BETHEL
CHURCH

2026 Annual Meeting Packet

(Budget information and Leadership Appointments)

Meeting Date:

November 15th at 11:45am

Leadership Appointments and Budget Voting Summary

Because we are convicted of the biblical wisdom of seeking wise council and agreement from the body before entrusting leadership responsibilities to committed members or spending resources in another year – we are asking for a congregational vote on the following appointments and proposed budget.

Budget

We are proposing a $916,000 total General Fund Budget for 2027. More information on the budget, the process, and details for each area can be found in this year's packet.

We are proposing a $200,000 Capital Expenditures Budget for 2027. More information on the budget, the process, and details for each area can be found in this year's packet.

Elders

After months of diligent work, prayer, and interviews, the Elder Search team unanimously recommends Keith Kramer and Mark Arjes to the congregation to be voted into the Ministry of Elder at Bethel Church (3 year term). Bio's on Keith and Mark can be found in this packet and in the lobby. There will also be an "open Q and A" with them at the annual meeting.

The search team this year consisted of the following individuals – we're very thankful for their service: Julie Rethemeier, David Tverberg, Janet Lundstrom, Matt McCartney, and Aaron Will.

Deacons

The Elders are asking for a congregational vote on Dana Simonson to continue as the Building and Grounds Deacon. Dana has already served in this role for the last 2 years and has done an incredible job of stewarding our property well, empowering volunteers, and coordinating needed project plans as they've come up. We believe him to be qualified for this role and are excited to have him affirmed for further service in this position.

Questions, Discussion, and Voting

We welcome any questions, clarifiers, and discussion on any areas of the budget or appointment of new leadership.

Voting can be done by members of Bethel Church and must be done either IN PERSON at the meeting on November 15th, or via ABSENTEE BALLOT prior to the meeting on November 15th. Absentee ballots can be picked up at the welcome desk in the lobby starting November 1st.

Ballots/Voting:

Budget Vote	Budget Vote	Elder Vote	Elder Vote	Deacon Vote
I approve the General Budget.	I approve the Capital Budget.	I approve Keith Kramer.	I approve Mark Arjes.	I approve Dana Simonson.
Yes	**Yes**	**Yes**	**Yes**	**Yes**
No	**No**	**No**	**No**	**No**

2027 Proposed Capital Expenses Budget

How we got here:

There are always "bigger ticket items" that need addressed in all areas that can't easily fit into any single budget year. We asked all ministry leaders to submit capital requests to be considered and prioritized by the Elder Board as a part of this year's budgeting process.

Millions of dollars' worth of projects were submitted (some higher priority, others more long term dreaming). The Elders talked, discussed, and began to plan out (over the next 3-5 years) what some priorities need to be.

As such we are proposing to spend $200,000 of our current savings toward capital needs in 2027. See the proposal below:

2027 Capital Expenses Budget

Project Description	Project Cost	Notes
Replace 2 furnaces	$20,000.00	We've been doing 2-3 year for the last few years. The last 2 are from 1994, this is a must.
Sound-proof staff offices	$23,000.00	Conversations from pastors offices can easily be heard through/over walls. This allows for better insulation.
Roof over Door1 Lobby	$11,000.00	Water is coming into the building at door 1. This would fix that.
Remodel upstair bathrooms	$129,000.00	This is probably on the high end (still getting quotes). This would completely re-do both upstairs bathrooms by the door 1 entryway.
Chairs in adult classrooms	$4,000.00	This allows us to purchase non-folding comfier chairs for adult bible studies etc in a couple different rooms throughout the building. A number of people are having issues with the old metal chairs.
New chairs in the Youth Room	$4,000.00	Chairs in the youth room need replaced. They are breaking and outdated.
Coffee area/lobby revamp	$5,000.00	This would allow for better information displays, info desks, and better lighting in the existing lobby area
Update adult classrooms	$4,000.00	Tv's for walls that give easy playablity for studies, and better setup for adult classes and bible studies
TOTAL	**$200,000.00**	

What this does to savings:

Our projected savings by January of 2027 is approximately $600,000 (that does not include our operating checking account). Spending $200,000 of that would put us at $400,000 in savings by the end of 2027 (assuming our giving does not exceed budget). That represents a little over 5 months of savings ($76,000/mo.) with our proposed $916,000 budget for 2027.

It's possible some of these projects can be completed with LESS than what is being proposed (also more). Our commitment (if this is approved) will be not to OVERSPEND the $200,000 that's represented here. We will also likely prioritize the top 4 items before committing to all of the bottom 4.

Bethel Church Fiscal Year 2027 General Fund Budget

The Process:

Elders looked at *past giving trends* and believe the expected giving for 2027 will be approximately:

$925k

We set this number in June of 2026 when we were 7% above budget after 6 months. It represents another 7% increase above the numbers in June. Since then (through September, 9 months in) we're projecting to finish 2026 at or above 920k. This bodes well for a 925k income in 2027 (which quite frankly) looks to be a conservative number.

"Fixed pieces" of budget were calculated.

(Missionary support, staff salaries, utilities, etc)

Ministry leaders/staff put together their individual budgets in areas of knowledge and oversight.

(Every dollar requested was tied to an explanation and goal)

All numbers reviewed, adjusted (if necessary), and combined:

Requested expenses = 936k

Requested adjustments= 20k

TOTAL = $916,000

What's the plan in Savings?

We are currently VERY healthy in savings (well over 6 months of needed income stored away). Considering a scenario where we instantly lose all income for 6 months or more is unlikely, we are choosing to spend nearly all of our 2027 expected income (925k) on ministry needs for this year (916k). The extra 1% unspent is the start of a principle of always putting money back into savings for bigger ticket items in the future (like capital expenses).

Board reviewed/compiled budget information and approved the $916,000 budget to be put before congregation at the Annual mtg.

$916,000

Budget is voted on by congregation at the Annual meeting!

Budget Overview

	Staff Salaries	Staff and Board	Adult	Youth (6-12)	Childrens Ministry	Worship/ Creative	Physical Resources	Office	Welcome/ Assim	Missions	Counseling		Total
Total Budgeted Amount	541,900	28,600	28,700	14,400	16,400	16,000	113,900	49,700	8,900	92,500	5,000		916,000
Percent of Budget (916k)	59.2%	3.1%	3.1%	1.6%	1.8%	1.7%	12.4%	5.4%	1.0%	10.1%	0.5%		100.0%

This represents 6 full-time staff (youth, adult, senior, worship, childrens, and office) 4 part time staff (2 cleaning, a bookkeeper, and TBD).

Staff support, staff and elder development, pulpit supply.

Men's and women's ministries, adult groups,

6-12th grade ministries (Sunday and Wed PM).

Birth-5th grade ministries (Sunday and Wed PM).

Worship team, Sunday tech, and creative ministry.

Anything building and grounds related (ie - cleaning contract, snow and lawn care, utilities, and insurances).

General office supplies as well as technology needs and services.

Coffee for Sundays, Next Steps, WTB.

This includes global and regional partner support, along with local mobilization.

Specialized Biblical Counseling support and a marriage retreat.

Budget Area Summaries

Staff/Elders	
Education, Tools, Personal Ministry	1,100
Pulpit/Service Elements	3,200
Staff ministry and development	6,800
Staff Appreciation and Conferences	11,000
Elder Board	6,500
Total Staff, Elders, and Counseling	**28,600**

Adult Discipleship	
House Groups	4,000
Fellowship/Outreach	6,750
Men's Ministry	4,500
Women's Ministry	8,450
MOMCO	1,000
Leader Training	4,000
Total Adult Discipleship	**28,700**

Office Management	
IT/Tech/Tech services	23,000
Phone/Internet	2,000
Web/publicity	10,800
Mileage/Cell Re-imb	12,600
Office Equipment	6,300
Banking/Finance Tools	15,000
Interest Income	(20,000)
Total Office Management	**49,700**

Welcome	
Sunday Coffee Supplies	5000
Discover Bethel/Next Step	1700
Welcome Supplies	1300
Extended Ministry	900
Total Welcome	**8,900**

Counseling	
Training Classes	600
Materials	400
Marriage Retreat	4000
Total Counseling	**5,000**

Youth	
Education, Tools, Personal Ministry	3,950
Youth events	1,600
Leadership development	2,100
Wednesday/Sunday ministry	4,450
Room Improvements	1,000
Gifts & Resources	1,300
Total Youth Ministry	**14,400**

Worship/Creative Team	
Education, Tools, Personal Ministry	2,500
Subscriptions/Services	5,400
Communion Supplies	300
Creative Team	1,400
Worship Guest	300
Improvements/Repairs	1,500
Sound Production, Equipment	1,500
Leader Training	200
Video/Projection	2,500
Worship Team Development	400
Total Worship/Creative	**16,000**

Childrens	
Education, Tools, Personal Ministry	2,500
Nursery & Preschool	1,300
Room/Technology Upgrades	1,400
Special Events	7,400
Elementary/AHG	2,000
Staff & Volunteers Training & Appreciation	1,800
Total Children's Ministry	**16,400**

Physical Resources	
Lawn Care/Snow Removal	21,500
Utilities	25,500
Paper and Cleaning Supplies	5,400
Maintenance	15,000
Doors/Security	7,600
Fire Protection	1,600
Waste, Recycling	2,100
Insurance	30,000
Kitchen	1,200
Bus/Van Maintenance	2,000
Custodial	2,000
Total Physical Resources	**113,900**

2027 Missions Partners		
Adamsons		"Family A"
Caldwells		"Family B"
Eckholms		Terrills
Hoveys		Tieg Laskowke
Laskowskes		Crosswhite
Light of the Gospel Church		Drenks
John Dickerman - CRU Rural		Converge North Central
Oak Forest Center		360 Pastor/CBL

Ministry Totals	
Staff/Elders	28,600
Adult Discipleship	28,700
Childrens	16,400
Worship/Creative	16,000
Welcome	8,900
Youth	14,400
Counseling	5,000
Missions	92,500
Subtotal - Ministry	**210,500**

Other Totals	
Salary	541,900
Office Management	49,700
Physical Resources	113,900
Subtotal - Other	**705,500**

Total 2027 Budget	**916,000**

Budget Area Summaries (continued)

Staff Salaries (541,900):

This line exists to cover staff salaries and benefits. We have 6 full-time staff positions budgeted (Senior Pastor, Worship/Creative, Youth, Adult, kids, and Office), and 4 part-time staff positions budgeted (2 cleaners, 1 bookkeeper, and 1 TBD).

Staff/Elders (28,600):

This line exists mainly to invest in the leadership development of staff and elders. We're providing funds for conferences (continuing ed), and have monthly lunches to cover leadership development materials. Other things in this area include things like: pulpit supply, Sunday service elements, growth materials/tools, continuing education, and elder board expenses.

Office Management (49,700):

This line exists primarily to provide the supplies and technology necessary to keep the office, ministries, staff and volunteers up and running. It includes exciting things like: phone costs, copier leases, computer support, response team, IT, and office supplies.

Worship/Creative (16,000):

The Worship/Creative Ministry at Bethel exists to facilitate genuine worship before the Lord together at our weekly gatherings, as well as empowering creatives to engage our online world well. As such this budget includes:

- **Ministry Expenses:** These expenses exist to support the relational and spiritual health of the worship program volunteers and leadership. Community, Disciple-Making, and Generosity are all pieces of our continuing education, "extended ministry," budgeting for worship guest leading, and team discipling/gifting of needed resources. Gatherings (and typically the food that accompanies them) is a common expense here, and I am looking for some continuing education opportunities to work into this area. I have stopped using the worship budget line Ministry Tools (6410) as it seemed redundant to some others in this category. This is not to be confused with the online engagement Ministry Tools (6701) line which is still very much actively being used.
- **Material Expenses:** These expenses exist to maintain and grow the physical/material side of worship staging/production and matriculation. Surrender, Time with Jesus, Community, Disciple-Making, Serving Others and Generosity are all values applicable to the Sunday morning worship gatherings made possible by these expenses.

- **Subscriptions:** These expenses exist to facilitate the digital and online resources used in the implementation of a modern worship program. Specifics of each subscription are listed line-by-line on the spreadsheet. In summary, these resources facilitate the serving of others by our worship musicians and technicians, and they provide resources for time with Jesus and disciple-making specific to the heart of the artist. They also ensure licensure compliance for the ministry as well as projection of all things visual in our worship gatherings.
- **Online Engagement & Creative Arts:** Community building, surrender, time with Jesus and disciple-making are all values that are lived out through the work of the Creative Arts team who of course serve others with their time and talents. We exist to enhance and stimulate all of our core values across the life of the church. The other facet of online engagement is the design, management and upkeep of the app and the website which has cross over in content creation we make for posts, reels, and graphics.
    - Ministry tools (6701) includes software and physical resources such as wood, stickers, paint, and other material resources for the creation of creative endeavors in ministry. It also includes a monthly subscription to PulpitAI, a Subsplash product that enables us to make quality sermon reels quickly and gives our adult ministry valuable, time-sensitive materials for house group leaders to lead their groups based on sermon content.
    - Extended ministry (6702) will include advertising on social media platforms like Facebook, and Instagram as well as expenses related to the gathering and work of the Creative Arts team.
    - Leader training (6703) will provide our growing Creative Arts team with the knowledge of how to use and leverage these immerging tools in ministry.

Children (16,400):

Children's Ministry helps kids grow in their understanding of the Gospel and become fully devoted followers of Christ, all while having fun! Teaching children about God, His Son, and the Word, and how to apply it to their lives, is among the most important things we can do for a child. This line funds age-appropriate curriculum and hands-on supplies, training for leaders and parents, and ongoing leader development in best practices. It also funds a free Vacation Bible School serving Owatonna and the surrounding community.

Physical Resources (113,900):

Having a physical space to meet and gather as a disciple-making hub is critical for us. The physical resources budget seeks to steward our building and property well. It consists of things like: utility bills and garbage, cleaning supplies, snow and lawn care, maintenance, capital improvement and insurance.

Adult Discipleship (28,700):

The Adult Ministry exists to help more people become fully devoted followers of Jesus. Our primary strategy and structure for accomplishing this mission is within house groups which are gospel-centered communities living on mission by practicing prayer, care, share, lifestyle, caring for one another, and growing in their knowledge and practice of the word. Our men's ministry, women's ministry are also important parts of the adult ministry as they seek to connect people in relational environments and invite them into deeper relationship with Jesus and others and encourage people to join house groups and other smaller discipleship groups. This happens through studies, fun events, mentoring relationships, and smaller gender-based discipleship groups. Lastly, the training component of adult ministry is meant to equip the saints for the work of ministry, build up and equip leadership, and to develop leaders who can help accomplish the mission.

House Groups: This line exists mainly to invest in the leadership development of House Group Leaders. Things like leader check-ins, resources, and shepherding and missional training falls in this line. Equipping, appreciating, and training leadership is essential to be more missional is the shift we want to see in House Groups.

Training: This line exists to invest in the spiritual development of adults in our church body. Things like a spring leadership retreat, developing leadership cohorts, and potential elder training are a part of this line as well as training for the entire church body in these categories, parenting, money, marriage, spiritual disciplines) fall in this line.

Men's Ministry: This line exists mainly to invest in the development of men in our church body. Things like connecting events, studies, outreach opportunities and discipleship groups fall in this line. Equipping and training men to be spiritual leaders in their households is another important part of men's ministry and raising up men to lead house groups and men's groups.

Women's Ministry: This line exists mainly to invest in the development of women in our church body. Things like connecting events, studies, mentoring, and discipleship groups fall in this line. Equipping and training women to be spiritual leaders in our church body and community is important because they have gifts and strengths that are equal in value and difference in role.

Fellowship: This line exists to encourage fellowship among believers. Things like Flannel Fest, fellowship meals, and party in the park rentals fall in this line.

Outreach: This line exists to encourage believers to reach the community with the Gospel. The vast majority of this budget will be for the Easter Family Fun Night at the Four Seasons this coming March as a free outreach event to the community. Other outreach opportunities like Crafted Conversations or event bolstering the invitation culture during Christmas and Easter are also activities that fall in this line.

Student Ministry (14,400):

Our Youth Ministry budget supports Wednesday and Sunday gatherings where students worship, study Scripture, build friendships, and grow in faith. It also makes room for deeper discipleship through meals, conversations, and resources that help leaders invest personally in students. Events and a summer outreach opportunity will give students ways to invite friends and share the gospel. We will continue training and caring for our volunteer leaders while making modest improvements that help the youth room serve students well. Retreats and mission trips are supported primarily through participant payments, fundraising, and designated funds. Through all of this, we want students to surrender to Jesus, grow as disciples, and find a community marked by joy and authenticity.

Missions (92,500):

The Global Missions area at Bethel exists to encourage, nurture, and evaluate support for our Global Partners and Short Term Missionaries – as well as foster missional movements throughout southern Minnesota. The Global Missions team's funds regularly provide support to international and domestic missions partners, and provides funds to short term missions in our local church to help them grow their faith in spreading the gospel. Our goal is to stand in prayer and walk beside our missionaries in the states and overseas. A complete list of our partners can be found in the numbers section of the area summaries.

- **Highlights and notes in the 2027 year:**
  - We have made an extensive budget so you can understand who is getting more money. We have 5 missionaries that are short in funding. The Go team has been praying over this. The decision was made to cut The Light of the Gospel to a one-time gift in January of $5000. This would be the final year and payment. After time in prayer, God revealed to us to honor the missionaries who are home grown and actively tell us what they are doing in their ministries and asking us to pray with them. They share personal and ministry needs monthly and the minimum is quarterly. Our missionaries are reaching out and sharing the gospel. They are mentoring individuals, discipling couples and families. Our missionaries are counseling and hosting families in their home. They are being the shining light of Jesus,

Welcome (8,900):

The welcome ministry at Bethel exists to provide a welcoming atmosphere on Sunday mornings, and to help people get connected in deeper ways to our church body. Most of the funds in this area go toward providing coffee on Sunday mornings, Pizza with the Pastor costs on the first Sunday of each month, welcome center gifts and resources, and our Next Steps class.

Counseling (5,000):

Biblical Counseling ministry at Bethel supports families, individuals and marriages. We take God's Word to show couple's that the Word of God through the power of the Holy Spirit and prayer on our knees changes lives. We help individuals work through depression, anxiety, sins, communication and unforgiveness. We teach individuals how to accept Jesus Christ as their personal savior. It has been a joy to help 5 marriages turn around this year. We have helped 10 individuals work through issues. It has been great to serve them. We have also gotten them into house groups, Bible Studies and attending Bethel faithfully on Sunday mornings. It is such a priviledge to see God's Word transform the hearts of people. We feel blessed to be apart of this ministry.

Keith Kramer
Elder Candidate



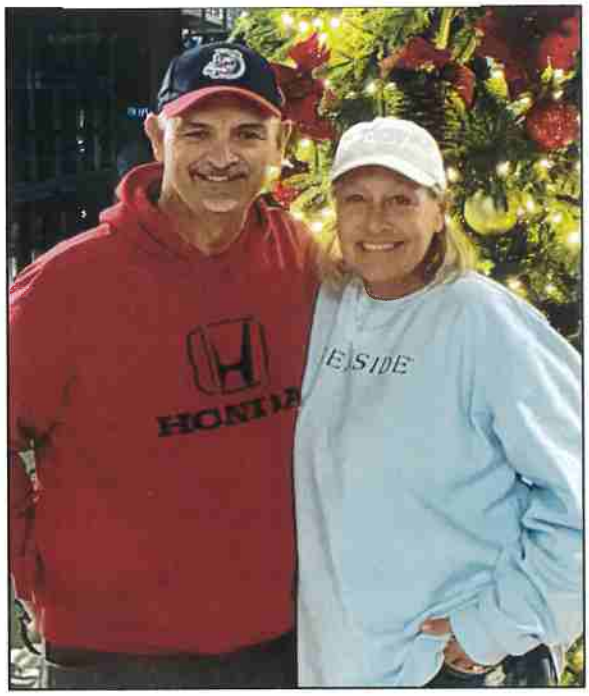
Family:
Married (Amy) for 25 years with 3 children.

Occupation:
GM at Harry Brown's Automotive in Faribault

Hobbies:
Biking, running, hiking, tennis, and anything outdoors

Heart:
To help people grow in prayer and experience more of who God is.

Mark Arjes
Elder Candidate



Family:
Married (Cathi) for 43 years. 5 Kids, 13 grandchildren

Occupation:
Founder/Director of Youth 1st. Non-profit organization providing leadership to youth sports organizations, parents, coaches, officials.

Hobbies:
Golfing & Fishing with buddies, traveling with Cathi and chasing grandkids.

Heart:
Coaching, team building and team culture, men's ministry.