

Bethany Lutheran Church

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<http://www.bethanykaukauna.org>

Rev. Rod Krueger, Pastor

2020 Annual Reports

Bethany Lutheran Church

2020 Officers and Boards

| | |
|--------------------------------------|---|
| President | Bruce Frederick |
| Vice President | |
| Secretary | Cheri Rietveld |
| Board of Elders | Bob Koehler – Director |
| | Joe Kamien |
| | Ron Margelofsky |
| | Wayne Owen |
| | Dan Thorson |
| Board of Church Properties | Sandy Weiland – Director |
| | Jason Fox |
| | Billy Jorgensen |
| | Dave Niesen |
| | Keith Petersen |
| | Richard Pomeroy |
| | Stacey Prodoehl |
| | Terry Stingle |
| | Amos Vanden Heuvel |
| | Bob Wendt |
| Board of Family Ministry | Kris Popp – Director |
| | Verna Hibbard |
| | Danelle Klaver |
| | Bonnie Smith |
| Board of Finance | Lisa Offerman-Cooley – Director/Treasurer |
| | Mary Ann Anderson – Financial Secretary |
| Board of Evangelism | |

Pastor's Annual Report 2020

My service to Bethany began on August 25 and was followed closely by my installation on Sunday, August 30. Since beginning my time as Pastor at Bethany I have been busying myself with service planning, visiting those who are homebound, attending adult Bible studies, teaching 8th grade catechism class, leading worship, calling on members, monthly meetings, a hospital visit, and a circuit meeting via zoom. Oh, and I almost forgot, several drive-through communions among other things.

I have been working with many of our lay leaders, Bruce Frederick, Bob Koehler, Sandy Weiland, and Kris Popp (just to name a few), in order to get the lay of the land here at Bethany. All of them have been very helpful. On Thursday, October 22 and Sunday, October 25, we remembered and celebrated Reformation Day at Bethany. Sunday, October 25 also gave us the joyous opportunity to present Bibles to our third grade students and their families. On October 30, I attended an online Advent Workshop hosted by Concordia, St. Paul. During the Advent and Christmas seasons this year, I will be doing a Midweek Sermon Series based on the Book of Micah. I pray that it will be a blessing to all of us during these seasons of the church year and beyond.

In November and December, I will be visiting members of Bethany individually. These visits will be done in person or virtually depending on member preference. I would also anticipate that these visits would continue well into 2021. Bethany will also host a Thanksgiving Eve service on Wednesday, November 25 at 6:30 p.m. As we continue to deal with the realities of the Corona virus pandemic, we are currently seeking input from members of Bethany regarding our regular worship schedule and our holiday worship schedule. I encourage every member of Bethany to participate in providing us with the requested information, so that we can determine how to best serve our membership and community during this challenging time.

I believe the Pandemic is going to be with us well into 2021, but that does not mean that we cannot continue to serve God, each other, and our community. As we continue to live in the midst of the pandemic, I would like to see us continue to care for one another as Brothers and Sisters in Christ. I also want us to consider how we might serve our neighbor in need in the midst of the pandemic and even beyond.

And just to give you a heads up we will be doing some celebrating in 2021. On Sunday, January 17, 2021, we will be remembering Bethany's charter Sunday as part of our 75th anniversary celebration. In addition, in the spring of 2021 we will celebrate the Rite of Confirmation for several of our students at Bethany.

Thank you for the warm welcome that we have received to Bethany. Thank you for the good meals that were prepared, the kind words, and your thoughts and prayers.

May God Bless and keep you all!
Pastor Rod

Board of Elders Annual Report 2020

Current Board Members: Joe Kamien, Bob Koehler, Ron Margelofsky, Wayne Owen, and Dan Thorson.

The Board of Elders meets monthly to discuss the spiritual needs of the congregation. Areas of discussion also include worship service schedules, ushering, baptism, communion, confirmation, and church membership.

Church Service attendance year-to-date 2,874 (as of 9/16/20)
7,379 in 2019

Worship Schedule

Regular Worship Schedule for November-April: Saturdays-4:30 p.m.
Sundays-9:00 a.m.
Regular Worship Schedule for May-October: Thursdays-6:30 p.m.
Sundays-9:00 a.m.

Special Worship Services scheduled for this fall/winter:

- Thanksgiving Eve Service - November 25, 2020
- Advent Services - December 2, 9, 16, 2020
- Christmas Eve Services at 3:00 p.m., 5:00 p.m.
- Christmas Day Service at 9:00 a.m.

Ushers, Elders, snack counter and collection plate

Bethany's congregation is very blessed to have members who have shared their time and talents throughout the year. We give thanks for the volunteers who assist in both the worship services, fellowship snack area, as well as counting the offerings we receive. If you have an interest in serving the Lord's house as an usher, elder, collection counter, or coffee/snack assistant, please contact the church office or any member of the Board of Elders.

2020 Worship Year in Review

We ended 2019 under a pastoral vacancy with Pastors Ronald Raddatz, Vernon Heim, and Marvin Ahlborn. During the first six months of 2020, Pastor Marvin Ahlborn led worship services. The church elders visited shut-ins monthly January through March, while we were without a full-time shepherd. Bethany and our community experienced a different obstacle when a virus invaded our midst. Covid-19 forced the church to close worship from mid-March to the end of June 2020. Shut-in members were also not visited from March to the time of this writing, per the Health Care Communities recommendation. Bethany Lutheran Church was able to begin online worship services with Vacancy Pastor Ahlborn. In addition, we performed "drive thru" communion under the church awning. Members received the Body and Blood of our Lord beginning with Pastor Ahlborn. In-person worship using social distancing and pew spacing began at the end of June 2020. One church service on Thursday and one service Sunday were utilized and video streaming of Sunday worship continues. At the time of this writing, drive-up communion also continues on the first and third Sunday, in addition to communion offerings in the church sanctuary.

The Bethany Call Committee met in late spring, called, and Pastor Rod Krueger accepted our call. He was installed on August 30, 2020. We rejoice that our prayers were answered and a full-time Pastor is in our midst. A heart-felt thank you to all the pastors that continued to spread God's Word prior to Pastor Rod's installation.

Thanks to all those who prayed for our church and reached out in Christian love to one another. As a result, the Lord provides us strength and courage to continue spreading His Word.

Lastly, Bethany has many giving people who dedicated countless hours during this year of "Different". My heart warms as I think of all the wonderful people that make up Bethany Lutheran Church.

Yours in Christ;
Bob Koehler, Director-Board of Elders.

Statistical Changes through October 26, 2020

| | 2010 | 2018 | 2019 | 2020 |
|-----------------------------------|------|------|------|------|
| Baptized Members | 1086 | 719 | 526 | 509 |
| Confirmed Members | 786 | 562 | 443 | 428 |
| Baptisms | 29 | 7 | 8 | 3 |
| Funerals | 11 | 12 | 3 | 5 |
| Average Weekly Worship Attendance | 279 | 189 | 170 | 78 |

Board of Finance and Stewardship Annual Report 2020

Finance: In review, our previous 12-months (October '19-September '20) offerings were \$91,506 more than our expenses. Even though this sounds great we must remember several items that were very different about this year from other years. 1.) without FTE Pastor 2.) without FTE DFM and 3.) COVID-19.

Each of these on their own can cause unrest but having all 3 took a lot of unique thinking and planning. All of them decreased the total expenses that the church incurred over the year – therefore, benefiting us when Covid shut us down, we rose to the challenge. Providing online church services for our congregation was a fantastic opportunity for us to stay strong and be there for each other, drive through communion – what a great idea, it allowed us to feel like we were still communing together. COVID has taught us a lot, Covid has cost us a lot, Covid has made us change our lives to the not-so-normal. But Bethany is a survivor, we stood strong and stayed strong and look where we are at today! We have a new Pastor and we have a fresh look on a new year to bring glory to our Lord.

We've adjusted some of the budget totals to allow us to grow instead of fall back. Our 2021 Offerings budget is being set about 22% less than last year due to a decrease in offerings received and the unknown future of offerings – offerings for the 2021 budget have been set at \$224,350.

In His Name,

Lisa Offerman-Cooley
Director of Finance

Budget Assumptions for the Year 2020

Salaries & Benefits:

We will carry a total Salaries budget of \$107,750 this year, this total includes us applying for an intern DFM. If we are lucky enough to get a DFM we would not get one until June 2021 so the budget reflects 6 months salary this year and the other 6 months salary will be included in the 2022 proposed budget. Our Benefits budget increased due to adding a FTE pastor to our staff this year and not having that cost while without a Pastor.

Office Expenses:

Office Expenses are projected to be about 8% lower this year.

Education:

Not being able to foresee when we will be getting children back to classrooms, we have decreased the total Education budget by 52% - this was capable through material previously purchased and the ability to use in the future. Currently, we are offering virtual Sunday School materials for our children.

Properties:

We are budgeting the same for the Utilities in the church – due to not having as many services we are seeing lower bills this year.

Maintenance budget is staying the same. We were able to pay back the cost of the Elevator last year and by utilizing multiple generous gifts we were able to complete some much needed projects around the church.

Total Expenses:

The budget shows a decrease in projected expenses from our 2020 Budget right at 22%.

Board of Family Ministry Report 2020

Members: Verna Hibbard, Bonnie Smith, Kris Popp (chair)

Sunday School

For 2019-20, we had an enrollment of approximately 30 enthusiastic Sunday School students. Once March 2020 rolled around, Sunday School was suspended for the rest of the education year. In September, we launched an "at home" Sunday School which made resources available to our families on the church website. We continued using the "Enduring Faith" curriculum which was first adopted in 2019. It is our hope to resume in-person Sunday School sometime in 2021. Thank you to our dedicated Sunday School teachers and helpers. You are a great blessing to our church.

VBS

In early 2020, we made plans to offer "Rocky Railway" Vacation Bible School in July. However, like so many things, we had to put VBS on hold. Right now, the plan is to offer VBS in July 2021. Thank you to Stacy Karle for your leadership in the VBS program.

Midweek

In November 2019, LeAnn Johnson started teaching our "Bible Basics" class for 5th and 6th graders. The purpose of this class is to prepare the children for catechism study and introduce them to practical ways to live out their faith. Sadly, these classes also were suspended starting in March 2020. LeAnn was able to get together with her class a few times over the summer. The class resumed in September 2020. LeAnn is a true servant leader and we so appreciate her sharing her talents with our students and their families.

Youth

Our Wednesday night Youth Bible Study was going strong at the beginning of 2020. Like other programs, we had to suspend in-person sessions of this group in March. Stacy Karle kept meeting with the kids via zoom throughout the spring and summer. The group started meeting in person again in September with Jim Smith. Thank you so much to Stacy and Jim for all your work among our older youth.

Confirmation

In fall 2019, we had four students begin independent confirmation studies with support from Jim Smith and their families. The intent had been to confirm these students in October 2020. Given the current health situation, the students have elected to delay their confirmation until spring 2021.

This September, Pastor Rod began a catechism class for anyone looking to pursue the right of confirmation. Anyone who has not been confirmed in the Lutheran church is welcome to join this group.

Adult Bible Studies

We have three adult Bible studies going at this time. Tuesday morning, Wednesday early evening and Monday night (Men of Bethany). We hope to bring back our Sunday morning Bible study in 2021.

2021 hopes/goals/plans

Like everyone else, my prayer is that 2021 looks more “normal” than 2020 has. Our biggest goal for the year ahead is to work on filling our vacant Director of Family Ministry position. This is a high priority task for early 2021 now that Pastor Rod has had a few months to settle in at Bethany. We pray that we are able to resume in-person Sunday School and Sunday Bible study. We also hope that we can go ahead with VBS in summer. I am reminded that we don’t know what the future holds, but we know that God holds our future.

God keeps your days stable and secure—Isaiah 33:6 - The Message

To God be the Glory +

In Christ,

Kris Popp, Board of Family Ministry, Chair

Board of Church Properties Annual Report 2020

2020 Summary of Church Properties Completed Projects

Finished roof repair and installed heat trace
Jason Fox installed backsplash tiles in basement kitchen
Purchased one new forced air furnace servicing the church offices
Had parking lot resealed
Completed a number of small electrical projects
Completed our technology upgrade and phone system upgrade project
Addressed a number of plumbing issues and replaced some fixtures and toilets
Replaced exterior old wooden cross with a new aluminum cross
Hired Gary Holcomb as our custodian after Terry Kass resigned
Had repairs and maintenance services done to our boiler and air conditioning units

Future Projects

Tenth Street Sign - LED Lighting retrofit for main (top) portion of the sign
Install new furnace that services the offices
Begin LED Lighting Retrofit throughout the building to replace fluorescent lighting
Replace the remaining three forced air furnaces funded with a \$25,000 October 2020 gift
Compile and publish a monetary gift catalogue of projects identified by Bethany Church Properties, including estimated costs. Donors will be able to look at the catalogue and choose what projects they want to fund.

2021 Church Properties Budget

Adding \$10,000 to Contract Services to support the LED Lighting Retrofit Project; all other church properties line items to remain the same as they were for 2020.

Board of Evangelism Annual Report 2020

The Board of Evangelism has been without a Chairperson for the entire year of 2020. We do have some past members of the board willing to continue this activity. Please consider giving your talents to this much needed part of the ministry at Bethany.

We did have some wonderful activities related to the Board's mission of *sharing the Good News of Jesus Christ with others*. Thanks to Joan Borg we had a "Giving Tree" during the Advent time last year. Many of you participated by donating gloves, hats, mittens and scarves to share with needy people in Fox Cities. Members donated 239 pairs of socks, 108 hats, 98 gloves/mittens, and 37 scarves. Donations were evenly distributed between the *Clothes Closet* in Menasha and *Pillars* in Appleton.

A plan is now being made for another Giving Tree during the Advent period this year asking for donations of home staples for our homebound and shut-ins. More information on this activity is coming in the church announcements and newsletters.

A final activity to report on was our "Lenten Denial Offerings" campaign that was to assist Victory Lutheran Church in Gwinn, Michigan. Members were asked to prayerfully consider contributing to the mission of Victory Lutheran Church and its ongoing struggle to bring the Good News of Jesus to its community. We raised \$1,340 in this effort. Victory Lutheran was very thankful to everyone who contributed.

BETHANY LUTHERAN CHURCH

2021 Budget Proposal

11/06/2020

| | 2017 | 2018 | 2019 | Oct19-Sep20 | 2020 Budget | 2021 Budget | Change from 2020 Budget |
|----------------------------------|---------|---------|---------|-------------|-------------|-------------|-------------------------|
| Total 400 Weekly Offerings | 281,821 | 263,151 | 256,173 | #REF! | 288,805 | 224,350 | -22.32% |
| Expenses | | | | | | | |
| 500 Salaries & Benefits | | | | | | | |
| 501 Salaries | | | | | | | |
| 5001 Pastor Salary | 59,771 | 57,346 | 37,999 | 10,741 | 69,785 | 64,000 | |
| 5002 DFM Salary | 28,791 | 38,375 | 15,037 | 925 | 34,560 | 12,000 | |
| 5005 Secretary Salary | 15,236 | 14,955 | 15,537 | 15,474 | 15,925 | 14,400 | |
| 5006 Organist Salary | 9,388 | 9,914 | 9,840 | 6,396 | 12,709 | 8,600 | |
| 5007 Custodian Salary | 3,945 | 3,642 | 4,971 | 3,973 | 5,240 | 6,750 | |
| 5029 Contract Labor-Guest | 2,614 | 2,385 | 5,450 | 15,975 | 2,000 | 2,000 | |
| Total 501 Salaries | 119,746 | 126,617 | 88,835 | 53,485 | 141,238 | 107,750 | -23.71% |
| 502 Benefits | | | | | | | |
| 5040 Moving\Recruiting Expense | 0 | 0 | 2,387 | 4,458 | 7,500 | 0 | |
| 5041 Employers FICA | 2,925 | 2,181 | 2,339 | 2,042 | 2,669 | 2,276 | |
| 5042 Internship Expenses | 157 | 0 | 0 | 0 | 0 | 1,000 | |
| 5051 Concordia Plan Pastor | 30,629 | 27,510 | 2,361 | 24 | 24,111 | 34,196 | |
| 5052 Concordia Plan DFM | 7,217 | 14,378 | 5,149 | 0 | 11,981 | 0 | |
| Total 502 Benefits | 40,927 | 44,069 | 12,236 | 6,524 | 46,261 | 37,472 | |
| Total 500 Salaries & Benefits | 160,673 | 170,686 | 101,070 | 60,009 | 187,499 | 145,222 | -22.55% |
| 510 Office Expenses | | | | | | | |
| 5031 Mileage Pastor | 2,292 | 1,800 | 1,781 | 2,147 | 2,000 | 2,000 | |
| 5150 Office Supplies | 2,823 | 2,823 | 2,695 | 2,603 | 3,500 | 3,500 | |
| 5151 Postage | 573 | 551 | 1,814 | 1,541 | 1,200 | 1,200 | |
| 5159 Computer Hdw, Sfw & Support | 1,255 | 1,337 | 2,166 | 8,398 | 1,000 | 1,000 | |
| 5165 Advertising | 172 | 326 | 326 | 76 | 300 | 300 | |
| 5170 Conventions Pastor | 2,000 | -3,024 | 0 | 0 | 500 | 500 | |
| 5171 Conventions DFM | 500 | 187 | 0 | 0 | 200 | 0 | |
| 5172 Mileage DFM | 0 | 0 | 0 | 0 | 500 | 0 | |
| Total 510 Office Expenses | 9,616 | 4,000 | 8,782 | 14,767 | 9,200 | 8,500 | -7.61% |
| 511 Worship | | | | | | | |
| 5101 Church Supplies | 4,074 | 3,166 | 3,733 | 3,452 | 3,000 | 3,000 | |
| 5104 Music | 0 | 784 | 175 | 459 | 500 | 500 | |
| Total 511 Worship | 4,074 | 3,950 | 3,908 | 3,911 | 3,500 | 3,500 | 0.00% |
| 512 Youth | | | | | | | |
| 5107 Youth Outreach | 368 | 581 | 157 | 0 | 1,000 | 0 | |
| 5109 National Youth Gathering | 0 | 1,325 | 0 | 0 | 1,325 | 0 | |
| Total 512 Youth | 368 | 1,906 | 157 | 0 | 2,325 | 0 | -100.00% |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |

| 11/06/2020 | | | | | | | |
|--|----------------|----------------|----------------|----------------|----------------|----------------|-------------------------|
| | 2017 | 2018 | 2019 | Oct19-Sep20 | 2020 Budget | 2021 Budget | Change from 2020 Budget |
| 520 Education | | | | | | | |
| 5201 Sunday School | 3,560 | 3,559 | 1,196 | 433 | 4,500 | 2,000 | |
| 5202 Mid Week | 479 | 385 | 153 | 100 | 500 | 250 | |
| 5203 Youth Adult | 503 | 794 | 69 | 0 | 500 | 250 | |
| 5204 Vacation Bible School | 811 | 0 | 254 | 218 | 750 | 300 | |
| 5205 General | 0 | 0 | 0 | 0 | 0 | 0 | |
| 5206 Bibles & Library | 204 | 11 | 12 | 0 | 350 | 300 | |
| 5207 Cradle Roll | 8 | 0 | 0 | 0 | 400 | 200 | |
| 5208 Confirmation | 482 | 1,113 | 413 | 210 | 450 | 250 | |
| 5209 Family Ministry | 857 | 1,221 | 35 | 311 | 1,450 | 750 | |
| 5210 Adult Education | 1,393 | 719 | 486 | 194 | 1,100 | 500 | |
| Total 520 Education | 8,296 | 7,802 | 2,618 | 1,466 | 10,000 | 4,800 | -52.00% |
| 530 Missions & Evangelism | | | | | | | |
| 5301 NW District Payments | 25,796 | 25,620 | 23,844 | 21,245 | 21,604 | 19,942 | |
| 5302 Evangelism & Local Missions | 4,552 | 0 | 13 | 0 | 5,426 | 4,986 | |
| 5303 SS & Midweek Missions | 0 | 0 | 0 | 0 | 0 | 0 | |
| 5305 Stephen Ministry | 76 | 62 | 283 | 0 | 350 | 0 | |
| 5306 Synodical | 550 | 292 | 1,193 | 0 | 1,500 | 0 | |
| Total 530 Missions & Evangelism | 30,973 | 25,974 | 25,333 | 21,245 | 28,880 | 24,928 | |
| 540 Properties | | | | | | | |
| 541 Utilities | | | | | | | |
| 5404 Electric Church | 6,777 | 8,045 | 5,280 | 5,032 | 7,500 | 7,500 | |
| 5405 Water Church | 1,704 | 1,529 | 1,641 | 1,756 | 2,200 | 2,200 | |
| 5406 Telephone Church | 6,695 | 7,161 | 5,654 | 4,741 | 6,700 | 6,700 | |
| 5407 Gas Church | 3,669 | 4,429 | 4,722 | 4,043 | 5,200 | 5,200 | |
| Total 541 Utilities | 18,846 | 21,164 | 17,297 | 15,572 | 21,600 | 21,600 | 0.00% |
| 542 Other | | | | | | | |
| 5401 Contract Services | 4,160 | 3,696 | 4,296 | 4,896 | 5,000 | 5,000 | |
| 5402 Maintenance Supplies | 1,464 | 2,926 | 2,825 | 6,845 | 2,500 | 2,500 | |
| 5403 Repairs & Supplies | 1,026 | 1,758 | 3,981 | 5,802 | 2,800 | 2,800 | |
| 5410 Insurance Prop and Gen Liab | 4,737 | 4,879 | 5,232 | 4,976 | 5,500 | 5,500 | |
| 5421 Building Improvements | 3,000 | 2,250 | 0 | 0 | 0 | 0 | |
| 5423 Parking Lot Improvements Fund | 2,000 | 1,500 | 0 | 0 | 0 | 0 | |
| 5424 Air Conditioning Fund | 4,000 | 3,000 | 0 | 0 | 0 | 0 | |
| Total 542 Other | 30,387 | 20,009 | 16,334 | 22,520 | 25,800 | 15,800 | -38.76% |
| Total 540 Properties | 49,233 | 41,173 | 33,631 | 38,091 | 47,400 | 37,400 | -21.10% |
| Total Expenses | 263,233 | 255,492 | 175,500 | 139,490 | 288,805 | 224,350 | -22.32% |
| Net Income | 18,588 | 7,659 | 80,673 | 95,812 | 0 | 0 | |
| | | | | | | | |

BETHANY LUTHERAN CHURCH: "DELEGATION OF AUTHORITY"

The purpose of this document is to define spending approval limits for various groups or individuals at Bethany in order to provide a functioning congregation with proper "due diligence" in decision making for expenditures.

- 1) The Voters have the ultimate authority to approve funds for any expenditure, at any level. A simple majority of voters at a meeting can approve expenditures. However, the congregational Bylaws (Article 111-Number 5) states that "A two-thirds majority of votes cast shall be required for the approval of building construction, the purchase of property, or the sale of property." Property is defined as building or land.
- 2) The Council, acting on behalf of the Congregation, shall be given the authority to approve expenditures of budgeted or non-budgeted items other than building or land to the maximum of \$7,500. Above that amount, the approval of the Voters will be sought.
- 3) The only exception to number 2 is if the Council is dealing with an emergency request or situation which demands immediate action or if the situation is funded through emergency funding by the congregation. (Example: Roof repair)
- 4) The Director of the Board of Church Properties shall have the authority to approve emergency expenditures up to \$5,000 without approval from the Council or Voters to ensure a proper functioning building or land. Expenditures above that amount must follow all of the above principles.
- 5) Staff of Bethany (secretary and custodian) can expend funds for normal supplies for daily operations. However, they cannot spend more than \$100 for items beyond normal supplies without the approval of the Treasurer.
- 6) Called Staff of Bethany can expend funds for their normal supplies for daily operation. However, they cannot spend more than \$250 for items beyond normal supplies without the approval of the Council. (Exceptions to this include expenditures for Council approved travel such as hotel and airfares.)

February 2020: Delegation of Authority

Annual Meeting Voters' Assembly

November 8, 2020

- I. Opening Prayer
- II. Pastor Rod Krueger Report
- III. Director and Committee Reports
 - a. Board of Elders – Bob Koehler
 - b. Board of Finance – Lisa Offerman-Cooley
 - c. Board of Family Ministry – Kris Popp
 - d. Board of Church Properties – Sandy Weiland
 - e. Board of Evangelism –
- IV. Election of Directors
 - a. Board of Elders – Bob Koehler
 - b. Board of Finance – Lisa Offerman-Cooley
 - c. Vice President -
 - d. Board of Evangelism -
- V. Business Concerns – Approval of 2021 Budget
- VI. New Business
 - a. Delegation of Authority – Bruce Frederick
 - b. LED Lighting Project – Sandy Weiland
 - c.
- VII. Read and approve minutes of Annual Meeting
- VIII. Adjournment and Closing