55	126
6/5	-	-	-	63	63
6/12	45	24	-	59	128
6/19	30	11	-	59	100
6/26	36	11	-	45	92
7/3	45	14	-	41	100
7/10	39	5	-	56	100
7/17	39	6	-	60	105
7/24	45	20	-	54	119
7/31	33	6	-	34	73
8/7	43	9	-	44	96
8/14	-	-	-	42	42
8/21	75	17	-	114	206
8/28	45	7	-	60	112

Sunday Church Attendance 2022 – cont.

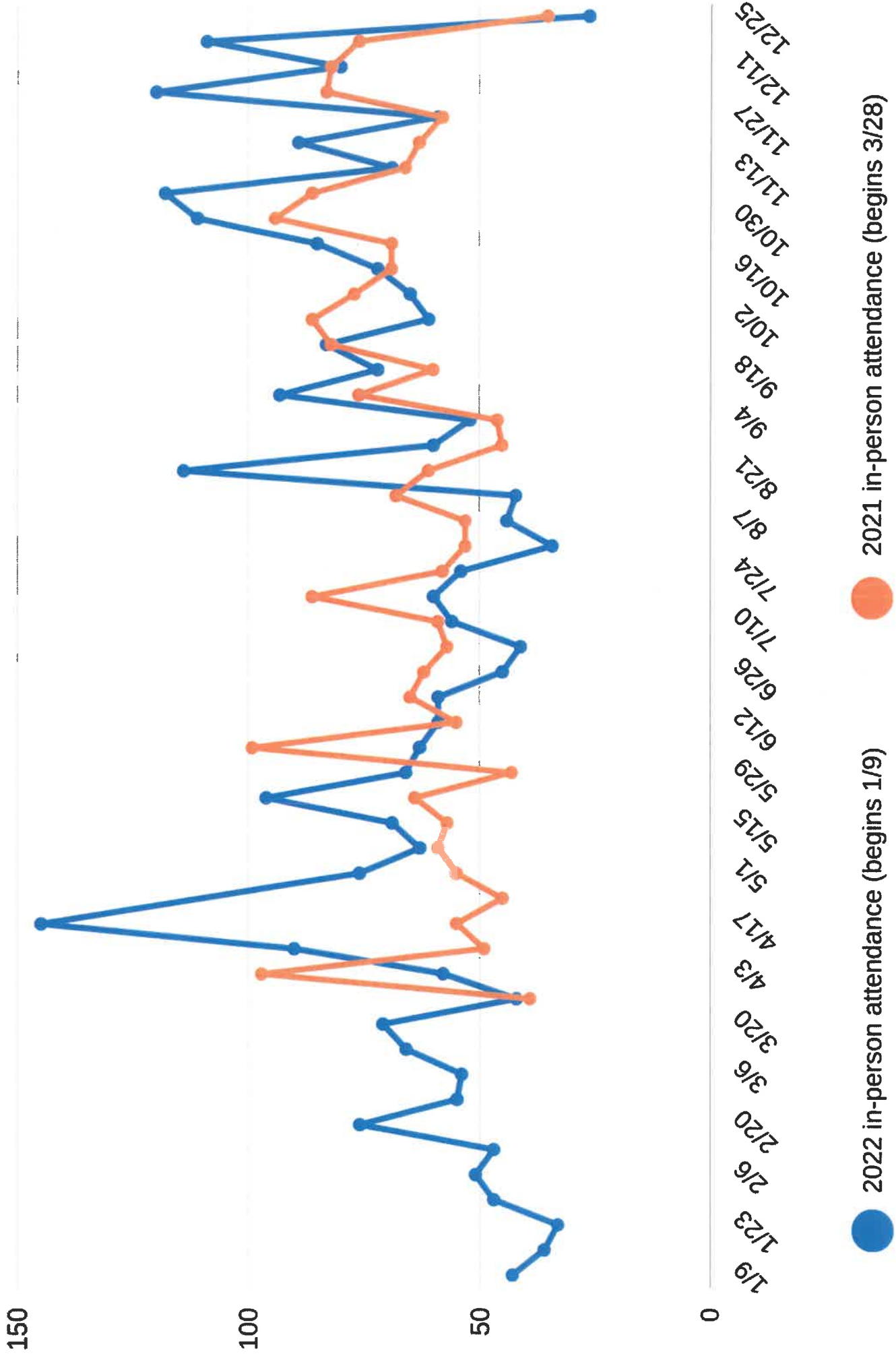
Date	Facebook Live*	YouTube	In Person – 8:00	In Person – 10:45	Total
9/4	35	4		52	91
9/11	45	15		93	153
9/18	-	-		72	72
9/25	32	12		83	127
10/2	35	8		61	104
10/9	22	11		65	98
10/16	43	6		72	121
10/23	35	6		85	126
10/30	34	17		111	162
11/6	69	29		118	216
11/13	56	20		69	145
11/20	40	10		89	139
11/27	62	25		59	146
12/4	47	10		120	177
12/11	46	13		80	139
12/18	54	22		109	136
12/25	42	7		26	75

Special Services 2022

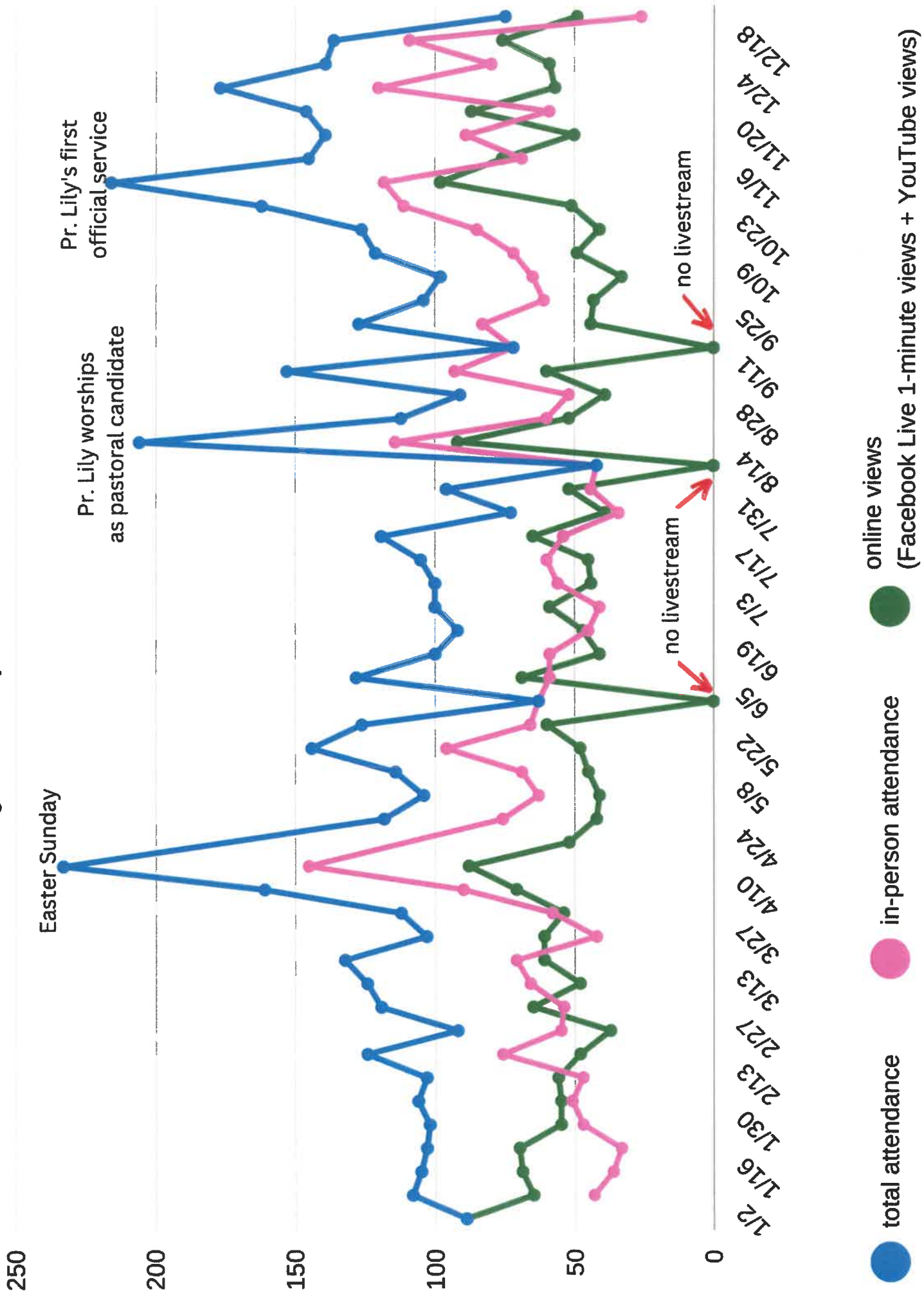
Date	Facebook Live*	YouTube	In Person	Total
3/2 (Ash Wednesday)	33	10	25	68
3/9	-		13	13
3/16	-		17	17
3/23 (canceled)	-		-	-
3/30	-		18	18
4/6	-		19	19
4/14 (Maundy Thursday)	36	8	50	94
4/15 (Good Friday)	38	18	54	110
4/17 (Easter)	67	21	145	233
12/24 (Xmas Eve) 4:00	-	-	146	146
12/24 (Xmas Eve) 9:00	75	19	103	197

* Facebook Live views are based on Facebook's 1-minute video views statistic (number of viewers who watched the livestream for more than one minute)

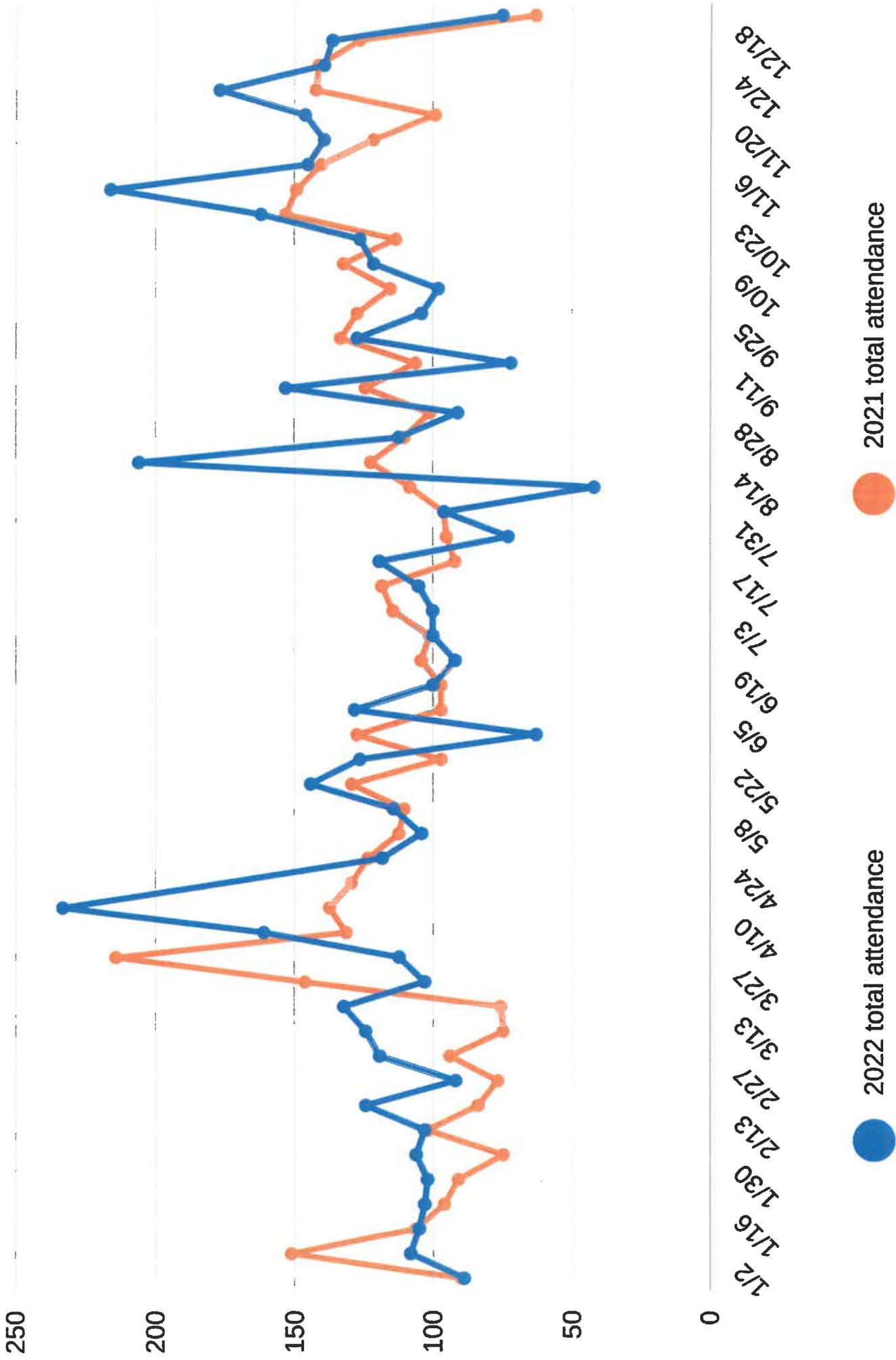
In-Person Sunday Worship Attendance - 2022 & 2021



Sunday Worship Attendance 2022



Total Sunday Worship Attendance - 2022 & 2021



2022 Annual Report: Benevolent Offerings
Pastor Lily Brondyke
Bethany Lutheran Church, Escanaba

Benevolence and generosity were a significant part of our ministry in 2022. Bethany increased their budgeted benevolence to the Northern Great Lakes Synod. Special offerings were collected for ministry partners near and far. Individual members made special gifts to our partners and to our ministries. In partnering with other area churches we raised funds for the ELCA's water campaign.

2021 Benevolent Offerings and Designated Gifts

Synod Benevolence – Mission Support	\$48,500.00
Hunger Appeal	\$160.00
Easter Offering – World Hunger	\$2,040.00
Thanksgiving Offering – Escanaba High School Closet	\$315.00
Christmas Offering – Fortune Lake & Hope at the Inn	\$2064.00
Fortune Lake	\$200.00
Rock Food Pantry	\$125.00
Reformation Lutheran Church	\$75.00
Souper Bowl of Caring	\$388.00
U.P. State Fair Conference Event – ELCA Water Gifts	
\$4,500.00	
Lenten Soup-to-Go – ELCA Good Gifts	\$820.00

2021 Special Gifts

Neisius Scholarships	\$1,500.00
Lippold Scholarships	\$500.00
Fortune Lake Lutheran Camp	\$1000
The Bethany Lutheran Free Store	\$500

Memorial Gifts

Memorial gifts are designated to Bethany in honor and in memory of those who have died. This practice allows people's legacies to continue in the ministries of the church and for us, the living, to remember God's promise of resurrection.

Last year 140 memorial gifts totaling \$9,556.29 were given to Bethany in designated and undesignated memorials. Undesignated gifts allow the church to use money where it is most needed for its operation and ministry. Designated gifts allocate money to a specific need or ministry. In 2022 funds were designated to The Free Store, quilting, roof repair, interior repairs, steeple, building, chimes, music, radio ministries, floral, and organ funds.

3:04 PM

01/09/23

Accrual Basis

Bethany Lutheran Church
Balance Sheet
As of December 31, 2022

	<u>Dec 31, 22</u>
ASSETS	
Current Assets	
Checking/Savings	
Cent. Mission	101,009.87
Checking	77,471.57
Memorial Money Market	104,677.09
Trust Fund	388,527.28
Youth @ First Bank	14,807.34
Total Checking/Savings	<u>686,493.15</u>
Total Current Assets	<u>686,493.15</u>
TOTAL ASSETS	<u><u>686,493.15</u></u>
LIABILITIES & EQUITY	
Equity	
Opening Balance Equity	502,104.70
Retained Earnings	275,621.25
Net Income	-91,232.80
Total Equity	<u>686,493.15</u>
TOTAL LIABILITIES & EQUITY	<u><u>686,493.15</u></u>

2022 Treasurer's Report and 2023 Budget

	2022 Expenses	2022 Budget	% of Budget	2023 Budget
EXPENSES				
A-01 - Synod Be	48,500.00	48,500.00	100.0%	49,000.00
B. SALARIES				
a) Pastor	27,166.68	41,400.00	65.62%	39,800.00
a1) Housing Allowance	8,333.32	12,000.00	69.44%	14,000.00
b) Secretary	22,530.00	21,450.00	105.04%	23,309.00
c) Custodian	31,200.00	31,200.00	100.0%	33,904.00
d) Organist & Handbell Dir.	5,600.00	10,400.00	53.85%	0.00
e) S. Choir/Luther Dir.	6,500.04	6,500.00	100.0%	0.00
f) Accompanist	4,500.00	4,500.00	100.0%	0.00
g) Social Media/Web Developer	2,332.00	3,120.00	74.74%	3,392.00
h) Bookkeeper	2,010.00	4,680.00	42.95%	5,085.00
i) Financial Secretary	2,163.00	3,120.00	69.33%	2,543.00
j) Youth Ministry Leader	0.00	4,992.00	0.0%	5,426.00
k) Worship Musicians	0.00	0.00	0.0%	20,000.00
l) Worship Tech Support	0.00	0.00	0.0%	1,200.00
m) Pulpit Supply/Honorariums	7,337.09	2,600.00	282.2%	1,500.00
Total B. SALARIES	119,672.13	145,962.00	81.99%	150,159.00
C. BENEFITS				
a) Pastor - Pension	3,838.14	5,748.00	66.77%	5,791.56
b) Pastor - Health Insurance	7,917.02	10,922.00	72.49%	13,899.84
c) Health Savings Account	0.00	0.00	0.0%	1,200.00
d) Pastor - Soc. Sec., Annuity	2,715.84	4,085.00	66.48%	4,115.70
e) Continuing Ed/Pastor	625.00	850.00	73.53%	900.00
f) Staff - Social Security	5,877.88	7,356.00	79.91%	7,257.00
g) Conferences & Conventions	120.00	700.00	17.14%	700.00
i) Workmans Compensation Ins.	965.00	1,000.00	96.5%	1,100.00
Total C. BENEFITS	22,058.88	30,661.00	71.94%	34,964.10
D. TRAVEL (Mileage, Gas, Tolls)				
a) Pastor	497.07	1,500.00	33.14%	1,500.00
b) Staff Mileage	0.00	200.00	0.0%	200.00
Total D. TRAVEL (Mileage, Gas, Tolls)	497.07	1,700.00	29.24%	1,700.00
E. OFFICE OPERATIONS				
a) Phone, Cable & Internet	2,725.95	2,950.00	92.41%	2,500.00
b) Postage	2,625.89	2,000.00	131.3%	2,000.00
c) Supplies	5,891.06	4,200.00	140.26%	4,200.00
d) Equipment Maintenance/Repair	222.99	2,500.00	8.92%	2,500.00
e) Lease Agreements				

2022 Treasurer's Report and 2023 Budget

1) Copier	7,376.35	4,000.00	184.41%	6,000.00
2) Excess Copies	2,017.92	6,500.00	31.05%	3,000.00
3) Accounting Services	722.50	500.00	144.5%	750.00
4) The ECHO	234.94	600.00	39.16%	1,200.00
5) Educational Equipment	0.00	100.00	0.0%	100.00
6) Dues/Fees	3,482.99	3,000.00	116.1%	3,500.00
7) Computer/Tech Expenses	0.00	500.00	0.0%	500.00
Total E. OFFICE OPERATIONS	25,300.59	26,850.00	94.23%	26,250.00
 F. CHRISTIAN EDUCATION				
a) Sunday Church School	461.35	1,000.00	46.14%	1,000.00
b) Vacation Bible School		400.00	0.0%	500.00
c) Bibles for 4th Graders		200.00	0.0%	100.00
d) Devotional Materials	322.10	300.00	107.37%	350.00
e) Confirmation Trip	0.00	500.00	0.0%	200.00
f) Confirmation Camp	152.02	500.00	30.4%	500.00
g) Confirmation Material	393.63	100.00	393.63%	500.00
Total F. CHRISTIAN EDUCATION	1,329.10	3,000.00	44.3%	3,150.00
 G. WORSHIP & MUSIC				
a) Organ and Piano Maintenance	1,707.47	1,500.00	113.83%	1,500.00
b) Altar & Worship Supplies	1,748.26	1,000.00	174.83%	3,000.00
c) Robe Cleaning	0.00	250.00	0.0%	0.00
d) Guest Soloists	0.00	150.00	0.0%	0.00
Total G. WORSHIP & MUSIC	3,455.73	2,900.00	119.16%	4,500.00
 H-01. YOUTH				
a) Youth Activities	0.00	1,000.00	0.0%	1,000.00
Total H-01. YOUTH	0.00	1,000.00	0.0%	1,000.00
 I. PROPERTY				
a) Heat	11,366.81	11,000.00	103.34%	11,000.00
b) Electricity & Water	6,175.50	6,000.00	102.93%	6,000.00
c) Insurance & Fees	10,293.00	10,000.00	102.93%	10,500.00
d) Maint./Supplies/Service	4,098.83	5,800.00	70.67%	5,000.00
e) Elevator Maint. & License	2,298.93	2,200.00	104.5%	2,500.00
f) Parsonage Maintenance	1,371.47	1,000.00	137.15%	750.00
g) Duplex Utilities & Taxes	6,797.41	6,000.00	113.29%	6,000.00
h) Property Maintenance	6,694.27	4,500.00	148.76%	6,500.00
Total I. PROPERTY	49,096.22	46,500.00	105.58%	48,250.00
 J. EVANGELISM				
a) Resources	305.00	1,000.00	30.5%	500.00
b) Grief Ministry	90.75			500.00
Total J. EVANGELISM	395.75	1,000.00	39.58%	1,000.00

2022 Treasurer's Report and 2023 Budget

K. SOCIAL MINISTRY

a) Resources	136.18	1,000.00	13.62%	1,000.00
b) 85+ Luncheon	0.00	0.00	0.0%	0.00
c) Mother's Day	29.80	0.00	100.0%	0.00
d) Graduate Breakfast	0.00	0.00	0.0%	0.00
e) Father's Day	26.82	0.00	100.0%	0.00
f) Free Store	0.00	0.00	0.0%	6,000.00
Total K. SOCIAL MINISTRY	<u>192.80</u>	<u>1,000.00</u>	<u>19.28%</u>	<u>7,000.00</u>

L. STEWARDSHIP

a) Envelopes & Record Forms	2,495.91	1,400.00	178.28%	2,200.00
b) Bank Service Charge (Vanco)	530.52	300.00	176.84%	500.00
Total L. STEWARDSHIP	<u>3,026.43</u>	<u>1,700.00</u>	<u>178.03%</u>	<u>2,700.00</u>

M. CONGREGATIONAL ACTIVITIES

a) Picnics, Coffee, Receptions	656.32	1,200.00	54.69%	2,000.00
b) Advertising	99.40	500.00	19.88%	500.00
Total M. CONGREGATIONAL ACTIVITIES	<u>755.72</u>	<u>1,700.00</u>	<u>44.45%</u>	<u>2,500.00</u>

N. ACCOUNT TRANSFERS

a) Century Mission	4,000.00	4,000.00	100.0%	4,000.00
b) Roof Fund	31,500.00	31,500.00	100.0%	16,150.00
	<u>35,500.00</u>	<u>35,500.00</u>	<u>100.0%</u>	<u>20,150.00</u>

TOTAL BUDGETED EXPENSES	<u>\$309,780.42</u>	<u>\$347,973.00</u>	<u>89.02%</u>	<u>\$ 352,323.10</u>
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N-1. EXPENSES OUT	214.00
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O. NON-BUDGETED DISBURSEMENTS

a) Hunger Appeal	160.00
b) Easter	2,040.00
c) Pastoral Candidate	8,423.91
d) Lenten Soup	820.00
e) Ukraine - LDR	4,500.00
f) Super Bowl of Caring	388.00
g) UP State Fair Water	4,915.01
h) Up Stat Fair 2022	139.26
Total O. NON-BUDGETED DISBURSEMENTS	<u>21,386.18</u>

TTL BUDGETED & NON BUDGETED EXPENSES	<u><u>331,380.60</u></u>
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Restricted Funds Balance Sheet

	BALANCE 12/31/2021	INCOME & TRANSFERS	EXPENSES TO DATE	BALANCE TO DATE
Free Store	4038.29	7993.62	6384.89	5,647.02
Quilting Ladies	2501.36	4716.50	3,510.30	3,707.56
Chimes Fund	100.00	1242.99	0.00	1,342.99
Roof Repair	600.00	42,540.00	20,037.00	23,103.00
Interior Repairs	6,000.00	10,000.00	16,000.00	0.00
Undesignated Mem.	16,406.58	14,193.29	1,011.43	29,588.44
Music Mem	3,281.93	\$175.00	409.05	3,047.88
Radio Mem.	6,838.14	3,756.00	5,015.00	5,579.14
Floral Mem.	2,377.49	2267.5	2,333.28	2,311.71
Crisis Fund	\$2,858.00		0.00	2,858.00
Organ Fund	-334.47	60.00	0.00	-274.47
Building Fund	17,891.82	8,131.00	19,447.82	6,575.00
Steeple Gift Fund	36,160.41	920.00	36,740.41	340.00
Neisius Scholarship	10,507.46		500.00	10,007.46
Lippold Scholarship	5,597.57	0.00	500.00	5,097.57
FLLC Scholarships	5,553.80	300	1,410.00	4,443.80
Seminary Scholarship Fund	900			900.00
Memorial Int		401.99		401.99
TOTALS	121278.38	96697.89	113299.18	\$ 104,677.09

First Bank Youth Account

Balance 12/31/2021	Income Cans & Bottles	Expenses To Date	Balance 12/31/2022
14,785.18	12.9	0	14807.34

2022 Annual Report: Century Mission Fund

By: Traci Harris

Bethany Lutheran Church, Escanaba

The Century Mission Endowment was established as part of Bethany's Centennial celebrations during the years of 1979-80. The intent was to give members an opportunity to "invest" in the benevolent outreach of this congregation for the years to come. Gifts were shared and continue to be shared for the purpose of investment with the earnings used each year to support or initiate ministries within the Escanaba community and throughout the church at large.

The Finance Committee with the approval from the Church Council, is responsible for investment policy. The principle of the Endowment Fund cannot be expended for other purposes than originally intended unless the congregation votes by a two-thirds majority at two successive congregational meetings held no further than 30 days apart to make such a change. The earnings of each year shall be distributed according to the recommendations submitted by the Church Council to the congregation at its Annual Meeting for approval.

Balance as of 8/2/2022 \$104,545.21

Gifts Distributed in 2022

Bay College Campus Ministry	\$1000
Fortune Lake Lutheran Camp	\$1000
Delta Regional Child Advocacy Center	\$1000
Tri-County Safe Harbor	\$1000

Interest earned \$464.66

BALANCE ON HAND 12/31/22 \$101,009.87

2022 Annual Report: Trust Fund Resolutions Bethany Lutheran Church, Escanaba

This resolution is submitted to the congregation by the church council, with the blessing of the social ministry committee, for consideration at Bethany's Annual Congregational Meeting on Sunday, January 29, 2023.

The church council has the responsibility of recommending to the congregation at the annual meeting possible recipients of such funds. One half of the earnings of Bethany's Trust Fund are to be expended yearly for support of ministries within the community and/or the church at large, and if not expended are added to the principle of the Trust Fund.

The church council proposes the 2022 earnings of the Trust Fund and Century Mission be distributed in 2023 as follows:

\$11,362.12- Thrivent Trust Fund withdrawal to be used for budgeted expenses in General Fund or for Benevolence at the discretion of the Church Council.

\$11,362.12- To support the ELCA through the Northern Great Lakes Synod, and through the ELCA World Wide Ministries

\$ 1,000.00- Bay College Campus Ministry

\$ 1,000.00- Delta Regional Child Advocacy Center

\$ 1,000.00- Lake State Industries

\$ 1,000.00- Tri-County Safe Harbor, Inc.

\$26,724.24- TOTAL FUNDS RESOLVED TO BE DISPERSED 2023

Special Offering Designations for 2023

Special Easter Offering: ELCA World Hunger

Special Thanksgiving Offering: Escanaba High School Closet

Special Christmas Offering: Hope at the Inn and Fortune Lake Lutheran Camp

2022 Annual Report: Leadership Nominations for 2023

**By: Don Nyquist
Bethany Lutheran Church**

2022 Nominating Committee

1. Pastor Lily Brondyke
2. Marcie Kaven
3. Jessi Nelson
4. Amanda Norkoli
5. Don Nyquist

Bethany Lutheran Church Council Nominees (3-year term)

1. Gayle Bradley
2. Jackie Porath
3. Bob Prins
4. _____

2023 Bethany Lutheran Church Audit Committee

1. _____

2023 Nominating Committee

1. Marcie Kaven
2. Sandy Wilson
3. Dan Johnson
4. Ardith Paarni
5. Lisa Bouche

District Six Delegates

1. Jean Sovey
2. Rodney Spence
3. _____

Fortune Lake Delegates

1. Brian Kaven
2. Marcie Kaven

Synod Assembly Delegates

1. Rosemary Hendrickson
2. Ralph Peterson

2022 Annual Report: NGLS Annual Letter

By, Bishop Katherine Finegan

Bethany Lutheran Church, Escanaba

Annual Report Letter 2022



*No one has ever
seen God;
if we love one
another, God lives
in us, and his love
is perfected in us.
~1 John 4.12*

Dear Northern Great Lakes Synod,

Grace and peace to you as we begin the Year of our Lord 2023!

The fulcrum of history continues to turn as the Church and your church experience the pushes and pulls of being re-formed, re-shaped, and re-focused. I believe we are feeling both the pressure points and the possibilities as we move into the future. The Holy Spirit of Christ is at work! Our job, our challenge, is to discern that work and participate in it, or at least, get out of the way.

When in doubt about the direction or the effort, I find it helps to apply the command that Jesus gave: Love. To love others is the commandment that Jesus repeats consistently throughout his ministry. Jesus embodies love as he heals, teaches, and forgives. Jesus instructs love as he washes the feet of his disciples and chooses not to either escape death or wreak vengeance on the population that is so angry with Jesus that they crucify him.

The temptation, the propensity, to vilify and demonize people who make us angry has not diminished. No wonder Jesus commands us to love. As sinful, broken people, loving those we don't know or particularly care for certainly does not come naturally. Sure, it's easy to love the lovable; spouses and partners, our

children and grandchildren, family members, people we know and enjoy. But Jesus is talking about Agape Love...Holy Love...Unconditional Love; the love that is less an emotional feeling and more an intentional and strategic action.

This year of Love completes a three-year focus on the passage, "And now faith, hope, and love abide, these three." And the passage goes on to say, "and the greatest of these is love." This year, I encourage you to think how you personally, and your congregation collectively, will show God's love to each other, your community, and the world. There is much, I know, that you are already doing. Between Lutheran World Relief efforts, food pantries, backpack programs, and the financial support you give to ministry, I am impressed and rather proud of how we are making a difference to those challenged by poverty and hunger.

I also encourage you to consider participation in the Lenten Kaleidoscope Challenge: a new effort focusing a lens of love on racial equity, our indigenous neighbors, and the LGBTQIA+ community.

At this time in history, we have a unique opportunity to push back against the current momentum to divide, demonize, and vilify the other. I pray that we can give authentic witness to a world that seeks to judge, condemn, and polarize...that God is love, and God lives in us, is perfected in us, as we show that love.

May God bless your efforts!

Yours in Christ,

Bishop Katherine Finegan





**A place of grace...
Fortune Lake
Lutheran Camp**

December 5, 2022

Greetings from Fortune Lake!

We pray that you are well, discerning where the Holy Spirit is calling you, and living into your baptismal promise. We value your partnership in ministry, and as we reflect on a great year, we expectantly look to the future for new ways of growing in faith together.

2022 has been a year of abundant blessings for Fortune Lake! Here are some of the highlights:

- We served **495 summer campers** of all ages, up nearly 100 from the previous year. If we continue on this trajectory, we will be back to pre-pandemic numbers in 2023. Highlights of the summer program include the return of Victory Camp (for adults with disabilities) and Congregational Day Camps as well as Musical Theatre Week, which concluded with the original musical "One Wonderful Day."
- We have welcomed more than **1,300 day and overnight guests** to Fortune Lake! These groups include Northern Great Lakes Synod events, other denominational retreats, and family rentals. We are especially excited about new partnerships with area schools. Both Houghton and Calumet-Laurium-Keweenaw Districts have committed to bringing their 6th graders for the next five years!
- Our dedicated **year-round team of five full-time and three part-time staff** continues to work hard. We have not experienced some of the challenges that so many neighboring businesses are facing in retaining quality employees. Additionally, our **summer staff was vibrant, robust, and energetic**, and they followed through with their commitment to this ministry. We are praying that these trends continue, even as we actively recruit staff for Summer 2023.
- The **property that we steward is in beautiful shape**, with some significant improvements on the way. We have replaced the sliding glass doors on Emanuel Lodge and re-sided that section of the building, purchased a 15-passenger van, repainted the chapel, and replaced water heaters in the Dining Hall. In the year ahead, watch for upgrades to Emanuel Lodge, the duplexes, and the Dining Hall, all made possible by generous giving to our CoVantage Cares Giving Tuesday Campaign.
- **Financially, we are holding strong** without having to borrow from a line of credit in the last three years. This is a new pattern for us, made possible by regular support from donors and congregations, as well as increased camper and retreat and rental guests.
- Watch for additional updates from our **Total Inclusion Task Force**, which was formed by the Board of Directors and has been working on tangible ways to be more welcoming to people who have historically been marginalized in Christian camping spaces. All are welcome to the conversation!

We say THANK YOU to God and to you! We hope to see you at camp!

Grace & Peace,
Amanda Rasner, Camp Director

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

We have seen many changes throughout the years and throughout the world. Sometimes we've been left yearning for the days when things didn't feel so complicated. Other times, we have seen something new happen and have asked, "Why did this take so long?" The church has been through its own changes as well. Some of these have left us wishing for simpler times while others have us waiting for even more to come about.

But, dear church, God still is unchanging. God's love is still the foundation on which the church was built. While we have seen many changes, both in the world and at the Evangelical Lutheran Church in America, the eternal love of God and the good news that dwells with Christ's death and resurrection continue to provide hope for everyone. This is why our mission remains steadfast, whether that is through our traditional mission work in places near and far or from new ventures and visions that encourage us to think of different ways to reach even more people.

The writer of Hebrews reminds us: "Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God" (13:16). That could not be truer in the work we have been doing in each expression of the church. Your gifts continue to benefit the good work of spreading the good news throughout your communities, your synods and the whole church. We are all answering the call to continue to do good work with the help of your support, whether that is through your resources, your time or your talents.

I am grateful for your generous support of each expression of the church. God calls all of us to continue to do the good work, and you continue to answer that call. We also continue to join you in that call and will remain true to looking toward God's unchanging promise. There is still much change and learning that will come before us, but God's steadfast love energizes us for the work God is still doing in the world through this church.

In Christ,

A handwritten signature in cursive script that reads "Elizabeth A. Eaton".

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

“Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God”
(Hebrews 13:16).

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