



BETHANY CHURCH

**MINISTRY  
PLAN**

2025

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## Dear Bethany Family,

The end of a year, and the birth of another, provides an opportunity to reflect on the past and dream of a better future. Many of you have already initiated some new patterns for living; eating smarter, socializing more, saving, exercising. As a church, we also began some new patterns (and we didn't even wait for the New Year!)/

In September 2024 we embarked on a journey through the Bible, **CASKET EMPTY**. Our intent is to make God's store of redemption known. For if we understand God's truth, and begin to put it into practice, then the future will hold great promise for the present as well as the future. We will experience a freedom from the pressures to conform to a world that tempts us to displace God's truth with our own. (History has shown this to be a very poor trade).

As 2024 has drawn to a close, we want to give everyone a detailed overview of the resources that were collected and our stewardship of those resources. As you will discover looking over this report, Bethany Church has been blessed, and in turn, we have been a blessing.

Spiritually, we will continue with our emphasis of opening up the scriptures. We will finish the series of the Old Testament before Easter and then begin the study of the New Testament. We have scheduled Dr. David Palmer, New Testament Scholar and co-author of Casket Empty, to come in the spring to present a one-day seminar on the entire New Testament. Following this overview, we will form our groups and begin a study of the New Testament.

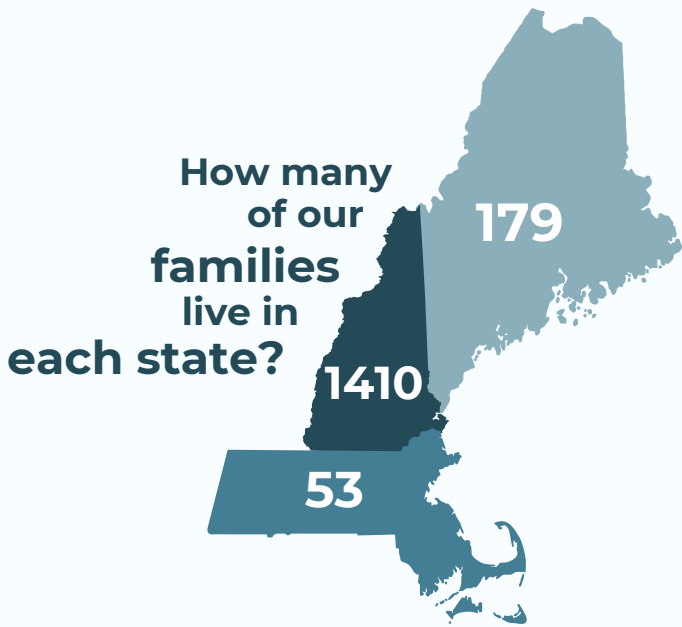
Our ongoing mission is to be a church of Disciples Making Disciples. The entire staff is dedicated to equipping and inspiring you in your walk with God so that you will share what God is doing in your life with others. Toward that end, we continue to promote our **NEXT STEPS DISCIPLESHIP STRATEGY**. You will discover many resources to help you along your faith journey.

The uncertainties that come with each day are to be navigated by an informed faith in God's will and purpose. Only then will we find ourselves equipped to confront life's challenges and to rest in his promises.

I count it a privilege to serve you, a faithful community growing in the grace and knowledge of Jesus.

God is Good, All the Time,

**Pastor Bruce**



ATTENDANCE	
Average Adult Attendance	<b>807</b> 16% increase from 2023
Easter Service	<b>1,634</b> 17% increase from 2023
Christmas Eve Services	<b>1,855</b>



**313**

kids in Kids Ministry across our campuses  
36% increase from 2023

students in Student Ministry across our campuses  
.02% decrease from 2023

**75**



**366**

first time guests



over **300**

people across all campuses serve regularly

**71**  
people  
baptized



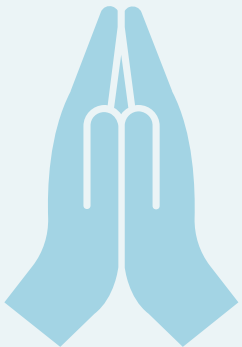
**20**  
new members



**494**  
Rooted books  
were  
distributed



**240** people attended the  
**Casket Empty seminar**



**10** people went through the  
**Why Believe study**

over  
**260**  
people joined  
**Rooted**  
groups

over  
**300**  
people joined  
**Casket Empty**  
groups

over  
**200**  
people joined  
**Illuminate**  
groups



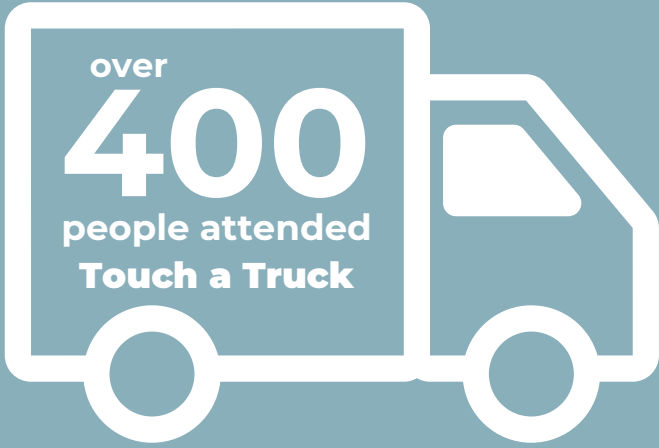
**25**

Rooted small groups served the community



**4,545 lbs**

of food was collected for local food pantries

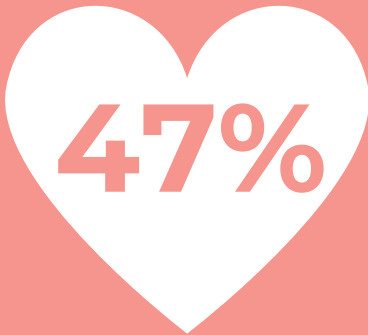


**340**

teachers from

**4** schools in our campus towns

were blessed with supplies and support



of From the Heart attendees were **GUESTS**

**28 kids**

from the community are participating in after-school programs at our Kittery Campus a 46% increase since March



over **600 pairs**

of pajamas were collected for kids in foster care



**173** kids

received multiple gifts through **Operation Christmas Joy**



43

prayer ministers for  
12/29 Prayer Services



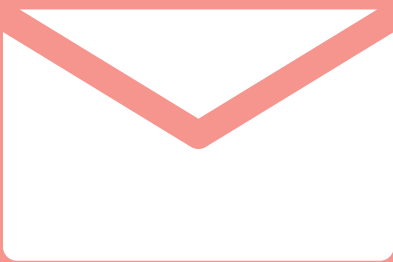
47 participants at 2024  
Prayer Ministry Training



6 new  
facilitators  
for Support Groups



62 people went through our  
support groups



62  
encouragement  
cards sent



over

4,000

prayer requests were  
received and prayed for

# 2024 Financial Highlights

*The following are financial highlights from the 2024 Ministry year.*

- December General Fund giving was extraordinarily strong at \$518k, bringing full year giving to \$2,848k, \$240k over budget and 13.1% over 2023.
- Missions directed giving came in at \$44k for the full year against a plan of \$50k, and \$42k in 2023.
- Spending continued to come in under budget, totaling \$2,595k, \$59k under budget for 2024 and \$141k below 2023.
- The General Fund surplus is \$297k for 2024 against a plan of \$4k, bringing the General Fund Balance to \$622k, excluding the Building Fund transfer discussed below.
- Building Fund giving was \$25k in 2024, compared to project spending of \$34k, bringing the ending fund balance to a deficit of \$93k. To cover the shortfall, we have transferred \$100k from the General Fund.
- Benevolent Fund giving was \$36k against expenditures of \$31k, bringing the ending fund balance to \$48k.
- Year-end Cash balance for all funds is \$577k. We have no debt.



# 2024 Year-End Balance Sheet

<b>ASSETS</b>	
Operating Checking	\$301,499
Payroll Checking	\$175,684
Cash Equivalents	\$99,831
<b>TOTAL</b>	<b>\$577,014</b>
<b>CURRENT LIABILITIES</b>	
FSA Withholding	\$456
<b>TOTAL</b>	<b>\$456</b>
<b>FUND BALANCES</b>	
General Fund Beginning Balance	\$322,185
Net Surplus-General Fund	\$297,254
Transfer to Building Fund	(\$100,000)
<b>General Fund Ending Balance</b>	<b>\$519,439</b>
Building Fund Beginning Balance	(\$82,220)
Receipts - Building Fund	\$25,340
Disbursements - Building Fund	(\$33,640)
Transfer from General Fund	\$100,000
<b>Building Fund Ending Balance</b>	<b>\$9,480</b>
Benevolent Fund Beginning Balance	\$51,672
Receipts - Benevolent Fund	\$26,471
Expenditures - Benevolent Fund	(\$30,503)
<b>Benevolent Fund Ending Balance</b>	<b>\$47,639</b>
<b>TOTAL FUND BALANCES</b>	<b>\$576,558</b>
<b>TOTAL LIABILITIES AND FUND BALANCES</b>	<b>\$577,014</b>

# 2024 General Fund Summary

<b>INCOME</b>	<b>2024 ACTUAL</b>	<b>2024 BUDGET</b>	<b>2024 VARIANCE</b>
Greenland	\$2,282,396	\$2,016,000	\$266,396
Raymond	\$280,386	\$263,000	\$17,386
Kittery Point	\$284,617	\$329,000	(\$44,383)
Mission Directed Giving	\$44,323	\$50,000	(\$5,677)
<b>TOTAL INCOME</b>	<b>\$2,891,722</b>	<b>\$2,658,000</b>	<b>\$233,722</b>

<b>SPENDING</b>	<b>2024 ACTUAL</b>	<b>2024 BUDGET</b>	<b>2024 VARIANCE</b>
Salaries / Benefits	\$1,479,053	\$1,559,858	(\$80,805)
Admin	\$276,026	\$220,206	\$55,820
Facilities	\$459,595	\$441,944	\$17,651
Adult Ministry	\$4,112	\$8,000	(\$3,888)
Communications	\$ 62,027	\$73,000	(\$10,973)
Serve, Share and Caring	\$7,594	\$5,000	\$2,594
Family Ministry	\$9,139	\$46,000	(\$36,861)
Worship Ministry	\$40,569	\$50,000	(\$9,431)
Missions	\$256,353	\$250,000	\$6,353
<b>TOTAL SPENDING</b>	<b>\$2,594,468</b>	<b>\$2,654,008</b>	<b>(\$59,540)</b>

# 2025 Budget Highlights

- The 2025 budget includes a 5% increase in compensation for all staff, excluding recent hires.
- Staffing includes current levels plus one full-time administrative person for general office duties and purchasing.
- Ministry budget reflects submissions from leaders, with significant changes to current programs to include prayer ministry (\$14k) and two student ministry leaders (\$24k).
- Missions budget continues our current mission commitments plus \$12k for Recovery Church, which was included in Benevolent Fund giving in 2024.
- General Fund Giving required to support the planned spending is \$2,813k, a 1% decrease compared to 2024.
- The Building Fund projects for 2025 include replacing the boiler in Greenland (\$105k), repaving the parking lot in Raymond (\$48k), and a new camera system for tech. ops (\$53k), plus additional necessary projects.

# 2025 General Fund Budget Summary

<b>INCOME</b>	<b>2024 ACTUAL</b>	<b>2025 PROPOSED BUDGET</b>	<b>VARIANCE</b>
Greenland	\$2,282,396	\$2,192,500	(\$89,896) -3.9%
Raymond	\$280,386	\$306,500	\$26,114 9.3%
Kittery Point	\$284,617	\$313,500	\$28,883 10.1%
Mission Directed Giving	\$44,323	\$50,000	\$5,677 12.8%
<b>TOTAL</b>	<b>\$2,891,722</b>	<b>\$2,862,500</b>	<b>(\$29,222) -1.0%</b>

<b>SPENDING</b>	<b>2024 ACTUAL</b>	<b>2025 PROPOSED BUDGET</b>	<b>VARIANCE</b>
Salaries / Benefits	\$1,479,053	\$1,672,847	\$193,794 13.1%
Admin	\$276,026	\$265,800	(\$10,226) -3.7%
Facilities	\$459,595	\$460,376	\$781 0.2%
Adult Ministry	\$4,112	\$4,000	(\$112) -2.7%
Communications	\$ 62,027	\$73,000	\$10,973 17.7%
Serve, Share and Caring	\$7,594	\$14,000	\$6,406 84.4%
Family Ministry	\$9,139	\$63,240	\$54,101 592%
Worship Ministry	\$40,569	\$34,500	(\$6,069) -15%
Missions	\$256,353	\$274,500	\$18,147 7.1%
<b>TOTAL</b>	<b>\$2,594,468</b>	<b>\$2,862,263</b>	<b>\$267,795 10.3%</b>

# 2025 Salary Plan - All Campus

	AMOUNT	FTE's	AVERAGE
Pastor Salaries (1)	\$409,842	4.00	\$102,461
Director Salaries	\$400,419	6.00	\$66,737
Admin Hourly	\$507,521	10.85	\$46,776
Facilities Hourly	\$68,577	1.03	\$66,904
<b>TOTAL</b>	<b>\$1,386,360</b>	<b>21.88</b>	<b>\$63,376</b>

Pastor Pensions (2)	\$26,824
Health and Dental Insurance (3)	\$140,960
Life and Disability Insurance	\$12,376
FICA and Medicare Portion	\$85,326
Other	\$12,000
<b>TOTAL</b>	<b>\$1,663,847</b>

## NOTE:

**(1) Includes housing allowances**

**(2) 403(b) plan church contributions of 10% salary for ordained pastors**

**(3) All Pastors receive coverage without contribution; all others contribute 25% of their individual premiums.**

# Missions Summary

	2025 Budget	2024 Actual	Variance	2024 Budget
Missions Giving	\$50,000	\$44,323	\$5,677	\$50,000
Regional Missionary Support	\$64,651	\$54,801	\$9,850	\$53,855
International Missionary Support	\$192,129	\$199,905	(\$7,776)	\$190,929
Outreach Programs - Unallocated	\$17,720	\$1,347	\$16,373	\$5,216
<b>Total Missions Spending</b>	<b>\$224,500</b>	<b>\$211,730</b>	<b>\$12,770</b>	<b>\$200,000</b>

## 2025 Missions Support

Project Mercy / Ethiopia	First Love / Nepal	Hernan Rana / Bolivia	Guaigmi Outreach Costa Rica	Operation Blessing
Jenkis - Wycliffe / Senega	Paul Faina / Romania	Jeri Arnold / Bolivia	Schuman - CRU UNH	Seacoast Family Promise
Nancy Kilpatrick	Wymann / Ukraine	Help for Haiti	UNH - Intervarsity	His Mansion
ChildVoice	Bentleys - Pioneers / Bolivia	S. Bautista / Costa Rica	Megan Congin - CRU	NH Fellowship of Christian Athletes
The Clintons	Saldi / Bolivia	Dr. Frugone / Costa Rica	Young Life	Recovery Church

# 2025 Building Fund Projects

	PROJECTS
Greenland Camera System	\$53,000
Greenland AVLA	\$5,000
Computer Equipment	\$12,000
Greenland Boiler	\$105,000
Website Upgrades	\$10,000
Raymond Parking Lot Paving	\$47,500
Raymond Ramp Replacement	\$10,000
Raymond Walkway and Patio Rehab	\$13,500
<b>TOTAL 2025 PROJECT SPEND</b>	<b>\$256,000</b>

Available Fund Balance	\$9,480
2025 Giving Target	\$250,000
<b>Target Availability</b>	<b>\$259,480</b>

# Articles of Business



## Notice of 2025 Annual Meeting

*To the Members of Bethany Church. The Board of Elders hereby notifies you that the below Articles of Business have been presented for a vote of the Membership by ballot online or during the Worship Service on Sunday, March 2nd, 2025:*

**Article I:** To elect Elders, Nominating Committee Members and Officers of the Board of Elders presented for 2025 as outlined in the 2025 Ministry Plan.

**Article II:** To accept the 2025 Ministry Plan (see letter by Pastor Bruce).

**Article III:** To approve and To authorize the expenditure of the 2025 Operating and Capital Budgets as set forth in the 2025 Ministry Plan.

## 2025 Board of Elders & Nominating Committee Members

The following members were approved by the Elder Board for nomination to the position and term indicated and inclusion in the 2025 annual vote:

### 2025 Board of Elders Officers

**Chair:** *Pauline Maloney*

**Vice Chair:** *Brent Kinsey*

**Secretary:** *Ken Kiper*

**Treasurer:** *Gene Bullis*

### 2025 New (3-yr) Elders

**Jon Chastney**

### 2025 Nominating Committee

**Tom Flaherty**

**John Welch**



# Notice of 2025 Annual Meeting



## Notice of 2025 Annual Meeting

*To the Members of Bethany Church. The Board of Elders hereby notifies you that the below Articles of Business have been presented for a vote of the Membership by ballot online or during the Worship Service on Sunday, March 2nd, 2025:*

**Article I:** To elect Elders, Nominating Committee Members and Officers of the Board of Elders presented for 2025 as outlined in the 2025 Ministry Plan.

**Article II:** To accept the 2025 Ministry Plan.

**Article III:** To approve and authorize the expenditure of the 2025 Operating and Capital Budgets as set forth in the 2025 Ministry Plan.

# Member Ballot

## By Sunday March 2nd, 2025

Signed Ballots must be returned to Bethany Church  
no later than 12:00 pm on Sunday, March 2nd.  
Mail to: 500 Breakfast Hill Road Greenland, NH 03840

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### Bethany Church

of Greenland, New Hampshire

***The Board of Elders hereby notifies you that the below Articles of Business will be presented for a vote of the membership ballot during the Worship Services on Sunday March 2nd, 2025***

**Article I:** To elect Elders, Nominating Committee Members and Officers of the Board of Elders presented for 2025 as outlined in the 2025 Ministry Plan.

Yes     No

**Article II:** To accept the 2025 Ministry Plan (see letter by Pastor Bruce).

Yes     No

**Article III:** To approve and authorize the expenditure of the 2025 Operating and Capital Budgets as set forth in the 2025 Ministry Plan.

Yes     No

Printed Name: \_\_\_\_\_

Printed Address: \_\_\_\_\_

Signature: \_\_\_\_\_

I'm a Bethany Church Member

I'm interested in membership at Bethany Church

