

## APPLICATION FOR MISSION GRANT

### APPLICANT INFORMATION

Name of congregation: Bethel Lutheran Church

Street Address: 2525 Alemany Blvd.

City, state, zip: San Francisco, CA 94112

Telephone: 415-587-2525 Fax:

Contact person's name/position: Ed Krueger

Contact person's signature: *Ed Krueger*

Project leader's name/position: Ed Krueger

Project leader's signature: *Ed Krueger*

District name: CNH

District executive's name/position: Rev. Ed Krueger, Assistant to the President,  
Missions

District executive's signature: *Ed Krueger*

#### I. Description of the Congregation

- Year incorporated or proposed organizational date: Summer of year 2000--  
inception of Hispanic ministry
- Statistics for previous five years (if applicable): not applicable

## II. Proposal

### **Regional Hispanic Mission**

**Background:** After working with a number of churches in the inner city of San Francisco, Bethel Lutheran indicated an interest to revive a ministry to the community. After two years of work with the aging congregation (average age is over 60; about 40 people active), Rev. John Cassidy and the leadership agreed to a cross-cultural outreach.

I ordered a demographic study of the neighborhood. The study indicated a large population of Chinese, Philipinos, and Hispanic. The Hispanic population showed the most promise with their areas of travel coinciding with the location of the congregation.

Bethel has been in the San Francisco area for over 72 years. It is a declining Anglo congregation; an island in the inner city. But there is a desire to reach out to their community. They already have done some of this in their rental of their facility to a Korean non-Lutheran congregation. They know their future is to die and be resurrected in a way congruent with the community.

**Synopsis:** This grant seeks to help fund initial support for a regional Hispanic missionary who will establish four Hispanic ministries within five years, three of which will become independent congregations that will endeavor to begin other Hispanic missions.

The role of the Regional Hispanic Missionary is to assist and prepare each mother congregation to serve as a base for developing a Hispanic mission. This will be done, after analysis of the demographic and psychographic considerations, by development of a Hispanic core group in each area of ministry beginning, the first year, at Bethel Lutheran Church, San Francisco, and expanding in years three and following to San Jose, Salinas, and Watsonville.

Secondly, the Regional Hispanic Missionary will work with the Anglo component of the mother church to bring in and educate second generation Hispanic people. It is believed that the emphasis on second generation Hispanic will lead to the development of a mature leadership base while not neglecting the first generational emotional and spiritual needs.

Third, the Regional Hispanic Missionary will conduct worship services at an early date because of the importance of such by the Hispanic culture. Indigenous leaders will be trained in various aspects of ministry. TEE will be started once leaders emerge.

Fourth, the Regional Hispanic Missionary will interpret the work and direction of this ministry to the Anglo church, to the circuit and district.

Fifth, the Regional Hispanic Missionary will work as part of a team both with the Anglo pastor at Bethel and subsequent churches but also with the Hispanic leadership. The goal is for the Regional Hispanic Missionary to divest himself of many areas of ministry once the lay leadership is ready to assume such responsibilities.

The main focus of the Regional Hispanic Missionary is to raise indigenous leadership so that unchurched Hispanic people in the area of Bethel Lutheran , San Francisco, and other subsequent locations, might hear the message of Christ and be enfolded into the church.

Year One goals include the calling of the Hispanic candidate, Jesus Astorga, candidate at the Fort Wayne seminary, and establishing a Hispanic presence through the congregation of Bethel Lutheran in downtown San Francisco.

Goals for year two include developing a worship attendance at a Hispanic worship service of 40 individuals, raising up 3 leaders, and beginning three small groups.

Goals for year three include allowing the indigenous lay workers to conduct much of the ministry at Bethel, freeing up time to begin a second and third Hispanic ministry presence elsewhere within the CNH District.

Please see the POSITION DESCRIPTION for details.

III. Amount of Grant Request: \$25,000 for year 2000; \$25,000 for year 2001

IV. Start Date: June 1, 2000                      Completion Date: June 1, 2002

**V. Financial Data:**

- Total project cost: \$ 88,338

|  | Year 2000       | Year 2001        | Year 2002        | Year 2003        | Year 2004        |
|--|-----------------|------------------|------------------|------------------|------------------|
| <b>Income</b>  |                 |                  |                  |                  |                  |
| From Bethel*:  | 45,000          | 45,000           | 50,000           | 50,000           | 35,000           |
| From Offerings**:  | 3,600           | 20,000           | 40,000           | 50,000           | 80,000           |
| Grant:   | 10,000          | 0                | 0                | 0                | 0                |
| <b>CNH District:</b>   | 30,000          | 45,000           | 30,000           | 25,000           | 20,000           |
| <b>Total Income:</b>   | <b>\$88,600</b> | <b>\$110,000</b> | <b>\$120,000</b> | <b>\$125,000</b> | <b>\$135,000</b> |
| * Other churches and mission societies will assist in successive years |                 |                  |                  |                  |                  |
| **One site in 1st year; multiple sites in successive years             |                 |                  |                  |                  |                  |
| <b>Personnel</b>   |                 |                  |                  |                  |                  |
| Salary   | 54,738          | 57,000           | 60,000           | 63,000           | 66,000           |
| Benefits   | 10,500          | 11,000           | 11,500           | 12,000           | 13,000           |
| Auto   | 1,800           | 2,500            | 3,000            | 3,500            | 4,000            |
| Secretary/Admin. Ass't.  | 12,000          | 24,000           | 26,000           | 28,000           | 30,000           |
| <b>Total Personnel:</b>  | <b>\$79,038</b> | <b>\$94,500</b>  | <b>\$100,500</b> | <b>\$106,500</b> | <b>\$113,000</b> |
| <b>Office Expense:</b>   |                 |                  |                  |                  |                  |
| Telephone  | 600             | 800              | 1,000            | 1,200            | 1,400            |
| Supplies   | 1,200           | 2,000            | 4,000            | 6,000            | 8,000            |
| Internet/Fax line  | 600             | 700              | 800              | 900              | 1,000            |
| Fax  | 500             | 500              | 500              | 500              | 500              |
| Computer/ Printer  | 2,500           | 0                | 2,500            | 0                | 2,500            |
| Misc   | 500             | 500              | 500              | 500              | 500              |
| <b>Total Office:</b>   | <b>\$5,900</b>  | <b>\$4,500</b>   | <b>\$9,300</b>   | <b>\$9,100</b>   | <b>\$13,900</b>  |
| <b>Program:</b>  |                 |                  |                  |                  |                  |
| Advertising  | 1,200           | 1,200            | 1,200            | 1,200            | 1,200            |
| Small group materials  | 500             | 1,000            | 1,000            | 1,400            | 1,400            |
| Fellowship   | 500             | 1,000            | 2,000            | 2,500            | 3,000            |
| <b>Total Program:</b>  | <b>\$2,200</b>  | <b>\$3,200</b>   | <b>\$4,200</b>   | <b>\$5,100</b>   | <b>\$5,600</b>   |
| <b>Other:</b>  |                 |                  |                  |                  |                  |
| Conferences  | 1,000           | 1,000            | 1,200            | 1,200            | 1,200            |
| Continuing Educ  | 200             | 200              | 200              | 200              | 200              |
| <b>Total Other:</b>  | <b>\$1,200</b>  | <b>\$1,200</b>   | <b>\$1,400</b>   | <b>\$1,400</b>   | <b>\$1,400</b>   |
| <b>* Total Budget:</b>   | <b>\$88,338</b> | <b>\$103,400</b> | <b>\$115,400</b> | <b>\$122,100</b> | <b>\$133,900</b> |

## VI. Evaluation

The evaluation process will be conducted by the Hispanic Ministries Committee, a sub-committee of the Partner Ministries Committee (the “mission board”). Each congregation (initially, Bethel Lutheran) will measure the yearly objectives with the actual experiences. I will serve as facilitator for this process. The criteria for this process will be results: are the desired objectives of a) outreach, b) leadership formation, c) congregational involvement with second generation Hispanic, d) indigenous leadership, e) multi-church sites, and f) funding being realized.

## VII. **Community Description**

See Proposal. A demographic study indicated a significant minority of Hispanic population within a 10-block radius of the congregation. The Hispanic make-up of the community is expected to increase over the next 5 years.

**VIII. For Ethnic-Specific and Cross-Cultural Mission Projects**

1. The existing congregation, Bethel Lutheran Church, is providing facilities for the Hispanic mission. It has conducted a two-year “refocusing” effort and implemented a strategic plan that values cross-cultural ministry.
2. The Board of Directors of the CNH District has issued a call to the Rev. Frank Brundige, an Hispanic missionary who has a proven record in reaching the Hispanic people in Southern California.
3. The District is solidly behind this proposal as is Bob Gonzalez, Hispanic Mission Services counselor.

**IX. Measurable Outcomes**

1. A called worker will be in place at Bethel, San Francisco, by March 1, 2000.
2. A core group of at least five (5) Hispanic families will meet weekly with the missionary by June 1, 2000.
3. Three community-awareness events will be held between April and October 2000.
4. Three small groups with at least one lay leader will exist by October 2000.
5. Public worship in Spanish will begin by December 2000.