



**Annual Report for 2023**  
**December 10, 2023**

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## Meeting Agenda

### Annual Congregational Meeting December 10, 2023

CALL TO ORDER

DEVOTIONS AND PRAYER

MINUTES OF 12/11/2022 ANNUAL MEETING

REPORTS

- Financial
- Pastor
- Staff
- Ministry
  - Evangelism
  - Faith Formation
  - Missions
  - Property
  - Stewardship
  - Worship
- Committees
  - Safety Team
  - Heritage Endowment
  - Land Stewardship
  - Nicaragua
  - Cornerstone Preschool

ELECTIONS

- Council
- Nominating Committee
- Synod Delegates
- Heritage Endowment

2024 BUDGET APPROVAL

UNFINISHED BUSINESS - none

NEW BUSINESS

- Land Use Agreement

ADJOURNMENT

CLOSING PRAYER

## 2023 Council President's Annual Report

Respectfully submitted, Mark Holste, Council President

**Through God's abundant love we invite, welcome, and serve as a light in the world.**

As I reflect on this, Bethlehem is certainly this.

- We have welcomed several new members this year. They are here with enthusiasm to join in the serving opportunities at Bethlehem.
- Bethlehem has allowed Growing Gardens to use the fertile land north of the parsonage to help feed families in the Longmont community. This has provided opportunities for them to share their work and stories with us.
- We have reconnected with a strong commitment to our ministry of Cornerstone Preschool. With the retirement of the previous director, we have a new director who is excited about the connection with the Bethlehem staff and congregation. Mid-week chapel is a hi-light for the children along with Monday stocking of the Little pantry.
- Along with Cub Scouts, and Girl Scouts we now have a Boy Scout troop.
- The annual Church Picnic Sunday was a great celebration. The Longmont Band shared their wonderful music, we celebrated the 10<sup>th</sup> anniversary of Pastor Katie's ordination and had lunch with everyone.
- Bible school was out of this world with a tremendous turnout and kids are looking forward to next year. The youth lead confirmation service was a joy.
- The Border Immersion Trip gave new insight into immigrant struggles.
- We were blessed to have the ordination for Andrea Kragerud and see her fulfill her goal to serve others as a pastor.
- We continue to partner with Light of Christ in activities to serve others.
- We rejoice in staff transitions that took place this year.
- We look forward to continuing to serve others and look for new opportunities for the future.

Thank you for all you do to invite, welcome, and serve as a light in the world.

Mark

## 2022 Annual Congregational Meeting Minutes from December 11, 2022

### -pending approval

Respectfully submitted by Jenny Kelley, Council Secretary

CALL TO ORDER: by Council President Matt James at 12:04 p.m. There was a quorum present with 46 in-person and 7 online through zoom.

DEVOTIONS AND PRAYER: Pr. Katie led the devotions and prayer from our Advent devotions.

MINUTES OF 1/30/2022 ANNUAL MEETING: Howard Wirth moved to approve the minutes of the January 30, 2022, annual meeting as presented in the 2022 annual report on pages 6–9: Wanda Schnable seconded the motion. The motion carried.

MINUTES OF 7/24/2022 SPECIAL CONGREGATIONAL MEETING: Todd Propp moved to approve the minutes of the July 24, 2022, special congregational meeting as presented in the annual report on page 10; Sue Smith seconded the motion. The motion carried.

### REPORTS

- Financial: Treasurer Greg Schumann reported some updated figures as of the end of November. We are projecting \$40k below budget for this year for income; 30k for expenses so net loss of \$10K. Not a good year for pledges and predicting what will come in. Programs are being revitalized, money is there and we are moving on. Look at the general fund for a complete picture. There were some items not yet spent, for example, the balance of our benevolence and Greg will be supporting that. Income for November was up and we hope for additional increase in December so we will come out close to even for the year. Greg reminded us that the Cornerstone Preschool at Bethlehem is an actual ministry of BLC, and that is why they are budgeted with our budget. Howard Wirth moved to accept the financial report as presented on pages 11–20; Steven Dawson seconded the motion. The motion carried.
- Pastor and Staff Report: Pr. Katie Chullino please read this report—it has hopes for the coming year also. Life is different now. New ministries and keeping some of the old. Excited about ministry with people next door—After School Program and Land Stewardship Team. Thanks.
- Ministry Reports
  - Evangelism: Cindy Tayler noted how instrumental the team has been; also the quilters' ministry. Dining for Eight is going; Thanks to AV; coffee catchup; welcome to new members; First Fridays; neighborhood movie night; Djembe fundraiser. 37th Annual Living Nativity. Looking forward to next year. Thanks to the evangelism committee: Shirley Kasperbauer, Bob Lee, Wanda Schnabel, and Greg Schumann!
  - Faith Formation: Jamie Updegraff thanked Marisa and Brian Carson, Sue Smith, Laura Hoime, Jamie Updegraf, Pr. Katie, and Gary Knutson for serving as the

faith formation committee The highlights are: goals—reconnection with youth and cross-generation; great critical mass in confirmation class; Advent Family events. Thanks to Sharon K-C for putting on the Children's Christmas program. Also, note the Cornerstone Preschool at Bethlehem Annual Report for 2022, on pages 28–29.

- Missions: Mark Holste reported we gave much of our time and talents to various mission activities this year: HH, HOPE, OUR, SJI—challenge to keep up with everyone and what they are doing! The children of Somoto and the scholarship students really thank you. We provided a house and provided tin roofs. Also note the Nicaragua Project Reports. Pg. 1
- Property: Matt James thanked Alex Hoime for his work as property chair before he resigned in November. Glenn Summers will serve out his remaining term and is on the ballot later. Long list of items to address this coming year; for example, the fire suppression system and new HVAC units plus cracks in the foundation. We sold the van to a family in need after being loaned to someone after the Marshall fire for a couple of months. Always looking for more volunteers.
- Stewardship: Todd Propp reported that this year's pledge drive was a new program with good results; he thanked those who helped and the stewardship committee: Steve Dawson, Greg Schumann, Jenny Kelley, and Eric Kittelberger. Results are 81 pledges for a total of about \$300k. For the coming year, try to get a new T&T survey. Never too late to pledge!
- Worship: Jim Woodruff described his last two years as worship chair. We need volunteers! Now we have more need to do more! Communion and music were highlights of the year. Jazz service back! As of now, there are 76 worship volunteers; they are great at communicating and volunteering—trying out a new online system. Wonderful two years working with Pr. Katie.
- Committee reports: please read these reports for their recent news.
- Columbarium Oversight Team (page 35)
- Communications (page 25)
- Heritage Endowment (page 37)
- Land Stewardship Team (page 35). Chili Chullino shared what the committee has been doing. Growing Gardens approached for a new home; conversations are in process. A drawing was shared that may be a pilot for next year.
- Nicaragua Project (pages 40–41)
- Preschool Advisory Team (page 29)

## ELECTIONS

- The slate from the Nominating Committee is found on page 42 of the 2022 Annual Report and presented by Matt James.
- The members of the 2022 Nominating Committee are Shirley Kasperbauer, Shelley Kunselman, Sabrina Lee, Sue Smith, and Pastor Katie Chullino.
- The committee presents the following slate for election to Bethlehem Congregation Council in 2023:
  - President: Mark Holste, (one year term)
  - Vice President: Steven Dawson, (one year term)
  - Treasurer: Greg Schumann, (one year term)
  - Secretary: Cindy Thompson, (one year term)
  - Stewardship: Mike Smith, (two year term)
  - \*Missions: Cathy Goodman, (two year term)
  - Worship: Sabrina Lee, (two year term)
  - Property: Glenn Summers (one year term) passed
- Current Council Remaining in Positions for 2023:
  - Faith Formation Chair: Jaime Updegraff, 1 year remaining
  - Evangelism Chair: Cindy Tayler, 1 year remaining
  - \*\*Property Chair: Glenn Summers, 1 year remaining

\*The Missions Chair is currently filled by Mark Holste. Electing a new chair for a two-year term will adjust our election schedule so that each year we will elect all four executive council members and three ministry chair council members. Over the years we have gotten off that schedule.

\*\*The Property Chair has been filled by Alex Hoime. By Alex's request and upon his resignation from council, the council found and appointed a new chair in November.

There were no nominations from the floor. Gene Schnable moved to accept the full slate as presented; Jamie Updegraff seconded the motion. The motion carried unanimously.

The committee presents the following slate for election to the Nominating Committee for 2022 (selecting positions for 2023):

- Jenny Kelley (outgoing council member)
- Margot Hoffmeyer
- Dave Hooley
- Dennis Smith

Nominating Committee: passed as presented.

The committee presents the following slate for election to the Synod Assembly representatives for 2023:

- Sue and Mike Smith

Synod Delegates: passed as presented.

The committee presents the following slate for election to the Heritage Endowment Committee:

- Eric Kittelberger
- Candy Tiff

Heritage Endowment Committee: passed as presented.

The following are incumbent members of the Heritage Endowment Committee:

- Cindy Pemberton (1 year remaining of 3 year term)
- Glenn Summers (2 years remaining of 3 year term)
- Pat Wilder (1 year remaining of 3 year term)

2022 BUDGET APPROVAL: Treasurer Greg Schumann presented the proposed budget for 2023 (2022 Annual Report pages 43–54). Good news is that pledges and the amount pledged have increased since the annual report was put together. The 2023 budget is consistent with projections and general giving could still increase but we are budgeting conservatively. To have a zero balance, some ministries took a hit. Benevolence was cut by 50%. A budget is a guess. Gene S moved to accept the 2023 proposed budget as presented; Chili C seconded the motion. There were questions related to a general endowment and perhaps we could encourage memorial funds to go there— however, we would be constrained to only use the interest. There was discussion on whether contributions could be directed to staff salaries or bonuses – not appropriate if not budgeted. Direct donations can be made to missions.

Water for the garden in first year will be on BLC and is less than a quarter of what is used for parsonage lawn *The motion carried unanimously.*

UNFINISHED BUSINESS - none

NEW BUSINESS - none

ADJOURNMENT: Matt adjourned the meeting at 1:06 p.m.

Pr. Katie gave out some thank yous to council members who are going off;

CLOSING PRAYER: We closed with a prayer by Pr. Katie.



## 2023 Financial Reports

Respectfully submitted, Greg Schumann, Treasurer

- Key Points for 2023
- Balance Sheet
- Cash Available
- Income & Expense Summary
- Treasurer's Report

## Key Points for the 2023 Actuals

- Checking account has increased by \$124,624.55 since the beginning of 2023. This is largely due to the influx of money from the insurance company for roof repairs. That is going to be finished and paid by year end.
- Our available cash for the General Operating Fund is about \$56,407. This figure comes from adding up all of the available cash and subtracting the balances of cash available in the designated funds accounts.
- General Fund giving was \$1,087.74 more than the budget as of October 31, 2023.
- Loose Giving has increased and is above budget. We are currently \$1300 over and have two more months to report.
- Our Heritage Endowment funds took a 21% loss last year. This year has had two positive and one negative quarters. We won't have final figures until early January 2024.
- Expenses are all in line with the budget. Administrative costs were higher than anticipated as we had an external accounting review which was not a specific budget item. In addition, the Annual Synod Conference cost more than anticipated as it was out of state.

## Bethlehem Lutheran Church Balance Sheet—through October 2023

	12/31/2022 Balance	10/31/2023 Balance	2022 vs 2023 Change
<b><u>Assets</u></b>			
Independent Bank (checking)	\$ 88,440	\$ 221,323	\$ 132,883
Independent Bank ( Money Market Acct)	\$ 58,987	\$ 59,075	\$ 88
Independent Bank (CD's)	\$ 13,526	\$ 13,526	\$ -
Independent Bank (Youth)	\$ 514	\$ 514	\$ -
Petty Cash—BLC	\$ 183	\$ 183	\$ -
Petty Cash—Cornerstone	\$ 700	\$ 700	\$ -
Thrivent (Heritage Endowment Fund)	\$ 66,839	\$ 76,827	\$ 9,988
Building/Plant & Equipment	<u>\$ 2,526,566</u>	<u>\$ 2,526,566</u>	<u>\$ -</u>
<b>Total Assets</b>	<b>\$ 2,755,754</b>	<b>\$ 2,898,714</b>	<b>\$ 142,959</b>
<b><u>Liabilities</u></b>			
ELCA World Hunger	\$ 75	\$ -	\$ (75)
Prepaid Donations	\$ -	\$ -	\$ -
<b>Total Liabilities</b>	<b>\$ 75</b>	<b>\$ 9,450</b>	<b>\$ 9,375</b>

## Bethlehem Lutheran Church Balance Sheet—through October 2023

	12/31/2022 Balance	10/31/2023 Balance	2022 vs 2023 Change
<b>Fund Balances</b>			
General Operating Fund	\$ 124,565	\$ 130,461	\$ 5,896
Choice Dollars Fund	\$ 566	\$ 1,267	\$ 701
Mission Fund	\$ 2,677	\$ 2,832	\$ 155
Property Fund	\$ 7,219	\$ 6,896	\$ (323)
Evangelism Fund	\$ 7,111	\$ 7,553	\$ 442
Worship Fund	\$ 1,656	\$ 1,656	\$ -
Faith Formation Fund	\$ 2,401	\$ 3,013	\$ 612
Faith Formation-Youth Fund	\$ 16,859	\$ 18,606	\$ 1,747
Memorial Fund	\$ 15,771	\$ 14,830	\$ (941)
Heritage Endowment Fund	\$ 66,839	\$ 76,827	\$ 9,988
Capital Improvement Fund	\$ 36,696	\$ 155,526	\$ 118,830
Preschool Fund	\$ 2,610	\$ 988	\$ (1,622)
Net Fixed Asset Fund	\$ 2,470,284	\$ 2,470,284	\$ -
<b>Total Fund Balances</b>	<b>\$ 2,755,254</b>	<b>\$ 2,888,764</b>	<b>\$ 135,485</b>
<b>Total Liabilities and Fund Balances</b>	<b>\$ 2,755,329</b>	<b>\$ 2,898,214</b>	<b>\$ 142,885</b>

# Bethlehem Lutheran Church Balance Sheet—through October 2023

## Available Cash for the General Operating Fund

	12/31/2022 Balance	10/31/2023 Balance	2022 vs 2023 Change
<b>Cash Accounts</b>			
Independent Bank (checking)	\$ 88,440	\$ 221,323	\$ 132,883
Independent Bank ( Money Market Acct)	\$ 58,987	\$ 59,075	\$ 88
Independent Bank (CD's)	\$ 13,526	\$ 13,526	\$ -
Independent Bank (Youth)	\$ 514	\$ 514	\$ -
<b>Total</b>	<b>\$ 161,467</b>	<b>\$ 294,438</b>	<b>\$ 132,971</b>
<b>Designated Fund Accounts</b>			
Mission Fund	\$ 2,677	\$ 2,832	\$ 155
Property Fund	\$ 7,219	\$ 6,896	\$ (323)
Evangelism Fund	\$ 7,111	\$ 7,553	\$ 442
Worship Fund	\$ 1,656	\$ 1,656	\$ -
Faith Formation Fund	\$ 2,401	\$ 3,013	\$ 612
Faith Formation-Youth Fund	\$ 16,859	\$ 18,606	\$ 1,747
Memorial Fund	\$ 15,771	\$ 14,830	\$ (941)
Payroll Protection Program Fund	\$ -	\$ -	\$ -
Capital Improvement Fund	\$ 36,696	\$ 155,526	\$ 118,830
Preschool Fund	\$ 2,610	\$ 988	\$ (1,622)
<b>Total Designated Funds</b>	<b>\$ 93,000</b>	<b>\$ 211,900</b>	<b>\$ 118,900</b>
<b>Available cash</b>	<b>\$ 68,467</b>	<b>\$ 82,538</b>	<b>\$ 14,071</b>

# Bethlehem Lutheran Church

## 2023 Financial Summary

	2023 Actual YTD 10/23	2023 Budget	2022 Actual YTD 10/22	2023 (A) vs 2023 (B) % chg	2023 (A) vs 2022 (A) % chg
<b><u>Income</u></b>					
General Fund Giving	\$310,560	\$376,977	\$275,942	-17.6%	12.5%
Other Giving	\$4,517	\$4,000	\$4,422	12.9%	2.1%
Other Income	<u>\$20,300</u>	<u>\$22,608</u>	<u>\$19,024</u>	-10.2%	6.7%
<b>Sub Total General Fund Income</b>	<b>\$335,377</b>	<b>\$403,585</b>	<b>\$299,388</b>	<b>-16.9%</b>	<b>12.0%</b>
Designated Income	\$403,465	\$17,580	\$19,306	2195.0%	1989.8%
Memorial	\$1,452	\$6,000	\$6,140	-75.8%	-76.4%
Heritage Endowment	\$11,160	\$2,500	-\$12,994	346.4%	-185.9%
Preschool	<u>\$54,522</u>	<u>\$73,120</u>	<u>\$57,732</u>		-5.6%
<b>Total Income</b>	<b>\$805,976</b>	<b>\$502,785</b>	<b>\$369,572</b>	<b>60.3%</b>	<b>118.1%</b>
<b><u>Expenses by Ministry</u></b>					
Administration	\$25,148	\$16,656	\$14,066	51.0%	78.8%
Mission	\$14,225	\$20,332	\$18,907	-30.0%	-24.8%
Property	\$84,567	\$78,775	\$63,677	7.4%	32.8%
Evangelism	-\$80	\$2,200	\$913	-103.6%	-108.8%
Staff	\$198,423	\$272,722	\$213,498	-27.2%	-7.1%
Stewardship	\$587	\$800	(\$1,122)	-26.6%	-152.3%
Worship	\$4,197	\$6,700	\$3,555	-37.4%	18.1%
Faith Formation	<u>\$4,466</u>	<u>\$5,400</u>	<u>\$5,253</u>	-17.3%	-15.0%
<b>Sub Total General Fund Expenses</b>	<b>\$331,533</b>	<b>\$403,585</b>	<b>\$318,747</b>	<b>-17.9%</b>	<b>4.0%</b>
Designated Fund Expenses	\$280,291	\$11,817	\$8,685	2271.9%	3127.3%
Memorial	\$2,392	\$2,000	\$1,597	19.6%	49.8%
Heritage Endowment	\$1,173	\$1	\$1	117200.0%	117200.0%
Preschool	<u>\$58,121</u>	<u>\$74,510</u>	<u>\$61,621</u>		-5.7%
<b>Total Expenses</b>	<b>\$673,510</b>	<b>\$491,913</b>	<b>\$390,651</b>	<b>36.9%</b>	<b>72.4%</b>
<b>Net General Fund</b>	<b>\$3,844</b>	<b>\$0</b>	<b>-\$19,359</b>		
<b>Net All Funds</b>	<b>\$132,466</b>	<b>\$10,872</b>	<b>-\$21,079</b>		

Bethlehem Lutheran Church - Longmont CO					
2023 Treasurer's Summary (10/23)					
Account #	Account Name	Previous YTD	YTD Balance	2022 Actuals	2023 Annual Budget
			10.31.23		
<b>General Fund Income</b>					
4.01.4006	Envelope Giving	275,742.20	310,560.16	\$ 345,023.15	376,977.00
4.01.4007	Loose Plate Giving	3,266.50	3,812.42*	\$ 6,689.00	2,500.00
4.01.4010	Holiday Special Giving	1,155.00	705.00	\$ 1,558.00	1,500.00
	<b>Total Giving Income</b>	<b>\$280,163.70</b>	<b>\$315,077.58</b>	<b>\$ 353,270.15</b>	<b>\$380,977.00</b>
4.01.4001	Light of Christ Covenant	18,340.00	18,340.00	\$ 22,008.00	22,008.00
4.01.4011	Bank Interest Income	94.19	88.30*	\$ 113.90	100.00
4.01.4020	Room Use	590.00	900.00*	\$ 590.00	500.00
4.01.4031	Miscellaneous Income	0.00	50.00	\$ -	
4.01.5131	FF-Vacation Bible School Income	0.00	922.00	\$ -	
	<b>Total Other Income</b>	<b>\$19,024.19</b>	<b>\$20,300.30*</b>	<b>\$ 22,711.90</b>	<b>\$22,608.00</b>
	<b>Total Gen Fund Income</b>	<b>\$299,187.89</b>	<b>\$335,377.88</b>	<b>\$ 375,982.05</b>	<b>\$403,585.00</b>
<b>Designated Funds Income</b>					
4.07.2000	Admin/Reimbursement & Pass-through Fund Income	0.00	740.00	\$ -	
4.07.2050	Admin/Thrivent Choice Fund Income	3,540.00	3,345.00*	\$ 4,201.00	3,000.00
	<b>Total Dsgntd Admin Income</b>	<b>\$3,540.00</b>	<b>\$4,085.00*</b>	<b>\$ 4,201.00</b>	<b>\$3,000.00</b>
4.12.1001	D-Evan/Quilts,Pillows Income	680.00	785.00*	\$ 1,270.00	600.00
4.12.1002	D-Evan/Naomi Circle Income	316.00	379.01*	\$ 356.00	300.00
4.12.1003	Evan/Cards,Cookbooks Income	5.00	6.00	\$ 5.00	
4.12.1004	Evan/After School Snacks Income	1,399.00	452.00	\$ 1,399.00	
4.12.1210	D-Evan/ Kitchen Income	0.00	462.00	\$ -	
4.12.1211	D-Evan/Funeral Fund Income	0.00	270.00	\$ -	
	<b>Total Dsgntd Evangelism Income</b>	<b>\$2,400.00</b>	<b>\$2,354.01*</b>	<b>\$ 3,030.00</b>	<b>\$900.00</b>
4.05.0314	FF/Education Fund Income	64.70	0.00	\$ 122.19	75.00
	<b>Total Dsgntd Faith Formation Income</b>	<b>\$64.70</b>	<b>\$0.00</b>	<b>\$ 122.19</b>	<b>\$75.00</b>
4.08.0317	Property/Bus Income	299.88	(3,000.00)	\$ 3,564.46	
4.08.0322	Property-Equip.Fund Income	0.00	264.00		
4.08.1001	R-Property/Columbarium Income	0.00	2,676.72*		400.00
	<b>Total Dsgntd Property Income</b>	<b>\$299.88</b>	<b>(\$59.28)</b>	<b>\$ 3,564.46</b>	<b>\$400.00</b>
4.05.1001	D-FF/Youth/Bank Inv Fund Income	0.00	0.00		5.00
4.05.1911	D-FF/Youth Fundraising Income	0.00	488.83		1,500.00
4.05.1931	D-FF/Youth Fund Income	3,781.59	2,132.72	\$ 3,982.59	3,000.00
	<b>Total Dsgntd Youth Faith Formation Income</b>	<b>\$3,781.59</b>	<b>\$2,621.55</b>	<b>\$ 3,982.59</b>	<b>\$4,505.00</b>
4.02.0305	D-Mission/Mission Trips Income	0.00	9,337.00*	\$ -	6,000.00
4.02.1530	D-Mission/Agape-Benevolence Income	1,136.50	1,660.00*	\$ 1,248.50	1,500.00
4.02.1540	D-Mission/BLC Missions Income	0.00	207.00	\$ -	
	<b>Total Dsgntd Mission Income</b>	<b>\$1,136.50</b>	<b>\$11,204.00*</b>	<b>\$ 1,248.50</b>	<b>\$7,500.00</b>
4.15.0001	Capital Improvements Fund Income	8,073.00	383,259.96*	\$ 9,623.00	1,200.00
	<b>Total Designated Capital Improvements Income</b>	<b>\$8,073.00</b>	<b>\$383,259.96*</b>	<b>\$ 9,623.00</b>	<b>\$1,200.00</b>
	<b>Total Dsgntd Income</b>	<b>\$19,295.67</b>	<b>\$403,465.24</b>	<b>\$ 25,771.74</b>	<b>\$17,580.00</b>
4.14.0129	MF-Gail Felton Income	0.00	1,000.00	\$ -	
4.14.1999	MF-Other Income	320.00	451.50	\$ 6,160.00	6,000.00
	<b>Total Dsgntd Memorial Income</b>	<b>\$320.00</b>	<b>\$1,451.50</b>	<b>\$ 6,160.00</b>	<b>\$6,000.00</b>
4.04.1009	Education Fund Gains/Losses	(11,561.16)	(230.19)	\$ (11,561.16)	1,500.00
4.04.1010	Endowment-Education Fund Income	0.00	5,382.09	\$ -	
4.04.1020	Endowment Worship Fund Inc.	4,008.86	4,421.64	\$ 4,008.86	
4.04.1021	Worship Fund Gains/Losses	(5,441.44)	1,586.87*	\$ (5,441.44)	1,000.00
	<b>Total Dsgntd Endowment</b>	<b>(\$12,993.74)</b>	<b>\$11,160.41*</b>	<b>\$ (12,993.74)</b>	<b>\$2,500.00</b>
4.26.1000	R-Preschool Tuition	57,732.00	53,922.82	\$ 70,773.00	73,120.00
4.26.1001	R-Preschool Designated Income	0.00	600.00		

	<b>Total Preschool Income</b>	<b>\$57,732.00</b>	<b>\$54,522.82</b>	<b>\$ 70,773.00</b>	<b>\$73,120.00</b>
	<b>Total Income</b>	<b>\$363,541.82</b>	<b>\$805,977.85</b>	<b>\$ 449,544.31</b>	<b>\$502,785.00</b>
<b>Expenses</b>					
<b>General Fund Expense</b>					
5.01.5021	Admin-Postage	775.00	872.00	\$ 955.00	1,500.00
5.01.5031	Admin-Office Supplies	1,789.76	1,769.01*	\$ 2,661.66	2,000.00
5.01.5051	Admin-Conferences & Conventions	1,635.00	3,043.24*	\$ 1,695.79	1,500.00
5.01.5075	Admin-Miscellaneous	1,500.51	3,638.72*	\$ 2,078.10	744.00
5.01.5077	Admin-IT/Equipment	219.97	1,203.55*	\$ 219.97	500.00
5.01.5078	Admin-IT/Web Support	0.00	0.00	\$ 130.21	96.00
5.01.5079	Admin-IT/Software	3,241.45	3,640.45*	\$ 4,316.19	4,049.00
5.01.5080	Admin-Office Equipment Maint.	6,099.06	7,638.02*	\$ 7,669.08	3,582.00
5.01.5081	Admin-Phone/Internet	284.70	389.90	\$ 449.60	660.00
5.01.5090	Admin-Misc Bank Charges	368.01	251.95	\$ 473.39	400.00
5.01.5095	Admin-Vanco Web-Pay Fee Expense	818.38	1,683.83*	\$ 1,014.68	1,600.00
5.07.2000	Admin/Reimbursement & Pass-through Expenses	(2,690.85)	1,016.94*	\$ (1,761.27)	25.00
	<b>Total Administration Expense</b>	<b>\$14,040.99</b>	<b>\$25,147.61*</b>	<b>\$ 19,902.40</b>	<b>\$16,656.00</b>
5.01.5315	Mission-ELCA Rocky Mtn. Synod	16,666.70	14,443.30*	\$ 20,000.00	17,332.00
5.01.5321	Mission-Lutheran Ranches of the Rockies (Sky Ranch	250.00	(875.00)	\$ 500.00	250.00
5.01.5371	Mission-Lutheran Campus Minstry Boldr	250.00	100.00	\$ 500.00	250.00
5.01.5391	Mission-Habitat Humanity	500.00	250.00	\$ 1,000.00	500.00
5.01.5392	Mission-New Beginnings (Women's Prison)	500.00	250.00	\$ 1,000.00	500.00
5.01.5397	Mission-Local Mission Programs	(9.42)	(308.37)	\$ 1,250.00	750.00
5.01.5601	Mission - Nicaragua	500.00	250.00	\$ 1,000.00	500.00
5.01.5611	Mission-OUR Center	250.00	125.00	\$ 500.00	250.00
5.01.5612	Mission-OUR Center Lunches	0.00	(10.00)		
	<b>Total Mission Expense</b>	<b>\$18,907.28</b>	<b>\$14,224.93</b>	<b>\$ 25,750.00</b>	<b>\$20,332.00</b>
5.01.5401	Property-Improvement/Repairs	7,802.70	15,519.89*	\$ 9,257.27	10,000.00
5.01.5402	Property-Capital Improvements Transfers	4,500.00	5,000.00	\$ 6,000.00	6,000.00
5.01.5409	Property-Miscellaneous	46.97	76.38	\$ 46.97	300.00
5.01.5411	Property-Insurance	10,529.25	10,967.25	\$ 14,039.00	13,500.00
5.01.5421	Property-Utilities	20,184.22	28,245.22*	\$ 26,701.71	22,000.00
5.01.5425	Property-Janitorial Services	8,903.16	13,422.50*	\$ 11,132.16	12,000.00
5.01.5431	Property-Janitor Supplies	681.87	1,657.87*	\$ 905.34	1,300.00
5.01.5451	Property-Equipment Maintenance	0.00	0.00		1,000.00
5.01.5472	Property-Snow Removal	3,045.00	2,787.50*	\$ 3,710.00	3,000.00
5.01.5473	Property-Lawn Maintenance	787.20	733.38*	\$ 1,019.20	750.00
5.01.5474	Property-Trash Removal	1,265.50	1,913.00*	\$ 1,518.00	1,500.00
5.01.5481	Property-Bus/Van Insurance	1,411.00	591.75	\$ 1,881.00	1,675.00
5.01.5482	Property-Bus/Van Maintenance & Exp.	695.34	444.56*	\$ 1,387.33	500.00
5.01.5500	Property-HVAC Annual Maintenance	3,824.95	3,207.84	\$ 5,415.93	5,000.00
5.08.1003	Property/Camera Security System Expenses	0.00	0.00		250.00
	<b>Total Property Expense</b>	<b>\$63,677.16</b>	<b>\$84,567.14*</b>	<b>\$ 83,013.91</b>	<b>\$78,775.00</b>
5.01.5231	Evan-Advertisement	689.04	569.73	\$ 736.02	1,000.00
5.01.5277	Evan-Community Outreach	44.74	0.00		600.00
5.12.0315	Evan/Outreach Expense	139.98	(698.00)	\$ 170.64	
5.12.1003	Evan/Cards,Cookbooks Expenses	31.50	48.20	\$ 39.49	
5.12.1004	Evan/After School Snacks	0.00	0.00		600.00
	<b>Total Evangelism Expense</b>	<b>\$905.26</b>	<b>(\$80.07)</b>	<b>\$ 946.15</b>	<b>\$2,200.00</b>
5.01.5501	Staff-Pastor Salary	38,106.26	38,217.60	\$ 45,749.78	45,861.00
5.01.5503	Staff-Pastors Ministry Expense	55.00	128.47	\$ 366.99	500.00
5.01.5505	Staff-Pastors Housing Allow	7,274.74	7,296.00	\$ 8,733.94	8,755.00
5.01.5506	Staff-Pastor's Education Expense	842.77	307.32	\$ 842.77	1,000.00
5.01.5507	Staff-Pastors Pension / Med	19,166.47	15,620.86	\$ 22,052.21	25,184.00
5.01.5520	Staff-Dir. of Faith Formation Salary	37,500.00	37,500.00	\$ 45,000.00	45,000.00
5.01.5522	Staff-Dir. of Faith Formation Ministry Expense	362.93	0.00	\$ 362.93	500.00
5.01.5523	Staff-Dir. of Faith Formation Pension	11,055.00	11,257.50	\$ 13,266.00	15,066.00
5.01.5539	Staff-Communications Coordinator	14,244.08	23,019.50*	\$ 17,101.28	17,143.00
5.01.5541	Staff-Office Coordinator Salary	28,085.50	18,305.72	\$ 33,719.02	33,801.00
5.01.5542	Staff-Office Coordinator- Pension/ Med	11,684.80	1,877.12	\$ 14,098.10	8,668.00
5.01.5551	Staff- Musician	18,511.90	18,566.00	\$ 22,225.10	22,279.00
5.01.5561	Staff-Worship Director	0.00	0.00		2,400.00
5.01.5581	Staff-Bookkeeper	12,516.82	12,553.40*	\$ 15,027.50	15,064.00

5.01.5594	Staff-Placeholder	0.00	0.00		12,500.00
	<b>Total Salary/Wages</b>	<b>\$199,406.27</b>	<b>\$184,649.49</b>	<b>\$ 238,545.62</b>	<b>\$253,721.00</b>
5.01.5595	Staff-FICA Employer Share	12,674.24	12,661.53	\$ 15,214.76	17,250.00
5.01.5596	Staff-Workman's Comp	1,417.75	1,112.00	\$ 1,982.00	1,751.00
	<b>Total Staff Expense</b>	<b>\$213,498.26</b>	<b>\$198,423.02</b>	<b>\$ 17,196.76</b>	<b>\$272,722.00</b>
5.01.5701	Stew-Offering Envelopes	(1,322.21)	586.96*	\$ 700.00	700.00
5.01.5702	Stew-Stewardship Program	0.00	0.00		100.00
	<b>Total Stewardship Expense</b>	<b>(\$1,322.21)</b>	<b>\$586.96</b>	<b>\$ 700.00</b>	<b>\$800.00</b>
5.01.5801	Worship-Music	162.00	560.07*	\$ 162.00	400.00
5.01.5831	Worship-Altar Care	388.19	(94.16)	\$ 935.71	500.00
5.01.5835	Worship-Musicians	1,500.00	1,500.00	\$ 3,000.00	3,000.00
5.01.5845	Worship- Materials	1,504.36	1,203.61	\$ 1,654.36	2,000.00
5.01.5857	Worship-Nursery Supplies	0.00	0.00		300.00
5.03.0313	Worship/Altar Flowers Expense	0.00	1,027.50*		500.00
	<b>Total Worship Expense</b>	<b>\$3,554.55</b>	<b>\$4,197.02</b>	<b>\$ 5,752.07</b>	<b>\$6,700.00</b>
5.01.5101	FF-Sunday School	596.77	426.09	\$ 596.77	800.00
5.01.5131	FF-Vacation Bible School	2,186.12	2,634.44*	\$ 2,186.12	2,200.00
5.01.5141	FF-Confirmation	386.38	148.08	\$ 416.74	500.00
5.01.5151	FF-Adult Education	40.41	40.75	\$ 40.41	100.00
5.01.5161	FF-First Communion	0.00	29.59		
5.01.5181	FF-Special Events	(50.00)	139.85	\$ 988.04	
5.01.5911	FF-Camping Scholarships	435.00	1,000.00*	\$ 435.00	800.00
5.01.5932	FF-Adult Leader Expenses	395.00	0.00	\$ 395.00	500.00
5.01.5933	FF-Household Ministry	294.99	0.00	\$ 381.99	500.00
5.05.0314	FF/Education Fund Expense	0.00	47.51		
	<b>Total Faith Formation Expense</b>	<b>\$4,284.67</b>	<b>\$4,466.31</b>	<b>\$ 5,440.07</b>	<b>\$5,400.00</b>
	<b>Total General Fund Expense</b>	<b>\$317,545.96</b>	<b>\$331,532.92</b>	<b>\$ 397,246.98</b>	<b>\$403,585.00</b>
<b>Designated Fund Expense</b>					
5.07.2050	Admin/Thrivent Choice Fund Expense	5,008.86	2,644.09*	\$ 5,575.04	2,250.00
	<b>Total Dsngrd Admin Expenses</b>	<b>\$5,008.86</b>	<b>\$2,644.09*</b>	<b>\$ 5,575.04</b>	<b>\$2,250.00</b>
5.02.0305	D-Mission/Mission Trips Expense	0.00	9,181.40*		6,000.00
5.02.1530	D-Mission/Agape-Benevolence Expenses	3,367.91	1,625.00*	\$ 4,007.91	1,500.00
5.02.1540	D-Mission/BLC Missions	0.00	241.74		
	<b>Total Dsngrd Mission Expense</b>	<b>\$3,367.91</b>	<b>\$11,048.14*</b>	<b>\$ 4,007.91</b>	<b>\$7,500.00</b>
5.12.1001	D-Evan/Quilters Expenses	153.29	377.19	\$ 203.20	600.00
5.12.1002	D-Evan/Naomi Circle Expenses	429.24	356.19*	\$ 609.53	300.00
5.12.1210	D-Evan/Kitchen Expenses	0.00	1,007.62*	\$ 443.75	250.00
5.12.1211	D-Evan/Funeral Fund Expense	0.00	164.49		
	<b>Total Dsngrd Evangelism Expense</b>	<b>\$582.53</b>	<b>\$1,905.49*</b>	<b>\$ 1,256.48</b>	<b>\$1,150.00</b>
5.05.1224	D-FF/Wedding Bus Fund Expenses	0.00	(612.10)	\$ -	
	<b>Total Dsngrd Faith Formation Expense</b>	<b>\$0.00</b>	<b>(\$612.10)</b>	<b>\$ -</b>	
5.05.1911	D-FF/Youth Fundraising Expense	0.00	874.28		
5.05.1931	D-FF/Youth Fund Expenses	(757.44)	0.00	\$ (757.44)	917.00
	<b>Total Dsgntd Youth Faith Formation Expense</b>	<b>(\$757.44)</b>	<b>\$874.28*</b>	<b>\$ (757.44)</b>	<b>\$917.00</b>
5.15.0001	Capital Improvements Fund Expenses	482.95	264,431.35	\$ 482.95	
	<b>Total Designated Capital Improvements Expenses</b>	<b>\$482.95</b>	<b>\$264,431.35</b>	<b>\$ 482.95</b>	
	<b>Total Dsgntd Funds Expense</b>	<b>\$8,684.81</b>	<b>\$280,291.25</b>	<b>\$ 10,564.94</b>	<b>\$11,817.00</b>
5.14.1999	MF-Other Expenses	0.00	0.00	\$ 1,597.99	2,000.00
	<b>Total Dsgntd Memorial Expense</b>	<b>\$1,597.99</b>	<b>\$2,392.27*</b>	<b>\$ 1,597.99</b>	<b>\$2,000.00</b>
<b>Dsgntd Endowment Expense</b>					
5.04.1021	R-Endowment Worship Fund Losses	0.00	1,172.77		
	<b>Total Worship Endowment Expenses</b>	<b>\$0.00</b>	<b>\$1,172.77</b>	<b>\$ -</b>	
	<b>Total Dsgntd Endowment Expense</b>	<b>\$0.00</b>	<b>\$1,172.77</b>	<b>\$ -</b>	
<b>Preschool Operating Expense</b>					
5.26.1004	R-Preschool Staff-Teacher #2	6,493.50	8,504.50*	\$ 8,343.00	7,900.00
5.26.1007	R-Preschool Staff-Teacher #4	7,897.50	5,062.50	\$ 9,652.50	9,450.00



5.26.1200	R-Preschool Staff-Employer FICA	4,293.54	4,036.72	\$ 5,207.85	5,160.00
	<b>Total Preschool Staff Expense</b>	<b>\$18,684.54</b>	<b>\$17,603.72</b>	<b>\$ 23,203.35</b>	<b>\$22,510.00</b>
5.26.1000	R-Preschool Staff-Dir Salary	41,733.40	39,200.07	\$ 50,080.08	50,100.00
5.26.2000	R-Preschool-Admin	426.00	1,678.27*	\$ 763.50	900.00
5.26.3000	R-Preschool-Equip and Supplies	713.19	(402.01)	\$ 958.17	1,000.00
5.26.5000	R-Preschool- Utilities	63.78	40.50	\$ 63.78	
	<b>Total Preschool Other Exp</b>	<b>\$42,936.37</b>	<b>\$40,516.83</b>	<b>\$ 51,865.53</b>	<b>\$52,000.00</b>
	<b>Total Preschool Operating Expense</b>	<b>\$61,620.91</b>	<b>\$58,120.55</b>	<b>\$ 75,068.88</b>	<b>\$74,510.00</b>
	<b>Total Expenses</b>	<b>\$389,449.67</b>	<b>\$673,509.76</b>	<b>\$ 484,478.79</b>	<b>\$491,912.00</b>
	<b>Difference</b>	<b>(\$25,907.85)</b>	<b>\$132,468.09</b>	<b>\$ (19,013.84)</b>	<b>\$10,873.00</b>
* = Income/Expense exceeds amount budgeted to date					
If the accounts in the subtotals have changed or if ledger and subsidiary account					
When showing the Previous YTD balance and excluding zero balance accounts,					

## Pastor Katie Chullino's 2023 Report

### ***Welcome.***

This past summer, our staff and council leaders began to focus on **welcome** as the main theme for the 2023-24 program year because it's part of our mission: **Through God's abundant love, we invite, welcome, and serve as a light in the world.**

On various occasions our council and staff leaders pondered what **welcome** could mean and we noticed that we are already welcoming:

- neighbors from the Fields on 15th to community events.
- the Djembe Orchestra and Longmont Concert Band to practice.
- Light of Christ ECC and Cornerstone Preschool are a place to be.
- Cub Scouts and Girl Scouts have their "home" here.
- Growing Gardens to try out a pilot year of growing on this land.

We recognized that we are welcomed into other holy places as:

- cooks and servers at the OUR Center.
- cooks for HOPE.
- the Musical Ambassadors at the Atria.
- ministers with New Beginnings and Musical Freedom.
- chaplains at Crossroads School (housed in FaithPoint across 15th Ave)
- builders for Habitat for Humanity.

We also started welcoming in new ways:

- Our Director of Faith Formation, Gary Knutson, began welcoming friends to worship with the words, "Welcome to Bethlehem Lutheran Church, a place where you are loved for who you are," which isn't just a nice welcome, it's a bold statement about the love and faithfulness that he—and I and many others—experience in this place.
- The Immigration Focus Group took a trip to learn about how immigrants arrive and are welcomed from our southern border.
- We welcomed a new therapist from Centus Counseling, David Rothman, to the building.
- We welcomed a Boy Scout Troop to Bethlehem.

With every person and program Bethlehem has welcomed (or been welcomed by), we have welcomed new relationships. We have also welcomed the new ideas, new schedules, and new practices that come along with new relationships. In the past month I have heard from four different people—one a member of Bethlehem, one a member of another congregation, one a friend of another faith, one a chaplain—about how connected, how welcoming, how community-oriented, and how genuinely nice this place and these people are. They have described to me the kind of congregation I *want* to be a part of—one living out the good news as it's written in Mark 9:33-37:

*Then [the disciples] came to Capernaum, and when [Jesus] was in the house he asked them, 'What were you arguing about on the way?' But they were silent, for on the way they had argued with one another who was the greatest. He sat down, called the twelve, and said to them, 'Whoever wants to be first must be last of all and servant of all.' Then he took a little child and put it among them, and taking it in his arms he said to them, 'Whoever **welcomes** one such child in my name **welcomes** me, and whoever **welcomes** me **welcomes** not me but the one who sent me.'*

I want for us to **welcome** everyone with that kind of **welcome**—as if everyone we meet is such a precious child, as if everyone we meet is a direct connection to God. I know that many of our members seek to do exactly that—but I'm not sure if you know that it's a lot of work. For example:

- To welcome Cornerstone Preschool, we spent roughly two years to find and create foundational documents and organize a board. Additionally, Gary K., Fr. Teri Harroun from Light of Christ, and I have started a weekly chapel with the MWF class.
- To welcome Growing Gardens to use the land here, we created a Land Stewardship Team to develop a "pilot year" plan for 2023 *and then* to develop a longer term agreement.
- To continue welcoming Light of Christ, our staff holds monthly meetings (in addition to regular staff meetings) with the sole purpose of finding ways we should be partnering with and supporting each other's congregations.

**Welcome** has become characteristic of *us*. But it's not without work—there are more people we can more intentionally welcome. And it's not without some failure, too. And when we—you, or me, or that guy down the pew from you—when we fail, I hope that we can look to each other for welcome:

- Welcome to Bethlehem Lutheran Church.
- Welcome to worship. Welcome to confess. Welcome to forgiveness.
- Welcome to coffee. Welcome to laugh. Welcome to weep.
- Welcome to class. Welcome to learn.
- Welcome to beat your drum, toot your horn.
- Welcome to be a kid. Welcome to grow.
- Welcome to recharge your phone—and your spirit.
- Welcome—whoever you are, wherever you're from.
- Welcome, to *you* and to God who comes with you.

With thanks and peace,  
Pastor Katie Chullino

PS: Thank you all for sharing your warmth and welcome with me in celebrating the 10th anniversary of my ordination this summer!

## 2023 Congregational Records Report

According to our records, as of November 26, 2023\*:

Members	Baptized	Confirmed	Not Baptized or Confirmed	Totals
Active (engage, commune, contribute)	58	302	5	365
Inactive (not engage or contribute in last 3 yrs)	19	78	12	109
Contribute only (as informed the office)	0	2	0	2
Totals	77	382	17	476

\*Attendance has been changed to engagement per recommendations by the Rocky Mountain Synod and includes both in-person and online services plus additional activities such as Habitat for Humanity builds, Living Nativity, and OUR Center lunches plus small group participation.

Of special note, 23 individuals from 10 households became official members of Bethlehem Lutheran Church in 2023. Welcome to all!

### Pastoral Activity

#### Baptisms

- Samuel Philip Brossart
- Casper Van Judson
- Kirby Evan Judson
- Landon Luna
- Emmy Kay Roediger

#### Confirmations

- Alex Dickhans
- Matt Dickhans
- Maddie Warren
- Hayden Updegraff
- Jill Updegraff

#### New Members Received

- Bill and Jennifer Dickhans
  - Alex, Matt, Emily, and Spencer
- Josh and Morgan Dimmit
  - James
- Alice Geiling
- Jill Grant
- Dennis and Betty Koch
- Sharon Peterson
- Mark and Patty Rehder
- Bud and Hillary Varas
  - Joseph and Ava
- Rod and DJ Christian
- Doug Rasmussen

#### Deaths

- Travis Ray Bashor
- Bruce Bowman
- Ruth Anne Conrad
- Esther Helen Gies
- Jerry Lee Heil
- Carla Rose Hooley
- Bonnie Schuman

## Evangelism Ministry 2023 Report

Respectfully submitted, Cindy Tayler, Evangelism Chair

Our ministry team supports a number of programs and activities that bless our members and community. We are grateful to be able to highlight our beloved quilters, Dining for Eight, and the Living Nativity as a few of the best known and most visible opportunities within the Evangelism Ministry. Last year we began a neighborhood outreach that developed into a more manageable program to include concerts, book giveaways during "trunk or treat" and some in-service day activities with our neighbors. Gratefully even in my absence this ministry team has supported our members and community in spreading God's love through engagement and connection.

We continue to be blessed by the talent and commitment of our A/V crew! Greg, Bob and Matt have gone above and beyond in covering all of the needs, upgrades and updates for streaming our services so that we can share God's message with those who are unable to attend in person.

Our Care Shepherds and Fellowship Shepherds, led by Wanda and Shirley, have found volunteers and supported our members with sustenance during gatherings for services in the fellowship hall as well as the pavilion and stable.

Bob and Greg never leave us without coffee and conversation between services! Summer coffees in the stable and fellowship hall were enjoyable times for in person fellowship and reconnection this year and continue to be a wonderful opportunity to be Church together between services.

It was such a pleasure to welcome our new members this year, we look forward to engaging and supporting each of them as they immerse themselves into our Bethlehem Family.

Our Dining for Eight groups are actively enjoying fellowship and fun, this activity was coordinated and communicated with great support from Bob!

First Fridays continue to be a wonderful time to be Church together outside the building! Thank you, Bob, for coordinating hosts for this monthly event.

We are very grateful for the concerts and generosity from the Djembe Orchestras of Colorado to support our Growing Gardens outreach.

What fun it has been creating our combined photo wall with Light of Christ! Our hope is that it will continue to expand with additional photos (if you are not on the wall, you can still send me a photo and I will be sure it is added!) and develop into a living space that is updated as our combined families grow!

Thank you to our quilters for creating our nametag quilt! Thank you to Greg for embroidering the verse to remind our members that "we have been called by name" to worship together. Thank you to Nancy Tiff for organizing and printing our nametags.

As we approach our thirty-eighth Living Nativity we look forward to celebrating our Lord's birth

while engaging our community as well as collecting food donations for the OUR Center in coordination with the Missions Ministry.

In closing, I would like to share a special word of thanks to the Evangelism Ministry Team: Bob Lee, Greg Schumann, Shirley Kasperbauer and Wanda Schnabel for their love and support of this ministry and our Church community—without each of you these activities would not happen! I would also like to thank all of the volunteers that support this Ministry, YOU are who make these activities meaningful, and your faith is what keeps us connected in the love and grace of our Lord!

Respectfully submitted,  
Cindy Tayler

## Faith Formation Ministry 2023 Report

Respectfully submitted, Jamie Updegraf, Faith Formation Ministry Chair, and Gary Knutson, Faith Formation Director

**PURPOSE OF MINISTRY AREA:** We are walking alongside youth, young adults, and adults as they navigate life. We seek to help them see God working in their lives.

### 2024 Administration Goals:

- Continually take assessment of current state of ministries
- Build Sunday School and Confirmation ministry
- Build BLC Family Ministry
- Build Mentor Ministry during Lent
- BLC Family Sunday ministry: led by Gary

### HIGHLIGHTS & GOALS

- **Family Sunday:** We started BLC Family Sundays in 2021 for 4th–6th grade families, and as the year unfolded, we found that the ministry was for all aged youth and families. We continued into 2023 and have between 18–25 youth and parents participating each month.
  - GOAL FOR 2024: Continue BLC family Sundays for all congregation aged youth and adults and increase attendance.
- **Pre-K through 5th grade Sunday school:** led by Gary Knutson, Marisa Carlson (Sunday School Superintendent), Helen Knutson, Brian Carlson Jennifer Dickhans, and Confirmation & High School aged youth.
- **Easter Extravaganza:** We had over 75 youth and adults attend a fun filled day with an Egg hunt, craft time and games; our Easter stations time together was awesome.
- **BLC Family Advent** nights grew from 20 people to 45 through the four weeks in December 2022. Family Advent nights will continue in December 2023.
- **Sunday school hour kicked off in August.** It was done in a combined group of youth with adults. The feedback has been positive, and we have seen a consistent increase in participation.
  - GOAL FOR 2024: Continuing the combined group gatherings and lessons.
- **Vacation Bible School:** led by Gary with Sue Smith as the VBS Director. This year's Theme was "Stellar" — "Shining God's Light!" Three congregations in total, sharing God's love, helped make VBS a success. (BLC, First Evangelical Lutheran Church and Light of Christ). We hosted a total of 53 registered students, an increase from 24 the year before, and 34 volunteers (youth and adults). Our thanks go out to our station leaders Anna Kragerud, Mike Smith, Pam Bishoff, Julie Winter, Karen Aumann, Laura Hoime, Jenny Kelley, Mary Jane Voogt, Margot Hoffmeyer, and Jill Woodley.
  - GOAL FOR 2024: Gary will continue to lead VBS for the church and community with youth and adult volunteers. VBS 2024 is scheduled for June 24-28.

- **Halloween Trunk or Treat:** We had over 100 youth come through the parking lot, and 20+ volunteers signed up to decorate their vehicle's trunk and pass out candy. Thank you to Sam Cox for taking pictures!
- **Confirmation Ministry:** Learning events for 6–8th graders resumed in the fall (September 10), we currently have 17 youth in Confirmation. Five youths were confirmed in 2023: Jill and Hayden Updegraff, Maddie Warren, Matt and Alex Dickhans, with 12 confirmands continuing in this ministry, led by Gary Knutson and Pastor Katie Chullino. The youth room hosts lunch for the Confirmation Ministry. This summer, several members of the Confirmation group attended Sky Ranch Lutheran Camp for a week in the mountains that included fishing, hiking, crafts, Bible study time, and singing songs around campfires.
  - GOALS FOR 2024: Incorporate *Here We Stand Confirmation* and all of its components.
  - Attend Sky Ranch Camp in 2024
- **Mentor Ministry:** led by Faith Formation. We plan on having a Mentor ministry in 2023 during Lent.
  - GOAL FOR 2024: Resume program and introduce *Lenten Faith Mentoring Ministry* (five week program)
- **Senior High:** led by Gary Knutson. Youth helped with Sunday School; youth led an entire service on October 29.
  - GOALS FOR 2024: 2024 National Youth Gathering
  - Twice a month gatherings
  - Continue building the foundation of high school youth ministry through fostering healthy relationships in our Confirmation Ministry (two–four year commitment).

Additional Comments: Gary has assumed the full time Faith Formation Director role; we were able to bring energy into the ministry throughout the year. Sunday school and Confirmation learning events have ramped up, and we have seen increased participation in other ministry events such as BLC Family Sundays, VBS, and Trunk-or-Treat. Gary continues to contact and connect with families and is gathering feedback to create future plans for the ministry programs. We give thanks to all individuals and ministry teams who have volunteered their time and talents to make our programs happen. We are very excited for what 2024 will bring!



## Cornerstone Preschool at Bethlehem 2023 Report

Respectfully submitted, Amanda Bueschen, Cornerstone Preschool Director

Greetings from Cornerstone Preschool @ BLC,

Although our school year runs a little differently than the Church calendar, it is with so much gratitude that I update you all on our thriving ministry!

There have been a lot of changes here at Cornerstone since the retirement of our prior Director, Andrea Becker. There have also been many things that have remained the same, as she laid a wonderful foundation for this ministry.

We have started Chapel time with BLC and LOC staff on Wednesday mornings with our older group of preschool students. That has been going so well & the children love it! We have begun filling the Little Free Pantry on Mondays with our students; we will be collecting canned foods for the OUR center together with BLC this year (rather than having our own separate collection); we have done several lessons with Growing Gardens in both of our preschool groups; we have welcomed parent volunteers back into the building; we completed and passed both our annual licensing inspection & our bi-annual Boulder County health inspection; we have returned to pick up & drop off INSIDE of the building; and we have opened the playground back up for families to enjoy fresh air and fellowship and the end of the preschool day!

With the roll out of Universal Preschool Colorado (UPK) we have been able to keep our numbers low & bring in more income than in years past. This has been such a wonderful decision & a blessing to the preschool, and our families. The parents & preschool staff are both very happy having small groups to provide even more one on one attention to each and every child. We appreciate the council's support in making this an option for Cornerstone.

As with any transition: there have been some financial "growing pains" for our ministry while our school year has gotten underway. We are on track to balance out our budget & I am confident that once we are balanced, we will be able to set some aside for future needed repairs inside & outside of the building.

Speaking of repairs: there have been so many things fixed inside & outside of the preschool. The transitions of the flooring by all of the doorways have been raised, filled, & re-tiled, the fence has been repaired (other than the section a teenager thought they would be able to jump over on Halloween night), and the water fountain that tested high for lead is also currently being replaced. A HUGE thank you to everyone; and especially to Glenn for all of the love & care shown to support us.

The Spirit is certainly stirring in this place & it is an honor to be directing such a special ministry; and to be such an important part of our community as we introduce these incredible kiddos to their first school experience!!

Grace and Peace to you all,  
Amanda Bueschen  
Cornerstone Preschool Director

## Missions Ministry 2023 Report

Respectfully submitted, Cathy Goodman, Missions Chair

**Missions Ministry** helps to fulfill the vision of and mission at Bethlehem by acting on our core value of selfless service by reaching out to our neighbors locally, nationally, and in the world to accompany those in need and advocate for justice.

In doing so, in 2023 we have engaged as a congregation in the following organizations and mission ministries: 1) Our Center that serves struggling individuals and families in our community, 2) the Hopi Indian Reservation in Arizona, 3) The Nicaragua Project serving extremely impoverished children in Somoto, Nicaragua, 4) The Little Pantry and Growing Gardens on our property that feed the hungry in our area, 5) Casa de Paz to help newly released immigrants in Aurora, 6) Iglesia Luterana Cristo Rey in El Paso serving immigrants at the border, 7) Quilters that provides quilts to organizations serving others, 8) New Beginnings, an ELCA ministry in the prison, 9) The Re-Entry Initiative serving released prisoners in Longmont, 10) Musical Freedom serving women prisoners with music lessons, 11) the Atria providing church services and music to seniors 12) Annie and Millie's Place serving the homeless with their pets, 13) HOPE that provides for the homeless in Longmont, 14) Habitat for Humanity building homes in our area, 15) Hope for the Holidays with LIRS to send Christmas cards and messages of hope to detained immigrants across the country, and 16) Providing Spanish lessons to better communicate with our Spanish speaking neighbors here and abroad.

We would like to thank Thrivent for providing \$250 Action Teams on a good number of occasions to aid BLC projects related to these service areas.

Details on each of these service areas can be found below:

### **Ministry to the Hungry in Our Area:**

- **Our Center:** Bethlehem supports the Our Center mission to “feed the hungry” and provide for the needs of those in the community. Volunteers from BLC provided lunches and served 69-82 people on each of four Sundays this year. In addition, Missions and Evangelism holds a food and toiletries drive in December in conjunction with the Living Nativity to provide supplies for the Our Center pantry. The Sundays in 2024 when you can help serve a meal at the OUR Center are: April 21, June 30, September 29 and November 17.
- **The Little Pantry** on our property is alive and going strong. We now have everyday covered with someone filling it daily. The Little Pantry is always busy with those who need food in our neighborhood and is usually emptied soon after we fill it. We'd like to thank our surrounding neighbors who also provide food.

What we need is for more people to participate by bringing the necessary foods or to donate money to the Little Pantry so that the committee can purchase “deals.” Winter is here and a big need is gloves, socks, hats, and scarves. We need cans with pop top lids of stews, soups, chili, fruits, Vienna sausages, and tuna. We need dry goods of peanut

butter, crackers, cookies, and protein bars. (Please no fresh vegetables or fruit. We have critters who enjoy having dinner on us.)

The gratitude and thanks that we receive each day is astonishing. Thanking BLC for their generosity and giving us “A God Bless You” is the usual comment from a recipient. They are just striving to survive. Our little pantry has been repaired, updated and painted by a very generous soul. Thank you for donations all year. They can be put in the small room across from the kitchen.

### **Mission Trips:**

- **Annual In Country Mission Trip:** A BLC/LOC mission trip was taken through Tipi Builders in March to a Hopi/Navajo Indian Reservation in Arizona. Eight people participated in the repair of rundown buildings and the cutting of firewood. Previous trips in other years have been taken to Kentucky, Pine Ridge Reservation, and New Orleans to help those in need. Look for information on a 2024 trip!
- **Border Immersion Trip:** A border immersion trip to Iglesia Luterana Cristo Rey in El Paso was taken in October with eight participants from BLC and LOC, including Pastor Katie and Father Teri, to learn firsthand about immigration at the border, to serve 120 immigrants a meal and hand out snacks to those on the street, and then to share the information and experiences with the two congregations. Two fundraisers allowed us to donate over \$6000 to help serve Cristo Rey’s congregation of immigrants and to help them serve immigrants in their community. In addition, there were donations of 192 bottles of ketchup donated by CTS, LOC, and BLC to go into their Christmas food baskets, 100 quilts made by our quilters, 800+ breakfast bars, 34 sets of women’s clothing, Thrivent shirts, and several computers. Thank you to all who supported this effort! If you apply for a Thrivent team, please order shirts for a future donation.
- **Nicaragua Mission Trip:** Due to covid and political issues, no trip was offered this year. In February, four Nicaragua board members will go to visit those running our children center in Somoto and the children in the project to assess the feasibility of a trip in 2024. Read more details in the Nicaragua Project report.

### **Ministry to Seniors:**

- **Ambassadors at The Atria:** We are delighted to bring joy in song and scripture to the memory unit at The Atria on the second Sunday of each month. All are welcome, including children. You do not need to be able to carry a tune — just bring a joyful heart. Look for notices in our news and bulletins and join us!

### **Ministry to Prisoners:**

- **Musical Freedom:** is a program inside the Denver Women's Correctional Facility providing piano, violin, viola, cello, and vocal lessons to incarcerated individuals. The program is conducted on a weekly basis by Jeanne and Jerry P. Thank you for this ministry!

- **The Reentry Initiative**, here in Longmont, continues to provide clothing, counseling and support for those recently released from jail or prison. They are always in need of clothing, particularly work type clothing for men, and other donations as well. You can donate at their location in the rear of the Presbyterian church at 402 Kimbark or give them to Mike Smith who will take them there. Donations are also collected during our Share the Grace events.
- **New Beginnings Worshiping Community**, at the Denver Women's Correctional Facility on Havana street in Denver, is a Synodically Authorized Worshiping Community of the ELCA. Bethlehem has supported New Beginnings for many years both spiritually and financially. For the last three years, the congregation has supported them through donations during Share the Grace events.

Pastor Samm Melton Hill joined NBWC in a yoked call with Highlands Lutheran Church in North Denver. The previous Pastor Terry Schjang accepted a call to Evergreen Lutheran Church after 10 years at New Beginnings. Pastor Samm is continuing the ministry at New Beginnings and working with those who are vulnerable and marginalized both in prison and in the community. Pr. Samm completed her MDiv at Harvard Divinity school in 2019 and is working towards a Masters of Sacred Theology at United Lutheran seminary.

In the past, members have visited prisoners but visits were halted with Covid. We look forward to the prison allowing visitors from BLC once again to attend one of the services which are at 2:30 p.m. every other Sunday in the gymnasium. To participate, look for notices in news and bulletins when this begins.

New Beginnings still has the card ministry, which provides cards for the inmates to send to their families and friends at the holidays on other occasions. Contact Mike Smith to donate.

Pastor Samm indicated that she would welcome the opportunity to come to BLC to meet us, explain her ministry, and express thanks for our continued support, so look for a notice of her coming.

### **Ministry to the Homeless and Those Needing Homes**

- **HOPE**: is an outreach program for the homeless. Manna Bible Study provides complete meals for HOPE on the 4th Tuesday of each month. The meals are prepared and delivered to the Journey Church on Pike Road by a member of Manna. This church is also an overnight shelter for the homeless. Contact Phyllis W. to participate.
- **Habitat for Humanity**: Bethlehem Lutheran has helped Saint Vrain Habitat for over 20 years. We have had a group at their work sites once every two months. This year there were 4–5 people helping on each of the build days on February 24, April 22, June 24, and August 26. We worked on building 8 homes at the Meadow Brook Development off Nelson Road. The October and December build days were canceled, as they did not have need for us as The Meadow Brook homes were basically completed.

Our next push in 2024 will be building homes on the old Sugar Mill land south of 3rd Avenue and route 119. Presently, they have not been able to start laying out the foundations.

There are six build days on Saturdays in 2024: February 24, April 27, June 29, August 24, October 26, and December 7. Save the dates! We are always looking for volunteers!

### **Ministry Abroad**

- **The Nicaragua Project**: For the 20<sup>th</sup> year we have continued to financially support a children center in Somoto. Mission trips have been taken there for 15 of those years but were suspended due to Covid. Some Nicaragua board members will visit the project in February, 2024. For more information please see the report included within.
- **Quilting Ministry**: The Bethlehem Quilting Ministry continues to sew and send love and warmth around the globe. Over the years hundreds of quilts have been sent to Lutheran World Relief for distribution. Last year we were able to send 30 quilts to Ukraine and closer to home, to Hope, In-Between, and Our Center. The border immersion trip to El Paso gave us another opportunity to share comfort at Cristo Rey. The need is great.

We are always encouraging new faces to help in our mission. The quilt room has lots of fabric, and anyone who can sew a straight stitch, either at home or Thursday morning at the church is welcome to join us.

### **Missions Committees and their activities that Support the above Ministries:**

- **Social Justice Initiative (SJI)**:

*He has told you, O mortal, what is good; and what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God? (Micah 6:8)*

In accordance with these words from Micah, as members of SJI, volunteers from our congregation have continued to explore ways to do justice and accompany our neighbors.

### **This Year's SJI Activities and Committee Work were:**

- **Two Share the Grace Events** to gather items that congregants drop off at the church to help the following organizations serve others: Casa de Paz, New Beginnings, Re-Entry Initiative, Annie and Millie's Place, Iglesia Luterana Cristo Rey, and the Little Pantry. Gift cards and monetary donations for all these organizations were collected at the same time.
- **God's Work Our Hands**: In September ELCA congregations across the country gather on a designated Sunday to do volunteer work to help within their community. This year, more than 46 congregants of all ages gathered to make up over 40 backpacks for newly released prisoners through New Beginnings, 44 backpacks for newly released immigrants through Casa de Paz, sew and tie quilts for toddlers and infants who are immigrants served by Cristo Rey in El

Paso, and work in our Growing Gardens on our property that feeds people needing food in our area.

- **Support of Campus Ministry:** A student from Lutheran Campus ministry delivered the sermon one Sunday this year, and a love offering was collected for this ministry.
- **Annie and Millie's Place:** serves homeless by helping them with their pet care and health. On June 3 we hosted a vet clinic for them and served the participants and those helping burritos and drinks. The homeless were also able to get a simple health check up. We also collected items for them during our second Share the Grace event.
- **Immigration Education and Support:**
  - **The Immigration Focus Group:** Due to the large influx of immigrants, SJI formed a subcommittee, The Immigration Focus Group, to explore ways to educate the congregation and accompany immigrants. Other ELCA congregations and LOC have been invited to participate and have done so. Activities this year have been exploring ways to support migrants, collecting ketchup for food baskets for 120 immigrant families at the border, collecting clothes for immigrants at the border, having a January "New Year New Socks" drive for Denver immigrants, having a burrito fundraiser and a general fund raiser for Cristo Rey. They also planned and carried out the Border Immersion trip in October. Your participation is welcome. Check news and bulletins for meeting times.
  - **Hope for the Holidays** program sponsored by LIRS (Lutheran Immigration and Refugee Service). For the third year in a row, in November we will provide Christmas and holiday cards for our congregation and Sunday school children to write notes of encouragement which will be sent to detainees in ICE facilities across the country. Last year we sent 240 cards to LIRS. We encourage everyone to participate.
  - **A Community Education Event on Legal Issues for Immigrants:** In March, an immigration lawyer from Christ the Servant presented a program to 30 people to educate us on legal issues concerning immigrants.

**Financial Support: From the General Fund for Missions** was budgeted and provided to these missions: Lutheran Campus Ministry – CU Boulder, Sky Ranch Lutheran Camp, Habitat for Humanity, OUR Center, New Beginnings, HOPE, The Nicaragua Project, and the ELCA Rocky Mountain Synod.

**We value the generosity of all those who have supported our efforts** to accompany our neighbors in our neighborhood, our community, our nation, and abroad. Many people have benefitted from your kindness.

**Yearly Planning:** We welcome all to our yearly Missions planning meeting on January 21, 2024, at 11:30 a.m. following church in the Fireside Room. We will continue to explore ways to accompany marginalized populations and our neighbors. All are welcome to participate not only in this meeting, but also the Social Justice Initiative and Immigration Focus Group meetings. Watch the news and bulletins for announcements of meeting times & places or contact a contact person below.

You are encouraged to get more information on the church website and in the *Star* and to contact any of the following heads of the various service ministries:

**Contacts:**

Meeting times and places: Cathy Goodman

Social Justice Initiative: Cathy Goodman

Our Center: Mark Holste

Immigration Focus Group: Cathy Goodman

Ambassadors at The Atria: Jeanne Phipps

Nicaragua Project: Mark Holste

Hope (for homeless): Phyllis Wright

Little Pantry: Sue Smith

New Beginnings & ReEntry Initiative: Mike Smith

Hope for the Holidays: Mary Jane Voogt

Musical Freedom: Jeanne and Jerry Phipps

Casa de Paz: Cathy Goodman

Habitat for Humanity: Bob Cotton

Quilting: Barb Price

**The Nicaragua Project:** please see this report on page 38.

## Property Ministry 2023 Report

Respectfully submitted, Glenn Summers, Property Ministry Chair

Property in 2023 has been very interesting from raising the floor project, testing the water for lead, property has slowly been bringing the church back to shape. I want to shout out to all the volunteers that make the Property Chair's life a lot easier, from the financial support to their hard work. Our congregation is a generous one; they raised \$11,200 in less than three months for the Raising of the Floor Project.

Property has an active role in the planning and support for the introduction/implementation of Growing Gardens. Growing Gardens yielded 6,085 lbs. from the BLC site. AWESOME!

Listed below are projects completed or in process:

- Replacement of exterior lighting to LED Dawn to Dusk fixtures.
- Painting the stone BLC sign.
- Raising the E & W floors, which includes the replacement of the carpet in the Fireside Room.
- Repairing the transitions and tile on the floor.
- Repairing the Cornerstone fencing.
- Strip and polish the Fellowship Hall
- Replace the roofing and gutters on both the church and Parsonage. Hopefully, that new roof will have fixed our roof leaks. (Costs - \$368,000)
- Growing Gardens project
- Replace the water fountain in the Fellowship Hall to a bottle fill. Fountain was out of compliance for lead. (still in Progress) This project is supported by a grant.
- Sprinkler repairs.
- Electrical repairs – down power line North parking lot, ground fault in Fellowship Hall area and LOC.
- Numerous plumbing repairs.
- Outdoor signage

Upcoming projects for 2024

- Replace air units for the East and West wings. Estimate \$30,000
- Paint parking lot lines
- Remove scrubs on Pratt and lay rock
- Trim all trees
- Expansion of Growing Gardens (with Congregational approval)
- Painting the hallways
- New Riding Mower with attachments appr. \$3,500
- Electrical power upgrade and strategic planning to bring electrical to code. Appr. \$40,000

Again, thank you all who have participated in keeping our building and grounds maintained throughout the year. I may not have mentioned you specifically, but know your efforts are greatly appreciated.



## Land Stewardship Team Report 2023

Respectfully submitted, Chili Chullino

Throughout 2023 the BLC Land Stewardship Team (LST) has delighted in working alongside Growing Gardens on the pilot program farm hosted by BLC on the North lot of the BLC property. At the end of 2022 Growing Gardens lost roughly two thirds of the acre of land at the YMCA on which they grow produce that is donated to feed our neighbors in the Boulder County Community. In the wake of this immense challenge, BLC stepped up to the plate and agreed to enter into a pilot farming year during which Growing Gardens farmed roughly one third of an acre on the BLC property.

In 2022 Growing Gardens grew 10,500 lbs of fresh produce that was both directly donated to neighbors and distributed through partner organizations such as the Our Center. If it weren't for the pilot farm at BLC many families in our community would have lost crucial access to fresh, healthy produce. Instead, in 2023 Growing Gardens was able to grow and donate 11,800 lbs of produce, over 6,000 lbs of which was grown on the pilot farm at BLC. You read that correctly, with less growing space (half of which was previously fallow) Growing Gardens grew more produce this year than they did the previous year on their established farm. What happened in 2023 was a real “loaves and fishes” moment that was made possible not only by the tireless dedication of Growing Garden’s staff, but also by the tremendous yields from the pilot farm at BLC. In 2023, Growing Gardens harvested over 1,000 lbs of onions from a single bed on the BLC farm, that’s nearly 200 lbs more than was harvested in 2022 at the YMCA on twice the land. That is only one example of how bountiful the harvests were on the BLC pilot farm. Needless to say, Growing Gardens’ Farm Manager, Tim, is eager to expand the growing operations on the BLC property to support even more of our neighbors.

After an immensely fruitful pilot year, BLC has the opportunity to codify this partnership with Growing Gardens by entering a seven year Land Use Agreement which would welcome Growing Gardens to farm the roughly .96 acres of unutilized, fallow land on the North of the BLC property. Entering into this agreement will not only ensure that Growing Gardens has a home in Longmont for the foreseeable future, but also that thousands of neighbors in our community will have access to healthy, sustainable food that they otherwise would go without. The full Land Use Agreement can be found at this link: [bethlehem-lutheran.net/land/](https://bethlehem-lutheran.net/land/).

The LST recognizes that this is an incredible opportunity to be faithful stewards of the land we occupy, but there’s also no such thing as a “free lunch.” There are costs and commitments involved with entering this agreement. The primary financial commitment from BLC in the Land Use Agreement is the utility costs of water for irrigation of the farm and electricity to run the walk-in cooler. Below are the *worst case scenario projections* of the utility costs over the seven year term of the agreement. This is the only financial commitment that will be reflected annually in the BLC budget, and we stress that these figures were calculated based on irrigating the farmed space every single day during the growing season and the walk-in cooler running non-stop for the duration of the growing season, neither of which are likely to occur.

	2024	2025	2026	2027	2028	2029	2030
TOTAL UTILITIES	\$1,800.00	\$2,800.00	\$2,800.00	\$2,800.00	\$2,800.00	\$2,800.00	\$2,800.00
Water	\$ 1,500.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00
Electricity	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00

The LST would also like BLC to consider making a small financial commitment to Growing Gardens in the way of annual benevolence. As a partner, it's unlikely that we'll be able to match the financial commitment that the YMCA was able to make to Growing Gardens, but even a small financial commitment greatly helps Growing Gardens to secure other financial support from donors as well as government grants. Agreeing to enter the Land Use Agreement **does not** mean that BLC is committing to benevolent giving to Growing Gardens, but below is an example of how the LST thinks BLC might be able to give over the course of the agreement. Any benevolence dedicated to Growing Gardens would be voted on by the congregation annually through BLC's annual budget approval process.

	2024	2025	2026	2027	2028	2029	2030
BENEVOLENCE	\$500.00	\$1,000.00	\$1,500.00	\$2,000.00	\$2,500.00	\$2,500.00	\$2,500.00

**Though also not part of the BLC budget**, there are potential projects associated with changes to the infrastructure of the BLC property that BLC may undertake to better support the mission of feeding our neighbors through the work of Growing Gardens over the course of the Land Use Agreement. The LST has created the following table as an example of how/when these projects could be addressed, but it is meant only as an example and is entirely flexible. Furthermore, the LST recommends that creative funding methods such as donations from partner organizations, grants, crowdfunding, and sweat equity be used to fund these projects.

	2024	2025	2026	2027	2028	2029	2030
Frost Proof Water Line			\$8,000.00				
Fencing	\$2,500.00		\$1,800.00	\$1,800.00			
Signage	\$400.00						
Pollinator Garden	\$500.00	\$500.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00

## Stewardship Ministry 2023 Report

Respectfully submitted, Mike Smith, Stewardship Chair

2023 was an exciting year for Bethlehem as a result of your commitment of time and financial diligence to the ministries of our church. I would like to highlight all we do, I'm sure I'll forget some, but I'll mention a few:

- Community Food Sharing: OUR Center meals, HOPE, Growing Gardens, Little Pantry
- Community Contact: Cub Scouts, Boy Scouts, Girl Scouts, Drummers, New Beginnings Worshiping Community, The Reentry Initiative
- Worship: Weekly Word and Sacrament, Funerals, Baptisms, Confirmations, Ordination, Bible studies, Table talk, Music
- None of these activities occur without your regular support. Not all pledges are in for 2024, but we look forward to continued support of prayers, participation in ministry, and contributions.

We are Blessed to be a Blessing to each other within our church family and hopefully a beacon of hope in our communities as we share Christ love with all those with whom we are in contact

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## Heritage Endowment Fund 2023 Annual Report

Respectfully submitted, Greg Schumann, Treasurer

The Heritage Endowment Fund receives money from memorials, Choice Dollars from Thrivent members, and dividends and interest from the investment funds. We currently have two sub-funds that have money: the Scholarship Fund and the Worship Fund.

The Scholarship Fund that was started in 2011. To date, this fund has awarded \$29,000 in education scholarships.

The Worship Fund was started in 2016. This fund has been growing and was available for worship enhancements for the first time in 2021.

The Heritage Funds are available to accept designated funds from memorials, gift contributions, and Choice Dollars. Gifts can be made through the BLC website or by checks made out to Bethlehem Lutheran Church and designated for the Heritage Fund. As these funds grow, only the income generated from the investments can be distributed. Our standard practice for the Scholarship Fund is to assess the fund each January and pull earnings from the previous four quarters. That gives the Scholarship Committee an idea of how much we can award that year.

The committee meets quarterly or as needed during the year to review the fund investment performance and determine if there are funds available for distribution. Only the income from the investments can be made available each year. The 2023 committee members are Eric Kittelberger, Candy Tiff, Cindy Pemberton, Glenn Summers, and Pat Wilder.

### Financial Summary of Activity

	Education	Worship
Contributions to the fund	\$ 0	\$ 2,210
Income for the fund	\$ 4,209	\$ 2,211
Less fund distributions	\$ 0	\$ 0
Fund Loss	\$ 1,440	\$ 796
Balance of the fund on 9-30-2023	\$ 49,479	\$ 27,348

The Thrivent Funds, like most investments in 2023, had ups and downs this year, with an average investment loss of 6.4% for each fund. Contact our treasurer, Greg Schumann, with any questions or suggestions ([treasurer@bethlehem-lutheran.net](mailto:treasurer@bethlehem-lutheran.net)).

## Worship Ministry 2023 Report

Respectfully submitted, Sabrina Lee, Worship Ministry Chair

I had served as the Worship Ministry Chair several years ago, and I found that serving as the Chair now is completely different due fewer volunteers overseeing everything.

Previously we had someone who scheduled the Assistant Ministers, Communion Ministers, Ushers, and Greeters. When I started in January, we were using Sign Up Genius for the volunteers. Personally I never had a problem with Sign Up Genius, but I was in the minority. Our Administrative Assistant, Tiffany Beisner, created a spreadsheet where people can go in and sign up. This has simplified the process, but every month we still need to get volunteers to fill all of the slots. Sandy Woodruff has been personally calling her list of Greeters to schedule them. This works, but it is terribly time consuming. Jim works on the Ushers, and I work on the Assistant Ministers and Communion Ministers. I certainly would like more people to sign up to volunteer, I would be more than happy to show you what to do, no experience necessary.

When I served before, we also had a Choir Director. Due to health reasons, followed by COVID, we are now dependent on Cindy Tayler and Betty Rasmussen who do an awesome job coordinating our music every month. Thank you Cindy and Betty!

This summer we did something different with the outdoor services. The 2nd and 4th Sundays were outdoors. The two in June and the first one in July were second service, and the second one in July and both in August we held outdoor services for the first service. The outdoor services were very well attended all summer long.

Overall attendance has been good for both services. We average about 125 people every week. The special services like Jazz Sunday and Confirmation Sunday were very well attended.

It has been a pleasure working with Pastor Katie, Jim Woodruff, and all the volunteers who help us every month.

## The Nicaragua Project 2023 Annual Report

Respectfully submitted, Cathy Goodman, Missions Chair

Once again we have had a very successful year of ministry to our friends and families in Somoto, Nicaragua. Our faithful supporters have met and succeeded our goals of fundraising, allowing us to continue to provide a thriving preschool for over 80 children in the community.

We have completed upgrades to the facility, remodeling bathrooms for the kids and staff, and providing a more modern and functional kitchen for the cooks to prepare two meals and a snack every day for these growing children.

Marta and Candida continue to provide leadership and administration for the preschool. Both of them grew up in this community, and it is their heart's desire to help these children get the education that they need, to escape the life of poverty that they face.

It has been a joy to see the fruits of our student scholarship program. We have had several students graduate from the University with medical degrees, and others who have gone on to become teachers, social workers, and therapists, and many who have returned to their own communities to serve and work there. Oscar, who completed medical school, is now a practicing surgeon. Anna Christina is a young lady who worked hard to be accepted into medical school, and is now close to graduating and beginning her career in the medical health field. Wilbur is a special needs student, who overcame polio as a child, and is now enrolled in the university. Despite his disabilities, his professors describe him as an excellent student. He is very grateful for all of the people who have supported him in his life, and he volunteers at the preschool spending time with the other children. This is his way to help pay his scholarship forward.

Cristel, a former scholarship student and graduate of dental school, recently celebrated two years of her dental practice located in Somoto, the community where she grew up in. She is now a member of our ministry team in Somoto, and we partner with her to provide dental treatments to those who cannot afford it. She takes on patients who agree to pay whatever they can, which can be very little, or nothing. We supplement her work with finances to help pay for the dental care of these needy people. It is wonderful to see the smiles of the before and after photos that she sends us.

The year 2023 saw the conclusion of one of the most amazing ministries of providing homes for the poor and homeless families of Somoto. Several years ago, the Nicaragua Project partnered with Marcio, who was the Mayor of Somoto at the time, and the American Nicaragua Foundation, an NGO that provides construction of homes for the families of areas of great need, for the cost of only \$600. Marcio provided the land to build on, ANF provided the materials and construction, and our ministry provided funds to help some families who struggled to come up with the \$600.

It was a three year process, and when it was completed, there were 157 new homes built for these families, complete with electricity, water, and sewer. Wow! Please join me in thanking God for His wonderful provision of these homes for these families!

Looking ahead, the year 2024 will see us resume our trips down to visit our friends in Somoto, Nicaragua. Four of us on the board of directors, along with Cathy's daughter Racheal, will travel there in February. We are very excited and can't wait to see our faithful ministry family and the wonderful kids of the preschool.

In closing, we would like to thank you all for supporting this wonderful ministry. God continues to bless our efforts to serve Him, by serving the families in Somoto. May He also bless you as you partner with us.

**THE NICARAGUA PROJECT**  
**2023 Statement of Activity**

	<u>30-Nov-23</u>	<u>30-Nov-22</u>
<b>Contributed Income</b>		
ANNIFU Support (Keep school operating)	\$36,372.75	\$16,859.83
Fair Trade	\$0.00	\$0.00
Houses Barrio	\$0.00	\$0.00
Special Projects - House, School Updates	\$0.00	\$25,874.90
Dental Mission	\$1,050.00	\$1,350.00
Roofs	\$0.00	\$2,000.00
Scholarships	\$3,063.60	\$3,467.80
Water Filters		
Undesignated Mission - Cash (unrestricted)	\$444.00	-\$343.00
Memorial Funds		
Administration	\$300.00	\$300.00
<b>Total Contributed Income</b>	<b>\$41,230.35</b>	<b>\$49,509.53</b>
<b>Expenses</b>		
ANNIFU Support (Keep school operating)	\$38,840.00	\$32,271.83
Fair Trade	\$0.00	\$0.00
Houses Barrio	\$0.00	\$0.00
Special Projects - House, School Updates	\$1,931.00	\$19,396.65
Dental Mission	\$1,003.00	\$2,225.00
Roofs	\$0.00	\$2,000.00
Scholarships	\$3,585.00	\$4,382.94
Water Filters	\$0.00	\$0.00
Undesignated Mission - Cash (unrestricted)	\$0.00	\$0.00
Memorial Funds	\$0.00	\$0.00
Administration	\$320.00	\$360.00
<b>Total Expenses</b>	<b>\$45,679.00</b>	<b>\$60,636.42</b>
<b>Change in Net Assets</b>	<b>-\$4,448.65</b>	<b>-\$11,126.89</b>
<b>Net Assets (Beginning)</b>	<b>\$75,383.63</b>	<b>\$86,510.52</b>
Change in Net Assets	-\$4,448.65	-\$11,126.89
<b>Net Assets (ending)</b>	<b>\$70,934.98</b>	<b>\$75,383.63</b>

**2023 Statement of Financial Position**

**Assets**

Undesignated Mission - Cash (unrestricted)	\$486.89	\$42.89
Designated Funds		
ANNIFU Support (Keep School Operating)	\$51,418.61	\$53,885.86
Fair Trade	\$982.00	\$982.00
Houses Barrio	\$0.00	\$0.00
Special Projects	\$4,547.25	\$6,478.25
Dental Mission	\$230.00	\$183.00
Roofs	\$0.00	\$0.00
Scholarship (for Tuition and Licenses)	\$12,548.46	\$13,069.86
Water Filters	\$632.93	\$632.93
Memorial Funds	\$0.00	\$0.00
Administration	\$88.84	\$108.84
<b>Total Assets</b>	<b>\$70,934.98</b>	<b>\$75,383.63</b>



## Nominating Committee 2023 Report

The members of the 2023 Nominating Committee are Jenny Kelley, Margot Hoffmeyer, Dave Hooley, Dennis Smith, and Pastor Katie Chullino.

The committee presents the following slate for election to **Bethlehem Congregation Council in 2024**:

- President: Mark Holste, (one year term)
- Vice President: Brian Carlson, (one year term)
- Secretary: Cindy Thompson, (one year term)
- Treasurer: Greg Schumann, (one year term)
- Evangelism Chair: Paul Puebla, (two year term)
- Faith Formation Chair: Jaime Updegraff, (two year term)
- \*Property Chair: Glenn Summers, (two year term)

\*The Property Chair in 2023 was filling a previous term; this election is for a full two year term.

### **Current Council Remaining in Positions for 2024:**

- Stewardship: Mike Smith, 1 year remaining
- Missions: Cathy Goodman, 1 year remaining
- Worship: Sabrina Lee, 1 year remaining

The committee presents the following slate for election to the **Nominating Committee for 2024** (selecting positions for 2025):

- Steve Dawson (outgoing council member)
- Jenn Puebla
- Carolyn Bloemker
- Sue Smith

The committee presents the following slate for election to the **Synod Assembly representatives for 2024**: Mark Holste and Jenny Kelley

The committee presents the following slate for election to the **Heritage Endowment Committee**:

- Sandy Burrell (3 year term)
- Robyn Sloan (3 year term)

The following are incumbent members of the Heritage Endowment Committee:

- Glenn Summers (1 year remaining of 3 year term)
- Erik Kittelberger (2 years remaining of 3 year term)
- Candy Tiff (2 years remaining of 3 year term)

## 2024 Proposed Budget

The following Proposed Budget for 2024 is submitted, on behalf of the Church Council, by Greg Schumann, Bethlehem Lutheran Congregation Treasurer.

- Key Points
- Financial Budget Summary
- Detail account budget by Ministries

## Key Points for the 2024 Budget

- As we have no mortgage, a commitment was made to put funds each month into the Capital Improvement Fund. We are increasing that this year to \$1000 per month as we anticipate using most of what is in there.
- The income for the budget was calculated by examining the giving trends, observing the number of new members and new visitors along with a small increase in faith that we are still a growing congregation.
- The General Fund is the dollars that pay for most of our programs, our staff, our building and our benevolence. Without a solid general fund, “money asks” increase or program/benevolence decrease.
- The proposed budget includes increases in staff salaries. This brings us more in line with the “marketplace”.
- Thanks to all who have helped in facilitating the staff realignment. Now that it is in place, the budget will look a bit more normal on the line-item level.
- Most of the ministry budgets have been kept the same. Some increases have occurred as we learned this year what we needed to run certain programs, such as VBS. The Missions budget was restored to the 2022 giving level.
- A special note on cost projections, prices for goods and services are going up across the country and around the world. These are the best estimates with the current information.
- With Growing Gardens being on the front burner for discussion, the figures needed for the coming year’s program support is already included in the budget. Overall, we would be committed to \$2,300 for utilities and mission support. That mission support would actually have many more benefits that we do not pay for since a large amount of the produce grown goes to programs that we already support such as the Our Center.

Bethlehem Lutheran Church						
General Fund Budget - 2024						
Account #	Account Name	2021	2022	2023	2023	2024
		Actuals	Actuals	Budget	Actual 10/23	Budget
<b>General Fund Income</b>						
4.01.4006	General Fund Giving	\$ 390,546.03	\$ 345,023.15	\$ 376,977.00	\$ 310,560.16	\$ 395,500.00
4.01.4007	Loose Plate Giving	\$ 1,257.00	\$ 6,689.00	\$ 2,500.00	\$ 3,812.42	\$ 4,000.00
4.01.4010	Holiday Special Giving	\$ 1,325.00	\$ 1,558.00	\$ 1,500.00	\$ 705.00	\$ 1,200.00
	<b>Total Giving Income</b>	<b>\$ 393,128.03</b>	<b>\$ 353,270.15</b>	<b>\$ 380,977.00</b>	<b>\$ 315,077.58</b>	<b>\$ 400,700.00</b>
4.01.1030	Wells Fargo Gains/Losses	\$ (354.97)	\$ -	\$ -		
4.01.4001	Light of Christ Covenant	\$ 22,008.00	\$ 22,008.00	\$ 22,008.00	\$ 18,340.00	\$ 22,008.00
4.01.4011	Bank Interest Income	\$ 200.52	\$ 113.90	\$ 100.00	\$ 88.30	\$ 100.00
4.01.4020	Room Use	\$ 531.00	\$ 590.00	\$ 500.00	\$ 900.00	\$ 1,000.00
4.01.4031	Misc Inc. C120, CC Inc, VBS 2021	\$ 17,785.87	\$ -	\$ -	\$ 972.00	
	<b>Total Other Income</b>	<b>\$ 40,170.42</b>	<b>\$ 22,711.90</b>	<b>\$ 22,608.00</b>	<b>\$ 20,300.30</b>	<b>\$ 23,108.00</b>
	<b>Total General Fund Income</b>	<b>\$ 433,298.45</b>	<b>\$ 375,982.05</b>	<b>\$ 403,585.00</b>	<b>\$ 335,377.88</b>	<b>\$ 423,808.00</b>
<b>General Fund Expenses</b>						
5.01.5021	Administration-Postage	\$ 2,235.70	\$ 955.00	\$ 1,500.00	\$ 872.00	\$ 1,200.00
5.01.5031	Administration-Office Supplies	\$ 2,721.92	\$ 2,661.66	\$ 2,000.00	\$ 1,769.01	\$ 2,000.00
5.01.5051	Administration-Conferences & Conventions	\$ 1,191.50	\$ 1,695.79	\$ 1,500.00	\$ 3,043.24	\$ 2,750.00
5.01.5075	Administration-Miscellaneous	\$ 1,352.61	\$ 2,102.86	\$ 744.00	\$ 3,638.72	\$ 1,500.00
5.01.5077	Administration IT/ Equipment	\$ 678.83	\$ 219.97	\$ 500.00	\$ 1,203.55	\$ 500.00
5.01.5078	Administration-IT/Web Support	\$ 349.90	\$ 130.21	\$ 96.00		
5.01.5079	Administration-IT/Software	\$ 4,164.38	\$ 4,316.19	\$ 4,049.00	\$ 3,640.45	\$ 4,000.00
5.01.5080	Administration-Office Equipment Maint.	\$ 5,243.79	\$ 7,669.08	\$ 3,582.00	\$ 7,638.02	\$ 7,500.00
5.01.5081	Administration-Phone	\$ 834.40	\$ 449.60	\$ 660.00	\$ 389.90	\$ 500.00
5.01.5090	Administration-Misc. Bank Charges	\$ 417.80	\$ 473.39	\$ 400.00	\$ 251.95	\$ 300.00
5.01.5095	Administration-Vanco Web-Pay Fee Expense	\$ 1,552.57	\$ 1,014.68	\$ 1,600.00	\$ 1,683.83	\$ 1,800.00
5.07.2000	Administration-Reimbursement Expenses	\$ -	\$ (1,761.27)	\$ 25.00	\$ 1,016.94	\$ -
	<b>Total Administration Expense</b>	<b>\$ 20,743.40</b>	<b>\$ 19,927.16</b>	<b>\$ 16,656.00</b>	<b>\$ 25,147.61</b>	<b>\$ 22,050.00</b>
5.01.5315	Mission-ELCA Rocky Mtn. Synod	\$ 22,600.00	\$ 20,000.00	\$ 17,332.00	\$ 14,443.30	\$ 19,775.00
5.01.5321	Mission-Lutheran Ranches of the Rockies (Sky Ranch)	\$ 500.00	\$ 500.00	\$ 250.00	\$ (875.00)	\$ 500.00
5.01.5371	Mission-Lutheran Campus Ministry Boulder	\$ 1,000.00	\$ 500.00	\$ 250.00	\$ 100.00	\$ 500.00
5.01.5391	Mission-Habitat Humanity	\$ 1,000.00	\$ 1,000.00	\$ 500.00	\$ 250.00	\$ 1,000.00
5.01.5392	Mission-New Beginnings (Women's Prison)	\$ 1,000.00	\$ 1,000.00	\$ 500.00	\$ 250.00	\$ 1,000.00
5.01.5397	Mission-Local Mission Programs	\$ 750.00	\$ 1,250.00	\$ 750.00	\$ (308.37)	\$ 1,250.00
5.01.5601	Mission - Nicaragua	\$ 1,000.00	\$ 1,000.00	\$ 500.00	\$ 250.00	\$ 1,000.00
5.01.5611	Mission-OUR Center	\$ 500.00	\$ 500.00	\$ 250.00	\$ 125.00	\$ 500.00
	Growing Gardens	\$ -	\$ -	\$ -	\$ -	\$ 500.00
5.01.5612	Mission-OUR Center Lunches	\$ -	\$ -	\$ -	\$ (10.00)	\$ -
	<b>Total Mission Expense</b>	<b>\$ 28,350.00</b>	<b>\$ 25,750.00</b>	<b>\$ 20,332.00</b>	<b>\$ 14,224.93</b>	<b>\$ 26,025.00</b>
5.01.5401	Property-Improvement/Repairs	\$ 11,504.73	\$ 9,257.27	\$ 10,000.00	\$ 15,519.89	\$ 15,000.00
5.01.5409	Property-Miscellaneous	\$ 112.82	\$ 46.97	\$ 300.00	\$ 76.38	\$ 300.00
5.01.5411	Property-Insurance	\$ 13,308.75	\$ 14,039.00	\$ 13,500.00	\$ 10,967.25	\$ 13,500.00
5.01.5421	Property-Utilities	\$ 21,362.46	\$ 26,701.71	\$ 22,000.00	\$ 28,245.22	\$ 30,000.00
5.01.5425	Property-Janitorial Services	\$ 11,141.72	\$ 11,132.16	\$ 12,000.00	\$ 13,422.50	\$ 15,000.00
5.01.5431	Property-Janitor Supplies	\$ 1,284.54	\$ 905.34	\$ 1,300.00	\$ 1,657.87	\$ 1,200.00
5.01.5451	Property-Equipment Maintenance	\$ 835.00	\$ -	\$ 1,000.00	\$ -	\$ 500.00
5.01.5472	Property-Snow Removal	\$ 2,425.00	\$ 3,710.00	\$ 3,000.00	\$ 2,787.50	\$ 3,000.00

Account #	Account Name	2021	2022	2023	2023	2024
		Actuals	Actuals	Budget	Actual 10/23	Budget
5.01.5473	Property-Lawn Maintenance	\$ 864.70	\$ 1,019.20	\$ 750.00	\$ 733.38	\$ 750.00
5.01.5474	Property-Trash Removal	\$ 1,454.50	\$ 1,518.00	\$ 1,500.00	\$ 1,913.00	\$ 2,100.00
5.01.5481	Property-Bus/Van Insurance	\$ 1,671.00	\$ 1,881.00	\$ 1,675.00	\$ 591.75	\$ 800.00
5.01.5482	Property-Bus/Van Maintenance & Exp.	\$ 383.04	\$ 1,716.03	\$ 500.00	\$ 444.56	\$ 500.00
5.01.5498	Property - Mortgage Interest	\$ 543.83	\$ -	\$ -	\$ -	\$ -
5.01.5499	Property-Mortgage Principal	\$ 33,788.46	\$ -	\$ -	\$ -	\$ -
5.01.5500	Property-HVAC Annual Maintenance	\$ 4,537.96	\$ 5,415.93	\$ 5,000.00	\$ 3,207.84	\$ 5,000.00
5.08.1002	Property- Mission House	\$ 275.00	\$ -	\$ -	\$ -	\$ -
5.08.1003	Property-Camera Security System	\$ -	\$ -	\$ 250.00	\$ -	\$ -
5.01.5402	Transfer funds to Capital Improvement	\$ -	\$ 6,000.00	\$ 6,000.00	\$ 5,000.00	\$ 12,000.00
5.08.0320	Property- Community Garden	\$ -	\$ -	\$ -	\$ -	
	<b>Total Property Expense</b>	<b>\$ 105,493.51</b>	<b>\$ 83,342.61</b>	<b>\$ 78,775.00</b>	<b>\$ 84,567.14</b>	<b>\$ 99,650.00</b>
5.01.5231	Evangelism-Advertisement	\$ -	\$ 736.02	\$ 1,000.00	\$ 569.73	\$ 800.00
5.01.5270	Evangelism-Miscellaneous	\$ 105.00	\$ -	\$ -		
5.01.5277	Evangelism-Community Outreach	\$ -	\$ 60.66	\$ 600.00	\$ (698.00)	\$ 600.00
5.12.0303	Evangelism-Prayer Shawl Expense	\$ -	\$ 7.99	\$ -		\$ -
5.12.0315	Evangelism-Outreach Expense	\$ (935.10)	\$ 109.98	\$ -		\$ -
5.12.1003	Evangelism-Cards, Cookbooks Expenses	\$ (70.00)	\$ 31.50	\$ -	\$ 48.20	\$ 50.00
5.12.1004	Evangelism-After School Snack Program Expenses		\$ -	\$ 600.00		\$ 400.00
	<b>Total Evangelism Expense</b>	<b>\$ (900.10)</b>	<b>\$ 946.15</b>	<b>\$ 2,200.00</b>	<b>\$ (80.07)</b>	<b>\$ 1,850.00</b>
5.01.5501	Staff-Pastor Salary	\$ 45,724.00	\$ 45,749.78	\$ 45,861.00	\$ 38,217.60	\$ 48,000.00
5.01.5503	Staff-Pastors Ministry Expense	\$ 162.88	\$ 366.99	\$ 500.00	\$ 128.47	\$ 400.00
5.01.5505	Staff-Pastors Housing Allow	\$ 8,500.08	\$ 8,733.94	\$ 8,755.00	\$ 7,296.00	\$ 8,755.00
5.01.5506	Staff-Pastor's Education Expense	\$ 229.97	\$ 842.77	\$ 1,000.00	\$ 307.32	\$ 2,000.00
5.01.5507	Staff-Pastors Pension / Med	\$ 24,439.16	\$ 22,052.21	\$ 25,184.00	\$ 15,620.86	\$ 26,192.00
5.01.5520	Staff-Director of Faith Formation	\$ 42,949.65	\$ 45,000.00	\$ 45,000.00	\$ 37,500.00	\$ 46,350.00
5.01.5522	Staff-Director of Faith Formation Expense	\$ 1,370.55	\$ 362.93	\$ 500.00		\$ 500.00
5.01.5523	Staff-Director of Faith Formation Med/Pension	\$ 4,542.88	\$ 13,266.00	\$ 15,066.00	\$ 11,257.50	\$ 15,518.00
5.01.5539	Staff-Communications Coordinator	\$ 13,173.46	\$ 17,101.28	\$ 17,143.00	\$ 23,019.50	\$ 41,600.00
5.01.5541	Staff-Office Coordinator Salary	\$ 32,815.92	\$ 33,719.02	\$ 33,801.00	\$ 18,305.72	\$ 16,895.00
5.01.5542	Staff-Office Coordinator- Pension/ Med	\$ 14,239.56	\$ 14,098.10	\$ 8,668.00	\$ 1,877.12	\$ -
5.01.5551	Staff- Musician	\$ 21,630.00	\$ 22,225.10	\$ 22,279.00	\$ 18,566.00	\$ 22,950.00
5.01.5561	Staff-Worship Director	\$ 21,270.06	\$ -	\$ 2,400.00		
5.01.5581	Staff-Bookkeeper Salary	\$ 14,625.12	\$ 15,027.50	\$ 15,064.00	\$ 12,553.40	\$ 15,500.00
5.01.5583	Staff-Church Windows Coordinator	\$ -	\$ -	\$ -		\$ -
5.01.5584	Staff- Intern	\$ 14,400.00	\$ -	\$ -		\$ -
5.01.5585	Staff- Intern Housing	\$ 10,006.84	\$ -	\$ -		\$ -
5.01.5586	Staff-Intern Expenses		\$ -	\$ -		\$ -
5.01.5594	Staff-Placeholder	\$ -	\$ -	\$ 12,500.00		\$ -
	<b>Total Salary/Wages Expense</b>	<b>\$ 270,080.13</b>	<b>\$ 238,545.62</b>	<b>\$ 253,721.00</b>	<b>\$ 184,649.49</b>	<b>\$ 244,660.00</b>
5.01.5595	Staff-FICA Employer Share	\$ 17,163.05	\$ 15,214.76	\$ 17,250.00	\$ 12,661.53	\$ 14,635.00
5.01.5596	Staff-Workman's Comp	\$ 1,694.25	\$ 1,982.00	\$ 1,751.00	\$ 1,112.00	\$ 1,751.00
	<b>Total Staff Expense</b>	<b>\$ 288,937.43</b>	<b>\$ 255,742.38</b>	<b>\$ 272,722.00</b>	<b>\$ 198,423.02</b>	<b>\$ 261,046.00</b>
5.01.5702	Stewardship- Consecration Program		\$ -	\$ 100.00		\$ 100.00
5.01.5701	Stewardship-Offering Envelopes	\$ 708.81	\$ 583.64	\$ 700.00	\$ 586.96	\$ 600.00
	<b>Total Stewardship Expense</b>	<b>\$ 708.81</b>	<b>\$ 583.64</b>	<b>\$ 800.00</b>	<b>\$ 586.96</b>	<b>\$ 700.00</b>
5.01.5801	Worship-Music	\$ 42.84	\$ 162.00	\$ 400.00	\$ 560.07	\$ 400.00
5.01.5831	Worship-Altar Care	\$ (368.12)	\$ 935.71	\$ 500.00	\$ (94.16)	\$ 500.00
5.01.5835	Worship-Musicians	\$ 250.00	\$ 3,000.00	\$ 3,000.00	\$ 1,500.00	\$ 3,300.00

Account #	Account Name	2021	2022	2023	2023	2024
		Actuals	Actuals	Budget	Actual 10/23	Budget
5.01.5845	Worship- Materials	\$ 1,032.88	\$ 1,654.36	\$ 2,000.00	\$ 1,203.61	\$ 2,000.00
5.01.5857	Worship-Nursery Supplies	\$ 9.27	\$ -	\$ 300.00		\$ -
	<b>Total Worship Expense</b>	<b>\$ 966.87</b>	<b>\$ 5,752.07</b>	<b>\$ 6,200.00</b>	<b>\$ 3,169.52</b>	<b>\$ 6,200.00</b>
5.01.5101	Faith Formation-Sunday School	\$ 1,301.67	\$ 596.77	\$ 800.00	\$ 426.09	\$ 500.00
5.01.5131	Faith Formation-Vacation Bible School	\$ 1,300.00	\$ 2,186.12	\$ 2,200.00	\$ 2,634.44	\$ 2,700.00
5.01.5141	Faith Formation-Confirmation	\$ 461.05	\$ 416.74	\$ 500.00	\$ 148.08	\$ 500.00
5.01.5151	Faith Formation-Adult Education	\$ 295.00	\$ 40.41	\$ 100.00	\$ 40.75	\$ 250.00
5.01.5161	Faith Formation-First Communion		\$ -	\$ -	\$ 29.59	\$ 50.00
5.01.5171	Faith Formation-Women's Retreat		\$ -	\$ -	\$ -	
5.01.5901	Faith Formation-Retreats / Activities	\$ -	\$ 988.04	\$ -		
5.01.5911	Faith Formation-Camping Scholarships	\$ 600.00	\$ 435.00	\$ 800.00	\$ 1,000.00	\$ 1,000.00
5.01.5932	Faith Formation-Adult Leader Expenses	.	\$ 395.00	\$ 500.00		\$ 400.00
5.01.5933	Faith Formation-Household Ministry	\$ 420.27	\$ 381.99	\$ 500.00		\$ 250.00
5.01.5936	Faith Formation-Ministry Expense	\$ 160.19	\$ -	\$ -	\$ 139.85	\$ -
5.05.0314	Faith Formation-Education Fund Expense	\$ -	\$ -	\$ -	\$ 47.51	\$ -
	<b>Total Faith Formation Expense</b>	<b>\$ 4,538.18</b>	<b>\$ 5,440.07</b>	<b>\$ 5,400.00</b>	<b>\$ 4,466.31</b>	<b>\$ 5,650.00</b>
	<b>Total General Fund Expenses</b>	<b>\$ 448,838.10</b>	<b>\$ 397,484.08</b>	<b>\$ 403,085.00</b>	<b>\$ 330,505.42</b>	<b>\$ 423,171.00</b>
	<b>Difference in General Operating Fund Only</b>	<b>\$ (15,539.65)</b>	<b>\$ (21,502.03)</b>	<b>\$ 500.00</b>	<b>\$ 4,872.46</b>	<b>\$ 637.00</b>

Bethlehem Lutheran Church						
Designated Fund Budget - 2024						
Account #	Account Name	2021	2022	2023	2023	2024
		Actuals	Actuals	Budget	Actual 10-23	Budget
<b>Designated Fund Income</b>						
4.07.2000	Administration-Reimbursement Fund Income	\$ -	\$ -	\$ -	\$ 740.00	
4.07.2050	Administration-Thrivent Choice Fund Income	\$ 3,084.00	\$ 4,201.00	\$ 3,000.00	\$ 3,345.00	\$ 3,400.00
	<b>Total Designated Administration Income</b>	<b>\$ 3,084.00</b>	<b>\$ 4,201.00</b>	<b>\$ 3,000.00</b>	<b>\$ 4,085.00</b>	<b>\$ 3,400.00</b>
4.12.0303	D-Evangelism- Prayer Shawl Income	\$ -	\$ 10.00	\$ -	\$ 6.00	\$ -
4.12.1001	D-Evangelism-Quilts, Pillows Income, cook, outreach	\$ 583.15	\$ 1,270.00	\$ 600.00	\$ 785.00	\$ 750.00
4.12.1002	D-Evangelism-Naomi Circle Income	\$ 454.00	\$ 356.00	\$ 300.00	\$ 379.01	\$ 380.00
4.12.1210	D-Evangelism- Kitchen Income	\$ 7.00	\$ 5.00	\$ -	\$ 462.00	\$ 200.00
4.12.1211	D-Evangelism-Funeral Fund Income	\$ -	\$ -	\$ -	\$ 270.00	\$ -
4.12.1004	D-Evangelism-After School Snack Project	\$ -	\$ 1,399.00	\$ -	\$ 452.00	\$ 400.00
	<b>Total Designated Evangelism Income</b>	<b>\$ 1,044.15</b>	<b>\$ 3,040.00</b>	<b>\$ 900.00</b>	<b>\$ 2,354.01</b>	<b>\$ 1,730.00</b>
4.05.0314	D-Faith Formation-Education Fund Income	\$ -	\$ 122.19	\$ 75.00	\$ -	\$ -
	<b>Total Designated Faith Formation Income</b>	<b>\$ -</b>	<b>\$ 122.19</b>	<b>\$ 75.00</b>	<b>\$ -</b>	<b>\$ -</b>
4.08.0322	D-Property-Equipment Fund Income	\$ -	\$ -	\$ -	\$ 264.00	
4.08.1001	R-Property-Columbarium Income	\$ 1,000.00	\$ -	\$ 400.00	\$ 2,676.72	\$ 500.00
4.08.0317	D-Property-Bus Income	\$ -	\$ 3,564.46	\$ -	\$ (3,000.00)	
	<b>Total Designated Property Income</b>	<b>\$ 1,000.00</b>	<b>\$ 3,564.46</b>	<b>\$ 400.00</b>	<b>\$ (59.28)</b>	<b>\$ 500.00</b>
4.05.1001	D-Faith Formation-Youth Bank Investment Account Income	\$ 5.00	\$ -	\$ 5.00	\$ -	
4.05.1911	D-Faith Formation-Youth Fundraising Income	\$ 125.00	\$ -	\$ 1,500.00	\$ 488.83	\$ 500.00
4.05.1931	D-Faith Formation-Youth Fund Income	\$ 3,409.35	\$ 3,981.59	\$ 3,000.00	\$ 2,132.72	\$ 2,300.00
	<b>Total Designated Youth Faith Formation Income</b>	<b>\$ 3,539.35</b>	<b>\$ 3,981.59</b>	<b>\$ 4,505.00</b>	<b>\$ 2,621.55</b>	<b>\$ 2,800.00</b>
4.03.0300	D-Worship-Revelation Choir Income	\$ -	\$ -	\$ -	\$ -	
4.03.0301	D-Worship-Children's' Music Income	\$ -	\$ -	\$ -	\$ -	
4.03.0307	D-Worship-Video ministry Income	\$ -	\$ -	\$ -	\$ -	
	<b>Total Designated Worship Income</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
4.02.0305	D-Mission-Mission Trips Income	\$ 100.00	\$ -	\$ 6,000.00	\$ 9,337.00	\$ 9,500.00
4.02.1540	D-Mission-BLC Missions Income	\$ -	\$ -	\$ -	\$ 207.00	
4.02.1530	D-Mission-Agape-Benevolence Income	\$ 2,397.00	\$ 1,248.50	\$ 1,500.00	\$ 1,609.00	\$ 1,700.00
	<b>Total Designated Mission Income</b>	<b>\$ 2,497.00</b>	<b>\$ 1,248.50</b>	<b>\$ 7,500.00</b>	<b>\$ 11,153.00</b>	<b>\$ 11,200.00</b>
4.15.0001	Capital Improvements Fund	\$ 1,126.50	\$ 9,623.00	\$ 1,200.00	\$ 382,459.96	\$ 3,805.00
4.15.0002	Playground Fund	\$ 30,000.00	\$ -	\$ -	\$ -	\$ -
	<b>Total Designated Income</b>	<b>\$ 42,291.00</b>	<b>\$ 25,780.74</b>	<b>\$ 17,580.00</b>	<b>\$ 402,614.24</b>	<b>\$ 23,435.00</b>
4.14.1999	Memorial Fund - Other	\$ 6,680.00	\$ 6,160.00	\$ 6,000.00	\$ 1,451.50	\$ 1,500.00
	<b>Total Designated Memorial Income</b>	<b>\$ 6,680.00</b>	<b>\$ 6,160.00</b>	<b>\$ 6,000.00</b>	<b>\$ 1,451.50</b>	<b>\$ 1,500.00</b>
4.04.1010	Endowment-Education Fund Income	\$ -	\$ -	\$ -	\$ -	\$ -
4.04.1009	Education Fund Gains-Losses	\$ 4,068.58	\$ (11,561.16)	\$ 1,500.00	\$ 2,768.89	\$ 2,000.00
4.04.1020	Endowment-Worship Fund Income	\$ -	\$ 4,008.86	\$ -	\$ 2,210.27	\$ 2,000.00

Account #	Account Name	2021	2022	2023	2023	2024
		Actuals	Actuals	Budget	Actual 10-23	Budget
4.04.1021	Worship Fund Gains-Losses	\$ 1,380.82	\$ (5,441.44)	\$ 1,000.00	\$ 1,415.23	\$ 1,200.00
	<b>Total Designated Endowment</b>	<b>\$ 5,449.40</b>	<b>\$ (12,993.74)</b>	<b>\$ 2,500.00</b>	<b>\$ 6,394.39</b>	<b>\$ 5,200.00</b>
	<b>Total Income</b>	<b>\$ 54,420.40</b>	<b>\$ 18,947.00</b>	<b>\$ 26,080.00</b>	<b>\$ 410,460.13</b>	<b>\$ 30,135.00</b>
<b>Designated Fund Expenses</b>						
5.07.2050	Admin-Thrivent Choice Fund Expense	\$ 2,240.50	\$ 5,575.04	\$ 2,250.00	\$ 2,644.09	\$ 2,700.00
	<b>Total Designated Admin Expenses</b>	<b>\$ 2,240.50</b>	<b>\$ 5,575.04</b>	<b>\$ 2,250.00</b>	<b>\$ 2,644.09</b>	<b>\$ 2,700.00</b>
5.02.0305	D-Mission-Mission Trips Expenses	\$ 400.00	\$ -	\$ 6,000.00	\$ 9,181.40	\$ 9,500.00
5.02.1540	D-Mission-BLC Missions	\$ -	\$ 4,007.91	\$ -	\$ 241.74	
5.02.1530	D-Mission-Agape-Benevolence Expenses	\$ 2,890.55	\$ -	\$ 1,500.00	\$ 1,625.00	\$ 1,700.00
	<b>Total Designated Mission Expenses</b>	<b>\$ 3,290.55</b>	<b>\$ 4,007.91</b>	<b>\$ 7,500.00</b>	<b>\$ 11,048.14</b>	<b>\$ 11,200.00</b>
5.08.1001	R-Property-Columbarium Expenses	\$ -	\$ -	\$ -	\$ -	
	<b>Total Designated Property Expense</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
5.12.1001	D-Evangelism-Quilters Expenses	\$ 727.38	\$ 203.20	\$ 600.00	\$ 377.19	\$ 750.00
5.12.1002	D-Evangelism-Naomi Circle Expenses	\$ 194.99	\$ 609.53	\$ 300.00	\$ 356.19	\$ 380.00
5.12.1210	D-Evangelism-Kitchen Expenses	\$ 117.50	\$ 443.75	\$ 250.00	\$ 1,007.62	\$ 250.00
5.12.1211	D-Evangelism-Funeral Fund Expense	\$ -	\$ -	\$ -	\$ 164.49	
	<b>Total Designated Evangelism Expenses</b>	<b>\$ 1,039.87</b>	<b>\$ 1,256.48</b>	<b>\$ 1,150.00</b>	<b>\$ 1,905.49</b>	<b>\$ 1,380.00</b>
5.03.0313	Worship-Altar Flower Expense	\$ 378.35	\$ -	\$ 500.00	\$ 1,027.50	\$ 200.00
	<b>Worship-Altar Flower Expense</b>	<b>\$ 378.35</b>	<b>\$ -</b>	<b>\$ 500.00</b>	<b>\$ 1,027.50</b>	<b>\$ 200.00</b>
5.03.0300	D-Worship-Revelation Choir Expenses	\$ -	\$ -	\$ -	\$ -	
5.03.0301	D-Worship-Children's' Music Expenses	\$ -	\$ -	\$ -	\$ -	
5.03.0307	D-Worship-Video ministry Expenses	\$ -	\$ -	\$ -	\$ -	
5.03.0307	D-Worship-Hand bells Expenses	\$ -	\$ -	\$ -	\$ -	
	<b>Total Designated Worship Expense</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
5.05.1220	D-Faith Formation-Women's Retreat Expenses	\$ -	\$ -	\$ -		
5.05.1120	D-Faith Formation-Hilddreth Scholarship Expenses	\$ -	\$ -	\$ -		
	<b>Total Designated Faith Formation Expense</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
5.05.1001	D-Faith Formation-Youth-Bank Investment Expense	\$ -	\$ -	\$ -	\$ -	
5.05.1911	D-Faith Formation-Youth Fundraising Expense	\$ -	\$ -	\$ -	\$ 874.28	\$ 16,500.00
5.05.1931	D-Faith Formation-Youth Fund Expenses	\$ 1,587.25	\$ (757.44)	\$ 917.00	\$ -	
5.05.1932	D-Faith Formation-Youth - Registrations and Fees	\$ -	\$ -	\$ -	\$ -	
	<b>Total Designated Youth Faith Formation Expense</b>	<b>\$ 1,587.25</b>	<b>\$ (757.44)</b>	<b>\$ 917.00</b>	<b>\$ 874.28</b>	<b>\$ 16,500.00</b>
5.05.1224	D-Faith Formation-Wedding Bus Fund Expenses	\$ -	\$ -	\$ -	\$ (612.10)	
	<b>Total Designated Faith Formation Expense</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ (612.10)</b>	<b>\$ -</b>
5.15.0001	Capital Improvements Expenses	\$ 17,328.35	\$ 482.95	\$ -	\$ 264,431.35	\$ 30,000.00
	<b>Total Designated Expenses</b>	<b>\$ 25,486.52</b>	<b>\$ 10,564.94</b>	<b>\$ 11,817.00</b>	<b>\$ 280,291.25</b>	<b>\$ 61,780.00</b>
	Memorial Funds-Others	\$ 1,926.60	\$ 1,597.99	\$ 2,000.00	\$ 2,392.27	\$ -
	<b>Total Designated Memorial Expenses</b>	<b>\$ 1,926.60</b>	<b>\$ 1,597.99</b>	<b>\$ 2,000.00</b>	<b>\$ 2,392.27</b>	<b>\$ -</b>

Account #	Account Name	2021	2022	2023	2023	2024
		Actuals	Actuals	Budget	Actual 10-23	Budget
5.04.1021	R-Endowment Worship Fund Losses				\$ 1,172.77	\$ -
5.04.1010	R-Endowment Education Fund Distribution	\$ 8,000.00	\$ -			
5.04.1020	R-Endowment Worship Fund Distribution	\$ -	\$ -			
	<b>Total Endowment Expenses</b>	<b>\$ 8,000.00</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 1,172.77</b>	<b>\$ -</b>
	<b>Total Expenses</b>	<b>\$ 35,413.12</b>	<b>\$ 12,162.93</b>	<b>\$ 13,817.00</b>	<b>\$ 283,856.29</b>	<b>\$ 61,780.00</b>
	<b>Difference Designated Funds Only</b>	<b>\$ 19,007.28</b>	<b>\$ 6,784.07</b>	<b>\$ 12,263.00</b>	<b>\$ 126,603.84</b>	<b>\$ (31,645.00)</b>



Bethlehem Lutheran Church						
Pre-School Budget - 2024						
Account #	Account Name	2021	2022	2023	2023	2024
		Actuals	Actuals	Budget	Actuals 10/23	Budget
<b>Preschool Income</b>						
4.26.1000	R-Preschool Tuition	\$ 71,917.50	\$ 70,773.00	\$ 73,120.00	\$ 53,922.82	\$ 76,140.00
	R-Preschool Designated Income				\$ 600.00	
	<b>Total Preschool Income</b>	<b>\$ 71,917.50</b>	<b>\$ 70,773.00</b>	<b>\$ 73,120.00</b>	<b>\$ 54,522.82</b>	<b>\$ 76,140.00</b>
	<b>Total Income</b>	<b>\$ 71,917.50</b>	<b>\$ 70,773.00</b>	<b>\$ 73,120.00</b>	<b>\$ 54,522.82</b>	<b>\$ 76,140.00</b>
<b>Preschool Expenses</b>						
5.25.1006	R-Preschool Staff-Teacher #3	\$ -	\$ -			
5.26.1004	R-Preschool Staff-Teacher #2	\$ 7,900.75	\$ 8,343.00	\$ 7,900.00	\$ 8,504.50	\$ 18,000.00
5.26.1007	R-Preschool Staff-Teacher #4	\$ 9,450.00	\$ 9,652.50	\$ 9,450.00	\$ 5,062.50	
5.26.1200	R-Preschool Staff-Employer FICA	\$ 5,158.55	\$ 5,207.85	\$ 5,160.00	\$ 4,036.72	\$ 4,437.00
		\$ -				
	<b>Total Preschool Staff Expense</b>	<b>\$ 22,509.30</b>	<b>\$ 23,203.35</b>	<b>\$ 22,510.00</b>	<b>\$ 17,603.72</b>	<b>\$ 22,437.00</b>
5.26.1000	R-Preschool Staff-Director Salary	\$ 50,080.08	\$ 50,080.08	\$ 50,100.00	\$ 39,200.07	\$ 40,000.00
5.26.2000	R-Preschool-Administration	\$ 867.34	\$ 763.50	\$ 900.00	\$ 1,678.27	
5.26.3000	R-Preschool-Equipment and Supplies	\$ 2,113.16	\$ 958.17	\$ 1,000.00	\$ (402.01)	\$ 1,350.00
5.26.5000	R-Preschool- Utilities	\$ 619.33	\$ 63.78		\$ 40.50	
	Weekly Reader	\$ -	\$ -	\$ -	\$ -	\$ 1,634.00
	Nurse	\$ -	\$ -	\$ -	\$ -	\$ 1,200.00
5.26.7000	Transfer to Bethlehem General Fund	\$ -	\$ -	\$ -	\$ -	\$ 3,805.00
	Transfer to Bethlehem Capital Improvement Fund	\$ -	\$ -	\$ -	\$ -	\$ 3,805.00
	<b>Total Preschool Other Expense</b>	<b>\$ 53,679.91</b>	<b>\$ 51,865.53</b>	<b>\$ 52,000.00</b>	<b>\$ 40,516.83</b>	<b>\$ 51,794.00</b>
	<b>Total Preschool Operating Expense</b>	<b>\$ 76,189.21</b>	<b>\$ 75,068.88</b>	<b>\$ 74,510.00</b>	<b>\$ 58,120.55</b>	<b>\$ 74,231.00</b>
	<b>Difference Preschool Only</b>	<b>\$ (4,271.71)</b>	<b>\$ (4,295.88)</b>	<b>\$ (1,390.00)</b>	<b>\$ (3,597.73)</b>	<b>\$ 1,909.00</b>

Bethlehem Lutheran Church						
2024 Detail Budget						
Account #	Account Name	2021	2022	2023	2023	2024
		Actuals	Actuals	Budget	Actuals 10-23	Budget
<b>General Fund Income</b>						
4.01.4006	General Fund Giving	\$ 390,546.03	\$ 345,023.15	\$ 376,977.00	\$ 310,560.16	\$ 395,500.00
4.01.4007	Loose Plate Giving	\$ 1,257.00	\$ 6,689.00	\$ 2,500.00	\$ 3,812.42	\$ 4,000.00
4.01.4010	Holiday Special Giving	\$ 1,325.00	\$ 1,558.00	\$ 1,500.00	\$ 705.00	\$ 1,200.00
	<b>Total Giving Income</b>	<b>\$ 393,128.03</b>	<b>\$ 353,270.15</b>	<b>\$ 380,977.00</b>	<b>\$ 315,077.58</b>	<b>\$ 400,700.00</b>
4.01.1030	Wells Fargo Gains-Losses	\$ (354.97)	\$ -	\$ -	\$ -	\$ -
4.01.4001	Light of Christ Covenant	\$ 22,008.00	\$ 22,008.00	\$ 22,008.00	\$ 18,340.00	\$ 22,008.00
4.01.4011	Bank Interest Income	\$ 200.52	\$ 113.90	\$ 100.00	\$ 88.30	\$ 100.00
4.01.4020	Room Use	\$ 531.00	\$ 590.00	\$ 500.00	\$ 900.00	\$ 1,000.00
4.01.4031	Misc Inc. C120, CC Inc, VBS 2021	\$ 17,785.87	\$ -	\$ -	\$ 972.00	\$ -
	<b>Total Other Income</b>	<b>\$ 40,170.42</b>	<b>\$ 22,711.90</b>	<b>\$ 22,608.00</b>	<b>\$ 20,300.30</b>	<b>\$ 23,108.00</b>
	<b>Total General Fund Income</b>	<b>\$ 433,298.45</b>	<b>\$ 375,982.05</b>	<b>\$ 403,585.00</b>	<b>\$ 335,377.88</b>	<b>\$ 423,808.00</b>
<b>Designated Fund Income</b>						
4.07.2000	Admin Reimbursement Fund Income		\$ -	\$ -	\$ 740.00	
4.07.2050	Administration-Thrivent Choice Fund Income	\$ 3,084.00	\$ 4,201.00	\$ 3,000.00	\$ 3,345.00	\$ 3,400.00
	<b>Total Designated Admin Income</b>	<b>\$ 3,084.00</b>	<b>\$ 4,201.00</b>	<b>\$ 3,000.00</b>	<b>\$ 4,085.00</b>	<b>\$ 3,400.00</b>
4.12.1003	D-Evangelism- Prayer Income	\$ -	\$ 10.00		\$ 6.00	\$ -
4.12.1001	D-Evangelism-QUILTS, Pillows Income, cook, outreach	\$ 583.15	\$ 1,270.00	\$ 600.00	\$ 785.00	\$ 750.00
4.12.1002	D-Evangelism-Naomi Circle Income	\$ 454.00	\$ 356.00	\$ 300.00	\$ 379.01	\$ 380.00
4.12.1210	D-Evangelism- Kitchen Income	\$ 7.00	\$ 5.00	\$ -	\$ 462.00	\$ 200.00
4.12.1211	D-Evangelism-Funeral Fund Income	\$ -	\$ -	\$ -	\$ 270.00	\$ -
4.12.1004	D-Evangelism After School Snack program		\$ 1,399.00		\$ 452.00	\$ 400.00
	<b>Total Designated Evangelism Income</b>	<b>\$ 1,044.15</b>	<b>\$ 3,040.00</b>	<b>\$ 900.00</b>	<b>\$ 2,354.01</b>	<b>\$ 1,730.00</b>
4.05.0314	D-Faith Formation-Education Fund Income	\$ -	\$ 122.19	\$ 75.00	\$ -	\$ -
	<b>Total Designated Faith Formation Income</b>	<b>\$ -</b>	<b>\$ 122.19</b>	<b>\$ 75.00</b>	<b>\$ -</b>	<b>\$ -</b>
4.08.0322	D-Property-Equipment Fund Income				\$ 264.00	\$ -
4.08.1001	R-Property-Columbarium Income	\$ 1,000.00	\$ -	\$ 400.00	\$ 2,676.72	\$ 500.00
4.08.0317	D-Property-Bus Income	\$ -	\$ 3,564.46	\$ -	\$ (3,000.00)	\$ -
	<b>Total Designated Property Income</b>	<b>\$ 1,000.00</b>	<b>\$ 3,564.46</b>	<b>\$ 400.00</b>	<b>\$ (59.28)</b>	<b>\$ 500.00</b>
4.05.1001	D-Faith Formation-Youth Bank Investment Account Income	\$ 5.00	\$ -	\$ 5.00		
4.05.1911	D-Faith Formation-Youth Fundraising Income	\$ 125.00	\$ -	\$ 1,500.00	\$ 488.83	\$ 500.00
4.05.1931	D-Faith Formation-Youth Fund Income	\$ 3,409.35	\$ 3,981.59	\$ 3,000.00	\$ 2,132.72	\$ 2,300.00
	<b>Total Designated Youth Faith Formation Income</b>	<b>\$ 3,539.35</b>	<b>\$ 3,981.59</b>	<b>\$ 4,505.00</b>	<b>\$ 2,621.55</b>	<b>\$ 2,800.00</b>
4.03.0300	D-Worship-Revelation Choir Income	\$ -	\$ -	\$ -	\$ -	\$ -
4.03.0301	D-Worship-Children's' Music Income	\$ -	\$ -	\$ -	\$ -	\$ -
4.03.0307	D-Worship-Video ministry Income	\$ -	\$ -	\$ -	\$ -	\$ -
	<b>Total Designated Worship Income</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
4.02.0305	D-Mission-Mission Trips Income	\$ 100.00	\$ -	\$ 6,000.00	\$ 9,337.00	\$ 9,500.00
4.02.1540	D-Mission-BLC Missions Income	\$ -	\$ -	\$ -	\$ 207.00	\$ -
4.02.1530	D-Mission-Agape-Benevolence Income	\$ 2,397.00	\$ 1,248.50	\$ 1,500.00	\$ 1,660.00	\$ 1,700.00
	<b>Total Designated Mission Income</b>	<b>\$ 2,497.00</b>	<b>\$ 1,248.50</b>	<b>\$ 7,500.00</b>	<b>\$ 11,204.00</b>	<b>\$ 11,200.00</b>
4.14.1999	D-Memorial Fund - Other	\$ 6,680.00	\$ 6,160.00	\$ 6,000.00	\$ 1,451.50	\$ 1,500.00
	<b>Total Designated Memorial Income</b>	<b>\$ 6,680.00</b>	<b>\$ 6,160.00</b>	<b>\$ 6,000.00</b>	<b>\$ 1,451.50</b>	<b>\$ 1,500.00</b>

Account #	Account Name	2021	2022	2023	2023	2024
		Actuals	Actuals	Budget	Actuals 10-23	Budget
4.15.0001	Capital Improvements	\$ 1,126.50	\$ 9,623.00	\$ 1,200.00	\$ 383,259.96	\$ 3,805.00
	<b>Total Capital Improvements</b>	<b>\$ 1,126.50</b>	<b>\$ 9,623.00</b>	<b>\$ 1,200.00</b>	<b>\$ 383,259.96</b>	<b>\$ 3,805.00</b>
4.15.0002	D-Playground Fund	\$ 30,000.00	\$ -			
	<b>Total Designated Funds Income</b>	<b>\$ 48,971.00</b>	<b>\$ 31,940.74</b>	<b>\$ 23,580.00</b>	<b>\$ 404,916.74</b>	<b>\$ 24,935.00</b>
4.04.1010	Endowment-Education Fund Income				\$ -	\$ -
4.04.1009	Education Fund Gains-Losses	\$ 4,068.58	\$ (11,561.16)	\$ 1,500.00	\$ 2,768.89	\$ 2,000.00
4.04.1020	Endowment-Worship Fund Income		\$ 4,008.86		\$ 2,210.27	\$ 2,000.00
4.04.1021	Worship Fund Gains-Losses	\$ 1,380.82	\$ (5,441.44)	\$ 1,000.00	\$ 1,415.23	\$ 1,200.00
	<b>Total Designated Endowment</b>	<b>\$ 5,449.40</b>	<b>\$ (12,993.74)</b>	<b>\$ 2,500.00</b>	<b>\$ 6,394.39</b>	<b>\$ 5,200.00</b>
4.26.1000	R-Preschool Tuition	\$ 71,917.50	\$ 70,773.00	\$ 73,120.00	\$ 53,922.82	\$ 76,140.00
4.26.1001	R-Preschool Designated Income				\$ 600.00	
	<b>Total Preschool Income</b>	<b>\$ 71,917.50</b>	<b>\$ 70,773.00</b>	<b>\$ 73,120.00</b>	<b>\$ 54,522.82</b>	<b>\$ 76,140.00</b>
	<b>Total Designated Funds Income</b>	<b>\$ 126,337.90</b>	<b>\$ 89,720.00</b>	<b>\$ 99,200.00</b>	<b>\$ 465,833.95</b>	<b>\$ 106,275.00</b>
	<b>Total Income</b>	<b>\$ 559,636.35</b>	<b>\$ 465,702.05</b>	<b>\$ 502,785.00</b>	<b>\$ 801,211.83</b>	<b>\$ 530,083.00</b>
<b>General Fund Expenses</b>						
5.01.5021	Administration-Postage	\$ 2,235.70	\$ 955.00	\$ 1,500.00	\$ 872.00	\$ 1,200.00
5.01.5031	Administration-Office Supplies	\$ 2,721.92	\$ 2,661.66	\$ 2,000.00	\$ 1,769.01	\$ 2,000.00
5.01.5051	Administration-Conferences & Conventions	\$ 1,191.50	\$ 1,695.79	\$ 1,500.00	\$ 3,043.24	\$ 2,750.00
5.01.5075	Administration-Miscellaneous	\$ 1,352.61	\$ 2,102.86	\$ 744.00	\$ 3,638.72	\$ 1,500.00
5.01.5077	Administration-IT Equipment	\$ 678.83	\$ 219.97	\$ 500.00	\$ 1,203.55	\$ 500.00
5.01.5078	Administration-IT-Web Support	\$ 349.90	\$ 130.21	\$ 96.00		
5.01.5079	Administration-IT-Software	\$ 4,164.38	\$ 4,316.19	\$ 4,049.00	\$ 3,640.45	\$ 4,000.00
5.01.5080	Administration-Office Equipment and Maintenance	\$ 5,243.79	\$ 7,669.08	\$ 3,582.00	\$ 7,638.02	\$ 7,500.00
5.01.5081	Administration-Phone	\$ 834.40	\$ 449.60	\$ 660.00	\$ 389.90	\$ 500.00
5.01.5090	Administration-Misc. Bank Charges	\$ 417.80	\$ 473.39	\$ 400.00	\$ 251.95	\$ 300.00
5.01.5095	Administration-Vanco Web-Pay Fee Expense	\$ 1,552.57	\$ 1,014.68	\$ 1,600.00	\$ 1,683.83	\$ 1,800.00
5.07.2000	Administration-Reimbursement Expenses	\$ -	\$ (1,761.27)	\$ 25.00	\$ 1,016.94	\$ -
	<b>Total Administration Expense</b>	<b>\$ 20,743.40</b>	<b>\$ 19,927.16</b>	<b>\$ 16,656.00</b>	<b>\$ 25,147.61</b>	<b>\$ 22,050.00</b>
5.01.5315	Mission-ELCA Rocky Mtn. Synod	\$ 22,600.00	\$ 20,000.00	\$ 17,332.00	\$ 14,443.30	\$ 19,775.00
5.01.5321	Mission-Lutheran Ranches of the Rockies (Sky Ranch	\$ 500.00	\$ 500.00	\$ 250.00	\$ (875.00)	\$ 500.00
5.01.5371	Mission-Lutheran Campus Ministry Boulder	\$ 1,000.00	\$ 500.00	\$ 250.00	\$ 100.00	\$ 500.00
5.01.5391	Mission-Habitat Humanity	\$ 1,000.00	\$ 1,000.00	\$ 500.00	\$ 250.00	\$ 1,000.00
5.01.5392	Mission-New Beginnings (Women's Prison)	\$ 1,000.00	\$ 1,000.00	\$ 500.00	\$ 250.00	\$ 1,000.00
5.01.5397	Mission-Mission Programs	\$ 750.00	\$ 1,250.00	\$ 750.00	\$ (308.37)	\$ 1,250.00
5.01.5601	Mission - Nicaragua	\$ 1,000.00	\$ 1,000.00	\$ 500.00	\$ 250.00	\$ 1,000.00
5.01.5611	Mission-OUR Center	\$ 500.00	\$ 500.00	\$ 250.00	\$ 125.00	\$ 500.00
	Mission-Growing Gardens	\$ -	\$ -	\$ -	\$ -	\$ 500.00
5.01.5612	Mission-OUR Center Lunches	\$ -	\$ -	\$ -	\$ (10.00)	\$ -
	<b>Total Mission Expense</b>	<b>\$ 28,350.00</b>	<b>\$ 25,750.00</b>	<b>\$ 20,332.00</b>	<b>\$ 14,224.93</b>	<b>\$ 26,025.00</b>
5.01.5401	Property-Improvement-Repairs	\$ 11,504.73	\$ 9,257.27	\$ 10,000.00	\$ 15,519.89	\$ 15,000.00
5.01.5409	Property-Miscellaneous	\$ 112.82	\$ 46.97	\$ 300.00	\$ 76.38	\$ 300.00
5.01.5411	Property-Insurance	\$ 13,308.75	\$ 14,039.00	\$ 13,500.00	\$ 10,967.25	\$ 13,500.00
5.01.5421	Property-Utilities	\$ 21,362.46	\$ 26,701.71	\$ 22,000.00	\$ 28,245.22	\$ 30,000.00
5.01.5425	Property-Janitorial Services	\$ 11,141.72	\$ 11,132.16	\$ 12,000.00	\$ 13,422.50	\$ 15,000.00
5.01.5431	Property-Janitor Supplies	\$ 1,284.54	\$ 905.34	\$ 1,300.00	\$ 1,657.87	\$ 1,200.00
5.01.5451	Property-Equipment Maintenance	\$ 835.00	\$ -	\$ 1,000.00		\$ 500.00
5.01.5472	Property-Snow Removal	\$ 2,425.00	\$ 3,710.00	\$ 3,000.00	\$ 2,787.50	\$ 3,000.00
5.01.5473	Property-Lawn Maintenance	\$ 864.70	\$ 1,019.20	\$ 750.00	\$ 733.38	\$ 750.00
5.01.5474	Property-Trash Removal	\$ 1,454.50	\$ 1,518.00	\$ 1,500.00	\$ 1,913.00	\$ 2,100.00
5.01.5481	Property-Bus-Van Insurance	\$ 1,671.00	\$ 1,881.00	\$ 1,675.00	\$ 591.75	\$ 800.00
5.01.5482	Property-Bus-Van Maintenance & Expenses	\$ 383.04	\$ 1,716.03	\$ 500.00	\$ 444.56	\$ 500.00
5.01.5498	Property - Mortgage Interest	\$ 543.83	\$ -	\$ -	\$ -	\$ -

Account #	Account Name	2021	2022	2023	2023	2024
		Actuals	Actuals	Budget	Actuals 10-23	Budget
5.01.5499	Property-Mortgage Principal	\$ 33,788.46	\$ -	\$ -	\$ -	\$ -
5.01.5500	Property-HVAC Annual Maintenance	\$ 4,537.96	\$ 5,415.93	\$ 5,000.00	\$ 3,207.84	\$ 5,000.00
5.08.1002	Property- Mission House	\$ 275.00	\$ -	\$ -	\$ -	\$ -
5.08.1003	Property-Camera Security System	\$ -	\$ -	\$ 250.00	\$ -	\$ -
5.01.5402	Transfer funds to Capital Improvement	\$ -	\$ 6,000.00	\$ 6,000.00	\$ 5,000.00	\$ 12,000.00
5.08.0320	Property- Community Garden	\$ -	\$ -	\$ -		
	<b>Total Property Expense</b>	<b>\$ 105,493.51</b>	<b>\$ 83,342.61</b>	<b>\$ 78,775.00</b>	<b>\$ 84,567.14</b>	<b>\$ 99,650.00</b>
5.01.5231	Evangelism-Advertisement	\$ 1,039.04	\$ 736.02	\$ 1,000.00	\$ 569.73	\$ 800.00
5.01.5270	Evangelism-Miscellaneous	\$ 105.00	\$ -	\$ -	\$ -	
5.01.5277	Evangelism-Community Outreach	\$ -	\$ 60.66	\$ 600.00	\$ (698.00)	\$ 600.00
5.12.0303	Evangelism-Prayer Shawl Expense	\$ -	\$ 7.99	\$ -	\$ -	\$ -
5.12.0315	Evangelism-Outreach Expense	\$ (935.10)	\$ 109.98	\$ -	\$ -	\$ -
5.12.1003	Evangelism-Cards, Cookbooks Expenses	\$ (70.00)	\$ 31.50	\$ -	\$ 48.20	\$ 50.00
5.12.1004	Evangelism-After School Snack Project Expenses			\$ 600.00	\$ -	\$ 400.00
	<b>Total Evangelism Expense</b>	<b>\$ 138.94</b>	<b>\$ 946.15</b>	<b>\$ 2,200.00</b>	<b>\$ (80.07)</b>	<b>\$ 1,850.00</b>
5.01.5501	Staff-Pastor Salary	\$ 45,724.00	\$ 45,749.78	\$ 45,861.00	\$ 38,217.60	\$ 48,000.00
5.01.5503	Staff-Pastors Ministry Expense	\$ 162.88	\$ 366.99	\$ 500.00	\$ 128.47	\$ 400.00
5.01.5505	Staff-Pastors Housing Allow	\$ 8,500.08	\$ 8,733.94	\$ 8,755.00	\$ 7,296.00	\$ 8,755.00
5.01.5506	Staff-Pastor's Education Expense	\$ 229.97	\$ 842.77	\$ 1,000.00	\$ 307.32	\$ 2,000.00
5.01.5507	Staff-Pastors Pension - Medical	\$ 24,439.16	\$ 22,052.21	\$ 25,184.00	\$ 15,620.86	\$ 26,192.00
5.01.5520	Staff-Director of Faith Formation	\$ 42,949.65	\$ 45,000.00	\$ 45,000.00	\$ 37,500.00	\$ 46,350.00
5.01.5522	Staff-Director of Faith Formation Expense	\$ 1,370.55	\$ 362.93	\$ 500.00		\$ 500.00
5.01.5523	Staff-Director of Faith Formation Med-Pension	\$ 4,542.88	\$ 13,266.00	\$ 15,066.00	\$ 11,257.50	\$ 15,518.00
5.01.5539	Staff-Communications Coordinator (Tiffany)	\$ 13,173.46	\$ 17,101.28	\$ 17,143.00	\$ 23,019.50	\$ 41,600.00
5.01.5541	Staff-Office Coordinator Salary (Nancy)	\$ 32,815.92	\$ 33,719.02	\$ 33,801.00	\$ 18,305.72	\$ 16,895.00
5.01.5542	Staff-Office Coordinator- Pension- Med	\$ 14,239.56	\$ 14,098.10	\$ 8,668.00	\$ 1,877.12	\$ -
5.01.5551	Staff- Musician	\$ 21,630.00	\$ 22,225.10	\$ 22,279.00	\$ 18,566.00	\$ 22,950.00
5.01.5561	Staff-Worship Director (title-duties TBD)	\$ 21,270.06	\$ -	\$ 2,400.00		
5.01.5581	Staff-Bookkeeper Salary	\$ 14,625.12	\$ 15,027.50	\$ 15,064.00	\$ 12,553.40	\$ 15,500.00
5.01.5583	Staff-Church Windows Coordinator	\$ -	\$ -	\$ -	\$ -	\$ -
5.01.5584	Staff- Intern	\$ 14,400.00	\$ -	\$ -	\$ -	\$ -
5.01.5585	Staff- Intern Housing	\$ 10,006.84	\$ -	\$ -	\$ -	\$ -
5.01.5586	Staff-Intern Expenses			\$ -	\$ -	\$ -
5.01.5594	Staff-Placeholder	\$ -	\$ -	\$ 12,500.00		
	<b>Total Salary-Wages</b>	<b>\$ 270,080.13</b>	<b>\$ 238,545.62</b>	<b>\$ 253,721.00</b>	<b>\$ 184,649.49</b>	<b>\$ 244,660.00</b>
5.01.5595	Staff-FICA Employer Share	\$ 17,163.05	\$ 15,214.76	\$ 17,250.00	\$ 12,661.53	\$ 14,635.00
5.01.5596	Staff-Workman's Comp	\$ 1,694.25	\$ 1,982.00	\$ 1,751.00	\$ 1,112.00	\$ 1,751.00
	<b>Total Staff Expense</b>	<b>\$ 288,937.43</b>	<b>\$ 255,742.38</b>	<b>\$ 272,722.00</b>	<b>\$ 198,423.02</b>	<b>\$ 261,046.00</b>
5.01.5702	Stewardship-Concecration Program			\$ 100.00		\$ 100.00
5.01.5701	Stewardship-Offering Envelopes	\$ 708.81	\$ 583.64	\$ 700.00	\$ 586.96	\$ 600.00
	<b>Total Stewardship Expense</b>	<b>\$ 708.81</b>	<b>\$ 583.64</b>	<b>\$ 800.00</b>	<b>\$ 586.96</b>	<b>\$ 700.00</b>
5.01.5801	Worship-Music	\$ 42.84	\$ 162.00	\$ 400.00	\$ 560.07	\$ 400.00
5.01.5831	Worship-Altar Care	\$ (368.12)	\$ 935.71	\$ 500.00	\$ (94.16)	\$ 500.00
5.01.5835	Worship-Musicians	\$ 250.00	\$ 3,000.00	\$ 3,000.00	\$ 1,500.00	\$ 3,300.00
5.01.5845	Worship- Materials	\$ 1,032.88	\$ 1,654.36	\$ 2,000.00	\$ 1,203.61	\$ 2,000.00
5.01.5857	Worship-Nursery Supplies	\$ 9.27	\$ -	\$ 300.00		\$ -
	<b>Total Worship Expense</b>	<b>\$ 966.87</b>	<b>\$ 5,752.07</b>	<b>\$ 6,200.00</b>	<b>\$ 3,169.52</b>	<b>\$ 6,200.00</b>
5.01.5101	Faith Formation-Sunday School	\$ 1,301.67	\$ 596.77	\$ 800.00	\$ 426.09	\$ 500.00
5.01.5131	Faith Formation-Vacation Bible School	\$ 1,300.00	\$ 2,186.12	\$ 2,200.00	\$ 2,634.44	\$ 2,700.00
5.01.5141	Faith Formation-Confirmation	\$ 461.05	\$ 416.74	\$ 500.00	\$ 148.08	\$ 500.00
5.01.5151	Faith Formation-Adult Education	\$ 295.00	\$ 40.41	\$ 100.00	\$ 40.75	\$ 250.00
5.01.5161	Faith Formation-First Communion			\$ -	\$ 29.59	\$ 50.00

Account #	Account Name	2021	2022	2023	2023	2024
		Actuals	Actuals	Budget	Actuals 10-23	Budget
5.01.5171	Faith Formation-Women's Retreat			\$ -	\$ -	
5.01.5901	Faith Formation-Retreats - Activities	\$ -	\$ 988.04	\$ -		
5.01.5911	Faith Formation-Camping Scholarships	\$ 600.00	\$ 435.00	\$ 800.00	\$ 1,000.00	\$ 1,000.00
5.01.5932	Faith Formation-Adult Leader Expenses	.	\$ 395.00	\$ 500.00		\$ 400.00
5.01.5933	Faith Formation-Household Ministry	\$ 420.27	\$ 381.99	\$ 500.00		\$ 250.00
5.01.5936	Faith Formation-Ministry Expense	\$ 160.19	\$ -	\$ -	\$ 139.85	\$ -
5.05.0314	Faith Formation-Education Fund Expense	\$ -	\$ -	\$ -	\$ 47.51	\$ -
	<b>Total Faith Formation Expense</b>	<b>\$ 4,538.18</b>	<b>\$ 5,440.07</b>	<b>\$ 5,400.00</b>	<b>\$ 4,466.31</b>	<b>\$ 5,650.00</b>
	<b>Total General Fund Expenses</b>	<b>\$ 449,877.14</b>	<b>\$ 397,484.08</b>	<b>\$ 403,085.00</b>	<b>\$ 330,505.42</b>	<b>\$ 423,171.00</b>
<b>Designated Fund Expenses</b>						
5.07.2050	Administration-Thrivent Choice Fund Expense	\$ 2,240.50	\$ 5,575.04	\$ 2,250.00	\$ 2,644.09	\$ 2,700.00
	<b>Total Designated Thrivent Administration Expenses</b>	<b>\$ 2,240.50</b>	<b>\$ 5,575.04</b>	<b>\$ 2,250.00</b>	<b>\$ 2,644.09</b>	<b>\$ 2,700.00</b>
5.02.0305	D-Mission-Mission Trips Expenses	\$ 400.00	\$ -	\$ 6,000.00	\$ 9,181.40	\$ 9,500.00
5.02.1530	D-Mission-Agape-Benevolence Expenses	\$ 2,890.55	\$ 4,007.91	\$ 1,500.00	\$ 1,625.00	\$ 1,700.00
5.02.1540	D-Missions-BLC Missions				\$ 241.74	
	<b>Total Designated Mission Expenses</b>	<b>\$ 3,290.55</b>	<b>\$ 4,007.91</b>	<b>\$ 7,500.00</b>	<b>\$ 11,048.14</b>	<b>\$ 11,200.00</b>
5.08.1001	R-Property-Columbarium Expenses	\$ -	\$ -	\$ -	\$ -	\$ -
	<b>Total Designated Property Expense</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
5.12.1001	D-Evangelism-Quilters Expenses	\$ 727.38	\$ 203.20	\$ 600.00	\$ 377.19	\$ 750.00
5.12.1002	D-Evangelism-Naomi Circle Expenses	\$ 194.99	\$ 609.53	\$ 300.00	\$ 356.19	\$ 380.00
5.12.1210	D-Evangelism-Kitchen Expenses	\$ 117.50	\$ 443.75	\$ 250.00	\$ 1,007.62	\$ 250.00
5.12.1211	D-Evangelism-Funeral Fund Expense	\$ -	\$ -	\$ -	\$ 164.49	\$ -
	<b>Total Designated Evangelism Expenses</b>	<b>\$ 1,039.87</b>	<b>\$ 1,256.48</b>	<b>\$ 1,150.00</b>	<b>\$ 1,905.49</b>	<b>\$ 1,380.00</b>
5.03.0313	Worship-Altar Flowers Expense	\$ 378.35	\$ -	\$ 500.00	\$ 1,027.50	\$ 200.00
	<b>Total Designated Worship Expenses</b>	<b>\$ 378.35</b>	<b>\$ -</b>	<b>\$ 500.00</b>	<b>\$ 1,027.50</b>	<b>\$ 200.00</b>
5.05.1911	D-Faith Formation-Youth Fundraising Expense	\$ -	\$ -	\$ -	\$ 874.28	\$ -
5.05.1931	D-Faith Formation-Youth Fund Expenses	\$ 1,587.25	\$ (757.44)	\$ 917.00		\$ 16,500.00
	<b>Total Designated Youth Faith Formation Expense</b>	<b>\$ 1,587.25</b>	<b>\$ (757.44)</b>	<b>\$ 917.00</b>	<b>\$ 874.28</b>	<b>\$ 16,500.00</b>
5.05.1224	D-Faith Formation-Wedding Bus Fund Expenses				\$ (612.10)	\$ -
	<b>Total Designated Faith Formation Expense</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ (612.10)</b>	<b>\$ -</b>
5.15.0001	<b>Capital Improvements Expenses</b>	<b>\$ 17,328.35</b>	<b>\$ 482.95</b>	<b>\$ -</b>	<b>\$ 264,431.35</b>	<b>\$ 30,000.00</b>
	<b>Total Designated Expenses</b>	<b>\$ 25,486.52</b>	<b>\$ 10,564.94</b>	<b>\$ 11,817.00</b>	<b>\$ 280,291.25</b>	<b>\$ 61,780.00</b>
	Memorial Funds-Others	\$ 1,926.60	\$ 1,597.99	\$ 2,000.00	\$ 2,392.27	\$ -
	<b>Total Designated Memorial Expenses</b>	<b>\$ 1,926.60</b>	<b>\$ 1,597.99</b>	<b>\$ 2,000.00</b>	<b>\$ 2,392.27</b>	<b>\$ -</b>
5.04.1010	R-Endowment Education Fund Distribution	\$ 8,000.00	\$ -			\$ -
5.04.1020	R-Endowment Worship Fund Distribution	\$ -	\$ -			\$ -
5.04.1021	R-Endowment Worship Fund Losses				\$ 1,172.77	\$ -
	<b>Total Endowment Expenses</b>	<b>\$ 8,000.00</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 1,172.77</b>	<b>\$ -</b>
5.26.1004	R-Preschool Staff-Teacher #2	\$ 7,900.75	\$ 8,343.00	\$ 7,900.00	\$ 8,504.50	\$ 18,000.00
5.26.1007	R-Preschool Staff-Teacher #4	\$ 9,450.00	\$ 9,652.50	\$ 9,450.00	\$ 5,062.50	
5.26.1200	R-Preschool Staff-Employer FICA	\$ 5,158.55	\$ 5,207.85	\$ 5,160.00	\$ 4,036.72	\$ 4,437.00
		\$ -				
	<b>Total Preschool Staff Expense</b>	<b>\$ 22,509.30</b>	<b>\$ 23,203.35</b>	<b>\$ 22,510.00</b>	<b>\$ 17,603.72</b>	<b>\$ 22,437.00</b>
5.26.1000	R-Preschool Staff-Director Salary	\$ 50,080.08	\$ 50,080.08	\$ 50,100.00	\$ 39,200.07	\$ 40,000.00
5.26.2000	R-Preschool-Administration	\$ 867.34	\$ 763.50	\$ 900.00	\$ 1,678.27	

Account #	Account Name	2021	2022	2023	2023	2024
		Actuals	Actuals	Budget	Actuals 10-23	Budget
5.26.3000	R-Preschool-Equipment and Supplies	\$ 2,113.16	\$ 958.17	\$ 1,000.00	\$ (402.01)	\$ 1,350.00
5.26.5000	R-Preschool- Utilities	\$ 619.33	\$ 63.78	\$ -	\$ 40.50	
	R-Weekly Reader					\$ 1,634.00
	R-Nurse					\$ 1,200.00
5.26.7000	R-Transfer to Bethlehem General Fund					\$ 3,805.00
	R-Transfer to Bethlehem Capital Improvement Fund					\$ 3,805.00
	<b>Total Preschool Other Expenses</b>	<b>\$ 53,679.91</b>	<b>\$ 51,865.53</b>	<b>\$ 52,000.00</b>	<b>\$ 40,516.83</b>	<b>\$ 51,794.00</b>
	<b>Total Preschool Operating Expenses</b>	<b>\$ 76,189.21</b>	<b>\$ 75,068.88</b>	<b>\$ 74,510.00</b>	<b>\$ 58,120.55</b>	<b>\$ 74,231.00</b>
	<b>Total Expenses</b>	<b>\$ 561,479.47</b>	<b>\$ 484,715.89</b>	<b>\$ 491,412.00</b>	<b>\$ 672,482.26</b>	<b>\$ 559,182.00</b>
<b>Difference Total Funds</b>		<b>\$ (1,843.12)</b>	<b>\$ (19,013.84)</b>	<b>\$ 11,373.00</b>	<b>\$ 128,729.57</b>	<b>\$ (29,099.00)</b>
	<b>Difference W/O Preschool</b>	<b>\$ 2,428.59</b>	<b>\$ (14,717.96)</b>	<b>\$ 12,763.00</b>	<b>\$ 132,327.30</b>	<b>\$ (31,008.00)</b>
	<b>Difference in General Operating Fund Only</b>	<b>\$ (16,578.69)</b>	<b>\$ (21,502.03)</b>	<b>\$ 500.00</b>	<b>\$ 4,872.46</b>	<b>\$ 637.00</b>