



Bethlehem Baptist Church

2019 Annual Report

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Jason Meyer

PREACHING & VISION

*Not to us, O LORD, not to us, but to your name give glory,
for the sake of your steadfast love and your faithfulness!—Psalm 115:1*

This year, I celebrated my seven-year anniversary on staff. I look at that number and stare at it with a mild form of shock. Has it been seven years already? One could not possibly fit all that the Lord did this year into an annual report because there are too many stories to tell and because he was at work in 10,000 other ways that we did not see. I will start with some personal reflections and then move to some corporate reflections.

Personal Reflections

For me, 2019 will go down as one of the most satisfying years of ministry. The sermons on “Show Me Your Glory” from Exodus 33 in the first two weeks of the year set me on a course to see and savor God’s glory the rest of the year. I will never forget the illustration for our Sanctity of Life message, in which one BB represented the killing of 1,000 unborn babies. We heard the sickening “clink, clink, clink” as BB after BB filled five large glass vases. That particular sermon was hard to preach, but preaching through Mark 11–16 in the rest of the year felt like an unspeakable joy. What a journey we took as saw the panoramic glories of Christ in that great Gospel. Preaching through Luke 1 for Advent was also especially rewarding and satisfying.

I had opportunities to speak at many conferences globally and nationally. I traveled to Brazil to speak at a pastors conference, preach in a local church, teach a seminary class, and visit a couple of our global partners. I also spoke at a missions conference and a Simeon Trust Conference. I designed our Pastors Conference in January around the theme of “Gospel Joy” as we unpacked the glories of Christian Hedonism for a new day. I had the joy of speaking on [Jonathan Edwards](#). That biography also grew into a couple of articles for the Gospel Coalition: “[How Jonathan Edwards Helped Save My Ministry](#)” and “[Jonathan Edwards and His Support of Slavery: A Lament](#).”

One personal highlight was the chance to speak at a conference celebrating the 50-year anniversary of Martyn Lloyd-Jones coming to Westminster Seminary in Philadelphia to deliver a series of lectures on preaching. Lloyd-Jones’s lectures became a very influential book on preaching. It was a little surreal for me, because I read that book for the first time in Pastor John Piper’s preaching class in 1999, and it changed my life. Who knew that one

day it would come full circle, and I would get to speak at Westminster Seminary on the 50-year anniversary of those lectures that had changed my life? I gave the [biography](#) of Lloyd-Jones and a [plenary address](#) on his preaching.

The Lord again gave the gift of time and energy to make progress on some writing projects in 2019. My first popular-level book, *Don’t Lose Heart*, came out in November. I also finished the study notes for 2 Corinthians in the “Grace and Truth Study Bible” that will come out next year. It was life-giving to make progress on a commentary on the Gospel of Mark and a commentary on 2 Corinthians. I also wrote a couple of articles for *Desiring God*—“Desiring God’s Commandments: The Joy of Christian Obedience” and “We Cannot Hide What Makes Us Happy”—and a lament prayer that will appear in a book on lament for racial reconciliation.

Corporate Reflections

The Lord was at work at the all-church level in both expected and unexpected ways. “Aslan” was certainly on the move in giving us new church plants and new advances in the area of engaging the unengaged. We have prayed for these things, and so we continue to plead for more. We cannot stop thanking him for the miraculous way he has provided the South Campus facility. I especially want to boast in the Lord concerning the profound passion that I see in our elders to shepherd the flock. I am seeing the elders on each campus step up like never before in the seven years that I have been here. They are a gift from our Great Shepherd to this flock.

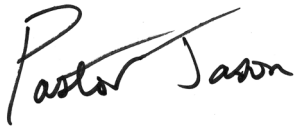
What we did not see coming this year was the emerging unity of the Council of Elders around a vision we are calling our “20/20 Vision.” We sent a vision and FAQ document to the congregation in December, but it really took the elders a full year to realize what the Lord was doing among us and to discern what he seems to be calling us to do next. Gaining clarity on this point has been both a burden and a blessing. The blessings are easy to see and celebrate. I already mentioned the grace at work in our elders. We have also seen a wonderful camaraderie continue to develop among the ministry teams that serve together on each campus. I have

personally been overjoyed to see the way that Pastors Steven Lee and Dave Zuleger have grown as gifted leaders for the North and South campuses.

The burden I feel is the weight of what that means for me in my role as *Pastor for Preaching & Vision*. I have loved the chance to get to know all of Bethlehem across three campuses. You have shown such love and have encouraged me in so many ways. So it has been heart-wrenching to think about a time when I would not be preaching on a regular basis for the North Campus and the South Campus. My emotions are all over the map, but I believe the Lord is in this, and so I believe that he has good for us. Serving the Lord is never boring and always humbling! Let us continue to humble ourselves under his mighty hand by casting all of our cares on him because we know he cares for us (1 Peter 5:5-7).

I am ending 2019 with the hand motion I introduced at the beginning of the year. Let us look back with thanksgiving for all he has done, and let us put our hands together and cry out for “more, more.”

Asking for more with you,

A handwritten signature in black ink that reads "Pastor Jason". The signature is written in a cursive, flowing style.

Jason Meyer
Pastor for Preaching & Vision

Ken Currie

STRATEGIC IMPLEMENTATION AND DOWNTOWN LEAD PASTOR

For God has not destined us for wrath, but to obtain salvation through our Lord Jesus Christ, who died for us so that whether we are awake or asleep we might live with him. Therefore encourage one another and build one another up, just as you are doing.—1 Thessalonians 5:9–11

Strategic Implementation

In 2019, I continued in my role as *Pastor for Strategic Implementation*, which is designed to provide leadership for matters that affect the entire Bethlehem body. The main context for this is our pastoral Lead Team meetings. The Lead Team is a subgroup of the elders comprised of the *Pastor for Preaching and Vision* (Jason Meyer), the lead pastors at our North, South and Downtown campuses (Steven Lee, Dave Zuleger, and myself), *Lead Pastor for Operations* (Jon Grano), *Pastor for Church Planting* (Kenny Stokes), *Pastor for Leadership Development* (Tom Steller), and *Pastor for Worship & Ministry Development, South Campus* (Chuck Steddom). In addition, Pastor Brad Nelson (providing interim Global Outreach leadership since Todd Rasmuson left the *Pastor for Global Outreach* role) and Kurt Elting-Ballard (*Elder Council Chairman*) attend intermittently. My role is to serve this team by gathering agenda items, facilitating our bimonthly meetings, and ensuring appropriate follow-up of action items. This team serves the important function of representing the church's ministries as key issues are considered and strategic decisions are made. Proactively, the Lead Team seeks to fulfill the mission of the church (spreading a passion for the supremacy of God in all things for the joy of all peoples through Jesus Christ) by evaluating issues facing our church and developing strategies in light of our theological and ministry distinctives. When the Lead Team is functioning well, our many individual ministries are supported and integrated together for maximized Kingdom effectiveness. In addition, the Lead Team provides a context to appropriately respond to needs that rise within the church that require significant pastoral direction and care.

In 2019, God led the church to focus on the area of child protection. This was due in part to a challenging incident in one of our nurseries that occurred in 2019. In response, we enlisted the service of GRACE (Godly Response to Abuse in Christian Environments) to help us review our current policies and contexts of ministry. Generally we have not identified any areas in which Bethlehem has been negligent in the formulation or application of policies. However, there is no priority higher than our commitment to the safety of children, and the leadership is glad to regularly evaluate and update our policies and practices

to this end. This review has been an extensive process that is not yet complete in 2019. I anticipate presenting the elders with our recommended revisions to our child protection policies in early 2020. These policies are aimed at protecting children and youth in all aspects of church life, including corporate gatherings, decentralized events, personal mentoring contexts, and small group ministry. We do not trust in our plans, but we seek to be vigilant and excellent in the grace and strength that God supplies while wholly trusting in the One who loves our children and has promised to protect his people in the shadow of his wings.

There are many more leadership responsibilities that fall to me by virtue of this role. I must give God praise for partnership with Pastor Jason Meyer and Pastor Jon Grano, without whom I do not know how I would fulfill this challenging call. They are dear brothers who prioritize the needs of the flock and inspire me with their devotion to Jesus.

Lead Pastor for Downtown Campus

A primary responsibility for the role of *Lead Pastor for Downtown* is to lead a team of godly, devoted pastoral staff for synergistic coordination and effectiveness. The Downtown pastoral team includes the leaders for worship, outreach, small groups, children & family, youth, counseling, and women's ministries. Each area is full of ministry need and opportunity. It is my joy to meet with this team bimonthly and with each member monthly. In between these formal meetings are ongoing interactions to serve each leader as they seek to proactively advance our mission and respond to shepherding needs. The Downtown Campus has approximately 2,500 individuals associated in membership or regular attendance. We rely on Jesus as the Great Shepherd in order to serve this flock. The Downtown pastoral team represents a subset of the Downtown elder council. This year I have witnessed an increased sense of unity, focus, and effectiveness among the Downtown elders. These brothers have a high commitment to fulfill their call to pay close attention to the flock, and it is a privilege to labor together.

Personal

I believe that the responsibilities addressed by the roles of *Pastor for Strategic Implementation* and *Lead Pastor for Downtown* each warrant individual pastoral leadership. It has been my privilege to serve in both of these capacities. However, this year I have found myself frustrated with having to choose between the two areas and thereby sacrificing excellence. Earlier this year, I informed the elders that God was leading me away from the ongoing challenge of fulfilling two pastoral roles. I am thankful for the affirmation from the church leadership and many in the congregation to transition in the upcoming year.

Family

By God's grace, my wife, Theresa, and I continue to enjoy oneness in our marriage. We see God's goodness as we walk the path he has for us in the ups and downs of life in a fallen world. This year Theresa's father passed away, but just before that he made a profession of faith in Jesus. Theresa's mother requires 24/7 care. Our five children are a joy to us, and we continue to ask God that they would all find their only hope in this life and eternity in the One who creates, sustains, and saves. Thank you, Bethlehem, for the honor of serving as a shepherd. May my attempts to serve you result in honor and glory to the Great Shepherd in whom we have hope and life forever.



Ken Currie

Lead Pastor for Downtown & Strategic Implementation

Jon Grano

OPERATIONS

*Now there are varieties of gifts, but the same Spirit; and there are varieties of service, but the same LORD;
and there are varieties of activities, but it is the same God who empowers them all in everyone.
To each is given the manifestation of the Spirit for the common good.—1 Corinthians 12:4–7*

Overview

Bethlehem's Operations team embodies a variety of gifts, service, and activities—all dedicated to supporting the common good as we pursue Bethlehem's mission, [vision](#), and [values](#) together. In a year marked by ongoing challenges and potential transitional change expressed in the Council of Elders' proposed "[20/20 Vision](#)" to contextualize more ministry at a campus level, the Operations team continued to depend on God's never-changing grace. Once again, he faithfully empowered efforts to serve behind the scenes as we supported a myriad of all-church and campus-specific ministry initiatives.

Team Highlights

The Operations team is organized into six main ministry areas, each led by a dedicated and much-valued ministry partner who serves effectively. I meet regularly with each director to help keep both all-church and campus-specific ministry vision and priorities aligned. With three campuses now fully established, our team devoted time this year to being physically present at each campus. A summary of their ministry areas and 2019 highlights follow.

Building & Property (Scott Brueske)

- Replaced the 29-year-old Downtown Campus [Sanctuary HVAC rooftop unit](#) and the Downtown Campus Commons membrane roof underneath the HVAC system.
- Upgraded all North Campus parking lot lighting with more efficient and reliable LEDs.
- Partnered with the American Red Cross to provide [shelter](#) at the Downtown Campus for those left homeless on Christmas Day, as a result of the fire at the Drake Hotel in Downtown Minneapolis.
- Hired part-time South Campus kitchen coordinator, completely furnished the South Campus kitchen, and began serving meals.
- Completed the first year of occupancy and ministry in the South Campus building with no major incidents or breakdowns.

Communications (Amanda Knoke)

- Installed interior wayfinding signage at both Downtown and North campuses (South signage was mostly completed in 2018) and fresh "green block" entryway signage at all three campuses.
- Supplied communication support for major pastoral initiatives, including revisions to our Relational Commitments, mandated GRACE training, proposed transition to campus-specific preaching/strategy meetings (20/20 Vision), and Fall launch of North Campus "Counseling One Another" initiative.
- Refreshed Bethlehem's four Facebook pages (all-church, Downtown, North, South) featuring links to highlighted events at [bethlehem.church](#), and supported increased campus-specific [sermon posts](#) at [bethlehem.church](#) and increased numbers of ministry-specific bulk emails.
- Undertook the Women's Communications projects previously maintained under the Women's Ministry (brochures and posters for MOMS, Bible Studies, Retreats, and Special Events at the three campuses).
- Continued ongoing creation, coordination, and production of website content, *Weekly* e-newsletter, worship folders and inserts, posters, brochures, seasonal guides, and social media.

Finances & Accounting (Thayne Rossiter)

- Oversaw successful 2018 annual audit for Bethlehem with CliftonLarsonAllen.
- Oversaw transition of South Campus construction loan to a 10-year fixed rate mortgage at 4.35 percent.
- Created and supported financial models, reports, and processes that undergird Bethlehem ministry-related financial decisions; ensure timely payment of funds to ministry partners, vendors, and staff; and assist Bethlehem in "quantifying our vision."
- Updated capital reserve projections for Properties, IT, and Media to serve as a basis for anticipated needs to fund the replacement of outdated equipment.
- Managed Bethlehem cash flow and cash reserves to minimize interest payments and served as main point of contact for Bethlehem's financial partners (Tradition Capital Bank, Bremer Bank, Converge Cornerstone Fund, etc.).

Human Resources/Office (Joby Morgan)

- Provided care, stability, and expertise through various staff transitions (including three pastoral staff changes), and refreshed job descriptions. Balanced work responsibilities with personal transitions as my father passed away in April.
- Created and implemented a new maternity and paternity leave benefit for church staff.
- Worked with Bethlehem's leadership team to foster a productive, engaged, and joyful staff on all campuses, which included regular, dedicated time at each campus.
- Helped move Bethlehem's Helping Hand ministry to a more campus-specific model and helped get a South Campus library initiative underway.
- Spearheaded Bethlehem's annual staff Open Enrollment process, which has improved in recent years because of an increased focus on automation and online registration.

Information Technology (Andrew Lang)

- Launched an updated [Bethlehem mobile app](#), available through both Google Play and the Apple App Store, which included deployment of FastPass check-ins and ongoing access to sermons, events, orders of worship, giving, service opportunities, and ministry updates.
- Deployed a new North Campus elder congregational care contact system, automatically sending prayer request emails to members in the system over the course of a year.
- Implemented several infrastructure cleanup and upgrade projects at the North and Downtown campuses; installed security cameras at the South Campus.
- Received multiple awards from Think Ministry for improvements in data quality. (We use their church database management system, [MinistryPlatform](#), to support an extensive number of ongoing ministry initiatives.) Made use of activity and participation analytics to provide a more accurate picture of current ministry at Bethlehem to help inform ministry decisions.
- Developed and piloted electronic balloting at our Annual Business Meeting in December, with the hope of rolling it out into production in 2020.

Media (Timothy Frederick)

- Completed Phase 2 & 3 of a 4-phase Sanctuary audio system update at the North Campus. These phases are part of a larger multi-year/multi-budget project to bring the audio infrastructure in the North Sanctuary up to date with both Downtown and South campuses while replacing the last of the original North audio system components, now over 14 years old. This included updating the Audio/Video/Lighting wiring in the North Sanctuary Video Booth to bring connectivity and expandability up to 2019 standards.
- Continued supporting six weekend worship services and a variety of special events (GRACE training, Fall Family Meetings, etc.) across the three campuses, including additional video baptisms in worship services.
- Implemented a range of classroom technology updates/upgrades across the campuses.
- Attended the FILO Conference in Chicago with a mix of 12 Media Ministries staff and volunteers. FILO stands for "First In, Last Out," which is a very pertinent reality for those who serve in the audio/visual arts!
- Assisted several of our partner churches with A/V/L project planning and implementation.

Other Ministry Involvement

In addition to overseeing the six main Operations areas, my role involved participation with the following teams:

- Pastoral staff Lead Team
- All-church organizational elders and North Campus congregational elders
- Financial & Property Administrators (FPAs)
- Staffing resource team
- Health insurance resource team
- South Campus building committee (final project wrap-up)

Ministry by the Numbers

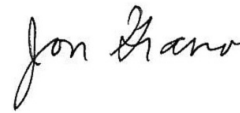
Beyond examples and stories of various ministry initiatives, numbers also provide a helpful metric to highlight God's faithfulness to Bethlehem in 2019:

- Thanks to an outpouring of God's grace and congregational generosity the last week of 2019, our "Fill These Cities: 25 x '25" operating fund finished in the black, with contributions of \$10.3M toward our \$10.6M budget and expenses of \$10.2M. This amount allowed us to replenish a portion of our building and property fund, which was drained when the new HVAC system and Commons roof were installed at the Downtown Campus in November. See reports from our Financial Secretary and Treasurer for details on 2019 finances.
- Average weekly worship service attendance (3,240) decreased 1.4% compared to 2018 (3,286). Attendance by campus:
 - » Downtown: 1,380, down 5.6% (2018: 1,462)
 - » North: 1,377, up 1.4% (2018: 1,358)
 - » South: 484, up 2.1% (2018: 474)
 - » The North Campus Sunday 9am worship service had the highest average weekly attendance (852), followed by Downtown Sunday 9am (756).

Personal Notes

This past year marked a new chapter for my extended family, as my mom's ongoing health challenges led her to move from her longtime home in northern Minnesota to an independent living facility in Shoreview, just 10 minutes from our home. My wife, Pam, continues to oversee Bethlehem's Musikgarten program at the Downtown and North campuses, teach music privately, and is involved in several other areas of ministry at Bethlehem (children's worship leading and orchestra). We both enjoy opportunities to connect with our children, their spouses, and our grandkids as frequently as we can. Life is full and good. We are very thankful.

As we enter a new year—full of ministry opportunities and correspondingly new mercies each day—may we continue to thank God for his many gifts and use them to serve one another as good stewards of God's varied grace, in order that in everything God may be glorified through Jesus Christ.



Jon Grano
Lead Pastor for Operations

Kenny Stokes

CHURCH PLANTING

Though the fig tree should not blossom, nor fruit be on the vines, the produce of the olive fail and the fields yield no food, the flock be cut off from the fold and there be no herd in the stalls, yet I will rejoice in the LORD; I will take joy in the God of my salvation. GOD, the Lord, is my strength; he makes my feet like the deer's; he makes me tread on my high places.—Habakkuk 3:17–19

Sabbatical Thanks

Last summer, my wife, Kathy, and I were given the gift of a 3-month pastoral sabbatical. This was my second sabbatical in my 31 years of pastoral ministry (21 years at Bethlehem). So I must begin by saying, “Thank you, Bethlehem.” We are very thankful for the gift this sabbatical was for us, enabling us to do some things that were important for our life together and to spend time with each other, with family, and with friends. Just as my previous sabbatical seemed to have a biblical theme for reflection so also did this one. This time the theme was “loss.” The text that seemed most helpful was Habakkuk 3:17–19.

Habakkuk 3 caused me to reflect on the all-too-common human experience of loss that runs like a thread through all of life. Loss sooner or later accompanies all of the good things of this earthly life. And it is an experience that would lead us into despair without the steadfast love and eternal promises of God that are ours in the gospel. Reflecting on the hard providence of loss puts all our gifts and blessings in the context of our greatest gift and greatest treasure, namely Christ and all that God promises to be for us in the gospel. Reflecting on loss also gives rise to a higher level of thankfulness because it highlights the fact that all our earthly blessings are gifts of God.

So it is with sincere gratitude that I write this annual overview of our work in church planting. I am thankful to God; thankful for my wife and family; thankful for my colleagues; and thankful for you, Bethlehem Baptist Church.

Church Planting Overview

As *Pastor for Church Planting*, the most helpful thing I can do in this report is to give you an overview of our present church planting process, which is grouped in the following three phases.

Phase 1: Recruitment

Jesus said that the harvest was plentiful, but “the laborers are few. Therefore pray earnestly to the Lord of the harvest to send out laborers into his harvest” (Luke 10:2). Thus, we prayerfully recruit potential church planting pastors, whom God might call to the work of planting.

Bethlehem College & Seminary is a strong partner with us, as I serve in the role of *Associate Professor for Church Planting*. As you know, our seminary aims to prepare faithful men for vocational pastoral ministry and prepare their wives as partners in God’s pastoral call. This has given us the opportunity and responsibility to cast vision for church planting. We do this through special events that cast a vision for church planting, such as breakfasts with students and dinners with students and their wives. Students who are most interested can graduate with a concentration in church planting by taking four elective courses. In this phase, we pray, cast vision, teach, assess, and counsel students along with their wives. We also seek to catalyze the students to form pastoral ministry teams that would plant and/or pastor together. Upon graduation, some students will seek further graduate study, some will pursue pastoral positions in existing churches, and some will desire to move forward in planting a new church and pursue an appropriate church planting residency for further preparation.

Phase 2: Preparation

Bethlehem Baptist Church is a sending church, often called a “parent church” in church planting circles, because we aim to raise up church planting pastors and send them out to start new churches distinct from our church. We believe it is best when each new church planting team is commissioned by its own home church elders and not merely by networks or denominations. We affirm this saying as optimal for our context: churches plant churches.

So at Bethlehem, when potential planters (along with their wives, if married) express a sense of God’s calling to plant a church and have completed their formal education, we come alongside them to confirm their calling, formally assess their fitness for pastoral ministry and suitability for church planting, and provide more training prior to starting the new church. This process is typically done through our Church Planting Residency. At the conclusion of the residency, if all of the indicators are positive, our elders will approve and commission the planter to be sent out to start the new church.

Phase 3: Deployment

Once a planter has been sent out from Bethlehem Baptist Church, we require all of our church plants to initially affiliate with the Treasuring Christ Together Network (TCTNNetwork.org). Why? Because we believe that the new churches are best preserved in faithfulness to Christ, his gospel, and his word by being in deep and meaningful relationships with other like-minded pastors and leaders. So while a church is getting started, its leaders will have a higher frequency of oversight from us. As time goes on, we aim for the leaders to receive supportive grace increasingly from their fellow elders and also from other TCTN pastors and their wives and other leaders of the TCTN.

‘Fill These Cities: 25 x ’25’ Update

Below is an update on our progress since 2016 toward the goal of revitalizing or planting 25 churches by the year 2025, and a listing of our current church planting residents.

1. Word of Grace Baptist, Minneapolis: 2016–2018 (this church has closed)
2. Northfield Community, Northfield, MN: 2016 (Jonathon & Gina Woodyard)
3. Redemption City, Rochester, MN: 2017 (Adam & Molly Pohlman)
4. Table Rock, Boise, ID: 2017 (Ryan & Katie Eagy)
5. Little Earth Fellowship Minneapolis: 2018 (Greg & Kelly Mott)
6. New Creation Community Church, Granville, NY: 2018 (Joel & Holly Aubrey)
7. Grace Upon Grace Church, Weston, FL: 2019 (Michel & Gaby Galeano)
8. Ekklesia, Eau Claire, WI: 2019 (Dan & Angela Shambro)
9. Echo Church, Chino, CA: 2019 (JD & Lauren Hettema)

Tom Boyer is currently our North Campus Church Planting Resident. Along with his wife, Emily, Tom is aiming to plant in White Bear Lake. Andrew Sheard is our Downtown Campus Church Planting Resident. Along with his wife, Lida, Andrew is aiming to plant in Henniker, NH, with Eliot & Olivia DeLorme. This team was formed at Bethlehem College & Seminary.

Final Comments

In the course of working through these phases, I am thankful that I was invited to preach/speak in at least a dozen different contexts, ranging from worship services in our church plants to teaching at the Bethlehem College & Seminary Conference for Pastors + Church Leaders.

Once again, I am thankful for my colleague Cleon Engel and his help in mentoring, supporting, encouraging, coaching, and praying for all of our church planter families and their churches. He serves us remarkably—serving the Lord with gladness each and every day. I am also thankful for Lida Sheard, who has served as our administrative assistant until the end of 2019. She, too, had a happy heart as she kept our department functioning by handling correspondence, budgets, and many other necessary things. She and her husband, Andrew, will be sent out, Lord willing, in 2020, after finishing Andrew’s final semester of seminary and completing the church planting residency.

I am also thankful for my wife, Kathy, for her love and grace to me through 40 years of marriage and 21 years of pastoral ministry at Bethlehem. She is a life partner and has partnered with me in this work of church planting.

Rejoicing in the Lord and relying on his strength with thankfulness,



Kenny Stokes
Pastor for Church Planting

Tom Steller

LEADERSHIP DEVELOPMENT

BETHLEHEM COLLEGE & SEMINARY

Now to him who is able to do far more abundantly than all that we ask or think, according to the power at work within us, to him be glory in the church and in Christ Jesus throughout all generations, forever and ever. Amen.—Ephesians 3:20–21

On November 1, 2019, Bethlehem College & Seminary celebrated her 10-year anniversary. The Decennial Celebration was a rich time of worship with messages by Dr. Al Mohler (who spoke at our inaugural convocation in 2009) and our chancellor, Dr. John Piper.

After a decade, it is exciting to ponder God's faithfulness in establishing and sustaining this church-based school. Only a few things can be mentioned here.

Let's begin with some highlights from Dr. Brian Tabb's academic dean September report to the Board:

Among our fourteen core faculty members in Minneapolis, ten have earned PhDs (Naselli and Beckman each have two PhDs, and Joe Rigney was recently awarded his PhD), one has a ThM, and three are enrolled in PhD programs (pray for Johnathon Bowers, Matt Crutchmer, and Zach Howard). Two of our five pastor-professors have PhDs, as do both of our site coordinators in Memphis, TN, and Yaoundé, Cameroon.

Our faculty is having an impact through releasing these 2019 publications:

- Chris Bruno published *Paul vs. James: What We've Been Missing in the Faith and Works Debate* (Moody).
- Brian Hanson published his revised PhD thesis, *Reformation of the Commonwealth: Thomas Becon and the Politics of Evangelical Change in Tudor England* (Vandenhoeck & Ruprecht).
- Andy Naselli published an essay on justification in *The Doctrine by Which the Church Stands or Falls* (Crossway) and an article on divorce and remarriage (*Detroit Baptist Seminary Journal*).
- Brian Tabb published *All Things New: Revelation as Canonical Capstone* (IVP) and an editorial in *Themelios*.

Our goal is not to gain a title attached to our names or a list of things that have been published but to serve our student body as skillfully as we can. Following is a breakdown of the students who graduated in 2019 and the incoming students who joined us in 2019.

Spring 2019 Graduates

Associate of Arts.....	6
Bachelor of Arts.....	26
Bachelor of Theology.....	9
Master of Divinity.....	13
Master of Theology.....	3
Total.....	57

New Degree-Seeking Students for Fall 2019

Freshmen (College).....	28
Junior Transfers (College).....	4
Degree Completion (Minneapolis).....	10
Degree Completion (Memphis, TN).....	2
Master of Arts in Exegesis & Theology	
Minneapolis.....	9
Memphis.....	3
Master of Divinity (Minneapolis).....	16
Master of Divinity (Yaoundé, Cameroon).....	5
Total New Degree Seeking Students.....	77

Total Fall 2019 Enrollment.....223

Current Student Body

Students from 34 states and eight countries (Canada, Germany, Myanmar, Nigeria, El Salvador, Italy, Vietnam, United States) are studying at our Minneapolis campus.

Graduates to Date

Individuals who have earned a degree or degree(s) from Bethlehem College & Seminary: 391

I continue teaching in both the college and seminary. I also serve with the President's Cabinet with Bethlehem College & Seminary and also with the lead pastors serving Bethlehem Baptist Church. What a privilege to work with the staff of both the church and the school!

This year we launched an extension site of Bethlehem College & Seminary in Yaoundé, Cameroon. One of the highlights of my year was to be part of a team that traveled to Cameroon to partner with Dr. Dieudonné Tamfu (Bethlehem College & Seminary class of 2010) in teaching the very first course of the MDiv program at the new site in Yaoundé. The inaugural cohort of five

Cameroonian students were joined by 150 Cameroonian pastors and leaders to study together the biblical theme of the kingdom of God.

On a personal note, in 2019 I turned 65 and launched into my 40th year as a pastor at Bethlehem. My heart is open to whatever God has for me in the future. I am strongly sensing that it will include significantly more investment in the extension site in Yaoundé. Cameroon came into my life in 1984; I lived there with my family for seven months in 1991; I have made many, many teaching trips there over the years, and I have worked closely with several Cameroonian leaders. I find myself becoming even more passionate about God's work in Cameroon. Please pray with me for God's clear direction.

I am grateful to be married to Julie, father to my six children, grandfather to my five grandchildren, and pastor and professor at Bethlehem. God is indeed doing more that I could ever ask or imagine.

In his mercy and joy,

A handwritten signature in black ink that reads "Tom Steller". The signature is written in a cursive, flowing style.

Tom Steller

Pastor for Leadership Development; Senior Adviser to the President, Dean of Global & Alumni Outreach and Associate Professor of New Testament, Bethlehem College & Seminary

Brad Nelson

GLOBAL OUTREACH

Jesus, who, though he was in the form of God, did not count equality with God a thing to be grasped, but emptied himself, by taking the form of a servant, being born in the likeness of men. And being found in human form, he humbled himself by becoming obedient to the point of death, even death on a cross. Therefore God has highly exalted him and bestowed on him the name that is above every name, so that at the name of Jesus every knee should bow, in heaven and on earth and under the earth, and every tongue confess that Jesus Christ is Lord, to the glory of God the Father.—Philippians 2:5–11

The story of the incarnation, death, and resurrection of Jesus is the best story in the world! And we long for all to hear it so they can have faith in and treasure Jesus Christ, for one day every knee will bow and tongue confess that he is Lord. This is why we have a Global Outreach department: To let the nations hear the good news so that there will be more worshipers of Jesus to the glory of God.

Global Partners

As we begin 2020, our global partners number 201 adults and 233 children—a total of 434 individuals (as compared to 203 adults and 235 children, totaling 438 at this time last year). There are 92 couples and 17 singles living in 41 countries of the world—a total of 109 “GP units.” Last year we had 111 GP units on the ground in 39 different countries.

These six global partner units completed their service in 2019: Samer & Amy A., Kevin K., Phaithoon & Jintanar H., Katie H., Daniel & Jessica S., and Ty & Julie S. These seven global partner units were commissioned: Micah & Jess B., Anna B., Grace H., Paul & Susan L., Jenna O., Matthew & Kailie P., and Todd & Tamara R. Additionally, two more units have been approved in 2019 and will begin field work as global partners in 2020: Kelly & Alissa C. and Robin & Nissa S.

Global Outreach (GO) Team

We thank God for the 28 outstanding volunteers who prepared, sent, and cared for our global partners in 2019:

- Downtown Campus—Don & Clara Klatke, Travis & Susan Myers, Darin & Cristy Brink, Tracy Brandon, Scott & Cindy Purser, and Daewon & Youngin Kim.
- North Campus—Morris & Wendy Johnson, Jon & Joby Morgan, Tom & Julie Varno, Joann Pittman, and Steve & Liz Stein.
- South Campus—David & Karin Livingston, Terry & Eileen Kurschner, and Mark & Tedde Lundstedt.

Matt & Jess Gens finished their service on the South GO Team, and we are grateful for their faithful ministry to our global partners.

Global Outreach (GO) Staff

Our staff went through a few transitions this summer. On the last day of July, Pastor Todd & Tamara Rasmuson transitioned out of their respective roles with Global Outreach as *Pastor for Global Outreach* and *Volunteer Coordinator for Global Partner Care* and into their new roles as global partners with Orphan's Joy. Tim & Amy Moline joined the staff as *Global Partners-in-Residence* to help with member care as well as a host of other tasks. David Livingston, Tim Moline, and I have formed a leadership trio to cover the different pieces relating to Todd's position.

GO staff members continuing in 2019 include David Livingston as *Pastor for Global Outreach Member Care*; Brad Nelson as *Pastor for Global Outreach Strategic Short-Term Ministry*; JoNell Baker as *Administrative Assistant for Global Outreach*; Marianne Derfus as *Administrative Assistant for Global Outreach*; Nick Whitehead as *Ministry Assistant for Global Outreach*; and Tim & Cassie Devane as *Global Partners-in-Residence* assisting with the Nurture Program.

Barnabas Teams

Each global partner has a team of supporters who pray for them regularly and support them in a variety of ways relationally, emotionally, spiritually, and practically. At the end of 2019, about 680 faithful servants were serving on Barnabas teams to support our global partners.

Global Focus

The 2019 theme for Global Focus was “Worship and Missions: Let the Nations Be Glad.” The 12 days of Global Focus (October 23–November 3) kicked off with an all-church Global Focus gathering. This night of celebration included a delicious ethnic meal, a time of musical worship led by Pastor Chuck Steddom, a special visit from South African singing group 29:11, and global partner stories from five different geographical regions. On Saturday, October 26, Pastor Chuck led a seminar called “Let Your Kingdom Come on Earth: Life in a Multicultural Church.” On the first Sunday, Pastor Jason Meyer preached on Psalm 46, encouraging us to be still

and know that God will be exalted *everywhere* on earth. On the second Sunday, our guest preacher, Pastor John Piper, preached a sermon titled “Christ Magnified in His World Through Servants Satisfied in His Worth” from Philippians 1:18–26. At the end of his message, he asked all who were sensing God’s call to long-term vocational global missions to come forward and be prayed over by our congregation.

Nurture Program

We prepare our people for global outreach ministry with our Nurture Program, a program consisting of a combination of strategies and resources for global ministry. Currently there are 58 units enrolled in the program to discern God’s direction and be equipped for future global ministry.

BAM (Business As Mission)

The BAM committee in 2019 included Keith Anderson, Brad Nelson, Scott Rebney, Don Hoffert, Steve Walmsley, Paul Lindberg, Jonathan Rees, and Richard Swanson. Several others assisted occasionally and served as consultants, including Scott Riddle, Joe Krekelberg, Jesse Rinkenberger, and J.D. Harris.

Global Diaconate

Global Diaconate task force members in 2019 included Steve Prater, Kathryn Hedlund, Richard Swanson, Jeff & Deb Bender, Mike Anderson, and Derek Dearth. Brad Nelson and Nick Whitehead provided pastoral and administrative support. This year the Global Diaconate voted to provide financial support to 13 projects in 12 different countries in the name of Jesus Christ. Of the gifts given through the Global Diaconate, 70 percent went to the ministries of global partners while the remaining 30 percent went to other trusted partners in ministry.

Reaching the nations with you in the Name above all names,



Brad Nelson

Pastor for Global Outreach Strategic Short-Term Ministry

Tyler Stitt

DOWNTOWN WORSHIP & MUSIC

*Light is sown for the righteous, and joy for the upright in heart. Rejoice in the LORD,
O you righteous, and give thanks to his holy name!—Psalm 97:11–12*

In 2019, the Downtown Campus Worship & Music Department labored to aid and equip the church to worship the Lord and rehearse the gospel each week. We experienced fruitful ministry, a lot of change, a season of waiting, and, above all, the steadfast love of the Lord.

The year began by refreshing our commitment to our priorities of prayer, the word of God, the sanctity of human life, and ethnic harmony. The Night of Word & Prayer was led by Pastor Matthew Westerholm, in which our church followed the pattern of the Lord's Prayer to guide us through personal prayers. We had a joyful time at the Bethlehem College & Seminary Conference for Pastors + Church Leaders, where Pastor Matthew, along with many Bethlehem musicians and friends of our ministry, led us in praising our God corporately.

For Kristin and I, January was the beginning not only of a new year, but our marriage. We were especially thankful for our Bethlehem community, many of whom played significant roles in our wedding—Pastor Matthew lead worship, Marco Silva and Krista Smith read Scripture, and elder Brian Tabb officiated. What a gift it was to celebrate with our church family!

In February, the Downtown Campus experienced a wonderful month of campus-specific preaching through the rest of 1 Thessalonians, as Pastor Jason Meyer was on writing leave. At the end of the month, our congregation learned the song “Living Hope” by Phil Wickham, which has become a favorite.

In March, our church continued to work through the Gospel of Mark in our preaching series. In April, we celebrated Holy Week and Easter Sunday. Our Good Friday service was one of the most memorable and meaningful in recent memory. It included a communion meditation by Pastor Kenny Stokes, a dramatization by The Orchard Theater Collective (led by Bethlehem members Damian & Anna Leverett), and hushed versions of wonderful songs in dim lighting, highlighting the pain of the crucifixion. Easter Sunday was a glorious celebration of the resurrection. Kristin Stitt, my wife and our *Ministry Assistant for Vocal Worship*, sang “Living Hope” as the room exploded in praise; she also led our choir in

a breathtaking rendition of “You Are” by Kirk Franklin. It is a joy to praise the Lord in these high points of the church calendar.

The children joined us for Mother's Day Sunday in May, singing “On Christ the Solid Rock” and “What Wondrous Love Is This?” Later in the month, I received my Master of Divinity from Bethlehem College & Seminary, having completed the Worship Pastor Concentration; Kristin also received her Master of Arts in Music Education from the University of St. Thomas.

While the summer months are typically quieter for our ministry, it was a season of great change. In June, Pastor Matthew Westerholm accepted the role of *Associate Professor of Church Music and Worship* at the Southern Baptist Theological Seminary. The loss of his presence in our ministry, our church, and the personal loss of a pastor and friend, was a great sorrow. We are thankful for the influence and opportunity that this new job brings for Matthew, yet we feel this to be a difficult transition for our church.

In July, we celebrated the Westerholm family with a party at Pastor Ming-Jinn & Catherine Tong's home, where many close friends were able to say goodbye. We thank the Lord for the sweet partnership and leadership that he provided for us in Matthew. Under his leadership, Bethlehem rehearsed the gospel every week. We learned the value of confession of sin, we grew in our capacity for celebration, and we expanded our range of musical styles as we labored to grow in diversity of expression. The fruits of Matthew's labor are more than could be quantified. We know that when the word of God falls on good soil, its fruit multiplies beyond what we could have predicted, and we are sure that this will be true of Matthew's ministry at Bethlehem. His last Sunday as *Pastor for Worship & Music, Downtown*, was July 28, 2019.

Following Matthew's departure, I accepted a role change from *Ministry Assistant* to *Interim Director for Music & Worship*. While Kristin and I were surprised by this change of direction for us personally, we were also thankful to be able to continue the work that God has been doing at the Downtown Campus.

In July, the Downtown Campus provided worship for the CCEF Conference, Trauma: Bearing the Unbearable. In August, we introduced the song “Psalm 23 (I Am Not Alone)” to the church. In September, we celebrated Fall Kickoff Sunday with a “super group” of singers and the Ministry Fair.

In October, Pastor Jason finished preaching through the Gospel of Mark. We celebrated Global Focus by having the choir sing “Father, Let Your Kingdom Come” by the Porter’s Gate, and Pastor John Piper returned to the pulpit to preach from Philippians 1:18–26. November included a sermon by church planting resident Andrew Sheard, a sermon by Pastor Kenny Stokes, and two consecutive weeks of baptisms at the Downtown Campus.

Twice this Fall, seminarian René González led us in worship, blessing the congregation with his musical and pastoral gifts, in addition to incorporating Spanish singing into our services. We are thankful for new ministry partners in this time of transition. During this time, we engaged with a candidate for the role of *Pastoral Resident for Worship & Music, Downtown*. He had several interviews with the elders, was introduced to the church, and led worship for us in October. In God’s providence, he decided to join another church, positioning Bethlehem to continue in an extended season of waiting for a new candidate.

With waiting in our hearts, we entered into a truly poignant season of Advent. During the first week, our strings and winds ensemble joined the worship team. During the second week, we were led in worship by our youth choir. During the third week, our adult choir sang,

and we had a French horn quartet play moving renditions of traditional carols. I introduced “Lord, Give Us Peace” to the congregation; this original song is a prayer that “the God who is with us” would bring rest to his waiting people. Our Christmas Eve service was a joyful celebration of the Incarnation, and as the lights gradually grew from dark to fully bright, we read together, “The people who walked in darkness have seen a great light; those who dwelt in a land of deep darkness, on them has light shone” (Isaiah 9:2). Christ is our light, and the one in whom we find our rest.

I am so grateful to my wife, Kristin, our co-laborer Krista Smith (*Administrative Assistant for Worship, Downtown*), Andrew Horning (*Coordinator for Media Ministries, Downtown*), and the dozens of volunteers—old and new—who have served faithfully in a year of much change. With thankful hearts, we anticipate God’s grace toward us: strength for today and bright hope for tomorrow.

In Christ,

A handwritten signature in black ink, appearing to read 'Tyler Stitt', with a stylized, flowing script.

Tyler Stitt
Interim Director for Music & Worship, Downtown

Jared Wass

DOWNTOWN SMALL GROUPS & ADULT DISCIPLESHIP

I enjoy writing end-of-the-year reviews. It's easy to get so caught up in the day in, day out demands of ministry that we don't look up to see the bigger picture. Pausing to look back on a whole year of ministry, or even further, gives us a chance to see more clearly how God has been faithful and gracious to us. Here are a few highlights of his goodness.

Sabbatical

Over the summer I was able to take a three-month sabbatical, during which I spent extended time with God in his word and prayer and extended time with my family. I came out of this season of rest with a fresh and settled sense that nothing is as beautiful and enriching as the gospel, nothing in this world compares to Jesus, and he is worth giving our lives to. I also came out of that time with an even stronger and deeper connection with my wife and children, fostered through a month-long road trip to visit family and a few national parks. That season of rest was a great gift.

Strategy

Two years ago we introduced an organizational paradigm for discipleship at the Downtown Campus: hospital, home, and gym. The hospital is our counseling ministry—discipleship for crisis situations or acute needs. The home is our small group ministry—the priority organizational structure for everyday life discipleship for men and women. The gym is primarily our classroom ministry—discipleship to train laborers for the harvest field. Of these three, the home and gym fall under Adult Discipleship.

Stats

Numbers aren't everything. Stats on involvement don't necessarily give us a gauge on the quality of an activity, but they can give us a general sense of what the Lord is doing.

At the Downtown Campus, we currently have 59 small groups with 765 people involved. These 59 groups are led by 159 leaders, co-leaders, or apprentices preparing to lead in the future. We are always seeking to recruit, train, and deploy leaders for groups. In the last three years, we've

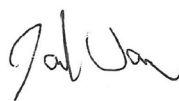
developed a stronger process for leader development, and in that time 108 people have gone through training—59 men and 49 women. Of these, 61 are currently leading. God continues to raise up laborers for his harvest field.

We offer various ongoing Sunday School classes: King's Friends, Mosaic, All Nations Fellowship, and *Escuela Dominical* (Hispanic Sunday school). This Fall, we offered Biblical Theology (how the Bible's parts, patterns, and people all point to Christ and how they affect our practical living), Peacemakers (practical biblical guidance for conflict resolution that takes you beyond resolving conflicts to true, life-changing, Christ-exalting reconciliation), and Personal Bible Reading (introducing principles and strategies for interpreting and applying God's word). We continue to build a core curriculum of classes to offer on a rotation in order to touch on important aspects of Christianity.

This year we had 114 people take the membership class and 10 take the baptism class.

Closing

We continue to see the Lord bear fruit as we seek to equip the saints for the work of the ministry (Ephesians 4:11–12) at Bethlehem, and we continue to pray for more. It's a pleasure to serve you as a pastor at Bethlehem Baptist Church and watch God do his work in our midst.



Jared Wass
Pastor for Small Groups, Downtown

Bryan Pickering

DOWNTOWN CARE & COUNSELING

*O Israel, hope in the Lord!
For with the Lord there is steadfast love,
and with him is plentiful redemption.*
—Psalm 130:7

I am deeply thankful for the opportunity to serve our Downtown Campus by working with you for your joy in Jesus as we seek to apply God's glorious gospel to the general and specific troubles and pleasures of everyday life in the power of the Holy Spirit.

Equipping the Saints for the Work of Ministry (Ephesians 4:12)

Christian Counseling & Educational Foundation Classes

In 2019, we offered nine CCEF graduate-level counseling courses at the Downtown Campus. The Lord gave grace for us to teach ...

- **Dynamics of Biblical Change:** A course on the counseling model, taking a deep dive into answering practical questions, such as how does Christ's past grace, present grace, and future grace speak to our hearts and change how we live our daily lives? This course is about people. It is about how we face the troubles of life. It is about how we deal with our inner struggles. It is about how we change into Jesus' image.
- **Helping Relationships:** A course on counseling method, aiming to help students grow in their ability to listen well, know people, interpret another person's story from a biblical perspective, and offer biblically-based truth that will motivate others in their growth in Christ.
- **Counseling and the Local Church:** A course aiming to help students understand how the church is and can continue to develop to be the context for profound personal ministry and counseling.
- **Biblical Interpretation:** A course aiming to help students understand both people and the Bible more thoroughly. It is designed to strengthen the ability to rivet Scriptural truth to real-life ministry situations.
- **Human Personality:** A course focusing especially on the questions *Who am I?* and *Who are we?* Since we are made in the image of God, we also ask *Who is God?* The goal is practical theology.
- **Counseling & Physiology:** A course emphasizing that a biblical view of human beings begins with an understanding that we are both body and spirit.

From this reality flows a nuanced pastoral approach to suffering and sin in a person's life that takes seriously both the physical and spiritual aspects of the struggle at hand.

- **Counseling Children & Adolescents:** A course aiming to help students build a helping relationship with a child or teen and apply Scripture in a way that gives life.
- **Counseling Observation:** A course aiming to help students experience the unscripted, unpredictable, and often messy aspects of face-to-face personal ministry and be introduced to the artfulness, skill, and utter dependence on the Spirit that is needed to counsel wisely.
- **Essential Qualities of a Biblical Counselor:** A course aiming to guide students in engaging in godly, thoughtful consideration and growth in self-awareness in character and skills. We examine and contemplate development in the character qualities of love, humility, faithfulness, and spiritual maturity as well as in the skills of loving, knowing, speaking, and doing.

To date, we've trained more than 130 men and women through CCEF classes, about 70 of whom call the Downtown Campus home. These students are currently involved in a wide range of ministry roles, including:

- Abuse care
- Bethlehem Baptist Church ministry and support staff
- Bethlehem College & Seminary faculty and staff
- Bethlehem College & Seminary students and spouses
- Campus Outreach ministers
- Counselors
- Global partners
- Pastors and their wives
- Small group leaders
- Titus 2 mentors

It's an honor to be able to walk with these students into deeper, richer, and more robust expressions of wise and compassionate care. They bless me tremendously by helping me to see Jesus more clearly and to love others more deeply.

Bethlehem College & Seminary

I have the privilege of co-teaching counseling classes to our seminarians with my friend and fellow-Bethlehem member Glen Bloomstrom. Highlights include ...

- 18 men completed their second semester of counseling
- 11 men completed their first semester of counseling
- Topics included counseling models, methods, local church context, suffering, grief and loss, guilt and shame, anger, fear and anxiety, depression, crisis and trauma, suicide, alcoholism, addictions, eating disorders, abuse/oppression and neglect, infidelity, diseases affecting mood, intellect, behavior, psychiatric disorders, same-sex attraction, and gender identity/transgender issues
- Mentoring two outstanding students, Matt Denzer (2019 graduate) and Eric Melling (4th year student)

Watching these men and their wives prepare to enter a vast ministry field is a humbling and delightful process.

CCEF Regional Conference on Trauma

We were blessed to have CCEF faculty Ed Welch and Darby Strickland come to Bethlehem in July as we hosted CCEF's conference on trauma. More than 500 people participated, seeking to grow in ministering wisely and well when trauma is part of a person's story.

Small Group Leader Training

In partnership with Redemption: Twin Cities, we focused on helping small group leaders gain more skill in counseling in a small group setting during two separate Taste & See Together training events. We also spent six weeks walking through CCEF's Real Change as a way of deepening our mutual care for and discipleship of one another through our Downtown Campus small group ministry. Kirsten Christianson (Bethlehem) and Greg Wilson (The Village Church) helped equip small group leaders to grow in spotting abuse and responding well when it is happening among us.

CCEF National Conference on Anxiety

In October, several from the Downtown Campus traveled down to Birmingham, Alabama, to attend CCEF's national conference on anxiety. While enjoying refreshment through worship and teaching, we also had edifying fellowship in small groups to learn with and from others in counseling and ministry contexts.

Refining a System of Care (Colossians 1:28)

Along with the Downtown Campus elders and staff, I continue to labor to refine a robust, holistic system

of care to deploy as needed. As a norm, this system includes pastoral oversight, focused care (which could be a counselor or other specialist), and community involvement (most often a small group). We made good strides in this area in 2019 and look forward to more growth in grace in 2020. We are also deploying our CCEF students in counseling relationships on an ongoing basis

Thank You (1 Corinthians 1:4)

I want to thank God publicly for all who have labored with our Care & Counseling Ministry by holding up the helpers and those being helped to our heavenly Father in prayer. I also want to thank him for all of your efforts to show tangible and refreshing expressions of God's steadfast love toward his people—from the strongest to the weakest and everyone in between. We know the Lord has been pleased to sustain this ministry through your seeking his face on our behalf. Please keep praying for fresh grace and new mercies! I also want to say a special thanks to God for a few of his many relational graces I get to experience on a regular basis ...

- My fellow Downtown Campus pastors and staff members, ladies and gentlemen, it is a joy to serve with you!
- Stephanie Denzer, my assistant in the Counseling Ministry through the first half of 2019, thank you for your help in continuing to provide Christ-honoring care and counseling to people in need.
- Gretchen Spencer and Beth Lundstrom, thank you for your help in filling in the gaps since Stephanie's departure. So many things, including the CCEF conference, would not have happened without you!
- Kirsten Christianson, thank you for your efforts to press our campus forward in our redemptive care for the oppressed and those who oppress others.
- Thank you, Cache Barnes and all the men and women at Redemption: Twin Cities. Your consistent, wise, and compassionate counsel of our people is bearing fruit big-time. It's a joy to have you near to us.
- Debby, my wife, thank you for being *the* most excellent partner and friend in life and ministry these 23 years. You reflect the countenance of Jesus to me more consistently than any other person on the planet.



Bryan Pickering
Pastor for Care & Counseling, Downtown

Ming-Jinn Tong

DOWNTOWN NEIGHBORHOOD OUTREACH

Rejoice with those who rejoice, weep with those who weep.—Romans 12:15

God calls his church body to love each other—and their neighbors—in all seasons of life, from the highs of rejoicing to the lows of weeping and everything in between. It has been a delight to see Bethlehem follow this call in 2019 as our church body seeks to grow in Christlikeness.

Family Meals

Along with an incredible kitchen team, I had the joy of preparing and serving multiple meals for our Downtown Campus family this year. The reasons for these meals ranged from Sunday Brunches to Family Meetings to a GRACE Training to better protect our children against the hard reality of abuse. The kitchen is one of my favorite places to minister, as it is full of joy, delicious food, and people! Along with providing nourishment and a way to connect, our family meals were an opportunity for new relationships to form, existing relationships to grow, and various family members to lead the team in the preparation of their favorite ethnic dishes to broaden Bethlehem's palate.

Outreach in the Neighborhoods

Deacon Jeff Noyed has continued to lead Jericho Road Ministries in serving the poor in our city. Jericho Road had already served more than 13,000 households with food, shelter, and financial help by November 2019. Bethlehem also partnered with the surrounding neighborhoods to help provide food and equipment for another year of the Phillips Clean Sweep, National Night Out, and Open Streets.

A few years ago, Bethlehem signed up as an emergency relief location with the American Red Cross. A need arose in our neighborhood on Christmas Day, and we opened our doors for the Downtown Campus Main Hall to be used as a processing center to assist the men, women, and children who were left homeless by a large fire at the Drake Hotel. Our neighbors were welcomed in from the cold and able to spend several nights at our church as the American Red Cross helped them find shelter for the coming months.

Sanctity of Life Ministry

This past year's Christmas tree and baby bottle fundraisers helped raise approximately \$31,000 for New Life Family Services and Amnion Pregnancy Center, plus provided Amnion with an extensive assortment of

supplies and equipment for their clients. In March, more than 100 people attended the showing of *Fatal Flaws*, a film depicting what has happened in other countries where physician-assisted suicide has been legalized. Other activities through the year included a sidewalk counselor training seminar; ultrasound demonstrations to four Bethlehem audiences; attending fundraising banquets for New Life Family Services, Amnion Pregnancy Center, and Pro-Life Action Ministries; concentrated prayer times—known as “Peaceful Presence”—outside Whole Woman's abortion clinic; and Caroling for Life.

Hispanic Ministry

Under the leadership of Joey “Pepe” Bures, René Gonzalez, Natín Moreno, and Colton Moore, Bethlehem's Hispanic Ministry continues to meet on a weekly basis. We had the joy of welcoming several of our Spanish-speaking attendees into membership at Bethlehem in February. Spanish translation of the entire worship service is regularly available at the 9am service. Our Hispanic Ministry includes two Spanish-speaking small groups.

Meetups and Crowded House

Various neighborhood groups met throughout the metro area on a Sunday afternoon in July for Downtown Meetups. They shared fellowship over picnic lunches at parks, and many got to know some of their neighbors who were passing by. With the coming of cooler weather in the Fall, we restarted Crowded House gatherings. These once-a-month gatherings in a Bethlehem home provide an opportunity for people in all life stages to enjoy a meal and connect with each other.

Travel and Writing

This Fall I had the opportunity to take two weeks as a combined professional development, writing leave, and ministry leave. I attended the Intercultural Intelligence Certification Workshop in Dubai, visited several global partners, and spent time working on an outline for a Sunday School class on listening that I will teach in 2020.



Ming-Jinn Tong
Pastor for Neighborhood Outreach, Downtown

Samm Poteat

DOWNTOWN WOMEN'S MINISTRY

Speaking the truth in love, we are to grow up in every way into him who is the head, into Christ, from whom the whole body, joined and held together by every joint with which it is equipped, when each part is working properly, makes the body grow so that it builds itself up in love. ... Therefore be imitators of God, as beloved children. And walk in love, as Christ loved us and gave himself up for us.—Ephesians 4:15–16, 5:1–2

In 2019, Women's Ministry focused on abiding in Christ through his word, which then led us to prayerfully consider what fruitfulness would come out of that. January–August concluded the theme, “Abiding in Christ.” Our prayerful focus beginning in the Fall was “Walk in Love,” as the fruit of abiding surely leads to a life of love fueled by the gospel of Christ.

Serving with the Downtown Campus pastoral team to care specifically for women at Bethlehem continues to be an honor and a privilege. I am indebted to my Women's Leadership Team for their wisdom and partnership in ministry: Tammy Peters, Krista Coronado, Alyssa Miller, Ruth Bloomstrom, Gretchen Spencer, Emily Daniels, and Erika Booth. Thank you! I am also deeply grateful to the many volunteers who bring their ideas and energy to make the different elements of our Women's Ministry possible.

Bible Studies

Bible studies included winter studies on Colossians (led by Tammy Peters); Genesis (led by Cynthia McGill); and Haggai, Zechariah, and Malachi (led by Rachel Detwiler). The summer study on Ruth was led by a team of teachers both morning and evening (Samm Poteat, Jamie Carlson, Alyssa Miller, Michelle Kleckler, Kristin Tabb, Meghann Anderson, Monica Geyen, Beth Dougherty, and Cynthia McGill). This Fall, a study on the biblical covenants was taught by Cynthia McGill and Cheryl Lonski, and Jo Johnson facilitated a study on the Sermon on the Mount.

We also continued to prepare and encourage more women to teach in God's word with another semester of the Charles Simeon Trust First Principles (Women) workshop.

A team of women again provided Spanish translation for our summer Bible study, giving us the blessing of worshipping and studying alongside our Spanish-speaking sisters. Under the leadership of Magali Gonzalez, a Spanish Bible study met this Fall to study the book of Ruth.

Titus 2 Mentoring Ministry

This year was a transition year for the Titus 2 calendar. Along with the North and South campuses, the Downtown Campus mentoring groups adjusted their meeting rhythm to match the school calendar. February–May was a short meeting period, followed by a summer off for most groups. The new Titus 2 year started in September with other ministry kick-offs and will go through Spring 2020. The Downtown Campus currently has 18 Titus 2 groups, with 27 mentors and 83 mentees. I am immensely grateful for the ongoing help and wisdom of the Downtown Titus 2 Committee: Jen Drees, Cynthia McGill, Cynthia Hoffert, Carol Doe, Colleen McLaren, and Marsha Underhill.

MOMS

Krista Coronado and Janette Takata continued to do an excellent job providing leadership for MOMS, which meets the first and third Tuesdays of the month during the school year. Speakers presented on topics ranging from communication in marriage to cultural diversity to parenting unique children. Seventy-nine moms registered for the 2019–2020 year.

Gathering for Single Moms

Haven Stephens and Cynthia McGill began facilitating a group for single moms this Fall. It has been (and continues to be!) a sweet time for these women to connect, fellowship, and encourage one another.

White Cross

Under the leadership of MaryAnn Burnes, this group of women met twice a month to work on quilts and other sewing projects, eat lunch, and share fellowship together.

Fall Retreat

In late September, about 125 women gathered for a Fall Retreat on the theme of “No Other Gospel: Walk in Love.” We enjoyed worship, breakout sessions, long conversations, meeting new friends, and a delicious brunch prepared by Pastor Ming-Jinn Tong and his kitchen crew.

Upcoming Personal Transition

After much prayer and discussion, my husband, Paul, and I decided this year that—while serving in this role has been full of blessings—the Lord is calling me to minister in our church in a less formal capacity. I will step down from my role as Women’s Minister at the Downtown Campus at the end of May 2020. I feel both hopeful about what God has in store for us as well as sad to see this chapter of ministry close.

The past two years serving Bethlehem have been a tremendous gift, and I am grateful beyond words for the privilege. I have grown in my love for our congregation—to see the many women at our church eager to minister with their various gifts has stirred my heart. I have been humbled to learn of and meet so many gifted and delightful sisters. Indeed, when each part of the body is working properly, the whole body grows so that it builds itself up in love.

A handwritten signature in cursive script that reads "Samantha Poteat". The ink is dark and the script is fluid, with a large initial 'S'.

Samm Poteat
Minister for Women, Downtown

Bud Burk

DOWNTOWN CHILDREN & FAMILY DISCIPLESHIP

But far be it from me to boast except in the cross of our Lord Jesus Christ.—Galatians 6:14

Overview

In the conclusion of my 2014 annual report, I said, “The glory of Christ and the grace he brings has risen more fully to the surface this year and I believe it is just beginning to blossom and will do so even more by God’s faithful grace in 2015 and following. *I look forward to giving annual reports in the years to come*, of this unfolding story of God’s grace in Christ to undeserving sinners at Bethlehem among families which bring both salvation and sanctification for our joy. If I had to summarize this glorious theme in a word it would be a name: Jesus.”

I look forward with anticipation to repeating the above paragraph each year in my report, for God is faithful to lift up, above all things, his name and the name of his Son. He has done so again in 2019.

Evidences of Grace That Have Come

Disability Ministry

Our vision for Disability Ministry is that God’s love and tender care is felt and given to each person in our ministry, no matter how “able” or “disabled,” old or young, whether parent or child. Sometimes we share Christ’s love with children with smiles and giggles, singing Bible verse songs that proclaim truth, and playing hide and seek in our His Strength Sunday school class on Sunday mornings. Sometimes this love is shared in tear-filled prayers with moms and dads for loved ones who are gripped by disease or depression. By God’s grace upon us in Christ and with joy in him, we served parents and their little ones, as well as a handful of adults this year. With God’s power, we will grow to care for each other more deeply, bear one another’s burdens, and share one another’s joy. These dear people at Bethlehem are not “other” but part of us, part of the family of God; they are given gifts to serve God in our church community!

Nursery Ministry

By God’s grace and with joy, we served parents and their little ones this year by teaching them God’s word with growing affections for Christ and through the ministry of song, prayer, and physical care. God continues to grant the gift of life with 58 new babies born to our families.

This year is yet another testimony to our Father’s help and grace in ministering to children by serving our Women’s Ministry, providing childcare for MOMs and Women’s Bible studies, as well as providing childcare for the small group ministry’s quarterly small group leaders’ dinners.

Parent Support

God granted more of himself this year through parent support ministry, and it is so encouraging.

- “6616”: This ministry based on Psalm 66:16 supports father/son and mother/daughter relationships, meeting on Sunday mornings during the summer. It appears that God’s sustaining grace is being granted this ministry, now two years running and extending into the future.
- Fathers & Grandfathers: God helped me lead our first father/grandfather breakfast this Spring, with three more scheduled in 2020. The vision is to support, encourage, and equip men concerning their leadership in the home: to be men who speak, sing, hope, and read for the sake of Jesus’ great name among their families.
- Parents & Grandparents: We were blessed by the Parents & Grandparents Breakfast With Marty Machowski on October 5, as pastor and author Marty Machowski joined us, bringing gospel-rich teaching intended to cultivate new measures of Christ-exalting hope in our living rooms at home.

Sunday School

Though this year was a significant challenge in terms of recruiting, it is now clear to me that God had at least two purposes in mind through the season: (1) he brought us new leadership through a significant turnover which I did not see coming, and (2) he brought us new leadership through Campus Outreach—young adults influencing young children with the theme and tone of the gospel of Jesus Christ. The process leading up to Sunday school start-up was hard, for I did not see what God had in mind, but the call was to trust, wait, and watch. Now with gratitude, we aim at the peak of our work, the peak that remains the same: show them Christ while proclaiming his excellencies with joy.

Evidences of Grace That We Trust Will Come

1. My hope is that parents and grandparents would see and receive these newer ministry events for their encouragement in their good work at home.
2. I am asking God that these new classroom teams which began this season would (for the most part) remain intact, while staying the course in ministry to children for many years to come.

Bud Burk

Bud Burk

Pastor for Children & Family Discipleship, Downtown

2019 Downtown Campus Attendance Statistics

CHILDREN'S MINISTRY					
Weekly Services	Age Group	Total Unique Participants	Participant Average	Total Volunteers (includes 1:1 Buddies & Subs)	Volunteer Average
Sunday 9:00am	<i>Preschool–Grade 5</i>	118	70	50	20
Sunday 11:00am	<i>Preschool–Grade 5</i>	196	134	71	37
Weekly Service Totals:		314	204	121	57

NURSERY MINISTRY					
Total number of babies born: 60					
Weekly Services	Age Group	Total Unique Participants	Participant Average	Total Caregivers	Caregiver Average
Sunday 9:00am	<i>All Nurseries</i>	108	74	57	25
Sunday 11:00am	<i>All Nurseries</i>	80	37	57	19
Weekly Service Totals:		188	111	114	44
Special Events (MOMS & Bible Studies)		120	66	32	21

HIS STRENGTH DISABILITY MINISTRY
10 children with weekly 1:1 Buddies in Preschool–Grade 12
2 Respite Night events for Downtown families

SPECIAL EVENTS & FAMILY GATHERINGS
Gospel Grandparents: 19 attendees
Parenting by Way of Vision: 28 family units attended (average of 3 separate events throughout the year)
Children Dedicated: 56 children
5th Grade Dinner: 19 family units attended (graduation dinner partnering with the Youth Team)
Downtown Fathers & Grandfathers Breakfast: 34 attendees
Downtown Campus Volunteer Training: 68 attendees
Psalms 66:16 Father-Son Gathering: 34 attendees
Psalms 66:16 Mother-Daughter Gathering: 44 attendees
Father-Daughter Retreat: 16 father/daughter pairs attended
Father-Son Retreat: 30 father/son pairs attended
Parenting Children With Loud Emotions in the Parent Room: 90 attendees

Richie Stark

DOWNTOWN YOUTH & FAMILY DISCIPLESHIP

But the wisdom from above is first pure, then peaceable, gentle, open to reason, full of mercy and good fruits, impartial and sincere.—James 3:17

Overview

This Fall we began a series in James, reminding ourselves of the drastic difference between wisdom from God and earthly, unspiritual, and demonic wisdom. We defined wisdom as the “skill of living.” These skills include having joy during trials, not practicing favoritism, and belief in the gospel that produces good works.

Staff

Our staff in 2019 included Jenna Thomsen, *Administrative Assistant for Youth & Family Discipleship, Downtown* (began August 2016), Patrick Claytor, *Ministry Assistant for Middle School Discipleship, Downtown* (began August 2016), Caleb Ziegler, *Ministry Assistant for Sr High Discipleship, Downtown* (began May 2019), Bailey O’Brien, *Ministry Assistant for Sr High Discipleship, Downtown* (began August 2019), Emily Howe, *Ministry Assistant for Sr High Discipleship, Downtown* (through June 2019), and Daniel Simmons, *Ministry Assistant for Sr High Worship, Downtown* (through June 2019).

The Middle School and High School ministries are blessed with 38 volunteers. They do various things like assist with leading worship, announcements, small groups, coordinating events, and maintaining relationships with students outside of planned events.

Programming

During the school year, the youth ministry meets on Wednesday nights for Wednesday Connection. We have made a more concentrated focus on small groups in Sr High. On the 1st and 3rd Wednesdays, we meet in one big group. The 2nd and 4th Wednesdays have been set aside for small groups. During this time, small group leaders are encouraged to use the big group lesson from the week before to engage the lives of the students.

The Middle School and High School groups have been studying James on Wednesday nights, and on Sunday mornings they have been working their way through the second half of the Old Testament. Our goal is to cover an overview of the Bible in three years, and we are in the middle of our second year. Next school year we plan on covering the New Testament.

We have had many events for students in 2019. Some of the all-church events done with students from the North and South campuses include Risen, Jr High Summer Camp, and Winter Retreat. As a Downtown youth group, we have done one event each month. Events include summer pool parties, our own “Academy Awards” weekend, a Sr High Fall kick-off camping trip, and more.

Fruit

The Lord has been kind to us in showing us his mercy. He has moved among the Downtown youth group in mighty ways. We have seen him free students of demon possession and oppression at the Winter Retreat. We are seeing students follow Christ in deeper ways and getting baptized. We have even had two students become members of Bethlehem. This fruit has given our staff and volunteers extra motivation as we see the Lord glorify himself in mighty ways.

Closing

This has been a great year in which the Lord has shown himself to us. He has drawn us closer to himself by displaying his mighty power over the enemy. We are excited to see what the Lord is going to do as we ask him for wisdom from above. We are confident that if we ask in faith, he will give wisdom as he has promised, and he will not find fault.



Richie Stark

Director for Youth & Family Discipleship, Downtown

2019 Downtown Campus Attendance Statistics

YOUTH DISCIPLESHIP						
Weekly Services	Average Participants		Total Participants		Total Volunteers	
	<i>Spring</i>	<i>Fall</i>	<i>Spring</i>	<i>Fall</i>	<i>Spring</i>	<i>Fall</i>
Middle school	54	65	100	108	20	24
Sr High	47	50	80	83	23	20
Total Sunday School:	101	115	180	191	43	44
Wednesday Connection	Average Participants		Total Participants		Total Volunteers	
	<i>Spring</i>	<i>Fall</i>	<i>Spring</i>	<i>Fall</i>	<i>Spring</i>	<i>Fall</i>
Middle school	44	50	100	108	20	24
Sr High	46	44	80	83	23	20
Total Wednesday Connection:	90	94	180	191	43	44

Steven Lee

NORTH LEAD PASTOR

I will remember the deeds of the LORD; yes, I will remember your wonders of old.—Psalm 77:11

Why We Do Annual Reports

Psalm 77:11 captures the essence of why we do annual reports. It's not merely regurgitating a list of things that happened this past year. Instead, it's an active discipline of remembering and calling to mind what God has done for his people. Like in Exodus 16—where Israel is commanded to set aside an omer of manna (the flaky, seed-like substance that fed Israel in the wilderness for 40 years)—we use our annual reports to remember God's sustaining grace and his steadfast love to Bethlehem.

This annual report also functions as an enduring testimony of God's grace to us for future generations. When I look back in five or 10 years, I want to remember what God did. When my kids read this in 20 years, I want them to know how God was leading and guiding Bethlehem in 2019. And perhaps someday, someone will read this a hundred years from now and see that God has been faithfully sustaining, sanctifying, and growing his church for his glory. So as you read, give thanks to God for his mighty deeds at work among us.

Befriending Initiative and God's Saving Power

In the first half of 2019, we concluded our North Campus "Befriending" initiative—together growing in our love and compassion for those without Christ. In particular, we sought to pray more earnestly for our friends, neighbors, coworkers, and classmates to know Jesus. Through our preaching series in Jonah, our Befriending workshops and newsletter, and regular ongoing encouragement, many experienced a fresh zeal and love for others.

The highlight of the year is to know that some have been saved out of darkness to dwell in God's glorious light. Through our collective love, witness, acts of service, and verbal proclamation of the gospel, some have come to faith! Back in March, I shared how one North Campus member had been praying, along with dozens of others, for her father's salvation for decades. He accepted Christ just a few weeks before his death. Another family experienced their adult child coming back to the faith he once rejected, by experiencing the love of the church body and hearing the truth of the gospel once again.

In September, I had a chance to share the gospel with a young man who has been attending the North Campus. Facing significant personal trouble, I asked if he would

like to surrender his life to Jesus for the first time. He replied yes and proceeded to pray to receive Jesus' free gift of salvation. There is much good and hard discipleship work to be done.

I know—from conversations with many of you—that God has grown your heart for those without Christ. And what a privilege when we get to be the means by which God saves! I'm freshly encouraged by how God continues to save sinners through our collective prayers and labors. The fact that we—sinners in need of grace—can help others know Christ is an amazing privilege and joy.

Praise God for these other highlights over the past year:

- We baptized **27** individuals at the North Campus and **60** across all three campuses of Bethlehem.
- We welcomed **72** individuals into church membership at the North Campus and **231** across all three campuses of Bethlehem.
- We dedicated **33** children at the North Campus and **91** across all three campuses of Bethlehem.
- We welcomed **28** new babies through birth at the North Campus.

New Initiatives: Counseling One Another, GRACE Trainings, and White Bear Lake Church Plant

This past year we also began our North Campus "Counseling One Another" initiative—to cultivate a culture where we can share our struggles with each other and increase our competency to help one another grow in Christlikeness. I'm encouraged by our small group *Side By Side* study and discussions. I praise God for how he has used Pastor Brian Liechty's leadership and vision (see his report for additional details).

We also had a season of lamenting and grieving the effects of sin, particularly child abuse. This was a difficult season of recognizing that sin is destructive and that we need to grow in our ability to care for hurting and suffering people. We invited an outside organization—GRACE (Godly Response to Abuse in the Christian Environment)—to conduct trainings for leadership and the congregation and to guide our assessment and improvement of our child protection policies and procedures. Final policy documents and updates will be made available in early 2020.

Tom Boyer—the North Campus church planting resident—continues to build his team to join him in planting a church in the White Bear Lake region. I'm encouraged by those who will go to establish a gospel outpost in White Bear Lake in order to share the good news of Jesus. Pray with me that this plant will draw many into a saving relationship with Jesus, as they seek to launch in 2020.

North Campus Elders, Deacons, and Staff

This year also brought a number of transitions. It's always difficult to say goodbye, yet we are thankful for God's good provision.

- Pastor Gil McConnell launched to serve as the lead pastor at Meadow Creek Church in Andover, MN. We are grateful to God for Pastor Gil's 14 years of pastoral ministry at Bethlehem.
- In God's good timing, Tony Cooper—one of our current elders—was able to step in immediately to serve as the *Interim Director for Children & Family Discipleship, North*. We are thankful for God's good provision and impeccable timing.
- We said farewell to two non-staff elders: Jason DeRouchie and Tim Held. Both of these brothers are dearly missed. Jason left to take a post as research professor of Old Testament and biblical theology at a seminary in Kansas City, MO. Tim Held stepped away to take time to care for his family and recalibrate his commitments.
- We added David & Jenny Fuller and Laurie Walmsley (wife of Steve Walmsley, North elder) to serve as deacons with a focus on developing prayer teams. I am grateful for this group of gifted individuals.
- We said goodbye to my administrative assistant Lauren Mattson with the birth of her first child, and we welcomed Grace Ohlendorf to serve as the lead administrative assistant at the North Campus. We also saw Tom Boyer transition to being a church planting resident, and we brought on first-year seminary student Ben Mattson to serve as my ministry assistant.

Miscellaneous Highlights

It's difficult to capture all that God has been doing and all that has taken place, but here is an attempt to share a few other highlights from this year:

- Various staff were privileged to interact with a group of underground Chinese pastors, leaders,

and seminary staff visiting from China. It was an opportunity to learn, share, and mutually encourage one another in the Lord. We are grateful for global partners Mark & Carmela B., who facilitated the connection with these believers experiencing significant persecution.

- With some of the proposed changes to preaching and the structure and organization of Bethlehem, we've had a chance to hear from many of you at our Family Meetings. Thank you for your engagement. We value the priesthood of all believers that can contribute to the life and health of our church body.
- I'm also grateful for the opportunities to continue learning and engaging others in pastoral ministry (e.g., attending The Gospel Coalition conference with the staff and hosting the Simeon Trust Workshop on biblical exposition for local pastors), to minister to our seminary students (e.g., preaching at Bethlehem College & Seminary chapel service and mentoring students), and to preach and teach God's word.

Personal

As I reflect on this past year, I am mainly thankful. God lavishes his kindness to us in Christ. I'm a sinner in need of grace. I serve sinners in need of grace. I work with staff who are sinners in need of grace. And we labor to share a message that says to sinners that there is grace, hope, and life in Christ. And God—Maker of heaven and earth, our Keeper, the One who neither slumbers or sleeps—gives that grace to his children and undershepherds lavishly. He gives so that we might trust him, depend on him, know him, and love him. So I am thankful. I want to know him and his surpassing grace more and more, and I long for us—North Campus—to experience more and more of his steadfast love and tender mercy in the coming year. We can trust him because he is trustworthy. Let's look to the unchanging One in the year ahead as he pours out fresh grace to lead us home.

By grace alone,



Steven Lee
Lead Pastor, North

Dan Holst

NORTH WORSHIP & MUSIC

*I was pushed hard, so that I was falling, but the LORD helped me.
The Lord is my strength and my song; he has become my salvation.*—Psalm 118:13–14

Memorizing the word of God together as a church family throughout the years has been one remarkable means of grace in the life of this longtime worship pastor. Psalm 118:13–14 is illustrative of the ways in which I seek to live a God-dependent life: when pushed hard, I fall; but God is faithful and his ever-present help allows me to persevere. He is my strength, my song, and my salvation; to him be the glory!

God's provision of help in 2019 was once again evidently displayed through the unique—and delightful—partnerships we share at the North Campus in worship leadership. Mark Henderson continues steadfastly in his 17+ year role as North accompanist with joy and flexibility. Kevin Shull serves with distinction as *Director for Music & Worship*, overseeing all North Campus choral activities. Our North worship choir sings regularly in Sunday worship and serves with a balanced and nuanced excellence that is rare and sweet. Our three student choirs (with more than 150 students involved) regularly make music and are capably conducted by Mary Lee (Music Makers, K-Grade 1), Shirley Nagel (Joyful Praise, Grades 2–4), and Becki & Paul Warnock (Choristers, Grades 5–12). Thank you, Lord, for these sweet, sweet partnerships!

Jeremy Kolwinska voluntarily conducts the North orchestra on Sundays throughout the school year and also brings his team of 40+ musicians to Long Lake Regional Park to help us kick off our Summer Wednesday Connection gatherings. These worship services, indoors and out, visibly represent Paul's 1 Corinthians 15 "every member ministry" dynamic at work within our local body. Douglas Barlow has served as a volunteer intern, planning and leading our Wednesday Connection worship gatherings this Fall, and has done so with spiritual sensitivity and musical competence.


Worship teams comprised of vocalists, rhythm players, and supplemental musicians have become the week-in and week-out servant-leadership teams that continue to serve as the backbone of our North Campus worship gatherings. I am deeply thankful for God's continued provision of these intergenerational teams.

After five years, Lauren Mattson transitioned mid-summer out of her role as Lead Admin (serving both the Lead Pastor and Worship Ministries teams), and we welcomed Grace Ohlendorf—experienced, competent, committed—into Lauren's role. Thank you, Lord, for the indispensable partnership of Lauren (past) and Grace (present).

Additionally, I continued serving as pastoral overseer of our North Campus Domestic Abuse ministry, partnering with our committed elders and the omni-competent DART volunteers, including Kirsten Christianson, Kirsten Marsh, and Andrya Dieter. The gift that this team is to the body of Bethlehem cannot be overstated. Lord willing, 2020 will see a much-anticipated, elder-approved transition for oversight of this vital ministry to Pastor Brian Liechty. Pray for Brian!

In 2019, God also re-birthed a renewed, impassioned prayer ministry leadership team under deacons David & Jenny Fuller and Laurie Walmsley. What a privilege to train and oversee the growing number of prayer ministers who serve this flock regularly on Sunday mornings and at other times (like Summer Wednesday Connection and monthly "Draw Near" Prayer & Worship gatherings). May the fervency and frequency of prayer become spiritual hallmarks of life together at Bethlehem North!

Personally, Liz and I celebrated 36 years of marriage (February) and ministry partnership. We remain called and committed to the work at Bethlehem and count it a privilege to serve under Steven Lee as our *Lead Pastor, North*, and alongside the much-beloved team of pastors, elders, and ministers with whom we partner. May God be your strength and song in this new decade and into eternity!



Dan Holst
Pastor for Worship, North

Sam Crabtree

NORTH SMALL GROUPS & ADULT DISCIPLESHIP

He is the beginning, the firstborn from the dead, that in everything he might be preeminent.—Colossians 1:18

Summary of Activities Oct 2018–Oct 2019

- Orientations for new leaders of small groups (four)
- Small group leader training meetings (six)
- Produced LAMBgram (ten editions)
- Conducted Connect Lunch, aiming to match North Campus members with small groups
- Conducted membership/baptism classes (four)
- Taught Abundant Grace Sunday School classes (four)
- Mentored two Bethlehem College & Seminary students (Nathan Mudd and Noah Settersten; Nathan is now teaching Abundant Grace)
- Co-led two hymn sings with Mike McCowen
- Involved in several weddings ...
 - Hosted:* Olney/Johnson
 - Clergy of record:* Krile/Agner
 - Officiated:* Guertin/Pearson
Johnson/Jaqua
Abell/Lutz
Jacovetti/Morrissey
Thompson/Maleski
- Impaneled for elder Q&A on divorce and remarriage
- Desiring God Board of Directors (re-elected after a term-limited one-year hiatus, but requested to attend meetings during hiatus)
- Bethlehem College & Seminary Board of Trustees, Chairman
- Co-planned Bethlehem all-staff picnic, host/emcee
- Led devotions at First Wednesday Fast gatherings
- Bethel prayer gatherings
- Northwestern prayer gatherings
- DAWG (Day Alone With God) (two)
- Cru Seniors Breakfast (gave away a couple hundred copies of *Don't Waste Your Life*)
- Involved in several funerals ...
 - Lloyd May
 - Jeanette Tomlinson
 - Carol Neuman
- Preached:* Gary Guertsen
Jan Hebeisen
Dipo Lawal
Lyle Johnson
- Pro-life march at the capitol with North Campus folks

Regular Elder Opportunities

- Attended South Campus building dedication
- Weekly Sunday morning prayer meetings
- Baptisms
- Welcomes
- Prayers in worship services
- Membership/baptism interviews
- Attend QSMs
- Child dedication home interviews
- Getting Acquainted with Bethlehem presentations
- Monthly contact of North Campus members (households assigned by elder draft)
- Senior Sojourner's luncheon

Conferences

- Simeon Trust Seminar
- Bethlehem Conference for Pastors + Church Leaders
- The Gospel Coalition (Indianapolis)
- Legends of the Hardwood (Cru evangelistic event during Final Four)
- In-house trainings (GRACE, *Side by Side*, Prayer, etc.)

Speaking Venues

- Bethlehem College & Seminary chapel
- Table Talk
- Christmas Gathering (Steve & Heidi Law residence)
- Luncheon to honor Keith Anderson for a decade of service
- Bethlehem North Campus Sunday sermon
- All People's Church (Choi) and Jubilee Community Church (Erickson) parenting seminars
- Meadow Creek Church (at the invitation of Gil McConnell)
- Family Life Radio
- Christine Chappell podcast
- Wednesday Connection gatherings at Long Lake Park (five)

Consultations

- Minnesota Family Council regarding pro-LGBTQ+ legislation
- Pastors of other congregations (from the Twin Cities to South Carolina to China)
- College/university presidents (four)

What God Has Done, Fruitfulness

Unsolicited anecdotal evidence from the past year ...

- Thanks for your passionate pursuit of encouragement and affirmation! Your investments into our church family and your example are invaluable! We are so thankful to have you and Vicki as partners in ministry. (1/20/19)
- I cannot tell you how much your card meant to S and me. We have been living at the hospital during this time, so we haven't been home much. I just came home to take care of some things and found your card in the mail. I read it to S over the phone, and it brought us both to tears. Thank you for thinking of us and praying for us during this time. We are so encouraged to hear from you! (3/26/19)
- What an encouragement you are to me! Thank you, Sam, God's timing is always perfect! A prayer for another to have extra-sweet communion with Jesus! What a blessing! What an encouragement! And God is answering your prayer! (5/16/19)
- Thank you for allowing me to use you as a reference. I had much help along the way, and you were part of my support team. You were right: old dogs can learn new tricks. (5/23/19)
- Wow! I'm humbled that you continue to pray for me. I am incredibly blessed that you chose to reach out when you did. Your prayer for me has come at a critical juncture. The need for knowledge and discernment is so needed due to some issues that need both in abundance. To have you reach out and share, not only that you pray, but what you have prayed is a clear reminder to me that "God has my situation." (6/14/19)
- You seem to have such a heart for your wife, your family, our church, our country and history, and our God. I want you to know that this is what I hear when you speak, and I'm thankful for that and you! Thank you for speaking about such good and noble things from your heart. (7/22/19)

- Just a word of thanks for the touching poem you wrote and shared. I've read and reread it several times and am not only deeply touched by your kind sentiments, but am greatly impressed by the way you wove together the words. The rhyme and rhythm perfectly lead me to the conclusion—God designs and equips each of us who believe to point everyone to Jesus, to his glory. I appreciate the time and thought you put into the poem and will cherish it always. Thanks, too, for all your encouragement and affirmation over the years—you truly practice what you preach. (9/19/19)

Hopes for Next 12 Months

- More holiness, Christlikeness
- More North Campus small group leaders, small groups, and members participating in them (goal of 80 percent)
- Clarified, updated pre-marriage process
- Updated, revised membership class booklet
- Bethlehem College & Seminary receive complete accreditation and develop next phase of strategic plan

Prayer Requests for Next Year

- Wisdom and love
- Enabling grace for Vicki
- Fruit

Personal

- Funeral of Vicki's mother, Elaine Anderstrom; assisted in settling her affairs
- Wrote a daily note to Vicki (since 1982)
- Approximately 400 pages of biblical reflections journaled
- Led a small group, co-hosted by Vicki



Sam Crabtree
Pastor for Small Groups, North

Brian Liechty

NORTH CARE & COUNSELING

And God is able to make all grace abound to you, so that having all sufficiency in all things at all times, you may abound in every good work.—2 Corinthians 9:8

I'm so grateful to serve as a pastor here at Bethlehem Baptist Church. Much has happened during the past year, but the word that seems to capture it best is "grace"—God's unexpected, undeserved, unrelenting blessing and favor. Though I don't have space to recount all the ways God's grace has been evident in Care & Counseling at the North Campus, I want to highlight three of them.

God's Grace in the Counseling One Another Initiative

God has been extremely gracious in the launch of our Counseling One Another initiative. Beginning in August, I preached a message titled "Counseling One Another," in which we explored three passages (Ephesians 4:15, Galatians 6:1–2, and 2 Corinthians 1:3–4) and looked at how we as the church are called to counsel one another during times of sin and suffering. Soon after, 48 of our adult small groups began working through a study called *Side by Side* by Ed Welch. Since then, I've heard numerous reports of how this study has helped our church to develop more meaningful relationships in which people can share their struggles and lovingly counsel one another from God's word. Then in both September and November, I led two of our five scheduled Counseling One Another seminars for those who wanted to pursue further equipping in this area. By God's grace, each seminar reached capacity with 128 registrants as we gathered for a time of teaching, small group discussion, and personal application. May God continue this work of grace in 2020 and mature us more and more into the image of his Son as we strive to grow in our ability to speak the truth in love.

God's Grace in the North Lay Counseling Team

Another area where God has been extremely gracious is in the work of our lay counseling team. The year began with an offsite retreat when we took some time to explore the history of our lay counseling team and the direction God is calling us in the days ahead. During that time, God reaffirmed our desire to be a team that is committed to providing compassionate, clinically-informed, Christ-centered counseling. He also reaffirmed our desire to help Bethlehem establish a culture of vulnerability and

transparency. We pray that it will become the norm for brothers and sisters to admit their struggles and feel the freedom to get help in formal and informal contexts. Additional fruit that came from our time together included establishing a coaching system (in which newer lay counselors could be paired with more experienced lay counselors), creating a North Counseling page on our website, and developing a referral application to help us facilitate area partnerships that can complement the care we give. Alongside these graces, God used the North lay counseling team to counsel 75 individuals and couples this year, who faced a range of struggles including anxiety, depression, and sexual assault. May God continue this work of grace in 2020 as we personally minister his word so that hearts are changed and lives are transformed to be more like Jesus.

God's Grace in Domestic Abuse Care

A final area in which to highlight God's grace is the domestic abuse care at the North Campus. Those on the Domestic Abuse Response Team (DART) include Kirsten Christianson, Kirsten Marsh, elders, disciplers, and many others have labored tirelessly and selflessly, amidst many challenges. I praise God for their many good labors in pioneering ministry to sinners and sufferers in this area. God has used this ministry to establish safety, confront abusers, and protect many in our church who have been subjected to horrific abuse. I also praise God for the ongoing collaboration and unity he has brought among those involved as we look together at how to develop and strengthen this ministry in the future. May God continue this work of grace in 2020 as we seek to minister to those who abuse and those who are harmed by abuse.



Brian Liechty
Pastor for Care & Counseling, North

Vince Johnson

NORTH NEIGHBORHOOD OUTREACH

God is able to make all grace abound to you.—2 Corinthians 9:8

Befriending

After rolling out a campus vision to individually trust God for befriending relationships with unbelievers at the end of 2018, we embarked on a year of loving our neighbors as God has loved us.

We began with praying weekly as a staff through the 160+ prayer commitment cards the congregation filled out. We've also sent out a monthly newsletter with biblical encouragement, a story, and some practical ideas related to befriending. Some of the stories that we've captured have been shared at bethlehem.church/befriending. We continued in January with a new Befriending Workshop during Wednesday Connection, which functioned to train and encourage a few North folks.

Ministry Assistant Change

After helping lead Neighborhood Outreach for his last two years of seminary, Ryan Kirchoff and his family have moved to the Seattle area. Ryan is pastoring with another Bethlehem College & Seminary graduate, Mark Kernan. My new assistant is first-year seminary student Daniel Bouchoc. Daniel has a love and compassion for people and has already been a great help.

ESL Story

This past May, 40 ESL students signed up for small group summer Bible studies about Jesus. These were led by 20 volunteer ESL tutors. It is amazing to consider the blessing of existing relationships that students and tutors had from the year of Wednesday night ESL classes! Please pray for lasting fruit and an even larger turnout this summer.

Sabbatical

I am so thankful to Bethlehem for a three-month sabbatical from October through December. What a blessing after nine years as the pastor for outreach for North Campus! Jacque Boldt, my administrative assistant, along with Daniel Bouchoc, led and served well in my absence. God blessed Kathy and me with a meaningful time together studying *Good and Angry* by David Powlison. We had abundant time with family, visiting some of their churches. We spent most Sundays at Redeemer Church in Roseville, which is a wonderful new church plant from Cities Church.

My seminary class on Reformed Theology from Westminster helped me rejoice in God's gracious work in giving himself to us. My prayer is to apply what I learned about union with Christ to my temptation to trust in my performance, that I may find freedom, joy, and peace because of Christ's perfect record. In Ezekiel 36:27–28, God communicates his covenant of grace in a way which causes my heart to soar: "I will put my Spirit within you ... you shall be my people, and I will be your God."



Vince Johnson
Pastor for Outreach, North

Pam Larson

NORTH WOMEN'S MINISTRY

I am astonished that you are so quickly deserting him who called you in the grace of Christ and are turning to a different gospel—not that there is another one, but there are some who trouble you and want to distort the gospel of Christ.—Galatians 1:6–7

No Other Gospel

Our Women's Ministry theme for 2019 was "No Other Gospel," based on Galatians 1:6–7. In his letter to the Galatians, the apostle Paul explains how they've strayed from the truth of the gospel in their belief and practice, and he strives to correct their understanding and to impress upon them the vital importance of knowing and carefully preserving the one true gospel in the face of a barrage of false teaching and unfaithful examples.

In this media-heavy age, we also encounter a host of deceitful and misleading messages every day. Some are wholly and obviously untrue, but many more contain a confusing mix of truth and error. We have a crafty adversary constantly luring us with deceptively appealing and persuasive ideas, and the need for careful, biblical discernment is crucial. Our longing for our women is that they be so steeped in God's word that they will readily embrace all that is true and just as readily reject every idea that does not conform with the truth of Scripture.

North Campus Women's Ministry Priorities

Bible Studies

In 2019, we completed our first full year implementing our vision of unifying our women's Bible study, offering a single study with three schedule options—Tuesday evenings, Wednesday mornings, and Wednesday evenings. More than 200 women participated. Even some who were unable to attend regularly followed along remotely, studying independently and listening to large-group lectures via podcast. A wonderful team of more than 20 discussion leaders, teachers, and others served faithfully throughout the year.

For the winter session, we continued Kathleen Nielson's study of the Gospel of John that we'd begun in the Fall. During the summer, we considered passages from Deuteronomy with the help of video teaching messages from The Gospel Coalition's 2018 Women's Conference. This Fall we turned our attention to Galatians, apropos to our "No Other Gospel" theme with its strong emphasis on carefully preserving the truth of the gospel.

Our class of about 20 Chinese women continued their study of 1 Thessalonians in the winter, joined us for Deuteronomy in the summer, and moved on to 2 Thessalonians in the Fall, led by Sue Miao, Wenhong Weber, and Julia Liao.

Bible Study Training

In addition to our ongoing studies, we've offered training courses and seminars at varying levels.

Earlier this year, 20 women spent their Christmas/New Year's "break" from regular Bible studies working through Charles Simeon Trust's 8-week First Principles (Women) course for Bible study leaders. Thirteen of those women dug in again this summer for a course on teaching the Epistles, using Galatians as our study text.

Also this summer, 36 women attended a Bible Study Tools workshop that included an introduction to "structuring" led by Kelly Vranes and a tutorial I gave on using Blue Letter Bible's online resource for independent study.

Our Bible study discussion leaders came for a morning of training in September in preparation for the launch of our Fall Bible study.

MOMS

MOMS on the North Campus continued to be very ably led by Heather Haas and Kelly Vranes. Sixty-five moms came together to encourage one another, pray for one another and for our global partners, and be encouraged by speakers on a variety of topics, from marriage and parenting to hospitality and gospel discernment.

Titus 2 Ministry

This has been a year of transition for our Titus 2 ministry, as we have shifted from a calendar-year model to a school-year schedule and also moved toward greater campus-specificity with our groups and our training.

At the North Campus, we currently have 25 mentors faithfully engaging with 53 younger women on a monthly basis. We held two mentor training sessions and introduced the ministry to prospective mentees at

our Women's Ministry Fall Kickoff in September. Our Titus 2 Committee helps with steering and planning and faithfully prays for our Titus 2 mentors.

North Campus Women's Ministry Events

Women's Ministry Fall Kick-Off, September 12

In September, about 110 women gathered to worship together and to look ahead to the 2019–2020 ministry year. I introduced our theme of “No Other Gospel,” and Abigail Dodds moderated a discussion on the theme with a panel of women that spanned generations. Women also learned of opportunities to connect with one another through North Campus Women's Ministry, and a time of dessert and fellowship followed.

All-Church Women's Ministry Events

Women's Spring Conference, April 5–6

Our annual Women's Spring Conference was popular again this year, with about 780 women gathering to hear Trillia Newbell speak to us about abiding in Christ, to fellowship with each other, and to spend quiet time with the Lord. A team of about 150 volunteers worked together for this event held at the North Campus.

Holiday Craft Boutique, November 21–22

Hundreds of shoppers gathered to browse through thousands of hand-crafted items offered by Bethlehem members and friends and enjoyed the “holiday reunion” spirit of the boutique. Proceeds from many of the crafters are used to support missions and other ministries. This was Lonnie Peterson's final year coordinating the boutique; we are so grateful for her many years of dedication to this event! And we are delighted that the boutique will continue under new leadership and a new ministry. We are handing the baton to Maddy Pearson and the North Campus His Works ministry with gratitude and joyful anticipation.

Ongoing All-Church Women's Ministries

White Cross

MaryAnn Burnes leads this group of about 20 women of all ages twice a month at the Downtown Campus. They do projects that include sewing baby quilts for new moms. They also take time to share a devotional, worship in song, and have lunch together.

A beautiful group of six to eight women (all over the age of 60) from an adult day care center continues to join the Bethlehem women each month. Though they are challenged in some ways, they were able to tie one or two quilts each time with the help of their supervisor.

Women in Missions

Dawn McCowen continued to lead this group of 30 or more women, who meet monthly to hear testimonies from our female global partners and to pray for them. In December they blessed all our global partner women with greetings and gift cards. The second annual Global Gathering for Women at Long Lake Regional Park was once again a sweet time of getting to know our global partner women and hearing their updates.

In the Fall, Women in Missions expanded, adding a monthly evening meeting at the North Campus to their regular schedule of morning meetings Downtown. Faithful women on both campuses are committed to praying daily for each global partner.

Joyfully submitted,



Pam Larson
Minister for Women, North

Tony Cooper

NORTH CHILDREN & FAMILY DISCIPLESHIP

Be still, and know that I am God. I will be exalted among the nations, I will be exalted in the earth!—Psalm 46:10

One of Bethlehem's 14 priorities is discipling the next generation. Discipling children starts with this truth: God is central in all that relates to children. God is the creator and sustainer of all things, so we look to him for guidance in raising our children, and we direct all thankfulness for our children to him. God's centrality in all things helps us to be still and rest in him. And it's in this rest that we look back with thankfulness for all he has done for us in 2019.

Nursery and Children's Ministry

GRACE Training & Policy Refresh

In August, Mike Sloan from GRACE (Godly Response to Abuse in a Christian Environment) led training sessions for Bethlehem's leaders and congregation, equipping us with more tools to protect our children. These sessions were recorded on video and have become part of our regular training program for all volunteers in our Children & Family Discipleship ministries. Mike also aided us in refreshing our child protection policies. Pastor Ken Currie has taken the lead on this project, and the updated draft of our policies will be in our elder's hands in 2020 and then will be shared with the congregation.

Staff Transitions & Updates

At the end of August, Pastor Gil McConnell accepted a call to become the Lead Pastor at Meadow Creek Church in Andover, Minnesota. Gil served as the *Pastor for Children & Family Discipleship* at the North Campus for 14 years, helping to build our children's ministry at the North Campus into what it is today. A reception was held for Gil & JoAnna and their family in September. Many from our congregation were able to come and express words of gratitude and encouragement, thanking the McConnells for their labors among us and blessing them as they look to what the Lord has for them at Meadow Creek. I am very grateful to the Lord for the McConnells, and I was blessed to be able to overlap with Gil a few weeks so he could get me up to speed on many aspects of this role.

Evan Kerr, Gil's ministry assistant, transitioned from the Master of Divinity program to pursue a Master of Arts degree. Along with this change, Evan concluded his role as *Ministry Assistant for Children & Family Discipleship* and

is now serving as a tutor in our Wednesday evening ESL class. Evan was a big help to Gil this past year and took on several projects, including recruiting volunteers for our children's classrooms.

Also in August, Lee Burtman, *Coordinator for Disability Ministry, North*, stepped out of her role to pursue ministry in Ukraine and speaking events to advocate for Disability Ministry. Lee faithfully served our special needs families for the past five years. We are grateful for the Lord providing Maddy Pearson to fill the open role. Maddy has experience as a special education teacher and has also volunteered for the Disability Ministry at Bethlehem for the past five years. Maddy and her husband, Ben, have jumped right in and have served our families well. It's been a joy for me to get to know Maddy and serve with her.

Karleen Witt served as the Wednesday Connection Nursery Coordinator for over 14 years, blessing parents, children, and volunteers with a warm, gracious hospitality. She especially delighted in serving the ESL ministry by caring for children so their parents could hear the Good News. Karleen stepped down from her role in November, and the Lord provided Karen Angelo as our new Wednesday Connection coordinator. Karen has a servant's heart, love for children, and has quickly learned the many facets of this role. Welcome, Karen!

Lulu Robinson has begun her third year on staff serving as *Administrative Assistant for Children & Family Discipleship*. She really is the glue that helps hold everything together. Her gifts and talents are a blessing from the Lord! Claire Olson continues to serve as *Coordinator for Preschool* and also serves the broader church as a part-time receptionist. Claire has served the church in various roles over the past ten years, for which we are very grateful!

Nursery

The Nursery ministry at the North Campus continues to thrive with about 150 nurturing caregivers, many of whom have served for decades. We love to minister to little ones so that their parents can worship without distraction and serve in various ministries without interruption. We love to pray for our little ones and delight to see very young children know that the best answer to the question

their teacher asks is an enthusiastic “GOD!” Carmen Tomaszewski continues to serve as *Lead Coordinator for Nurseries, North*, with Maggie Sporleder and Karen Angelo serving as coordinators.

Parenting & Family Ministry

Parenting Through the Years Sunday School Class

Mark & Andrya Dieter continue to lead this class for parents who seek to be parented by our heavenly Father in order to be a means for caring for their children and connecting their hearts to Jesus. The class utilizes several resources, including Paul Tripp’s video series *Getting to the Heart of Parenting*, Family Life videos, teaching from Joe Rigney, and material the Dieters have put together.

Child Dedication Class (Parenting: The Early Years)

This class is for parents who desire to dedicate their children to the Lord at Bethlehem, and it was taught three times this past year. It is a joy to spend time with these parents and look together at what God calls them to as they seek his will, direction, and strength to raise their children to love the Lord with their whole heart, soul, strength, and mind.

Disability Ministry

Our adult class, His Works, has been going through lessons on the Lord’s Prayer and seeking to put it to memory. They have also been blessed with their very own classroom in Room B309. Volunteers have continued to serve as one-on-one buddies in Sunday School classrooms and come alongside our families in meaningful ways. The Disability Ministry also put on several events, including respite nights, gym nights, and family events, which provided avenues to serve and encourage families in the

Lord. A new mural has been added outside the His Works classroom, depicting Jesus healing the man born blind, to capture Bethlehem’s heart for those with additional needs—they are a beautiful means for God to display his works on earth!

American Heritage Girls & Trail Life USA

JoNell Baker (American Heritage Girls) and Chris Paschen (Trail Life) continued to lead these ministries that seek to equip parents to help build godly character in the lives of their daughters and sons. Each ministry participated in regular meetings on Monday evenings, special outings, and service projects.

I’m thoroughly enjoying my time as the interim director for this ministry. Our Children & Family Discipleship staff and coordinators—Carmen, Claire, Lulu, Maddy, Karen, and Maggie—are a joy to work with and are an invaluable part of this ministry. It’s a blessing, joy, and privilege to serve our families alongside so many gifted volunteers and staff.

In Christ,



Tony Cooper

Interim Director for Children & Family Discipleship, North

2019 North Campus Attendance Statistics

CHILDREN’S MINISTRY					
Weekly Services	Age Group	Total Unique Participants	Average Participants	Total Volunteers (includes Aides & Subs)	Average Volunteers
Sunday 9:00am	<i>Preschool–Grade 5</i>	146	93	40	25
Sunday 11:00am	<i>Preschool–Grade 5</i>	268	174	60	36
Wednesday Connection	<i>Preschool–Grade 5</i>	238	132	36	25
Weekly Service Totals:		652	399	136	86

NURSERY MINISTRIES

Total number of babies born: 28

Weekly Services	Age Group	Total Unique Participants	Average Participants	Total Volunteers	Average Volunteers
Sunday 9:00am	<i>Nurseries A–D</i>	167	47	151	25
Sunday 11:00am	<i>Nurseries A–D</i>	129	27	96	36
Wednesday Connection	<i>Nurseries A–D</i>	36	18	24	9
Weekly Service Totals:		332	92	271	70
Special Events: MOMS		90	64	29	20
Special Events: Women's Bible Studies		124	24	56	14

DISABILITY MINISTRIES

Regular 1:1 Buddies (Aides): 5

His Works Sunday school: 13 Students, 5 Volunteers

Children & youth with significant disabilities on our radar at the North Campus: 44

Respite Nights: 3, average of 31 participants, 16 families, 22 volunteers

OTHER EVENTS & MINISTRIES

Parenting Through the Years Sunday School class: 19 families

Child Dedication class: 31 families

Children Dedicated: 33

Family Discipleship Appreciation Dinner: 120 attendees

Backyard Bible Clubs hosted by North families: 3, involving over 25 households

Attended Backyard Bible Club luncheon and training: 6

North Campus Fall Volunteer Kickoff: 74 volunteers attended

North Trail Life - Woodlands (Grades K–5): 41 participants and 31 leaders

North Trail Life - Navigators/Adventurers (Grades 6–12): 18 participants and 21 leaders

American Heritage Girls: 54 girls, 13 leaders, 14 support leaders

Jon Nowlin

NORTH YOUTH & FAMILY DISCIPLESHIP

The LORD is righteous in all his ways and kind in all his works.—Psalm 145:17

This was a year filled with the Lord's kindness as he empowered us and worked among us for our good.

All-Church Winter Retreat: Joy in Jesus

On the weekend of February 1–3, students in Grades 6–12 and leaders from all campuses joined together for the Youth Winter Retreat. This year's getaway took place at a new camp: Lake Geneva Christian Center in Alexandria, MN. The Lord in his kindness provided a smooth transition to this new, closer location. This retreat center allowed for the entire retreat to take place within walking distance rather than bussing from one side of camp to the other for various aspects of the event. Christian Hedonism was our scriptural focus as Kempton Turner (pastor of City of Joy Fellowship in East St. Louis, IL) opened God's word. God used Kempton's gifting and passionate heart for Jesus to cause joy in the Savior to rise in many hearts.

Grace to Be in the Word: Training Powers of Discernment

God continued to stir our desire to equip students for constant practice in the Scriptures so that the Lord might train their powers of discernment (Hebrews 5:14). Leading up to Easter, the Lord gave us grace to write a three-week devotional giving students the opportunity to take our study in the Gospel of John out of the classroom and into their personal time with Jesus. Over the course of the summer, God helped us expand that vision, creating a summer-long study in the book of Daniel. Its aim was to equip students to find the author's intent in both its historical and apocalyptic chapters. This resource was paired with gatherings to explore the passages as a group. Several students took advantage of these opportunities. As the school year began, we were given grace to launch a three-year, book-by-book journey through the Bible. A new bookmark invites students into each book, laying out a manageable reading plan and providing questions to focus on the author's themes and intent.

Something New: Senior Retreat

Our North Sr High Ministry did something the weekend of September 6–8 that we had never done before. We took our seniors (class of 2020) away to a rustic camp for the weekend. Our aim was to help this class poised to begin their final year of high school to "be still and know that I am God" (Psalm 46:10). We spent time in Genesis 15 and 17, studying God's one-on-one meetings with Abraham. Each student also took solo time alone with the Lord for prayer and reflection, seeking to have similar dialogues with God. One of the great blessings for this class was the focused connections relationally. Bonding took place as they worked together to prepare meals, navigated more rustic facilities, played together, and visited a local dairy for ice cream. Connections were also made as Pastor Vince & Kathy Johnson joined us to explain the StrengthFinders tests and allow us to compare our results to see the unique ways God has shaped each of us.

Strengthening the Protection of Our Children

Circumstances in the wider church—outside of Bethlehem as well as within—prompted a significant focus on the protection of the most vulnerable in 2019. As a church, we partnered with GRACE (Godly Response to Abuse in Christian Environment), seeking their wisdom to refine our protection efforts. Each youth ministry volunteer received their equipping in the Fall. We as a youth staff team also spent significant time editing and refining our youth policies line by line. Advances were made in every section with a specific focus to prevent isolated, non-transparent interactions between volunteers and students. Our hope is that God will use these efforts for years to come for student flourishing and to prevent hindrances to the gospel.

All glory be to our righteous and kind Lord, for from him, through him, and to him, are all things!



Jon Nowlin
Pastor for Youth & Family Discipleship, North

2019 North Campus Attendance Statistics

YOUTH MINISTRY				
Weekly Services	Average Participants	Total Participants	Average Volunteers*	Total Volunteers
Middle School Sunday School	83	113	17	27
Sr High Sunday School	94	147	26	34
Total Sunday School	177	260	43	61
Middle School Wednesday Connection	62	92	13	18
Sr High Wednesday Connection	68	112	14	17
Total Wednesday Connection	130	204	27	35

**Not every classroom volunteer was accounted for. Numbers are most likely higher than reported.*

Other Events & Ministries Attendance Statistics
Middle & High School Winter Retreat (Feb 1–3): 290 students, 73 leaders (all-church)
Youth Baptisms (May 8): 13 baptized
Jr High Summer Camp (June 16–21): 133 students, 45 leaders (all-church)
Middle & High School Awaken Retreat (Oct 4–6): 152 students, 27 leaders

Ben Katterson

NORTH MIDDLE SCHOOL & FAMILY DISCIPLESHIP

... *The LORD revealed himself to Samuel at Shiloh by the word of the LORD.*—1 Samuel 3:21

Middle School Overview

Two significant aims in the Middle School ministry are that students would 1) understand the storyline of the Bible and its coherence and 2) grow in Bible study skills. As they learn to walk in the text, may Jesus reveal himself to them by his word. This year, plans began for the final chapter in some significant all-church events, such as the Winter Retreat and Summer Camp. God has been faithful to us for every season of our lives. We look forward to what he will continue to do.

Purity Night

With the goal of increasing parental involvement in the area of purity, Pastor Jon Nowlin and I hosted a parent equipping time. Our aim was to cast vision and provide resources for the parents of Middle School students for conversations of various types, including sexual purity. Seven weeks later, these conversations culminated in the purity night event, which included teaching and also prepared parent/child pairs to finish the night with a deep conversation on the topic of sexual purity. This emphasis on parent equipping will continue.

Transition to Director

After a two-year pastoral residency, I was confirmed as the *Director for Middle School & Family Discipleship, North*. I am profoundly thankful to the Lord for this transition. He has given me a labor that I love and a ministry to this congregation that fills me with joy. May he continue to sustain me and give what he desires.

Teaching at Camp

This summer I had the immense privilege of being the primary teacher at the all-church Jr High Summer Camp. I was able to spend time in Genesis studying the saga of Joseph, Judah, and the growing family of Jacob. What a joy to bring the word of God to these young people, showing them the depth of God's word, his redemptive work in Jesus, and his plan to make them "Alive" (our theme for the week). May he get the glory for all that was said.

GRACE Training and Policy Review

A significant wave of change that crashed on Bethlehem's shores was the GRACE Training (equipping us to protect against and respond to abuse) and subsequent policy revisions. Much of the youth training was adapted with this information, and volunteers were required to attend or view the training. We aim at prayerful and faithful due diligence as we increase our protection of all of our young people.

Teaching the Text, Starting in Genesis

Perhaps the biggest change we have undertaken this Fall has been shifting from teaching Truth78 curriculum to teaching through a biblical text. With a vision to help students learn and practice studying God's word for themselves, the shift has led us to begin teaching through Genesis, a passage at a time. Our aim is to teach the width of the Bible (show the biblical theological connections), teach the depth (dig down deep using a method), and apply God's word to students' identity and worldview.



Ben Katterson

Director for Middle School & Family Discipleship, North

Dave Zuleger

SOUTH LEAD PASTOR

Pay careful attention to yourselves and to all the flock, in which the Holy Spirit has made you overseers, to care for the church of God, which he obtained with his own blood.—Acts 20:28

‘We Really Are Becoming a Family’

These words were spoken to me recently by one of our members, and I feel they sum up what God has been up to at the South Campus: “We really are becoming a family!” In the life of our church this past year, I’ve used the phrase “blood-bought family” more than any other as we’ve sought to grow into this reality that the Bible says is true about us.

It’s been thrilling to see people begin to believe it and lean in to love and care for one another and to be equipped to do so. The fellowship with Christ and one another is real. I feel a growing depth and richness to our love of our Savior and his church as I look out over our people during the Welcome on a Sunday, wander the Commons after a service, see the laughter and prayer at the Wednesday Connection meal, or watch as we gather to pray for those in need at our Wednesday times together.

As I write this report, tears fill my eyes recalling how our own family has felt this growing love at the South Campus. A year ago, my wife—who already struggled with chronic pain—suddenly lost significant hearing in one of her ears. The prayers and love that poured out were overwhelming and reminded us that God saw us and loved us. Then in September, it was discovered our six-year-old son, Stone, would need open-heart surgery. Again, the prayers and support and care brought us to tears of thankfulness many times.

If I’m honest, 2018 and 2019 have been the hardest years in the life of our family. Often, we have felt like we couldn’t even catch our breath for a moment before another weighty, painful providence. But, God has taught us to trust him more, shown us more of his glory, and shown us his love through a true spiritual family at the South Campus.

Caring for the Family

With this theme of blood-bought family, we have focused on more intentionality in setting up systems of care at the South Campus. The South elders adopted a plan so that each household has an elder assigned to check in 3–4

times every year. I worked with Stacy Thorpe to develop a care plan for the South Campus that shows people at a glance where and how to get help at the South Campus in our life together. We conducted a six-week training on equipping our people to care for each other in the areas of anxiety, depression, sin, abuse, and much more—and it was so well attended!

One of the sweetest trends of 2019 was the number of times the elders gathered to anoint people with oil and pray for them in their suffering. We’ve seen God do some miracles of outright healing and many miracles of sustaining faith. Every time has been a sweet testament to a band of brothers who love the people we are privileged to serve.

For many of our people, it has been a year of suffering at the South Campus. Leaning into this theme of blood-bought family has been timely as we’ve rallied together to press into the Lord in prayer and practical help. We’ve seen him sustain our people in deep valleys of suffering.

Counseling

From Stacy Thorpe, *Coordinator for Care & Counseling, South*

“It was a joy to come on staff this year and begin to develop the counseling ministry at the South Campus. I’ve had the privilege of counseling some women, worked on putting in place a counseling intake process, and coordinated the counseling being done. In order to support Christ-honoring marriages, we began a marriage mentoring program. We have 10 mentor couples meeting with couples who want to grow. This year, domestic abuse care was contextualized at each campus within the counseling ministry. In October, the South elders approved our domestic abuse care plan. We continue to affirm the priority of caring for those being oppressed. This Fall, it was a joy to be a part of six training sessions for our South Campus leaders on care and counseling as we seek to continue to equip the saints for the work of ministry. Moving into 2020, I’m excited to see others get equipped in counseling as we strive to walk with each other through sin and suffering.”

Discipling the Family

Sunday School

We have sought to be more intentional in the way we are seeking to disciple our South Campus congregation. We instituted a new curriculum for Sunday School with three tracks that we think will give a solid foundation for knowledge and living. We're seeking to align more and more of the ministries across the South Campus with a common direction, complementary teaching, and intentional mix of deep study and deep prayer on Sundays, Wednesdays, and with the material for small group leaders.

Small Groups

From Daniel Soukup, *Intern for Small Groups*

"This year, we've taken a closer look at how the small group ministry at the South Campus is fulfilling our vision for small groups (multiplying care, leaders, and mission). The first part of the vision—multiplying care—has been going very well. Most of the small group leaders we spoke with feel that the groups are providing good support to their members and, when needed, the leadership has been available to help with additional needs within the small group. The second and third parts of the vision (multiplying leaders and mission) need more focus. Most of the small group leaders we spoke with did not have a plan for identifying and equipping potential leaders or for engaging in regular outreach. Lord-willing, in 2020, we plan to focus on encouraging and equipping our small group leaders to focus on the second and third parts of our vision."

Children

From Joshua Oakley, *Coordinator for Children & Disability Ministries, South*

"This has been an exciting year for our Children's Ministry as I have begun to settle into my new role leading children (Kindergarten–Grade 5) and our Disability Ministry. We continue to have sustained attendance of about 65 children each week in Sunday School and about 28 for Wednesday Connection children's programming.

"One big highlight this year was attendance at our Vacation Bible School. We averaged about 90 children each night, but the best part is that we had 25–30 children each night who were not from Bethlehem! I am excited to see this event grow, not only as a highlight for our local body but also as an outreach for our community.

"As the year wraps up, I am excited for our Christmas children's choir of 30–40 kids. It always brings such joy to hear the young worshipers of our risen Savior and King! May God continue to bless us as we seek to equip families in raising the next generation of his children!"

Caring for Unbelievers

Although I would still consider outreach and evangelism a weakness at the South Campus, I genuinely believe we are seeing growth in this area. We devoted our Summer Wednesday Connection gatherings to testimonies and teaching on evangelism and offered a Sunday School class in the Fall on the same topic.

We are beginning to develop outreach teams that will seek to help the hurting in our community with the love of God and the good news of Jesus Christ, while also beginning to dream and plan of ways God might be pleased to use our gym as a tool for seeking and saving the lost.

South Campus Elders

The South Campus elders are a joy for me to work with. These brothers have stepped up to the plate when called upon to continue to grow in our care for the flock of God. We're not perfect. We make mistakes, and we drop balls. But I don't doubt for a second the genuineness of their passion for the glory of God and their love for the people of God.

I especially enjoyed our South elder retreat early in 2019, when we thought and talked through potential staffing, set some trajectories for the coming year at the South Campus, and assigned small teams to get to work on strengthening areas of weakness. We're looking forward to another retreat in 2020.

Peter Thorpe has done an excellent job of leading our meetings as our chair and pushing us to continue to grow in making progress in areas we need to.

The call of eldership is a weighty, joyful task. We would appreciate your prayers as we seek to be faithful undershepherds who point people to the Chief Shepherd.

South Campus Deacons

The South Campus deacons are really beginning to come into their own. Under the leadership of Pastor Chuck Steddom, they serve our body selflessly and with joy. They get meals to people, fix things in homes, care for our widows, and do many other things behind the scenes. I'm eager to continue to align our elder care with our deacon care so that our people feel the love of God in tangible ways that encourage their souls and bring glory to God.

South Campus Staff

Our staff had a year of transition and change, with quite a few people doing new jobs or stepping into bigger roles. By God's grace, each one has stepped in with lots of grace to serve with excellence in the strength God has supplied.

One of my weekly highlights is our Thursday morning staff meeting. We spend time in the Word together, pray for our campus and each other, and then check in on the upcoming week of ministry. For me, it has grown to feel like a family gathering. I can trust these people with ups and downs of my life, the joys and sorrows of ministry, and the successes and struggles of my soul. I think this rhythm of weekly meetings has led to a real "team" environment. We're a smaller staff, so we all pitch in to help with lots of different things. Here's a list of the staff team and the roles they play:

- Ethan Bruneau, *Coordinator for Media Ministries & Systems*
- Ruth Chavis, *Director for Women's Ministry*
- Erica Halmar, *Assistant Coordinator for Childcare*
- Joshua Oakley, *Coordinator for Children & Disability Ministries*
- Steve Rinde, *Coordinator for Facilities*
- Nick Roen, *Lead Administrative Assistant*
- Jolene Rossiter, *Assistant Nursery Coordinator*
- Kim Schiller, *Coordinator for Kitchen Ministries*
- Jonathan Schroeder, *Ministry Assistant for Middle School Discipleship*
- Allison Steddom, *Ministry Assistant for Middle School Discipleship*
- Carol Steddom, *Pianist & Worship Assistant*
- Chuck Steddom, *Pastor for Worship & Ministry Development*
- Stacy Thorpe, *Coordinator for Care & Counseling*

- Daniel Viezbicke, *Pastor for Youth & Family Discipleship*
- Sarah Vogel, *Coordinator for Childcare*
- Gabe Zepeda, *Ministry Assistant for Worship & Music*
- Emily Zwicky, *Administrative Assistant for Women & Children*

Know Him and Make Him Known

I could write forever about the graces we've seen in the midst of deep suffering and sin. God is on the move, and he is always doing the work of redeeming and healing his people. I recently wrote in an email to our campus that my vision for 2020 was simple: Know Jesus and make him known. That's it. I want more fellowship with Christ for our people, so they are filled up to overflow to one another and to the lost.

That's the way the world changes. Ordinary people, beholding an extraordinary Savior, changed into his image from one degree of glory to the next, who love each other deeply and share the love of Christ with those in their neighborhoods and the nations.

As we band together with deeper "family ties," here is my prayer for us heading into 2020:

And we all, with unveiled face, beholding the glory of the Lord, are being transformed into the same image from one degree of glory to another. For this comes from the Lord who is the Spirit. ... For what we proclaim is not ourselves, but Jesus Christ as Lord, with ourselves as your servants for Jesus' sake. For God, who said, "Let light shine out of darkness," has shone in our hearts to give the light of the knowledge of the glory of God in the face of Jesus Christ.
—2 Corinthians 3:18, 4:5–6

Leaning forward in anticipation,



Dave Zuleger
Lead Pastor, South

Chuck Steddom

SOUTH WORSHIP & MINISTRY DEVELOPMENT

Let the peoples praise you, O God; let all the peoples praise you!

Let the nations be glad and sing for joy.—Psalm 67:3–4

As *Pastor for Worship & Ministry Development, South*, it has been my privilege to have served Bethlehem for more than two decades in leading corporate worship. In addition, I recruit, teach, and oversee the Bethlehem College & Seminary Worship Leadership program. Recently, I have served as the board chairman of CityJoy (formerly Bethlehem Ministry Initiatives). In that role, I have worked directly with Scott Anderson, executive director, in recruiting, supporting, and mobilizing justice and mercy ministry in the neighborhoods near Bethlehem's Downtown Campus. The balance of this report details many of the projects, concerts, and activities that have filled my ministry portfolio in 2019.

Worship at the South Campus

It is my great joy to lead regular weekly worship services at the South Campus. I work with about 50 volunteers who assist me musically each week. I praise God to be able to partner with my wife, Carol, who anchors our music from the piano. Gabe Zepeda, Bethlehem College & Seminary student, and Nick Roen, *Lead Administrative Assistant, South*, help me lead throughout the year on a regular rotation.

In addition to weekly worship services, I planned and led the following choral and special musical projects ...

- “Bon Voyage” Spring Choir concert, May 19 (Downtown) and June 2 (South)
- Second choir tour to the Republic of Ireland, June 7–21
- Hosted the Minnesota Chorale “Bridges” concert with the Minnesota Choral, “29:11,” and Minnesota State Baptist Convention choirs, October 5
- Led the Global Focus Kickoff celebration at the Downtown Campus with special guests “29:11” (choir from South Africa), October 23
- Bethlehem College & Seminary Decennial Convocation, November 1
- Christmas Musical Festival: Reflections on Mary's Song at South Campus with special guests from the Greater Friendship Missionary Baptist Church Choir, December 20

Outreach at the South Campus

In my duties as a South Campus pastor, I oversee local outreach activities. As we have become more accustomed to our new 24/7 worship facilities, we are beginning to target new ways we can engage our local communities. Listed below are some ways we are seeking to carry out the mandate of the gospel—to love the Lord our God and to love our neighbors—in Lakeville ...

- We began a weekly prayer gathering Thursday mornings at the nearby McDonald's to pray against the human trafficking that has been reportedly occurring at the truck stop and motel.
- We held a Saturday seminar centered around the biblical call for God's people to pursue mercy and justice. We invited local organizations to help educate and inspire us to be more effective in our outreach: Arrive, Amnion, Restore, 360 Communities, Trafficking Justice, Orphan's Joy, and CityJoy.
- We launched a Justice and Mercy Task Force for the purpose of recruiting, mobilization, and advocacy through which the congregation can get involved in related issues.
- We launched a sports outreach team with the goal of utilizing our gym for connecting with people in and outside our church through volleyball, pickleball, and youth basketball camps.

Bethlehem College & Seminary Teaching

I am thrilled that Bethlehem believes in leadership development—equipping the saints for the work of ministry. I serve as an associate professor for Bethlehem College & Seminary where I am responsible for teaching six seminary courses over a two-year cycle. This year I taught the following courses ...

- Heart and Role of the Worship Leader (Spring semester)
- Theology of Worship (Fall semester)
- Contemporary Issues in Worship (Fall semester)

In addition to coursework, I engage with the worship teams weekly for our chapel program. This involvement consists primarily of coaching the seminary worship track students, who plan and lead chapel worship each week.

CityJoy (formerly Bethlehem Ministry Initiatives)

In February 2019, we led the board in a visioning process that resulted in a new name and re-focused values, goals, and objectives. We believe this will more effectively serve Bethlehem and the current CityJoy ministry programs and will enable us to better mobilize more ministers and ministries with a God-given call to bring the gospel to our local and national cities.

CityJoy includes the ministries and programs below ...

- Jericho Road—food shelf, crisis relief, and job training
- Redemption: Twin Cities—biblical counseling
- Salem Arts Exchange—job skills to local immigrants
- SALT and All Nations ESL—English language learning
- Majiigan—Native American outreach
- 13 ministers and three interns serving in various contexts

I personally praise God for our executive director, Scott Anderson, who has been with Bethlehem Ministry Initiatives (now CityJoy) from its inception. His faithful spiritual and financial leadership and his passion for meeting the needs of hurting people is exemplary.



Chuck Steddom
Pastor for Worship & Ministry Development, South

Ruth Chavis

SOUTH WOMEN'S MINISTRY

You then, my child, be strengthened by the grace that is in Christ Jesus.—2 Timothy 2:1

The verse above was the theme verse for our South Women's Fall Retreat, and it has been my prayer for the women this past year. In this verse we are given both a command and a promise. A command: we are told to be strengthened. And a promise: this strength is available to us because we are God's children, by grace, in Christ Jesus.

This verb "be strengthened" is a present passive. Present—meaning an ongoing, continuous action. Passive—meaning something is done to the subject.

Grace is a personal spiritual strength—an ongoing, continuous supply of strength to us, the subjects—to live the Christian life. Daily, we are given a continual inward strength, a continual enabling power to persevere in our faith. Because of *his* faithfulness and *his* power, not ours.

As my ministry team prayed and planned for the retreat last winter, God led us to the book *Habits of Grace* by David Mathis. At the retreat, we focused on these means of grace ...

- Hearing God's Voice (Word)
- Having God's Ear (Prayer)
- Belonging to His Body

God's word, prayer, and body life are foundational in all of our Women's Ministry classes, groups, and events.

Bible Studies

We have two well-established Bible studies ...

- The Precept study is led by Martha Pohl and Eileen Kurschner. They finished their study of Genesis last spring and have been studying Exodus this Fall.
- The Jen Wilkin study is led by Sarah Metcalf. They studied the Sermon on the Mount last spring and are currently studying Genesis.

I am excited about a new initiative for our studies. This Fall we began the women's track of the Charles Simeon Trust "First Principles" course with a group of women. We are having a great time going deep together in God's word. God is raising up several gifted, very wise women to teach the Bible!

Additionally, approximately 120 women and 40 children come through our doors each week to attend the two Bible Study Fellowship satellite classes that we host at the South Campus. The gospel is going out each week to these women and children who live in the south suburbs.

MOMS

MOMS is led by Angie Mellema and Kristi Redler. This past Spring the theme for MOMS at all three campuses was "Abiding in Christ." This Fall, we were campus-specific in our themes and speakers. The theme for the South Campus is "Gifted Women of God," taken from 1 Peter 4:10: "As each has received a gift, use it to serve one another, as good stewards of God's varied grace."

Titus 2

Titus 2 mentoring continues to grow at the South Campus. We currently have more than 50 young women being mentored. This year Titus 2 registration happened at our Fall Retreat in September and new groups began in October.

Groups

We have two women's groups at the South Campus ...

- Tuesday "A.M." Women (led by Laur Weisensel)
- Treasuring Christ Crafters (led by Pam Buckner)

2019 Events

Spring Coffee & Connection (May 13)

- We heard from Cindy Wacker of the ReStored Gift Store about their ministry for the needy in our area.
- We heard testimonies of God's work in Bible studies, MOMS, and Titus 2 ministries.
- Women gave feedback and asked questions. The South Campus Bible reading plan that began in September was a result of one of these questions.

Fall Retreat (September 21)

- Our theme was from 2 Timothy 3:1: “Be strengthened by the grace that is in Christ Jesus.”
- We had a panel discussion with Erin Carlson, Martha Pohl, Heidi Preisler, Kristina Tuttle, and Abby Zwicky. These women transparently shared how God has strengthened them by grace to go deeper in Christ throughout the seasons of life and ministry.
- Various workshops were offered in the afternoon.
- The retreat was attended by 65 South women.

Christmas Gathering (December 6)

- Our theme was “Worship the King” (Luke 1:32, Revelation 5:9–10).
- Different ethnic heritages were represented in table decor, food, and worship.
- Women invited unsaved friends and family, who heard the gospel in the songs and readings. This event was attended by 175–180 women.

This year I had the privilege of attending Bethlehem’s Conference for Pastors + Church Leaders and The Gospel Coalition Conference with the pastoral staff. These times away from the office have not only refreshed my soul but have equipped me for ministry. I am grateful to be a part of this team.

I have experienced the joy of inviting many women to serve in a variety of ways and to use their gifts. What a blessing it is when a young woman comes up to you with tears in her eyes and says, “Thank you for asking me to serve. I loved doing this!”

My relationships with the women is probably my greatest joy—time in Bible studies, MOMS, and groups; training leaders; my leadership team; one-on-one conversations—all of these situations and relationships energize me. What can be better than seeing God at work in women’s lives?

I thank God for the partnership of my ministry team (Beth Davitt, Eileen Kurschner, Angie Mellema, Karen Power, Kristi Redler, and Kristina Tuttle) and for all my leaders and mentors. I thank God for Emily Zwicky, who partners with me in many ways other than administrative support. Finally, I thank God for my husband, Bill, for his support and sacrifices. Because of these precious people, I am able to serve the women at the South Campus.

With gratefulness to God for his strengthening grace,

Ruth Chavis

Ruth Chavis
Director for Women’s Ministry, South

Daniel Viezbicke

SOUTH YOUTH & FAMILY DISCIPLESHIP

*Search me, O God, and know my heart! Try me and know my thoughts!
And see if there be any grievous way in me, and lead me in the way everlasting!—Psalm 139:23–24*

God has been good to us in 2019 at the South Campus. As we ponder his mighty works, the truth that he knows and leads his children continues to give hope. He knows us, which is good news even when we wish to flee from his presence. He knows too what we shall be—as justified children of God, we will return to the One who saves and sanctifies us.

Some highlights from our year:

- In January, I went with a few of our students who are involved in leadership to the CROSS Conference in Louisville, Kentucky, asking God to birth in us newer and bigger desires for the gospel to reach the nations. As a result, multiple students have taken internships overseas or are preparing to do so.
- This year South Campus students participated in five retreats ...
 - » Winter Retreat: Pastor Kempton Turner preached and pointed us to the reality that our utmost joy is in Christ.
 - » Spring Retreat: We studied enjoying God's good creation.
 - » Jr High Summer Camp: Pastor Ben Katterson walked us through the story of Joseph.
 - » Seniors/Graduates Retreat: We studied Colossians 2:2.
 - » Fall Retreat: We plumbed the Psalms to help us better understand suffering and lament with the knowledge of God's goodness and sovereignty, even though the world is evil
- We finished 1 John on Sundays and started studying the book that more high school students request than any other: the book of Revelation. In Middle School, students have been going through the Gospel Foundations curriculum, a 42-week study that walks through the entire biblical storyline from Genesis to Revelation.
- Several students made professions of faith in 2019, eight were baptized, and five became members.
- In the spring, after Justin Smith finished his tenure working with youth at South Campus, Jonathan Schroeder and Allison Steddom were hired. Jonathan replaced Justin's role in Middle School, and Allison was hired in a new role that works with volunteers and female students. I rejoice in their partnership in the gospel and care for this flock!
- Our 15 volunteers (including several students who were high school leaders last year) have served our students in the classroom and beyond.

In 2020, we hope to take greater steps in equipping students for service and evangelism. Would you pray for us to that end, that we would be led by the Lord into the way everlasting?



Daniel Viezbicke
Pastor for Youth & Family Discipleship, South

Brad Nelson

SHORT-TERM MINISTRY MOBILIZATION

*And I have other sheep that are not of this fold. I must bring them also, and they will listen to my voice.
So there will be one flock, one shepherd.—John 10:16*

Ministry trips begin and end with our focus on Christ and making him known among the nations, both in our neighborhood and beyond. As Jesus works in the hearts of his people, giving them a burden to go and testify of his greatness, we train, equip, and send them to places to be the salt and light of the world.

Our main ministry focus is to support our many global partners who serve around the world. We want to encourage them, love them, and come alongside them in the greatest cause in the universe: the spread of the gospel and seeing the name of Jesus glorified to the ends of the earth. Our second priority is to come alongside partnering ministries and work with them to do the same. This year we sent out 23 teams and 127 individuals (not on a team), totalling approximately 318 people doing international travel for ministry.

MINISTRY TEAMS SENT IN 2019

Africa

Senegal, Ethiopia, Burkina Faso, Morocco, Zambia, Cameroon
The teams sent to Africa ministered in a variety of ways: theological teaching, ESL, women's Bible studies, encouraging global partners, and outreach in one of the poorest counties in the world.

Asia

India, Thailand, Southeast Asia
Teams were able to do a variety of ministry in Asia, including theological teaching for women, ESL camp, and children's programming.

Europe

Sweden, Greece, Ireland
Teams in Europe went on prayer walks, did refugee relief work, and proclaimed the good news through song.

Central America

Honduras, Belize, El Salvador, Brazil, Cuba

The Central America teams ministered through orphan care, construction, teaching and visiting rural pastors, community outreach, and care visits to global partners.

United States of America

Hawaii, San Diego, Northern Minnesota

Teams that served in the U.S. were able to do theological teaching, ministry to children, community basketball outreach, and counseling for a Native American camp.

Disability & Special Needs Ministry

China, Ukraine, and Minnesota

Bethlehem's strong desire to minister to those with disabilities on our campuses has spilled into ministry trips to minister and love on individuals and families who experience special needs. On three ministry trips, 23 people sought to serve and show God's love to those with disabilities and their families.

Tour Group: Israel & Jordan

This Fall, we hosted 44 people on an 11-day inspirational tour to Israel and Jordan. The group visited numerous biblical sites such as Nazareth, the Dead Sea, the palace of Herod Agrippa, and the Mount of Olives. A group of 23 extended their trip to spend time in Jordan. While in Amman, Jordan, the group visited with global partners.

Individuals

In an effort to make sure all people go out and serve well, we want to support, train, and equip all individuals, couples, or families who desire to minister globally. This year we sent out 125 individuals, couples, and families to bless the nations in a wide variety of functions and tasks. Here are a few of the countries this group ministered in: Senegal, Togo, Southeast Asia, Cameroon, Ireland, Greece, Jordan, and China.

Short-Term Ministry Mobilization Committee

The Short-Term Ministry Mobilization Committee is made up of missions-minded, godly individuals. They help make ministry opportunities happen. They interview, debrief, and help teams and individuals think through ministry, missions, and future steps that may follow as a result of a short-term ministry experience. The committee members are Judy Anderson, Mary Anderson, Satish Amancharla, Doug Hanson, Kathryn Hedlund, Jan Korbel, Pastor Brad Nelson, Steve Prater, Ron Powell, Julie Thompson, Steve Walmsley, and Denny Williams.

And, of course, JoNell Baker helps keep the whole department running smoothly, especially when I travel so much. This year I was on four trips: Brazil, Honduras, Belize, and Greece. I also had a sabbatical for three months over the summer.

Home Front

We continue to be thankful that Cindy is still cancer-free. We love having Arlo Clifford Nelson, our first grandson, at our house one day a week. What an amazing experience it is to be a grandparent! Can't wait for a few more! Our daughter Abbie is engaged and will be married, Lord willing, in May 2020.



Brad Nelson

Pastor for Global Outreach Strategic Short-Term Ministry

Keith Anderson

SENIOR ADULTS

And it shall come to pass afterward, that I will pour out my Spirit on all flesh; your sons and your daughters shall prophesy, your old men shall dream dreams, and your young men shall see visions.—Joel 2:28

If you are new to Bethlehem and wondering what the *Coordinator for Senior Adults* for all three campuses does, here's a summary of the responsibilities:

- Visit the hospitalized, shut-in, and sick senior members and regular attendees of Bethlehem and others requested by staff or family
- Champion seniors in all aspects of church ministry
- Coordinate and publicize monthly Senior Sojourners events
- Coordinate and publicize the annual Christmas cookie delivery and Easter memorial flowers
- Plan, coordinate, and assist with funerals as requested
- Process check requests for senior Sunday School donations
- Publicize and coordinate semi-annual 1960s Youth Group Reunions
- Serve as contact person for senior volunteer opportunities
- Serve as contact person for requests for Bible study leaders in off-site senior facilities
- Champion missions opportunities to seniors
- Attend various pastoral and staff meetings
- Record above activities in the church database
- Mike McCowen, Tim Lovestrand, and Mark Evans lead robust senior adult Sunday School classes at the North and Downtown campuses.
- We have a team that re-energized the GriefShare ministry at Bethlehem. GriefShare seminars provide support for people recovering from the loss of a loved one. The main seminar is a 13-week series of videos, discussions, and a workbook lesson. Those who have attended give positive comments about this biblically-based grief tool.
- The White Cross women's group sews blankets for new moms and for other projects. MaryAnn Burnes leads this ministry at the Downtown Campus twice monthly, September–June.
- Another team, mostly made up of seniors, spent a week in Dakar, Senegal, interacting with Muslim students who wanted to improve their English language skills. We were delighted to do that in a framework that included the gospel! This trip was Bethlehem's fifth time participating in this ministry.
- Several retired seniors are active on the Business As Mission (BAM) group. BAM provides financial and monetary help to our global partners who provide both employment and the gospel to those they work with.

In accomplishing the above, I was blessed to have visited hospitals or institutions for 46 individuals in 2019, most with multiple visits. Several seniors were just days away from seeing Jesus face to face! Others were hospitalized for cancer or knee, eye, and hip surgeries.

I was further blessed with an “informal” team. The team is made up of our seniors who, without being asked, step up and volunteer in many ways. And our seniors are the real story of what happened!

Senior Sojourners meets every third Thursday, September through May (except December when it meets on the second Thursday). In 2019, we heard from a financial planner, the Senegal team, the Higher Call Quartet, and Roger Aiken on the topic of global warming. In addition, we visited the Como Conservatory, attended Ann Cowles memorial service, toured master gardener Louise Anderson's garden, prayed with our global partners, cruised the Mississippi River, and celebrated Christmas with a Christmas carol hymn sing!

To conclude, I'd like to share a vision of what our Senior Adults Ministry might be if we wanted to work toward a "world class seniors program for heaven-bound saints."

The Vision

To develop a world-class seniors program that draws attention to Jesus. Said another way, to spread a passion for the supremacy of God in all things for the joy of all peoples through Jesus Christ.

- Bible-saturated, Reformed theology (not fuzzy, lazy, or eclectic thinking)
- Characterized by loving involvement, fellowship, and a welcoming atmosphere
- Inclusive of all ethnic and socio-economic classifications
- Motivating seniors to a more fulfilling, vibrant walk in their faith
- Encouraging seniors to actively share their faith and live out their life beyond themselves
- Providing a template for other churches seeking to serve their community through their seniors
- Encouraging seniors to focus on the eternal

Practical Implementation

- Extended fellowship in Sunday School classes and fellowship after Sunday School classes (lunch or "Tables of 8")
- A church-wide protocol to encourage recent widows/widowers in their grief
- Church budgeting and staffing in support of the vision

- Space to accommodate multiple senior Sunday School classes
- Seniors known personally by the elders overseeing the flock, and every senior knowing who "their" overseeing elder is
- Bi-weekly seniors luncheons for the neighborhood
- Well-coordinated rides available to serve seniors in senior living facilities
- Weekly newsletter communicating daily Bible study materials, current prayer requests, seniors activities, and opportunities, so everyone has a single, non-electronic place for receiving information
- Senior volunteers helping in the church office, driving, gardening, etc.
- Senior volunteers serving in the community (reading in public school classrooms, etc.)
- Seniors participating in and leading short-term ministry trips
- Seniors investigating long-term ministry and missions
- Bible studies coordinated to several levels of ability and background

Please pray with me that God would move us in this direction.



Keith Andersion
*Ministerial Coordinator for Senior Adult Ministries
(and Baby Boomers)*

Paul Poteat

MINISTRY TO UNIVERSITY STUDENTS

For everything there is a season, and a time for every matter under heaven.—Ecclesiastes 3:1

When I was in college, a musical artist named Chris Rice produced a song called “Life Means So Much.” Consider playing it in the background while reading this report to get the full experience. In the second verse, he states, “Every day is a bank account and time is our currency.” The whole song is about making the most of our days, about investing in what is important, and about how incredible life is—though filled with highs, lows, joys, and sorrows.

In Ecclesiastes 3, we find a familiar section where the author speaks about how there is a time for everything: life, death, planting, harvesting, weeping, and laughter. (A band called the Byrds wrote a song called “Turn! Turn! Turn!” about this too, so if you need a new soundtrack while reading, try that song.) The passage is speaking to the full-orbed realities of life and how they are complex. We’re called to navigate those realities and, with God’s help, to redeem these times by the power of the gospel.

When you see the title of our Campus Outreach 2019 report, “A Time for Everything,” let these two songs bleed together. In campus ministry there are times of incredible joy when students come to faith, people study the Bible for the first time, and sin is put to death. However, there are also times of sadness when students walk through hardship, people don’t return calls or texts, and people ridicule you for attempting to talk with them about

abundant life. That’s one song, but the other song is to make the most of the time we’ve been given, to be poured out for the faith of others, and to strive to do whatever it takes so that men and women will come and find rest for their souls. Here’s the catch: We have to make the most of every time. Only a firm foundation allows for that. It’s that type of foundation, that type of hope, that we want for students.

I encourage you to read through our report online, and as you do, know that each page reflects times of happiness and times of hardship, times of dependence and times of bounty. Whether in Thailand, in Garden City (South Carolina), or on one of our campuses, know that the gospel was and is powerful for every time, every culture, and every situation—for everything.

Read the Campus Outreach Minneapolis’ full 2019 Annual Report at cominneapolis.org/annual-reports.



Paul Poteat
Pastor for University Students
Campus Outreach Regional Director

Steve Walmsley

FINANCIAL SECRETARY/CONTRIBUTIONS

Praise the LORD! I will give thanks to the LORD with my whole heart, in the company of the upright, in the congregation. Great are the works of the LORD, studied by all who delight in them. Full of splendor and majesty is his work, and his righteousness endures forever. He has caused his wondrous works to be remembered; the LORD is gracious and merciful.—Psalm 111:1–4

God's wondrous works were visible in the giving of his people to the ministry of Bethlehem in 2019. As we move into 2020, we can look back on 2019 and see the faithfulness of the Lord to us in meeting our expenses. May all his works be studied and delighted in by his people—and bring glory to his Name!

Contributions toward Bethlehem's "Fill These Cities: 25 x '25" general operating budget fund in 2019 totaled \$10,300,961. This total is a one percent increase from 2018 budget contributions that totaled \$10,178,353. This total was especially encouraging since 2019 giving reflected post capital campaign giving, after many in our church committed to give over and above their normal gifts for 25 months as we launched Fill These Cities: 25 x '25. In addition to budget fund giving in 2019, special designated gifts of \$156,056 were given toward the "Funding the Filling" existing mortgage reduction fund and were applied against our existing mortgage balance, along with our budgeted mortgage payments. While the initial Fill These Cities: 25 x '25 capital campaign acceleration phase concluded in 2018, the ongoing initiative through 2025 means that our general budget fund giving is synonymous with and continues to include funding for the Fill These Cities: 25 x '25 initiatives. The Kingdom benefits of 2019 contributions can be seen in the preceding ministry reports.

Utilization of online giving remained constant for 2019 with 46 percent of all contributions made through our online giving portal. Setting up recurring giving schedules via the online portal is a helpful way for donors to remove the weekly or monthly check-writing process from their schedule when they anticipate a regular, recurring amount to be given. Online donors are also encouraged to contribute via their bank account (ACH) rather than credit card to assist in reducing Bethlehem's electronic transaction fees and avoid potentially incurring personal

financing charges against their credit card's balance. As an example of potential savings, this year Bethlehem paid \$57,969 in credit card finance charges. Electronic giving via Bethlehem's mobile app and via text is also possible.

In 2019, a total of 5,984 families, individuals, and organizations gave recorded contributions to the general budget, short-term ministry programs, Campus Outreach, and other ministries of the church. This number includes 2,337 donors from 2,127 families contributing to the general Fill These Cities: 25 x '25 budget fund.

This year classes on the study, *God Owns It All: Finding Contentment and Confidence in Your Finances*, were held at all three campuses to help teach Kingdom values regarding financial stewardship and to offer other resources regarding finances to individuals and families.

My hope and prayer for the coming year is that each person who calls Bethlehem their church home will continue to count the blessings of the Lord to them and "contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the gospel through all nations" (from Bethlehem's Church Covenant).



Steve Walmsley
Financial Secretary

Adam Sexton

CHURCH TREASURER/BUDGET, INCOME & EXPENSES

*Each one must give as he has decided in his heart, not reluctantly or under compulsion,
for God loves a cheerful giver.—2 Corinthians 9:7*

The year 2019 was another year of stable finances for Bethlehem, with both giving and spending at similar levels to last year. Total giving in 2019 was \$10,301K. The budget was set at \$10,600K, but actual spending was \$10,186K as the staff diligently managed expenses to be below budget.

In 2019, the regional CPA firm CliftonLarsonAllen audited our 2018 financial statements. An audit report is available upon request. Additional unaudited financial detail for 2019 is provided on the following pages. If you have any questions related to the finances, please contact the church office and we will be happy to answer them.

2019 Highlights

- Contributions were up \$122K (+1%) from 2018, with strong giving at the end of the year in December
- Net spending was down \$173K (-2%)
- At year-end, outstanding external debt was \$8,721K which was up \$1,234K due to borrowing related to paying the remaining construction invoices for the South Campus
- The line of credit was at zero as of December 31, 2019
- Total cash for all funds was \$1,845K as of December 31, 2019

Adam Sexton
Church Treasurer

Bethlehem Baptist Church

2019 Operating Fund (unaudited)

	ACTUAL	BUDGET	VARIANCE
General Contributions	10,300,961	10,600,000	(299,039)
Worship	406,092	439,653	33,561
Vision & Preaching	650,625	676,303	25,678
Media	361,071	394,565	33,494
Upreach	1,417,788	1,510,521	92,733
Family Discipleship	27,929	29,500	1,571
Nursery	90,494	128,063	37,569
Children	392,506	397,207	4,701
Middle School	226,535	238,634	12,099
High School	276,388	284,456	8,068
Disability	49,535	61,242	11,707
Library	23,630	24,642	1,012
Small Groups	305,578	310,252	4,674
Men's	498	2,300	1,802
Women's	200,640	224,113	23,473
Seniors'	43,592	46,611	3,019
Counseling	278,412	290,082	11,670
Inreach	1,915,737	2,037,102	121,365
Leadership Development	463,911	460,966	(2,915)
Outreach Support	467,290	476,518	9,228
Neighborhood Outreach	285,549	333,588	48,039
Hispanic Outreach	3,424	5,623	2,199
Church Planting	334,991	391,800	56,809
Ministry Mobilization	155,180	191,607	36,427
Global Outreach	2,041,580	2,089,116	47,536
Outreach	3,751,925	3,949,248	197,323
General Administration	158,326	130,383	(27,943)
Office	107,639	118,300	10,661
Human Resources	130,415	144,960	14,545
Accounting	158,523	182,681	24,158
Giving	126,332	128,034	1,702
Communications	216,872	245,096	28,224
Information Technology	267,899	281,057	13,158
Building & Property	1,829,103	1,740,040	(89,063)
Kitchen	89,096	44,578	(44,518)
Four-plex	(1,953)	-	1,953
Undeveloped Property	17,925	88,00	70,075
Support	3,100,175	3,103,129	2,954
Net Expenditures	10,185,625	10,600,000	414,375
Net Surplus/(Deficit)	115,336	-	115,336

Bethlehem Baptist Church

Net Assets/Cash/Loans (unaudited)

FUND	BEGINNING NET ASSETS	2019 SURPLUS (DEFICIT)	ENDING NET ASSETS
Cash			
Operating Fund	(37,751)	740,886	703,135
Helping Hand	153,393	24,303	177,696
Campus Outreach	298,670	86,210	384,880
STMM Projects	223,618	(4,277)	219,341
Designated Projects/Other	94,316	265,315	359,631
Total Cash	732,246	1,112,437	1,844,683
Fixed Assets	25,854,670	(926,560)	24,928,110
Current Assets/(Liabilities)	(292,066)	329,126	37,060
External Debt			
Mortgages	7,310,729	1,251,442	8,562,171
BGC Loan: Mesken Property	176,677	(17,941)	158,736
Line of Credit	-	-	-
Total External Debt	7,487,406	1,233,501	8,720,907
Net Assets	18,807,444	(718,498)	18,088,946

Benjamin Holvey and Jacob Smith

CHURCH BUSINESS RECORD

Also be said, "Write this down, for these words are trustworthy and true."—Revelation 21:5

The congregation of Bethlehem Baptist Church held five business meetings in 2019:

- January 27, Quarterly Strategy Meeting
- April 28, Quarterly Strategy Meeting
- July 28, Quarterly Strategy Meeting
- October 20, Quarterly Strategy Meeting
- December 15, Annual Business Meeting

The outcomes of these meetings are summarized by topic below.

Officers, Elders, Deacons, and Ministers

- On January 27, Bethlehem called Tony Cooper (North Campus) and Paul Delahunt (Downtown Campus) as non-staff elders, and Bethlehem called David Fuller (North Campus), Jenny Fuller (North Campus), Laurie Walmsley (North Campus), and Andrew Sheard (Downtown Campus) as deacons.
- On December 15, Bethlehem reaffirmed Steven Lee (North Campus), Bryan Pickering (Downtown Campus), Chuck Steddom (South Campus), Ming-Jinn Tong (Downtown Campus), and Daniel Vierzicke (South Campus) as staff elders for another three-year term. Bethlehem reaffirmed Kurt Elting-Ballard (North Campus), Terry Kurschner (South Campus), and Bill Zwicky (South Campus) as non-staff elders for another three-year term. Bethlehem reaffirmed Joe Krekelberg (North Campus), Joby Morgan (All-Church), and Thayne Rossiter (All-Church) as deacons for another three-year term. Bethlehem also elected Steve Walmsley as *Financial Secretary* for a one-year term, Tim Brinkmann as *Treasurer* for a one-year term, and Bobby Ratliff as *Church Clerk* for a one-year term.

Revision of Constitution and Bylaws

- On April 28, Elder Brian Tabb presented a new [Proposal to Revise the Relational Commitments](#) and shared the following motion with the assembly in anticipation of a congregational vote at the July 28

Quarterly Strategy Meeting: "To amend and revise the 'Commitment to Preserving Marriages' section of the [Relational Commitments](#)." For more details, see [Revisions to Our Relational Commitments](#).

- On July 28, Bethlehem adopted the following clerical amendments to the Relational Commitments:
 - » Introduction, Paragraph 6: Change "concerning" to "about" (to avoid a repeated word).
 - » Introduction, Paragraph 6: Change "The majority of elders believe" to "Other elders believe" (to fix subject-verb agreement and remove the unnecessary reference to the majority).
 - » Guideline 3: Replace Exodus 21:10–11 with 1 Timothy 5:8 (to replace a more obscure proof-text and with a clearer text that better addresses the issue of abandonment).
 - » Guideline 4: Replace 1 Corinthians 7:14 with 1 Corinthians 7:15 (to correct a clerical error).

Bethlehem also approved the following motion: "To amend Bylaws Article VIII, Relational Commitments, section Commitment to Preserving Marriages, by replacing the current document with the proposed revised and updated document."

Budget

On January 27, Bethlehem approved the elder-recommended 2019 Operating Budget of \$10,600,000.

Mortgage Updates

Bethlehem Mortgage for North Campus

- \$1.88M principal balance as of September 30, 2019
- Reduced by \$320K YTD

Bethlehem Mortgage for South Campus

- \$6.84M principal balance as of September 30, 2019
- Reduced by \$82K YTD (payments began in March)

Church Membership

At the end of 2019, the membership roll stood at 2,703.
Over the year, church action removed 220 members and welcomed 228 new members.

Deaths of Members in 2019

- Carlson, Edith
- Cowles, Ann
- Folsom, Dave
- Fredin, Tim
- Halldorson, Beryl
- Hebeisen, Jan
- Johnson, Lyle
- Johnson, Marlene
- Pearson, Shirley

Benjamin Holvey and Jacob Smith
Church Clerks