



Bethlehem
Lutheran  **Church**

Annual Report for 2025

December 14, 2025

BETHLEHEM LUTHERAN CHURCH

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Longmont, Colorado, 80501

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Meeting Agenda

Annual Congregational Meeting December 14, 2025

CALL TO ORDER

DEVOTIONS AND PRAYER

MINUTES OF 12/15/2024 ANNUAL MEETING

REPORTS

- Financial
- Pastor
- Ministry
 - C.A.R.E. (Evangelism / Community Care)
 - Faith Formation
 - Service (Missions)
 - Property
 - Stewardship
 - Worship
- Committees
 - Safety Team
 - Heritage Endowment
- Partners in Ministry
 - Growing Gardens
 - Nicaragua Project
 - Cornerstone Preschool

ELECTIONS

- Council
- Nominating Committee
- Synod Delegates
- Heritage Endowment

2026 BUDGET APPROVAL

UNFINISHED BUSINESS - none

NEW BUSINESS

- Sale of Josephine

ADJOURNMENT

CLOSING PRAYER

2025 Council President's Annual Report

Respectfully submitted, Brian Carlson, Council President

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

It is nice to be reminded of our mission and to reflect on the ways in which we were able to meet that throughout the year.

When looking back on this year, I think it is fair to say that this congregation rose to the occasion in several ways. We were presented with several maintenance items of the church, for example the need for a new water heater, 2 furnaces, and issues with the air conditioners, and we were able to take care of those issues. Due to a new LED light bulb requirement from Boulder County we needed to update our lights around the building. We updated the big appliances in our kitchen, which was in dire need of the updates. The Solar project presented a great opportunity to help our building's energy needs and was another shining example of our congregation coming together. Make sure to read the Property Report which details all of the maintenance that happened this year.

More than just the physical building we continue to make an impact in our surrounding community. We have a great partnership with Growing Gardens and we are grateful to see the "growth" that program has seen towards the individuals it serves. We have a pollinator garden which is important to the crops growing in our field. Our support of the Our Center continues to be strong. We help to build houses with Habitat for Humanity. We offer community events in the Easter Egg Hunt, Trunk or Treat, and VBS. We contribute time, people, and funds to the children and families who are a part of the Nicaragua Project. Our quilters continue to provide beautiful quilts to the community. It is such a blessing when we get to see that hard work on the pews throughout the sanctuary. It would be remiss of me to not also mention the music we share whether it's our choir, Jazz service, or trips to Atria. I'm always amazed at how much our congregation works to share our gifts as much as we can.

As we focus on the outlook for next year, the council will continue to keep responsible spending at the forefront of our decisions. We recognize that we have an aging parsonage that will also need maintenance similar to the church building. It is important for us to continue to rebuild our general fund so we are prepared for what might come our way. We will explore the best approach to our need for either a staff position or bringing in an intern, with the goal to help Pastor Katie's workload.

I love being a part of this community and thank you for the opportunity to serve our church this year. As a reminder, the Council and myself are available to hear any feedback or comments around anything from above.



2024 Annual Congregational Meeting Minutes from December 15, 2024
-pending approval
Respectfully submitted by Cindy Thompson, Council Secretary

CALL TO ORDER: by Council President Mark Holste at 12:20 p.m. There was a quorum present with 48 in-person and 3 online through Zoom.

DEVOTIONS AND PRAYER: Pr. Katie led devotions and prayer.

MINUTES OF 12/11/2022 ANNUAL MEETING: Wanda Schnabel moved to approve the minutes of the December 10, 2023, annual meeting as presented in the 2024 Annual Report on pages 5–8. Chili Chullino seconded the motion. Discussion: None. The motion carried.

Minutes of 11/10/24 Special Congregational Meeting: Dave Twait moved to approve the minutes of the November 10, 2024, special congregational meeting as presented in the 2024 Annual Report on pages 9-10. DeEtte Eikenberg seconded the motion. Discussion: None. The motion carried.

REPORTS:

- **Financial:** Greg shared that the checking account has decreased \$50,571 since the beginning of 2024 (See pg 11 of Annual Report). Giving has been below budget and expenses have been above budget most months.
- **Pastor:** See Pr. Katie's report (pages 19-20 of 2024 Annual Report). Pr. Katie highlighted communion at AltaVita - now once a month communion happens with 10-18 people. Looking ahead, this is our year of service. Her hope and challenge to Bethlehem is to continue to imagine and act on your imaginations to serve one another.
- **Ministry**
 - **Evangelism:** Paul Puebla thanked the members of the Evangelism team.
 - **Faith Formation:** Gary Knutson shared VBS is becoming a community gathering. Thank you to Sue Smith for starting a new program. Youth are becoming leaders and will lead rotations this next summer. Confirmation class is currently at 14 participants. High School youth group is growing. This summer the youth will be going to Elkhorn, Nebraska, July 5-12 as a service project. Shrove Tuesday, high school youth will be hosting a pancake dinner. They will also host a Palm Sunday breakfast. Large numbers participated in the Easter

egg hunt and Trunk or Treat. Pr. Katie and Gary go over to Crossroads School to do a chapel service a couple times a year. There has been a good turnout for the men's group. Additional information is shared on pages 23-26 of the 2024 Annual Report.

- **Missions:** Cathy Goodman asked everyone to read her report on Pg 27-32 of the annual report. Missions/Service is looking for someone to chair the Immigration Focus Group, Social Justice Initiative, and someone to organize the OUR Center lunches. Please see Cathy if you could help with any of these positions.
- **Property:** See Glenn Summer's report (page 33 of 2024 Annual Report).
- **Stewardship:** See page 34 of the 2024 Annual Report. Stewardship is still accepting pledges and donations.
- **Worship:** See report on pages 35-36 of 2024 Annual Report.

COMMITTEES:

- **Safety Team:** As a recommendation from the safety team, the bushes along the west curb were removed so Bethlehem could easily be seen from the street and law enforcement could patrol the area easier. New cameras have been installed on the exterior, especially outside the preschool area. Rekeying of the church is planned for 2025.
- **Heritage Endowment:** page 39 of 2024 Annual Report. The Heritage Endowment Committee gave out two educational scholarships this year.
- **Land Stewardship (Growing Gardens):** page 40-41 of 2024 Annual Report. Chili Chullino shared that this year Growing Gardens doubled in size. Over 13,000 pounds of produce was harvested with over 7500 pounds coming from BLC's garden. The 2025 focus will be on infrastructure. A walk-in cooler is being added along with new fencing being installed as part of an Eagle Scout project. Roger Lahman is joining the Land Stewardship Team. Chili is looking for one or more members to join the team as two members are transitioning off the team. Please let Chili know if you are interested. The team meets quarterly.
- **Nicaragua:** Five will be going in February to touch base with leaders in the Nicaragua Project/Somoto. More information shared on page 42-44 of 2024 Annual Report.
- **Cornerstone Preschool:** Amanda Bueschen, Cornerstone Preschool Director, submitted a report on pages 45-46 of 2024 Annual Report. President Mark Holste shared that Amanda and Crystal are doing a great job educating the preschoolers and collaborating with BLC.

Nominating Committee

The members of the 2024 Nominating Committee are Carolyn Bloemker, Steven Dawson, Jennifer Puebla, Sue Smith, Pastor Katie Chullino and President Mark Holste who served in Pastor Katie's absence.

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

- President: Brian Carlson, (one-year term, first term)
- Vice President: Mark Holste, (one-year term, first term)
- Secretary: Sandy Mickleson, (one-year term, first term)
- Treasurer: Greg Schumann, (one-year term)
- Stewardship: Cindy Thompson (two-year term, first term)
- Missions: Cathy Goodman (two-year term, second term)
- Worship: Sabrina Lee (two-year term, second term)

Linda Holste moved to accept the slate to Bethlehem Congregation Council. Mike Smith seconded the motion. The motion carried.

- Current Council Remaining in Positions for 2024:
- Evangelism Chair: Paul Puebla, (one year remaining, first term)
- Faith Formation Chair: Jaime Updegraff, (one year remaining, first term)
- Property Chair: Glenn Summers, (one year remaining, first term)

The committee presents the following slate for election to the Nominating Committee for 2025 (selecting positions for 2026):

- Mike Smith (outgoing council member)
- Jill Grant
- Sandy Burrell
- Mark Holste

Carolyn Bloemker moved to accept the slate for the Nominating Committee for 2025. Sandy Mickelson seconded the motion. Motion carried.

The committee presents the following slate for election to the Synod Assembly representatives for 2025: Jennifer and Paul Puebla

Mike Smith moved to accept the slate for the Synod Assembly representatives for 2025. Chili Chullino seconded the motion. Motion carried.

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

- Jane Lahman (3-year term)

Jenn Puebla moved to accept the slate for the Heritage Endowment Committee. Wanda Schnabel seconded the motion. Motion carried.

The following are incumbent members of the Heritage Endowment Committee:

- Erik Kittelberger (1 year remaining of 3-year term)
- Candy Tiff (1 year remaining of 3-year term)
- Sandy Burrell (2 years remaining of 3-year term)
- Robyn Sloan (2 years remaining 3-year term)Nominating Committee

UNFINISHED BUSINESS: None

NEW BUSINESS:

•**Constitution and Bylaws Changes:** Greg shared the changes. Evangelism will be renamed Care and Missions will be renamed Service. The rest of the changes are recommendations from the synod to keep up with their Constitution and correction of dates and typos.

Sharon Peterson moved to accept the changes to the bylaws and constitution. Betty Rasmussen seconded the motion. Motion carried.

•**2025 Budget:** Greg shared several key points.

- There will be no salary increases in 2025
- Benevolence through Missions has been decreased by 50%.
- Tithe to the Synod has been reduced from 5% to 4%.
- Most of the ministry budgets have been reduced.
- Camp scholarships have been eliminated for 2025. However, families who have funds in the Memorial Fund have told Greg they will give to this cause so camp scholarships can be given.
- Money will no longer be transferred monthly from the general fund to the capital improvement fund.
- Any extra funds raised for the Solar project will go directly to the solar loan payoff and expenses related to the start-up.

- If money given to BLC from members of the congregation increases, Council will look at bringing back some of the programs/items cut.

Questions: none.

Gene Schnabel moved to approve the 2025 as presented. Jenn Puebla seconded. Discussion: none. Motion carried.

●**Thrivent:** President Mark Holste shared that in 2025 we will continue to apply for grants through Thrivent. This past year BLC received approximately \$4500 in grants for various causes. He invites Thrivent members to apply and utilize this opportunity in 2025.

●**Solar Project:** Mark shared the fundraising for the Solar Project has gone well. A contract to begin will be signed this week.

●**Jenny Kelley:** A huge thank you to Jenny Kelley for all of her years sharing her financial expertise and other talents with Bethlehem.

●**Mike Smith:** Thank you for your time leading Stewardship.

Shirley Kasperbauer moved to adjourn the meeting, Sue Smith seconded the motion. Motion carried.

ADJOURNMENT: Mark Holste adjourned the meeting at 1:20 p.m.

CLOSING PRAYER: The Lord's Prayer.

2025 Financial Reports

Respectfully submitted, Greg Schumann, Treasurer

- Key Points for 2025
- Balance Sheet
- Cash Available
- Income & Expense Summary
- Treasurer's Report

Key Points for the 2025 Actuals

- The checking account has decreased by \$80,759 since the beginning of 2025. Given has been below budget most months and expenses have been above budget on most months. Monthly giving is very cyclical.
- Our available cash for the General Operating Fund is about \$39,500. This figure comes from adding up all the available cash and subtracting the balances of cash in the designated and restricted funds accounts.
- General Fund giving has been consistent with the 2024 giving. This is the reason we reduced the 2025 budget and continue to fine tune spending.
- Our Heritage Endowment funds have started building back. We are currently seeing an average of 6.5% return. The funds are now managed by a local agent for easier contact and sit-down visits.
- Property issues have caused our **Capital Improvement Fund to be \$10,000 in the negative**. We need to build that up and repay the fund. Our building still has needs for repairs and they are costly.
- It has become quite challenging to produce a budget based on giving commitments and trends. The hope is that we will stabilize and get past the rough times soon. It is very encouraging to see so many visitors and new members.
- We have had some very hard-to-understanding numbers caused by the Solar project. With high dollars coming in and out it makes the year look skewed. Simplistically, we are most likely going to come out even on the budget as we had lower personnel costs and close to budget giving.

Bethlehem Lutheran Church Balance Sheet—through October 2025

	12/31/2024 Balance	10/31/2025 Balance	2024 vs 2025 Change
<u>Assets</u>			
SouthState Bank (checking)	\$ 125,748	\$ 44,988	\$ (80,760)
SouthState Bank (Money Market Acct)	\$ 59,223	\$ 59,438	\$ 215
SouthState Bank (CD's)	\$ 13,526	\$ 13,640	\$ 114
Thrivent (Heritage Endowment Fund)	\$ 96,731	\$ 103,869	\$ 7,138
Mission Investment Fund - Construction		\$ 102	
Building/Plant & Equipment	<u>\$ 2,526,566</u>	<u>\$ 2,526,566</u>	<u>\$ -</u>
Total Assets	\$ 2,821,794	\$ 2,748,603	\$ (73,293)
<u>Liabilities</u>			
Mission Investment Fund	\$ -	\$ 43,762	\$ -
Prepaid Donations	\$ 15,100	\$ 2,517	\$ (12,583)
Total Liabilities	\$ 15,100	\$ 46,279	\$ (12,583)

Bethlehem Lutheran Church Balance Sheet—through October 2025

	12/31/2024 Balance	10/31/2025 Balance	2024 vs 2025 Change
Fund Balances			
General Operating Fund	\$ 36,536	\$ 39,500	\$ 2,964
Choice Dollars Fund	\$ 2,106	\$ 2,094	\$ (12)
Service Fund	\$ 3,898	\$ 4,863	\$ 965
Property Fund	\$ 71,203	\$ 8,906	\$ (62,297)
CARE Fund	\$ 7,500	\$ 7,771	\$ 271
Worship Fund	\$ 1,793	\$ 961	\$ (832)
Faith Formation Fund	\$ 3,108	\$ 4,591	\$ 1,483
Faith Formation-Youth Fund	\$ 10,328	\$ 13,951	\$ 3,623
Memorial Fund	\$ 13,019	\$ 14,195	\$ 1,176
Heritage Endowment Fund	\$ 96,731	\$ 103,869	\$ 7,138
Capital Improvement Fund	\$ 20,863	\$ (10,040)	\$ (30,903)
Preschool Fund	\$ 12,460	\$ 14,163	\$ 1,703
Net Fixed Asset Fund	\$ 2,526,566	\$ 2,526,566	\$ -
Mission Investment Fund - Construction	\$ -	\$ (43,762)	\$ (43,762)
Stewardship Balance		\$ 13,804	
Total Fund Balances	\$ 2,806,111	\$ 2,701,432	\$ (74,721)
Total Liabilities and Fund Balances	\$ 2,821,211	\$ 2,747,711	\$ (74,721)

Bethlehem Lutheran Church Balance Sheet—through October 2025

Available Cash for the General Operating Fund

	12/31/2024 Balance	10/31/2025 Balance	2024 vs 2025 Change
Cash Accounts			
Independent Bank (checking)	\$ 125,748	\$ 44,988	\$ (80,760)
Independent Bank (Money Market Acct)	\$ 59,223	\$ 59,438	\$ 215
Independent Bank (CD's)	\$ 13,526	\$ 13,640	\$ 114
Total	\$ 198,497	\$ 118,066	\$ (80,431)
Designated Fund Accounts			
Mission Fund	\$ 3,898	\$ 4,863	\$ 965
Property Fund	\$ 71,203	\$ 8,906	\$ (62,297)
Evangelism Fund	\$ 7,500	\$ 7,771	\$ 271
Worship Fund	\$ 1,793	\$ 961	\$ (832)
Faith Formation Fund	\$ 3,108	\$ 4,591	\$ 1,483
Faith Formation-Youth Fund	\$ 10,328	\$ 13,951	\$ 3,623
Memorial Fund	\$ 13,019	\$ 14,195	\$ 1,176
Capital Improvement Fund	\$ 20,863	\$ (10,040)	\$ (30,903)
Stewardship Fund		\$ 13,804	
Preschool Fund	\$ 12,460	\$ 14,163	\$ 1,703
Total Designated Funds	\$ 144,172	\$ 73,165	\$ (71,007)
Available cash	\$ 54,325	\$ 44,901	\$ (9,424)

Bethlehem Lutheran Church
2025 Financial Summary

	2025 Actual YTD 10/25	2025 Budget	2024 Actual YTD 10/24	2025 (A) vs 2025 (B) % chg	2025 (A) vs 2024 (A) % chg
<u>Income</u>					
General Fund Giving	\$296,082	\$372,000	\$308,679	-20.4%	-4.1%
Other Giving	\$4,902	\$7,100	\$5,216	-31.0%	-6.0%
Other Income	<u>\$37,541</u>	<u>\$28,700</u>	<u>\$21,829</u>	30.8%	72.0%
Sub Total General Fund Income	\$338,525	\$407,800	\$335,724	-17.0%	0.8%
Designated Income	\$104,796	\$219,680	\$109,867	-52.3%	-4.6%
Memorial	\$4,817	\$1,000	\$340	381.7%	1316.8%
Heritage Endowment	\$7,139	\$10,200	\$12,482	-30.0%	-42.8%
Preschool	<u>\$63,071</u>	<u>\$79,606</u>	<u>\$66,796</u>		-5.6%
Total Income	\$518,348	\$718,286	\$525,209	-27.8%	-1.3%
<u>Expenses by Ministry</u>					
Administration	\$20,578	\$31,951	\$18,749	-35.6%	9.8%
Service	\$13,084	\$17,304	\$19,687	-24.4%	-33.5%
Property	\$103,345	\$84,329	\$94,600	22.5%	9.2%
CARE	\$676	\$1,200	\$1,028	-43.7%	-34.2%
Staff	\$202,454	\$261,465	\$221,407	-22.6%	-8.6%
Stewardship	\$617	\$600	\$531	2.8%	16.2%
Worship	\$6,013	\$5,350	\$5,172	12.4%	16.3%
Faith Formation	<u>\$2,354</u>	<u>\$3,125</u>	<u>\$2,906</u>	-24.7%	-19.0%
Sub Total General Fund Expenses	\$349,121	\$405,324	\$364,080	-13.9%	-4.1%
Designated Fund Expenses	\$178,385	\$232,650	\$138,034	-23.3%	29.2%
Memorial	\$3,641	\$6,000	\$388	-39.3%	838.4%
Heritage Endowment	\$1	\$1	\$0	0.0%	#DIV/0!
Preschool	<u>\$61,368</u>	<u>\$76,734</u>	<u>\$59,274</u>		3.5%
Mission Investment Fund Solar	<u>\$43,762</u>				
Total Expenses	\$636,278	\$720,709	\$561,776	-11.7%	13.3%
Net General Fund	-\$10,596	\$2,476	-\$28,356		
Net All Funds	-\$117,930	-\$2,423	-\$36,567		

Bethlehem Lutheran Church - Longmont CO					
2025 Treasurer's Summary (10/25)					
Account #	Account Name	Previous YTD 10.31.24	YTD Balance 10.31.25	2024 EOY Actuals	2025 Annual Budget
General Fund Income					
4.01.4006	Envelope Giving	\$308,679.24	\$296,082.10	\$ 383,181.24	\$372,000.00
4.01.4007	Loose Plate Giving	\$4,895.61	\$4,877.00	\$ 7,213.08	\$6,000.00
4.01.4010	Holiday Special Giving	\$320.00	\$25.00	\$ 320.00	\$1,100.00
	Total Giving Income	\$313,894.85	\$300,984.10	\$ 390,714.32	\$ 379,100.00
4.01.4001	Light of Christ Covenant	\$18,340.00	\$20,000.00	\$ 22,008.00	\$24,000.00
4.01.4011	Bank Interest Income	\$98.59	\$455.74	\$ 118.32	\$3,980.00
4.01.4002	Fund Transfer from Cornerstone Preschool	\$3,170.80	\$3,316.70	\$ 3,804.96	\$120.00
4.01.4020	Room Use	\$220.00	\$350.00	\$ 455.00	\$600.00
4.01.4031	Miscellaneous Income	\$-	\$12,719.72		
	Total Other Income	\$21,829.39	\$36,842.16	\$ 26,386.28	\$ 28,700.00
4.01.5081	Admin-Phone/Internet Income		\$ 370.00		
4.01.5095	Admin-VancoWebPay Fee Income		\$ 628.92		
	Total Gen Fund Income	\$335,724.24	\$338,825.18	\$417,100.60	\$407,800.00
Designated Funds Income					
4.07.2000	Admin/Reimbursement & Pass-through Fund Income	\$5,846.26	\$430.95	\$ 2,346.26	\$-
4.07.2050	Admin/Thrivent Choice Fund Income	\$3,385.00	\$3,289.00	\$ 3,537.00	\$2,500.00
	Total Dsgntd Admin Income	\$9,231.26	\$3,719.95	\$5,883.26	\$2,500.00
4.12.0315	D-CARE-Outreach Income	\$ 822.25	\$ -	\$ 822.25	\$ 500.00
4.12.1002	D-CARE/Naomi Circle Income	\$266.00	\$296.00	\$ 323.00	\$300.00
4.12.1003	D-CARE/Cards,Cookbooks Income	\$-	\$-	\$ -	\$-
4.12.1004	D-CARE/Neighborhood Outreach Income	\$-	\$-	\$ -	\$-
4.12.1210	D-CARE/ Kitchen Income	\$437.72	\$421.80	\$ 625.72	\$300.00
4.12.1211	D-CARE/Funeral Fund Income	\$50.00	\$50.00	\$ 50.00	
	Total Dsgntd CARE Income	\$1,575.97	\$767.80	\$1,820.97	\$1,100.00
4.05.2000	D-Faith Formation Passthru Income		\$ 250.00		
4.05.1120	D-Faith Formation-Camp Scholarship Income		\$ 1,500.00	\$ 565.00	
4.01.5131	D-FF/VBS	\$ 1,754.87	\$ 2,450.99	\$ 1,754.87	\$ 750.00
4.05.0314	D-FF/Education Fund Income	\$41.35	\$-	\$ 41.35	\$50.00
	Total Dsgntd Faith Formation Income	\$1,796.22	\$4,200.99	\$2,361.22	\$800.00
4.03.2000	Worship-Passthru Income		\$100.00		
4.03.0301	D-Worship/Children's Music Income		\$87.59		
4.03.0306	D-Worship/Musican's Income		\$ 550.00		
4.03.0313	D-Worship Alter Flowers	\$ 626.19	\$ 455.00	\$ 1,621.19	\$ -
	Total Designated Worship Income	\$ 626.19	\$ 1,192.59	\$ 1,621.19	\$ -
4.08.0317	D-Property/Bus Fund				\$ 400.00
4.08.0323	D-Property/Church Key Income	\$-	\$150.00	\$ -	\$-
4.08.1006	D-Property/Solar Fund Income		\$44,762.16	\$ 74,380.00	\$194,450.00
4.08.0322	D-Property-Equip.Fund Income	\$128.37	\$-	\$ 128.37	\$200.00
4.08.1001	R-Property/Columbarium Income	\$500.00	\$1,300.00	\$ 500.00	\$-
	Total Dsgntd Property Income	\$628.37	\$46,212.16	\$ 75,008.37	\$ 195,050.00
4.14.0129	MF-Specific Account Income	\$340.00	\$4,816.63	\$ 2,550.00	
4.14.1999	MF-Other Income	\$-	\$-	\$ -	\$1,000.00
	Total Dsgntd Memorial Income	\$340.00	\$4,816.63	\$ 2,550.00	\$ 1,000.00
4.05.1001	D-FF/Youth/Bank Inv Fund Income	\$-	\$-		\$-
4.05.1911	D-FF/Youth Fundraising Income	\$828.62	\$-	\$ 1,173.71	\$3,000.00
4.05.1931	D-FF/Youth Fund Income	\$5,356.66	\$5,170.44	\$ 5,556.66	\$-
	Total Dsgntd Youth Faith Formation Income	\$6,185.28	\$5,170.44	\$ 6,730.37	\$ 3,000.00
4.02.0305	D-Service/Service Trips Income	\$1,847.13	\$526.00	\$ 1,847.13	\$9,500.00
4.02.0308	D-Service/God's Work Our Hands Income	\$-	\$-	\$ -	
4.02.1530	D-Service/Agape-Benevolence Income	\$1,339.00	\$2,011.00	\$ 1,693.00	\$1,500.00
4.02.1540	D-Service/Little Pantry Income	\$363.75	\$158.00	\$ 588.75	\$250.00
4.02.2002	D-Service-Nicaragua Passthru Income		\$1,500.00		
4.02.2000	D-Service Passthru		\$409.00	\$ 686.00	
4.12.1001	D-Service/Quilts,Pillows Income	\$479.00	\$620.00	\$ 989.00	\$1,000.00
	Total Dsgntd Service Income	\$4,028.88	\$5,224.00	\$5,803.88	\$12,250.00

4.15.0001	Capital Improvements Fund Income	\$85,794.64	\$24,504.40	\$ 91,028.80	\$3,980.00
	Total Designated Capital Improvements Income	\$85,794.64	\$24,504.40	\$ 91,028.80	\$ 3,980.00
	Total Dsgntd Income	\$109,866.81	\$90,992.33	\$ 190,258.06	\$ 219,680.00
4.04.1009	Education Fund Gains/Losses	\$7,075.76	\$5,834.07	\$ 7,075.76	\$2,000.00
4.04.1010	Endowment-Education Fund Income	\$-	\$(4,000.00)	\$ -	\$4,000.00
4.04.1020	Endowment Worship Fund Inc.	\$1,801.12	\$1,552.00	\$ 2,155.62	\$2,000.00
4.04.1021	Worship Fund Gains/Losses	\$3,604.62	\$3,752.65	\$ 3,604.62	\$1,200.00
	Total Dsgntd Endowment	\$12,481.50	\$7,138.72	\$ 12,836.00	\$ 9,200.00
4.13.0002	Stewardship/Passthru		\$13,804.00		
4.26.1000	R-Preschool Tuition	\$66,795.78	\$63,071.46	\$ 83,261.98	\$79,606.00
4.26.1001	R-Preschool Designated Income	\$-	\$-	\$ -	
	Total Preschool Income	\$66,795.78	\$63,071.46	\$ 83,261.98	\$ 79,606.00
	Total Income	\$525,208.33	\$518,648.32	\$706,006.64	\$717,286.00
Expenses					
General Fund Expense					
5.01.5021	Admin-Postage	\$1,116.13	\$1,005.27	\$ 1,116.13	\$1,200.00
5.01.5031	Admin-Office Supplies	\$1,527.52	\$1,007.04	\$ 1,990.72	\$1,900.00
5.01.5051	Admin-Conferences & Conventions	\$1,578.42	\$2,553.52	\$ 1,578.42	\$1,500.00
5.01.5075	Admin-Miscellaneous	\$899.35	\$2,723.78	\$ 899.35	\$828.00
5.01.5077	Admin-IT/Equipment	\$253.08	\$1,556.25	\$ 479.83	\$4,500.00
5.01.5078	Admin-IT/Web Support	\$-	\$-	\$ -	\$5,424.00
5.01.5079	Admin-IT/Software	\$5,776.39	\$4,040.18	\$ 5,611.85	\$4,457.00
5.01.5080	Admin-Office Equipment Maint.	\$5,901.04	\$4,441.26	\$ 6,951.71	\$9,342.00
5.01.5081	Admin-Phone/Internet	\$209.70	\$1,131.63	\$ 759.40	\$1,200.00
5.01.5090	Admin-Misc Bank Charges	\$484.67	\$625.87	\$ 728.86	\$500.00
5.01.5095	Admin-Vanco Web-Pay Fee Expense	\$1,002.86	\$1,493.01	\$ 1,304.51	\$1,100.00
	Total Administration Expense	\$18,749.16	\$20,577.81	\$ 21,420.78	\$ 31,951.00
5.01.5315	Service-ELCA Rocky Mtn. Synod	\$16,479.20	\$11,753.40	\$ 18,127.12	\$14,104.00
5.01.5321	Service-Lutheran Ranches of the Rockies (Sky Ranch	\$150.00	\$125.00	\$ 250.00	\$250.00
5.01.5371	Services=Lutheran Campus Ministry	\$500.00	\$-	\$ 250.00	\$250.00
5.01.5391	Service-Habitat Humanity	\$500.00	\$250.00	\$ 500.00	\$500.00
5.01.5392	Service-New Beginnings (Women's Prison)	\$500.00	\$250.00	\$ 500.00	\$500.00
5.01.5397	Service-Service Programs	\$807.90	\$-	\$ 1,054.93	\$500.00
5.01.5601	Service - Nicaragua	\$500.00	\$250.00	\$ 500.00	\$500.00
5.01.5611	Service-OUR Center	\$-	\$330.51	\$ -	\$450.00
5.01.5612	Service-Growing Gardens	\$250.00	\$125.00	\$ 250.00	\$250.00
	Total Service Expense	\$19,687.10	\$13,083.91	\$ 21,432.05	\$ 17,304.00
5.01.5401	Property-Improvement/Repairs	\$19,800.91	\$11,117.72	\$ 22,981.38	\$12,000.00
5.01.5402	Property-Capital Improvements Transfers	\$10,369.00	\$20,109.22	\$ 12,369.00	\$-
5.01.5409	Property-Miscellaneous	\$64.98	\$111.04	\$ 64.98	\$100.00
5.01.5411	Property-Insurance	\$12,254.25	\$16,353.00	\$ 16,521.00	\$14,040.00
5.01.5421	Property-Utilities	\$27,508.15	\$29,108.02	\$ 32,768.60	\$19,200.00
5.01.5425	Property-Janitorial Services	\$13,803.00	\$15,179.00	\$ 16,563.60	\$15,000.00
5.01.5431	Property-Janitor Supplies	\$1,685.27	\$1,703.64	\$ 1,880.35	\$1,600.00
5.01.5451	Property-Equipment Maintenance	\$-	\$1,829.00	\$ -	\$3,000.00
5.01.5472	Property-Snow Removal	\$2,355.00	\$435.68	\$ 2,355.00	\$100.00
5.01.5473	Property-Lawn Maintenance	\$-	\$1,473.75	\$ -	\$1,500.00
5.01.5474	Property-Trash Removal	\$1,267.75	\$870.75	\$ 1,551.25	\$1,276.00
5.01.5481	Property-Bus/Van Insurance	\$1,227.00	\$1,119.21	\$ 1,541.25	\$500.00
5.01.5482	Property-Bus/Van Maintenance & Exp.	\$2,938.60	\$1,593.73	\$ 5,706.14	\$10,600.00
5.01.5500	Property-HVAC Annual Maintenance	\$1,326.50	\$2,340.95	\$ 2,652.99	\$5,413.00
5.08.1003	Property/Camera Security System Expenses	\$-	\$-		\$-
	Total Property Expense	\$94,600.41	\$103,344.71	\$ 116,955.54	\$ 84,329.00
5.01.5231	CARE-Advertisement	\$801.71	\$675.50	\$ 769.65	\$800.00
5.01.5277	CARE-Community Outreach	\$225.93	\$-	\$ 265.93	\$400.00
	Total CAREgelism Expense	\$1,027.64	\$675.50	\$ 1,035.58	\$ 1,200.00
5.01.5501	Staff-Pastor Salary	\$40,000.00	\$40,000.00	\$ 48,000.00	\$48,000.00
5.01.5503	Staff-Pastors Ministry Expense	\$389.80	\$1,112.91	\$ 399.75	\$400.00
5.01.5505	Staff-Pastors Housing Allow	\$7,296.00	\$7,296.00	\$ 8,755.20	\$8,755.00
5.01.5506	Staff-Pastor's Education Expense	\$1,556.56	\$17.01	\$ 1,614.52	\$1,000.00

5.01.5507	Staff-Pastors Pension / Med	\$21,978.30	\$22,645.70	\$ 26,373.96	\$27,240.00
5.01.5520	Staff-Dir. of Faith Formation Salary	\$38,624.60	\$27,037.50	\$ 46,349.52	\$46,350.00
5.01.5522	Staff-Dir. of Faith Formation Ministry Expense	\$108.15	\$2,004.41	\$ 108.15	\$250.00
5.01.5523	Staff-Dir. of Faith Formation Pension	\$11,315.00	\$8,858.12	\$ 13,578.00	\$16,139.00
5.01.5539	Staff-Office Administrator	\$39,169.60	\$34,666.80	\$ 47,050.92	\$41,600.00
5.01.5541	Staff-Hospitality Coordinator	\$14,079.20	\$14,079.20	\$ 16,895.04	\$16,895.00
5.01.5551	Staff- Musician	\$19,125.00	\$19,125.00	\$ 22,950.00	\$22,950.00
5.01.5581	Staff-Bookkeeper	\$12,916.60	\$12,916.80	\$ 15,499.92	\$15,500.00
	Total Salary/Wages	\$206,558.81	\$189,759.45	\$ 247,574.98	\$ 245,079.00
5.01.5595	Staff-FICA Employer Share	\$13,749.67	\$12,515.12	\$ 16,503.23	\$14,635.00
5.01.5596	Staff-Workman's Comp	\$1,098.75	\$179.75	\$ 1,454.50	\$1,751.00
	Total Staff Expense	\$14,848.42	\$12,694.87	\$ 17,957.73	\$ 16,386.00
5.01.5701	Stew-Offering Envelopes	\$531.32	\$617.34	\$ 718.67	\$500.00
5.01.5702	Stew-Stewardship Program	\$-	\$-	\$	\$100.00
	Total Stewardship Expense	\$531.32	\$617.34	\$ 718.67	\$ 600.00
5.01.5801	Worship-Music	\$250.00	\$92.99	\$ 250.00	\$250.00
5.01.5831	Worship-Altar Care	\$130.03	\$520.05	\$ 420.21	\$300.00
5.01.5835	Worship-Musicians	\$3,400.00	\$4,350.00	\$ 3,400.00	\$3,600.00
5.01.5845	Worship- Materials	\$1,391.95	\$1,049.74	\$ 1,736.63	\$1,000.00
5.01.5857	Worship-Nursery Supplies	\$-	\$-	\$	\$200.00
	Total Worship Expense	\$5,171.98	\$6,012.78	\$ 5,806.84	\$ 5,350.00
5.01.5101	FF-Sunday School	\$609.60	\$328.00	\$ 609.60	\$600.00
5.01.5141	FF-Confirmation	\$829.28	\$279.31	\$ 982.95	\$600.00
5.01.5151	FF-Adult Education	\$46.72	\$-	\$ 46.72	\$125.00
5.01.5161	FF-First Communion	\$15.52	\$-	\$ 15.52	\$50.00
5.01.5901	FF-Retreats/Activities			\$ -	\$1,200.00
5.01.5181	FF-Special Events	\$-	\$-	\$ 1,122.68	
5.01.5521	FF-Youth Ministry Expense			\$ 235.00	
5.01.5911	FF-Camping Scholarships	\$1,080.00	\$1,237.50	\$ 1,080.00	\$-
5.01.5932	FF-Adult Leader Expenses	\$-	\$194.08	\$ -	\$200.00
5.01.5933	FF-Household Ministry	\$294.81	\$315.44	\$ 294.81	\$300.00
5.05.0314	FF/Education Fund Expense	\$30.46	\$-	\$ 30.46	\$50.00
	Total Faith Formation Expense	\$2,906.39	\$2,354.33	\$ 4,417.74	\$3,125.00
	Total General Fund Expense	\$364,081.23	\$349,120.70	\$437,319.91	\$ 405,324.00
Designated Fund Expense					
5.07.2000	D-Admin Reimbursement and Pass-thru Expenses	\$ 5,775.56	\$ 759.88	\$ 2,176.68	
5.07.2050	D-Admin/Thriving Choice Fund Expense	\$2,414.00	\$3,300.53	\$ 2,768.50	\$2,500.00
	Total Designated Admin Expenses	\$8,189.56	\$4,060.41	\$4,945.18	\$2,500.00
5.08.0323	D-Property/Church Key Expenses		\$ 68.08		
5.01.7001	D-Property-Mission Investment Fund-Construction		\$ 43,762.16		
5.08.1006	D-Property/Solar Expenses		\$ 108,441.16	\$ 10,701.00	\$ 194,450.00
	Total Designated Property Expenses		\$ 152,271.40	\$ 10,701.00	\$ 194,450.00
5.02.0305	D-Service/Service Trips Expense	\$864.12	\$1,042.43	\$ 864.12	\$9,000.00
5.02.1530	D-Service/Agape-Benevolence Expenses	\$2,581.95	\$250.00	\$ 2,881.95	\$1,500.00
5.02.0308	D-Services God's Work Our Hands Expense	\$ -	\$ -	\$ -	\$ -
5.12.1001	D-Service-Quilters	\$ 127.47	\$ 536.53	\$ 138.21	\$ 250.00
5.02.1540	D-Service/Little Pantry	\$-	\$237.83	\$ 100.00	\$250.00
5.02.2002	D-Service/Nicaragua Passthrough expenses		\$1,500.00		
5.12.1001	D-Service Passthrough Expenses		\$608.52		
	Total Designated Service Expense	\$3,573.54	\$4,175.31	\$3,984.28	\$11,000.00
5.12.0315	D-CARE/Outreach Expenses			\$ 712.25	
5.12.1002	D-CARE/Naomi Circle Expenses	\$360.23	\$80.00	\$ 360.23	\$500.00
5.12.1003	D-Cards Expense	\$191.90	\$-	\$ 191.90	\$200.00
5.12.1004	D-CARE-Neighborhood Outreach	\$304.62	\$-	\$ 494.97	\$300.00
5.12.1210	D-CARE/Kitchen Expenses	\$1,232.21	\$500.20	\$ 1,232.21	\$500.00
5.12.1211	D-CARE/Funeral Fund Expense	\$-	\$-		
	Total Designated CARE Expense	\$2,088.96	\$580.20	\$ 2,991.56	\$ 1,500.00
5.03.0300	D-Worship-Music Expense	\$350.00	\$87.59	\$ 350.00	\$100.00
5.03.0301	D-Worship-Children's Music Expense			\$ 87.59	
5.03.0313	D-Worship-Altar Flowers	\$957.37	\$1,199.07	\$ 1,134.40	\$600.00
5.03.0306	D-Worship-Musicians Expense			\$ 50.00	
5.03.2000	D-Worship-Pass Through Expense		\$100.00		
	Total Designated Worship Expense	\$ 1,307.37	\$ 1,386.66	\$ 1,621.99	\$ 700.00
5.01.5131	D-FF-Vacation Bible School	\$3,068.60	\$2,349.24	\$ 2,916.19	\$2,500.00
5.05.1120	D-FF-Camp Scholarships		\$16.24		

5.05.2000	D-Faith Formation Passthrough		\$250.00		
5.05.1911	D-FF/Youth Fundraising Expense	\$-	\$-	\$ -	
5.05.1931	D-FF/Youth Fund Expenses	\$14,439.70	\$1,649.61	\$ 14,510.91	\$10,000.00
	Total Designated Faith Formation Expense	\$17,508.30	\$4,265.09	\$17,427.10	\$12,500.00
5.15.0001	D-Capital Improvements Fund Expenses	\$105,366.47	\$55,407.71	\$ 105,366.47	\$10,000.00
	Designated Capital Improvements Expenses	\$105,366.47	\$55,407.71	\$ 105,366.47	\$ 10,000.00
	Total Designated Funds Expense	\$138,034.20	\$222,146.78	\$147,037.58	\$232,650.00
5.14.ACCT	D-Memorial Funds specific accounts Expense	\$ -	\$ 3,640.78	\$ 4,469.23	
5.14.1999	MF-Other Expenses	\$387.77	\$-	\$ 387.77	\$6,000.00
	Total Dsgntd Memorial Expense	\$387.77	\$3,640.78	\$4,857.00	\$6,000.00
Dsgntd Endowment Expense					
5.04.1001	R-Endowment Education Fund Losses	\$ -	\$ -		
5.04.1021	R-Endowment Worship Fund Losses	\$-	\$-		
	Total Worship Endowment Expenses	\$-	\$-	\$-	\$-
5.04.1010	R-Endowment Education Fund Distribution	\$-	\$-		
5.04.1020	R-Endowment Worship Fund Distribution	\$-	\$-		
	Total Endowment Distribution Expenses	\$-	\$-	\$-	\$-
	Total Dsgntd Endowment Expense	\$-	\$-	\$-	\$-
Preschool Operating Expense					
5.26.1000	R-Preschool Staff-Dir Salary	\$33,333.40	\$33,333.40	\$ 40,000.08	\$40,000.00
5.26.1004	R-Preschool Staff-Teacher #2	\$14,480.00	\$14,400.00	\$ 18,480.00	\$20,000.00
5.26.1007	R-Preschool Staff-Teacher #4	\$-	\$-	\$ -	\$-
5.26.1200	R-Preschool Staff-Employer FICA	\$3,657.72	\$3,651.60	\$ 4,473.72	\$4,590.00
	Total Preschool Staff Expense	\$51,471.12	\$51,385.00	\$62,953.80	\$64,590.00
5.26.2000	R-Preschool-Admin	\$611.98	\$1,082.00	\$ 611.98	\$-
5.26.3000	R-Preschool-Equip and Supplies	\$469.34	\$1,997.74	\$ 964.37	\$1,350.00
5.26.3001	R-Preschool-Weekly Reader	\$-	\$-		\$1,634.00
5.26.3002	R-Preschool-Nurse	\$380.00	\$270.00	\$ 665.00	\$1,200.00
5.26.5000	R-Preschool- Utilities	\$-	\$-	\$ -	
5.26.7000	R-Preschool-Transfer to BLC General Fund	\$3,170.80	\$3,316.70	\$ 3,804.96	\$3,980.00
5.26.7001	R-Preschool-Transfer to BLC Capital Fund	\$3,170.80	\$3,316.70	\$ 3,804.96	\$3,980.00
	Total Preschool Other Exp	\$7,802.92	\$9,983.14	\$9,851.27	\$12,144.00
	Total Preschool Operating Expense	\$59,274.04	\$61,368.14	\$ 72,805.07	\$ 76,734.00
	Total Expenses	\$561,777.24	\$636,276.40	\$662,019.56	\$720,708.00
	Difference	<u>\$(36,568.91)</u>	<u>\$(117,628.08)</u>	<u>\$43,987.08</u>	<u>\$(3,422.00)</u>
If the accounts in the subtotals have changed or if ledger and subsidiary account attributes have changed. Previous YTD totals may not represent a valid comparison.					
When showing the Previous YTD balance and excluding zero balance accounts, subtotals may not be accurate.					

2025 Pastor Katie Chullino's Report

Dear Bethlehem Members and Friends,

There is a story in Greek mythology about Theseus--really, there are many stories about Theseus because he was a hero who saved children and traveled the world--but *this* story is about his ship. After saving children from a tyrannical king, Theseus traveled from Crete to Athens where his ship was kept in harbor for centuries. The Athenians pledged to preserve his ship. For centuries they would replace worn and rotten boards on the ship to keep it seaworthy. Eventually, so many boards were replaced that the question arose: *Is this the same ship or not?*

The Ship of Theseus presents a paradox of identity. In some ways, yes, it is the same ship. The shape, the story of the vessel, the spirit of it are there. In other ways, no, it is not the same ship. In order for the vessel to stay afloat it had to change. The literal pieces of it were slowly changed and it became *new*. The same paradox is observed with items like axes and knives as their handles or blades are replaced, with buildings, and with institutions, too.

Bethlehem Lutheran Church has existed for 124 years. We can trace our history to a small congregation of Norwegians, primarily from the Midwest, first met on October 13, 1901 in a Longmont home where they read scripture and prayed. The people organized on December 8, 1901 in a home on Collyer Street. In 1906, the congregation bought "the old Catholic Church". In 1925 the congregation broke ground on a new building at 4th and Terry. In 1970, the congregation moved to 15th and Pratt, where we are today. During these years, Bethlehem Lutheran Church has replaced pews, altars, carpets, and windows--lights, ovens and furnaces, too! And as often as pieces and buildings changed, so did the people. In 1957, Peace Lutheran, a German congregation in Longmont, merged with Bethlehem. Combined, the congregations have been served by over 30 pastors, at least 8 intern pastors, at least 3 deaconesses, numerous interim pastors, and countless devoted volunteers. In every season of ministry, members have come and gone.

The point I'm coming to is this: *Is this the same ship? As we embark on our 125th year as a congregation, are we still the same Bethlehem Lutheran Church?*

In some ways, yes, we are. We still gather in Longmont around scripture and prayer. We still call ourselves Lutheran and Christian. We gather in the same Spirit.

In some ways, no, we are not. Our physical location has moved. Our leadership, membership, and partnerships have changed. Our theology and practices have evolved.

And that's good! Remember, there was a time when humanity believed sin and death had the final word. Jesus changed that theology and inspired a whole new life and faith. Change is why our congregation and the Church exists. Change is how every ship stays afloat--if you don't change the boards it rots and sinks.

As you read through this annual report and make decisions for our life together this coming year, I invite you to remember those who have served this congregation and remember them well, reflect on the history and traditions which inform our beliefs and practices today, and recognize the ways in which we continue to be made new.

With love and peace,

Pastor Katie Chullino

2025 Congregational Records Report

According to our records, as of November 10, 2025*:

Members	Baptized	Confirmed	Not Baptized or Confirmed	Totals
Active (engage, commune, contribute)	67	294	7	368
Inactive (not engage or contribute in last 3 yrs)	5	23	7	35
Contribute only (as informed the office)	0	0	0	0
Totals	72	317	14	403

*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.

Sunday In-person Worship Average Attendance: 128

Sunday Online Worship Average Attendance: 98

Pastoral Activity

Baptisms: Sawyer Kirk Mullinix, Ryan Scott Roediger, Emma Louise Stewart, Hailey Jolene Davidsen, Rosemary Louise Holste Miller, Jackson Wiggs

Affirmation of Baptism: Jeff Merchant, Kallen Box, Jillian Classen, Lilah Corner, Thomas Hoime, Ella James, Landon Luna, Emma Romaczewski, Sophia Watts

Deaths: David Bluhm, Virginia Postle, Audrey Marquardt, Pablo Ramos (NM), Carol Hawkins, Virginia Cooley Linder, Gerry Cole, Tija Ramos, Paul Puebla, Gene Schnabel

New Members Received: Elise and Ryan Eidsness, John Holste, Rosemary Louise Holste Miller, Monica Butler, Paul and Nancy Judson, Amy Anderson, Dave & Debbie Boddiger Marc Conrad, Jenny Davis, Jackson Wiggs, Jeff Merchant, Marcy Wirth, Claire and Ranon Pritchard

C.A.R.E. Team 2025 Report

Respectfully submitted by Greg Schumann in honor of Paul Puebla, CARE Chair

The CARE ministry supports many aspects of our faith journey. Dining for Eight, Lent Soup Suppers, Living Nativity, Summer Coffees and various celebrations and potluck events are but a few things led by the CARE Team.

Our Care Shepherds and our Fellowship Shepherds have been coordinated by Shirley Kasperbauer and Wanda Schnabel for many years. Their efforts are extremely important to the success of all events we have that involve gatherings, fellowship and festivities.

The common theme among all Lutherans is that you MUST have coffee. Bob Lee and Greg Schumann make sure that we have coffee and creamer during church services and special events. One of them is always available to help groups find things in the kitchen and keep the supplies stocked.

Dining for Eight group, moving to Dining for Six, has been a very special event for folks. This has helped establish long term relationships, acclimate new members and generally get singles and couples together for fellowship.

First Friday is an event where all are welcome to attend, enjoy fellowship, food and beverage. Folks are encouraged to bring an appetizer and beverage to share. Hosted by various members, signing up through Shirley Kasperbauer, the host opens their home to all. Each year we hear compliments of how great these events are and how nice it is to relax and have great conversations in a homier surrounding.

The Care Team has supported events put on by the Faith Formation Ministry. We have supplied set-up and take down support, beverage coordination, popcorn making and food coordinating for events such as Rally Day, Djembe Orchestra, Jazz Service, Confirmation reception, Movie Night and so on.

Currently, Bob Lee along with support from Jenny Kelley, are creating a new picture directory for the congregation. Having accurate contact information and a face to go with that is a great help to get to know and find folks. The directory also helps for many of us who know the face but simply cannot remember the name.

The Living Nativity is the greatest way for the team to end the year. On the Sunday before Christmas, the team coordinates volunteers to dress up in costume and recreate the manger scene. It is always well attended with anywhere from 100 to 150 cars coming through. In addition, there are always 25 plus folks who walk over from nearby streets as well as some who are moved to simply park their car and walk back for a longer time and experience. Of course, there is always food and drink provided for all participants.

The CARE Team is already working on the 125th anniversary of Bethlehem, led by Shirley Kasperbauer. This promises to be an event filled and memorable event.

A very deep thanks in memory of Paul Puebla, the CARE Ministry Chair who recently passed away. Thanks to all team members, Wanda Schnabel, Shirley Kasperbauer, Cindy Tayler, Jenn Puebla, Jill Grant, Bob Lee, Greg Schumann and of course Pastor Katie Chullino.

Faith Formation Ministry 2025 Report

Respectfully submitted, Jamie Updegraf, Faith Formation Ministry Chair

Mission Statement: Helping children of God of all ages grow in faith and relationship in this community.

Goal for 2026: To utilize the time and talents of our staff, volunteers, and mentors to better support all faith formation programming, especially our youth centered programs.

2025 Ministry Highlights, Updates, & Goals

- **Sunday School**
 - **Pre-K through 5th grade Sunday school:** has continued this fall thanks to our volunteer teachers: Cassy Lee, Heather Cobb, Hillary Varas, and Rick Green. Thank you all!
 - **Attendance:** Average of 5-7 youths each week.
- **Rally Day:** We kicked off this year's Sunday school program on Rally Day with chalk art in front of the sanctuary. Regular classes resumed after Labor Day.
- **Christmas program:** The date for this year's Christmas program, "The True Night Before Christmas," is Sunday, December 14th during the second service.
- **Vacation Bible School:** Was held June 23rd-27th, 2025
 - Led by Gary Knutston, Laura Davis (Director), and Rick Green (Preschool program lead)
 - This past year's theme was "True North- Trusting Jesus in a Wild World " was a success. We hosted a total of 38 registered students and over 30 volunteers (youth and adults). Thank you to our director, Laura Davis, and preschool lead, Rick Green.
 - VBS 2026 is tentatively scheduled for the week of July 13-17.
 - **VBS Goals for 2026:** To increase attendance and engage new youth and adult volunteers to be part of VBS.
 - To continue our partnership with First Lutheran and LOC to make the week a success.
- **Confirmation**
 - **Confirmation Ministry:** led by Pastor Katie Chullino
 - **Confirmation Highlights:** Learning events for 6th-8th graders resumed this fall starting with Rally Day. Classes are held in the youth room the second and fourth Sundays of the month from 11:45 -2:00 p.m. Lunch is provided.
 - **Attendance:** We celebrated 8 Confirmands this fall, and there are six Confirmation students who continue to attend monthly events.
 - **Curriculum:** Pastor Katie continues for fall 2025- spring 2026 focused on world religions; this year, the focus is on the Catechism.

- **Mentor Ministry:** The Lenten Faith Mentoring Ministry (5 week program) will resume in 2026. See Pastor Katie or Jaime Updegraff if you have questions or would like to volunteer to mentor one of our Confirmands!
- **Goals for 2026**
 - To better support youth ministries utilizing the time and talents of our staff, volunteers, and mentors
 - To increase Sunday school and high school youth group attendance: To increase youth involvement in worship and service opportunities at BLC
- **Open Forum**
 - **Open Forum:** Formerly known as Adult Forum. These learning opportunities are held in-between services on select dates and are led by volunteers. This fall, Jim Hoffmeyer, Mike Smith, and Dave Hooley have facilitated Open Forum sessions. Thank you for dedicating your time! Margot Hoffmeyer, Jenny Kelly, Jane Lahman, and Pastor Katie also help run the group.
 - **Goals for 2026:** Future goals include scheduling occasional guest speakers and series. Suggestions/ideas are welcome.
- **High School Youth**
 - **Senior High Youth Group:** Led by Pastor Katie and partnering with First Lutheran. Gatherings are scheduled for the 3rd Sunday of each month from 4-6 p.m.
 - **Attendance:** Average attendance has been 3-7 youths per gathering.
 - **Goals for 2026**
 - To organize service opportunities for our youth
 - To increase attendance for monthly gatherings
 - To increase youth involvement in worship and service opportunities at BLC
- **Lutheran Dudes in Discussion (formerly Lutheran Men in Mission)**
 - **BLC's men's group:** Meets the first Saturday of the month in the Fellowship Hall for breakfast, a devotion and discussion. Led by volunteers. Thank you to Greg for providing breakfast and Chili for organizing volunteers.
 - **Attendance:** The group averages 8-12 attendees.
 - **Goals for 2026:** To increase attendance and offer more opportunities for fellowship, devotion, and prayer.
- **Special Events**
 - **Movie Nights:** We've hosted several movie nights over the past few months - some under the stars, some indoors, but all with popcorn. Thank you to the
 - James family for taking the lead on this and to all the volunteers who have helped with setup and cleanup each time.
 - **Family Advent nights:** These events will resume during the month of December. Each Wednesday night throughout the month, we will engage in fellowship through various holiday activities after the service. This year's schedule is as follows:

- 12/3 - Watch a short holiday movie while working on our service project:12/10 - Holiday crafts while watching a short holiday movie
 - 12/17 - Christmas Trivia Game and assembling holiday bags with communion sets, crafts, and treats
- **Easter Extravaganza:** We had approximately 110 youths, adults, and families attend a fun filled day with an Easter story, Egg hunt, crafts, and games.
- **Back-to-School swim party:** Held in August. Families met to connect as the new school year got underway.
- **Halloween Trunk or Treat-** We had over 100 youth and their families attend, and we had 17 trunks and over 30 volunteers distribute candy. We also had an abundance of candy donations - thank you BLC!
- **Other**
 - Safe Haven background checks - led by Pastor Katie
- **Acknowledgments**
 - In 2025, faith formation team members were as follows: Rick Green, Hillary Varas, Laura Hoime, Brian Carlson, and Jaime Updegraff
 - Despite the absence of a faith formation staff member in recent months, we continue to see healthy participation in all ministry events such as Confirmation, High School youth group, Sunday school, and Trunk-or-Treat. We give thanks for all individuals and ministry teams who have volunteered their time and talents to help our programs succeed. We invite feedback from the congregation and look forward to strengthening our ministry in 2026.

Service Ministry 2025 Report

Respectfully submitted, Cathy Goodman, Service Chair

Service 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 2025 we have engaged as a congregation in the following organizations and mission ministries: 1) Our Center that serves the hungry and provides for struggling individuals and families in our community, 2) Fund raisers and a Mission trip that helped Tipi Builders that serves the Hopi Indian Reservation in Arizona 3) The Nicaragua Project fund raisers and mission trip serves extremely impoverished children in a children center we built in Somoto, Nicaragua, 4) The Little Pantry and Growing Gardens on our property that feed the hungry in our area, 5) Elevated Supports that supports the developmentally delayed 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 women's prison, 9) Musical Freedom serving women prisoners with music lessons, 11) the Atria providing church services and music to seniors in memory care 12) Annie and Millie's Place serving those experiencing homelessness who have pets, 13) Hope that provides for those experiencing homeless in Longmont. 14) Habitat for Humanity building homes in our area, 15) Hope for the Holidays with Global Mission to send Christmas cards and messages of hope to immigrants across the country; 16) AAMPARO of the ELCA under whom we are a Welcoming Church for immigrants; 17) A Social Justice Team acting on social justice issues.

We would like to thank Thrivent for providing a \$250 Action Teams many times to aid BLC projects related to these service areas.

Details on how we have been serving them can be found below:

Ministry to the Hungry in Our Area:

- **Our Center:** Volunteers from BLC provided lunches that served 70-80 people on each of 4 Sundays this year. Dates for 2026 are February 8th, May 3rd, August 9th, and November 8th. In addition, Service and Evangelism often have a basket in the Narthex for nonperishable food items and collects items during the Living Nativity. To volunteer to serve lunch in 2026 contact Bob Lee.
- **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 as well as the Cornerstone preschool that helps fill it once a week when in session. You can help by bringing the necessary foods or donating 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. Donations need to be cans with pop top lids of stews, soups, chili, fruits, Vienna sausages, and tuna . Also needed are dry goods

of peanut butter, crackers, cookies, and protein bars. Needed items can be placed in the small room across from the kitchen.

- **Growing Gardens** grows many pounds of vegetables on our property to distribute to those in need. Please see more information elsewhere in the reports.

Mission Trips and Mission Support:

- **Annual In Country Mission Trip:** This year a joint mission trip with LOC was taken to the Hopi Indian reservation where construction and support projects identified by Tipi Raisers were carried out. If you have interest in helping with one this year, contact Bob Cotton.
- **Iglesia Luterana Cristo Rey:** is an ELCA congregation that serves immigrants on the border in El Paso Texas. This year, we supported them with 12 quilts made by our quilters for immigrant children, Thrivent T-shirts, and individual donations.
- **Nicaragua Mission Trip:** This year 2 board members had a successful trip to see our mission project in Somoto. A trip for limited participants is planned for February 28 March 08, 2026. Please let Mark Holste know if you have interest in going on this or another trip in the future. A separate Nicaragua Project Report is included in this Congregational 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. All are welcome to participate, including children. You do not need to be able to carry a tune — just bring a joyful heart. Please join us! We leave church at 11:15 towards the end of second service to arrive at the Atria by 11:30 the Second Sunday of every month. If you are willing to play piano or another instrument or sing for the service, please contact Betty Rasmussen and/or Cathy Goodman.

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 Phipps. If you would like to join them on a Sunday morning, please contact Jeanne to find out how you may do so.
- **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 often collected for them 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 four years, the congregation has provided donations of needed items during the God's Work Our Hands/Share the Grace event the second Sunday in September.. If you are interested in ways to support this ministry, please contact Sue and Mike Smith.

Ministry to Those Experiencing Homelessness and Those in Need of Permanent Housing:

- **HOPE:** is an outreach program for those experiencing homelessness in Longmont. A member of Manna Bible Study provides a complete meal for HOPE on the 4th Tuesday of each month by preparing and delivering it. Contact Phyllis Wright to participate.
- **Habitat for Humanity:** Bethlehem Lutheran has helped Saint Vrain Habitat for over 20 years by having six build days on Saturdays during the year. Please check the bulletin, Bob's corner on the bulletin board in the narthex, or check with Bob Cotton for the dates. There is something for all volunteers ages 14 and up, and we are always looking for more volunteers!
- **Annie and Millie's Place:** supports people with pets who are experiencing homelessness. We offer our church for a vet clinic and a follow up clinic each summer. Manna Bible Study and volunteers provide breakfast burritos and coffee. To participate, contact Karen Aumann.

Ministry Abroad

- **The Nicaragua Project:** For the 21st year we have continued to financially support a children center in Somoto, Nicaragua that serves approximately 80 very impoverished preschoolers as well as approximately 50 older very impoverished children. Two Nicaragua Project board members went to Somoto and the school in February. A trip for a limited number of participants is planned for February 28 through March 08, 2026. For more information please see the report included within and/or contact Mark Holste, Cathy Goodman, Margot Hoffmeyer, or Dave Twait. A separate report for them has been written.

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 both to Lutheran World Relief, now called Global Mission of the ELCA for distribution as well as to other organizations. This year, quilts were sent to Iglesia Luterana Cristo Rey for immigrant children on the streets, Mountain States Children's Home for children needing care outside of their families, Global Mission, and others. 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. For more information, contact Barb Price.

Social Justice Team Ministry

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 SJT, volunteers from our congregation have continued to explore ways to do justice and accompany our neighbors.

This Year's SJT Activities and Committee Work were:

- **God's Work Our Hands/Share the Grace** : 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 40 congregants of all ages gathered to sew and tie 12 quilts for toddlers and infants who are immigrants served by Iglesia Luterana Cristo Rey in El Paso, donate new clothes and needed hygiene items to New Beginnings, work in the Growing Gardens on our property, get acquainted with support an asylum seeker from Afghanistan who has been sponsored through the ELCA, and collect clothes for Elevated Community Thrift Shop in Longmont to support people with developmental delays.
- **Support of Campus Ministry**: A love offering was collected when a service was led by campus ministry at BLC was held November 16
- **Support of New Beginnings**: Their Pastor Samm delivered the sermon, spoke about New Beginnings, and suggested ways we can help support them. A love offering was collected for them.
- **Annie and Millie's Place**: serves people experiencing homelessness by helping them with their pet care and health. In June 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. A follow up clinic was held in June at our site as well. We also collected items for them during God's Work Our Hands event. For more information, contact Karen Aumann
- **Immigration Education and Support of immigrants as a Welcoming Congregation under AAMPARO of the ELCA**: The Immigration Focus Group under SJI was merged into the Social Justice Team this year. We continued to explore ways to educate the congregation and accompany immigrants. Red cards printed in English and Spanish explaining an immigrant's rights if contacted by ICE are made available on the Service bulletin board area for congregants to distribute to those who may benefit, A plan was made and reviewed by a lawyer to guide our action in our church building if ICE comes to our door. The Rocky Mountain Synod statement concerning immigrants was presented during worship. Prayers for immigrants were offered during some worship services. Trainings and meetings were attended via zoom to keep us informed as to

support needed. Exploration of ways to support immigrants is an ongoing process. To explore participation, contact Cathy Goodman

- **Hope for the Holidays** program is sponsored by Global Refuge. For the fifth year in a row, in November we provided Christmas and holiday cards for our congregation, Sunday school children, and LOC to write notes of encouragement which will be sent to detainees in ICE facilities across the country by Global Mission. We anticipate that over 400 will be written by us and sent this year. For information, contact Mary Jane Voogt.
- **Advocacy**: An advocacy Email group was formed following an advocacy training presented by church members held between services in January. The advocacy group receives and shares Emails concerning advocacy issues pertaining to social justice issues and provides ways to advocate. Each member of the group chooses which actions they wish to take. Also, print outs concerning ways to advocate and care for yourself while doing so are at times available on the Service bulletin board. The advocacy group is in need of a leader to receive and send out concerns. To participate, contact Cathy Goodman.

Financial Support: From the General Fund for Missions was budgeted and provided to these missions: Lutheran Campus Ministry – CU Boulder, Sky Ranch Lutheran Camp (it will be for both Sky Ranch and Rainbow Trail in 2026), 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. 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:

- | | |
|--|---|
| ● Service Meeting times and places:
Cathy Goodman | ● Hope for the Holidays: Mary Jane Voogt |
| ● Social Justice Initiative: Cathy Goodman | ● Musical Freedom: Jeanne and Jerry Phipps |
| ● Our Center: Mark Holste | ● Habitat for Humanity: Bob Cotton |
| ● Immigration Focus Group: Cathy Goodman | ● Annie and Millie's Place: Karen Aumann |
| ● Ambassadors at The Atria: Cathy Goodman/ Betty Rasmussen | ● In Country Mission Trip: Bob Cotton |
| ● Nicaragua Project: Mark Holste | ● Quilting: Barb Price |
| ● Hope (for homeless): Phyllis Wright | ● Thrivent Gift Cards for Projects: Mark Holste |
| ● Little Pantry: Sue Smith | ● Bell ringing with Salvation Army: Duane Penny |
| ● New Beginnings & ReEntry Initiative: Mike Smith | |

Property Ministry 2025 Report

Respectfully submitted, Glenn Summers, Property Ministry Chair

2025 has been a good year for property! The church maintenance is starting to normalize.

Six major projects were completed in addition to many smaller projects.

- The replacement of two RTU's (HVAC) for the office. We changed contractors from Timberline Mechanical to IMS. Cost \$19,318.00 savings of \$19,939 by switching contractors.
- Rekeyed the church and locked gates for the Cornerstone playground. Appr. \$15,000
- Continued support for Growing Gardens – installation of the walk-in cooler and moving of the shed. Electrical for the walk-in cooler costs \$1,100. Garden produced 12,000 lbs.
- Sprinkler repair in the front of the church.
- Painted the office area.
- Replaced kitchen equipment and electrical upgrades. Value \$26,313.9 after rebates cost to the church \$5,502.78.
- LED replacements are 110 fluorescent fixtures, 125 4'LED, 10 4' LED strip lights, and 12 6" downlights. Included installation and comes with a 5yr warranty. Before the project probably 30% of the fixtures were bad. Value \$22,717.70 after rebates cost to the church \$11,358.85.
- Solar system installs complete. Costs to the church:
 - \$214,020.00 solar install
 - -\$85608.00 Federal rebate possibly see in the 1st Qtr. 2026
 - -\$20,000 PACE rebate will see this year.
 - - Appr. \$73,000 congregation contribution.
 - Total costs to the church \$35,412 plus interest on the loan.
- Property has been active in the expansion of Growing Gardens and is part of the Land Stewardship Team since its inception.

2026 Goals

- Continue recovery of the grass on campus – aerate, soil improvement and planting seed. Remove two dead trees.
- Meeting with the City of Longmont Efficiency Works to evaluate the church for other energy savings.
- Expanded the last section of garden. Finish the picket fence and fencing.
- Concrete repair on the north driveway.

I would like to thank all of you that have participated in helping Property maintaining our campus from doing the physical work to supporting the ministry financially.

In conclusion: 2025 the church did \$298,469.60 in improvements. Using rebates and contributions the cost to the church was approximately \$72,691.63

Stewardship Ministry 2025 Report

Respectfully submitted, Cindy Thompson, Stewardship Chair

The ELCA believes that “stewardship, in its simplest form, is the practice of generosity. It is essential to the daily expression of our faith. As a church that is energized by lively engagement in our faith and life, we know that understanding personal and household stewardship is crucial in responding to God’s abundant grace.” We have an abundance of Stewards here at Bethlehem Lutheran and I thank you for your generosity.

The first four months of 2025 were filled with uncertainty as giving was down and physical building needs were up. On May 1st, “A Day in a Year at BLC”, was launched in which congregants purchased a day/date and donated that amount to Bethlehem to build up an account to be used for unbudgeted expenses. This fund is at approximately \$15,000 and growing because members and friends of Bethlehem are continuing to select a day. Our goal is for all 365 days to be taken by May 1, 2026. When we reach our goal, we will have raised \$66,795.

Summer worship began in June and once a month we “Gathered in Gratitude”. We shared what we were grateful for and celebrated all of the many events being hosted by Bethlehem in our church (Confirmation, Quilting Ministry, Solar Project, etc.), the community (VBS, Annie & Millie’s Place, movie nights, etc.), and other parts of the world (Hopi/Navajo mission trip, Hope For The Holidays, Nicaragua Project, etc.). We also celebrated the time and talents of our greeters, ushers, nursery attendants, communion assistants, assistant ministers, AV team, choir members, musicians, and many more volunteers who make Bethlehem such a special place.

This fall, we continued our generosity with the Stewardship campaign, “Giving in Gratitude”. As of November 11th, pledges received totaled \$312,590. When we are together at the Annual Meeting, updated numbers will be available as pledges are still coming in. It will be interesting to read in the 2026 Annual Report the amount in pledges and the amount of actual funds received. Members also financially support Bethlehem by designating Bethlehem for their King Soopers community reward points (\$1,295 this year went to support our youth) and Bethlehem Thrivent members designating Bethlehem for their Thrivent Choice dollars (\$3289 this year).

As I look upon Bethlehem’s roof and see all those solar panels, I am so proud of not only the generous donations given to this project but also the decision to become energy independent and to create a more resilient and cleaner environment for our little Lutherans, Bethlehem’s future leaders. In 2025, we gathered in gratitude, we gave in gratitude and as we focus on 2026, let’s continue to live in gratitude.

Worship Ministry 2025 Report

Respectfully submitted, Sabrina Lee, Worship Ministry Chair

My primary job is to find volunteers to help lead service. I have no problem finding volunteers for Assistant Minister, but if you would like to participate you would be more than welcome. The only requirement is that you are comfortable speaking in front of the congregation. I had to reduce the Communion Ministers to one for each service due to the lack of volunteers. For the services that we anticipate larger crowds, like Easter, Jazz Sunday, and Christmas, I need more volunteers. This is not age restricted, so if you would like to serve, please let me know and I will sign you up. Sandy Woodruff continues to call her list of volunteers for Greeting. She has a good list of volunteers, but more are always welcome. The easiest job (in my opinion) is ushering, but it is also the position that I have the hardest time getting volunteers. Occasionally there are Sundays that no one has volunteered, despite my asking several times. Then my only choice is to hope that someone will step in when they get to church.

I continued to work with the sign up that Tiffany created. The link is posted on our website and in the bulletin. I email the link to the people that have let me know they are interested in volunteering. You can either use the link to sign up, or just let me know and I will sign you up. My list of volunteers has been shrinking due to health issues and/or moving away. I hope more new members and young members will sign up to volunteer.

The choir continues to grow, with Betty Rasmussen leading, with approximately 20 people in the choir now. The choir sings at the early service the first Sunday of every month and at the late service the second Sunday every month. They practice between services. The two Jazz Services were very successful under Ray's leadership. The choir sang twice during the summer and the women's group sang three times during the year. They are currently practicing for Advent and Christmas Eve services. All are welcome to join the Joyful Noise, no experience is necessary. And, thank you to Betty for all she does.

The nursery has continued during second service for newborns to 3 year olds (2 years to 364 days old). Volunteers have to pass a background check, and we must have 2 people, with one person over the age of 18, at all times. This will only be offered for second services from 10:10 to 11:30. We hope this will encourage more families with young children to join our congregation. If you are interested in volunteering, please contact Sue Smith.

This year we switched to using artificial flowers at the altar. This alleviates the issue that some people are allergic to the flowers (our Pastor for one) and the sign up sheet and when you have to pay. We are also continuing with the flower supplier for Christmas and Easter. I have ordered less due to difficulty getting them all sold.

This summer we continued with the single service. We also had two outdoor services every month during the summer, which are actually better attended than the indoor services. We are fortunate to have the perfect place to hold these services. Many people have expressed that they prefer the single service, but at the same time there are members that prefer the two services each week. For this reason we are continuing with the 8:00 and 10:15 service every Sunday.

My next goal is to find a replacement to be the Worship Chair as my term is term limited. It would be my dream to find a replacement this year so I can train them on the sign up sheets.

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

Sabrina Lee
Worship Chair

Safety Team Report 2025

Respectfully submitted, Matt James

Dear Congregation,

The Safety Team continues its vital work, dedicating itself to ensuring the safety and security of the BLC/LOC campus and everyone who gathers here. Over the past year, our focus shifted from planning and assessment to execution, resulting in significant, tangible improvements to our physical security infrastructure. We continue to prioritize enhancing preparedness and fostering a safe, yet welcoming, environment for all worship, fellowship, and ministry activities.

Key Accomplishments in the Past Year

I. Facility Security Enhancements: Project Completion

The planning efforts initiated last year culminated in the successful completion of our major re-key project.

- **Electronic Access Control:** We installed electronic entry systems at the main entrance, granting controlled access to approximately 60 individuals.
- **Key Reduction and Savings:** This system dramatically reduced our reliance on physical keys. Only about half of those with access now require a physical key, leading to a nearly **\$1,000 annual savings** in key costs and management.
- **Investment:** The total investment for this critical security enhancement project was approximately **\$12,000**.

II. Training and Preparedness

- While we maintain a roster of personnel trained in CPR, AED, and First Aid from the previous year, the renewal training was deferred this year. We have prioritized the **renewal of this critical training early next year** to ensure our team remains current with all necessary certifications.
- We continued to evaluate our security needs, specifically focusing on camera coverage and implementing effective protocols for the monitoring of those cameras.
- Our comprehensive Safety Plan, covering disaster preparedness and emergency procedures, remains in effect and is periodically reviewed.

III. Incident Response and Community Partnerships

The team continues to address a range of security needs, from daily vigilance to high-level threat management.

- **Ongoing Vigilance:** We continue to experience random, low-risk security events, including unauthorized vehicles parked in our lots, minor vandalism, and vagrants. Most of these events have been very low risk and managed efficiently by the team.
- **Law Enforcement Partnership:** We deeply appreciate the continued diligence and partnership with the **Longmont Police Department (LPD)** in managing these ongoing,

recurring situations.

- **Critical Incident Response:** Unfortunately, we faced a high-risk threat to our community this year. This incident prompted an immediate and greater response from the Safety Team and church leadership. We believe the situation was handled appropriately, with diligence, and with minimal disruption to scheduled activities as reasonably possible.
- **Prior Accomplishments:** Previous security upgrades—including the installation of security cameras, playground locks and signage, removal of dense bushes, and posting of private parking policies—continue to strengthen our overall security boundaries.

Looking Forward

The Safety Team remains committed to our primary mission: being diligent in exploring ways to increase security while preserving our identity as a welcoming and open faith community. We are actively planning the next phase of our action plan, including the scheduled CRP/AED training renewal.

Gratitude and Acknowledgments

We extend our sincere thanks to all members of the BLC and LOC communities, as well as the respective councils, for their ongoing contributions, support, and collaborative spirit throughout the year. Your commitment is invaluable to our progress.

Blessings,

The BLC/LOC Safety Team

Heritage Endowment Fund 2025 Annual Report

Respectfully submitted, Greg Schumann, Treasurer

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

The Education Fund and Worship funds are “restricted funds.” The seed money was given on the condition the funds be used for the stated purposes and not be utilized for General Fund expenses. Both funds were voted in, by a Congregation Meeting, agreeing that they were restricted funds and would remain as such throughout the longevity of Bethlehem.

The Education Fund that was started in 2011. To date, this fund has awarded \$33,000 in education scholarships. These scholarships can be for college, trade schools and other means of higher education. They are generally awarded, after applicant reviews, in the late Spring.

The Worship Fund was started in 2016. This fund has been growing and was available for worship enhancements for the first time in 2021. Funds have been used in the past for a variety of sanctuary enhancements that do not fall within the General Fund prevue.

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. Our standard practice for the Scholarship Fund is to assess the fund each January and pull earnings from the previous 4 quarters. That gives the Scholarship Committee an idea of how much we can award that year.

The committee reviews the fund investment performance and determines if there are funds available for distribution. Only the income from the investments can be made available each year. The 2025 committee members are Eric Kittelberger, Candy Tiff, Sandy Burrell, Robyn Sloan and Jane Lahman.

This year the fund management was moved to a local agent, Bruce Tveten as he is located in town, familiar with many members and easy to work with.

Financial Summary of Activity (thru 9/30/25)

	Education	Worship
Contributions to the fund	\$ 0	\$ 1,907
Income for the fund	\$ 6,074	\$ 3,901
Less fund distributions	\$ 0	\$ 0
Fund Loss	\$ 0	\$ 0
Balance of the fund on 9-30-2025	\$ 62,941	\$ 40,928

The Thrivent Funds, like most investments in 2025, have performed well with an average of 5.5% for the first three quarters. Contact our treasurer, Greg Schumann, with any questions or suggestions (treasurer@bethlehem-lutheran.net). If there is interest in starting any additional funds, please contact Greg Schumann. They have great potential for long term funding.

Growing Garden's Report 2025

Respectfully submitted, Tim Villard

2025 Recap of the Food Project Farm at BLC

Production and Distribution at the Food Project Farm:

- Total vegetable production from BLC site: 6,157 pounds
- Total vegetable donations across both growing sites: 11,056 pounds
- Where produce went in 2025:
 - 4,196 lbs: On-farm groups who receive veggie donations
 - 3,024 lbs: OUR Center
 - 2,242 lbs: CSA partnership for 20 elderly disabled residents
 - 1,229 lbs: Youth groups in Longmont
 - 665 lbs: Other Longmont community partners

Youth engaged on the farm:

- 2 classroom visits from Cornerstone Pre-K.
- 4 classes from Mountain View Elementary visited the farm.
- Hosted a regular service learning group of 11 high schoolers for 10 days across 4 weeks
- Hosted two youth volunteer days, one in the spring, one in the fall.
- We hosted our summer Cultiva program (12 paid youth) at the farm at BLC this year! They worked 19, 4-hour shifts on the farm. Hosting this program at the farm at BLC was a huge success allowing us to put much more time and attention to the new farm.

Community volunteers active on the farm:

- Our open volunteer group who meets weekly throughout the growing season came to the farm every other week on average. This group of ~25 volunteers includes a few members from BLC and LOC.
- Our low-income qualifying 'Work Trade' program visited the farm this summer to help harvest and care for plants.
- We hosted several volunteer groups visit and help out including the Rotary Club, and other partners of Growing Gardens.
- We hosted the season kick-off for our locally donated 20-share CSA program we call, 'Brujula Dorada' at the stable, with food, and traditional Mexican folklorico dancers.

Looking forward to 2026 and beyond

In 2025, one of our major accomplishments was to finish setting up the infrastructure for this new farm location. We completed our wash station, walk-in refrigerator and the roof above it, and we moved the tool shed back against the garage. The BLC property manager coordinated the installation of electric outlets off of the garage for refrigeration and tool charging and the BLC Land Stewardship committee worked with a local youth on their eagle scout project to install the permanent fence around the farm area. Finally, with all the infrastructure in place, Growing Gardens will be able to finish settling into this farm area and begin cultivating even more vegetables on the final ~1/4 acre section on the north east corner of the property in 2026.

The Nicaragua Project 2025 Annual Report

Respectfully submitted, Mark Holste, Board of Directors of the Nicaragua Project

“And whoever welcomes one such child in my name welcomes me.” Jesus (Matthew 18:5)

Greetings from the Board of Directors of the Nicaragua Project. This year has been another fruitful year of ministry to the children and families who are involved in our program in Somoto, Nicaragua. Truly the heartbeat of our ministry is bringing children to our preschool to feed them, teach them, care for them, and to let them know how much Jesus loves them. We continue to staff our school with excellent and well trained teachers, who have a heart for working with these children and for being a part of our ministry.

At the preschool, we provide an excellent preschool curriculum, two nutritious meals and a healthy snack for the students daily, and teach them how to have good personal hygiene. This preschool experience allows these 3, 4, and 5 year olds to be much better prepared for when they enter the local public schools as first graders.

Always a highlight of the year is taking our annual trip to visit and spend time with the wonderful volunteers and friends of our ministry there. It is very important that we spend personal time with our volunteers, strengthening our relationships with them. We also take the time to tour the buildings and school property, talking with our leaders and teachers, listening to their ideas as to what their needs are, how we can make improvements to the facilities, and taking note of any future projects to plan for.

We were able to see first hand some of the upgrades to the facilities of our preschool, including improvements to some of the electrical components of the classrooms, the installation of new ceiling fans, and we observed our cooks and volunteers preparing a meal using the newly installed appliances in our wonderful, remodelled kitchen!

The education journey of these children does not stop after elementary school. We have a scholarship program where some of our generous donors commit to helping these students on to their University education. This continues to be a very successful part of our ministry. During our trip we were able to meet four new scholarship recipients, and listen to their stories of where they have come from, and where they want to go with their prospective careers. A common element of their stories is that they see their education as a way to help their families, and they want to come back to the neighborhood where they grew up in and contribute to helping the people who live there. Many of these students will volunteer their time to help with our students in the preschool, as a way of giving back.

While visiting the children, we purchased some new shoes for about 90 kids from the preschool and others who live in the neighborhoods close by, and we participated in handing them out to them. It was very heartwarming to see the smiles on their faces and the joy of receiving this gift.

In addition to the preschool and scholarship students, we fund and participate in other projects to help the families in Somoto. We visited several homes that received roofing materials from us to waterproof their leaky roof. They were very appreciative. We also visited the Mother's House that we have come alongside to help. A Mother's House is a place where women can spend the final weeks of their pregnancy and receive nutritional needs and medical help prior to giving birth.

They shared with us that two of their immediate needs were a digital, portable, blood pressure device, and a pediatric stethoscope, to hear the baby's heartbeat. We purchased and delivered them during our time there. The nurse asked if we wanted to hear one of the young mother's baby's heartbeat, and we said, "Yes!". Very cool! A memory that we will not soon forget.

We also continue to support Dr. Cristel, one of our previous scholarship students, who now has a dental practice in Somoto in the same community that she grew up in. She provides dental work often for free or reduced costs to those that can't afford it, and we help to cover the additional costs. We visited her dental office one day during our trip and she was giving a cleaning and check up for members of one of the youth baseball teams in Somoto. Many of the boys were having their first visit ever to a dentist.

Our faithful and generous donors who partner with us, continue to meet or exceed our financial commitments to support this very important ministry. This year, as a way to expand our donor base, we participated in the Evangelical Lutheran Church, Rocky Mtn Synod Convention, May 22-24, Albuquerque, NM.

Two of our Board members attended, Cathy Goodman and Ralph Ponfick. They set up a table with photo boards and trifolds to hand out to visitors, explaining who we are and what we do in our Project Nicaragua ministry. Approximately 100 hand-outs were given, with 250 exhibit table visits. Valuable personal contacts were recorded and mission information was presented.

We are inviting people who are interested to join us on these trips, and perhaps to become a part of our support and leadership team. For now, we are limiting the number of people to go with us to small groups, with several new people at a time, and perhaps plan to go on more than one trip per year.

There are many other ways that we support the volunteers and leadership of our ministry in Somoto, these were just a few of the highlights. Recently one of our leaders' mother passed away, and our board sent flowers and cards of comfort to her and her family. We really consider the people on our ministry team in Somoto as part of our family.

On behalf of our board, we would like to say thank you very much for your support of this ministry, and we appreciate your guidance and wisdom in helping us serve God and serve the families of Somoto, Nicaragua. May God richly bless you as you continue to serve Him, and minister to His family of believers.

The Project Nicaragua Board of Directors

THE NICARAGUA PROJECT
2025 Statement of Activity

	30-Nov-25	30-Nov-24
Contributed Income		
ANNIFU Support (Keep school operating)	\$31,608.58	\$35,535.02
Fair Trade	\$0.00	-\$750.00
Shoes	\$1,323.01	\$1,210.98
Special Projects	\$74.99	\$1,488.00
Dental Mission	\$500.00	\$350.00
Roofs	\$200.00	\$1,200.00
Scholarships	\$3,250.00	\$2,900.00
Water Filters		
Undesignated Mission - Cash (unrestricted)	\$435.00	\$1,449.00
Memorial Funds	\$0.00	\$1,275.00
Administration	\$0.00	\$600.00
Total Contributed Income	\$37,391.58	\$45,258.00
Expenses		
ANNIFU Support (Keep school operating)	\$38,307.02	\$38,354.82
Fair Trade	\$0.00	\$0.00
Shoes	\$1,425.99	\$1,108.00
Special Projects	\$0.00	\$1,288.00
Dental Mission	\$1,112.00	\$626.08
Roofs	\$1,400.00	\$0.00
Scholarships	\$4,930.00	\$5,245.00
Water Filters	\$0.00	\$0.00
Undesignated Mission - Cash (unrestricted)	\$0.00	\$0.00
Memorial Funds	\$0.00	\$0.00
Administration	\$389.00	\$376.00
Total Expenses	\$47,564.01	\$46,997.90
Change in Net Assets	-\$10,172.43	-\$1,739.90
Net Assets (Beginning)	\$72,902.61	\$74,642.51
Change in Net Assets	-\$10,172.43	-\$1,739.90
Net Assets (ending)	\$62,730.18	\$72,902.61

2025 Statement of Financial Position

Assets		
Undesignated Mission - Cash (unrestricted)	\$1,884.89	\$1,449.89
Designated Funds		
ANNIFU Support (Keep School Operating)	\$47,873.90	\$54,572.34
Fair Trade	\$0.00	\$0.00
Shoes	\$0.00	\$102.98
Special Projects	\$3,634.24	\$3,559.25
Dental Mission	-\$658.08	-\$46.08
Roofs	\$0.00	\$1,200.00
Scholarship (for Tuition and Licenses)	\$8,163.46	\$9,843.46
Water Filters	\$632.93	\$632.93
Memorial Funds	\$1,275.00	\$1,275.00
Administration	-\$76.16	\$312.84
Total Assets	\$62,730.18	\$72,902.61

Cornerstone Preschool at Bethlehem 2025 Report

Respectfully submitted, Amanda Bueschen, Cornerstone Preschool Director

Greetings From Cornerstone Preschool,

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

We are putting a large emphasis on building lasting relationships and deep community in our ministry this year. Crystal and I are taking time out of every single day to interact with as many parents as possible. We try our best to engage in meaningful, honest, realistic conversation & we've seen immense benefits for our program from the extra time taken to do this.

We continue to take hours & hours of continued education & I have invested further into the curriculum this year than ever before. We have seen incredible growth in each and every student in many areas!

Chapel time continues to be one of our favorite activities every week and we are so thankful to Pr. Katie & Fr. Teri. The students ask us every single day if it is a chapel day. We especially appreciate all of the extra time, energy, and effort Katie has put into Chapel time this year. She is running it multiple times a month & it's always meaningful to the kids, of course, but also to us teachers!

We continue to fill the little free pantry on Monday mornings. Crystal and I take turns taking a few kiddos at a time & it is a great little "field trip" for the students. They love knowing that they are helping in a small way to make a big impact in their own community. We have had parents bringing in extra donations for our Monday excursions as well. Thanks to Sue for keeping this going!!

We continue to reach an even broader community of students thanks to continuing participation in the Colorado Universal Free Preschool Program (UPK).

We had our annual licensing visit last month & our bi-annual visit from Boulder County Health Inspections. Both went incredibly well and we continue to remain in 100% compliance with both!

I'm overwhelmingly grateful for the way BLC continues to embrace, help, and love this ministry.

Our budget continues to stay balanced & I'm thankful we continue to be able to put monthly contributions back into BLC!

We have had limited repairs necessary to maintain our classrooms this school year. We continue to be hopeful that the entire wing of the building we call home to our ministry will be able to have new flooring installed in the very near future. Glenn is an integral part of keeping

our program running smoothly & I am thankful for him. The kids love saying hello whenever he stops by!!

Karen, Linda, Jenny, Chili, and Greg also deserve a big thank you for all they do to help keep our ministry running smoothly. I'm grateful for each and every one of them!

What a blessing to be a small part in the formation of faith and education in the lives of all these tiny humans. What a gift to partner alongside the most incredible families and walk with them as they venture through their kiddo's first school experiences!

The Spirit continues to move in this place & It's a great honor to run this ministry!

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

Nominating Committee 2025 Report

Respectfully submitted, Mark Holste

The members of the 2025 Nominating Committee are Mike Smith, Jill Grant, Sandy Burrell, Mark Holste and Pastor Katie.

The committee presents the following slate for election to Bethlehem Congregation Council in December 2025:

- President: Brian Carlson, (one year term, second term)
- Vice President: Mark Holste (one year term, second term)
- Secretary: Debbie Moors, (one year term, first term)
- Treasurer: Greg Schumann, (one year term)
- CARE Chair: Rick Green - (two year term, first year first term)
- Faith Formation Chair: Hillary Varas, (two year term, first year first term)
- Property Chair: Glenn Summers, (two year term, first year second term)

Current Council Remaining in Positions for 2025/2026:

- Stewardship: Cindy Thompson (two year term, second year first term)
- Service: Cathy Goodman (two year term, second year second term)
- Worship: Sabrina Lee (two year term, second year second term)

The committee presents the following slate for election to the Nominating Committee for 2025 (selecting positions for 2026):

- Mark Holste (council member)
- Jill Grant
- Betty Rasmussen
- Lorie Coulson

The committee presents the following slate for election to the Synod Assembly representatives for 2026:

- Rick Green
- Jill Grant

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

- Heather Cobb (3 year term)
- Nancy Box (3 year term)

The following are incumbent members of the Heritage Endowment Committee:

- Sandy Burrell (1 years remaining of 3 year term)
- Robyn Sloan (1 years remaining 3 year term)
- Jane Lahman (2 years remaining 3 year term)

2026 Proposed Budget

The following Proposed Budget for 2026 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 2026 Budget

- The solar is in place and we now have a mortgage. The payment is \$1,015 per month and starts December 1st. Any rebates that we receive are going directly to the principal so we can pay the loan off earlier. It will be several months before we get a rough idea as to whether the savings from the solar actually offsets the loan cost.
- The income for the budget was calculated by examining the giving trends, observing the number of new members and new visitors and a higher number of pledges this year.
- The General Fund is the dollars that pay for most of our programs, our staff, our building and our benevolence. We budgeted a series of increases and decreased in various categories to better fit where we are financially.
- We received approximately \$319,000 in pledges for 2026. This is roughly \$30,000 higher than pledges in 2025 and \$19,000 in 2024. Getting an accurate prediction of giving through pledges is a God Send!!
- There are salary increases and increased benefits in 2026.
- The benevolence, through the Service Ministry, has been kept the same as 2025. Tithe to the Synod has been set at 4% again this year.
- Our current overage in the General Fund, reserve cash if you will, has decreased steadily in the past several years. We currently have, counting the calendar fund drive, about 1.5 months reserve. We need to build that up and get to the point where we have several months reserve. This is a fiscally responsible methodology and helps take care of emergencies.
- We MUST build up our Capital Improvement Fund. It currently has a negative balance which means we “borrowed” money from other funds to pay for large building repairs that should be funded out of there.
- 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.

	A	B	C	D	E	F	G	H
1	Bethlehem Lutheran Church							
2	2026 Budget							
3								
4								
5	Account #	Account Name	2022	2023	2024	2025	2026	2025 YTD 11/1
6			Actuals	Actuals	Actuals	Budget	Budget	Inc/exp
7	General Fund Income							
8	4.01.4006	General Fund Giving	\$ 345,023.15	\$ 364,386.28	\$ 383,181.24	\$ 363,000.00	\$ 360,000.00	\$ 296,082.10
9	4.01.4007	Loose Plate Giving	\$ 8,247.00	\$ 6,513.89	\$ 7,533.08	\$ 7,100.00	\$ 4,000.00	\$ 4,902.00
10		Total Giving Income	\$ 353,270.15	\$ 370,900.17	\$ 390,714.32	\$ 370,100.00	\$ 364,000.00	\$ 300,984.10
11								
12	4.01.4001	Light of Christ Covenant	\$ 22,008.00	\$ 22,008.00	\$ 22,008.00	\$ 24,000.00	\$ 24,000.00	\$ 20,000.00
13	4.01.4002	Fund Transfer from Cornerstone	\$ -	\$ -	\$ 3,804.96	\$ 3,980.00	\$ 4,058.00	\$ 3,316.70
14	4.01.4011	Bank Interest Income	\$ 113.90	\$ 118.08	\$ 118.32	\$ 120.00	\$ 450.00	\$ 455.74
15	4.01.4020	Room Use	\$ 590.00	\$ 1,150.00	\$ 455.00	\$ 500.00	\$ 350.00	\$ 350.00
16	4.01.4031	Miscellaneous Income						\$ 12,719.72
17	4.01.5081	Admin-Phone/Internet Income					\$ 840.00	\$ 370.00
18	4.01.5095	Admin-Vanco WebPay Fee Income					\$ 1,200.00	\$ 628.92
19		Total Other Income	\$ 22,711.90	\$ 23,276.08	\$ 26,386.28	\$ 28,600.00	\$ 28,858.00	\$ 37,841.08
20								
21		Total General Fund Income	\$ 375,982.05	\$ 394,176.25	\$ 417,100.60	\$ 398,700.00	\$ 392,858.00	\$ 338,825.18
22								
23	Designated Fund Income							
24	4.07.2000	Admin Reimbursement and Pass Thru Income	\$ -	\$ -	\$ 2,346.26			\$ 430.95
25	4.07.2050	Administration-Thrivent Choice Fund Income	\$ 4,201.00	\$ 3,415.00	\$ 3,537.00	\$ 2,500.00	\$ 3,000.00	\$ 3,289.00
26		Total Designated Admin Income	\$ 4,201.00	\$ 3,415.00	\$ 5,883.26	\$ 2,500.00	\$ 3,000.00	\$ 3,719.95
27								
28	4.12.0315	D-CARE Outreach Income	\$ -	\$ -	\$ 822.25	\$ 500.00		
29	4.12.1002	D-CARE-Naomi Circle Income	\$ 356.00	\$ 456.01	\$ 323.00	\$ 300.00	\$ 300.00	\$ 296.00
30	4.12.1210	D-CARE- Kitchen Income	\$ 5.00	\$ 532.75	\$ 625.72	\$ 300.00	\$ 400.00	\$ 421.80
31	4.12.1211	D-CARE-Funeral Fund Income	\$ -	\$ 270.00	\$ 50.00		\$ -	\$ 50.00
32	4.12.1004	D-CARE Neighborhood Outreach	\$ 1,399.00	\$ 452.00	\$ -		\$ -	
33		Total Designated CARE Income	\$ 1,760.00	\$ 1,710.76	\$ 1,820.97	\$ 1,100.00	\$ 700.00	\$ 767.80
34								
35	4.05.0314	D-Faith Formation-Education Fund Income	\$ 122.19	\$ -	\$ 41.35	\$ 50.00		
36		Total Designated Faith Formation Income	\$ 122.19	\$ -	\$ 41.35	\$ 50.00	\$ -	\$ -
37								
38	4.08.0322	D-Property-Equipment Fund Income		\$ 264.00	\$ 128.37	\$ 200.00	\$ 200.00	\$ 150.00
39	4.08.1006	D-Solar Income			\$ 74,380.00	\$ 194,450.00		
40	4.08.1001	R-Property-Columbarium Income	\$ -	\$ 2,676.72	\$ 500.00			\$ 1,300.00
41	4.08.0317	D-Property-Bus Income	\$ 3,564.46	\$ (3,000.00)	\$ -	\$ 400.00		\$ 44,762.16
42		Total Designated Property Income	\$ 3,564.46	\$ (59.28)	\$ 75,008.37	\$ 195,050.00	\$ 200.00	\$ 46,212.16
43								
44	4.05.2000	D-Faith Formation Pass Thru Income						\$ 250.00
45	4.05.1120	D-FF/Camp Scholarship Income			\$ 565.00		\$ 1,500.00	\$ 1,500.00
46	4.01.5131	D-Faith Formation-Vacation Bible School Income	\$ -	\$ 922.00	\$ 1,754.87	\$ 750.00	\$ 2,500.00	\$ 2,450.99
47	4.05.1911	D-Faith Formation-Youth Fundraising Income	\$ -	\$ 488.83	\$ 1,173.71	\$ 3,000.00		
48	4.05.1931	D-Faith Formation-Youth Fund Income	\$ 3,981.59	\$ 2,796.53	\$ 5,556.66	\$ -		\$ 5,170.44
49		Total Designated Youth Faith Formation Income	\$ 3,981.59	\$ 4,207.36	\$ 9,050.24	\$ 3,750.00	\$ 4,000.00	\$ 9,371.43
50								
51	4.03.0301	D-Worship-Music Fund						\$ 87.59
52	4.03.0306	D-Worship-Muscians Income					\$ 300.00	\$ 550.00
53	4.03.2000	D-Worship-Miscellaneous Passthru	\$ -	\$ -	\$ -	\$ -		\$ 100.00
54	4.03.0313	D-Worship-Altar Flowers	\$ -	\$ -	\$ 1,621.19	\$ -		\$ 455.00
55		Total Designated Worship Income	\$ -	\$ -	\$ 1,621.19	\$ -	\$ 300.00	\$ 1,192.59
56								
57	4.12.1001	D-Service-Quilts	\$ 1,270.00	\$ 1,099.90	\$ 989.00	\$ 1,000.00	\$ 600.00	\$ 620.00
58	4.02.0305	D-Service-Service Trips Income	\$ -	\$ 9,837.00	\$ 1,847.13	\$ 9,500.00		\$ 526.00
59	4.02.1540	D-Service-BLC Services/Little Pantry Income	\$ -	\$ 257.00	\$ 588.75	\$ 250.00	\$ 250.00	\$ 158.00
60	4.02.1530	D-Service-Agape-Benevolence Income	\$ 1,248.50	\$ 1,746.00	\$ 1,693.00	\$ 1,500.00	\$ 2,000.00	\$ 2,011.00
61	4.02.2002	D-Service/Nicaraga Passthru Income						\$ 409.00
62	4.02.2000	D-Services Pass Thru			\$ 686.00			\$ 1,500.00
63		Total Designated Service Income	\$ 2,518.50	\$ 12,939.90	\$ 5,803.88	\$ 12,250.00	\$ 2,850.00	\$ 5,224.00
64								
65	4.14.1999	D-Memorial Fund - Other	\$ 6,160.00	\$ 1,447.60	\$ 2,550.00	\$ 1,000.00	\$ 2,000.00	\$ 4,816.63
66		Total Designated Memorial Income	\$ 6,160.00	\$ 1,447.60	\$ 2,550.00	\$ 1,000.00	\$ 2,000.00	\$ 4,816.63

	A	B	C	D	E	F	G	H
67								
68								
69	4.15.0001	Capital Improvements	\$ 9,623.00	\$ 384,279.96	\$ 91,028.80	\$ 3,980.00	\$ 4,058.00	\$ 24,072.73
70		Total Capital Improvements	\$ 9,623.00	\$ 384,279.96	\$ 91,028.80	\$ 3,980.00	\$ 4,058.00	\$ 24,072.73
71								
72	4.13.0002	D-Stewardship Passthru						\$ 13,804.00
73								
74		Total Designated Funds Income	\$ 31,930.74	\$ 407,941.30	\$ 192,808.06	\$ 219,680.00	\$ 17,108.00	\$ 109,181.29
75								
76	4.04.1010	R-Endowment-Education Fund Income		\$ 5,382.09		\$ 4,000.00		\$ (4,000.00)
77	4.04.1009	R-Education Fund Gains-Losses	\$ (11,561.16)	\$ (4,321.87)	\$ 7,075.76	\$ 1,500.00	\$ 5,000.00	\$ 5,834.07
78	4.04.1020	R-Endowment-Worship Fund Income	\$ 4,008.86	\$ 4,421.64	\$ 2,155.62	\$ 3,500.00		\$ 1,552.00
79	4.04.1021	R-Worship Fund Gains-Losses	\$ (5,441.44)	\$ 4,102.83	\$ 3,604.62	\$ 1,200.00	\$ 3,500.00	\$ 3,752.65
80		Total Designated Endowment	\$ (12,993.74)	\$ 9,584.69	\$ 12,836.00	\$ 10,200.00	\$ 8,500.00	\$ 7,138.72
81								
82	4.26.1000	R-Preschool Tuition	\$ 70,773.00	\$ 70,386.66	\$ 83,261.98	\$ 79,606.00	\$ 81,160.00	\$ 63,071.46
83	4.26.1001	R-Preschool Designated Income						
84		Total Preschool Income	\$ 70,773.00	\$ 70,386.66	\$ 83,261.98	\$ 79,606.00	\$ 81,160.00	\$ 63,071.46
85		Total Designated Funds Income	\$ 89,710.00	\$ 487,912.65	\$ 288,906.04	\$ 309,486.00	\$ 106,768.00	\$ 179,391.47
86		Total Income	\$ 465,692.05	\$ 882,088.90	\$ 706,006.64	\$ 708,186.00	\$ 499,626.00	\$ 518,216.65
87								
88	General Fund Expenses							
89	5.01.5021	Administration-Postage	\$ 955.00	\$ 872.00	\$ 1,116.13	\$ 1,200.00	\$ 1,200.00	\$ 1,005.27
90	5.01.5031	Administration-Office Supplies	\$ 2,661.66	\$ 2,061.75	\$ 1,990.72	\$ 2,000.00	\$ 1,200.00	\$ 1,007.04
91	5.01.5051	Administration-Conferences & Conventions	\$ 1,695.79	\$ 3,067.33	\$ 1,578.42	\$ 1,500.00	\$ 3,000.00	\$ 2,553.52
92	5.01.5075	Administration-Miscellaneous	\$ 2,102.86	\$ 4,296.87	\$ 899.35	\$ 828.00	\$ 3,000.00	\$ 2,723.78
93	5.01.5077	Administration-IT Equipment	\$ 219.97	\$ 1,533.41	\$ 479.83	\$ 4,500.00	\$ 3,000.00	\$ 1,556.25
94	5.01.5078	Administration-IT-Web Support	\$ 130.21	\$ -	\$ -	\$ 5,424.00	\$ 2,500.00	
95	5.01.5079	Administration-IT-Software	\$ 4,316.19	\$ 4,054.66	\$ 5,611.85	\$ 4,457.00	\$ 4,500.00	\$ 4,040.18
96	5.01.5080	Administration-Office Equipment and Maintenance	\$ 7,669.08	\$ 10,398.48	\$ 6,951.71	\$ 9,342.00	\$ 5,000.00	\$ 4,441.26
97	5.01.5081	Administration-Phone	\$ 449.60	\$ 499.80	\$ 759.40	\$ 1,200.00	\$ 1,200.00	\$ 1,131.63
98	5.01.5090	Administration-Misc. Bank Charges	\$ 473.39	\$ 366.96	\$ 728.86	\$ 500.00	\$ 650.00	\$ 625.87
99	5.01.5095	Administration-Vanco Web-Pay Fee Expense	\$ 1,014.68	\$ 1,874.80	\$ 1,304.51	\$ 1,100.00	\$ 1,600.00	\$ 1,493.01
100		Total Administration Expense	\$ 21,688.43	\$ 29,026.06	\$ 21,420.78	\$ 32,051.00	\$ 26,850.00	\$ 20,577.81
101								
102	5.01.5315	Service-ELCA Rocky Mtn. Synod	\$ 20,000.00	\$ 17,331.86	\$ 18,127.12	\$ 14,104.00	\$ 14,400.00	\$ 11,753.40
103	5.01.5321	Service-Lutheran Camps	\$ 500.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 500.00	\$ 125.00
104	5.01.5371	Service-Lutheran Campus Ministry Boulder	\$ 500.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	
105	5.01.5391	Service-Habitat Humanity	\$ 1,000.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 250.00
106	5.01.5392	Service-New Beginnings (Women's Prison)	\$ 1,000.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 250.00
107	5.01.5397	Service-Service Programs	\$ 1,250.00	\$ (108.37)	\$ 1,054.93	\$ 500.00	\$ 250.00	
108	5.01.5601	Service - Nicaragua	\$ 1,000.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 250.00
109	5.01.5611	Service-OUR Center	\$ 500.00	\$ 328.35	\$ -	\$ 450.00	\$ 550.00	\$ 330.51
110	5.01.5613	Service-Growing Gardens	\$ -	\$ -	\$ 250.00	\$ 250.00	\$ 250.00	\$ 125.00
111								
112		Total Service Expense	\$ 25,750.00	\$ 19,551.84	\$ 21,432.05	\$ 17,304.00	\$ 17,700.00	\$ 13,083.91
113								
114	5.01.5401	Property-Improvement-Repairs	\$ 9,257.27	\$ 24,429.41	\$ 22,981.38	\$ 12,000.00	\$ 12,000.00	\$ 11,117.72
115	5.01.5409	Property-Miscellaneous	\$ 46.97	\$ 76.38	\$ 64.98	\$ 100.00	\$ 125.00	\$ 111.04
116	5.01.5411	Property-Insurance	\$ 14,039.00	\$ 14,578.50	\$ 16,521.00	\$ 14,040.00	\$ 21,480.00	\$ 16,353.00
117	5.01.5421	Property-Utilities	\$ 26,701.71	\$ 33,432.89	\$ 32,768.60	\$ 20,400.00	\$ 18,000.00	\$ 29,108.02
118	5.01.5425	Property-Janitorial Services	\$ 11,132.16	\$ 16,142.50	\$ 16,563.60	\$ 15,000.00	\$ 18,500.00	\$ 15,179.00
119	5.01.5431	Property-Janitor Supplies	\$ 905.34	\$ 1,814.54	\$ 1,880.35	\$ 1,600.00	\$ 1,800.00	\$ 1,703.64
120	5.01.5451	Property-Equipment Maintenance	\$ -	\$ -	\$ -			
121	5.01.5472	Property-Snow Removal	\$ 3,710.00	\$ 3,632.50	\$ 2,355.00	\$ 3,000.00	\$ 3,000.00	\$ 1,829.00
122	5.01.5473	Property-Lawn Maintenance	\$ 1,019.20	\$ 733.38	\$ -	\$ 100.00	\$ 400.00	\$ 435.68
123	5.01.5474	Property-Trash Removal	\$ 1,518.00	\$ 2,180.50	\$ 1,551.25	\$ 1,500.00	\$ 1,600.00	\$ 1,473.75
124	5.01.5481	Property-Bus-Van Insurance	\$ 1,881.00	\$ 591.75	\$ 1,541.25	\$ 1,276.00	\$ 1,206.00	\$ 870.75
125	5.01.5482	Property-Bus-Van Maintenance & Expenses	\$ 1,716.03	\$ 784.97	\$ 5,706.14	\$ 500.00	\$ 1,000.00	\$ 1,119.21
126	5.01.5498	Property - Mortgage Interest	\$ -	\$ -	\$ -	\$ 10,600.00	\$ 9,896.31	\$ 1,593.73
127	5.01.5499	Property-Mortgage Principal	\$ -	\$ -	\$ -	\$ -	\$ 2,283.45	
128	5.01.5500	Property-HVAC Annual Maintenance	\$ 5,415.93	\$ 3,207.84	\$ 2,652.99	\$ 5,413.00	\$ 3,000.00	\$ 2,340.95
129	5.01.5402	Transfer funds to Capital Improvement	\$ 6,000.00	\$ 6,000.00	\$ 12,369.00	\$ -	\$ 6,000.00	\$ 20,109.22
130		Total Property Expense	\$ 83,342.61	\$ 107,605.16	\$ 116,955.54	\$ 85,529.00	\$ 100,290.76	\$ 103,344.71
131								
132	5.01.5231	CARE-Advertisement	\$ 736.02	\$ 582.16	\$ 769.65	\$ 800.00	\$ 800.00	\$ 675.50

	A	B	C	D	E	F	G	H
133	5.01.5277	CARE-Community Outreach	\$ 60.66	\$ -	\$ 265.93	\$ 400.00	\$ 400.00	
134		Total CARE Expense	\$ 796.68	\$ 582.16	\$ 1,035.58	\$ 1,200.00	\$ 1,200.00	\$ 675.50
135								
136	5.01.5501	Staff-Pastor Salary	\$ 45,749.78	\$ 45,861.12	\$ 48,000.00	\$ 48,000.00	\$ 49,920.00	\$ 40,000.00
137	5.01.5503	Staff-Pastors Ministry Expense	\$ 366.99	\$ 172.92	\$ 399.75	\$ 400.00	\$ 1,000.00	\$ 1,112.91
138	5.01.5505	Staff-Pastors Housing Allow	\$ 8,733.94	\$ 8,755.20	\$ 8,755.20	\$ 8,755.00	\$ 8,755.00	\$ 7,296.00
139	5.01.5506	Staff-Pastor's Education Expense	\$ 842.77	\$ 442.74	\$ 1,614.52	\$ 1,000.00	\$ 1,000.00	\$ 17.01
140	5.01.5507	Staff-Pastors Pension - Medical	\$ 22,052.21	\$ 19,956.06	\$ 26,373.96	\$ 27,240.00	\$ 28,329.60	\$ 22,645.70
141	5.01.55??	Staff-Pastor's Equity Account					\$ 2,000.00	
142	5.01.5520	Staff-Faith Formation Director	\$ 45,000.00	\$ 45,000.00	\$ 46,349.52	\$ 46,350.00		\$ 27,037.50
143	5.01.5522	Staff-Director of Faith Formation Expense	\$ 362.93	\$ -	\$ 108.15	\$ 250.00		\$ 2,004.41
144	5.01.5523	Staff-Faith Formation Director Pension	\$ 13,266.00	\$ 13,509.00	\$ 13,578.00	\$ 16,139.00		\$ 8,858.12
145	5.01.###	Staff-Intern or FF - PLACE HOLDER					\$ 25,000.00	
146	5.01.&&&	Staff-Intern or FF Expenses - PLACE HOLDER					\$ 2,000.00	
147	5.01.5539	Staff-Office Administrator	\$ 17,101.28	\$ 28,219.50	\$ 47,050.92	\$ 41,600.00	\$ 42,848.00	\$ 34,666.80
148	5.01.55??	Staff-Office Administrator Medical					\$ 6,000.00	
149	5.01.5541	Staff-Hospitality Coordinator	\$ 33,719.02	\$ 21,121.56	\$ 16,895.04	\$ 16,895.00	\$ 17,400.00	\$ 14,079.20
150	5.01.5551	Staff- Musician	\$ 22,225.10	\$ 22,279.20	\$ 22,950.00	\$ 22,950.00	\$ 23,638.50	\$ 19,125.00
151	5.01.5581	Staff-Bookkeeper Salary	\$ 15,027.50	\$ 15,064.08	\$ 15,499.92	\$ 15,500.00	\$ 15,965.00	\$ 12,916.80
152		Total Salary-Wages	\$ 224,447.52	\$ 220,381.38	\$ 247,574.98	\$ 245,079.00	\$ 223,856.10	\$ 189,759.45
153								
154	5.01.5595	Staff-FICA Employer Share	\$ 15,214.76	\$ 15,178.65	\$ 16,503.23	\$ 14,635.00	\$ 14,680.00	\$ 14,535.00
155	5.01.5596	Staff-Workman's Comp	\$ 1,982.00	\$ 1,668.00	\$ 1,454.50	\$ 1,751.00	\$ 1,800.00	\$ 179.75
156		Total Staff Expense	\$ 241,644.28	\$ 237,228.03	\$ 265,532.71	\$ 261,465.00	\$ 240,336.10	\$ 204,474.20
157								
158	5.01.5702	Stewardship-Stewardship Program		\$ -	\$ -	\$ 100.00	\$ 100.00	
159	5.01.5701	Stewardship-Offering Envelopes	\$ 583.64	\$ 832.25	\$ 718.67	\$ 500.00	\$ 800.00	\$ 617.34
160		Total Stewardship Expense	\$ 583.64	\$ 832.25	\$ 718.67	\$ 600.00	\$ 900.00	\$ 617.34
161								
162	5.01.5801	Worship-Music	\$ 162.00	\$ 781.08	\$ 250.00	\$ 250.00	\$ 200.00	\$ 92.99
163	5.01.5831	Worship-Altar Care	\$ 935.71	\$ 920.61	\$ 420.21	\$ 300.00	\$ 400.00	\$ 520.05
164	5.01.5835	Worship-Musicians	\$ 3,000.00	\$ 2,950.00	\$ 3,400.00	\$ 3,600.00	\$ 4,000.00	\$ 4,350.00
165	5.01.5845	Worship- Materials	\$ 1,654.36	\$ 1,645.62	\$ 1,736.63	\$ 1,000.00	\$ 1,100.00	\$ 1,049.74
166	5.01.5857	Worship-Nursery Supplies & Stipend	\$ -	\$ -	\$ -	\$ 200.00	\$ 1,650.00	
167								
168		Total Worship Expense	\$ 5,752.07	\$ 6,297.31	\$ 5,806.84	\$ 5,350.00	\$ 7,350.00	\$ 6,012.78
169								
170	5.01.5101	Faith Formation-Sunday School	\$ 596.77	\$ 451.09	\$ 609.60	\$ 600.00	\$ 500.00	\$ 328.00
171	5.01.5141	Faith Formation-Confirmation	\$ 416.74	\$ 148.08	\$ 982.95	\$ 600.00	\$ 500.00	\$ 279.31
172	5.01.5151	Faith Formation-Adult Education	\$ 40.41	\$ 40.75	\$ 46.72	\$ 125.00	\$ 125.00	
173	5.01.5161	Faith Formation-First Communion		\$ 29.59	\$ 15.52	\$ 50.00	\$ 100.00	
174	5.01.5521	Faith Formation-Youth Ministry Expense			\$ 235.00			
175	5.01.5901	Faith Formation-Retreats - Activities	\$ 988.04	\$ 164.34	\$ -	\$ 1,200.00	\$ -	
176	5.01.5911	Faith Formation-Camping Scholarships	\$ 435.00	\$ -	\$ 1,080.00	\$ -	\$ -	\$ 1,237.50
177	5.01.5932	Faith Formation-Adult Leader Expenses	\$ 395.00	\$ -	\$ -	\$ 200.00	\$ 200.00	\$ 194.08
178	5.01.5933	Faith Formation-Household Ministry	\$ 381.99	\$ -	\$ 294.81	\$ 300.00	\$ 300.00	\$ 315.44
179	5.05.0314	Faith Formation-Education Fund Expense	\$ -	\$ 47.51	\$ 30.46	\$ 50.00	\$ 50.00	
180		Total Faith Formation Expense	\$ 3,253.95	\$ 881.36	\$ 3,295.06	\$ 3,125.00	\$ 1,775.00	\$ 2,354.33
181								
182		Total General Fund Expenses	\$ 382,811.66	\$ 402,004.17	\$ 436,197.23	\$ 406,624.00	\$ 396,401.86	\$ 351,140.58
183								
184	Designated Fund Expenses							
185	5.07.2000	D-Administration-Reimbursement Expenses	\$ (1,761.27)	\$ 1,139.90	\$ 2,176.68			\$ 759.88
186	5.07.2050	D-Administration-Thrivent Choice Fund Expense	\$ 5,575.04	\$ 2,644.09	\$ 2,768.50	\$ 2,500.00	\$ 2,800.00	\$ 3,300.53
187		Total Designated Thrivent Administration Expenses	\$ 3,813.77	\$ 3,783.99	\$ 4,945.18	\$ 2,500.00	\$ 2,800.00	\$ 4,060.41
188								
189	5.02.0305	D-Service-Service Trips Expenses	\$ -	\$ 9,344.21	\$ 864.12	\$ 9,000.00		\$ 1,042.43
190	5.12.1001	D-CARE-Quilters Expenses	\$ 203.20	\$ 341.18	\$ 127.47	\$ 250.00	\$ 500.00	\$ 536.53
191	5.02.1530	D-Service-Agape-Benevolence Expenses	\$ 4,007.91	\$ 2,000.00	\$ 2,881.95	\$ 1,500.00	\$ 1,000.00	\$ 250.00
192	5.02.1540	D-Service-Little Pantry		\$ 241.74	\$ 100.00	\$ 250.00	\$ 250.00	\$ 237.83
193	5.02.2000	D-Service-Passthru						\$ 608.52
194	5.02.2002	D-Service-Nicaragua Passthru						\$ 1,500.00
195		Total Designated Service Expenses	\$ 4,211.11	\$ 11,927.13	\$ 3,973.54	\$ 11,000.00	\$ 1,750.00	\$ 4,175.31
196								
197	5.08.0323	D-Property/Church Keys Expenses						\$ 68.08
198	5.08.1006	D-Property/Solar Expense			\$ 10,701.00			\$ 108,441.16

	A	B	C	D	E	F	G	H
199	5.08.1001	R-Property-Columbarium Expenses	\$ -	\$ -	\$ -			
200		Total Designated Property Expense	\$ -	\$ -	\$ 10,701.00	\$ -	\$ -	\$ 108,509.24
201								
202	5.12.1003	D-CARE-Cards, Cookbooks Expenses	\$ 31.50	\$ -	\$ 191.90	\$ 200.00		
203	5.12.0315	D-CARE-Outreach Expenses	\$ -	\$ -	\$ 712.25	\$ -		
204	5.12.1004	D-CARE-Neighborhood Outreach Expenses		\$ -	\$ 494.97	\$ 300.00	\$ 250.00	
205	5.12.1002	D-CARE-Naomi Circle Expenses	\$ 609.53	\$ 453.99	\$ 360.23	\$ 500.00	\$ 100.00	\$ 80.00
206	5.12.1210	D-CARE-Kitchen Expenses	\$ 443.75	\$ 1,135.91	\$ 1,232.21	\$ 500.00	\$ 500.00	\$ 500.20
207	5.12.1211	D-CARE-Funeral Fund Expense	\$ -	\$ 164.49	\$ -			
208		Total Designated CARE Expenses	\$ 9,507.00	\$ 1,754.39	\$ 2,991.56	\$ 1,500.00	\$ 850.00	\$ 580.20
209								
210	5.03.2000	D-Worship Pass-thru						\$ 100.00
211	5.03.0300	D-Worship-Special Music Expense	\$ -	\$ -	\$ 487.59	\$ 100.00		\$ 87.59
212	5.03.0313	D-Worship-Altar Flowers Expense	\$ -	\$ 318.33	\$ 1,134.40	\$ 600.00		\$ 1,199.07
213		Total Designated Worship Expenses	\$ -	\$ 318.33	\$ 1,621.99	\$ 700.00	\$ -	\$ 1,386.66
214								
215	5.05.1120	D-Faith Formation-Camp Scholarship Expense					\$ 1,500.00	\$ 16.24
216	5.05.2000	D-Faith Formation- Passthu account						\$ 250.00
217	5.01.5131	D-Faith Formation-Vacation Bible School	\$ 2,186.12	\$ 2,634.44	\$ 2,916.19	\$ 3,000.00	\$ 2,500.00	\$ 2,349.24
218	5.05.1911	D-Faith Formation-Youth Fundraising Expense	\$ -	\$ 874.28	\$ -			
219	5.05.1931	D-Faith Formation-Youth Fund Expenses	\$ (757.44)	\$ -	\$ 14,510.91	\$ 10,000.00	\$ 2,000.00	\$ 1,649.61
220		Total Designated Youth Faith Formation Expense	\$ 1,428.68	\$ 3,508.72	\$ 17,427.10	\$ 13,000.00	\$ 6,000.00	\$ 4,265.09
221								
222		R-Memorial Fund Expenses (Total)	\$ 1,597.99	\$ 2,392.27	\$ 4,857.00	\$ 6,000.00	\$ 6,000.00	\$ 3,293.82
223		Total Designated Memorial Expenses	\$ 1,597.99	\$ 2,392.27	\$ 4,857.00	\$ 6,000.00	\$ 6,000.00	\$ 3,640.78
224								
225	5.01.7001	Property-Mission Investment Fund Expense						\$ 43,762.16
226	5.15.0001	Property-Capital Improvements Expenses	\$ 482.95	\$ 385,775.13	\$ 105,366.47	\$ 10,000.00	\$ 10,000.00	\$ 55,407.71
227		Capitall Improvement Total Expenses	\$ 482.95	\$ 385,775.13	\$ 105,366.47	\$ 10,000.00	\$ 10,000.00	\$ 99,169.87
228		Total Designated Expenses	\$ 21,041.50	\$ 409,459.96	\$ 151,883.84	\$ 44,700.00	\$ 27,400.00	\$ 225,787.56
229								
230								
231	5.04.1010	R-Endowment Education Fund Distribution	\$ -		\$ 4,000.00			
232	5.04.1020	R-Endowment Worship Fund Distribution	\$ -		\$ -			
233	5.04.1021	R-Endowment Worship Fund Losses		\$ 1,172.77	\$ -			
234		Total Endowment Expenses	\$ -	\$ 1,172.77	\$ 4,000.00	\$ -	\$ -	
235								
236	5.26.1000	R-Preschool Staff-Director Salary	\$ 50,080.08	\$ 45,866.75	\$ 40,000.08	\$ 40,000.00	\$ 41,208.00	\$ 33,333.40
237	5.26.1004	R-Preschool Staff-Teacher #2	\$ 8,343.00	\$ 12,724.50	\$ 18,480.00	\$ 20,000.00	\$ 20,600.00	\$ 14,400.00
238	5.26.1007	R-Preschool Staff-Teacher #4	\$ 9,652.50	\$ 5,062.50	\$ -			
239	5.26.1200	R-Preschool Staff-Employer FICA	\$ 5,207.85	\$ 4,869.55	\$ 4,473.72	\$ 4,590.00	\$ 4,728.00	\$ 3,651.60
240								
241		Total Preschool Staff Expense	\$ 73,283.43	\$ 68,523.30	\$ 62,953.80	\$ 64,590.00	\$ 66,536.00	\$ 51,385.00
242								
243	5.26.2000	R-Preschool-Administration	\$ 763.50	\$ 2,739.17	\$ 611.98		\$ 1,200.00	\$ 1,082.00
244	5.26.3000	R-Preschool-Equipment and Supplies	\$ 958.17	\$ (309.32)	\$ 964.37	\$ 1,350.00	\$ 1,000.00	\$ 1,997.74
245	5.26.5000	R-Preschool- Utilities	\$ 63.78	\$ 40.50	\$ -			
246		R-Weekly Reader			\$ -	\$ 1,634.00	\$ 500.00	
247		R-Nurse			\$ 665.00	\$ 1,200.00	\$ 1,350.00	\$ 270.00
248	5.26.7000	R-Transfer to Bethlehem General Fund			\$ 3,804.96	\$ 3,980.00	\$ 4,058.00	\$ 3,316.70
249		R-Transfer to Bethlehem Capital Improvement Fund			\$ 3,804.96	\$ 3,980.00	\$ 4,058.00	\$ 3,316.70
250		Total Preschool Other Expenses	\$ 1,785.45	\$ 2,470.35	\$ 9,851.27	\$ 12,144.00	\$ 12,166.00	\$ 9,983.14
251								
252		Total Preschool Operating Expenses	\$ 75,068.88	\$ 70,993.65	\$ 72,805.07	\$ 76,734.00	\$ 78,702.00	\$ 61,368.14
253								
254		Total Expenses	\$ 480,520.03	\$ 886,022.82	\$ 664,886.14	\$ 528,058.00	\$ 502,503.86	\$ 638,296.28
255								
256								
257		Difference Total Funds	\$ (14,827.98)	\$ (3,933.92)	\$ 41,120.50	\$ 180,128.00	\$ (2,877.86)	\$ (120,079.63)
258								
259		Difference W/O Preschool	\$ (10,532.10)	\$ (3,326.93)	\$ 30,663.59	\$ 177,256.00	\$ (5,335.86)	\$ (121,782.95)
260								
261		Difference in General Operating Fund Only	\$ (6,829.61)	\$ (7,827.92)	\$ (19,096.63)	\$ (7,924.00)	\$ (3,543.86)	\$ (12,315.40)

	A	B	C	D	E	F	G	H
1	Bethlehem Lutheran General Fund							
2	2026 Budget							
3								
4	Account #	Account Name	2022	2023	2024	2025	2026	2025 YTD 11/1
5			Actuals	Actuals	Actuals	Budget	Budget	Inc/exp
6	General Fund Income							
7	4.01.4006	General Fund Giving	\$ 345,023.15	\$ 364,386.28	\$ 383,181.24	\$ 363,000.00	\$ 360,000.00	\$ 296,082.10
8	4.01.4007	Loose Plate Giving	\$ 8,247.00	\$ 6,513.89	\$ 7,533.08	\$ 7,100.00	\$ 4,000.00	\$ 4,902.00
9		Total Giving Income	\$ 353,270.15	\$ 370,900.17	\$ 390,714.32	\$ 370,100.00	\$ 364,000.00	\$ 300,984.10
10								
11	4.01.4001	Light of Christ Covenant	\$ 22,008.00	\$ 22,008.00	\$ 22,008.00	\$ 24,000.00	\$ 24,000.00	\$ 20,000.00
12	4.01.4002	Fund Transfer from Cornerstone	\$ -	\$ -	\$ 3,804.96	\$ 3,980.00	\$ 4,058.00	\$ 3,316.70
13	4.01.4011	Bank Interest Income	\$ 113.90	\$ 118.08	\$ 118.32	\$ 120.00	\$ 450.00	\$ 455.74
14	4.01.4020	Room Use	\$ 590.00	\$ 1,150.00	\$ 455.00	\$ 500.00	\$ 350.00	\$ 350.00
15	4.01.4031	Miscellaneous Income						\$ 12,719.72
16	4.01.5081	Admin-Phone/Internet Income					\$ 840.00	\$ 370.00
17	4.01.5095	Admin-Vanco WebPay Fee Income					\$ 1,200.00	\$ 628.92
18		Total Other Income	\$ 22,711.90	\$ 23,276.08	\$ 26,386.28	\$ 28,600.00	\$ 28,858.00	\$ 37,841.08
19		Total General Fund Income	\$ 375,982.05	\$ 394,176.25	\$ 417,100.60	\$ 398,700.00	\$ 392,858.00	\$ 338,825.18
20								
21	General Fund Expenses							
22	5.01.5021	Administration-Postage	\$ 955.00	\$ 872.00	\$ 1,116.13	\$ 1,200.00	\$ 1,200.00	\$ 1,005.27
23	5.01.5031	Administration-Office Supplies	\$ 2,661.66	\$ 2,061.75	\$ 1,990.72	\$ 2,000.00	\$ 1,200.00	\$ 1,007.04
24	5.01.5051	Administration-Conferences & Conventions	\$ 1,695.79	\$ 3,067.33	\$ 1,578.42	\$ 1,500.00	\$ 3,000.00	\$ 2,553.52
25	5.01.5075	Administration-Miscellaneous	\$ 2,102.86	\$ 4,296.87	\$ 899.35	\$ 828.00	\$ 3,000.00	\$ 2,723.78
26	5.01.5077	Administration-IT Equipment	\$ 219.97	\$ 1,533.41	\$ 479.83	\$ 4,500.00	\$ 3,000.00	\$ 1,556.25
27	5.01.5078	Administration-IT-Web Support	\$ 130.21	\$ -	\$ -	\$ 5,424.00	\$ 2,500.00	
28	5.01.5079	Administration-IT-Software	\$ 4,316.19	\$ 4,054.66	\$ 5,611.85	\$ 4,457.00	\$ 4,500.00	\$ 4,040.18
29	5.01.5080	Administration-Office Equipment and Maintenance	\$ 7,669.08	\$ 10,398.48	\$ 6,951.71	\$ 9,342.00	\$ 5,000.00	\$ 4,441.26
30	5.01.5081	Administration-Phone	\$ 449.60	\$ 499.80	\$ 759.40	\$ 1,200.00	\$ 1,200.00	\$ 1,131.63
31	5.01.5090	Administration-Misc. Bank Charges	\$ 473.39	\$ 366.96	\$ 728.86	\$ 500.00	\$ 650.00	\$ 625.87
32	5.01.5095	Administration-Vanco Web-Pay Fee Expense	\$ 1,014.68	\$ 1,874.80	\$ 1,304.51	\$ 1,100.00	\$ 1,600.00	\$ 1,493.01
33		Total Administration Expense	\$ 21,688.43	\$ 29,026.06	\$ 21,420.78	\$ 32,051.00	\$ 26,850.00	\$ 20,577.81
34								
35	5.01.5315	Service-ELCA Rocky Mtn. Synod	\$ 20,000.00	\$ 17,331.86	\$ 18,127.12	\$ 14,104.00	\$ 14,400.00	\$ 11,753.40
36	5.01.5321	Service-Lutheran Camps	\$ 500.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 500.00	\$ 125.00
37	5.01.5371	Service-Lutheran Campus Ministry Boulder	\$ 500.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	
38	5.01.5391	Service-Habitat Humanity	\$ 1,000.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 250.00
39	5.01.5392	Service-New Beginnings (Women's Prison)	\$ 1,000.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 250.00
40	5.01.5397	Service-Service Programs	\$ 1,250.00	\$ (108.37)	\$ 1,054.93	\$ 500.00	\$ 250.00	
41	5.01.5601	Service-Nicaragua	\$ 1,000.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 250.00
42	5.01.5611	Service-OUR Center	\$ 500.00	\$ 328.35	\$ -	\$ 450.00	\$ 550.00	\$ 330.51
43	5.01.5613	Service-Growing Gardens	\$ -	\$ -	\$ 250.00	\$ 250.00	\$ 250.00	\$ 125.00
44								
45		Total Service Expense	\$ 25,750.00	\$ 19,551.84	\$ 21,432.05	\$ 17,304.00	\$ 17,700.00	\$ 13,083.91
46								
47	5.01.5401	Property-Improvement-Repairs	\$ 9,257.27	\$ 24,429.41	\$ 22,981.38	\$ 12,000.00	\$ 12,000.00	\$ 11,117.72
48	5.01.5409	Property-Miscellaneous	\$ 46.97	\$ 76.38	\$ 64.98	\$ 100.00	\$ 125.00	\$ 111.04
49	5.01.5411	Property-Insurance	\$ 14,039.00	\$ 14,578.50	\$ 16,521.00	\$ 14,040.00	\$ 21,480.00	\$ 16,353.00
50	5.01.5421	Property-Utilities	\$ 26,701.71	\$ 33,432.89	\$ 32,768.60	\$ 20,400.00	\$ 18,000.00	\$ 29,108.02
51	5.01.5425	Property-Janitorial Services	\$ 11,132.16	\$ 16,142.50	\$ 16,563.60	\$ 15,000.00	\$ 18,500.00	\$ 15,179.00
52	5.01.5431	Property-Janitor Supplies	\$ 905.34	\$ 1,814.54	\$ 1,880.35	\$ 1,600.00	\$ 1,800.00	\$ 1,703.64
53	5.01.5451	Property-Equipment Maintenance	\$ -	\$ -	\$ -			
54	5.01.5472	Property-Snow Removal	\$ 3,710.00	\$ 3,632.50	\$ 2,355.00	\$ 3,000.00	\$ 3,000.00	\$ 1,829.00
55	5.01.5473	Property-Lawn Maintenance	\$ 1,019.20	\$ 733.38	\$ -	\$ 100.00	\$ 400.00	\$ 435.68
56	5.01.5474	Property-Trash Removal	\$ 1,518.00	\$ 2,180.50	\$ 1,551.25	\$ 1,500.00	\$ 1,600.00	\$ 1,473.75
57	5.01.5481	Property-Bus-Van Insurance	\$ 1,881.00	\$ 591.75	\$ 1,541.25	\$ 1,276.00	\$ 1,206.00	\$ 870.75
58	5.01.5482	Property-Bus-Van Maintenance & Expenses	\$ 1,716.03	\$ 784.97	\$ 5,706.14	\$ 500.00	\$ 1,000.00	\$ 1,119.21
59	5.01.5498	Property - Mortgage Interest	\$ -	\$ -	\$ -	\$ 10,600.00	\$ 9,896.31	\$ 1,593.73
60	5.01.5499	Property-Mortgage Principal	\$ -	\$ -	\$ -	\$ -	\$ 2,283.45	
61	5.01.5500	Property-HVAC Annual Maintenance	\$ 5,415.93	\$ 3,207.84	\$ 2,652.99	\$ 5,413.00	\$ 3,000.00	\$ 2,340.95
62	5.01.5402	Transfer funds to Capital Improvement	\$ 6,000.00	\$ 6,000.00	\$ 12,369.00	\$ -	\$ 6,000.00	\$ 20,109.22
63		Total Property Expense	\$ 83,342.61	\$ 107,605.16	\$ 116,955.54	\$ 85,529.00	\$ 100,290.76	\$ 103,344.71
64								
65	5.01.5231	CARE-Advertisement	\$ 736.02	\$ 582.16	\$ 769.65	\$ 800.00	\$ 800.00	\$ 675.50
66	5.01.5277	CARE-Community Outreach	\$ 60.66	\$ -	\$ 265.93	\$ 400.00	\$ 400.00	
67		Total CARE Expense	\$ 796.68	\$ 582.16	\$ 1,035.58	\$ 1,200.00	\$ 1,200.00	\$ 675.50
68								
69	5.01.5501	Staff-Pastor Salary	\$ 45,749.78	\$ 45,861.12	\$ 48,000.00	\$ 48,000.00	\$ 49,920.00	\$ 40,000.00

	A	B	C	D	E	F	G	H
70	5.01.5503	Staff-Pastors Ministry Expense	\$ 366.99	\$ 172.92	\$ 399.75	\$ 400.00	\$ 1,000.00	\$ 1,112.91
71	5.01.5505	Staff-Pastors Housing Allow	\$ 8,733.94	\$ 8,755.20	\$ 8,755.20	\$ 8,755.00	\$ 8,755.00	\$ 7,296.00
72	5.01.5506	Staff-Pastor's Education Expense	\$ 842.77	\$ 442.74	\$ 1,614.52	\$ 1,000.00	\$ 1,000.00	\$ 17.01
73	5.01.5507	Staff-Pastors Pension - Medical	\$ 22,052.21	\$ 19,956.06	\$ 26,373.96	\$ 27,240.00	\$ 28,329.60	\$ 22,645.70
74	5.01.55??	Staff-Pastor's Equity Account					\$ 2,000.00	
75	5.01.5520	Staff-Faith Formation Director	\$ 45,000.00	\$ 45,000.00	\$ 46,349.52	\$ 46,350.00		\$ 27,037.50
76	5.01.5522	Staff-Director of Faith Formation Expense	\$ 362.93	\$ -	\$ 108.15	\$ 250.00		\$ 2,004.41
77	5.01.5523	Staff-Faith Formation Director Pension	\$ 13,266.00	\$ 13,509.00	\$ 13,578.00	\$ 16,139.00		\$ 8,858.12
78	5.01.####	Staff-Intern or FF - PLACE HOLDER					\$ 25,000.00	
79	5.01.&&&	Staff-Intern or FF Expenses - PLACE HOLDER					\$ 2,000.00	
80	5.01.5539	Staff-Office Administrator	\$ 17,101.28	\$ 28,219.50	\$ 47,050.92	\$ 41,600.00	\$ 42,848.00	\$ 34,666.80
81	5.01.55??	Staff-Office Administrator Medical					\$ 6,000.00	
82	5.01.5541	Staff-Hospitality Coordinator	\$ 33,719.02	\$ 21,121.56	\$ 16,895.04	\$ 16,895.00	\$ 17,400.00	\$ 14,079.20
83	5.01.5551	Staff- Musician	\$ 22,225.10	\$ 22,279.20	\$ 22,950.00	\$ 22,950.00	\$ 23,638.50	\$ 19,125.00
84	5.01.5581	Staff-Bookkeeper Salary	\$ 15,027.50	\$ 15,064.08	\$ 15,499.92	\$ 15,500.00	\$ 15,965.00	\$ 12,916.80
85		Total Salary-Wages	\$ 224,447.52	\$ 220,381.38	\$ 247,574.98	\$ 245,079.00	\$ 223,856.10	\$ 189,759.45
86								
87	5.01.5595	Staff-FICA Employer Share	\$ 15,214.76	\$ 15,178.65	\$ 16,503.23	\$ 14,635.00	\$ 14,680.00	\$ 14,535.00
88	5.01.5596	Staff-Workman's Comp	\$ 1,982.00	\$ 1,668.00	\$ 1,454.50	\$ 1,751.00	\$ 1,800.00	\$ 179.75
89		Total Staff Expense	\$ 241,644.28	\$ 237,228.03	\$ 265,532.71	\$ 261,465.00	\$ 240,336.10	\$ 204,474.20
90								
91	5.01.5702	Stewardship-Stewardship Program		\$ -	\$ -	\$ 100.00	\$ 100.00	
92	5.01.5701	Stewardship-Offering Envelopes	\$ 583.64	\$ 832.25	\$ 718.67	\$ 500.00	\$ 800.00	\$ 617.34
93		Total Stewardship Expense	\$ 583.64	\$ 832.25	\$ 718.67	\$ 600.00	\$ 900.00	\$ 617.34
94								
95	5.01.5801	Worship-Music	\$ 162.00	\$ 781.08	\$ 250.00	\$ 250.00	\$ 200.00	\$ 92.99
96	5.01.5831	Worship-Altar Care	\$ 935.71	\$ 920.61	\$ 420.21	\$ 300.00	\$ 400.00	\$ 520.05
97	5.01.5835	Worship-Musicians	\$ 3,000.00	\$ 2,950.00	\$ 3,400.00	\$ 3,600.00	\$ 4,000.00	\$ 4,350.00
98	5.01.5845	Worship- Materials	\$ 1,654.36	\$ 1,645.62	\$ 1,736.63	\$ 1,000.00	\$ 1,100.00	\$ 1,049.74
99	5.01.5857	Worship-Nursery Supplies & Stipend	\$ -	\$ -	\$ -	\$ 200.00	\$ 1,650.00	
100		Total Worship Expense	\$ 5,752.07	\$ 6,297.31	\$ 5,806.84	\$ 5,350.00	\$ 7,350.00	\$ 6,012.78
101								
102	5.01.5101	Faith Formation-Sunday School	\$ 596.77	\$ 451.09	\$ 609.60	\$ 600.00	\$ 500.00	\$ 328.00
103	5.01.5141	Faith Formation-Confirmation	\$ 416.74	\$ 148.08	\$ 982.95	\$ 600.00	\$ 500.00	\$ 279.31
104	5.01.5151	Faith Formation-Adult Education	\$ 40.41	\$ 40.75	\$ 46.72	\$ 125.00	\$ 125.00	
105	5.01.5161	Faith Formation-First Communion		\$ 29.59	\$ 15.52	\$ 50.00	\$ 100.00	
106	5.01.5521	Faith Formation-Youth Ministry Expense			\$ 235.00			
107	5.01.5901	Faith Formation-Retreats - Activities	\$ 988.04	\$ 164.34	\$ -	\$ 1,200.00	\$ -	
108	5.01.5911	Faith Formation-Camping Scholarships	\$ 435.00	\$ -	\$ 1,080.00	\$ -	\$ -	\$ 1,237.50
109	5.01.5932	Faith Formation-Adult Leader Expenses	\$ 395.00	\$ -	\$ -	\$ 200.00	\$ 200.00	\$ 194.08
110	5.01.5933	Faith Formation-Household Ministry	\$ 381.99	\$ -	\$ 294.81	\$ 300.00	\$ 300.00	\$ 315.44
111	5.05.0314	Faith Formation-Education Fund Expense	\$ -	\$ 47.51	\$ 30.46	\$ 50.00	\$ 50.00	
112		Total Faith Formation Expense	\$ 3,253.95	\$ 881.36	\$ 3,295.06	\$ 3,125.00	\$ 1,775.00	\$ 2,354.33
113								
114		Total General Fund Expenses	\$ 382,811.66	\$ 402,004.17	\$ 436,197.23	\$ 406,624.00	\$ 396,401.86	\$ 351,140.58

	A	B	C	D	E	F	G	H
1	Bethlehem Lutheran Designated Fund							
2	2026 Budget							
3								
4	Account #	Account Name	2022	2023	2024	2025	2026	2025 YTD 11/1
5			Actuals	Actuals	Actuals	Budget	Budget	Inc/exp
6	Designated Fund Income							
7	4.07.2000	Admin Reimbursement and Pass Thru Income	\$ -	\$ -	\$ 2,346.26			\$ 430.95
8	4.07.2050	Administration-Thrivent Choice Fund Income	\$ 4,201.00	\$ 3,415.00	\$ 3,537.00	\$ 2,500.00	\$ 3,000.00	\$ 3,289.00
9		Total Designated Admin Income	\$ 4,201.00	\$ 3,415.00	\$ 5,883.26	\$ 2,500.00	\$ 3,000.00	\$ 3,719.95
10								
11	4.12.0315	D-CARE Outreach Income	\$ -	\$ -	\$ 822.25	\$ 500.00		
12	4.12.1002	D-CARE-Naomi Circle Income	\$ 356.00	\$ 456.01	\$ 323.00	\$ 300.00	\$ 300.00	\$ 296.00
13	4.12.1210	D-CARE- Kitchen Income	\$ 5.00	\$ 532.75	\$ 625.72	\$ 300.00	\$ 400.00	\$ 421.80
14	4.12.1211	D-CARE-Funeral Fund Income	\$ -	\$ 270.00	\$ 50.00		\$ -	\$ 50.00
15	4.12.1004	D-CARE Neighborhood Outreach	\$ 1,399.00	\$ 452.00	\$ -		\$ -	
16		Total Designated CARE Income	\$ 1,760.00	\$ 1,710.76	\$ 1,820.97	\$ 1,100.00	\$ 700.00	\$ 767.80
17								
18	4.05.0314	D-Faith Formation-Education Fund Income	\$ 122.19	\$ -	\$ 41.35	\$ 50.00		
19		Total Designated Faith Formation Income	\$ 122.19	\$ -	\$ 41.35	\$ 50.00	\$ -	\$ -
20								
21	4.08.0322	D-Property-Equipment Fund Income		\$ 264.00	\$ 128.37	\$ 200.00	\$ 200.00	\$ 150.00
22	4.08.1006	D-Solar Income			\$ 74,380.00	\$ 194,450.00		
23	4.08.1001	R-Property-Columbarium Income	\$ -	\$ 2,676.72	\$ 500.00			\$ 1,300.00
24	4.08.0317	D-Property-Bus Income	\$ 3,564.46	\$ (3,000.00)	\$ -	\$ 400.00		\$ 44,762.16
25		Total Designated Property Income	\$ 3,564.46	\$ (59.28)	\$ 75,008.37	\$ 195,050.00	\$ 200.00	\$ 46,212.16
26								
27	4.05.2000	D-Faith Formation Pass Thru Income						\$ 250.00
28	4.05.1120	D-FF/Camp Scholarship Income			\$ 565.00		\$ 1,500.00	\$ 1,500.00
29	4.01.5131	D-Faith Formation-Vacation Bible School Income	\$ -	\$ 922.00	\$ 1,754.87	\$ 750.00	\$ 2,500.00	\$ 2,450.99
30	4.05.1911	D-Faith Formation-Youth Fundraising Income	\$ -	\$ 488.83	\$ 1,173.71	\$ 3,000.00		
31	4.05.1931	D-Faith Formation-Youth Fund Income	\$ 3,981.59	\$ 2,796.53	\$ 5,556.66	\$ -		\$ 5,170.44
32		Total Designated Youth Faith Formation Income	\$ 3,981.59	\$ 4,207.36	\$ 9,050.24	\$ 3,750.00	\$ 4,000.00	\$ 9,371.43
33								
34	4.03.0301	D-Worship-Music Fund						\$ 87.59
35	4.03.0306	D-Worship-Muscians Income					\$ 300.00	\$ 550.00
36	4.03.2000	D-Worship-Miscellaneous Passthru	\$ -	\$ -	\$ -	\$ -		\$ 100.00
37	4.03.0313	D-Worship-Altar Flowers	\$ -	\$ -	\$ 1,621.19	\$ -		\$ 455.00
38		Total Designated Worship Income	\$ -	\$ -	\$ 1,621.19	\$ -	\$ 300.00	\$ 1,192.59
39								
40	4.12.1001	D-Service-Quilts	\$ 1,270.00	\$ 1,099.90	\$ 989.00	\$ 1,000.00	\$ 600.00	\$ 620.00
41	4.02.0305	D-Service-Service Trips Income	\$ -	\$ 9,837.00	\$ 1,847.13	\$ 9,500.00		\$ 526.00
42	4.02.1540	D-Service-BLC Services/Little Pantry Income	\$ -	\$ 257.00	\$ 588.75	\$ 250.00	\$ 250.00	\$ 158.00
43	4.02.1530	D-Service-Agape-Benevolence Income	\$ 1,248.50	\$ 1,746.00	\$ 1,693.00	\$ 1,500.00	\$ 2,000.00	\$ 2,011.00
44	4.02.2002	D-Service/Nicaraga Passthru Income						\$ 409.00
45	4.02.2000	D-Services Pass Thru			\$ 686.00			\$ 1,500.00
46		Total Designated Service Income	\$ 2,518.50	\$ 12,939.90	\$ 5,803.88	\$ 12,250.00	\$ 2,850.00	\$ 5,224.00
47								
48	4.14.1999	D-Memorial Fund - Other	\$ 6,160.00	\$ 1,447.60	\$ 2,550.00	\$ 1,000.00	\$ 2,000.00	\$ 4,816.63
49		Total Designated Memorial Income	\$ 6,160.00	\$ 1,447.60	\$ 2,550.00	\$ 1,000.00	\$ 2,000.00	\$ 4,816.63
50								
51								
52	4.15.0001	Capital Improvements	\$ 9,623.00	\$ 384,279.96	\$ 91,028.80	\$ 3,980.00	\$ 4,058.00	\$ 24,072.73
53		Total Capital Improvements	\$ 9,623.00	\$ 384,279.96	\$ 91,028.80	\$ 3,980.00	\$ 4,058.00	\$ 24,072.73
54								
55	4.13.0002	D-Stewardship Passthru						\$ 13,804.00
56								
57		Total Designated Funds Income	\$ 31,930.74	\$ 407,941.30	\$ 192,808.06	\$ 219,680.00	\$ 17,108.00	\$ 109,181.29
58								
59	4.04.1010	R-Endowment-Education Fund Income		\$ 5,382.09		\$ 4,000.00		\$ (4,000.00)
60	4.04.1009	R-Education Fund Gains-Losses	\$ (11,561.16)	\$ (4,321.87)	\$ 7,075.76	\$ 1,500.00	\$ 5,000.00	\$ 5,834.07
61	4.04.1020	R-Endowment-Worship Fund Income	\$ 4,008.86	\$ 4,421.64	\$ 2,155.62	\$ 3,500.00		\$ 1,552.00
62	4.04.1021	R-Worship Fund Gains-Losses	\$ (5,441.44)	\$ 4,102.83	\$ 3,604.62	\$ 1,200.00	\$ 3,500.00	\$ 3,752.65
63		Total Designated Endowment	\$ (12,993.74)	\$ 9,584.69	\$ 12,836.00	\$ 10,200.00	\$ 8,500.00	\$ 7,138.72
64								
65		Total Designated Funds Income	\$ 89,710.00	\$ 487,912.65	\$ 288,906.04	\$ 309,486.00	\$ 106,768.00	\$ 179,391.47
66								
67	Designated Fund Expenses							
68	5.07.2000	D-Administration-Reimbursement Expenses	\$ (1,761.27)	\$ 1,139.90	\$ 2,176.68			\$ 759.88
69	5.07.2050	D-Administration-Thrivent Choice Fund Expense	\$ 5,575.04	\$ 2,644.09	\$ 2,768.50	\$ 2,500.00	\$ 2,800.00	\$ 3,300.53
70		Total Designated Thrivent Administration Expenses	\$ 3,813.77	\$ 3,783.99	\$ 4,945.18	\$ 2,500.00	\$ 2,800.00	\$ 4,060.41

	A	B	C	D	E	F	G	H
71								
72	5.02.0305	D-Service-Service Trips Expenses	\$ -	\$ 9,344.21	\$ 864.12	\$ 9,000.00		\$ 1,042.43
73	5.12.1001	D-CARE-Quilters Expenses	\$ 203.20	\$ 341.18	\$ 127.47	\$ 250.00	\$ 500.00	\$ 536.53
74	5.02.1530	D-Service-Agape-Benevolence Expenses	\$ 4,007.91	\$ 2,000.00	\$ 2,881.95	\$ 1,500.00	\$ 1,000.00	\$ 250.00
75	5.02.1540	D-Service-Little Pantry		\$ 241.74	\$ 100.00	\$ 250.00	\$ 250.00	\$ 237.83
76	5.02.2000	D-Service-Passthru						\$ 608.52
77	5.02.2002	D-Service-Nicaragua Passthru						\$ 1,500.00
78		Total Designated Service Expenses	\$ 4,211.11	\$ 11,927.13	\$ 3,973.54	\$ 11,000.00	\$ 1,750.00	\$ 4,175.31
79								
80	5.08.0323	D-Property/Church Keys Expenses						\$ 68.08
81	5.08.1006	D-Property/Solar Expense			\$ 10,701.00			\$ 108,441.16
82	5.08.1001	R-Property-Columbarium Expenses	\$ -	\$ -	\$ -			
83		Total Designated Property Expense	\$ -	\$ -	\$ 10,701.00	\$ -	\$ -	\$ 108,509.24
84								
85	5.12.1003	D-CARE-Cards, Cookbooks Expenses	\$ 31.50	\$ -	\$ 191.90	\$ 200.00		
86	5.12.0315	D-CARE-Outreach Expenses	\$ -	\$ -	\$ 712.25	\$ -		
87	5.12.1004	D-CARE-Neighborhood Outreach Expenses		\$ -	\$ 494.97	\$ 300.00	\$ 250.00	
88	5.12.1002	D-CARE-Naomi Circle Expenses	\$ 609.53	\$ 453.99	\$ 360.23	\$ 500.00	\$ 100.00	\$ 80.00
89	5.12.1210	D-CARE-Kitchen Expenses	\$ 443.75	\$ 1,135.91	\$ 1,232.21	\$ 500.00	\$ 500.00	\$ 500.20
90	5.12.1211	D-CARE-Funeral Fund Expense	\$ -	\$ 164.49	\$ -			
91		Total Designated CARE Expenses	\$ 9,507.00	\$ 1,754.39	\$ 2,991.56	\$ 1,500.00	\$ 850.00	\$ 580.20
92								
93	5.03.2000	D-Worship Pass-thru						\$ 100.00
94	5.03.0300	D-Worship-Special Music Expense	\$ -	\$ -	\$ 487.59	\$ 100.00		\$ 87.59
95	5.03.0313	D-Worship-Altar Flowers Expense	\$ -	\$ 318.33	\$ 1,134.40	\$ 600.00		\$ 1,199.07
96		Total Designated Worship Expenses	\$ -	\$ 318.33	\$ 1,621.99	\$ 700.00	\$ -	\$ 1,386.66
97								
98	5.05.1120	D-Faith Formation-Camp Scholarship Expense					\$ 1,500.00	\$ 16.24
99	5.05.2000	D-Faith Formation- Passthru account						\$ 250.00
100	5.01.5131	D-Faith Formation-Vacation Bible School	\$ 2,186.12	\$ 2,634.44	\$ 2,916.19	\$ 3,000.00	\$ 2,500.00	\$ 2,349.24
101	5.05.1911	D-Faith Formation-Youth Fundraising Expense	\$ -	\$ 874.28	\$ -			
102	5.05.1931	D-Faith Formation-Youth Fund Expenses	\$ (757.44)	\$ -	\$ 14,510.91	\$ 10,000.00	\$ 2,000.00	\$ 1,649.61
103		Total Designated Youth Faith Formation Expense	\$ 1,428.68	\$ 3,508.72	\$ 17,427.10	\$ 13,000.00	\$ 6,000.00	\$ 4,265.09
104								
105		R-Memorial Fund Expenses (Total)	\$ 1,597.99	\$ 2,392.27	\$ 4,857.00	\$ 6,000.00	\$ 6,000.00	\$ 3,293.82
106		Total Designated Memorial Expenses	\$ 1,597.99	\$ 2,392.27	\$ 4,857.00	\$ 6,000.00	\$ 6,000.00	\$ 3,640.78
107								
108	5.01.7001	Property-Mission Investment Fund Expense						\$ 43,762.16
109	5.15.0001	Propoerty-Capital Improvements Expenses	\$ 482.95	\$ 385,775.13	\$ 105,366.47	\$ 10,000.00	\$ 10,000.00	\$ 55,407.71
110		Capitail Improvement Total Expenses	\$ 482.95	\$ 385,775.13	\$ 105,366.47	\$ 10,000.00	\$ 10,000.00	\$ 99,169.87
111		Total Designated Expenses	\$ 21,041.50	\$ 409,459.96	\$ 151,883.84	\$ 44,700.00	\$ 27,400.00	\$ 225,787.56
112								
113	5.04.1010	R-Endowment Education Fund Distribution	\$ -		\$ 4,000.00			
114	5.04.1020	R-Endowment Worship Fund Distribution	\$ -		\$ -			
115		Total Endowment Expenses	\$ -	\$ -	\$ 4,000.00	\$ -	\$ -	
116								
117		Total Expenses	\$ 21,041.50	\$ 409,459.96	\$ 155,883.84	\$ 44,700.00	\$ 27,400.00	\$ 225,787.56

	A	B	C	D	E	F	G	H
1	Cornerstone PreSchool							
2	2026 Budget Prep							
3								
4	Account #	Account Name	2022	2023	2024	2025	2026	2025 YTD 10/1
5			Actuals	Actuals	Actuals	Budget	Budget	Inc/exp
6	Preschool Income							
7	4.26.1000	R-Preschool Tuition	\$ 70,773.00	\$ 70,386.66	\$ 83,261.98	\$ 79,606.00	\$ 81,160.00	\$ 63,071.46
8	4.26.1001	R-Preschool Designated Income						
9		Total Preschool Income	\$ 70,773.00	\$ 70,386.66	\$ 83,261.98	\$ 79,606.00	\$ 81,160.00	\$ 63,071.46
10								
11	Preschool Expenses							
12	5.26.1000	R-Preschool Staff-Director Salary	\$ 50,080.08	\$ 45,866.75	\$ 40,000.08	\$ 40,000.00	\$ 41,208.00	\$ 33,333.40
13	5.26.1004	R-Preschool Staff-Teacher #2	\$ 8,343.00	\$ 12,724.50	\$ 18,480.00	\$ 20,000.00	\$ 20,600.00	\$ 14,400.00
14	5.26.1007	R-Preschool Staff-Teacher #4	\$ 9,652.50	\$ 5,062.50	\$ -			
15	5.26.1200	R-Preschool Staff-Employer FICA	\$ 5,207.85	\$ 4,869.55	\$ 4,473.72	\$ 4,590.00	\$ 4,728.00	\$ 3,651.60
16								
17		Total Preschool Staff Expense	\$ 73,283.43	\$ 68,523.30	\$ 62,953.80	\$ 64,590.00	\$ 66,536.00	\$ 51,385.00
18								
19	5.26.2000	R-Preschool-Administration	\$ 763.50	\$ 2,739.17	\$ 611.98		\$ 1,200.00	\$ 1,082.00
20	5.26.3000	R-Preschool-Equipment and Supplies	\$ 958.17	\$ (309.32)	\$ 964.37	\$ 1,350.00	\$ 1,000.00	\$ 1,997.74
21	5.26.5000	R-Preschool- Utilities	\$ 63.78	\$ 40.50	\$ -			
22		R-Weekly Reader			\$ -	\$ 1,634.00	\$ 500.00	
23		R-Nurse			\$ 665.00	\$ 1,200.00	\$ 1,350.00	\$ 270.00
24	5.26.7000	R-Transfer to Bethlehem General Fund			\$ 3,804.96	\$ 3,980.00	\$ 4,058.00	\$ 3,316.70
25		R-Transfer to Bethlehem Capital Improvement Fund			\$ 3,804.96	\$ 3,980.00	\$ 4,058.00	\$ 3,316.70
26		Total Preschool Other Expenses	\$ 1,785.45	\$ 2,470.35	\$ 9,851.27	\$ 12,144.00	\$ 12,166.00	\$ 9,983.14
27								
28		Total Preschool Operating Expenses	\$ 75,068.88	\$ 70,993.65	\$ 72,805.07	\$ 76,734.00	\$ 78,702.00	\$ 61,368.14