

Bethlehem United Church of Christ



Annual Report 2021-2022

Bethlehem United Church of Christ
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Bethlehem United Church of Christ

Ann Arbor, Michigan

Mission Statement

*To worship God;
To learn and live the word of God;
To engage in Christian service and fellowship;
To invite others to join us on our faith journey
in the ministry of Jesus Christ.*

Covenant of Welcome

Approved May 22, 2016

We, at Bethlehem United Church of Christ, declare ourselves an Open and Affirming congregation where we celebrate Christ's extravagant love. We covenant with God and one another to welcome the diverse tapestry of all people, no matter their age, race, nationality, ethnicity, economic circumstance, marital or family status, physical or mental ability, sexual orientation, gender identity, or gender expression. We invite everyone—believers and questioners, seekers and skeptics—to share their gifts in the life, leadership, ministry, fellowship, worship, sacraments, responsibilities, and blessings of our congregation.

CHURCH STAFF
2021-2022

Rev. John L. Kennedy	Pastor
Dr. Orval L. E. Willimann	Pastor Emeritus
Betty Clark	Financial Administrator
Gwenda Mayes	Office Supervisor
Debra Ventura	Assistant to the Pastor
David Hahn	Music Director
Gail Jennings	Organist
James Rowan	Hand Bell Choir Director

LEADERSHIP COUNCIL AND ELECTED MEMBERS OF MINISTRY TEAMS, BOARDS, AND COMMITTEES 2021-2022

LEADERSHIP COUNCIL

Ron Dechert	President
Jim Rowan	Vice-President
Rachel Hemp	Secretary
Pete Hendershot	Treasurer
Dindy Haab	Member at Large
Pat Huibregtse	Member at Large
Pam Rutledge	Member at Large

FINANCE MINISTRY TEAM

Karen Samford	Chair
Tom Krell	Elected Member
Edgar Vasquez	Elected Member

FACILITIES MINISTRY TEAM

Steve Darr	Chair
Michelle Loukotka	Elected Member
Tim Schenk	Elected Member

OTHER MINISTRY TEAM CHAIRS

Eileen Koprowski	Education
Jennifer Vasquez	Worship
Beth Wenner (co-chair)	Member Care
Karen Kennedy (co-chair)	Member Care
Jane Schmerberg	Welcome
Roy & Sue Muir	Outreach
Jan Eadie	Fellowship
Katie Rowan	Youth and Young Adult

BETHLEHEM CEMETERY BOARD

Martin Seyfried	President
Sue Buday	Vice President
Mary Friend	Secretary
Jim Lutz	Treasurer
Susan Irwin	Elected Member
Sallie Stadel	Elected Member

NOMINATIONS COMMITTEE

Cresson Slotten	Chair
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Ann Arbor BUCC - Congregational Meeting
Sunday, 12 June, 2022

- 1.** Opening Prayer (Pastor Kennedy)
- 2.** Call to Order/Determination of Quorum (R. Dechert)
- 3.** Presentation Lombard Peace Center
 - Introduction (R. Dechert)
 - Presentation (Devon Miller)
- 4.** Leadership/Team Reports
 - Pastor's Report
 - Council's Report
 - Welcome
 - Fellowship
 - Youth/Young Adult
 - Education
 - ONA
 - Member Care
 - Stephen Ministry
 - Cemetery Board
 - Outreach
 - Facilities
 - Worship
 - Finance
- 5.** FY22/23 Proposed Budget (K. Samford/ R. Dechert)
 - Call For Motion
 - Discussion Open/Closed
 - Vote
- 6.** Nominating Committee Proposed Candidates (R. Dechert)
 - Call For Motion
 - Discussion Open/Closed
 - Vote
- 7.** Lombard Peace Center Proposed Program (R. Dechert)
 - Call For Motion
 - Discussion Open/Closed
 - Vote
- 8.** Closing Prayer (Pastor Kennedy)

BUCC Annual Meeting Minutes: June 13, 2021, 11:00 am

1. Opening Prayer

2. Call to Order/Determination of Quorum - Quorum determined.

3. Nominations Committee Report—election of officers

- a. Cresson expressed thanks and gratitude for those who served.
- b. Cresson reviewed the nominations to the Council and Teams
 - i. There is one position that remains vacant
 - ii. Cresson explained the steps that are being taken and will be taken once a person is identified

Motion Made by Cresson: Motion to accept the nominations as identified and to accept the nominations as accepted. Seconded by Ron Dechert. No discussion. Vote taken - motion carried & nominations have been accepted by the congregation with no objections or abstention.

Cresson received a call to add 2 names to the Member Care Ministry: Karen Kennedy and Beth Wenner. Vote taken and approval for their addition made.

4. Budget recommendation from Financial Ministry Team & Leadership Council

- a. Karen Samford shared the Fiscal Year Highlights from 2021; explained some of the information from the prior year along with the activities regarding the investment funds.
- b. Karen Samford shared the budget and funds, providing information how the money can be spent with permission from the finance team.
- c. Karen Samford moved to Fiscal Year 2022 - explaining the process focused on projected expenditures; also shared projected income.
- d. Karen Samford shared the overall budget with the congregation and explained each component of it, breaking down how each line item was determined, what went into the thinking behind each part. She also shared where projections were made based on changes such as taxes for the small house rental.

Questions / Discussion: The congregation asked questions regarding the budget, expenditures, compensation and benefits ensued. Impact of COVID on expenditures also taken into account. Discussion of the house next door - costs, rental amounts and parking.

Motion Made: Motion to approve the budget as submitted made by John Samford. Motion seconded. Vote taken - motion carried and budget accepted by the congregation with no objections or abstention.

5. Request from Worship Ministry Team to authorize spending Video Ministry gift.

Jennifer Vasquez explained the Virtual Worship Process - explained the difference between Live Streaming and Recorded Services. Shared plan to use enhanced video options to our in-person services & how that would work. Explained the resources needed (both technical as well as personnel) and costs involved. Budgetary concerns explained - donation expected to cover initial costs and a budgetary line item requested for future costs along with a proposal for sponsorship similar to how radio works. Additional logistics shared and explained.

Pastor John shared his thanks and the impact the video services has provided since we moved to virtual services.

Motion Made: Motion to authorize to spend up to the \$30,000 donation to pay for equipment costs, installation and the cost of the contract workers at the onset made by Jennifer Vasquez. Motion seconded.

Vote taken: Yays - 30 Nays - 3 - motion carried.

Questions / Discussion regarding the request ensued. In answer to questions, David H. provided further explanation of how the equipment could benefit the church regarding recording events and gaining funding. Clarification on motion regarding how the costs would be managed was provided.

6. Request from Facilities Ministry Team for support of building repairs

Tom Z & the facilities team provided an overview of the church building and the various issues that have come up and estimated costs for each. The leak in the Fellowship Hall is an unknown cost.

Motion Made: Motion to authorize taking funds from the building funds and the rest from the undesignated account up to a total of \$75,000 to cover the costs of all of the repairs.

Vote Taken: Motion carried to go forth with all of the projects up to \$75,000.

Discussion/Questions regarding the motion. The possibility of a Capital Campaign. Explanation of funding and process for approval of paying for the costs.

7. Reports from Pastor, Leadership, Ministry Teams, Committees and Task Forces

Annual reports sent out and will be made available in the church office. Questions about a couple of reports were raised.

8. Closing Prayer

Pastor's Annual Report 2021/2022

Rev. John Kennedy

"But you must not forget this one thing, dear friends: A day is like a thousand years to the Lord, and a thousand years is like a day. The Lord isn't really being slow about his promise, as some people think. No, God he is being patient for your sake. God does not want anyone to be lost." 2 Peter 3: 8-9

Is this God's time or our time? Time over the last 2 years has been very skewed. Sometimes it is even hard to remember what day of the week it is. As I sit writing another Pastor's Annual Report, in yet another year of the COVID pandemic, I reflect on how relevant Peter's words to the church are. This is God's time. I believe that we are working with and being guided by God and the ministry of Bethlehem shows this. While people may say that there is nothing going on at Bethlehem, I disagree.

Since our last Annual Meeting which occurred via Zoom, we began to worship in person on July 11th. The COVID Task force led by Ron Dechert and myself, and with the help of our facilities and worship teams, we were able to come back together in our sanctuary safely. And although it looked different from what we were used to, we were worshipping together in God's house. Two weeks after that, we began Livestreaming our services for those not able to join us. This was due to a generous donation from one of our beloved members, Mary Lou Wenk. Thank you to our worship team, sound board and videos teams. You have gone above and beyond helping our message reach out to so many more people.

With the opening of our sanctuary, we were able once again to celebrate weddings and funerals. Not only do we care for our own during these times, we care for those in our community as well. I performed three services for three different families impacted by suicide. We once again were able to celebrate those who died during the year at the Totenfest Service. The choir began again in the Fall led by David Hahn and once again performed a beautiful Christmas Cantata. We celebrated the birth of Jesus in scriptures and hymns during our two Christmas Eve services. Baptisms have occurred as well as the reception of the 11 newer members we received during COVID. We began Lent with the imposition of ashes and continued with the Holy Week Services of Maundy Thursday, Good Friday, Easter Sunrise service at Bethlehem Cemetery and our regular Easter morning service in the sanctuary. Thank you Jennifer Vasquez and the Worship Ministry Team, Gail Jennings, David Hahn and all those who participated in enriching the worship experience here at Bethlehem.

One of the things that I like most about being a pastor, is hearing the stories and being able to visit. That was a very hard thing for me to not be able to do in person during COVID. As members have begun to feel more comfortable, I have been able to visit more. I am hoping to get a lot more visits in during this upcoming year.

Thank you to Katie Rowan for being the lead on our Habitat projects and for filling in the gap for our youth group.

It is important that we be the hands and feet of Jesus, so I have gone beyond the doors of Bethlehem by becoming involved in various other capacities. I serve on the Committee on Ministry for the Michigan Conference and participate in functions of the Michigan Conference/Covenant Association. In addition, I serve as the VP of the EHM Board. When visitors were allowed at Brecon Village, I led monthly worship. Also, I was sworn in as an Ann Arbor Police Chaplain, making it possible for me to respond to show God's love in our wider Ann Arbor Community with families in crisis. I spend time in conversations with many of the leaders of the

various outreach ministries we support from Bonnie at Peace Neighborhood Center to Glenn at Ground Cover. The relationship that Bethlehem has had and continues to have with our community is important to working in God's time.

Prayer cards sit in our pews for those who wish to send forth a prayer request. On the other side of that card is also a form for Praises. I think that it is so important to thank God for our blessings so I want to give a heartfelt thank you to so many people who do so much for Bethlehem. I want to thank all the chairs of our ministry teams and well as the members who serve with them. Thank you to the office staff and volunteers who make sure that Bethlehem is running smoothly. A special thank you to Ron Dechert, our President, and the entire Leadership Council, you have all done a fantastic job in a very trying time! Thank you also to my PPR team, you have been a lifeline! Thank you to all of you, the members of Bethlehem, for being and realizing that God is working in God's time! Thank you to my lovely bride, Karen and my children for their love and support. Thank you most of all to God who has given me blessing upon blessings!

Jesus Loves You and I Love You!

Pastor John

BUCC Leadership Council Annual Report FY 2021/2022

Dear Family and Friends,

We are excited to share with you the things that Council has been working on over the past year. Know that your help and donations, along with the ideals set forth by God, council has been working hard to help support those goals. With a tradition of serving the Ann Arbor community since 1833, our message stays guided by the principles of being a warm and welcoming church home for all people of all ages, races, social conviction and wherever you are on life journey, always welcome here at BUCC.

This year started off with a bang, as the pandemic has continued to cause havoc in our daily lives, as we learned to adjust, find solutions, and strive to continue getting the work of our church out into the local and global communities.

Council started the year reviewing and consulting with the greater church community, after receiving the results of our biennial survey of our pastor and working to address those concerns both good and indifferent. We have used the results in a positive manner to help guide us in passionately seeking solutions while remaining focused on finding proven ideals to ensure that both the positive and negative feedback is identified, and addressed.

This year has also seen the welcoming of live streaming of our church services and the expansion of our church into communities outside of our immediate area. This gift, as set up by our Pastor, has helped us to reach out to those beyond our normal radio audience and allow audiences both local and afar to see our weekly services. We are grateful for this kind gift as we see its benefits of continuing to help spread the word of God.

We have been involved in the continued maintenance of our church, as like my old bones, needs support and effort to ensure its upkeep and work to make it a second home for our congregation. We are very thankful to all of those on our Facilities Ministry Team for the challenging work they do to keep our church a safe harbor for worship. Like warriors they continue to find areas of concern and address those in finite timeframe.

As one of the few downtown churches we have worked with several local entities so that they know our congregation supports their effort. Our Outreach Ministry Team and numerous volunteers have helped supply guidance to Peace Neighborhood, Alpha House, Homeless Shelter, Food Gathers, Crop Walk, and Habitat For Humanity and ensure our contribution in both monetary and providing a helping hand are always available.

Lastly, we would like to thank all of you who volunteer on a regular basis from Ushering, Outreach, Member Care, Fellowship, Youth and Young Adult and Education, Money Counters, Office Volunteers, Greeters, Coffee Hour Helpers, and all others we may have omitted. Our congregation deeply appreciates our wonderful bell ringers, choir singers, organist, and our Director of Music. As our goals and roles continue to change with the times, our Council Leadership hugely appreciates all of you who help behind the scenes with a special thanks to our Office Supervisor, Financial Administrator, Executive Assistant, and Organist.

We collectively appreciate your ever needed support as it truly helps our congregation reach and continue to expand our 189 years of collective positive influence in our spiritual world. We have so much to appreciate and celebrate. Our church needs to rejoice and thank God for the gifts of time, talent, money, and support that is provided day after day to continue His holy work here in our community.

God's Blessing to All

Respectfully submitted on behalf of the members of our Leadership Council

Annual Report of the Welcome Ministry Team 2021 - 2022

Our mission is to make Bethlehem a welcome place for all. The Welcome Ministry celebrates each new member and delights in the contribution we play in spreading the light, love, spirit, and story of Jesus to all.

Members: Jane Schmerberg, Chair; Paul Marshall, Barb Marshall, and Kurt Schmerberg, members.

Your Welcome Ministry team is back after having had a bit of a pause during pandemic year. We are slowly starting to get things done.

- 1) We welcomed new members on April 10. Our group was able to provide a cake, coffee and treats in the sanctuary to welcome the new members. It was our first big coffee hour since March of 2020 and felt wonderful.
- 2) Our team of ushers has been welcoming members and visitors at all of our services.
- 3) We keep the Welcome Desk at Fourth Avenue updated. This small center helps when new people come into our church. We keep it well-stocked with the Lifesaver mints that are popular with many of members, young and old.
- 4) Also, for visitors, we returned our laminated information cards in the pews. We also replaced out welcome packets that are available at the welcome desk and in the sanctuary.
- 5) In the previous year we purchased a new messaging system and upgraded and added additional monitors to the video messaging system in the church. The pandemic had meant that we have not yet been able to utilize this new system. We are working with the company to get this running and will need assistance from the office staff to help with the messages/calendar.
- 6) Last year we sponsored a special publication by the noted aerial photographer Dale Fisher which will prominently feature the church and other Ann Arbor notable sites. Members were able to purchase the book at a reduced price with the proceeds going to the church. There are still a few copies available.
- 7) We are partnering with the ONA task force to purchase a new banner/sign to complement the doors are displayed on Fourth Avenue.

We are open to suggestions from members as to things we can do to make Bethlehem more welcoming.

Fellowship Annual Report

It has been an uneventful year for Fellowship due to changes that are beyond our control. A great group of volunteers decorated the Sanctuary beautifully for the Christmas season, and afterwards stored them away. Another easy to assemble, pre-lit Christmas Tree was purchased for use later this year. Fellowship sponsors a coffee hour before the 10:00 service on the first Sunday of the month, which will continue through summer. Coffee hour volunteers are needed for the Fall so this program can be expanded.

Jan Eadie, Chair

Youth and Young Adult Ministry Team 2021 - 2022 Annual Report

The Youth and Young Adult Ministry Team has been active finding ways to connect and engage our youth amidst continuing periodic COVID adjustments. Our goals are to integrate the Youth into all aspects of church life, to provide a safe space, a sense of community, and to help the Youth develop a vision for life long faith.

Youth Group: Youth group resumed in-person meetings starting in the summer, occasionally reverting to zoom in response to COVID considerations. Highlights of the year included our Fall Kick Off at the Schmerberg's lakeside cottage, meeting ministry candidate Sam Kinsman for pizza and frisbee, and a Halloween outing to Blast Corn Maze.

BUCCuleles: A ukulele band open to all Bethlehem youth and adults has continued with weekly jam sessions which have recently begun to be held in person.

Deliveries: Deliveries were made for Advent, Christmas and Easter to keep our youth connected with the church, particularly those who have not rejoined in-person activities.

Worship: Youth have contributed to worship both in person and via video. They have read scripture and made announcements for the CROP walk and the Lenten fundraising effort for AAPS Support Students. A special video of Silent Night for the Christmas Eve family service included youth performing on flute and hand bells.

Service: Youth packed "Lunches with Love" for Food Gatherers and partnered with the Member Care Ministry Team to send Valentine cards to our elder church members. The College Care Package tradition was continued, becoming "Care Cards" sent to college age members as they completed their last semester.

All Church Pizza and Board Games: Youth Group continues the tradition of monthly Pizza and Board Game nights and looks forward to the return intergenerational fellowship when congregation members are ready.

Young Adult: Our high school and college graduates were recognized in worship and celebrated with gifts. Our young adults were included in a community outing to a UM musical theater production. The most consistently engaging project for this age group has been the annual mission trip. In lieu of a trip, this group led a volunteer day and fundraising drive in July 2021 to benefit our local Habitat for Humanity Huron Valley.

Looking Forward: We hope that more of our youth will return to our in-person programming and that we can resume those offerings that have been discontinued such as trips and lock-ins. We also look forward to expanding our team.

Respectfully Submitted,

Katie Rowan, Chair

THE EDUCATION MINISTRY TEAM (June 2021-May 2022)

The Education Ministry Team has been a huge presence at Bethlehem for several years. This past year was no exception, despite the continued challenges of COVID-19 restrictions. With dedicated members of veteran Sunday school teachers, volunteers, and the support of the entire congregation, EMT continued to share with its youth a message of empowerment. They were able to participate in live church services via prerecorded videos and neighboring community projects.

We continued to have a consistent group of children ranging from infants to high schoolers. Due to the lack of or timeliness of COVID -19 vaccinations, other innovative approaches were continued from the previous year to keep the communication between church and youth flowing. Nursery and pre-school-aged children initially met online after services bi-weekly. These sessions were discontinued last July, after Kelsey Postler, our staff Sunday school teacher, left for a nursing position in Baltimore, MD. Kelsey provided a wonderful continuity and was loved by the children and parents. It is the EMT intention to hire another pre-school teacher to replace Kelsey, once our all of our youth can safely return to church.

We anxiously await the re-establishment of weekly Children's Moments during services, as well as sharing activities and bible stories tie-ins during combined, in-person, Sunday school sessions. By current and future participation in local and international mission projects; we look forward to helping our youth grow as active, passionate, caregivers of their families, church, and local communities. Despite the challenges that kept us apart last year and continued this year, our dedicated team of teachers and volunteers successfully reached out via mailings and drop-offs of crafts, inspirational postcards, and seasonal treats.

The Education Ministry Team, in collaboration with Youth and Young Adult, and the support of Outreach Ministry Teams, once again reached out to the congregation to support the 2022 Youth Lenten Mission Project recipient, AAPSSS, Ann Arbor Public Schools Support Students. Our fundraising goal of \$2000, exceeded our expectations, raising \$4010.

Education Ministry Team goals to communicate and teach our youth to be great shepherds of God's word at home, school, and in their communities, remain steadfast through the upcoming year.

We are proud of our youth! EMT is excited to see what challenges and changes this next year will bring for our team and the children at Bethlehem United Church of Christ.

Respectfully submitted by,

Eileen Koprowski

Chair, Education Ministry Team

On behalf of members:

Jane Schmerberg

Karen Samford

Jan Eadie

Wanda Modica

Julie Feldkamp

Nancy Pieske

Christina Wilk

Addition to 2021-22 Education Ministry Team Annual Report

McKay Scholarships:

In 2022, McKay Scholarships were granted to the following:

Brian Gotham

John Schenk

Kaitlyn Schwartz

Bethlehem UCC Open and Affirming (ONA) Standing Committee 2021-22 Annual Report

On May 22, 2016 the congregation of Bethlehem United Church of Christ voted to approve our Covenant of Welcome, and declaring ourselves to be an Open and Affirming Congregation.

We, at Bethlehem United Church of Christ, declare ourselves an Open and Affirming congregation where we celebrate Christ's extravagant love. We covenant with God and one another to welcome the diverse tapestry of all people, no matter their age, race, nationality, ethnicity, economic circumstance, marital or family status, physical or mental ability, sexual orientation, gender identity, or gender expression. We invite everyone—believers and questioners, seekers and skeptics—to share their gifts in the life, leadership, ministry, fellowship, worship, sacraments, responsibilities, and blessings of our congregation.

In December, 2016 the Leadership Council established the Open and Affirming (ONA) Standing Committee. The Committee is intended to be made up of members of the following ministry teams: Education Ministry; Worship Ministry; Member Care Ministry; Welcome Ministry; Outreach Ministry; Fellowship Ministry; and, Youth and Young Adult Ministry. Members of the Finance Ministry and Facilities Ministry Teams may also be included on the Committee if deemed necessary. The Committee is to meet at least quarterly and is to discuss and assess Bethlehem's progress and programs related to fulfilling Bethlehem's Covenant of Welcome.

Though the 2021/22 program year continued our journey through the COVID pandemic, the ONA Committee was able to have some noteworthy items.

The ONA Committee added a new member as we welcomed newer BUCC member Nan Lefton as an at-large member of the Committee. Nan has been a wonderful addition to the group! Welcome, Nan!

The ONA Committee, with the help of the youth, worked to replace our worn and deteriorated "Rainbow Doors" outside of the church that displays to our neighbors and community that at Bethlehem we understand that "God's Doors Are Open To All." The new, more durable set of doors were set up in the fall.



The ONA Committee again led Bethlehem's sponsorship of the Ann Arbor Pride event, which once more was a virtual, online event held in August. This virtual event, and Bethlehem's sponsorship support of the local artists who performed, was seen by thousands of viewers in several countries.

On March 27, 2022 following worship the ONA Committee hosted a presentation by Ben Hollenbach on his doctoral research titled "*All Are Welcome In This Place: Community, Debate, and LGBTQ+ Inclusion*," which included time here at Bethlehem. The presentation and the discussion that followed was a welcome event as we perhaps, hopefully begin to move out from the pandemic.

Finally, Sunday, May 22nd will mark the 6th anniversary of Bethlehem UCC being an Open and Affirming Congregation. Our work to grow, live and show everyone that Bethlehem UCC as "radically inclusive" in sharing the message of God's love to everyone continues. So, if you are interested in, or feel called to help these efforts - - perhaps by assisting with projects or events, or participating on the Committee, please contact the Church office, myself, or other Committee members.

Respectfully submitted,

Cresson Slotten
ONA Committee Chair

Member Care Ministry Team Annual Report June 2021-May 2022

The Member Care Ministry Team continued to be a caring network within our church family.

Thank you to our team members who do so much for our members. The team members this year have included Judy Coucouvanis, Mary Jean Raab, Dindy Haab (liaison to Leadership Council), Angie Lewis and Julie Seitz. Thank you to Gwenda Mayes in the office for all of your help. Thank you to Karen Samford who has maintained the church membership records. And a very special thanks to Pastor John for his faithfulness to our church and its members!

The Member Care team is thankful for the faithfulness of Dindy Haab to maintaining the prayer chain. With weekly emails, we are made aware of those who are in need of our prayers.

While still worshipping virtually, Member Care maintained the special birthday segment to honor those with birthdays. Once worship began in person, those names appear in the Refrigerator Page with special birthdays being in the bulletin.

Member Care continues the Journey Through Grief series for those who have lost a loved one. Thank you to Jenny Foster, who finished the series that she had started. Thank you to Mary Jean Raab for continuing this important ministry.

Thank you to Angie Lewis for agreeing to continue the card ministry.

Thank you to Katie Rowan, Jesse Wilcox and the youth group who signed and sent out Valentine Cards to all of our members over 80 years of age. It surely brightened their day!

Member Care also provided Chocolate Advent Calendars during Christmastime to our homebound members and well as Lenten Devotional Books for anyone who wished to receive one.

Along with all the other ministry teams, we welcomed those new members who had joined during the COVID 19 pandemic. A heartfelt thank you to all of our knitters who made the wonderful prayer shawls for all of those members and to Mike and Harriette Ehnis for the palm crosses.

Member Care reworked the Time and Talent Sheet, with input from all of the ministry teams, to gather information from our members to see who is able to help with the church and its ministries. This is ongoing and will be compiled in May 2022 and the information sent to all the committees. Blank forms will remain on the Member Care bulletin board for anyone who wishes to volunteer during the year.

The 2021/2022 year was a work in progress for the Member Care team. We hope that God will continue to bless us and Bethlehem Church as we begin the 2022/2023 year as we discover new ways in which to connect the members to Bethlehem Church and each other.

In Christ's Peace,
Beth Wenner and Karen Kennedy
Co-chairs Member Care

STATISTICAL INFORMATION – 2021

Baptisms	0
Confirmation Class	0
Weddings	0
Funerals	6

422

Membership as of December 31, 2020

Additions

Births	0
Confirmation	6
Transfer or Affirmation	5

Losses

Death	9
Transfer/Drop	11

Membership as of December 31, 2021 413

Fiscal Year 2021-2022

Pledges	87
Giving Units (member & non-member)	177

Bethlehem Cemetery Board Annual Report

Fiscal Year ending May 31, 2022

It has been an honor to serve on the Bethlehem Cemetery board as president during the past year and work alongside board members Sue Buday, Jim Lutz, Mary Friend, Sue Irwin, and Sally Stadel.

The Cemetery saw improvements on the grounds and in administration during the last twelve months. Thanks to contributions made by church members, ten trees were purchased and planted around the cemetery to fill open spaces or replace those no longer thriving. The partnership with local American Legion Post 46 brought a new large American flag at the Cemetery entrance this year. They continue to place individual American flags at all identified Veterans' grave sites for National holidays. Road repairs and new fencing to replace damaged areas also improved the overall look of the grounds.

The Cemetery Board spent time reviewing the Cemetery rules & regulations in order to clarify responsibilities for specific issues that came to light in recent years such as the online purchases of headstones by plot owners. The board also reviewed and updated the administrative procedures to reflect current and future Cemetery operations.

Some issues continue to challenge the operations of the Cemetery. Ongoing general maintenance (lawn care, snow removal, utilities, etc.), road resurfacing, and building repairs continue to increase in cost while sales of burial plots and opening/closing fees remain consistent keeping the budget tight. Fortunately, the Perpetual Care Account and the Trust Account both have projected growth based on the current return on investment.

A recent pressing issue involves the cemetery record keeping and documentation of deeds. This task had been part Bethlehem's church office staff duties for years.

Volunteers managed this for the past couple of years on a temporary basis believing that new church office staff would be hired to resume these duties. The cemetery has continued to pay a monthly fee for these and other administrative services. This is an issue that must be resolved as many volunteers are not able to continue this work.

Bethlehem Cemetery continues to be an important part of the history of our church, and the wider Ann Arbor community.

Submitted by
Marty Seyfried

OUTREACH MINISTRY TEAM

A Just World for All

During this past year, the Outreach Ministry Team focused our attention and support to four local agencies.:

Food Gatherers

Ground Cover

Alpha House

Peace Neighborhood Center

The work these four agencies continue to do in our community, to meet the needs of their clients that have skyrocketed as a result of COVID, are admirable. Their focus on helping to meet the basic needs for families—food, shelter, and employment—are the major areas that we seek to help with both our dollars and volunteering.

Here is a recap of some of the highlights of the activities of this year's OMT efforts:

- Habitat for Humanity - Huron Valley: \$1,656
- Habitat for Humanity - Huron Valley - Welcome Basket: \$620
- Participated in CROP Walk 2021 and raised - \$4,472
- Peace Neighborhood Center's 50th Anniversary Campaign Fund - from the McKay Community Endowment Fund, with gratitude for support from Pastor John Kennedy

to make this happen: \$5,000

- From Bethlehem's Operating Budget - dispersed to Peace Neighborhood Center, Alpha House & Food Gatherers: \$3,500 each
- Community Kitchen—Delonis Center: \$1,000
- Provided meals for Alpha House on a Sunday in February, March, August (2021) and January, March (2022).
- Meals prepared the first Sunday of every month at the Community Kitchen (special thanks to Ron & Alice Dechert and Jamie Dylenski for volunteering for over 15 years).
- Volunteers helped weekly on Fridays at Peace Neighborhood Center with food distributions (special thanks to Katie Rowan, Kathy Warner, Sue Muir for

volunteering weekly).

- Volunteers helped at Food Gatherers Warehouse on a Saturday both in November (2021) and February (2022). Participated in this year's Rotating Shelter Program in conjunction with the Shelter Association of Washtenaw County.

The Rotating Shelter Program was our endeavor to reinstitute it after a several year hiatus from participating. The program was headed up by Mary Jean Raab, Roy Muir, and Sue Muir with the endorsement of the OMT and the Leadership Council. With participation of 20 persons from our congregation and 4 members of Church of the Good Shepherd, we were able to shelter approximately 25 men per evening in our building March 14-20.

In preparation for submitting our budget request for 2022-23, we discussed our long- range vision for the Outreach line item in the Bethlehem budget and decided to follow our goals that were set up for the budgeting process in 2021-22. Instead of determining a dollar amount each year, we will be submitting a percentage of the overall operational budget be designated for Outreach. ***We recommend that Bethlehem make a strategic commitment to seek to increase the percentage of the budget for Outreach incrementally, perhaps by a quarter percent each year.***

We are grateful this past year for the dedication of our OMT members: Jane Schmerberg, Eileen Koprowski, Mary Jean Raab, Jamie Dylenski, Laura Seyfried, Katie Rowen, and Sue Wortman. Ron Dechert attended our meetings as the Leadership Council liaison. We are grateful for the leadership and communication he provided for our team.

And of course, our gratitude for Bethlehem's generosity with their gifts of donations and volunteering!

Roy and Sue Muir
Co-Chairs - Outreach Ministry Team

FACILITIES MINISTRY TEAM ANNUAL REPORT

June 1, 2021-May 31, 2022

Members: Steve Darr, chair, Michelle Loukotka, Tim Schenk, Ron Dechert-LC liaison, Pastor John Kennedy-Ex Officio, Julie Rhodes-Parish Administrator, Gwen Mayes

Invited Guests: John Irwin, Mike Haab, Tom Ziesemer

Advisors: Bob Loukotka, Jim Stadel

We wish to thank the congregation for their support as we continue to develop and implement plans to maintain, improve, and preserve all of our buildings and properties.

During the COVID-19 closure of the building from March 2020 through September 2021, members of the FMT [Facilities Maintenance Team] conducted a daily walk-through of the building as a security check and to monitor maintenance issues that might occur. This was discontinued when the office staff returned to normal office hours.

REPAIRS AND IMPROVEMENTS

The congregation approved a package of funding for four major projects which covered the items listed below.

- Butcher & Butcher repaired areas of the roof around the bell tower/slopes/scupper boxes where extensive water damage had occurred [\$32,850]. Interior plaster damage was repaired.
- The stone foundation wall on the south-west corner of the original building was repaired by Home Spec [\$12,1113].
- A roof-seam leak where the 1966 building connects to the sanctuary in the 5th Avenue stairway to the second floor was repaired by Tremco/CTRC [\$608]. Plaster was repaired by Jerry Milliken [\$1,300].
- The steam-pipe leak in the FH floor near the serving window was repaired by CMR [\$1,965] and Shamrock Flooring repaired the floor [\$618].
- Brooks Painting repainted the affected areas in the sanctuary, the 4th Avenue stairway wall, the 5th Avenue ceiling above the stairway to the second floor, and the 4th Avenue stairs to the FH. These charges were also covered by these funds.

The following repairs and improvements were funded from our budget or, at our request, from undesignated funds. These requests were approved by the Finance Team.

- A roof was built over the heat pumps in the courtyard to protect them from falling ice.
- The roof of the “bridge” area connecting the 1933 building and the FH was repaired.
- Jim Stadel replaced the light in that area because water had collected in the fixture.
- Koch & White replaced a compensator in the air conditioning for the Schmale Lounge.
- The floor drain in the women’s room across from the coat room in the 1933 addition had to be cut out and replaced because it caused a major leak impacting the ceiling of the men’s room in the sub-basement. This leak required replacement of the ceiling and the light fixture in the men’s bathroom. Since this room was on our list for updates soon due to its age, we also chose to strip and refinish the

partitions in the men's room and repaint it. Hutzl Plumbing, Ken Cook Plumbing, Vedder Electric and Steve Darr's company, DDL, worked on this project.

- DDL built a frame for, and installed, a suspension ceiling in the sub-basement hallway.
- There was a significant ice problem on the sidewalk between the original building and the 4th Avenue house. The city was consulted about their guidelines regarding a fix for the problem. Following their suggestion, we have a bid for this project from Pat Tanner Excavation and from Citadel Excavating. We are continuing to investigate alternative possibilities due to the significant cost of the project.
- Steve Darr donated a new ceiling in the Music Room/Medical Loan Closet in the sub-basement.
- Leaks from the flat roof of the 1966 building into the Youth Room were completed by Tremco under warranty.
- A new refrigerator was purchased for the kitchenette beside the Schmale Lounge.
- Duke roofing will reattach the heat tapes on the roof to their anchors and will inspect the roof areas where we have had water problems including the gutters and downspouts.
- Carpet cleaning in the gallery, library, offices, sanctuary, chapel, and Schmale lounge [where the upholstery will also be cleaned] has been scheduled or completed.

PARSONAGES

437 4th Avenue

- Replaced decking on the front and side porches
- The following changes were necessary to bring the house up to code: repairs to laundry plumbing, leveled front sidewalk, repaired and/or replaced window panes, made all double-hung windows workable, replaced and added smoke and carbon monoxide detectors,
- Rental company recommended the sauna be removed and better lighting be added to the basement; both are done.
- Power washed the outside of the house and installed a new mail box.

815 Hewett

- Replaced gutters and downspouts, repaired pocket door of the half bath off the kitchen, and repaired water leaks in the kitchen.
- Hutzl Plumbing replaced water valves on the laundry tub, the washing machine and the water meter. The city installed a new water meter.
- Michigan Power Rodding cleared a blocked pipe.
- Pat Walters H/C changed humidifier valve and pads. They offer an annual service plan to cover furnace/AC and the whole-house humidifier. They will send details of that service plan to the church office.
- Community Pest removed the birds from behind the dormers on the front of the house and sealed the six openings that allowed access.
-

OTHER

- Allstar Alarm upgraded our security system by installing a buzzer system for entry from the 5th Avenue entrance for the church office and Groundcover. Cameras were repositioned to cover the 5th Avenue door and the stairways to the second floor and to the basement.

- Certification inspections of the fire extinguishers, the boilers, the backflow prevention equipment, and the elevator have all been completed.
- FMT helped fund the internet upgrade necessary for live-streaming our services.
- The team prepared the building for the Homeless Shelter program and returned it to normal when the program was finished.
- We drained the boiler blow pipes weekly in the boiler room.
- The Emergency telephone in the elevator was replaced.

Our **ESSENTIAL MAINTENANCE LIST** is monitored throughout the year to ensure that inspections and preventive maintenance chores are carried out in a timely manner. We also take on projects to maintain the landscaping, to dispose of unnecessary furniture and equipment in the building, and to help with cleaning areas of the building that were removed from the job description of the custodial care company as a cost-cutting measure.

Worship Ministry Team Annual Report Submission

FY 2022 (June 2021-May 2022)

The most significant accomplishment for our church experience in FY22 was the return to in-person worship in July 2021. The decision to restart live, in-person services required communication and coordination of many volunteers including openers/closers, ushers, choir, altar guild, the office team, and liturgists.

At the start of FY22, we were still producing pre-recorded worship services and releasing them on Facebook and YouTube. Prior to June 2021 the Worship Ministry Team had formed a committee with members from Worship, Member Care, and Welcome to explore what we needed in order to continue offering online worship when we came back to hosting live worship services in the sanctuary. We needed to identify our requirements and issues around selecting live streaming equipment and the impact to our congregants. As we gathered this information and insight we also provided input to the Leadership Council on the decision to return to in-person services prior to having live streaming equipment ready. The Leadership Council voted to move forward with returning to in-person in early July 2021, so our last pre-recorded service was for Sunday, July 4, 2021.

The Worship team supported Pastor John's suggestion to adopt the Narrative Lectionary (<https://www.workingpreacher.org/home-narrative-lectionary>) starting September 2021. Previously, we had been using the Revised Common Lectionary. This arranges our Scripture readings on a 4-year rotation that runs September-May, ending on Pentecost. Each year we will cover the biblical story from Creation through the early Christian church. Over time we will see the breadth and variety of voices within Scripture. During the Summer, we will be able to take a deeper dive into Biblical books or topics that fall outside of the narrative cycle. The Senior Pastor will decide whether to follow the suggested readings or diverge to a different theme as needed by the congregation.

Thanks to a generous donation, the Worship Ministry Team was able to purchase and install the livestreaming equipment in October 2021. We launched our first live streamed service on October 17, 2021. The cameras were initially managed by Music Director David Hahn and volunteers. Eventually we hired a contractor to run our livestream service each week, Dan Blakeney. He started at the end of January 2022 and will continue into FY2022 provided the funding continues. We established a video fund line item on the budget and we are hoping to receive dedicated donations to support our live streaming efforts. We recently conducted training on how to move to the next level of incorporating graphics and text into the livestream so we hope to be doing that very soon.

This Fall, Leadership Council conducted a congregational survey that included questions related to worship. The Chair of WMT and Member Harriette Ehnis participated in the debrief sessions to review the data, determine priorities, and identify some initial points to bring back to the individual ministry teams for action. We look forward to continued collaboration with the Leadership Council and other ministry teams on areas for improvement. We invite interested members to join a ministry team to participate in decisions that will help our church grow.

Our Organist and Music Director resumed their normal duties for in-person services last summer, including restarting choir rehearsal and getting ready for choir season (September-April). Unfortunately, weather-related power surges caused some problems to our organ that have required minor repairs a few times this past year. Our choir, including paid section chairs and church members, performed beautiful pieces throughout the year. In December we watched the dramatic Cantata service and for Easter delighted in the fantastic choral and orchestra music celebrating Christ's resurrection. If you missed either of these services, please visit our YouTube channel to enjoy these special performances.

In early November we were able to have a live Totenfest service again, remembering members or immediate family members who had passed away over the previous year. For Advent, we were able to have live advent wreath lighting again to celebrate the season. For Christmas Eve we decided to have 2 services instead of 3, namely the 5:00 (family oriented) and 7:30 (candles and carols). In April 2022, on Palm Sunday, we recognized new members who had joined the church over the previous 2 years. It was wonderful to see them in person and put faces to names. For Easter, we had both a sunrise service at the cemetery as well as the in-person service in the sanctuary, for the first time since 2019.

Our goals for FY23 are to raise enough funding to continue paying our contractor to run the live streaming services. We believe online access to worship services allow us to reach more of our congregation who cannot join us in person, as well as others who may want to "try us out" first. We want to elevate the experience our online viewers have by incorporating graphics, text, photos, and videos. A big dream for the Worship Team is to raise enough funds to be able to purchase and install a better projector and screen in the sanctuary. That would allow us to more easily incorporate digital media for our in-person worshippers, including graphics, text, photos, and videos.

We expect inflation-related cost increases on musical scores, section leaders and instrumentalists, piano and organ tuning, and organ repairs. As we expect to continue to use individual communion cups, we have increased our budget for that expense as well. We anticipate having similar expenses for special music during the Cantata, Christmas Eve, and Easter services.

We would also like to increase the number of volunteers who participate in the worship service, whether it is as a Liturgist, sound/video tech, usher, office volunteer to start the Skype radio service, or helping to creatively plan special services. Please contact the Chair of the Worship Ministry Team, Jennifer Vasquez, or Pastor John Kennedy for more information.

We gratefully acknowledge all the time and energy from our WMT members, our Musical Staff, our church office staff, and countless volunteers who contribute to our worship, week in and week out. You are God's disciples, embracing the Holy Spirit to serve others. Thank you.

Respectfully submitted by

Jennifer Vasquez

Chair, Worship Ministry Team

On behalf of team members: Pastor John Kennedy, Music Director/Video Editor David Hahn, Organist Gail Jennings, Caroline Ashenfelter, Harriette Ehnis, Gary Rogers

Financial Ministry Team
Fiscal Year 2022 (June 2021 – May 2022)

While we do not yet have year-end reports for Fiscal Year 2022 (FY22), using data as of April 30, it appears our shortfall will be less than budgeted. This anticipated outcome is primarily due to open staff positions and better than anticipated rental income including continued building use by the UM Nursing COPD program and the Pentecostal church using the chapel.

Two major building projects funded from investments were completed this year:

On April 26, 2020, the congregation approved up to \$60,000 for repairs to the mortar around the chimneys, etc. The actual cost was \$56,800, including plaster repairs and painting.

At the June 2021 Annual Meeting, the congregation approved up to \$75,000 to complete four building projects: Sanctuary roof repairs, foundation stone wall on the south side of the sanctuary, flat roof seam repair on 1966 building and a leaking hot water return pipe in the Fellowship Hall floor. These projects were completed for a total of \$51,237.

The house at 437 South 4th Ave, next door to the church will be rented beginning June 15. We have set up a separate account for this rental revenue as well as an account to track any expenses related to the house.

Withdrawals from the investment account during the fiscal year included:

\$2,000 from Hutzler for Outreach

\$32,657 from the Building Endowment Fund's Temporarily Restricted portion for roof repairs approved at our last annual meeting, leaving \$88,530 Permanently Restricted Principal

From Undesignated/Unrestricted

\$28,748 to cover the FY21 shortfall

\$16,562 for additional roof and building repairs

\$13,307 Dividend and Interest Income

It is anticipated the investments total will be close to \$700,000 at the end of FY22.

A total of \$543,633 remains as permanently restricted funds.

In December we changed our investment allocation from 40% Equities and 60% Fixed income to 50%-50% after meeting with our financial advisors at Bank of Ann Arbor. This will give a bit less yearly income but increase our long-term gains.

We continue to appreciate the McKay and Feldkamp trusts which provided approximately \$63,000 this fiscal year, allowing for good works for the building, congregation and community.

Memorials and Gifts had no significant changes during the year.

The Finance Team is updating the Accounting Policies and Procedures created and approved in 2016/2017. In addition to tightening up wording, updates related to the change in our fiscal year were needed along with minor changes in the money counting procedures. The updated version is expected to be presented to Leadership Council in the early part of FY23.

Thank you to the other members of the FY22 Finance Ministry Team: Tom Krell, Edgar Vasquez and Pete Hendershot, Leadership Council Liaison.

Respectfully submitted,

Karen Samford, Chair, Finance Ministry Team

Nominations Committee Annual Report for 2022

In January 2022, Nominating Committee member Kathy Warner informed Chair Cresson Slotten that she was resigning from the Committee. Cresson decided that rather than looking for someone to fill Kathy's position on the Committee immediately, he would proceed himself with the work to identify and seek candidates for open elected positions for the 2022-2023 program year. (Plus, if he were to find someone for the Committee that would be one less potential person for an open elected position, which as you will see was important).

This year there are 9 members in elected positions whose term is ending (1 of which is ending their second 3-year term and is not eligible to continue), 1 who has served seven consecutive years in two elected positions and in accordance with the Bylaws can no longer continue in an elected position at this time, and 1 who resigned during the program year. So, there were 11 positions to be filled.

Several of the members whose first term is ending agreed to continue and serve a second term, and nominations were accepted by some new members for positions.

Unfortunately, the Nominating Committee has not been able to find nominees for Leadership Council Secretary (2-year partial term), an open seat on the Finance Ministry Team (2-year partial term), or for Fellowship Ministry Team Chair at this time.

As a result, the Nominations Committee Chair, Cresson Slotten, is bringing the following nominations to the Congregation at the Annual Meeting on June 12, 2022:

Leadership Council

Ron Dechert	President
Pat Huibregtse	Member-at-Large
Barb Schenk	Member-at-Large

Cemetery Board

Jamie Dylenski	Elected Member
Mary Jean Raab	Elected Member

Education Ministry Team

Eileen Koprowski	Chair
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Facilities Ministry Team

Michelle Loukotka	Elected Member
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Finance Ministry Team

Tom Krell	Elected Member
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And the following positions currently will not be filled at the beginning of the 2022-2023 Program Year:

Leadership Council

Secretary	2-year partial term
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Finance Ministry Team

Elected Member 2-year partial term

Fellowship Ministry Team

Chair Full 3-year term

The Nominations Committee itself, and on behalf of the Congregation, would like to express our sincere thanks and gratitude to those who have faithfully served Bethlehem UCC in elected positions and are now leaving those positions: Rachel Hemp (Leadership Council Secretary); Pam Rutledge (Leadership Council Member-at-Large); Karen Samford (Finance Ministry Team Elected Member); Jan Eadie (Fellowship Ministry Team Chair); Sue Irwin (Cemetery Board Elected Member); and, Marty Seyfried (Cemetery Board Elected Member). Thank you all for your dedicated service to Bethlehem UCC.

And finally, I would like to personally thank Kathy Warner for her many years of service on the Nominating Committee, for her hard work, her guidance and her assistance to me and those she worked with before me on the Nominating Committee.

Respectfully submitted,
Cresson Slotten, Chair

Slate of Nominees for 2022-2023 Program Year

The Nominations Committee Chair, Cresson Slotten, presents the following nominations to the Congregation, here at the Annual Meeting on June 12, 2022:

Leadership Council

Ron Dechert	President
Pat Huibregtse	Member-at-Large
Barb Schenk	Member-at-Large

Cemetery Board

Jamie Dylenski	Elected Member
Mary Jean Raab	Elected Member

Education Ministry Team

Eileen Koprowski	Chair
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Facilities Ministry Team

Michelle Loukotka	Elected Member
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Finance Ministry Team

Tom Krell	Elected Member
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We do not have nominees for Leadership Council Secretary (2-year partial term), an open seat on the Finance Ministry Team (2-year partial term), or for Fellowship Ministry Team Chair at this time. When we have nominees for these positions, we will present them to the Leadership Council and request a Congregational Meeting be called to vote on the nominees for their respective positions.

If a member is interested in serving, or even learning more about any of these open positions they are encouraged to contact myself, or Congregation President Ron Dechert.

Respectfully submitted,
Cresson Slotten, Chair

Biographies for Nominated Individuals

Ron Dechert (Leadership Council – President)

My wife, Alice Dechert, and I joined Bethlehem in 1982. We have two married daughters (Brynn, Megan) who were baptized at Bethlehem as well as four grandchildren. I have been involved in many aspects of Bethlehem since becoming a member. I was a Sunday School teacher for our kindergarten youth. After several years in that role, Alice and I became middle school youth group advisors, working with Pastor Jahnke in that capacity for approximately 10 years. While serving as a youth group advisor, I continued to assist with Sunday School instruction with Tom Ziesemer supporting our eighth graders for approximately eight years. For the past five years I have served on our Leadership Council as Vice President of Bethlehem, leadership council liaison to our Facilities Ministry Team, and as President for the past year. Professionally, I have been an employee of the University of Michigan Health System for 44 years and the UM-School of Nursing for the last 4 years. I've just started my 50th year of continuous employment and service to the University of Michigan and continues to serve the School of Nursing in a part-time capacity as a Research Specialist and Project Manager. Alice and I continue to serve our local community representing Bethlehem each month at the Delonis Community Kitchen helping to feed our local homeless population.

Pat Huibregtse (Leadership Council – Member-at-Large)

My husband and I have been a member of Bethlehem UCC since early 2003, shortly after a 16 year stay in Brussels, Belgium. I have served on numerous committees throughout my years at Bethlehem – the Elders, Church Council, Fellowship among them. My husband and I live in a condo in Stonebridge in Pittsfield Township with our very energetic 3-year-old Golden Doodle, Lewis. On any given day, you might find me attending one of my book clubs, playing Mah Jongg or outside tending to my many flowers along with many other activities that the Ann Arbor area offers.

Barb Schenk (Leadership Council – Member-at-Large)

I have been a member of Bethlehem United Church of Christ since 1999. I have volunteered in the nursery and preschool room for many years, served on the Fellowship Committee, the Pastoral Care Committee for Greg Briggs, and have been a money counter for the last several years as well.

I have lived in Ann Arbor for 31 years, having grown up mostly in Marshall, MI and South Bend, IN. I have taught chemistry at both Huron and Pioneer High Schools for 27 years.

I have been married to Tim Schenk for 27 years. We have two children, Rachel (23) and John (19) who have attended Bethlehem since birth.

Jamie Dylenski (Cemetery Board – Elected Member)

As a member for 35+ years, my church involvement has included Partners in Ministry with Pastor Willimann, teaching Sunday school for 10+ years, Deacon, Elder, Community Kitchen, Outreach, education commission, spirited family fellowship, and leading some adult classes. I am credentialed with a Masters of Religious Studies from Detroit Mercy and taught comparative religions there as an adjunct for about 11 years. Not only do I have an interest in the cemetery because so many of my loved ones are buried there, but I think my business experience will benefit the board.

My technology experience spans 41+ years and I was privileged to lead teams to build the internet in the 90s and early 2000s. I was also on the financial team that enabled MCI to emerge from bankruptcy. We bought and sold networks and I was responsible for the business contract negotiations with network companies. A number of years ago, I was on the financial team for the Delonis Center as it transitioned to its new building on Huron. If the cemetery faces any transitions, I believe my background will be beneficial to the board. Thank you for the opportunity.

Mary Jean Raab (Cemetery Board – Elected Member)

My church history at Bethlehem goes back to my baptism and confirmation and life-long membership. My parents were married at Bethlehem, and my ancestors go back to my great, great grandfather Jakob Paul, one of the German immigrants and leaders starting Zion Church, where Bethlehem Cemetery is now. As a kid growing up in Ann Arbor, I have so many memories of youth choir, youth group trips and activities, and spending lots of time at the parsonage when the Klaudts were here.

As an adult, I spent many terms as Deacon; chair of the long-range planning committee, following Anita Muir; working together with Pastors Willimann and Smith on many projects and initiatives. I was elected President of the congregation from 2005-2007. In 2008, I joined the outreach commission, established and led an ad hoc committee of 29 members to recommend how the McKay homelessness moneys would be allocated and spent. I served as President of Women's fellowship soon after that, with our remarkable women volunteers. Then I was elected to serve as an Elder up to and through the conversion to the new By-laws and Pastor Kennedy's start here.

I am pleased to continue on the Outreach Ministry Team, and I was also on the founding task force for our UCC ONA designation, and am still on the ONA committee; and I am currently on the Member Care Ministry Team. My husband, John Boyer, and I were married at Bethlehem by Pastor Willimann almost 40 years ago and we are proud to live, work, serve, and worship in our hometown of Ann Arbor.

Eileen Koprowski (Education Ministry Team Chair)

I can't believe I've already lived in Ann Arbor for nine years, with over half of them as a member of BUCC. I grew up in Grand Rapids, but spent a decade in the Los Angeles area, starting with my senior year of college. I'm currently living the dream as a home starts and closer for a home builder in Ann Arbor.

I joined BUCC in April 2017. I serve on the Outreach and Education Ministry teams, with the preschool volunteers, and am most proud of being a Stephen Minister. I really appreciate the support of the great Education Ministry team members and an opportunity to be with the BUCC youth. They have so much to teach us!

Michelle Loukotka (Facilities Ministry Team – Elected Member)

My history at Bethlehem began when I married life-long member, Bob Loukotka. Our three children were baptized, confirmed and married here and all nine of our grandchildren have been baptized in this sanctuary. I was honored to serve as the first female president of the congregation. Over the years I have sung in the choir, played in the bell choir, served on the Altar Guild, been part of the Women's Fellowship, worked at Sauerkraut Suppers, confirmation banquets, and Oktoberfests, served on Leadership Council, and

been involved in the Holy Rollers pretzel group. For the last three years I have been exposed to new challenges as a member of the Facilities Team. Each of these experiences has led me to meet many of our members and build relationships that I treasure.

Tom Krell (Finance Ministry Team – Elected Member)

I have been a member of BUCC since late 2017 along with my wife Christina and son Logan (who was baptized here in the summer of 2017). I am a process chemist for Cayman Chemical and have been working there since I graduated college in 2004; my family and I live on the west side of Ann Arbor. I have been involved with the BUCC Finance committee since 2018 and was officially elected to the position in June of 2019, and have continued to serve since then. For fun I like to play hockey, travel, try new restaurants and spend time with friends and family.

MEMORIALS AND HONORARIUMS 2021-2022

MEMORIALS

BUILDING IMPROVEMENT

Betty Diuble

CEMETERY MAINTENANCE FUND

Norm & Helen Grob

John Nimz

Gary Hentz

Harriett Holzapfel

Hugh Keppler

CEMETERY ROAD FUND

Doris Niethammer

CURRENT FUND

Beverly Hanselman

Harriett Holzapfel

Bill & Doris Niethammer

Kathryn Barclay

Carole Katz

Tony Peters

Mary Lou Wenk

EDUCATION MINISTRY

Rev. Kenyon Edwards

GENERAL MEMORIAL FUND

Gerta Lipcaman

Brian Balliet

Gertie Fischer

Mary Lou Wenk

MUSIC FUND

Steve Eisele

OUTREACH

Mary Ford

PROPERTY IMPROVEMENT FUND

Bill Fellenberger

Bob Dylenski

Hilda McLaughlin

Shirley Maichele

Margaret & Godfrey Keppler

Ron Gentner

Gertie Fischer

John Nimz

John O'Reilly

Barbara Fisher

Elsie Lovelace

SOCK & MITTEN TREE

Gary Lucas

RADIO FUND

Joseph & Laura O'Reilly

John Schneider

Harriett Holzapfel

Hugh Keppler

Margaret Keppler

Gary Hentz

VIDEO MINISTRY FUND

Steve Eisele

HONORARIUMS

CEMETERY MAINTENANCE

Jane Santoro

Norma & Conrad Foster

CURRENT FUND

Norma & Conrad Foster

Jill Schwartz

SOCK & MITTEN TREE

Vicki Hoxie

SUNDAY SCHOOL

Sarah Kennedy

Financial Reports

Revenue and Expense Summary

Date : 05/31/2022
Time : 6:07:41 PM

Bethlehem United Church of Christ
Analysis of Revenues & Expenses - Summary - Finance Committee
Fund: General Fund
June 2021 to May 2022

Page : 1

Accounts	MTD Actual (This Year)	YTD Actual (This Year)	YTD Actual (Last Year)	Annual Budget (This Year)	% of Annual Budget Used (This Year)
REVENUES					
Current Offerings	31,673	337,371	305,995	354,000	95.30 %
Other Revenue	27,528	141,033	123,890	152,604	92.42 %
In and Out Income - GF	(5,471)	0	0	0	0.00 %
Total REVENUES	53,731	478,405	429,885	506,604	94.43 %
EXPENDITURES					
Education	0	1,269	1,230	1,500	84.63 %
Personnel	24,007	269,036	300,281	315,000	85.41 %
Administration	2,531	32,236	32,241	29,930	107.70 %
Fellowship	64	720	553	850	84.65 %
Outreach	0	10,474	0	10,474	100.00 %
Denominational Giving	4,500	5,740	9,317	5,817	98.68 %
Facilities					
Building Maintenance & Repairs	2,118	75,433	53,446	74,000	101.94 %
Parsonage	1,922	9,022	10,416	10,800	83.53 %
Utilities	5,410	47,125	37,257	49,800	94.63 %
Total Facilities	9,450	131,580	101,118	134,600	97.76 %
Worship	150	23,345	2,582	18,400	126.88 %
Welcome Ministry	0	230	538	5,300	4.34 %
Member Care	122	563	303	1,000	56.30 %
Finance	334	3,126	4,009	3,100	100.83 %
Youth & Young Adult Ministry	145	1,327	1,005	4,500	29.49 %
Spiritual Growth & Development	244	383	1,465	2,700	14.19 %
Stephen Ministries	0	0	0	1,000	0.00 %
Total EXPENDITURES	41,546	480,030	454,643	534,171	89.86 %
Net Total	12,185	(1,625)	(24,758)	(27,567)	0.00 %

Memorial and Gift Accounts

Date : 05/31/2022
Time : 6:07:57 PM

Bethlehem United Church of Christ
Memorial & Gifts
Fund: Memorials & Gifts
June 2021 to May 2022

Page : 1

Accounts	Beginning Balance	Restricted Revenue	Restricted Expenses	Credit Adjustments	Debit Adjustments	Ending Balance
Temporary Restricted						
Memorials & Gifts - Facilities						
00020.114.01 - Property Improvement Fund	9,368	0	0	7,254	13,959	2,663
00020.117.01 - Feldkamp Trust Fund Income	10,587	0	0	8,951	9,071	10,468
00020.120.01 - Heating & A/C Improvement Fund	462	0	0	0	0	462
00020.127.01 - Roof & Mortar Repair	6,760	0	0	36,892	43,652	0
00020.130.01 - Building Repairs	0	0	0	33,477	33,477	0
Total Memorials & Gifts - Facilities	27,177	0	0	86,574	100,158	13,593
Memorials&Gifts- Music/Worship						
00020.104.01 - Radio Fund	6,821	0	0	10,788	12,000	5,609
00020.105.01 - Music/Choir Fund	1,331	0	0	105	0	1,436
00020.109.01 - Organ Fund	3,391	0	0	85	1,328	2,148
00020.110.01 - Handbell Fund	1,035	0	0	0	0	1,035
00020.112.01 - Alternative Worship Fund	144	0	0	0	0	144
00020.129.01 - Video Ministry	0	0	0	30,785	29,103	1,682
Total Memorials&Gifts- Music/Worship	12,721	0	0	41,763	42,431	12,054
Mem & Gifts - Cemetery Board						
00020.101.01 - Cemetery Maintenance Fund	150	0	0	2,140	2,045	245
Total Mem & Gifts - Cemetery Board	150	0	0	2,140	2,045	245
Memorials & Gifts - CEC						
00020.106.01 - Church School Fund	6,934	0	0	1,725	0	8,659
Total Memorials & Gifts - CEC	6,934	0	0	1,725	0	8,659
Memorials & Gifts - Finance						
00020.107.01 - Brewster Estate Fund	1,896	0	0	0	0	1,896
00020.108.01 - Tree of Life Fund	18,697	0	0	1,530	0	20,227
00020.111.01 - General Memorial Fund	35,883	0	0	1,630	0	37,513
00020.115.01 - Kulenkamp Trust Fund	4,192	0	0	0	0	4,192
00020.118.01 - Welcome Special Projects Fund	15,011	0	0	0	0	15,011
00020.126.01 - Capital Campaign - Fellowship Hall	3,198	0	0	620	3,818	0
00020.128.01 - Stephen Ministry	0	0	0	5,000	273	4,727
Total Memorials & Gifts - Finance	78,876	0	0	8,780	4,091	83,565
Memorials & Gifts - Youth						
00020.123.01 - Intergenerational Mission Fund	6,907	0	0	0	0	6,907
00020.124.01 - Youth Fund	17,227	0	0	1,600	68	18,759
Total Memorials & Gifts - Youth	24,134	0	0	1,600	68	25,666
Memorials & Gifts - Outreach						
00020.125.01 - Outreach	3,648	0	0	55	1,281	2,422
Total Memorials & Gifts - Outreach	3,648	0	0	55	1,281	2,422
Total Temporary Restricted	153,641	0	0	142,637	150,074	146,204

Balance Sheet

Date : 05/31/2022
Time : 6:07:55 PM

Bethlehem United Church of Christ
Balance Sheet
May 2022

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Accounts

ASSETS		
Current Assets		
00000.002.01 - General Checking	\$132,452.62	
McKay Funds		
00000.025.01 - McKay Funds Checking	\$18,459.10	
Total McKay Funds	\$18,459.10	
Total Current Assets		\$150,911.72
Investments		
00000.010.01 - Bank of Ann Arbor Investment	\$695,541.14	
Total Investments		\$695,541.14
Total ASSETS		\$846,452.86
LIABILITIES, FUND BALANCE, & Restricted Funds		
LIABILITIES		
00000.065.01 - State withholding taxes	\$1,013.57	
00000.070.01 - Marshall Flower Fund	\$196.16	
Total LIABILITIES		\$1,209.73
FUND BALANCE		
00000.040.01 - Fund Balance	\$688,322.36	
Excess Cash Received	\$10,716.74	
Total FUND BALANCE and Excess Cash Received		\$699,039.10
Restricted Funds		
Total Temporary Restricted	\$146,204.03	
Total Restricted Funds		\$146,204.03
Total LIABILITIES, FUND BALANCE, & Restricted Funds		\$846,452.86