



## **Annual Report for 2022**

**December 11, 2022**

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## Meeting Agenda

### Annual Congregational Meeting December 11, 2022

CALL TO ORDER

DEVOTIONS AND PRAYER

MINUTES OF 1/30/2022 ANNUAL MEETING

MINUTES OF 7/24/22 SPECIAL CONGREGATIONAL MEETING

REPORTS

- Financial
- Pastor
- Staff
- Ministry
  - Evangelism
  - Faith Formation
  - Missions
  - Property
  - Stewardship
  - Worship
- Committees
  - Communications
  - Heritage Endowment
  - Land Stewardship
  - Nicaragua
  - Preschool Advisory

ELECTIONS

- Council
- Nominating Committee
- Synod Delegates
- Heritage Endowment

2023 BUDGET APPROVAL

UNFINISHED BUSINESS - none

NEW BUSINESS - none

ADJOURNMENT

CLOSING PRAYER

## 2022 Council President's Annual Report

Respectfully submitted, Matt James, Council President

Last year I ended my report with a goal for 2022. The goal was to focus all of the light we had been blessed with in our new staff and opportunities and shine brightly for all to see. This year has not been without its challenges, but I'm happy to report that in my opinion we have not only met the goal, but exceeded it. This year we saw the long awaited return of many of our normal activities. We're slowly but surely finding our way back to what feels comfortable and good and progressive.

It's pretty easy to get back to normal on all the things we had been doing (and continued to do in varying capacities throughout the pandemic) like worshiping without so many restrictions, fellowship, and all of our various missions and ministries. We know what to do in these situations because it's what we've always done and in some aspects it's what we will always do. These things are important and lay the foundation for everything else that is new and different. We shine here by being consistent and stable and showing up week after week to continue the important work. This is what I mean when I say we have met the goal of focusing our light on these things that remain constant, irrespective of what's going on in the world around us.

Where I feel we have exceeded the goal is with all of the new and exciting things we have started this year and plan on continuing into the foreseeable future. While I'm sure I'll probably miss something in this list, it's only because of the abundance of energy and momentum that our congregation has for serving our community and my mind sometimes struggles to keep track of it all!!

This year Gary and team have really turned Faith Formation up a notch. VBS this year had new programming and by all accounts was a huge success. The introduction of Family Sundays is a welcome addition and is seeing growing numbers. The confirmation classes are well underway and now include lunch on Sundays which just may be a key aspect of keeping attendance numbers up. We've seen positive response to the combined start to Sunday school for both youth and adults with a focus on the days' readings. This is just a small sample of all of the new and exciting work being done with Faith Formation and how we continue to shine through these new opportunities.

We saw our first Neighborhood Night Out engagement with the community when we did a movie night in partnership with LOC and the neighboring apartment complex, Fields on 15th. This was another part of our mission to serve our very local community. The police and fire crews that were visiting other Neighborhood Night Out events in the community commented on how well attended our event was. It was wonderful to see the engagement with folks outside of our respective congregations. Continuing on the same ideas of serving those closest to us and their needs, we enjoyed a wonderful concert by the Djembe drum circle group, Community Drums. The concert was a fundraising event to help start an after school snack program to serve our community of young kiddos. I for one am very excited to see where this program leads and how we can best serve those closest to us.

It has been absolutely amazing to see the renewed involvement with scouting here at BLC. We have long been associated with Boy Scouts and Girl Scouts to varying degrees, but this last year we were approached by Pack 65 who was looking for a new community to call home. I'm proud to say that we now charter Pack 65 and have seen a growing number of scouts flourish here at BLC. We also continue to host Girl Scout troop 76091. Both organizations have members from our BLC community heavily involved, and we have seen many service opportunities in conjunction with all of these scouts. A huge personal thank you to the BLC community for being so welcoming and supportive of these scouts.

Many folks know about, and have had their own children enrolled at, Cornerstone Preschool here at BLC. But, how many know or remember that Cornerstone is a Mission of Bethlehem Lutheran Church? They are not simply tenants in our building, but an integral part of Bethlehem. This year we have rekindled that focus on the preschool being a mission of our church. As Andrea Becker plans to retire, I would like to extend a personal note of thanks to her for her many years of service as the director of Cornerstone. My family has experienced first hand the loving care she and her staff provide for all of the children attending the preschool. In planning for some transition at Cornerstone, we have established a preschool advisory team to help ensure that Cornerstone continues to be a valuable resource for our community and a valuable mission of the church.

The last new and exciting way that we are exceeding the goal of being a light through new opportunities is with the property we own north of the Ropte Pavillion. Once upon a time this field was used for kickball, baseball, and softball. It was used to host a garden for the church and was part of the Sunday School program for some time. In recent years, however, it has been largely underutilized and represents a huge opportunity for something more impactful. A few months ago, BLC was approached by Growing Gardens, a local program currently operating at the YMCA facility here in Longmont. Like the scouts, they are looking for a new home. Some folks have also been in communication with neighbors who have similar ideas on how the land might serve the needs of our community. I'm absolutely thrilled to be a part of the newly formed Land Stewardship Team whose charge is to develop a plan for exploring options with congregation/community input, form a plan to submit to the council/congregation, and finally, establish or become the initial oversight team for a developed and approved plan. Watch for exciting opportunities to come from this team.

As we prepare to take on the next year and further define our new normal, continue to think of ways that we as a church community can use our resources to the fullest to serve our brothers and sisters in Christ. We've got a considerable amount of momentum built up, and I look forward to keeping up the great work. Again, a huge personal THANK YOU to all of the folks who pour their hearts into making this community what it is.

## 2021 Annual Congregational Meeting Minutes from January 30, 2022

### The Bethlehem Evangelical Lutheran Congregation

#### Annual Meeting Minutes for January 30, 2022-pending approval

Respectfully submitted by Jenny Kelley, Council Secretary

CALL TO ORDER: by Council President Matt James at 11:35 a.m. There was a quorum present with 50+ on zoom and 17 in-person.

DEVOTIONS AND PRAYER: Pr. Katie led the devotions and prayer taken from the Annual Meeting report cover.

MINUTES OF 1/31/2021 ANNUAL MEETING: Carol Schlauchtenhaufen moved to approve the minutes of the January 21, 2021, annual meeting as presented in the annual report on pages 5–7 ; Sabrina Lee seconded the motion. The motion carried.

MINUTES OF 12/20/2021 SPECIAL CONGREGATIONAL MEETING: Chili Chullino moved to approve the minutes of the December 20, 2021, special congregational meeting as presented in the annual report on page 8; Eric Kittleberger seconded the motion. The motion carried.

#### REPORTS

- Financial: Treasurer Greg Schumann reported that we ended the year okay, considering we still dealt with the pandemic issues in 2021. The checking account is down approximately \$29,000 from the end of last year. Our mortgage now paid off in full, and the corresponding paperwork is completed and filed. The budgeted loose plate and holiday giving was way down and could be attributed to pandemic attendance. In addition, some members are withholding their contributions due to disagreement with our pandemic policies. The 2021 expenses were very low due to the diligence of staff, ministry chair thriftiness, and having less programs. The Wells Fargo account was converted to the money market account with Independent Bank at Wells Fargo's request since we had no investments with Wells Fargo; however, Wells Fargo will continue to help with any stock transfers as needed. There was a \$30,000 gift specified for the playground update from a non-member foundation which enabled us to completely redo the playground for preschool and nursery use. Eric Kittelberger moved to accept the financial report as presented; Bob Lee seconded the motion. The motion carried.
- Pastor Katie's Report: Pr. Katie Chullino began with *Ecclesiastes 3*; 2021 apparently was not the season for everything but it was the season for so much more—everyone should refer to the annual report! There were several staff transitions:
  - Thank you, Jenny Kelley, for getting us through until Tiffany Beisner could join us as the Communications coordinator. In addition to the weekly emails and announcements plus the monthly *Star* newsletter, Tiffany built a new, updated website and has begun upgrading our FaceBook postings;
  - The transition from Deaconess Ann Maki to Faith Formation Director Gary Knutson went smoothly with many thanks to Ann and a warm welcome to Gary;
  - Pr. Katie is grateful to all the council members, especially those leaving this year;

- We also had the unexpected departure of our worship and music director, Brenda Harris; we miss her greatly and pray for her recovery.

Also, we started a new Social Justice Initiative that is focused on how we live out our mission in the real world, and we installed the new playground.

So, check out the annual report! Also, notice the message from Bishop Eaton and the synod pages in the back, including a picture of Pr. Kelsey Fauser! We were also blessed in 2021 with our Intern Pastor Joy Knoppel.

- Ministry Reports

- Evangelism: Bob Lee noted our continuing outreach and fellowship—quilters still making quilts; virtual soup suppers; First Friday coming back in person; the 36th year of Living Nativity, this year combined with a food/hygiene products drive for the OUR Center; Dining For Eight slowly coming back; the ongoing, good work of our neighborhood care shepherds; and a special thanks to the evangelism committee. Streaming our services put us out into the real world, bringing us new members, and we are continuing this. Thanks to the evangelism committee: Shirley Kasperbauer, Bob Lee, Wanda Schnabel, and Greg Schumann.
- Faith Formation: Brian Carlson thanked Sue Smith, Laura Hoime, Jamie Updegraf, Pr. Katie, and Gary Knutson for serving as the faith formation committee. The highlights are: onsite VBS was held during the summer; Gary joined us in August; the Sunday School is back and running with energy, and Brian is excited for the coming year.
- Missions: Mark Holste reported that BLC continues to feed and help locally and internationally: the OUR lunches and donations; funds from the canceled mission trip were donated to the Pine Ridge Reservation; HOPE meals continued through Manna bible study and individual members; support for the New Beginnings prison ministry; SJI who organized a Share the Grace project on Reformation Sunday to benefit the Casa de Paz and ReEntry Initiative; Habitat for Humanity builds; and support for the Nicaragua Project Preschool—all continued even though we had to do things in a different way—members stepped up and gave both time and donations.
- Property: Matt James thanked Chuck Still for his work as property chair before he resigned in June. Matt has now formed a Property Team of more than 20 people involved to support all the various maintenance projects needed. Two big projects for 2021 that were completed were the playground rebuild and the installation of ionization filters for HVAC which is part of our layered approach for Covid19 risk mitigation.
- Stewardship: Eric Kittelberger reported that this year's pledge drive had hoped to increase the number of pledges to enable better budgeting but that outcome was not realized; he thanked the stewardship committee: Steve Dawson, Greg Schumann, Jenny Kelley, and Eric Kittelberger and hoped that in 2022, we can see some of the trends and put together a coordinated approach for stewardship.
- Worship: Jim Woodruff reported that he started learning the ropes with Brenda but then all changed; he thanked the many, many volunteers needed to provide

two worship services every week, with a special thanks to the members of the new worship ministry committee: Pr. Katie Chullino, Jim Woodruff, Cindy Tayler, Ray Leake, Mary Jane Voogt, Steve Winter, Sandy Woodruff, and especially to the AV team of Matt James, Greg Schumann, Bob Lee, and Rob Baltrum.

- Committee reports: please read these for their recent news.
  - Communications
  - Heritage Endowment
  - Nicaragua

## ELECTIONS

The slate from the Nominating Committee is found on page 39 of the 2021 Annual Report and presented by Gene Schnabel.

Nominated for BLC Council for 2022:

- Matt James, President (1 year term)
- Steven Dawson, Vice President (1 year term)
- Jenny Kelley, Secretary (1 year term)
- Greg Schumann, Treasurer (1 year term)
- Todd Propp, Stewardship (finishing the 2nd year of a two year term)
- Alex Hoime, Property (2 year term)
- Jaime Updegraff, Faith Formation (2 year term)
- Mark Holste, Missions (2 year term)
- Cindy Tayler, Evangelism (2 year term)

The following incumbent member of the Congregation Council will be serving in 2022:

- Jim Woodruff, Worship (1 year remaining of 2 year term)

There were no nominations from the floor. Mike Smith moved to accept the full slate as presented; Mark Abromski seconded the motion. The motion carried unanimously.

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

- Bob Lee (outgoing council member)
- Shelley Kunselman
- Shirley Kasperbauer
- Sue Smith

Nominating Committee: passed as presented.

The committee presents the following slate for election to the Synod Assembly representatives for 2022:

- Sue and Mike Smith

Synod Delegates: passed as presented.

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

- Glenn Summers (3 year term)

Heritage Endowment: passed as presented.

The following are incumbent members of the Heritage Endowment Committee:

- Shelley Kunselman (1 year remaining of 3 year term)
- Roger Lahman (1 year remaining of 3 year term)
- Cindy Pemberton (2 years remaining of 3 year term)
- Pat Wilder (2 years remaining of 3 year term)

2022 BUDGET APPROVAL: Treasurer Greg Schumann pointed out that we funded all our obligations and missions programs in 2021. Highlights of proposed budget (pp 40–47 in annual report): the council wanted to make best projection possible for 2022 based on envelope giving from last three years, averaged, and subtracted 4% as best guess of both pledged and unpledged giving; strong feedback from members following the budget forum result was to add in a modest 3% staff increase for all staff except the Faith Formation Director position, plus move the Faith Formation Director position from three-quarters time to full time; to offset the staff increase, the budget contribution to CIF was decreased by 50%; additionally, the ministry budgets were trimmed a bit due to the reality of some restrictions will be in place for at least a few months; the decision to keep the 5% of general fund to pledge to the synod but adjust up or down as needed; and to keep a placeholder for the worship/music position which remains to be defined.

Sabrina Lee moved to accept as presented; Eric Kittleberger seconded the motion. The motion carried unanimously.

Thanks to the finance committee and council, and especially, to the congregation for all the feedback, and remember that feedback is always helpful and welcomed throughout the year!

UNFINISHED BUSINESS - none

NEW BUSINESS - none

ADJOURNMENT: Mike Smith motioned to adjourn; Greg Schumann seconded the motion. We adjourned at 12:31 p.m.

CLOSING PRAYER: We closed with Pr. Katie leading us with the Lord's Prayer.

## Special Congregational Meeting Minutes: July 24, 2022

### July 24, 2022 Special Congregational Meeting Minutes (Pending Approval)

Respectfully submitted by Jenny Kelley, BLC council secretary

The meeting was called to order by Treasurer Greg Schumann at 11:30 a.m.

Attendance: in person = 55; zoom = 6. Total = 61 voting members in attendance.

Quorum needed for business meeting: 25 voting members (10% eligible voting members on the rolls)

Opening prayer by Pr. Katie Chullino.

Votes on two proposed changes to the BLC Bylaws:

- 1) C.10.01.01 meeting month change from January to December

This change is moving the Annual Meeting to December instead of January to allow any financial changes for the upcoming year to actually be implemented as of January 1.

*New: C.10.01.01 The annual meeting shall be held in December.*

Sabrina Lee moved to approve the change as presented; Ken Creamer seconded the motion. The motion was approved unanimously.:

- 2) C.4.04.01 name changes:  
from Christian Ed. to *Ministry of Faith Formation*

*New: The Ministry of Faith Formation shall create and implement the total education program of the congregation from preschool through adult education.*

*From Education Ministry to Faith Formation.*

*New: 4.0 Attend and sometimes teach programming supported by the Faith Formation Team.*

- C.04.02 name changes:  
Change Director of Education to Faith Formation Director (in two places);  
change the lower case letters in 'preschool director' to caps 'Preschool Director.'  
(in other words, capitalize 'preschool director')

These changes are correcting name changes within the bylaws to align with current ministries and positions.

*New: C4.04.02 The Faith Formation Director will meet regularly with the Faith Formation Ministry Team and Preschool Director. The Faith Formation Director will collaborate with other ministries to support efforts for cross-generational activities.*

Chili Chullino moved to approve the change as presented; Dennis Bloemker seconded the motion. The motion passed unanimously.

Dennis Smith raised a question regarding updating the bylaws to reflect current unbiased gender designations. The council did not have time to do this before this meeting but does plan to do that in preparation for the annual meeting in December. Anyone with suggestions should email [council@bethlehem-lutheran.net](mailto:council@bethlehem-lutheran.net).

Greg adjourned the meeting at 11:45 a.m.

## 2022 Financial Reports

The following reports for 2022 are submitted by Greg Schumann, Bethlehem Lutheran Church Treasurer:

- Key Points for 2022
- Balance Sheet
- Cash Available
- Income & Expense Summary
- Treasurer's Report

### Key Points for 2022 Actuals

- Checking account has decreased by \$8,055 since the beginning of 2022. This adds up to a \$37,239 decrease in the past two years.
- Our available cash for the General Operating Fund is about \$79,620. This figure comes from adding up all of the available cash and subtracting the balances of cash available in the designated funds accounts.
- General Fund giving was \$59,782 less than budget as of October 31, 2022 .
- Loose Plate giving has started to increase and is above budget. For reference, the loose plate giving in 2019 was \$16,872 compared to \$3,266 presently.
- Our Heritage Endowment funds took a 21 % loss this year, to date, as did most investments. This resulted in no scholarships being awarded this year and next year does not look like it will be very much, if any.
- Expenses were less than budget, due in part to very careful spending on the part of the ministries and staff. The Worship Director position was budgeted for and not filled. This added an \$18,000 savings.

The areas below budget in expenses for 2022 were:

1. Admin
2. Staff
3. Worship
4. Property
5. Evangelism
6. Faith Formation

## Bethlehem Lutheran Church Balance Sheet—through October 2022

	12/31/2021 Balance	10/31/2022 Balance	2021 vs 2022 Change
<b><u>Assets</u></b>			
Independent Bank (checking)	\$ 103,020	\$ 94,965	\$ (8,055)
Independent Bank ( Money Market Acct)	\$ 58,909	\$ 58,967	\$ 58
Independent Bank (CD's)	\$ 13,489	\$ 13,526	\$ 37
Independent Bank (Youth)	\$ 514	\$ 514	\$ -
Petty Cash—BLC	\$ 183	\$ 183	\$ -
Petty Cash—Cornerstone	\$ 700	\$ 700	\$ -
Thrivent (Heritage Endowment Fund)	\$ 79,833	\$ 66,839	\$ (12,994)
Building/Plant & Equipment	\$ <u>2,526,566</u>	\$ <u>2,526,566</u>	\$ -
<b>Total Assets</b>	<b>\$ 2,783,214</b>	<b>\$ 2,762,260</b>	<b>\$ (20,954)</b>
<b><u>Liabilities</u></b>			
ELCA World Hunger	\$ -	\$ 75	\$ 75
Prepaid Donations	\$ -	\$ -	\$ -
<b>Total Liabilities</b>	<b>\$ -</b>	<b>\$ 75</b>	<b>\$ 75</b>

## Bethlehem Lutheran Church Balance Sheet—through October 2022

	12/31/2021 Balance	10/31/2022 Balance	2021 vs 2022 Change
<b>Fund Balances</b>			
General Operating Fund	\$ 153,517	\$ 137,504	\$ (16,013)
Choice Dollars Fund	\$ 1,940	\$ 471	\$ (1,469)
Mission Fund	\$ 5,436	\$ 3,205	\$ (2,231)
Property Fund	\$ 3,983	\$ 4,283	\$ 300
Evangelism Fund	\$ 5,292	\$ 7,155	\$ 1,863
Worship Fund	\$ 1,656	\$ 1,656	\$ -
Faith Formation Fund	\$ 2,279	\$ 2,344	\$ 65
Faith Formation-Youth Fund	\$ 12,120	\$ 16,659	\$ 4,539
Memorial Fund	\$ 11,549	\$ 15,771	\$ 4,222
Heritage Endowment Fund	\$ 79,833	\$ 66,839	\$ (12,994)
Capital Improvement Fund	\$ 27,556	\$ 35,146	\$ 7,590
Preschool Fund	\$ 6,906	\$ 3,017	\$ (3,889)
Net Fixed Asset Fund	\$ 2,470,284	\$ 2,436,474	\$ (33,810)
<b>Total Fund Balances</b>	<b>\$ 2,782,351</b>	<b>\$ 2,730,524</b>	<b>\$ (18,017)</b>
<b>Total Liabilities and Fund Balances</b>	<b>\$ 2,782,351</b>	<b>\$ 2,730,599</b>	<b>\$ (51,752)</b>

**Bethlehem Lutheran Church Balance Sheet—through October 2022**  
**Available Cash for the General Operating Fund**

	12/31/2021 Balance	10/31/2022 Balance	2021 vs 2022 Change
<b>Cash Accounts</b>			
Independent Bank (checking)	\$ 103,020	\$ 94,965	\$ (8,055)
Independent Bank ( Money Market Acct)	\$ 58,909	\$ 58,967	\$ 58
Independent Bank (CD's)	\$ 13,489	\$ 13,525	\$ 36
Independent Bank (Youth)	\$ 514	\$ 514	\$ -
<b>Total</b>	<b>\$ 175,932</b>	<b>\$ 167,971</b>	<b>\$ (7,961)</b>
<b>Designated Fund Accounts</b>			
Mission Fund	\$ 5,436	\$ 3,205	\$ (2,231)
Property Fund	\$ 3,983	\$ 4,283	\$ 300
Evangelism Fund	\$ 5,292	\$ 7,155	\$ 1,863
Worship Fund	\$ 1,656	\$ 1,656	\$ -
Faith Formation Fund	\$ 2,279	\$ 2,343	\$ 64
Faith Formation-Youth Fund	\$ 12,120	\$ 16,659	\$ 4,539
Memorial Fund	\$ 11,549	\$ 15,771	\$ 4,222
Capital Improvement Fund	\$ 27,556	\$ 35,146	\$ 7,590
Preschool Fund	\$ 6,906	\$ 3,017	\$ (3,889)
<b>Total Designated Funds</b>	<b>\$ 76,777</b>	<b>\$ 89,235</b>	<b>\$ 12,458</b>
<b>Available cash</b>	<b>\$ 99,155</b>	<b>\$ 78,736</b>	<b>\$ (20,419)</b>

**Bethlehem Lutheran Church  
2022 Financial Summary**

	<b>2022 Actual YTD</b>	<b>2022 Budget YTD</b>	<b>2021 Actual YTD</b>	<b>2022 (A) vs 2022 (B) % chg</b>	<b>2022 (A) vs 2021 (A) % chg</b>
<b><u>Income</u></b>					
General Fund Giving	<b>\$275,942</b>	\$405,792	\$390,546	-32.0%	-29.3%
Other Giving	<b>\$4,422</b>	\$2,500	\$1,325	76.9%	233.7%
Other Income	<b><u>\$19,024</u></b>	<u>\$22,708</u>	<u>\$22,578</u>	-16.2%	-15.7%
<b>Sub Total General Fund Income</b>	<b>\$299,388</b>	\$431,000	\$433,298	-30.5%	-30.9%
Designated Income	<b>\$19,306</b>	\$18,125	\$42,869	6.5%	-55.0%
Memorial	<b>\$6,140</b>	\$6,000	\$6,680	2.3%	-8.1%
Heritage Endowment	<b>-\$12,994</b>	\$5,400	\$12,060	-340.6%	-207.7%
Preschool	<b><u>\$57,732</u></b>	<u>\$73,120</u>	<u>\$71,918</u>		-19.7%
<b>Total Income</b>	<b>\$369,572</b>	<b>\$533,645</b>	<b>\$566,825</b>	-30.7%	-34.8%
<b><u>Expenses by Ministry</u></b>					
Administration	<b>\$14,066</b>	\$23,046	\$20,743	-39.0%	-32.2%
Mission	<b>\$18,907</b>	\$25,750	\$28,350	-26.6%	-33.3%
Property	<b>\$63,677</b>	\$78,625	\$105,494	-19.0%	-39.6%
Evangelism	<b>\$913</b>	\$2,750	\$139	-66.8%	557.0%
Staff	<b>\$213,498</b>	\$282,729	\$288,937	-24.5%	-26.1%
Stewardship	<b>-\$1,122</b>	\$700	\$709	-260.3%	-258.3%
Worship	<b>\$3,555</b>	\$7,200	\$1,345	-50.6%	164.3%
Faith Formation	<b><u>\$5,253</u></b>	<u>\$10,200</u>	<u>\$4,538</u>	-48.5%	15.8%
<b>Sub Total General Fund Expenses</b>	<b>\$318,747</b>	\$431,000	\$450,255	-26.0%	-29.2%
Designated Fund Expenses	<b>\$8,685</b>	\$13,812	\$55,742	-37.1%	-84.4%
Memorial	<b>\$1,598</b>	\$2,000	\$1,927	-20.1%	-17.1%
Heritage Endowment	<b>\$0</b>	\$8,000	\$8,000	-100.0%	-100.0%
Preschool	<b><u>\$61,621</u></b>	<u>\$76,710</u>	<u>\$76,189</u>		-19.1%
<b>Total Expenses</b>	<b>\$390,651</b>	<b>\$531,522</b>	<b>\$592,113</b>	-26.5%	-34.0%
<b>Net General Fund</b>	<b>-\$19,359</b>				
<b>Net All Funds</b>	<b>-\$21,079</b>	\$2,123	<b>-\$25,288</b>		

## Bethlehem 2022 Treasurer's Summary

Account #	Account Name	2021 Actuals	2022 Actuals 10.31.22	2022 Budget
<b>General Fund</b>				
4.01.4006	General Fund Giving	390,546.03	275,942.20	405,792.00
4.01.4007	Loose Plate Giving	1,257.00	3,266.50	1,200.00
4.01.4010	Holiday Special Giving	1,325.00	1,155.00	1,300.00
4.01.6001	Celebrate 120	17,592.40	-	-
	<b>Total Giving Income</b>	<b>410,720.43</b>	<b>280,363.70</b>	<b>408,292.00</b>
4.01.1030	Wells Fargo Gains/Losses	(345.97)	-	-
4.01.4001	Light of Christ Covenant	22,008.00	18,340.00	22,008.00
4.01.4002	Cornerstone Preschl Fnd Trnsfr	-	-	-
4.01.4011	Bank Interest Income	200.52	94.19	200.00
4.01.4020	Room Use	531.00	590.00	500.00
4.01.4031	Miscellaneous Income	-	-	-
4.01.5096	Credit Card Miscellaneous	143.47	-	-
4.01.5131	FF-Vacation Bible School Income	50.00	-	-
	<b>Total Other Income</b>	<b>22,578.02</b>	<b>19,024.19</b>	<b>22,708.00</b>
	<b>Total Gen Fund Income</b>	<b>433,298.45</b>	<b>299,387.89</b>	<b>431,000.00</b>
<b>Designated</b>				
4.07.2050	Admin/Thrivent Choice Fund Income	3,084.00	3,540.00	3,200.00
	<b>Total Dsgntd Admin Income</b>	<b>3,084.00</b>	<b>3,540.00</b>	<b>3,200.00</b>
4.12.0303	Evan/Praver Shawl Income	-	10.00	-
4.12.1001	D-Evan/Quilts,Pillows Income	438.15	680.00	550.00
4.12.1002	D-Evan/Naomi Circle Income	454.00	316.00	450.00
4.12.1003	Evan/Cards.Cookbooks Income	20.00	5.00	-
4.12.1210	D-Evan/ Kitchen Income	7.00	-	-
4.05.3014	D-Evan/After School Snacks Income	-	1,399.00	-
	<b>Total Dsgntd Evangelism Income</b>	<b>1,044.15</b>	<b>2,410.00</b>	<b>1,000.00</b>
4.05.0314	FF/Education Fund Income	577.86	64.70	-
4.05.1222	D-FF/ Women's Retreat Income	-	-	-
	<b>Total Dsgntd Faith Formation Income</b>	<b>577.86</b>	<b>64.70</b>	<b>-</b>
4.08.1001	R-Property/Columbarium Income	1,000.00	-	400.00
	<b>Total Dsgntd Property Income</b>	<b>1,000.00</b>	<b>-</b>	<b>400.00</b>
4.05.1001	D-FF/Youth/Bank Inv Fund Income	5.00	-	5.00
4.05.1911	D-FF/Youth Fundraising Income	125.00	-	1,500.00
4.05.1931	D-FF/Youth Fund Income	3,409.35	3,781.59	2,000.00
	<b>Total Dsgntd Youth Faith Formation</b>	<b>3,539.35</b>	<b>3,781.59</b>	<b>3,505.00</b>
4.03.0300	D-Worship/Revelation Choir Income	-	-	0.00
4.03.0301	D-Worship/Childrens' Music Income	-	-	0.00
4.03.0307	D-Worship/Video minstrv Income	-	-	0.00
	<b>Total Dsgntd Worship Income</b>	<b>-</b>	<b>-</b>	<b>\$0.00</b>
4.02.0305	D-Mission/Mission Trips Income	100.00	-	6,220.00
4.02.0308	D-Mission/Atwood Shelter Income	-	-	-
4.02.1530	D-Mission/Agape-Benevolence Income	2,397.00	1,136.50	2,600.00
	<b>Total Dsgntd Mission Income</b>	<b>2,497.00</b>	<b>1,136.50</b>	<b>8,820.00</b>
4.15.0001	Capital Improvements Fund Income	1,126.50	8,073.00	1,200.00
	<b>Total Designated Capital Improvements</b>	<b>1,126.50</b>	<b>8,073.00</b>	<b>\$1,200.00</b>
4.15.0002	Playground Fund Income	30,000.00	-	-
	<b>Total Dsgnatd Playground Fund</b>	<b>30,000.00</b>	<b>-</b>	<b>-</b>
		42,868.86		

	<b>Total Dsgntd Income</b>	<b>42,868.86</b>	<b>19,305.67</b>	<b>18,125.00</b>
4.14.0118	MF-David Slinger Incom	105.00	-	
4.14.0119	MF-Francis McKinney	290.00	-	
4.14.0120	MF-Gloria Wilson Income	2,790.00	-	
4.14.0121	MF-Carol Thieking Income	825.00	-	
4.14.0122	MF-Alice Steinke Income	1,835.00	-	
4.14.0123	MF-Harold Wollman Income	110.00	-	
4.14.0124	MF-Mike Goeke	565.00	-	
4.14.0090	MF-Javrd Tiff-Youth Income		60.00	
4.14.0125	MF-Peggy Peterson Income		875.00	
4.14.0126	MF-Marilvn Voorhis Income		150.00	
4.14.0127	MF-Austin Hopp Income		4,475.00	
4.14.0128	MF-Wayne Kluck Income		260.00	
4.14.1999	MF-Other Income	160.00	320.00	6,000.00
	<b>Total Dsgntd Memorial Income</b>	<b>6,680.00</b>	<b>6,140.00</b>	<b>\$6,000.00</b>
4.04.1009	Education Fund Gains/Losses	6,440.07	(11,561.16)	4,000.00
4.04.1020	Endowment Worship Fund Inc.	1,109.60	4,008.86	
4.04.1021	Worship Fund Gains/Losses	2,142.47	(5,441.44)	1,400.00
	<b>Total Dsgntd Endowment</b>	<b>12,060.14</b>	<b>(12,993.74)</b>	<b>5,400.00</b>
4.26.1000	R-Preschool Tuition	71,917.50	57,732.00	73,120.00
	<b>Total Preschool Income</b>	<b>71,917.50</b>	<b>57,732.00</b>	<b>73,120.00</b>
4.01.4032	PPP Forgiveness	57,900.00	-	-
	<b>Total Income</b>	<b>624,724.95</b>	<b>369,571.82</b>	<b>533,645.00</b>

**Expenses  
General Fund**

5.01.5021	Admin-Postage	2,235.70	775.00	2,200.00
5.01.5031	Admin-Office Supplies	2,721.92	1,789.76	2,500.00
5.01.5051	Admin-Conferences & Conventions	1,191.50	1,635.00	1,200.00
5.01.5053	Admin-Council Retreat	-	-	-
5.01.5075	Admin-Miscellaneous	1,227.50	1,500.51	744.00
5.01.5076	Admin-Contract Web Dsgn/Mntnc	-	-	0.00
5.01.5077	Admin-IT/Equipment	678.83	219.97	2,000.00
5.01.5078	Admin-IT/Web Support	349.90	-	2,096.00
5.01.5079	Admin-IT/Software	4,164.38	3,241.45	4,299.00
5.01.5080	Admin-Office Equipment Maint.	5,243.79	6,099.06	5,202.00
5.01.5081	Admin-Phone/Internet	834.40	284.70	780.00
5.01.5083	Admin-Certificates.etc.	-	-	0.00
5.01.5090	Admin-Misc Bank Charges	417.80	368.01	400.00
5.01.5095	Admin-Vanco Web-Pav Fee Expense	1,552.57	818.38	1,600.00
5.01.5096	Admin-Credit Card Miscellaneous	125.11	24,76	0.00
5.07.2000	Admin/Reimbursement Expenses	-	(2,690.85)	25.00
	<b>Total Administration Expense</b>	<b>20,743.40</b>	<b>14,065.75</b>	<b>23,046.00</b>
5.01.5315	Mission-ELCA Rocky Mtn. Synod	22,600.00	16,666.70	20,000.00
5.01.5321	Mission-Lutheran Ranches of the Rockies	500.00	250.00	500.00
5.01.5352	Mission-World Mission Support	-	250.00	-
5.01.5371	Mission-Lutheran Campous Minstrv Boldr	1,000.00	250.00	500.00
5.01.5391	Mission-Habitat Humanity	1,000.00	500.00	1,000.00
5.01.5392	Mission-New Beginnings (Women's Prison)	1,000.00	500.00	1,000.00
5.01.5397	Mission-Local Mission Programs	750.00	(9.42)	1,250.00
5.01.5601	Mission - Nicaragua	1,000.00	500.00	10,000.00
5.01.5611	Mission-OUR Center	500.00	250.00	500.00
5.01.5612	Mission-OUR Center Lunches	-	-	-
5.02.0301	Mission/Coffee Sales Expense	-	-	-
	<b>Total Mission Expense</b>	<b>28,350.00</b>	<b>18,907.28</b>	<b>25,750.00</b>
5.01.5401	Property-Improvement/Repairs	11,504.73	7,802.70	10,000.00
5.01.5402	Property-Capital Improvement Transfer		4,500.00	
5.01.5409	Property-Miscellaneous	112.82	46.97	300.00
5.01.5411	Property-Insurance	13,308.75	10,529.25	13,500.00
5.01.5421	Property-Utilities	21,362.46	20,184.22	22,000.00
5.01.5425	Property-Janitorial Services	11,141.72	8,903.16	12,000.00

5.01.5431	Property-Janitor Supplies	1,284.54	681.87	1,300.00
5.01.5451	Property-Equipment Maintenance	835.00	-	1,000.00
5.01.5472	Property-Snow Removal	2,425.00	3,045.00	2,500.00
5.01.5473	Property-Lawn Maintenance	864.70	787.20	1,000.00
5.01.5474	Property-Trash Removal	1,454.50	1,265.50	1,500.00
5.01.5481	Property-Bus/Van Insurance	1,671.00	1,411.00	1,675.00
5.01.5482	Property-Bus/Van Maintenance & Exp.	383.04	695.34	500.00
5.01.5498	Property - Mortgage Interest	543.83	-	-
5.01.5499	Property-Mortgage Principal	33,788.46	-	-
5.01.5500	Property-HVAC Annual Maintenance	4,537.96	3,824.95	5,100.00
5.08.1002	Property/Mission House Expenses	275.00	-	-
5.08.1003	Property/Camera Security System Expenses	-	-	250.00
5.08.1004	Property/Playground Repair Expenses	-	-	-
	<b>Total Property Expense</b>	<b>105,493.51</b>	<b>63,677.16</b>	<b>78,625.00</b>
5.01.5231	Evan-Advertisement	1,039.04	689.04	2,000.00
5.01.5270	Evan-Miscellaneous	105.00	-	150.00
5.01.5277	Evan-Community Outreach	-	44.74	600.00
5.12.0303	Evan/Prayer Shawl Expense	-	7.99	-
5.12.0315	Evan/Outreach Expense	(935.10)	139.98	-
5.12.1003	Evan/Cards,Cookbooks Expenses	(70.00)	31.50	-
	<b>Total Evangelism Expense</b>	<b>138.94</b>	<b>913.25</b>	<b>2,750.00</b>
5.01.5501	Staff-Pastor Salary	45,724.00	38,106.26	45,861.00
5.01.5502	Staff-Pastor Deferred Salary	-	-	-
5.01.5503	Staff-Pastors Ministrv Expense	162.88	55.00	500.00
5.01.5504	Staff-Pastor's Suppl' Disabil	-	-	-
5.01.5505	Staff-Pastors Housing Allow	8,500.08	7,274.74	8,755.00
5.01.5506	Staff-Pastor's Education Expense	229.97	842.77	1,000.00
5.01.5507	Staff-Pastors Pension / Med	24,439.16	19,166.47	25,184.00
5.01.5520	Staff-Dir. of Faith Formation Salary	42,949.65	37,500.00	45,000.00
5.01.5522	Staff-Dir. of Faith Formation Ministry	1,370.55	362.93	500.00
5.01.5523	Staff-Dir. of Faith Formation Pension	4,542.88	11,055.00	15,066.00
5.01.5539	Staff-Communications Coordinator	13,173.46	14,244.08	17,143.00
5.01.5541	Staff-Office Coordinator Salary	32,815.92	28,085.50	33,801.00
5.01.5542	Staff-Office Coordinator- Pension/ Med	1,239.56	11,684.80	14,668.00
5.01.5551	Staff- Musician	21,630.00	18,511.90	22,279.00
5.01.5561	Staff-Worship Director	21,270.06	-	18,000.00
5.01.5571	Staff-Nurserv Attendant(s)	-	-	500.00
5.01.5581	Staff-Bookkeeper	14,625.12	12,516.82	15,064.00
5.01.5584	Staff-Intern Salary	14,400.00	-	-
5.01.5585	Staff-Intern Housing Allowance	10,006.84	-	-
5.01.5586	Staff-Intern Expenses	-	-	-
5.01.5594	Staff-Placeholder	-	-	-
	<b>Total Salary/Wages</b>	<b>270,080.13</b>	<b>199,406.27</b>	<b>263,321.00</b>
5.01.5595	Staff-FICA Employer Share	17,163.05	12,674.24	17,657.00
5.01.5596	Staff-Workman's Comp	1,694.25	1,417.75	1,751.00
	<b>Total Staff Expense</b>	<b>288,937.43</b>	<b>213,498.26</b>	<b>282,729.00</b>
5.01.5701	Stew-Offering Envelopes	708.81	(1,221.21)	700.00
	<b>Total Stewardship Expense</b>	<b>708.81</b>	<b>(1,221.21)</b>	<b>700.00</b>
5.01.5801	Worship-Music	42.84	162.00	1,200.00
5.01.5831	Worship-Altar Care	(368.12)	388.19	500.00
5.01.5835	Worship-Musicians	250.00	1,500.00	3,000.00
5.01.5845	Worship- Materials	1,032.88	1,504.36	2,000.00
5.01.5857	Worship-Nurserv Supplies	9.27	-	300.00
5.03.0313	Worship/Altar Flowers Expense	378.35	-	200.00
	<b>Total Worship Expense</b>	<b>1,355.22</b>	<b>3,554.55</b>	<b>7,200.00</b>
5.01.5101	FF-Sunday School	1,301.67	596.77	1,500.00
5.01.5131	FF-Vacation Bible School	1,300.00	2,186.12	3,000.00
5.01.5141	FF-Confirmation	461.05	386.38	1,000.00
5.01.5151	FF-Adult Education	295.00	40.41	500.00
5.01.5161	FF-First Communion	-	-	250.00
5.01.5171	FF-Women's Retreat	-	-	250.00
5.01.5181	FF-Special Events	-	(50.00)	-
5.01.5901	FF-Retreats / Activities	-	968.50	-
5.01.5911	FF-Camping Scholarships	600.00	435.00	1,500.00

5.01.5932	FF-Adult Leader Expenses	-	395.00	500.00
5.01.5933	FF-Household Ministrv	420.27	294.99	1,000.00
5.01.5934	FF-Confirmation Mentor Ministrv	-	-	200.00
5.01.5935	FF-Young Adult Ministrv	-	-	-
5.01.5936	FF-Ministry Expense	210.19	-	500.00
5.05.0314	FF/Education Fund Expense	(50.00)	-	-
	<b>Total Faith Formation Expense</b>	<b>4,538.18</b>	<b>5,253.17</b>	<b>10,200.00</b>
	<b>Total General Fund Expense</b>	<b>450,255.49</b>	<b>318,747.21</b>	<b>431,000.00</b>
<b>Designated Fund Expense</b>				
5.07.2050	Admin/Thrivent Choice Fund Expense	2,240.50	5,008.86	2,250.00
	<b>Total Dsngrd Admin Expenses</b>	<b>2,240.50</b>	<b>5,008.86</b>	<b>2,250.00</b>
5.02.0305	D-Mission/Mission Trips Expense	400.00	-	6,750.00
5.02.0308	D-Mission/Atwood Shelter Expense	-	-	-
5.02.1530	D-Mission/Agape-Benevolence Exoenses	2,890.55	3,367.91	2,650.00
	<b>Total Dsngrd Mission Expense</b>	<b>3,290.55</b>	<b>3,367.91</b>	<b>9,220.00</b>
5.12.1001	D-Evan/Quilters Exoenses	727.38	153.29	725.00
5.12.1002	D-Evan/Naomi Circle Expenses	194.99	429.24	200.00
5.12.1210	D-Evan/Kitchen Exoenses	117.50	-	250.00
5.12.1211	D-Evan/Funeral Fund Expense	-	-	-
	<b>Total Dsngrd Evangelism Expense</b>	<b>1,039.87</b>	<b>582.53</b>	<b>1,175.00</b>
5.08.1001	R-Property/Columbarium Expenses	-	-	-
	<b>Total Dsngrd Property Expense</b>	<b>-</b>	<b>-</b>	<b>-</b>
5.03.0300	D-Worship/Revelation Choir Expense	255.00	-	-
5.03.0301	D-Worship/Children's Music Expenses	-	-	-
5.03.0307	D-Worship/Video Ministry Expense	-	-	-
	<b>Total Dsngrd Worship Expense</b>	<b>255.00</b>	<b>-</b>	<b>-</b>
5.05.1001	D-FF/Youth/Bank Inv Fund Expenses	-	-	125.00
5.05.1911	D-FF/Youth Fundraising Expense	-	-	125.00
5.05.1931	D-FF/Youth Fund Expenses	1,587.25	(757.44)	917.00
	<b>Total Dsgntd Youth Faith Formation</b>	<b>1,587.25</b>	<b>(757.44)</b>	<b>1,167.00</b>
5.15.0001	Capital Improvements Fund Exoenses	17,328.35	482.95	-
	<b>Total Designated Capital Improvements</b>	<b>17,328.35</b>	<b>482.95</b>	<b>-</b>
5.15.0002	Playground Fund Expenses	30,000.00	-	-
	<b>Total Dsgntd Playground Fund</b>	<b>30,000.00</b>	<b>-</b>	<b>-</b>
	<b>Total Dsgntd Funds Expense</b>	<b>55,741.52</b>	<b>8,684.81</b>	<b>\$39,850.00</b>
<b>Dsgntd</b>				
5.14.0113	MF-Ann Young Exoenses	1,926.60	1,597.99	-
5.14.1999	MF-Other Exoenses	-	-	2,000.00
	<b>Total Dsgntd Memorial Expense</b>	<b>1,926.60</b>	<b>1,597.99</b>	<b>2,000.00</b>
<b>Dsgntd</b>				
5.04.1010	R-Endowment Education Fund Distribution	8,000.00	-	6,000.00
5.04.1020	R-Endowment Worship Fund Distribution	-	-	2,000.00
	<b>Total Dsgntd Endowment Expense</b>	<b>8,000.00</b>	<b>-</b>	<b>8,000.00</b>
<b>Preschool</b>				
5.25.1006	R-Preschool Staff-Teacher #3	-	-	-
5.26.1004	R-Preschool Staff-Teacher #2	790,075.00	6,493.50	7,900.00
5.26.1007	R-Preschool Staff-Teacher #4	9,450.00	7,897.50	9,450.00
5.26.1100	R-Preschool Staff-Continuing Ed	-	-	-
5.26.1200	R-Preschool Staff-Employer FICA	5,158.55	4,293.54	5,160.00
	<b>Total Preschool Staff Expense</b>	<b>22,509.30</b>	<b>18,684.54</b>	<b>22,510.00</b>

5.26.1000	R-Preschool Staff-Dir Salary	50,080.08	41,733.40	50,100.00
5.26.2000	R-Preschool-Admin	867.34	426.00	900.00
5.26.3000	R-Preschool-Equip and Supplies	2,113.16	713.19	2,200.00
5.26.5000	R-Preschool- Utilities	619.33	63.78	1,000.00
5.26.8000	Playground	-	-	-
	<b>Total Preschool Other Exp</b>	<b>53,679.91</b>	<b>42,936.37</b>	<b>54,200.00</b>
	<b>Total Preschool Operating Expense</b>	<b>76,189.21</b>	<b>61,620.91</b>	<b>76,710.00</b>
	<b>Total Expenses</b>	<b><u>\$592,112.82</u></b>	<b><u>390,650.92</u></b>	<b><u>531,522.00</u></b>
	Difference		(21,079.10)	2,213.00
<b>Difference</b>		<b><u>32,612.13</u></b>	<b><u>(21,079.10)</u></b>	<b><u>\$15,255.00</u></b>

## Pastor Katie Chullino's 2022 Report

Happy New Year!

While January 1 is still approaching, we have already begun the new year—the new church year, that is. If you weren't aware, churches often function with a "liturgical calendar." The liturgical calendar includes seasons—not, Winter, Spring, Summer or Fall, but Advent, Epiphany, Lent, Easter, Ordinary Time (*aka* The Time After Pentecost)—and holidays—not, Memorial Day and Labor Day, but Easter, Pentecost, Reformation and Christmas. Our new liturgical year begins with the first Sunday in Advent.

Our liturgical years also have a three year lectionary cycle. The word lectionary refers to the scriptures we read. 2021-2022 was Year C and focused on the gospel of Luke. 2022-2023 begins the focus on the gospel of Matthew. This all can seem pretty boring. But, it's pretty important. The church season and year unite our worship with the worship of congregations around the world. On any given week, we can be assured that we do not read the gospel alone. When we celebrate Christmas and when we remember the crucifixion, we can be assured that we are not filled with joy or remorse alone. The year and the season place us in a sort of communion with disciples around the world and throughout time. Pretty cool, huh?

Throughout this past year we have lived into the gospel of Luke. Luke's gospel is heavily focused on justice—remember it began with the Magnificat and the promise that God would cast the mighty down and lift up the lowly. I witnessed that gospel come to life this past year as the people of Bethlehem Lutheran Church fed hungry neighbors through the OUR Center and HOPE, built homes with Habitat for Humanity, held food and clothing and monetary drives for Casa de Paz and The Reentry Initiative, sent greetings to immigrants in detention, filled the Little Free Pantry, volunteered with New Beginnings and Musical Freedom, continued the Nicaragua Project, and showed up in the cold to ring bells with the Salvation Army. I even felt shifts in our willingness to lift others up as we hosted Annie and Millie's Place for an outdoor clinic (and supported Girl Scout Troop 76091 in fundraising for them, too!), as we signed the charter for Cub Scout Pack 65 to become part of our community, as we welcomed the Djembe drum group into the building, and as we invited neighbors for movie night and trunk-or-treat. All of that is the gospel according to Luke coming to life here!

Throughout this next year we will see the gospel according to Matthew coming to life, here, too! In ways, Matthew is not so different from Luke—the gospels share many of the same stories. But Matthew's emphasis is discipleship. Matthew's name itself comes from the Greek word for disciple or student. And Jesus' final command in Matthew 28:19 is to either, "Go make disciples of all people," or to "Go be disciples to all people," depending on your preferred translation of the verb. Some folks will not like that ambiguity, but I think it's wonderful, and I think both translations can be faithful. With one, we make disciples by showing God's love. With the other, we be disciples by showing God's love. Whether we make or whether we be, we are called to go to all people. And we haven't gone to all the people. And we haven't been disciples everywhere we can be.

We go to one another—during Dining for 8 and First Friday, for Circle and Bible Study, at Table Talks and Brewsdays. And we are going farther. We are looking at those around us in our community as fellow disciples and as partners in ministry. We are working with Cornerstone Preschool to build an advisory board. We are partnering with Light of Christ ECC for special worship services, for fellowship activities, and for service in the community. And we are building our relationship with the larger community by exploring options with our Land Use Stewardship Team and starting an After School

Snack program as an outreach in the neighborhood—both of which involve LOC and other community partners! You have also sent me, as your pastor, to serve our larger church as one of the Boulder-Broomfield Conference Deans and as a member of the Rocky Mountain Synod Disaster Response Team which was created after the Marshal Fire. As we go to one another and into the community, we have incredible opportunities to make and to be disciples.

My hope for Bethlehem in “Year A” is that we respond to Jesus’ call to discipleship. That we continue to work for justice. That we hear the cries of those in need and that we come alongside, showing God’s love and still learning (being students!) how to love the people in our community in the best ways we can love them in this season of life. My hope is that we make and we be the disciples we are called.

It is a great joy to be a disciple with you,  
Pastor Katie

## 2022 Congregational Records Report

According to our records, as of November 29, 2022\*:

<b>Members</b>	<b>Baptized</b>	<b>Confirmed</b>	<b>Not baptized or confirmed</b>	<b>Total No.</b>
Active (engage, commune, contribute)	70	316	6	392
Inactive (not engage or contribute in last 3 yrs)	19	86	11	116
Contribute only (as informed the office)	0	2	0	2
<b>Totals</b>	<b>89</b>	<b>404</b>	<b>17</b>	<b>510</b>

\*Due to the pandemic, 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. Also, the staff have taken the past two years to review and update the church management database so that these numbers accurately reflect the members of Bethlehem Lutheran Church.

Of special note, fourteen individuals from seven households became official members of Bethlehem Lutheran Church in 2022. Welcome to all!

### Pastoral Activity

#### **Baptisms**

Carl Ron Hagan (Private Adult Non Member baptism)  
Braelyn Felicia Lyons (Non Member)

#### **Confirmations**

(none)

#### **New Members**

Daylan and Paula Figgs  
Jill Haney and Antonio Osborn  
Katie Haney Osborn  
Alex Haney Osborn  
Anne Hovick  
Ben and Marcie Hushka  
Paul and Jenn Puebla  
Betty Rasmussen  
Jim and Sue Starr

#### **Deaths**

Margaret (Peggy) Peterson  
LaVonne Marcus  
Marilyn Voorhis  
Maggie Simes (Non Member)  
Austin Hopp  
Wayne Kluck  
Sue Hamilton (Non Member)  
Floyd Adler

## Evangelism Ministry 2022 Report

Submitted by Cindy Tayler

Our ministry team supports a number of programs and activities that bless our members and community. We are grateful to be able to highlight our beloved quilters, Dining for Eight, and the Living Nativity as a few of the best known and most visible opportunities within the Evangelism Ministry. This year we were inspired to create the community neighborhood outreach movie night as well as an after school program to commence soon with our new apartment complex neighbors. Even in my absence, this ministry team has supported our members and community in spreading God's love through engagement and connection.

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

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

Bob and Greg never leave us without coffee and conversation between services! Summer coffees in the stable were a much needed time for in person fellowship and reconnection this year and continue to be a wonderful opportunity to be Church together between services. Our "normal" gathering for coffee moved from the Fellowship Hall to the narthex because securing Sunday School volunteers has been a challenge, and therefore Sunday School has been held in the Fellowship Hall. We pray that our new normal may soon reveal more volunteers and more in-person activities.

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

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

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

Pastor Katie was instrumental in our efforts to initiate the neighborhood movie nights; these would not have happened without her active and substantial support!

We are very grateful for the concert and generous donation from the Djembe Orchestras of Colorado to support our upcoming after school program plans for our neighborhood children.

As we approach our 37th Living Nativity, we look forward to celebrating our Lord's birth while engaging our community as well as collecting food donations for the OUR Center in coordination with the Missions Ministry.

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

## Bethlehem Communications Committee (BCC) 2022 Report

(A subcommittee of Evangelism Ministry)

Submitted by Tiffany Beisner, Communications Coordinator

### 2022 Members

Tiffany Beisner served as the Communications Coordinator. Other members throughout the year have included: Todd Bishoff, Pr. Katie Chullino, Matt James, Aaron Jurkovich, Jenny Kelley, Bob Lee, Wanda Schnabel, Greg Schumann, and Nancy Tiff. The team embraces the belief all are welcome and invites anyone interested in joining this ministry to contact Tiffany ([communications@bethlehem-lutheran.net](mailto:communications@bethlehem-lutheran.net)) or Pastor Katie ([pastor@bethlehem-lutheran.net](mailto:pastor@bethlehem-lutheran.net)).

### 2022 BCC Projects

- Ongoing Communications: Weekly Bulletin, Weekly Announcement Slides, Weekly Emails, Monthly Star Newsletter, Bethlehem Website and integrated electronic giving, Bethlehem Lutheran Church Youtube channel, the Bethlehem Lutheran Church Facebook (FB) Page (public) and the BCC For All Members Group (private). Keeping these communications current and timely requires many hours of dedication from our team.
- In August we began announcements slides that stream before service and in the narthex during Sundays.
- We created Facebook ads to drive attendance for the Halloween event, Jazz service, Living Nativity, and Christmas service.
- We supported Faith Formation Ministry with FB posts, FB ads, Mailchimp emails, and print media.
- Supported Worship ministry with Master Worship Assistant Schedule, video technology, and assistance where needed.
- Supported Stewardship with Consecration Sunday communications.
- Supported Missions with website contribution pages and information.
- Supported Administration and staff with editing/formatting the Star and weekly announcements, production of the Annual Report, and the use of MailChimp for group emails and position-specific emails for council and staff.
- Conducted a brief training on how to navigate the new website.

### Upcoming & Ongoing Projects:

- Finding software that is versatile and can be used for several tasks to make processes more efficient.
- Transitioning projects to cloud-based programs so that multiple people of the team can access projects. For example, the worship bulletin is now created in Google Docs, and we are transitioning the newsletter to Canva. This way, in someone's absence, projects can still be completed.
- Expansion of our IT structure to permit more document/photo storage; review of our video collection and storage recommendations.
- Research what is needed to produce audio-only versions of services/podcasts.
- Revising Worship Handbook post-pandemic.
- Support Stewardship Committee: upcoming Time & Talent project.
- Support for Council and staff with archiving of documents, videos and photos

## Faith Formation Ministry 2022 Report

Submitted by: Jamie Updegraf, Faith Formation ministry chair, and Gary Knutson, Faith Formation Director

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

### **2023 Administration Goals:**

- Continually take assessment of current state of ministries
- Build Sunday School and Confirmation ministry
- Build Family Ministry
- Build Mentor Ministry during Lent

**Family Sunday ministry:** led by Gary and Pastor Katie

**HIGHLIGHTS:** We started Family Sundays in 2021 for 4th–6th grade families, and as the year unfolded, we found that the ministry was for all aged youth and families. We continued into 2022 and have between 15–18 youth and parents participating each month.

**GOAL FOR 2023:** Continue family Sundays for all aged youth and adults and increase attendance.

### **Generations To Generations**

**Pre-K through 5th grade Sunday school:** led by Gary Knutson, Marisa Carlson (Sunday School Superintendent), Helen Knutson, Brian Carlson and Confirmands.

**Faith Formation Forum** (Generations To Generations ministry) led by Gary

**HIGHLIGHTS:** Gary formed a Faith Formation Facilitators Team for adult education hour consisting of Gary with Mike Smith, Phyllis Wright, Margot Hoffmeyer, Jenny Kelley, Jane Lahman, and Pastor Katie.

**GOALS FOR 2023:** Continue to use all of the lectionary based readings from the week and bring in guest speakers to speak with us and learn.

### **2022 EVENT HIGHLIGHTS:**

- **Easter Extravaganza:** We had over 40 youth and adults attend a fun filled day with an Egg hunt, craft time and games, our Easter story time together was awesome.
- **Family Advent nights** grew from 11 people to 36 through the four weeks in Dec 2021. Family Advent nights will continue in December 2022.
- **Generations To Generations:** Sunday school hour kicked off in August. It was done in a combined group of youth with adults. The feedback has been positive, and we have seen a consistent increase in participation.

**GOAL FOR 2023:** Continuing the combined group gatherings and lessons.

- **Vacation Bible School:** led by Gary with Sue Smith as the VBS Director

**HIGHLIGHTS:** This year's Theme was "Monumental - Celebrating God's Greatness!" Three congregations in total, sharing God's love, helped make VBS a success. (BLC, First Evangelical Lutheran Church and Light of Christ). We hosted a total of 32 registered students and 27 volunteers (youth and adults). Our thanks go out to our station leaders Dave Hooley, Mike Smith, Pam Bishoff, Julie Winter, Karen Aumann, Laura Hoime, Eva Summers, Jenny Kelley, Mary Jane Voogt, Margot Hoffmeyer, and Jill Woodley. We also had the following youth

volunteer their time: Ella J, Thomas H, Lilah C, Lilly, Anna K, Jackson U, Jill U, Kennah and Cassidy B, Kaylyn W, Clara P, Sarah and Maddie W.

GOALS FOR 2023: Gary will continue to lead VBS for the church and community with youth and adult volunteers. VBS 2023 is scheduled for June 26-30.

- **Halloween Trunk or Treat:** We had over 80 youth come through parking lot, and 15 volunteers signed up to decorate their vehicle's trunk and pass out candy. Thank you to Sam Cox for taking pictures!

- **Children's Music Ministry:** We need to assess families' current levels of interest in this ministry and are in need of a person to lead. Due to the pandemic, this program was put on hold and has not started again.

- **Confirmation Ministry:** led by Gary Knutson and Pastor Katie Chullino.

HIGHLIGHTS: Learning events for 6–8th graders resumed in the fall (September 11). The Youth room hosts lunch for the Confirmation Ministry. This summer, several members of the Confirmation group attended Sky Ranch Lutheran Camp for a week in the mountains that included fishing, hiking, crafts, Bible study time, and singing songs around campfires.

GOALS FOR 2023:

- ❖ Incorporate HereWeStand Confirmation ministry and all of its components
- ❖ Attend Sky Ranch Camp in 2023

- **Mentor Ministry:** led by Faith Formation

HIGHLIGHTS: We plan on having a Mentor ministry in 2022 during Lent.

GOAL FOR 2023: Resume program and introduce Lenten Faith Mentoring Ministry (five week program)

- **Senior High:** led by Gary Knutson

HIGHLIGHTS: Christmas party December 2021- four youth attended.

GOALS:

- ❖ 2024 National Youth Gathering
- ❖ Monthly gatherings
- ❖ Build foundation of high school youth ministry through fostering healthy relationships in our Confirmation Ministry (two–four year commitment).
- ❖ Retreats/ Camp

### **Additional Comments**

With the introduction of Gary Knutson as the new full time Faith Formation Director, we were able to bring some energy into the ministry for the year. Sunday school and Confirmation learning events resumed, and we have seen increased participation in other ministry events such as Family Sundays, VBS, and Trunk-or-Treat. Gary continues to contact and connect with families and is gathering feedback to create future plans for the ministry programs. We give thanks for all individuals and ministry teams who have volunteered their time and talents to make our programs happen. We are very excited for what 2023 will bring!

## Cornerstone Preschool at Bethlehem Annual Report

Submitted by Andrea Becker, Director of Cornerstone Preschool at Bethlehem

Greetings from Cornerstone Preschool. This has been a very challenging year for the preschool both financially and personally.

January–May 2022 we had 20 children enrolled in the MWF class and 17 in the T-Th class. Our income was enough to cover our expenses through August. In late August we had nine families withdraw their children from our fall classes for numerous reasons. For example, some of our moms had to go back to work full time and needed full time childcare for their child. Another child continued to have health issues and wasn't able to attend school. Several families had transportation problems with getting their child to and from school so they had to drop out. This has affected our income by about 25–30 percent. We continue to enroll throughout the year to try and keep our numbers up. But this year we have had just one new child enroll since September—which still leaves us with 11 openings that we would have expected to be originally filled in September. Today we enrolled a child that will start on January 9, 2023. As of today (11/29/22), our MWF class has 14 children enrolled and the T-Th class has 16 children enrolled. Ideally we would like to have at least 20 children in each class. We will begin enrolling for fall 2023 on January 9, 2023.

We continue to follow many of the changes we had to make for Covid19 safety. We stayed with our drop-off/pick-up plan for the children because it works so well for everyone. The parents stay in their cars and line up along the playground fence to drop off and pick up their kids. This eliminates parents having to park, get out of their car, and come into the preschool with their child each day. It is much more efficient and takes less time to greet and dismiss the children daily. Also, we no longer use the main restrooms in the hallway. Instead, we have rearranged our potty breaks so we only use the restrooms in the preschool classroom and Fellowship Hall. This is also way more efficient and less time consuming. Another change we made because of Covid19 safety was to put the children in two small groups instead of one large group for most of the day. This allows the teachers to have a closer relationship and better interaction with each child in their care.

At the end of the 2022/23 school year, I will be retiring. Amanda and Crystal intend to continue their work here, and I am completely confident that these two ladies will continue to carry on the great tradition at Cornerstone Preschool at Bethlehem.

There are two things on my wish list to improve the church and preschool. The floor to the entrance of the classrooms is in need of repair. I know there are people working on this, and I hope this can be repaired this coming year. Also, the fence around the playground is in need of great repair or replacement. I'm sure you're aware of these things and are working to improve them. Thanks for your understanding and support in considering these two items.

In January I usually give my teachers a pay increase if we have the money. This year I will have to wait and see how the balance looks before I increase their hourly pay.

We are now required to have a nurse consultant visit the preschool once every three months. The months that she doesn't come to visit the preschool she will set up a phone appointment with me. This will be an added expense for the preschool—the monthly fee is \$75.00 per hour.

I would have to say the best thing about Cornerstone Preschool are the children that come to preschool each day. Their happy hearts and smiling faces make it all worth doing. Cornerstone Preschool is a very unique place. The only way I can explain it is that God is here with us. He has always provided all we have needed for the past 17 years that we have been at Bethlehem. Your support, kindness,

friendship, and willingness to have the preschool at Bethlehem has blessed hundreds of families. There are endless stories about how much this preschool has meant to so many people. It has been such an honor and privilege for me to have served all the families that have come to Cornerstone. Thank you for giving me the opportunity to lead and direct the preschool.

Sincerely,  
Andrea Becker.

## **Preschool Team Report for 2022**

Submitted by Jenny Kelley, recorder

In June of 2022, a Preschool Team was formed with the purpose: to define the relationship between Bethlehem Lutheran Church (BLC) and Cornerstone Preschool at Bethlehem; revise or develop necessary documentation; and establish an ongoing preschool team/advisory board/committee. This was part of an ongoing process to review all associations with Bethlehem.

Members of the Preschool Team for 2022 are:

Pr. Katie Chullino (BLC Senior Pastor)

Andrea Becker (Cornerstone Preschool Director for past 17 years)

Crystal Rieger (teacher at Cornerstone Preschool & parent of former students)

Amanda Bueschen (teacher at Cornerstone Preschool & parent of former students)

Amanda Dawson (BLC Member and parent of young children)

Cathy Goodman (BLC Member with experience in preschool education)

Mark Holste (BLC Council Missions Chair who has served on preschool advisory boards)

Jenny Kelley (BLC Council Secretary as council representative and note taker)

Greg Schumann (ad hoc) (BLC Council Treasurer with council history and financial input)

The team met for three sessions: June 7, June 28, and August 10; the next meeting is scheduled for January 9, 2023, at 7:00 p.m.

After review of all the historical documentation, the team confirmed that the Cornerstone Preschool at Bethlehem is a ministry of BLC and falls under the Faith Formation Ministry (formerly the Education Ministry). The team recommended that the BLC Bylaws be updated to reflect the ministry name change (Education to Faith Formation); this was done at the Special Congregational Meeting in July.

The team is currently working on updating the BLC Staff Handbook and will include the specific needs of the staff of Cornerstone Preschool. Other communication materials will be updated or developed to help further the relationship between BLC as a whole and the ministry of Cornerstone Preschool. There will also be a standing Preschool Advisory Team formed to give ongoing support and advice to the preschool staff. If anyone is interested in serving on this team, please contact Mark Holste or Pr. Katie Chullino.

## Missions Ministry 2022 Report

Submitted by Mark Holste

**Our Center:** Bethlehem supports the Our Center mission to “feed the hungry” and provide for the needs of those in the community.

- Bethlehem provided lunches on four Sundays this year for 69 to 82 people. For each lunch, we received a Thrivent Action Team grant of \$250.
- Dates for 2023 are Sundays: April 23, June 25, September 24 and November 19.
- Missions Ministry and Evangelism will hold a food and toiletries drive on December 18 in conjunction with the Living Nativity to provide supplies for the Our Center pantry. A Thrivent Action Team grant will provide \$250 to purchase supplies and food.

**Annual Mission Trip:** There was not a mission trip in 2022.

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

**HOPE:** This is an outreach program for the homeless. Manna Bible Study provides meals for HOPE on the fourth Tuesday of each month. Meals consist of a main dish, salad and/or vegetables, and a dessert. The meals are prepared and delivered to the Journey Church on Pike Road by a member of Manna. This church is also an overnight shelter for the homeless.

**New Beginnings:** is an ELCA congregation within the walls of the Denver Women’s Correctional Center on Havana Street in Denver.

COVID protocol and staffing issues at the prison have been extremely challenging for those incarcerated, prison staff, and the ministry. The last service there had about 75 attendees and would have had more if more staffing had been available. Pastor Terry has worked within the system (which seems to change weekly) to meet individually and with small groups throughout the COVID issues the past 2 1/2 years. The love demonstrated by the congregation towards each other is amazing to experience.

Pastor Terry has ministered at New Beginnings/DWCC for 10 years and will soon be leaving. She has accepted a call from Evergreen Lutheran Church. Tears were shed by the members of New Beginnings over her departure on November 20 but hope for the future. The call process for the prison is a little different from others; however, the Rocky Mountain Synod is very involved in the process and will proceed as quickly as is prudent.

The current worship time is now set for 2:30 p.m. on Sunday afternoon. Several different bridge pastors will be preaching, which is exciting for the congregation, in addition to Pastors Nadia and Caitlin. Please continue to support and keep New Beginnings in your prayers through this transition.

**The Reentry Initiative:** (TRI) in Longmont continues to provide assistance to men and women recently released from incarceration. Providing clothing, personal hygiene items, counseling and other assistance helps in lowering the recidivism rate in the first year after release. Bethlehem supports this mission outreach through donations to the Share the Grace Reformation Celebration of primarily

clothing and hygiene items.

**Musical Freedom:** is a program inside the Denver Women's Correctional Facility providing piano, violin, viola, cello, and vocal lessons to incarcerated individuals.

**Habitat for Humanity:** Members of Bethlehem have helped St. Vrain Habitat For Humanity for over twenty years. In 2022, we volunteered on six days, (once every other month).

- Saturday, February 26: Our team of five worked on painting the inside of a full length carport and started to build a ramp for a wheelchair at 1014 Mac Davidson Circle in Dacono.
- Saturday, April 30: Our team of five worked on painting the newly completed basement design in the Habitat Office building.
- Saturday, June 25: Our team of four persons worked on laying in the initial floor beams for two homes in the Meadow Brook Development. Naomi Circle members brought a great lunch that served 20 people.
- Saturday, August 27: Our team of six persons worked on the walls of the first pair of homes in the Meadow Brook Development.
- Saturday, October 29: Our team of nine persons worked on various jobs around the six homes now being built in the Meadow Brook development. Habitat had organized a "Blitz Build Day." Three churches, including ours, plus many other individuals, resulted in 40 persons being on site, and a great deal was accomplished.
- Our last Habitat day for 2022 will be Saturday, December 3.

Thank you to all those that came to help us on these days. We will have six days booked for Habitat Build Days in 2023.

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

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

In accordance with these words from Micah, volunteers from our congregation have continued to explore ways to do justice and take care of one another. Early in the year, the SJI group met via Zoom with the pastors of Pueblo de Dios Lutheran Church in Compton, CA, to find ways to support their community. We are also working with LIRS (Lutheran Immigration and Refugee Service) to try to help refugees from Afghanistan and Ukraine. We met with Josh Stallings, a coordinator with CIRC (Colorado Immigrant Rights Coalition), to discuss how we can assist immigrant families in Longmont as well as advocating for legislation that can benefit immigrants.

Our Social Justice Initiative has organized several projects throughout the year. In April, we conducted a Share the Grace project to benefit those affected by the Marshall Fire. We collected close to \$900 in cash and gift cards as well as 300 pounds of food which were sent to Sister Carmen to be distributed to families affected by the fire. In addition, we collected \$1375 for Christ the Servant's Chrysalis Fund which also has a program to get the money into the hands of victims of the Marshall Fire who need it as quickly as possible.

During the church picnic in July, we asked the congregation to help assemble bags of toiletries to be taken to Casa de Paz in Aurora where they will be distributed to immigrants released from detention as they work to reunite with family and friends.

On Reformation Sunday, we organized another Share the Grace event to gather snacks, toiletries and backpacks for Casa de Paz. In addition, we collected cash, gift cards and clothing for New Beginnings

to support detainees when released from the Denver Women's Prison. We also collected cash, gift cards and business casual men's clothing for the Reentry Initiative in Longmont so recently released prisoners will be better prepared to apply for jobs. We had a great response! We collected so many men's clothes for the Reentry Initiative that we could barely get them all in Mike's SUV! We also collected lots and lots of toiletries that we split between the three organizations. People donated about 75 new backpacks, a case of new underwear, and hundreds of snack bars for Casa de Paz. We also collected \$375 in gift cards and \$350 in cash and checks which were split among the groups. We truly are blessed to be a blessing! In addition, Cliff Bars donated three cases of Cliff bars for Casa de Paz.

In November, we repeated the Hope for the Holidays program sponsored by LIRS (Lutheran Immigration and Refugee Service). We again provided Christmas and holiday cards for our congregation and Sunday school children to write notes of encouragement which will be sent to detainees in ICE facilities across the country. Last year we sent 230 cards to LIRS.

The ELCA is developing a social statement on government, civic engagement, and the relationship of church and state. Creating a new social statement takes about five years. The ELCA is currently in the listening stage, and our Social Justice Initiative group met with Holly Massie via Zoom to provide input on what the task force needs to consider in creating this next social statement.

We appreciate the generosity of all those who have supported our projects. Many people have benefitted from your kindness. All are welcome to participate in the Social Justice Initiative meetings. More information is available on the church website and in the *Star*.

**Financial support:** from our Missions budget, funds were provided to these missions: Lutheran Campus Ministry—CU Boulder, Sky Ranch Lutheran Camp, Habitat for Humanity, Our Center, New Beginnings, Hope, Musical Freedom, The Nicaragua Project, and the ELCA Rocky Mountain Synod.

**The Nicaragua Project:** please see this report on page 40.

## Property Ministry 2022 Report

Submitted by Matt James and Pr. Katie Chullino

Throughout 2022 our congregation has moved most activities into the building (or on church grounds), meaning our building has seen much more use and needs much more attention than it probably ever has! This year our property ministry was chaired by Alex Hoime, who re-established clean up days, oversaw sprinkler work, led a major trimming of the hedge along Pratt, and dealt with various issues in the building with the support of other property volunteers. In November, Alex asked to hand the property reins over to another member, and the BLC Council voted to appoint Glen Summers to fill the position for the remainder of the term which will end in December, 2023. Many thanks to Alex for serving in this position this past year and to Glen for serving this next year.

Areas of particular focus this past year have been:

**Outdoors:** A number of clean up days were held this year to pick up leaves and prepare the outdoor space for worship and activities. The lawn care team included members from BLC and Light of Christ and was organized by Bob Lee. Alex Hoime prepared the sprinklers both in the spring and the fall.

**Janitorial:** Regular cleaning is contracted with Golden Bear. Our cleaning schedule changes seasonally based on building usage. The sanctuary is vacuumed weekly by BLC member Pat Goecke. Pastor Katie has served as the point person between BLC Golden Bear.

**Fire/Sprinkler System:** Many of the fire sprinkler components are reaching an age where they need to be replaced. Further, the system has been having some communications issues as well as an air compressor that has been leaking oil for quite some time. All of these items as you might imagine add up to quite the bill. It will be a challenge to determine the best way to accomplish this work to ensure the continued safety of our facility.

**HVAC:** We have 13 different Furnace / Air conditioning units in the building. Some, like the sanctuary, are nice and new. Others however, like the two units servicing the preschool and the fireside rooms are very near the end of their useful life. Quotes to replace the units were again much higher than anticipated and therefore replacement will need to be carefully planned.

**Floor/Foundation:** The preschool classrooms and fireside room off of the fellowship hall were an addition to the building around the 2001 time frame. As might be expected, the building has settled to some degree which has caused some cracking along the joints where the new addition meets the older. This was somewhat stable for many years, but recently with the construction of the new apartment complex, the issue has become significantly worse. Some of these cracks are now significant enough to be considered a tripping hazard which puts the safety of the preschool and others at risk. This is an item of great concern for the preschool that has quite strict licensing requirements that include building maintenance issues like this. A contractor was consulted to determine if lifting the concrete slabs was a viable option. The quote came back significantly higher than expected with several "exclusions" that would only add cost. This will be a project that will require further research and discussion about an optimal solution.

**Vehicles:** Our vehicles were well used this year. The Toyota van was loaned to the Payne family (pastors in our synod) who lost their home and vehicles in the Marshall Fire. After the Toyota was returned, it was taken to camp. Late this summer, we received a request from Casey Shannon, an acquaintance of church members, and the van was loaned to her. In November, Casey inquired about purchasing the Toyota van. After council discussion, we sold the van to her for market value.

Josephine took many trips this year, including: Habitat for Humanity event in Estes Park, a fundraiser for youth meals, inter-generational caroling, a synod gathering, and other small trips with campus ministry and Boulder-Broomfield congregations. Josephine got some new shoes (tires) this year but now needs not one, but two new batteries, just as soon as we can find the second one...

**Continued Projects:** As any homeowner can identify with, the list of "Projects" needing attention around the church is long and growing. Fortunately, we have a group of over 20 folks who have expressed willingness to assist with these projects. We could always use more though! Here are just a handful of the higher priority needs: Men's Restroom Toilet, Josephine battery, Kitchen deep clean, Kitchen big dishwasher, the ghost light, Painting, and many more.

**THANK YOU** to all of the folks who have participated in keeping our building and grounds maintained through the years. And, Thanks! in advance to those who have stepped up to continue this important work.

## Columbarium Oversight Team

Submitted by Pastor Katie

With the blessing of the church council, an oversight team for the Bethlehem Lutheran Church columbarium formed during the Summer/Fall of 2022. A meeting was held on September 4, 2022 and discussions on the following issues began:

1. Niches: When and under what conditions should niches be opened? Who is responsible for opening niches for memorial services and removal of remains? What are the costs of having the niche opened? What are the current engraving costs?
2. Moving/Removing Remains: When and under what circumstances are remains moved or removed? Do our current contracts provide reasonable and accurate instructions for opening a niche and moving remains?
3. Decorations: What do current contracts say about decorations in/on/near the columbarium? What is the history of the decorations at the columbarium?
4. Review current contract/policy: Do all niche owners have current contracts/policies? Do their families, next of kin, or power of attorney have copies?

The Columbarium Oversight Team will continue investigating and discussing these issues in 2023 with the goal of making sure all niche owners have accurate information on Bethlehem's most current policies and practices. We want to make sure that those remains which are entrusted to us are cared for.

The team currently includes: Roberta Fjeld, Shelley, Kunselman, Bob Lee, Coqui Stetson, Jim & Sandy Woodruff, Pastor Katie Chullino.

## Land Stewardship Team Report

Submitted by Chili Chullino

Some of you may remember seeing a call go out for anyone interested in helping BLC investigate some opportunities for our currently underutilized field. Well, we're happy to say that we've been able to put together a fantastic group of folks from BLC & LOC who have helped to narrow the focus onto an opportunity to partner with Growing Gardens.

Until the end of the 2022 growing season, Growing Gardens was partnering with the YMCA at 9<sup>th</sup> Avenue & Lashley Street. Due to the very fortuitous donation of a turf soccer field to the YMCA, Growing Gardens is now looking for a new partner with which to grow healthy, accessible food. We are excited about the prospect of partnering with Growing Gardens as well as others in our community to grow and serve. Keep your eyes open for more information as well as opportunities to engage with the Land Stewardship Team, but know that your thoughts, questions, concerns and/or offers of delicious baked goods are always welcome. The best way to reach out is via [LST@bethlehem-lutheran.net](mailto:LST@bethlehem-lutheran.net), or just snag one of us in person!

Land Stewardship Team

Bill & Sara Knocke, Sandy Burrell, Glenn Summers, Greg Schumann, Matt James, & Chili Chullino

## Stewardship Ministry 2021 Report

Respectfully submitted, Todd Propp, Stewardship Chair

This year we tried a new stewardship campaign called Consecration Sunday. It is a program written by Herb Miller. The program focused on the need of the giver to give as spiritual growth rather than focus on the budget. Specifically we asked members and visitors, "What percentage of my income is God calling me to give?" Giving to God is a personal commitment and is exactly what each of us should prayerfully consider.

The program culminated with a catered all-church Celebration Luncheon on November 13. Guest Pastor Josh Walker preached that day. Thank you, Pastor Josh. A small group of generous and anonymous members contributed more than their fair share to fund this luncheon. Thank you and you know who you are!

The results are positive. Pledges (called commitments this year) increased 17.9% (\$276,709 versus \$234,780 last year), and so far seven more giving units committed this year compared to last year. So, some of the improvement can be attributed to all the hard work of the Stewardship team, council, and leadership, but some may be coming from a "Covid rebound." Regardless, thank you for all your hard work! We may consider doing this program or a modified version of it next year. The Consecration Sunday program could improve in electronic communications, reservations, and forms.

While total pledges and number of giving units is up, we still need to be aware that less than half of our active members commit to consistent giving on which we can base a budget. For all of you who did commit to your Estimate of Giving this fall, thank you from the bottom of my heart (and council's too, I'm sure). Your consistent and generous giving supports all that Bethlehem does inside our walls, in our community, and around the world. If you did not fill out an Estimate of Giving for the coming year, it is not too late—turn one in anytime (cards are available in the church office and online at <https://forms.gle/EfMAjAL244qnYFvp7>). Again, ask yourself, "What % of my income is God calling me to give?" Please just start. God loves a cheerful giver. If you are a consistent giver who chooses not to pledge, thank you for your gifts.

The time and talent survey was neglected again, sorry. I will work with the new chairperson to gather a new survey this coming year. I would especially like to focus on engaging new members.

## Heritage Endowment Fund 2022 Annual Report

Submitted by Greg Schumann, treasurer

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

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

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

The Heritage Funds are available to accept designated funds from memorials, gift contributions, and Choice Dollars. Gifts can be made through the BLC website or by checks made out to Bethlehem Lutheran Church and designated for the Heritage Fund. As these funds grow, only the income generated from the investments can be distributed.

The committee meets quarterly or as needed during the year to review the fund investment performance and determine if there are funds available for distribution. Only the income from the investments can be made available each year. The 2022 committee members are Shelley Kunselman, Roger Lahman, Cindy Pemberton, Glenn Summers, and Pat Wilder.

### Financial Summary of Activity

	<u>Education</u>	<u>Worship</u>
Contributions to the fund	\$ 4,009	\$ 0
Income for the fund	\$ 0	\$ 0
Less fund distributions	\$ 0	\$ 0
Fund Loss	\$ 11,561	\$ 5,441
Balance of the fund on 9-30-2022	\$ 44,327	\$ 22,512

The Thrivent Funds, like most investments in 2022, did not fare very well this year, with an average investment loss of 21% for each fund. Contact our treasurer, Greg Schumann, with any questions or suggestions ([treasurer@bethlehem-lutheran.net](mailto:treasurer@bethlehem-lutheran.net)).

## Worship Ministry 2022 Report

Submitted Jim Woodruff

The second year of my membership on the Congregational Council was one of hope after Covid-19 protocols had stolen so many of the things that had previously been so important for the worship life of the congregation. In retrospect, what happened was the realization of some of them and disappointment with others.

Early in the year it became evident that while we could celebrate communion, one of the most sacred experiences, in the pews, we had waited long enough to do so in the company of the congregation as a whole. With the blessings of Pastor Katie, I set Palm Sunday, April 10, as the target for our first “almost normal” communion celebration in groups at the front. As Pastor said at the time, this “will require: altar guild volunteers (sorry Greg), ushers (at least two per service), and communion assistants (two–five per service, depending on attendance; later rebranded communion ministers), as well as the option for communion kits in the pew.” Since none of these had been required since the pandemic changed the way we worshiped, it became a race against the clock to obtain enough volunteers to pull it off. We did it, and as Pastor Katie remarked, “I’m looking forward to an almost/new normal Easter!”. This is when I realized that when the need is there and desired, this congregation will come through. As an example, an ad-hoc choir performed on Easter Sunday, and the Pentecost Mile High Jazz service returned in June.

Late spring, summer, and into fall saw the return of outdoor (second) services. These were well received and have become a staple which will probably continue even if/when Covid no longer is a factor.

October saw the first performance of the Good News Singers, a gospel group with plans to become a one Sunday a month event. This was followed by the return of the Mile High Jazz band for the All Saints Sunday performance, as well as the choir to again support the congregation at this popular event.

The Advent season is upon us as this is being written, and our Chrismon Tree was raised during the week prior to the first Advent service. Advent plans are progressing well to include not only Sundays, but also the Wednesday Holden evening services, followed by the Children’s program and the three Christmas eve services.

So while there have been a lot of positives, one of the programs that has been a highlight in previous years has only progressed in fits and starts. That would be the music program which has suffered through the pandemic, along with others, due to a lack of giving and subsequent lack of staff to implement it fully. Very recently we have been blessed with a very qualified volunteer within the congregation, to improve the choir to a place of confidence with regular performances. At this point, we wait to see if rehearsal and service attendance supports our hopefulness.

At this point in penning the annual report, it is common to recognize the volunteers who do so much to make worship services happen—both in planning and serving in the various regular and special services. Instead of naming all of you, and with unbelievable gratitude for all, I would like to honor the various worship volunteers by simply listing the size of the different groups who make this job possible. But first, we are truly blessed to have a grand total of 71 individuals, several of whom serve in more than one group. The roster number in these groups are, in no particular order: Altar Guild–3, A/V

Team—3, Assisting Ministers—16, Cantors—8, Children’s Message.—5, Communion Ministers—17, Greeters—39, Ushers—24, and Choir: the potential for 20.

So thanks to these, along with the staff who are so important in supporting and making possible worship activities, we can truly look for an even better 2023. Thank you Ray, Nancy and Tiffany for everything. Pastor Katie, you know how much I have enjoyed and relied on you for these two years. Very simply...we are blessed to have you!

## The Nicaragua Project 2022 Annual Report

Submitted by Mark Holste

It has been a very successful year for our ministry, as far as raising funds to financially support our preschool in Somoto, Nicaragua. God continues to raise up people who give generously to this ministry. Because of this, our preschool continues to thrive, providing excellent teachers and a top notch preschool curriculum to the children in the surrounding neighborhoods who attend.

We have over 80 children registered; however with the recent pandemic, the number of students attending each day can fluctuate. Students who miss school will still receive the school activities delivered to their homes, and their parents will often come to the school to get the food during meal time and take it back to their homes to feed their children.

Marta and Candida continue to provide leadership for the school. We often ask them to give us ideas as to what they need and how we can make improvements to the facility so that they can have an excellent school environment. This year we provided funds to upgrade the kitchen and to build new restrooms for the children and the staff.

Several of our scholarship students graduated from secondary school this year, and some are moving on to the University level. Ivania is entering the field of medicine. Ivania is quite a success story. She comes from a very impoverished family and entered our program at the preschool level. She is now a straight 'A' student and is graduating with honors. Our scholarship program is very successful, and we are seeing many of our students who began their preschool with a scholarship, are now attending and completing degrees at the University level.

Dr. Cristel, our resident dentist and former scholarship student, continues to provide free or reduced cost dental work to those in the community who cannot afford it. As a board, we decided to formally invite Cristel to become a member of our ministry staff. She gladly accepted, and we provide her with funds to support her efforts to provide dental work to the poor and needy. She often sends us before and after photos of the excellent work she is providing.

Earlier this year, it came to our attention that a young mother, Milagros, and her three children, were homeless, and living under a tree, covering themselves with a plastic tarp when it rained. As a board, we decided to let our supporters know of this need and give them an opportunity to help us raise the money to build them a house. Not surprising, there was quite a response to meet this need, and we very quickly raised the \$9,000 needed to build a house for them, which included indoor water and toilet.

In closing, we would like to thank you all for supporting this wonderful ministry. God continues to bless our efforts to serve Him, by serving the families in Somoto. It is our hope that several of us can make the trip down there this coming year and see face to face the fruits of our ministry. Until then, may God richly bless you and your families as we partner in this work.

**THE NICARAGUA PROJECT**  
**2022 Statement of Activity**

	<u>30-Nov-22</u>	<u>31-Dec-21</u>
<b>Contributed Income</b>		
ANNIFU Support (Keep school operating)	\$16,777.43	\$46,765.55
Fair Trade	\$0.00	\$0.00
Houses Barrio	\$0.00	\$5,558.00
Special Projects - House, School Updates	\$25,874.90	\$7,690.00
Dental Mission	\$1,350.00	\$2,745.00
Roofs	\$2,000.00	\$1,500.00
Scholarships	\$3,467.80	\$6,550.00
Water Filters		
Undesignated Mission - Cash (unrestricted)	-\$343.00	\$1,289.00
Memorial Funds		
Administration	\$300.00	\$624.00
<b>Total Contributed Income</b>	<u><b>\$49,427.13</b></u>	<u><b>\$72,721.55</b></u>
<b>Expenses</b>		
ANNIFU Support (Keep school operating)	\$32,269.64	\$38,768.79
Fair Trade	\$0.00	\$0.00
Houses Barrio	\$0.00	\$10,458.00
Special Projects - House, School Updates	\$19,396.65	\$7,690.00
Dental Mission	\$2,225.00	\$1,687.00
Roofs	\$2,000.00	\$1,500.00
Scholarships	\$4,382.94	\$7,720.00
Water Filters	\$0.00	\$0.00
Undesignated Mission - Cash (unrestricted)	\$0.00	\$903.11
Memorial Funds	\$0.00	\$0.00
Administration	\$360.00	\$644.03
<b>Total Expenses</b>	<u><b>\$60,634.23</b></u>	<u><b>\$69,370.93</b></u>
<b>Change in Net Assets</b>	<b>-\$11,207.10</b>	<b>\$3,350.62</b>
<b>Net Asssets (Beginning)</b>	<b>\$86,510.52</b>	<b>\$83,159.90</b>
Change in Net Assets	-\$11,207.10	\$3,350.62
<b>Net Assets (ending)</b>	<u><b>\$75,303.42</b></u>	<u><b>\$86,510.52</b></u>

**2022 Statement of Financial Position**

**Assets**

Undesignated Mission - Cash (unrestricted)	\$42.89	\$385.89
Designated Funds		
ANNIFU Support (Keep School Operating)	\$53,805.65	\$69,297.86
Fair Trade	\$982.00	\$982.00
Houses Barrio	\$0.00	\$0.00
Special Projects	\$6,478.25	\$0.00
Dental Mission	\$183.00	\$1,058.00
Roofs	\$0.00	\$0.00
Scholarship (for Tuition and Licenses)	\$13,069.86	\$13,985.00
Water Filters	\$632.93	\$632.93
Memorial Funds	\$0.00	\$0.00
Administration	\$108.84	\$168.84
<b>Total Assets</b>	<u><b>\$75,303.42</b></u>	<u><b>\$86,510.52</b></u>

## Nominating Committee 2022 Report

The members of the 2022 Nominating Committee are Shirley Kasperbauer, Shelley Kunselman, Sabrina Lee, Sue Smith, and Pastor Katie Chullino.

The committee presents the following slate for election to Bethlehem Congregation Council in 2023:

- President: Mark Holste, (one year term)
- Vice President: Steven Dawson, (one year term)
- Treasurer: Greg Schumann, (one year term)
- Secretary: Cindy Thompson, (one year term)
- Stewardship: Mike Smith, (two year term)
- \*Missions: Cathy Goodman, (two year term)
- Worship: Sabrina Lee, (two year term)

Current Council Remaining in Positions for 2023:

- Faith Formation Chair: Jaime Updegraff, 1 year remaining
- Evangelism Chair: Cindy Tayler, 1 year remaining
- \*\*Property Chair: Glenn Summers, 1 year remaining

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

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

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

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

The committee presents the following slate for election to the Synod Assembly representatives for 2022: Sue and Mike Smith

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

- Erik Kittelberger
- Candy Tiff

The following are incumbent members of the Heritage Endowment Committee:

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

## 2023 Proposed Budget

The following Proposed Budget for 2023 is submitted, on behalf of the Church Council, by Greg Schumann, Bethlehem Lutheran Church Treasurer.

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

### Key Points for the 2023 Budget

- - We have no mortgage. It was paid off in 2021. This question came up again recently so it is appropriate to include that in this summary.
  - The income for the budget was calculated by averaging the previous two years and having good faith estimates based on current trends for an increase in giving.
  - The General Fund is the dollars that pay for the vast majority of our programs, our staff, our building and our benevolence. Without a solid general fund, “money asks” increase or program/benevolence decrease.
  - The proposed budget does not include any increase in staff salaries. Though everyone’s expenses have increased, we did not have enough in income projections to safely allow for increases.
  - Included in the Staff section is a line item called Staff Realignment. This has been purposefully placed there. Our Office Coordinator is moving to part time early in 2023. We do not have a solid answer as to how to fill in the functions that will be passed along to others. We also have significant dollars being spent on janitorial services as well as standard repairs. There are discussions taking place on how this may be rearranged in order to better meet the needs of Bethlehem. These dollars ensure that we can move forward as needed and have the budget to support it.
  - The budget included moving \$500 per month into the Capital Improvement Fund. This was originally left out of this year’s budget due to dollar constraints, however added back in when more pledges were sent in.
  - Most of the ministry budgets have been cut in some way, in order to more accurately reflect the dollars available. Some of the line items were reduced due to non-expenditure of funds in 2022.
  - 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.

Bethlehem Lutheran Church						
2023 General Fund Budget prep						
Account #	Account Name	2020	2021	2022	2022	2023
		Actuals	Actuals	Actuals 11/22	Budget	Budget
<b><u>General Fund Income</u></b>						
4.01.4006	General Fund Giving	432,976.00	390,546.03	275,942.20	405,792.00	376,977.00
4.01.4007	Loose Plate Giving	3,053.00	1,257.00	3,266.50	1,200.00	2,500.00
4.01.4010	Holiday Special Giving	2,845.00	1,325.00	1,155.00	1,300.00	1,500.00
	<b>Total Giving Income</b>	<b>438,874.00</b>	<b>393,128.03</b>	<b>280,363.70</b>	<b>408,292.00</b>	<b>380,977.00</b>
4.01.1030	Wells Fargo Gains/Losses	406	(354.97)	-	-	-
4.01.4001	Light of Christ Covenant	22,008.00	22,008.00	18,340.00	22,008.00	22,008.00
4.01.4002	Cornerstone Preschl Fund Transfer	1200	-	-	-	-
4.01.4011	Bank Interest Income	298	200.52	94.19	200.00	100.00
4.01.4020	Room Use	430.00	531.00	590.00	500.00	500.00
4.01.4031	Misc Inc. C120, CC Inc, VBS 2021	-270.00	17,785.87	-	-	-
	<b>Total Other Income</b>	<b>24,072.00</b>	<b>40,170.42</b>	<b>19,024.19</b>	<b>22,708.00</b>	<b>22,608.00</b>
	<b>Total Gen Fund Income</b>	<b>462,946.00</b>	<b>433,298.45</b>	<b>299,387.89</b>	<b>431,000.00</b>	<b>403,585.00</b>
<b><u>General Fund Expenses</u></b>						
5.01.5021	Admin-Postage	2,244.00	2,235.70	775.00	2,200.00	1,500.00
5.01.5031	Admin-Office Supplies	2,494.00	2,721.92	1,789.76	2,500.00	2,000.00
5.01.5051	Admin-Conferences & Conventions	240.00	1,191.50	1,635.00	1,200.00	1,500.00
5.01.5053	Admin-Council Retreat	-	-	-	-	-
5.01.5075	Admin-Miscellaneous	1,666.00	1,227.50	1,500.51	744.00	744.00
5.01.5076	Admin-Contract Web Design/Mntnc	(198.00)	-	-	-	-
5.01.5077	Admin IT/ Equipment	3,098.00	678.83	219.97	2,000.00	500.00
5.01.5078	Admin-IT/Web Support	799.00	349.90	-	2,096.00	96.00
5.01.5079	Admin-IT/Software	2,104.00	4,164.38	3,241.45	4,299.00	4,049.00
5.01.5080	Admin-Office Equipment Maint.	3,930.00	5,243.79	6,099.06	5,202.00	3,582.00
5.01.5081	Admin-Phone	549.00	834.40	284.70	780.00	660.00
5.01.5083	Admin-Certificates, etc.	-	-	-	-	-
5.01.5090	Admin-Misc. Bank Charges	270.00	417.80	368.01	400.00	400.00
5.01.5095	Admin-Vanco Web-Pay Fee Expense	1,682.00	1,552.57	818.38	1,600.00	1,600.00
5.01.5096	Admin-Credit Card Miscellaneous	7.00	125.11	24.76	-	-
5.07.2000	Admin/Reimbursement Expenses	23.00	-	(2,690.85)	25.00	25.00
	<b>Total Administration Expense</b>	<b>18,908.00</b>	<b>20,743.40</b>	<b>14,065.75</b>	<b>23,046.00</b>	<b>16,656.00</b>
5.01.5315	Mission-ELCA Rocky Mtn. Synod	23,200.00	22,600.00	16,666.70	20,000.00	17,332.00
5.01.5321	Mission-Lutheran Ranches of the Rockies	500.00	500.00	250.00	500.00	250.00
5.01.5352	Mission-World Mission Support	-	-	-	-	-
5.01.5371	Mission-Lutheran Campus Ministry Bolldr	1,000.00	1,000.00	250.00	500.00	250.00
5.01.5391	Mission-Habitat Humanity	1,000.00	1,000.00	500.00	1,000.00	500.00
5.01.5392	Mission-New Beginnings (Women's Prison)	1,000.00	1,000.00	500.00	1,000.00	500.00
5.01.5397	Mission-Local Mission Programs	750.00	750.00	(9.42)	1,250.00	750.00
5.01.5601	Mission - Nicaragua	1,000.00	1,000.00	500.00	1,000.00	500.00
5.01.5611	Mission-OUR Center	500.00	500.00	250.00	500.00	250.00
5.01.5612	Mission-OUR Center Lunches	-	-	-	-	-
5.02.0301	Mission/Coffee Sales Expense	(101.00)	-	-	-	-
	<b>Total Mission Expense</b>	<b>28,849.00</b>	<b>28,350.00</b>	<b>18,907.28</b>	<b>25,750.00</b>	<b>20,332.00</b>
5.01.5401	Property-Improvement/Repairs	7,721.00	11,504.73	7,802.70	10,000.00	10,000.00
5.01.5409	Property-Miscellaneous	537.00	112.82	46.97	300.00	300.00
5.01.5411	Property-Insurance	12,059.00	13,308.75	10,529.25	13,500.00	13,500.00

Account #	Account Name	2020	2021	2022	2022	2023
		Actuals	Actuals	Actuals 11/22	Budget	Budget
5.01.5421	Property-Utilities	17,464.00	21,362.46	20,184.22	22,000.00	22,000.00
5.01.5425	Property-Janitorial Services	10,010.00	11,141.72	8,903.16	12,000.00	12,000.00
5.01.5431	Property-Janitor Supplies	500.00	1,284.54	681.87	1,300.00	1,300.00
5.01.5451	Property-Equipment Maintenance	1,394.00	835.00	-	1,000.00	1,000.00
5.01.5472	Property-Snow Removal	3,220.00	2,425.00	3,045.00	2,500.00	3,000.00
5.01.5473	Property-Lawn Maintenance	1,269.00	864.70	787.20	1,000.00	750.00
5.01.5474	Property-Trash Removal	1,206.00	1,454.50	1,265.50	1,500.00	1,500.00
5.01.5481	Property-Bus/Van Insurance	1,624.00	1,671.00	1,411.00	1,675.00	1,675.00
5.01.5482	Property-Bus/Van Maintenance & Exp.	567.00	383.04	695.34	500.00	500.00
5.01.5498	Property - Mortgage Interest	1,911.00	543.83	-	-	-
5.01.5499	Property-Mortgage Principal	41,262.00	33,788.46	-	-	-
5.01.5500	Property-HVAC Annual Maintenance		4,537.96	3,824.95	5,100.00	5,000.00
5.08.1002	Property- Mission House	-	275.00	-	-	-
	Camera Security System		-	-	250.00	250.00
	Transfer funds to Capital Improvement		-	4,500.00	6,000.00	6,000.00
5.08.0320	Property- Community Garden	-	-	-	-	-
	<b>Total Property Expense</b>	<b>100,744.00</b>	<b>105,493.51</b>	<b>63,677.16</b>	<b>78,625.00</b>	<b>78,775.00</b>
5.01.5231	Evan-Advertisement	1,261.00	1,039.04	689.04	2,000.00	1,000.00
5.01.5262	Evan-Living Lutheran	-	-	-	-	-
5.01.5270	Evan-Miscellaneous	-	105.00	-	150.00	-
5.01.5277	Evan-Community Outreach	88.00	-	44.74	600.00	600.00
5.12.0303	Evan/Prayer Shawl Expense	-	-	7.99	-	-
5.12.0315	Evan/Outreach Expense	-	(935.10)	139.98	-	-
5.12.1003	Evan/Cards, Cookbooks Expenses	(96.00)	(70.00)	31.50	-	-
5.12.1004	Evan/After School Snack Program Expenses					600.00
	<b>Total Evangelism Expense</b>	<b>1,253.00</b>	<b>138.94</b>	<b>913.25</b>	<b>2,750.00</b>	<b>2,200.00</b>
5.01.5501	Staff-Pastor Salary	35,249.00	45,724.00	38,106.26	45,861.00	45,861.00
5.01.5502	Staff-Pastor Self Employed SS	-	-	-	-	-
5.01.5503	Staff-Pastors Ministry Expense	26.00	162.88	55.00	500.00	500.00
5.01.5504	Staff-Pastor's Supp'l Disabil	-	-	-	-	-
5.01.5505	Staff-Pastors Housing Allow	6,729.00	8,500.08	7,274.74	8,755.00	8,755.00
5.01.5506	Staff-Pastor's Education Expense	127.00	229.97	842.77	1,000.00	1,000.00
5.01.5507	Staff-Pastors Pension / Med	18,850.00	24,439.16	19,166.47	25,184.00	25,184.00
5.01.5520	Staff-Dir. of Faith Formation	34,258.00	42,949.65	37,500.00	45,000.00	45,000.00
5.01.5522	Staff-Dir. of Faith Formation Expense	128.00	1,370.55	362.93	500.00	500.00
5.01.5523	Staff-Dir. of Faith Formation Med/Pension	3,113.00	4,542.88	11,055.00	15,066.00	15,066.00
5.01.5530	Staff-Sunday School Program Coordinator	3,950.00	-	-	-	-
5.01.5533	Staff-FF Assistant	1,674.00	-	-	-	-
5.01.5539	Staff-Communications Coordinator	-	13,173.46	14,244.08	17,143.00	17,143.00
5.01.5541	Staff-Office Coordinator Salary	25,979.00	32,815.92	28,085.50	33,801.00	33,801.00
5.01.5542	Staff-Office Coordinator- Pension/ Med	11,207.00	14,239.56	11,684.80	14,668.00	8,668.00
5.01.5551	Staff- Musician	17,124.00	21,630.00	18,511.90	22,279.00	22,279.00
5.01.5561	Staff-Worship Director	22,035.00	21,270.06	-	18,000.00	2,400.00
5.01.5571	Staff-Nursery Attendant(s)	2,308.00	-	-	500.00	-
5.01.5581	Staff-Bookkeeper Salary	10,608.00	14,625.12	12,516.82	15,064.00	15,064.00
5.01.5583	Staff-Church Windows Coordinator	-	-	-	-	-
5.01.5584	Staff- Intern	4,500.00	14,400.00	-	-	-
5.01.5585	Staff- Intern Housing	4,682.00	10,006.84	-	-	-
5.01.5586	Staff-Intern Expenses	1,512.00				
	Staff-realignment		-	-	-	12,500.00
	<b>Total Salary/Wages</b>	<b>204,059.00</b>	<b>270,080.13</b>	<b>199,406.27</b>	<b>263,321.00</b>	<b>253,721.00</b>
5.01.5595	Staff-FICA Employer Share	13,754.00	17,163.05	12,674.24	17,657.00	17,250.00

Account #	Account Name	2020	2021	2022	2022	2023
		Actuals	Actuals	Actuals 11/22	Budget	Budget
5.01.5596	Staff-Workman's Comp	1,624.00	1,694.25	1,417.75	1,751.00	1,751.00
	<b>Total Staff Expense</b>	<b>219,437.00</b>	<b>288,937.43</b>	<b>213,498.26</b>	<b>282,729.00</b>	<b>272,722.00</b>
	Stewardship Program					100.00
5.01.5701	Stew-Offering Envelopes	789.00	708.81	(1,122.21)	700.00	700.00
	<b>Total Stewardship Expense</b>	<b>789.00</b>	<b>708.81</b>	<b>(1,122.21)</b>	<b>700.00</b>	<b>800.00</b>
5.01.5801	Worship-Music	344.00	42.84	162.00	1,200.00	400.00
5.01.5831	Worship-Altar Care	1,417.00	(368.12)	388.19	500.00	500.00
5.01.5835	Worship-Musicians	-	250.00	1,500.00	3,000.00	3,000.00
5.01.5845	Worship- Materials	1,900.00	1,032.88	1,504.36	2,000.00	2,000.00
5.01.5857	Worship-Nursery Supplies	-	9.27	-	300.00	300.00
5.03.0313	Worship/Altar Flowers Expense	200.00	378.35	-	200.00	500.00
	<b>Total Worship Expense</b>	<b>3,861.00</b>	<b>1,345.22</b>	<b>3,554.55</b>	<b>7,200.00</b>	<b>6,700.00</b>
5.01.5101	FF-Sunday School	1,478.00	1,301.67	596.77	1,500.00	800.00
5.01.5131	FF-Vacation Bible School	3,000.00	1,300.00	2,186.12	3,000.00	2,200.00
5.01.5141	FF-Confirmation	92.00	461.05	386.38	1,000.00	500.00
5.01.5151	FF-Adult Education	24.00	295.00	40.41	500.00	100.00
5.01.5161	FF First Communion				250.00	-
5.01.5171	FF-Women's Retreat	-			250.00	-
5.01.5181	FF-Special Events			(50.00)		
5.01.5901	Faith Formation-Retreats / Activities	88.00	-	968.50	-	-
5.01.5911	Faith Formation-Camping Scholarships	(45.00)	600.00	435.00	1,500.00	800.00
5.01.5932	Faith Formation-Adult Leader Expenses	51.00	.	395.00	500.00	500.00
5.01.5933	Faith Formation-Household Ministry	1,290.00	420.27	294.99	1,000.00	500.00
5.01.5934	Faith Formation Confirmation Mentor	54.00	-	-	200.00	-
5.01.5935	Faith Formation-Young Adult Ministry	-	-	-	-	-
5.01.5936	Faith Formation-Ministry Expense	212.00	210.19	-	500.00	-
5.05.1810	Faith WOW Bible study Expense	-	(50.00)			
5.05.0314	FF/Education Fund Expense	(609.00)	-	-	-	-
5.05.1932	D-FF/Youth - Registrations and Fees	200.00	-	-		
	<b>Total Faith Formation Expense</b>	<b>5,835.00</b>	<b>4,538.18</b>	<b>5,253.17</b>	<b>10,200.00</b>	<b>5,400.00</b>
	<b>Total Gen Fund Expenses</b>	<b>379,676.00</b>	<b>450,255.49</b>	<b>318,747.21</b>	<b>431,000.00</b>	<b>403,585.00</b>
	<b>Diff in General Operating Fund Only</b>	<b>83,270.00</b>	<b>(16,957.04)</b>	<b>(19,359.32)</b>	<b>-</b>	<b>-</b>

**Bethlehem Lutheran Church**  
2023 Designated Funds Budget prep

Account #	Account Name	2020	2021	2022	2022	2023
		Actuals	Actuals	Actuals 11/22	Budget	Budget
<b><u>Designated Fund Income</u></b>						
4.07.2000	Admin Reimbursement Fund Income			-	-	-
4.07.2050	Admin/Thrivent Choice Fund Income	3,534.00	3,084.00	3,540.00	3,200.00	3,000.00
	<b>Total Designated Admin Income</b>	<b>3,534.00</b>	<b>3,084.00</b>	<b>3,540.00</b>	<b>3,200.00</b>	<b>3,000.00</b>
4.12.0303	Evan/ Prayer Income	325.00	-	10.00		
4.12.1001	D-Evan/Quilts, Pillows Income, cook, outreach	1,400.00	583.15	680.00	550.00	600.00
4.12.1002	D-Evan/Naomi Circle Income	249.00	454.00	316.00	450.00	300.00
4.12.1210	D-Evan/ Kitchen Income	71.00	7.00	5.00	-	-
4.12.1211	D-Evan/Funeral Fund Income	321.00	-	-	-	-
4.12.1004	D-Evangelism After School Snack program			1,399.00		
	<b>Total Dsgntd Evangelism Income</b>	<b>2,366.00</b>	<b>1,044.15</b>	<b>2,410.00</b>	<b>1,000.00</b>	<b>900.00</b>
4.05.0314	FF/Education Fund Income	-	-	64.70	-	75.00
	<b>Total Dsgntd Faith Formation Income</b>	<b>-</b>	<b>-</b>	<b>64.70</b>	<b>-</b>	<b>75.00</b>
4.08.1001	R-Property/Columbarium Income	400.00	1,000.00	-	400.00	400.00
4.08.0317	Property/Bus Income		-	299.88	-	-
	<b>Total Designated Property Income</b>	<b>400.00</b>	<b>1,000.00</b>	<b>299.88</b>	<b>400.00</b>	<b>400.00</b>
4.05.1001	D-FF/Youth Bank Investment Account Income	-	5.00	-	5.00	5.00
4.05.1911	D-FF/Youth Fundraising Income	-	125.00	-	1,500.00	1,500.00
4.05.1931	D-FF/Youth Fund Income	5,017.00	3,409.35	3,781.59	2,000.00	3,000.00
	<b>Total Dsgntd Youth Faith Formation Income</b>	<b>5,017.00</b>	<b>3,539.35</b>	<b>3,781.59</b>	<b>3,505.00</b>	<b>4,505.00</b>
4.03.0300	D-Worship/Revelation Choir Income	-	-	-	-	-
4.03.0301	D-Worship/Children's' Music Income	-	-	-	-	-
4.03.0307	D-Worship/Video ministry Income	-	-	-	-	-
	<b>Total Dsgntd Worship Income</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
4.02.0305	D-Mission/Mission Trips Income	952.00	100.00	-	6,220.00	6,000.00
4.02.0308	D-Mission/Atwood Shelter Income	-	-	-	-	-
4.02.1530	D-Mission/Agape-Benevolence Income	5,186.00	2,397.00	1,136.50	2,600.00	1,500.00
	<b>Total Designated Mission Income</b>	<b>6,138.00</b>	<b>2,497.00</b>	<b>1,136.50</b>	<b>8,820.00</b>	<b>7,500.00</b>
4.15.001	<b>Capital Improvements</b>	1,950.00	1,126.50	8,073.00	1,200.00	1,200.00
4.15.0002	<b>Playground Fund</b>		30000.00	-		
	<b>Total Designated Income</b>	<b>19,405.00</b>	<b>42,291.00</b>	<b>19,305.67</b>	<b>18,125.00</b>	<b>17,580.00</b>
	Memorial Fund - Other	6,000.00	6,680.00	6,140.00	6,000.00	6,000.00
	<b>Total Dsgntd Memorial Income</b>	<b>6,000.00</b>	<b>6,680.00</b>	<b>6,140.00</b>	<b>6,000.00</b>	<b>6,000.00</b>
		-	-	-	-	-
		-	-	-	-	-
4.04.1009	Education Fund Gains/Losses	6,615.00	4,068.58	(11,561.16)	4,000.00	1,500.00
4.04.1021	Worship Fund Gains/Losses	2,605.00	1,380.82	(1,432.58)	1,400.00	1,000.00
	<b>Total Dsgntd Endowment</b>	<b>9,220.00</b>	<b>5,449.40</b>	<b>(12,993.74)</b>	<b>5,400.00</b>	<b>2,500.00</b>
	<b>Total Income</b>	<b>34,625.00</b>	<b>54,420.40</b>	<b>12,451.93</b>	<b>29,525.00</b>	<b>26,080.00</b>

Account #	Account Name	2020	2021	2022	2022	2023
		Actuals	Actuals	Actuals 11/22	Budget	Budget
<b>Designated Fund Expenses</b>						
5.07.2050	Admin/Thrivent Choice Fund Expense	2,494.00	2,240.50	5,008.86	2,250.00	2,250.00
	<b>Total Designated Admin Expenses</b>	<b>2,494.00</b>	<b>2,240.50</b>	<b>5,008.86</b>	<b>2,250.00</b>	<b>2,250.00</b>
5.02.0305	D-Mission/Mission Trips Expenses	4,903.00	400.00	-	6,570.00	6,000.00
5.02.0308	D-Mission/Atwood Shelter Expense	45.00	-	-	-	-
5.02.1530	D-Mission/Agape-Benevolence Expenses	1,563.00	2,890.55	3,367.91	2,650.00	1,500.00
	<b>Total Dsgntd Mission Expenses</b>	<b>6,511.00</b>	<b>3,290.55</b>	<b>3,367.91</b>	<b>9,220.00</b>	<b>7,500.00</b>
5.08.1001	R-Property/Columbarium Expenses	-	-	-	-	-
	<b>Total Dsgntd Property Expense</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
5.12.1001	D-Evan/Quilters Expenses	202.00	727.38	153.29	725.00	600.00
5.12.1002	D-Evan/Naomi Circle Expenses	364.00	194.99	429.24	200.00	300.00
5.12.1210	D-Evan/Kitchen Expenses	280.00	117.50	-	250.00	250.00
5.12.1211	D-Evan/Funeral Fund Expense	184.00	-	-	-	-
	<b>Total Dsgntd Evangelism Expenses</b>	<b>1,030.00</b>	<b>1,039.87</b>	<b>582.53</b>	<b>1,175.00</b>	<b>1,150.00</b>
5.03.0300	D-Worship/Revelation Choir Expenses	-	255.00	-	-	-
5.03.0301	D-Worship/Children's' Music Expenses	-	-	-	-	-
5.03.0307	D-Worship/Video ministry Exp	-	-	-	-	-
5.03.0307	D-Worship/Hand bells Exp	-	-	-	-	-
	<b>Total Dsgntd Worship Income</b>	<b>-</b>	<b>255.00</b>	<b>-</b>	<b>-</b>	<b>-</b>
5.05.1220	D-FF/Women's Retreat Expenses	-	-	-	-	-
5.05.1120	D-FF/Hilddreth Scholarship Expenses	-	-	-	-	-
	<b>Total Dsgntd Faith Formation Expense</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
5.05.1001	D-FF/Youth/Bank Investment Expense	-	-	-	125.00	-
5.05.1911	D-FF/Youth Fundraising Expense	-	-	-	125.00	-
5.05.1931	D-FF/Youth Fund Expenses	3,848.00	1,587.25	(757.44)	917.00	917.00
5.05.1932	D-FF/Youth - Registrations and Fees	-	-	-	-	-
	<b>Total Dsgntd Youth Faith Formation Expense</b>	<b>3,848.00</b>	<b>1,587.25</b>	<b>(757.44)</b>	<b>1,167.00</b>	<b>917.00</b>
5.15.0002	<b>Playground Expense</b>		<b>30,000.00</b>	<b>-</b>		
5.15.0001	<b>Capital Improvements Expenses</b>	<b>29,795.00</b>	<b>17,328.35</b>	<b>482.95</b>	<b>-</b>	<b>-</b>
	<b>Total Designated Expenses</b>	<b>43,678.00</b>	<b>55,741.52</b>	<b>8,684.81</b>	<b>13,812.00</b>	<b>11,817.00</b>
	MF-Others	6,000.00	1,926.60	1,597.99	2,000.00	6,000.00
	<b>Total Dsgntd Memorial Expenses</b>	<b>6,000.00</b>	<b>1,926.60</b>	<b>1,597.99</b>	<b>2,000.00</b>	<b>6,000.00</b>
Various	Ann Thompson	0	0			
	PPP	-	-	-	-	-
	<b>Total Dsgntd Bequest Expense</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
5.04.1010	R-Endowment Education Fund Distribution	4,000.00	8,000.00	-		
5.04.1020	R-Endowment Worship Fund Distribution	264.00	-	-		
	<b>Total Endowment Expenses</b>	<b>4,264.00</b>	<b>8,000.00</b>	<b>-</b>	<b>8,000.00</b>	<b>2,000.00</b>
	<b>Total Expenses</b>	<b>53,942.00</b>	<b>65,668.12</b>	<b>10,282.80</b>	<b>23,812.00</b>	<b>19,817.00</b>
	<b>Difference Designated Funds Only</b>	<b>(19,317.00)</b>	<b>(11,247.72)</b>	<b>2,169.13</b>	<b>5,713.00</b>	<b>6,263.00</b>

Bethlehem Lutheran Church						
2023 Budget prep						
Account #	Account Name	2020	2021	2022	2022	2023
		Actuals	Actuals	Actuals 11/22	Budget	Budget
<b><u>Preschool Income</u></b>						
4.26.1000	R-Preschool Tuition	55,716.00	71,917.50	57,732.00	73,120.00	73,120.00
	<b>Total Preschool Income</b>	<b>55,716.00</b>	<b>71,917.50</b>	<b>57,732.00</b>	<b>73,120.00</b>	<b>73,120.00</b>
	<b>Total Income</b>	<b>55,716.00</b>	<b>71,917.50</b>	<b>57,732.00</b>	<b>73,120.00</b>	<b>73,120.00</b>
<b><u>Preschool Expenses</u></b>						
5.25.1006	R-Preschool Staff-Teacher #3	-	-	-		
5.26.1004	R-Preschool Staff-Teacher #2	6,800.00	7,900.75	6,493.50	7,900.00	7,900.00
5.26.1007	R-Preschool Staff-Teacher #4	8,058.00	9,450.00	7,897.50	9,450.00	9,450.00
5.26.1200	R-Preschool Staff-Employer FICA	4,809.00	5,158.55	4,293.54	5,160.00	5,160.00
	<b>Total Preschool Staff Expense</b>	<b>19,667.00</b>	<b>22,509.30</b>	<b>18,684.54</b>	<b>22,510.00</b>	<b>22,510.00</b>
5.26.1000	R-Preschool Staff-Dir Salary	48,000.00	50,080.08	41,733.40	50,100.00	50,100.00
5.26.2000	R-Preschool-Admin	941.00	867.34	426.00	900.00	900.00
5.26.3000	R-Preschool-Equip and Supplies	2,442.00	2,113.16	713.19	2,200.00	1,000.00
5.26.5000	R-Preschool- Utilities	2,306.00	619.33	63.78	1,000.00	-
5.26.7000	Transfer to Bethlehem	-	-			
5.26.8000	Playground		-			
	<b>Total Preschool Other Exp</b>	<b>53,689.00</b>	<b>53,679.91</b>	<b>42,936.37</b>	<b>54,200.00</b>	<b>52,000.00</b>
	<b>Total Preschool Operating Exp</b>	<b>73,356.00</b>	<b>76,189.21</b>	<b>61,620.91</b>	<b>76,710.00</b>	<b>74,510.00</b>
	<b>Total Expenses</b>	<b>73,356.00</b>	<b>76,189.21</b>	<b>61,620.91</b>	<b>76,710.00</b>	<b>74,510.00</b>
	<b>Difference Preschool Only</b>	<b>(17,640.00)</b>	<b>(4,271.71)</b>	<b>(3,888.91)</b>	<b>(3,590.00)</b>	<b>(1,390.00)</b>

Bethlehem Lutheran Church						
2023 Budget prep						
Account #	Account Name	2020	2021	2022	2022	2023
		Actuals	Actuals	Actuals 11/22	Budget	Budget
<b><u>General Fund Income</u></b>						
4.01.4006	General Fund Giving	432,976.00	390,546.03	275,942.20	405,792.00	376,877.00
4.01.4007	Loose Plate Giving	3,053.00	1,257.00	3,266.50	1,200.00	2,500.00
4.01.4010	Holiday Special Giving	2,845.00	1,325.00	1,155.00	1,300.00	1,500.00
	<b>Total Giving Income</b>	<b>438,874.00</b>	<b>393,128.03</b>	<b>280,363.70</b>	<b>408,292.00</b>	<b>380,877.00</b>
4.01.1030	Wells Fargo Gains/Losses	406	(354.97)	-	-	-
4.01.4001	Light of Christ Covenant	22,008.00	22,008.00	18,340.00	22,008.00	22,008.00
4.01.4002	Cornerstone Preschl Fund Transfer	1200	-	-	-	-
4.01.4011	Bank Interest Income	298	200.52	94.19	200.00	100.00
4.01.4020	Room Use	430.00	531.00	590.00	500.00	500.00
4.01.4031	Misc Inc. C120, CC Inc, VBS 2021	-270.00	17,785.87	-	-	-
	<b>Total Other Income</b>	<b>24,072.00</b>	<b>40,170.42</b>	<b>19,024.19</b>	<b>22,708.00</b>	<b>22,608.00</b>
	<b>Total Gen Fund Income</b>	<b>462,946.00</b>	<b>433,298.45</b>	<b>299,387.89</b>	<b>431,000.00</b>	<b>403,485.00</b>
<b><u>Designated Fund Income</u></b>						
4.07.2000	Admin Reimbursement Fund Income	-	-	-	-	-
4.07.2050	Admin/Thrivent Choice Fund Income	3,534.00	3,084.00	3,540.00	3,200.00	3,000.00
	<b>Total Designated Admin Income</b>	<b>3,534.00</b>	<b>3,084.00</b>	<b>3,540.00</b>	<b>3,200.00</b>	<b>3,000.00</b>
4.12.0303	Evan/ Prayer Income	325.00	-	10.00	-	-
4.12.1001	D-Evan/Quilts, Pillows Income, cook, outreach	1,400.00	583.15	680.00	550.00	600.00
4.12.1002	D-Evan/Naomi Circle Income	249.00	454.00	316.00	450.00	300.00
4.12.1210	D-Evan/ Kitchen Income	71.00	7.00	5.00	-	-
4.12.1211	D-Evan/Funeral Fund Income	321.00	-	-	-	-
4.12.1004	D-Evangelism After School Snack program	-	-	1,399.00	-	-
	<b>Total Dsgntd Evangelism Income</b>	<b>2,366.00</b>	<b>1,044.15</b>	<b>2,410.00</b>	<b>1,000.00</b>	<b>900.00</b>
4.05.0314	FF/Education Fund Income	-	-	64.70	-	75.00
	<b>Total Dsgntd Faith Formation Income</b>	<b>-</b>	<b>-</b>	<b>64.70</b>	<b>-</b>	<b>75.00</b>
4.08.1001	R-Property/Columbarium Income	400.00	1,000.00	-	400.00	400.00
4.08.0317	Property/Bus Income	-	-	299.88	-	-
	<b>Total Designated Property Income</b>	<b>400.00</b>	<b>1,000.00</b>	<b>299.88</b>	<b>400.00</b>	<b>400.00</b>
4.05.1001	D-FF/Youth Bank Investment Account Income	-	5.00	-	5.00	5.00
4.05.1911	D-FF/Youth Fundraising Income	-	125.00	-	1,500.00	1,500.00
4.05.1931	D-FF/Youth Fund Income	5,017.00	3,409.35	3,781.59	2,000.00	3,000.00
	<b>Total Dsgntd Youth Faith Formation Income</b>	<b>5,017.00</b>	<b>3,539.35</b>	<b>3,781.59</b>	<b>3,505.00</b>	<b>4,505.00</b>
4.03.0300	D-Worship/Revelation Choir Income	-	-	-	-	-
4.03.0301	D-Worship/Children's' Music Income	-	-	-	-	-
4.03.0307	D-Worship/Video ministry Income	-	-	-	-	-
	<b>Total Dsgntd Worship Income</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
4.02.0305	D-Mission/Mission Trips Income	952.00	100.00	-	6,220.00	6,000.00
4.02.0308	D-Mission/Atwood Shelter Income	-	-	-	-	-
4.02.1530	D-Mission/Agape-Benevolence Income	5,186.00	2,397.00	1,136.50	2,600.00	1,500.00
	<b>Total Designated Mission Income</b>	<b>6,138.00</b>	<b>2,497.00</b>	<b>1,136.50</b>	<b>8,820.00</b>	<b>7,500.00</b>
4.15.001	<b>Capital Improvements</b>	1,950.00	1,126.50	8,073.00	1,200.00	1,200.00
4.15.0002	<b>Playground Fund</b>	-	30000.00	-	-	-

Account #	Account Name	2020	2021	2022	2022	2023
		Actuals	Actuals	Actuals 11/22	Budget	Budget
<b>Total Designated Income</b>		<b>19,405.00</b>	<b>42,291.00</b>	<b>19,305.67</b>	<b>18,125.00</b>	<b>17,580.00</b>
	Memorial Fund - Other	6,000.00	6,680.00	6,140.00	6,000.00	6,000.00
	<b>Total Dsgntd Memorial Income</b>	<b>6,000.00</b>	<b>6,680.00</b>	<b>6,140.00</b>	<b>6,000.00</b>	<b>6,000.00</b>
		-	-	-	-	-
		-	-	-	-	-
4.04.1009	Education Fund Gains/Losses	6,615.00	4,068.58	(11,561.16)	4,000.00	1,500.00
4.04.1021	Worship Fund Gains/Losses	2,605.00	1,380.82	(1,432.58)	1,400.00	1,000.00
	<b>Total Dsgntd Endowment</b>	<b>9,220.00</b>	<b>5,449.40</b>	<b>(12,993.74)</b>	<b>5,400.00</b>	<b>2,500.00</b>
4.26.1000	R-Preschool Tuition	55,716.00	71,917.50	57,732.00	73,120.00	73,120.00
	<b>Total Preschool Income</b>	<b>55,716.00</b>	<b>71,917.50</b>	<b>57,732.00</b>	<b>73,120.00</b>	<b>73,120.00</b>
<b>Total Income</b>		<b>553,287.00</b>	<b>559,636.35</b>	<b>369,571.82</b>	<b>533,645.00</b>	<b>502,685.00</b>
<b><u>General Fund Expenses</u></b>						
5.01.5021	Admin-Postage	2,244.00	2,235.70	775.00	2,200.00	1,500.00
5.01.5031	Admin-Office Supplies	2,494.00	2,721.92	1,789.76	2,500.00	2,000.00
5.01.5051	Admin-Conferences & Conventions	240.00	1,191.50	1,635.00	1,200.00	1,500.00
5.01.5053	Admin-Council Retreat	-	-	-	-	-
5.01.5075	Admin-Miscellaneous	1,666.00	1,227.50	1,500.51	744.00	744.00
5.01.5076	Admin-Contract Web Design/Mntnc	(198.00)	-	-	-	-
5.01.5077	Admin IT/ Equipment	3,098.00	678.83	219.97	2,000.00	500.00
5.01.5078	Admin-IT/Web Support	799.00	349.90	-	2,096.00	96.00
5.01.5079	Admin-IT/Software	2,104.00	4,164.38	3,241.45	4,299.00	4,049.00
5.01.5080	Admin-Office Equipment Maint.	3,930.00	5,243.79	6,099.06	5,202.00	3,582.00
5.01.5081	Admin-Phone	549.00	834.40	284.70	780.00	660.00
5.01.5083	Admin-Certificates, etc.	-	-	-	-	-
5.01.5090	Admin-Misc. Bank Charges	270.00	417.80	368.01	400.00	400.00
5.01.5095	Admin-Vanco Web-Pay Fee Expense	1,682.00	1,552.57	818.38	1,600.00	1,600.00
5.01.5096	Admin-Credit Card Miscellaneous	7.00	125.11	24.76	-	-
5.07.2000	Admin/Reimbursement Expenses	23.00	-	(2,690.85)	25.00	25.00
	<b>Total Administration Expense</b>	<b>18,908.00</b>	<b>20,743.40</b>	<b>14,065.75</b>	<b>23,046.00</b>	<b>16,656.00</b>
5.01.5315	Mission-ELCA Rocky Mtn. Synod	23,200.00	22,600.00	16,666.70	20,000.00	17,332.00
5.01.5321	Mission-Lutheran Ranches of the Rockies (Sky Ranch	500.00	500.00	250.00	500.00	250.00
5.01.5352	Mission-World Mission Support	-	-	-	-	-
5.01.5371	Mission-Lutheran Campus Ministry Bolldr	1,000.00	1,000.00	250.00	500.00	250.00
5.01.5391	Mission-Habitat Humanity	1,000.00	1,000.00	500.00	1,000.00	500.00
5.01.5392	Mission-New Beginnings (Women's Prison)	1,000.00	1,000.00	500.00	1,000.00	500.00
5.01.5397	Mission-Local Mission Programs	750.00	750.00	(9.42)	1,250.00	750.00
5.01.5601	Mission - Nicaragua	1,000.00	1,000.00	500.00	1,000.00	500.00
5.01.5611	Mission-OUR Center	500.00	500.00	250.00	500.00	250.00
5.01.5612	Mission-OUR Center Lunches	-	-	-	-	-
5.02.0301	Mission/Coffee Sales Expense	(101.00)	-	-	-	-
	<b>Total Mission Expense</b>	<b>28,849.00</b>	<b>28,350.00</b>	<b>18,907.28</b>	<b>25,750.00</b>	<b>20,332.00</b>
5.01.5401	Property-Improvement/Repairs	7,721.00	11,504.73	7,802.70	10,000.00	10,000.00
5.01.5409	Property-Miscellaneous	537.00	112.82	46.97	300.00	300.00
5.01.5411	Property-Insurance	12,059.00	13,308.75	10,529.25	13,500.00	13,500.00
5.01.5421	Property-Utilities	17,464.00	21,362.46	20,184.22	22,000.00	22,000.00
5.01.5425	Property-Janitorial Services	10,010.00	11,141.72	8,903.16	12,000.00	12,000.00
5.01.5431	Property-Janitor Supplies	500.00	1,284.54	681.87	1,300.00	1,300.00
5.01.5451	Property-Equipment Maintenance	1,394.00	835.00	-	1,000.00	1,000.00
5.01.5472	Property-Snow Removal	3,220.00	2,425.00	3,045.00	2,500.00	3,000.00

Account #	Account Name	2020	2021	2022	2022	2023
		Actuals	Actuals	Actuals 11/22	Budget	Budget
5.01.5473	Property-Lawn Maintenance	1,269.00	864.70	787.20	1,000.00	750.00
5.01.5474	Property-Trash Removal	1,206.00	1,454.50	1,265.50	1,500.00	1,500.00
5.01.5481	Property-Bus/Van Insurance	1,624.00	1,671.00	1,411.00	1,675.00	1,675.00
5.01.5482	Property-Bus/Van Maintenance & Exp.	567.00	383.04	695.34	500.00	500.00
5.01.5498	Property - Mortgage Interest	1,911.00	543.83	-	-	-
5.01.5499	Property-Mortgage Principal	41,262.00	33,788.46	-	-	-
5.01.5500	Property0HVAC Annual Maintenance		4,537.96	3,824.95	5,100.00	5,000.00
5.08.1002	Property- Mission House	-	275.00	-	-	-
	Camera Security System		-	-	250.00	250.00
	Transfer funds to Capital Improvement		-	4,500.00	6,000.00	6,000.00
5.08.0320	Property- Community Garden	-	-	-	-	-
	<b>Total Property Expense</b>	<b>100,744.00</b>	<b>105,493.51</b>	<b>63,677.16</b>	<b>78,625.00</b>	<b>78,775.00</b>
5.01.5231	Evan-Advertisement	1,261.00	1,039.04	689.04	2,000.00	1,000.00
5.01.5262	Evan-Living Lutheran	-	-	-	-	-
5.01.5270	Evan-Miscellaneous	-	105.00	-	150.00	-
5.01.5277	Evan-Community Outreach	88.00	-	44.74	600.00	600.00
5.12.0303	Evan/Prayer Shawl Expense	-	-	7.99	-	-
5.12.0315	Evan/Outreach Expense	-	(935.10)	139.98	-	-
5.12.1003	Evan/Cards, Cookbooks Expenses	(96.00)	(70.00)	31.50	-	-
	Evan/After School Snack Program Expenses					600.00
	<b>Total Evangelism Expense</b>	<b>1,253.00</b>	<b>138.94</b>	<b>913.25</b>	<b>2,750.00</b>	<b>2,200.00</b>
5.01.5501	Staff-Pastor Salary	35,249.00	45,724.00	38,106.26	45,861.00	45,861.00
5.01.5502	Staff-Pastor Self Employed SS	-	-	-	-	-
5.01.5503	Staff-Pastors Ministry Expense	26.00	162.88	55.00	500.00	500.00
5.01.5504	Staff-Pastor's Supp'l Disabil	-	-	-	-	-
5.01.5505	Staff-Pastors Housing Allow	6,729.00	8,500.08	7,274.74	8,755.00	8,755.00
5.01.5506	Staff-Pastor's Education Expense	127.00	229.97	842.77	1,000.00	1,000.00
5.01.5507	Staff-Pastors Pension / Med	18,850.00	24,439.16	19,166.47	25,184.00	25,184.00
5.01.5520	Staff-Dir. of Faith Formation	34,258.00	42,949.65	37,500.00	45,000.00	45,000.00
5.01.5522	Staff-Dir. of Faith Formation Expense	128.00	1,370.55	362.93	500.00	500.00
5.01.5523	Staff-Dir. of Faith Formation Med/Pension	3,113.00	4,542.88	11,055.00	15,066.00	15,066.00
5.01.5530	Staff-Sunday School Program Coordinator	3,950.00	-	-	-	-
5.01.5533	Staff-FF Assistant	1,674.00	-	-	-	-
5.01.5539	Staff-Communications Coordinator	-	13,173.46	14,244.08	17,143.00	17,143.00
5.01.5541	Staff-Office Coordinator Salary	25,979.00	32,815.92	28,085.50	33,801.00	33,801.00
5.01.5542	Staff-Office Coordinator- Pension/ Med	11,207.00	14,239.56	11,684.80	14,668.00	8,668.00
5.01.5551	Staff- Musician	17,124.00	21,630.00	18,511.90	22,279.00	22,279.00
5.01.5561	Staff-Worship Director (title/duties TBD)	22,035.00	21,270.06	-	18,000.00	2,400.00
5.01.5571	Staff-Nursery Attendant(s)	2,308.00	-	-	500.00	-
5.01.5581	Staff-Bookkeeper Salary	10,608.00	14,625.12	12,516.82	15,064.00	15,064.00
5.01.5583	Staff-Church Windows Coordinator	-	-	-	-	-
5.01.5584	Staff- Intern	4,500.00	14,400.00	-	-	-
5.01.5585	Staff- Intern Housing	4,682.00	10,006.84	-	-	-
5.01.5586	Staff-Intern Expenses	1,512.00	-	-	-	-
	Staff-realignment		-	-	-	12,500.00
	<b>Total Salary/Wages</b>	<b>204,059.00</b>	<b>270,080.13</b>	<b>199,406.27</b>	<b>263,321.00</b>	<b>253,721.00</b>
5.01.5595	Staff-FICA Employer Share	13,754.00	17,163.05	12,674.24	17,657.00	17,250.00
5.01.5596	Staff-Workman's Comp	1,624.00	1,694.25	1,417.75	1,751.00	1,751.00
	<b>Total Staff Expense</b>	<b>219,437.00</b>	<b>288,937.43</b>	<b>213,498.26</b>	<b>282,729.00</b>	<b>272,722.00</b>
	Stewardship Program					100.00
5.01.5701	Stew-Offering Envelopes	789.00	708.81	(1,122.21)	700.00	700.00
	<b>Total Stewardship Expense</b>	<b>789.00</b>	<b>708.81</b>	<b>(1,122.21)</b>	<b>700.00</b>	<b>800.00</b>
5.01.5801	Worship-Music	344.00	42.84	162.00	1,200.00	400.00

Account #	Account Name	2020	2021	2022	2022	2023
		Actuals	Actuals	Actuals 11/22	Budget	Budget
5.01.5831	Worship-Altar Care	1,417.00	(368.12)	388.19	500.00	500.00
5.01.5835	Worship-Musicians	-	250.00	1,500.00	3,000.00	3,000.00
5.01.5845	Worship- Materials	1,900.00	1,032.88	1,504.36	2,000.00	2,000.00
5.01.5857	Worship-Nursery Supplies	-	9.27	-	300.00	300.00
5.03.0313	Worship/Altar Flowers Expense	200.00	378.35	-	200.00	500.00
	<b>Total Worship Expense</b>	<b>3,861.00</b>	<b>1,345.22</b>	<b>3,554.55</b>	<b>7,200.00</b>	<b>6,700.00</b>
5.01.5101	FF-Sunday School	1,478.00	1,301.67	596.77	1,500.00	800.00
5.01.5131	FF-Vacation Bible School	3,000.00	1,300.00	2,186.12	3,000.00	2,200.00
5.01.5141	FF-Confirmation	92.00	461.05	386.38	1,000.00	500.00
5.01.5151	FF-Adult Education	24.00	295.00	40.41	500.00	100.00
5.01.5161	FF First Communion				250.00	-
5.01.5171	FF-Women's Retreat	-			250.00	-
5.01.5181	FF-Special Events			(50.00)		
5.01.5901	Faith Formation-Retreats / Activities	88.00	-	968.50	-	-
5.01.5911	Faith Formation-Camping Scholarships	(45.00)	600.00	435.00	1,500.00	800.00
5.01.5932	Faith Formation-Adult Leader Expenses	51.00	-	395.00	500.00	500.00
5.01.5933	Faith Formation-Household Ministry	1,290.00	420.27	294.99	1,000.00	500.00
5.01.5934	Faith Formation Confirmation Mentor Ministry	54.00	-	-	200.00	-
5.01.5935	Faith Formation-Young Adult Ministry	-	-	-	-	-
5.01.5936	Faith Formation-Ministry Expense	212.00	210.19	-	500.00	-
5.05.1810	Faith WOW Bible study Expense	-	(50.00)			
5.05.0314	FF/Education Fund Expense	(609.00)	-	-	-	-
5.05.1932	D-FF/Youth - Registrations and Fees	200.00	-	-		
	<b>Total Faith Formation Expense</b>	<b>5,835.00</b>	<b>4,538.18</b>	<b>5,253.17</b>	<b>10,200.00</b>	<b>5,400.00</b>
	<b>Total Gen Fund Expenses</b>	<b>379,676.00</b>	<b>450,255.49</b>	<b>318,747.21</b>	<b>431,000.00</b>	<b>403,585.00</b>
<b>Designated Fund Expenses</b>						
5.07.2050	Admin/Thrivent Choice Fund Expense	2,494.00	2,240.50	5,008.86	2,250.00	2,250.00
	<b>Total Designated Admin Expenses</b>	<b>2,494.00</b>	<b>2,240.50</b>	<b>5,008.86</b>	<b>2,250.00</b>	<b>2,250.00</b>
5.02.0305	D-Mission/Mission Trips Expenses	4,903.00	400.00	-	6,570.00	6,000.00
5.02.0308	D-Mission/Atwood Shelter Expense	45.00	-	-	-	-
5.02.1530	D-Mission/Agape-Benevolence Expenses	1,563.00	2,890.55	3,367.91	2,650.00	1,500.00
	<b>Total Dsgntd Mission Expenses</b>	<b>6,511.00</b>	<b>3,290.55</b>	<b>3,367.91</b>	<b>9,220.00</b>	<b>7,500.00</b>
5.08.1001	R-Property/Columbarium Expenses	-	-	-	-	-
	<b>Total Dsgntd Property Expense</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
5.12.1001	D-Evan/Quilters Expenses	202.00	727.38	153.29	725.00	600.00
5.12.1002	D-Evan/Naomi Circle Expenses	364.00	194.99	429.24	200.00	300.00
5.12.1210	D-Evan/Kitchen Expenses	280.00	117.50	-	250.00	250.00
5.12.1211	D-Evan/Funeral Fund Expense	184.00	-	-	-	-
	<b>Total Dsgntd Evangelism Expenses</b>	<b>1,030.00</b>	<b>1,039.87</b>	<b>582.53</b>	<b>1,175.00</b>	<b>1,150.00</b>
5.03.0300	D-Worship/Revelation Choir Expenses	-	255.00	-	-	-
5.03.0301	D-Worship/Children's Music Expenses	-	-	-	-	-
5.03.0307	D-Worship/Video ministry Exp	-	-	-	-	-
5.03.0307	D-Worship/Hand bells Exp	-	-	-	-	-
	<b>Total Dsgntd Worship Income</b>	<b>-</b>	<b>255.00</b>	<b>-</b>	<b>-</b>	<b>-</b>
5.05.1220	D-FF/Women's Retreat Expenses	-	-	-	-	-
5.05.1120	D-FF/Hilddreth Scholarship Expenses	-	-	-	-	-
	<b>Total Dsgntd Faith Formation Expense</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
5.05.1001	D-FF/Youth/Bank Investment Expense	-	-	-	125.00	-

Account #	Account Name	2020	2021	2022	2022	2023
		Actuals	Actuals	Actuals 11/22	Budget	Budget
5.05.1911	D-FF/Youth Fundraising Expense	-	-	-	125.00	-
5.05.1931	D-FF/Youth Fund Expenses	3,848.00	1,587.25	(757.44)	917.00	917.00
5.05.1932	D-FF/Youth - Registrations and Fees	-	-	-	-	-
	<b>Total Dsgntd Youth Faith Formation Expense</b>	<b>3,848.00</b>	<b>1,587.25</b>	<b>(757.44)</b>	<b>1,167.00</b>	<b>917.00</b>
5.15.0002	<b>Playground Expense</b>		<b>30,000.00</b>	<b>-</b>		
5.15.0001	<b>Capital Improvements Expenses</b>	<b>29,795.00</b>	<b>17,328.35</b>	<b>482.95</b>	<b>-</b>	<b>-</b>
	<b>Total Designated Expenses</b>	<b>43,678.00</b>	<b>55,741.52</b>	<b>8,684.81</b>	<b>13,812.00</b>	<b>11,817.00</b>
	MF-Others	6,000.00	1,926.60	1,597.99	2,000.00	2,000.00
	<b>Total Dsgntd Memorial Expenses</b>	<b>6,000.00</b>	<b>1,926.60</b>	<b>1,597.99</b>	<b>2,000.00</b>	<b>2,000.00</b>
	Ann Thompson	0	0	-	-	-
Various	PPP	-	-	-	-	-
	<b>Total Dsgntd Bequest Expense</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
5.04.1010	R-Endowment Education Fund Distribution	4,000.00	8,000.00	-	-	-
5.04.1020	R-Endowment Worship Fund Distribution	264.00	-	-	-	-
	<b>Total Endowment Expenses</b>	<b>4,264.00</b>	<b>8,000.00</b>	<b>-</b>	<b>8,000.00</b>	<b>-</b>
5.25.1006	R-Preschool Staff-Teacher #3	-	-	-	-	-
5.26.1004	R-Preschool Staff-Teacher #2	6,800.00	7,900.75	6,493.50	7,900.00	7,900.00
5.26.1007	R-Preschool Staff-Teacher #4	8,058.00	9,450.00	7,897.50	9,450.00	9,450.00
5.26.1200	R-Preschool Staff-Employer FICA	4,809.00	5,158.55	4,293.54	5,160.00	5,160.00
	<b>Total Preschool Staff Expense</b>	<b>19,667.00</b>	<b>22,509.30</b>	<b>18,684.54</b>	<b>22,510.00</b>	<b>22,510.00</b>
5.26.1000	R-Preschool Staff-Dir Salary	48,000.00	50,080.08	41,733.40	50,100.00	50,100.00
5.26.2000	R-Preschool-Admin	941.00	867.34	426.00	900.00	900.00
5.26.3000	R-Preschool-Equip and Supplies	2,442.00	2,113.16	713.19	2,200.00	1,000.00
5.26.5000	R-Preschool- Utilities	2,306.00	619.33	63.78	1,000.00	-
5.26.7000	Transfer to Bethlehem	-	-	-	-	-
5.26.8000	Playground	-	-	-	-	-
	<b>Total Preschool Other Exp</b>	<b>53,689.00</b>	<b>53,679.91</b>	<b>42,936.37</b>	<b>54,200.00</b>	<b>52,000.00</b>
	<b>Total Preschool Operating Exp</b>	<b>73,356.00</b>	<b>76,189.21</b>	<b>61,620.91</b>	<b>76,710.00</b>	<b>74,510.00</b>
	<b>Total Expenses</b>	<b>506,974.00</b>	<b>592,112.82</b>	<b>390,650.92</b>	<b>531,522.00</b>	<b>491,912.00</b>
	<b>Difference total Funds</b>	<b>46,313.00</b>	<b>(32,476.47)</b>	<b>(21,079.10)</b>	<b>2,123.00</b>	<b>10,773.00</b>
	<b>Difference W/O Preschool</b>	<b>63,953.00</b>	<b>(28,204.76)</b>	<b>(17,190.19)</b>	<b>5,713.00</b>	<b>12,163.00</b>
	<b>Diff in General Operating Fund Only</b>	<b>83,270.00</b>	<b>(16,957.04)</b>	<b>(19,359.32)</b>	<b>-</b>	<b>(100.00)</b>