

BETHEL CHURCH

Annual Family Business Meeting 2025

OVERVIEW

VOTING INFORMATION

The 2025 Annual Family Business Meeting is on Sunday, June 22nd at 4P in the Richland auditorium. Bethel members will cast their votes in person directly following the meeting.

This year's voting topics are as follows:

1. Elder Candidate, Steven Wallace
2. Reaffirmation of Elder, Dave Dawson
3. Church Facilities Deacon Candidate, Jeff Stevenson
4. Proposed Annual Operating Budget
5. Richland Land Sale Proceeds
6. Amendments

A FEW NOTES:

1. Voting will take place in person at the Richland campus; there is not an online option.
2. The 2024-2025 Finance Commission was led by Bob Lagonegro (Finance Deacon) and included Brian Ace, Blaine Carr, Ruth Franz, Paul Hansen (treasurer), Matt Sammons (staff), Rachal Carr (staff), Kent Ladendorf (staff) and Scott Godwin (Elder).
3. The financial process: Bethel church has multiple financial checks and balances. Overall, it may be viewed as a three-legged stool. The first leg is administrative staff (Executive Team, Accounts Payable, Accounts Receivable, etc.). The second leg is the Finance Commission. The third leg is the Bethel Elders. Together, these three legs collaborate to plan and execute the church's budget.

VOTING TOPICS

This year's voting topics are as follows:

SECTION 1 **Elder Candidate** | Steven Wallace

SECTION 2 **Elder Reaffirmation** | Dave Dawson

SECTION 3 **Deacon Candidate** | Jeff Stevenson

SECTION 4 **Budget** | Proposed Annual Operating Budget for 2025 – 2026

SECTION 5 **Land Sale Proceeds**

SECTION 6 **Amendment**

SECTION 1

Elder Candidate

Steven Wallace:

A Message from the Bethel Elders:

We're excited to share that Steven Wallace is being presented as a candidate for Bethel Elder.

Our elders are entrusted with providing spiritual guidance and direction for Bethel Church. After a thorough vetting process and much time in prayer, the Elder Board is united in pre-

Meet Steven Wallace:

Family:

My wife, Jessica, and I have been married for over a decade, and we're raising three amazing kids—Atalie (10), Reece (8), and River (6).

Time at Bethel:

We've been part of the Bethel family for 15 years.

Leadership & Service at Bethel:

Over the years, I've had the privilege of serving in a variety of ways—first as a missionary in East Asia, then as Bethel's Executive Pastor, and now as a mental health counselor, partnering with Bethel. I've also been actively involved in leading and participating in small groups and volunteering with Global Outreach.

My Journey with Jesus:

I came to know Christ early in life, but it wasn't until college at Washington State University—through my involvement with CRU—that I really began to understand what it means to follow Jesus authentically. Like many, I went through a season of chasing fulfillment in relationships, experiences, and success, only to realize how temporary those things are.

Through these struggles, God gently revealed that true fulfillment comes only through Him. As I surrendered more areas of my life to Christ, He began to transform my priorities and purpose. What started as seeking personal happiness evolved into finding joy in serving others.

That transformation has shaped my career—moving from engineering, to ministry, to mental health counseling—all of which reflect my growing passion to walk alongside people in their own journeys.

Looking back, I can see how God has used every step—even the hard ones—as preparation to serve His Kingdom. I recognize how each step of my journey, whether seemingly forwards or backwards at the time, was part of God's larger plan to equip me for ministry.

Why I'm Willing to Serve as an Elder:

Throughout my life I've discerned God's will by responding to doors He opens rather than trying to force my own way. When the Elder Board approached me about joining them, I recognized this as one of those open doors. I believe my spiritual gifts, past personal and professional experiences, along with my people-oriented heart, have prepared me for this role. I trust the discernment of our leadership and am ready to serve our church community in this capacity if affirmed by the congregation.



SECTION 2

Elder Reaffirmation

Dave Dawson:

A Message from the Bethel Elders:

After a time of prayer, reflection, and thoughtful reassessment, the Elder Board is united in presenting Dave for reaffirmation. We're grateful for his faithful leadership and are confident in his continued service in a second term as a Bethel Elder.

Meet Dave Dawson:



Family:

Joy and I have been married for 38 years. We have two sons: Mike, who is married to Victoria and together they have a son, Oliver; and Luke, who is married to Sunpreet.

Time at Bethel:

We've been part of the Bethel family for 24 years.

Leadership & Service at Bethel:

I am currently serving as the Mentoring Pastor here at Bethel. I have also served as the Richland Campus Pastor, the Director of Leadership Development, the West Pasco Campus Pastor and the Global Outreach Director

My Journey with Jesus:

My father made a career of the military and as a result I grew up living all over the world. We grew up Catholic but rarely made it to church. In the eighth grade, my dad went to Vietnam and our family moved to Kennewick to be near relatives. During that time, my uncle shared the gospel with me and I began to follow Jesus. I started attending Bethel while I was in college.

Why I'm Willing to Serve as an Elder:

We returned to the Tri-cities in 2001 and I came back on staff at Bethel as the Global Outreach Director. When we decided to expand our local outreach, I became involved in starting the campuses in Pasco and Prosser. Over the years, I also pastored at both campuses until the Lord brought us excellent young men to lead those churches. I have been fully at the Richland campus for the past four years and am currently serving as the Mentoring Pastor. My desire to join the elder board stems from my desire to help support the next generation of leaders and to make our church as healthy and vibrant as God can make us.

SECTION 3

Deacon Candidate

CHURCH FACILITIES DEACON CANDIDATE

Jeff Stevenson:

A Message from the Bethel Elders:

This new deacon role supports the Operations Director in keeping Bethel's facilities safe, functional, and welcoming—while also helping with volunteer teams for projects and maintenance.

With consistent affirmation from staff, congregation members, and through our own experience with him, the Elder Board is united in presenting Jeff as a candidate for Church Facilities Deacon.

Meet Jeff:

My wife and I have been married 26 years and have four girls. 13, 10, and twin 6 year olds. I met my wife in the church that she grew up in and I became a Christian. Through various moves with my former career as management with Les Schwab and my wife's career in the military, we were part of many different churches. In 2021, after finishing our time in the military we moved to the Tri-Cities to be closer to family and heard about Bethel from friends. It was the first church we visited and very quickly became home for us.

As we are now settled and plan on being here long term to raise our family, I was able to connect and serve more consistently. I am currently part of the team that does Christmas for Everyone, Men's Bible Study, and am part of a small group.

As a stay-at-home father my priorities have been with my children, however now that my youngest are school aged, I have been able to help more around the church. I look forward to working with Bethel staff and other members to keep our facilities looking great and well maintained. I hope to utilize my gifts and those of other willing people to make this happen to the best of my ability through the programs we have set up in the church.



SECTION 4

Budget

2025-2026 PROPOSED OPERATING BUDGET

| | Current Year Budget | Budget Proposal |
|--|------------------------|---------------------|
| Budget Inflows | 3,200,000 | \$3,000,000 |
| | 2024-25 | 2025-26 |
| | | |
| Payroll & Outsourced Operations | \$ 1,815,000 | \$ 1,741,000 |
| Property & Liability | \$ 488,000 | \$ 522,000 |
| Outreach (Local & Global) | \$ 320,000 | \$ 270,000 |
| Information Technology + Licenses | \$ 110,000 | \$ 148,000 |
| Sunday Services (Production, Worship) | \$ 78,940 | \$ 64,275 |
| Office (Copiers, Background Checks, etc) | \$ 57,000 | \$ 43,000 |
| Next Gen (Kids, Middle & High School) | \$ 37,000 | \$ 46,500 |
| Adult (womens, mens, small group) | \$ 22,000 | \$ 18,000 |
| Connections & Communications | \$ 27,560 | \$ 26,025 |
| Finance + Staff Development + Elders | \$ 38,500 | \$ 38,500 |
| Discretionary & Contingency | \$ 160,000 | \$ 35,000 |
| Ministry Expense Accounts | \$ 9,400 | \$ 8,700 |
| Bethel Institute/Church-wide Events | \$ 6,600 | \$ 9,000 |
| Capital Reserve | \$ 30,000 | \$ 30,000 |
| TOTAL | \$ 3,200,000 | \$ 3,000,000 |
| | | |

SECTION 5

Land Sale Proceeds

Richland Land Sale Proceeds – Recommended Allocation

In 2023, our congregation approved designating \$1 million of the first payment from the Richland land sale to a newly created Capital Reserve Fund. This fund supports the long-term stewardship of our facilities by covering major maintenance or replacement needs that fall outside of our annual budget. Already, it has helped us install new sound systems and replace HVAC units in the HUB and Auditorium.

In May, we received the final payment of \$679,900, bringing the total remaining unallocated proceeds to \$918,203. We are recommending the following allocation:

- \$70,000 tithed to Local & Global Outreach (from the final payment)
- \$548,203 to the Capital Reserve Fund
- Up to \$300,000 to supplement the 2025–2026 Operating Budget,

This approach allows us to stay faithful to our mission, and provides for flexibility in how we support both current ministry and long-term facility needs.

A Few Details About the Capital Reserve Fund

- If this vote is approved, the Capital Reserve Fund will total approximately \$850,000.
- We've developed projections for all major and recurring capital needs over the next 10+ years.
- Between now and 2029, we anticipate around \$1.6 million in expenses. These include: remaining HVAC unit replacements, original flooring and carpet, fire suppression system upgrades, required elevator improvements, Bethel grounds projects, and roof repairs
- As we work toward a long-term goal of regularly funding the Capital Reserve through the Operating Budget, this allocation helps bridge the gap—allowing us to address essential repair and replacement needs.

A Few Details About The Potential Operating Budget Subsidy

As part of this year's budget planning, we're recommending approval to subsidize the 2025–2026 budget with up to \$300,000 from the Richland land sale proceeds, if needed.

While attendance at Bethel is growing and engagement is increasing, we recognize that spiritual growth—especially in the area of generosity—takes time. Our congregation today is smaller than it was a decade ago, yet we continue to steward a large building and grounds.

The proposed \$3 million budget reflects thoughtful reductions. Based on healthy church metrics and the ministry we believe God is calling us to do through Bethel, we believe our current staff and budget is right-sized for our mission—and it's time to invest intentionally.

We're committed to cultivating a culture of generosity that reflects our Bethel value of Generous Lives. We see our time, talents, and resources as kingdom resources to love and serve God and others. Through upcoming sermons, small groups, the Bethel Summit, and other opportunities, we aim to grow as disciples who live generously in every area of life.

Approving this potential subsidy allows us to do that well, while continuing to serve, grow, and lead as a church on mission.

SECTION 6

Amendment

A LETTER FROM ELDERS

Dear Bethel Congregation:

The Elders hereby recommend, and submit to you for congregational vote, a revision of our Constitution that allows us the flexibility to carry out the executive functions of the church under the leadership of an Executive Director. This position would replace the Executive Pastor role that we currently have in our Constitution. The reason for the change is to more accurately describe the job, which is in essence that of a chief of staff who works closely with the Lead Pastor to manage the staff well.

You may recall that in 2022, we amended the Constitution to allow us to carry out the executive functions using either an Executive Pastor or an Executive Team. We have used the latter for the past two years, and this model has worked well for us. However, we believe that the lead position is better cast as that of a director, rather than a Pastor, in that it really requires a director skill set. And, in our immediate context, one member of our current Executive Team, Rachal Carr, has masterfully taken on much of the Executive responsibility and would become our first Executive Director, if this amendment is approved.

In keeping with the Bethel Church Constitution, we are calling for a congregational vote to approve these amendments at the June 22, 2025 Annual Family Business Meeting. Please find the exact text changes that are proposed on the following pages.

Sincerely, The Bethel Elders

BETHEL CHURCH CONSTITUTION AND BYLAWS



Note - Proposed new text is highlighted in yellow and text to be deleted is marked by “strike throughs”.

ARTICLE VII – OFFICERS OF THE CHURCH

Section 1 - The officers of the church shall be the Church ~~Chairman~~ **Chair**, Church Vice-~~Chairman~~ **Chair**, Secretary, and Treasurer. Where the law requires action by “trustees” the Officers of the Church shall be known as the “Board of Trustees” and its members as “Trustees”.

Bylaws

ARTICLE I - MEMBERSHIP

SECTION 1 - ADMISSION INTO MEMBERSHIP

B. Staff Membership – Any nonmember who accepts a job at Bethel shall complete the membership process within six (6) months of joining staff. The membership values, requirements, and expectations shall be clearly communicated to all employees prior to hiring. The Senior Pastor and his spouse, the ~~Executive Pastor~~ **Executive Director** and his/**her** spouse, and Campus Pastors and their spouses will automatically become members on their employment start date. This requirement does not apply to Kids Express Preschool staff, on-call employees, or childcare workers.

ARTICLE II – CHURCH STAFF

SECTION 1 - GENERAL

The church staff shall consist of a Senior Pastor, Campus Pastors, ~~Executive Pastor~~ **Executive Director**, and ministry staff. In addition to qualification for their specific assignment, they shall have demonstrated appropriate Christian character and values.

SECTION 2 - QUALIFICATIONS

C. – ~~Executive Pastor~~ **Executive Director** – The ~~Executive Pastor~~ **Executive Director** shall be a man who has been called by God and is equipped by natural and spiritual gifts, to oversee the general administration of the church. At the discretion of the Bethel Elders, an “Executive Team” may be utilized in lieu of an ~~Executive Pastor~~ **Executive Director** based on the needs of the organization. Executive Team members are senior staff, who fill a portion of the ~~Executive Pastor~~ **Executive Director** role they are collectively fulfilling. For the purposes of this document, the terms “~~Executive Pastor~~ **Executive Director**” and “Executive Team” are interchangeable.

SECTION 3 - DUTIES

A. – Senior Pastor – The Senior Pastor shall be devoted to the service of the church, preaching and teaching the Word of God, administering the ordinances, and faithfully giving himself to pastoral work. All staff and deacons shall be subject to his supervision. He shall have the discretion to delegate his supervisory duties, as is necessary to allow him to perform his other duties. He shall be a member of the Bethel Elders but may not serve as its ~~Chairman~~ **Chair**, nor serve as any other church officer. He shall be a member of any commission for ministry or special committee(s) of his choosing.

B. – Campus Pastor – A Campus Pastor shall be devoted to the service of the church, preaching and teaching the Word of God, administering the ordinances, and faithfully giving himself to pastoral work. All campus staff and campus deacons shall be subject to his supervision. He shall be a member of the Campus Elders for his campus but may not serve as Campus Elder ~~Chairman~~ **Chair**.

C. – ~~Executive Pastor~~ **Executive Director** or Executive Team – The ~~Executive Pastor~~ **Executive Director** (or Executive Team) is responsible for the daily administration of the church. He/**she** (they) shall be responsible for motivation, supervision and direction of the ministry staff and shall annually report on staff performance to the Bethel Elders.



BETHEL CHURCH CONSTITUTION AND BYLAWS

C. Cont - During times when there is an ~~Executive Pastor~~ **Executive Director** (and no Executive Team):

- a. He/**she** shall serve as Church ~~Chairman~~ **Chair** and report to the Senior Pastor and/or Bethel Elders at the discretion of the Bethel Elders.
- b. He/**she** shall be a member of any commission for ministry or special committee(s) of his/**her** choosing.

During times when an Executive Team is fulfilling the responsibilities of the ~~Executive Pastor~~ **Executive Director**:

The Executive Team member who oversees the administrative operations of the church shall function as the Church ~~Chairman~~ **Chair**.

D. - The Bethel Elders are responsible for ensuring that all ~~Executive Pastor~~ **Executive Director** responsibilities are divided amongst Executive Team members.

G. - The non-staff Bethel Elders will review the effectiveness of the Executive Team on an annual basis one month prior to the annual business meeting and present their findings to the Bethel Elders. For the Executive Team to continue into the next fiscal year, a Bethel Elder vote of approval must occur. If the vote is not approved, then a search for an ~~Executive Pastor~~ **Executive Director** must occur forthwith.

Additional ~~Executive Pastor~~ **Executive Director** (or Executive Team) duties include:

J. - Approve non-elected members of church wide (~~multi-campus~~) commissions and committees. Non-elected members of campus specific commissions and committees are approved by the respective Campus Pastor.

L. - Submit proposed changes in church policy within the limits of the Constitution and Bylaws for Bethel Elder approval. At their discretion, the Bethel Elders may delegate policy approval on a policy-by-policy basis to the ~~Executive Pastor~~ **Executive Director** or a ministry commission.

D. Ministry Staff – The ministry staff shall consist of Pastors (other than the Senior Pastor **and**, Campus Pastors, ~~and Executive Pastor~~), Directors, and others that the church employs to carry out the ministries of the church. The ~~Executive Pastor~~ **Executive Director**, or his/**her** designated ministry staff, shall supervise the performance of the ministry staff. Ministry staff shall be members of any commissions functioning in their areas of ministry.

SECTION 4 - HIRING

B. - The ~~Executive Pastor~~ **Executive Director** shall be hired upon the recommendation of the Bethel Elders. A public forum shall be held for an ~~Executive Pastor~~ **Executive Director** candidate who is not a member of the church prior to hiring. If an Executive Team is in place, members of the Executive Team shall be approved by the Bethel Elders.

C. - Campus Pastors and senior staff shall be hired by the Bethel Elders. For the purposes of this document, the term “senior staff” is defined by the Bethel Elders and may change over time based on Bethel’s organizational structure. All other ministry staff shall be hired by the ~~Executive Pastor~~ **Executive Director**. A public forum shall be held for Campus Pastors and senior staff who are not a member of the church prior to hiring.

SECTION 5 - TERMINATIONS

B. - ~~Executive Pastor~~ **Executive Director** – The ~~Executive Pastor~~ **Executive Director** may be terminated by the Bethel Elders.

C. - Ministry Staff – Ministry staff may be terminated by the staff person assigned administrative authority over them with the approval of the Senior Pastor and ~~Executive Pastor~~ **Executive Director**, or by the Bethel Elders. The termination of Campus Pastors and senior staff shall be approved by the Bethel Elders. The termination of other Pastors or Directors shall be reported to the Elders.



BETHEL CHURCH CONSTITUTION AND BYLAWS

ARTICLE III - AUTHORITY OF THE CONGREGATION

Section 1 – Ultimate authority and responsibility for church decisions reside in the congregation, acting in a lawful business meeting as described in Article VIII of the Bylaws. The congregation may review, reverse, or modify any action or decision of the Elders, the Senior Pastor, the ~~Executive Pastor~~ **Executive Director**, or any commission, committee, or officer of the church. The congregation shall have sole authority to:

- A. Adopt and amend the church budget.
- B. Authorize the incurring of indebtedness on the part of the church.
- C. Elect Bethel Deacons and Bethel Elders (Campus Deacons are elected by the members of the respective campus).
- D. Hire or terminate the Senior Pastor.
- E. Establish or discontinue permanent commissions for ministry.
- F. Acquire or dispose of church real property or interest therein.
- G. Amend the Constitution and Bylaws.
- H. Resolve issues referred by the Bethel Elders.

ARTICLE IV - OFFICERS

Officers of the church shall consist of a Church ~~Chairman~~ **Chair**, a Church Vice-~~Chairman~~ **Chair**, a Treasurer, and a Secretary. The ~~Executive Pastor~~ **Executive Director** shall be the Church ~~Chairman~~ **Chair**. The ~~Chairman~~ **Chair** of the Bethel Elder Board shall be Church Vice ~~Chairman~~ **Chair**. The Treasurer and Secretary shall be appointed by the Bethel Elders.

SECTION 1 - CHURCH ~~CHAIRMAN~~ **CHAIR** DUTIES

The Church ~~Chairman~~ **Chair's** duties shall include:

- A. Preside at all church business meetings.
- B. Preserve all official correspondence and legal documents of the church.

SECTION 2 - CHURCH VICE-~~CHAIRMAN~~ **CHAIR** DUTIES

The Church Vice-~~Chairman~~ **Chair's** duties shall include:

- A. Assist the Church ~~Chairman~~ **Chair** in his/**her** duties.
- B. Assume the duties of the Church ~~Chairman~~ **Chair** in his/**her** absence.

SECTION 3 - TREASURER DUTIES

- F. Work with the ~~Executive Pastor~~ **Executive Director** to submit an annual budget for approval.

SECTION 4 - SECRETARY DUTIES

- C. Assist the Church ~~Chairman~~ **Chair** to preserve all official correspondence and legal documents of the church.
- E. Carry out duties as assigned by the Church ~~Chairman~~ **Chair** or Church Vice-~~Chairman~~ **Chair**.

ARTICLE V - ELDERS

SECTION 3 - ELDER BOARD ~~CHAIRMAN~~ **CHAIR**

Each Elder board shall select from among their members the ~~Chairman~~ **Chair** of the Elder Board. The ~~Chairman~~ **Chair** of the Bethel Elder Board will also serve as the Church Vice-~~Chairman~~ **Chair**. The ~~Chairmen~~ **Chair** shall prepare the meeting agendas, direct the meeting discussion, and appoint sub-committees as needed. The Senior Pastor, ~~Executive Pastor~~, and ministry staff cannot serve as ~~Chairman~~ **Chair** of ~~any~~ **the** Elder board.

BETHEL CHURCH CONSTITUTION AND BYLAWS



SECTION 8 - BETHEL ELDER DUTIES

- D. Review, evaluate, and encourage the ministry of the Senior Pastor and ~~Executive Pastor~~ **Executive Director**.
- E. Make the final decision for hiring and termination of the ~~Executive Pastor~~ **Executive Director**, ~~Campus Pastors~~, and senior staff. Provide input for the hiring and termination of ministry staff.
- H. Approve policies as submitted by the ~~Executive Pastor~~ **Executive Director**.

ARTICLE VII - DEACONS AND COMMISSIONS FOR MINISTRY

SECTION 2 - BETHEL DEACON ELECTION AND TERM

Names of prospective Bethel Deacon candidates shall be submitted to the ~~Executive Pastor~~ **Executive Director** one month prior to the annual business meeting by any member of the church. All names will be considered by the ~~Executive Pastor~~ **Executive Director** and Bethel Elder Board. The selected candidate for each Bethel Deacon position will then be presented to the members two (2) weeks prior to a business meeting where they will be voted on. Approval is by a simple majority of those members present and voting. Bethel Deacons shall be elected to a three (3) year renewable term.

SECTION 4 - DUTIES

The Deacon's duties shall include:

- D. If serving as Chair of a commission, appoint members to the commission as needed subject to the approval of the ~~Executive Pastor~~ **Executive Director** for Bethel commissions or the appropriate Campus Pastor for campus commissions.

SECTION 5 - REMOVAL FROM OFFICE

If a Bethel Deacon or commission member willingly neglects their duties or is guilty of conduct that impairs their service in office, the ~~Executive Pastor~~ **Executive Director**, with approval of the Bethel Elders, may remove such a person from their position. If a Campus Deacon or commission member willingly neglects their duties or is guilty of conduct that impairs their service in office, the respective Campus Pastor, with approval of the respective Campus Elders, may remove such a person from their position.

SECTION 6 - VACANCIES

Vacancies in Deacon positions may be filled through appointment by the ~~Executive Pastor~~ **Executive Director** and Bethel Elders for Bethel Deacons or by the respective Campus Pastor and the respective Campus Elders for Campus Deacons. This appointment shall expire at the next annual business meeting.

ARTICLE VIII - BUSINESS CONDUCT

SECTION 3 - SPECIAL BUSINESS MEETINGS

Special business meetings may be called by the Senior Pastor, ~~Executive Pastor~~ **Executive Director**, the Bethel Elders or by written request to the Bethel Elders by fifteen percent (15%) of the eligible voting membership of the church. Notice of such meeting and the purpose for which it is called must be given from the pulpit at least one (1) week prior to said meeting.