

Bethlehem

United Church of Christ



Annual Report

2023-2024

Bethlehem United Church of Christ
423 S. Fourth Avenue
Ann Arbor, MI 48104-2301
(734) 665-6149
www.bethlehem-ucc.org

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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 2022-2023

Rev. Dawn Christenson

Interim Pastor

Rev. Diane White

Associate Pastor

Gwenda Mayes

Office Manager

Aimee Winchester

Administrative Assistant

William Husted

Maintenance

Dr. Naki Kripfgans

Music Director

Dr. Naki Kripfgans

Organist

James Rowan

Hand Bell Choir Director

LEADERSHIP COUNCIL AND ELECTED MEMBERS OF MINISTRY TEAMS, BOARDS, AND COMMITTEES 2023-2024

LEADERSHIP COUNCIL

Ron Dechert	President
Jim Rowan	Vice-President
Barbara Schenk	Secretary
P. J. Lindemann	Treasurer
Dindy Haab	Member at Large
Pat Huibregtse	Member at Large
	Member at Large

FINANCE MINISTRY TEAM

Tom Krell	Chair
Edgar Vasquez	Elected Member
Greg Gotham	Elected Member

FACILITIES MINISTRY TEAM

Steve Darr	Chair
Michelle Loukotka	Elected Member
Tim Schenk	Elected Member

OTHER MINISTRY TEAM CHAIRS

Eileen Koprowski	Education
Open Position	Worship
Judy Coucouvanis (co-chair)	Member Care
Jenny Foster (co-chair)	Member Care
Jane Schmerberg	Welcome
Open Position	Outreach
Open Position	Fellowship
Katie Rowan	Youth and Young Adult

BETHLEHEM CEMETERY BOARD

Mary Jean Raab	President
Mary Friend	Vice-President
Shannon O'Reilly	Secretary
Jim Lutz	Treasurer
Jamie Dylenski	Elected Member
Susan Irwin	Elected Member

NOMINATIONS COMMITTEE

Open Position	Chair
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Bethlehem United Church of Christ
Annual Congregational Meeting Agenda
June 9, 2024

-) Call to order- R. Dechert
- 2) Verification of Quorum- R. Dechert
- 3) Opening Prayer- Pastor Dawn
- 4) Leadership Council Annual Report
 : Overview of FY23/24
- 5) Ministry Team Reports
- 6) Review of elected officer openings and nominations- R. Dechert
- 7) Call for vote on elected officer nominations
- 8) Review of current and proposed budget-T. Krell, PJ Lindemann
- 9) Call for vote for proposed FY 24/25 budget
- 10) New business from congregation
- 11) Prayer of adjournment- Pastor Dawn

BUCC Annual Congregational Meeting Minutes

June 11, 2023

Bethlehem United Church of Christ

Annual Congregational Meeting Minutes

June 11, 2023

In-person, Fellowship Hall

- 1) Call to order – R. Dechert
 - Meeting called to order at approximately 11:30 a.m.
- 2) Verification of Quorum – R. Dechert – more than 25 members were in attendance, so quorum was confirmed.
- 3) Opening Prayer – Pastor Diane
- 4) Leadership Council Report – R. Dechert
 - Overview of FY22/23 – report included.
 - Update on Hewett Drive Parsonage
 - Considering renting the house until we call a senior pastor
 - Currently house costs \$15-17k annually
 - Needs to be inspected by the city to get rental certificate, some repairs will be required.
 - Cannot insure a vacant house, so we can't let it stay empty. Need to either rent it or sell it.
 - Motion was made to table the rental discussion pending further cost information, to be completed by the end of July. After discussion, motion was withdrawn.
 - New motion was made to proceed with gathering rental information and bring back to the congregation as necessary for expense approval. Motion was seconded and passed with 2 opposed and 1 abstained.
 - Grass cutting needs to be arranged – LC and facilities will get it set up.
 - Update on interim senior pastor, Dawn Christenson
 - Dawn is an intentional interim pastor. Her bio was shared through the weekly email to the congregation.
 - Her first Sunday preaching will be July 2nd.
- 5) Ministry Team Reports – enclosed in packet as submitted. Below people spoke at the meeting.
 - Welcome – Jane Schmerberg: committee is still functioning but with limited help, it's difficult.
 - Youth/Young Adult – Katie Rowan: 3 – 4 youth, low participation, wide age range makes it hard to find appropriate activities.
 - Education – Eileen Koprowski: Continue to offer one all-age Sunday School each week; Suggested partnering with Y/YA for game nights; Hosted Rally Day in September; Four scholarship applicants this year.
 - Stephen Ministry – Kurt Schmerberg: 4 ministers, 1 currently active. Program is self-funded through donations. Two care-receivers passed away in the the last year.

Cemetery Board – Sue Buday: They have learned and grown a lot over the past year and are optimistic about the future.

- Outreach – Mary Jean Raab, on behalf of the Muirs: \$11,105 raised for Ukraine, exceeding goal of \$10,000
- Facilities – Steve Darr: Under budget for the year by \$20k. Linda Young donated a lawn mower for the parsonage. Elevator safety upgrade may be required, cost of \$30k. It was noted that grants may be available for such expenses.
- Worship – Jennifer Vasquez: Biggest concern is ongoing funding of the weekly video; No chair for the committee for the new year; Need more volunteers to support the livestream; Reviewing cheaper options to the weekly radio broadcast but no solution found so far; Estimate 10 – 15 regular listeners; 25-35 weekly livestream views plus replays.

6) Review of elected officer openings and nominations – R. Dechert

8 open positions currently – No volunteers

Leadership council – Treasurer, at-large

Fellowship – Chair

Outreach – Chair

Nominations – Chair

ONA – Chair

Finance – At-large

Worship – Chair

Nominees for positions as noted in packet:

Leadership – R. Dechert, President

Member Care – J. Coucouvanis, J. Foster

Cemetery – S. O'Reilly, S. Irwin

Facilities – S. Darr

Wecome – J. Schmerberg

Finance – Edgar Vasquez

Additional volunteers for openings during the meeting:

Finance – Greg Gotham

Welcome – Barb Schenk

Discussion re. openings – do we need to continue ONA or possibly morph to a DEI team?

7) Call for vote on elected officer nominations – **Nominees were approved as amended.**

8) Review of current and proposed budget

- Discussion of current year deficit and whether it is yet to be transferred from the investment account. \$60k was transferred in February. Cash in checking account spent plus the \$60k covered the \$152k deficit. No further reduction of investment account needed.
- Proposed budget was reviewed, result is a loss of \$92k.
 - We have only 58 pledging units for the proposed budget, amount per pledge slightly higher than last year.
 - Discussion re. non-pledge income budget of \$85k likely is too high, based on current results, so true loss could be higher.

- Noted that personnel costs will be lower for interim pastor but that is not a permanent reduction.
- Question re. whether we still owe Lombard \$12k – no, not unless we proceed with further facilitation. Interim pastor will review the reports and help us discern possible next steps.
- Discussion of deferred compensation for Pastor Diane and proper recording of the liability. To be reviewed by the finance team (balance sheet in general to be clarified.)

9) Call for vote on proposed FY23/24 budget – **Budget passed with 1 opposed and 0 abstained**

10) New Business from congregation

- Ron Dechert will be testing out a new free text program (REMIND) to help disseminate info to the congregation. He will be sending out an invitation text. Reply yes if you want to participate.
- Ron will send out the job description for the interim pastor.
- Pastor Diane asked if she was eligible to be the chair of worship, even temporarily, as she is already integral to the worship planning process and could take on the administration. LC will review.
- There was discussion as to how we will manage all the open positions. Ron stated that the leadership liaisons can assist and there are allowances in the by-laws for such circumstances. Noted not having a treasurer is an issue. It was stated that no one can hold two elected positions – need to confirm this. ** Review of by-laws after the meeting confirms that no member can hold two elected offices at the same time.
-

11) Prayer of adjournment – Pastor Diane

- Meeting adjourned at approximately 1:20 p.m.

Pastor's Annual Report 2023/2024

Annual Report

May 30, 2024

Rev. Dawn Christenson, Intentional Interim Minister

Beloved ones, it is hard to believe that it has been nearly one year since I came to serve you, as your Intentional Interim Minister. When I first arrived, you in Bethlehem UCC were a wounded people. Sorrow, grief, anger and anxiety, hung like heavy, thick, dark clouds. I knew that I had to invest much of my time and energy in getting to know you; discerning many of the factors contributing to the darkness; and, most importantly, facilitating healing and reconciliation. I knew that I could not rush this process. And I am SO pleased with the progress we have made together. The dark clouds are lifting and sunshine is breaking through!

I greatly appreciated the detailed report provided by the Lombard Mennonite Peace Center. My friends, that was a valuable investment for Bethlehem UCC. Had you not worked with LMPC, we would most likely be facing a 3-year interim journey together. Because of the work with LMPC, you have effectively reduced our interim journey by one year. The Lombard report provided invaluable insights for me. In meeting with many of you in our "Getting to Know You" sessions and other conversations, you both confirmed *and* augmented that report. I thank you for your openness and candor in those sessions. You helped confirm that a slower, gentler approach in the initial transitional process was absolutely necessary. I believe that approach is making a positive difference.

In the Lombard report (page 7, last paragraph) LMPC cited: *"Often pastors, eager to bring about necessary changes, fail to tend to the important task of getting to know the congregation and dive into what they see as their responsibility of setting people straight. In moving too quickly, even with apparent support, people may resist the much-needed changes. The tendency then is for those who are left behind to carry a weight of guilt as though they are too obstinate for change, when in reality, they are going through normal resistance and thought processes humans engage in when encountering change."* We all react/respond differently to change and, especially in transitional periods, we each move at different paces. My role is to carefully orchestrate our movement through this transitional period, such that no one is left behind in the process. Collectively, we must join our hearts and minds in this Body of Christ, helping one another on our journey. As Jesus prayed in the gospel of John, Chapter 17, *"I ask not only on behalf of these, but also on behalf of those who will believe in me through their word, **that they may all be one.**"* I am trying to foster unity in this Body of Christ, with its many parts, many people, many gifts of the Spirit, all living and moving forward together and working for the greater good. As the dark clouds begin to lift from Bethlehem UCC, the sunshine is both lighting our path and those areas of concern that must still be addressed on our transitional journey.

In both the Lombard report and our conversations, the following are areas of concern that have been addressed and/or still require our attention:

1. **Loss & Grief** – In the life of any congregation, pastors come and go. Certainly, in the 190-year history of Bethlehem, numerous pastors have come and gone. However, in the life of the current congregation, you have suffered a number of significant losses. As with any long pastorate, the void and grief left in the wake of Rev. Willimann's retirement were substantial. I believe your unresolved grief was compounded with his death last summer. Adding to your grief following Rev. Willimann's retirement was the sudden death of Rev. Smith. The loss of

2. each subsequent pastor has contributed further to your grief. Layers of grief were added with
3. the loss of fellow congregants. Suffice it to say that tumultuous circumstances and relationships in recent years have complicated the grief in this community.

No one enjoys grieving. Yet, if we do not face it and give it voice, grief can and will be disabling. So, in addition to praying for you, Pastor Diane and I have been working hard to provide opportunities for you to both face and express your grief. We have afforded these opportunities with you individually, in small groups, and in worship. Litanies in the Totenfest and the Longest Night services, provided sacred space in community for expression of your collective grief. During Lent, our sermons and the Lenten Bible Study, helped give voice to your grief through the ancient practice of lament. Pastor Diane and I have intentionally tried to be a comforting, loving and compassionate presence, to facilitate healing of your wounded hearts. I commend Pastor Diane for her outstanding care of you prior to my arrival. I could not ask for a better partner in ministry. She continues to be a blessing of comfort for this community, especially as you continue to grieve.

Understand that grief never goes away. It changes over time. Raw wounds heal over time, leaving less-painful scars that mark each loss. Still, there may be times when a word, a phrase, or an event freshen the old wounds and emotions of our grief come flooding back in the moment. Because of this, I encourage each of you to be gentle with yourselves and one another. Love, compassion, forgiveness and understanding are the best medicine to both heal and soothe broken hearts. Together, with the help of God, let us continue to promote healing and reconciliation. We have made great progress, evidenced by the joy that has re-emerged. Keep up the good work.

4. **Communication** – In the Lombard report (page 9), communication was cited as an area of concern. *“Many people expressed their discontent with the communication patterns within BUCC.”* First, let me say that this is not a unique problem for Bethlehem. The larger and multifaceted the organization, the more of a challenge communication can be. Every church faces ongoing challenges with communication – between congregants, between clergy and the congregation, between clergy and elected leaders, between elected leaders and the congregation, and between ministry teams, etc.

Per the Lombard report, people cited a *“lack of clarity”* on key decisions, leaving them *“feeling powerless.”* It was also noted that *“leadership is often left feeling uncertain”* with their roles and responsibilities, which *“may contribute in part to a breakdown in communication.”* Finally, the report indicated that the *“organizational restructuring”* that took place ten-years ago, may also contribute to inadequate communication. Yes, all of these things may contribute to poor communication, as will things like perception, assumptions, presumptions, facts vs. fallacy and individual differences in communication styles and responses to conflict. One thing is certain, we should not point fingers nor lay blame. All of us, myself included, must work continually and intentionally toward better communication. Specific steps toward improved communication, include the following:

- a.) **Leadership Workshops** – To help facilitate better communication among leadership, I plan to provide workshops for elected and invited ministry team leaders this year. The workshops will focus on resources and tools for effective leadership. One

- b.) workshop in particular will offer greater self-awareness for times of conflict, using the *Kraybill Conflict Styles Inventory*. Greater self- and relational-awareness in varying degrees of conflict, help people respond with greater understanding, allowing them to work cooperatively, collaboratively and creatively solving problems. Low-grade conflict (e.g. differing views) actually stimulates greater creativity. I hope to help you harness your creative juices.
 - c.) **Bylaws review** – The Lombard report specifically called for “*revisiting the organizational structure*” of Bethlehem, to improve communication and function. The Ad hoc Bylaws Committee is working carefully to identify ways to improve upon the current governance structure. Many of the previous governance changes did in fact, have a positive impact, especially given the reduced numbers of available volunteers to serve at that time. Ten years later, we still face a shortage of volunteer leaders, as well as an even greater need for improved communication. As a committee, we have: listened to elected leaders and members of the congregation, looked at other governance models, consulted with those who contributed to the previous organizational restructuring, and we are prayerfully discerning positive attributes as well as deficits in the current structure. We had hoped to be further along in the review process. However, our committee understands the magnitude of its responsibility. To rush the review process could have negative consequences. We are grateful for the congregation’s continued patience and for your continued input as we proceed with our work.
5. **Leadership Structure** – As stated in the previous section regarding communication, leadership structure was an area of concern lifted up in the Lombard report. It has been brought to my attention repeatedly by staff, congregants and elected leaders. As we consider the limited number of willing volunteers to serve on Council and the various ministry teams, some form of restructuring must be considered. What that might look like still needs to be discerned. It is a large part of what the Bylaws Committee is currently working on. However, governance structure alone is not a silver-bullet. It is but one piece to the puzzle. As stated earlier, leaders must also be provided resources and tools, within the given structure, in order to be effective. It is my intent to provide some of the resources and tools needed. More on that later in my report.
 6. **Declining Membership** – Another area of concern lifted up in the Lombard report was the declining membership. There are a number of factors contributing to declining membership, for *many* churches today that the Lombard report did not cite. **First**, among mainline churches, there has been an **overall decline in participation and membership**. There is a growing segment of the U.S. population who consider themselves “spiritual but not religious.” For some, this is the result of being **traumatized** in some way by a church or the institutional church. For others, church has become **irrelevant** for their lives – history, language and doctrine are archaic and meaningless to them. (For Bethlehem, it is a delicate dance to balance its 190-year history steeped in German traditions with contemporary needs and ways of being.) **Second**, aging congregations are losing members to death at a faster rate than new and younger members

7. join. **Third**, the COVID pandemic contributed to declining numbers, due to death and disease mitigation. Even today, many churches including Bethlehem have members who do not attend in-person gatherings, because they cannot or should not risk exposure to infectious diseases, like COVID that is still very present today. **Fourth**, some churches have lost members due to internal conflict and toxic cultures. Bethlehem is no stranger to this type of strife, in recent years. This contributor to Bethlehem's decline is the *only* one cited in the Lombard report. It is important, but not exclusive.

Here is the **GOOD NEWS**, in reverse order: **First**, Bethlehem's tumultuous recent past and related toxicity are fading. Healing has begun. Like the resurrection, new life is emerging within this community of faith. The vibrancy that is shining forth is attractive and inviting to new-comers, such that we have received two new members since December. When I first arrived last July, doom and gloom hung heavy. Frankly, it was an unwelcoming environment. It made even me uncomfortable. As your anxiety and pain have dissipated, your outward engagement with and receiving of newcomers has improved. I commend you for letting the light of Christ shine forth once again! And I encourage you, **ALL of you**, to continue making a concerted effort to share the hospitality of Abraham with anyone and everyone. As was noted on page 7 of the Lombard report, during the pastorate of Rev. Willimann, the congregation grew to depend on Rev. Willimann to meet, greet and initiate conversations. Today, we need all-hands-on-deck, yes everyone in the congregation, to meet, greet, initiate conversations and share the love of Christ. Remember, the church is not a building or any pastor. The church is the people. **You** are the Body of Christ – let his light shine! I am greatly pleased with your progress. I encourage you to continue striving to BE the light and SHARE the love of God in all you say and do.

Second, as to the impact of the pandemic, we have a multiplicity of ways that members and guests may attend worship. Yes, it is marvelous to see folks face to face, and share handshakes and hugs. But when that is not possible, tuning in to worship on YouTube or our new phone-streaming platform, everyone may remain connected to the whole in every worship service. Have you notice the attendance numbers? We have been averaging between 80 to 100, in total worship attendance each Sunday. Connection is important. If you know of anyone having difficulty connecting or reconnecting through worship, let Pastor Diane or me know, so that we may discern a solution.

Speaking of connections, I must give a shout-out to Pastor Diane and the Member Care Team for their outstanding contributions toward maintaining and enhancing connections, as well as reconnecting those who, for whatever the reason, became disconnected from the church. Their work has helped facilitate healing. They have sent cards, made phone calls and made visits. Want to know a secret? They don't claim to be the only ones who can or should be doing this. I encourage all of you to reach out to old friends/folks you haven't seen for a while and let them know that you care. It's the little things in life, especially kindness, that mean the most. When I was struggling with COVID earlier this year, your prayers, cards, notes and emails meant the world to me. The same is true for others.

Third, we can't do anything about our aging congregation. We cannot bring back those who have gone on to their eternal reward. But we **CAN** and should invite and welcome guests. No ulterior motives, just living what we profess every single Sunday: "*No matter who you are or*

where you are on life's journey, you are welcome here!" If you let the light of Christ shine and share the love of God in every moment of every day with everyone, people will be drawn to Bethlehem. **BE** the light and love and you'll be a magnet. You're already doing it; just turn up the volume.

Fourth, yes, mainline churches across the board have been experiencing declining participation and membership for decades. But here's the thing about the "spiritual but not religious", they are still seeking relationship with the divine. They still desire to be part of something greater than themselves – part of a community. You see, God designed humankind as relational creatures. Humans inherently need community. Humans genuinely need to love and be loved. Humans need to know that others care about them. So, I encourage all of you to love one another and everyone (yes, even the seemingly unlovable) as God loves you. Love conquers all. And in a world so filled with division, hatred and violence, you can and should provide safe harbor filled with healing grace.

Those seeking divine and community connection also need spiritual experiences to be relevant to their lives. In worship, the liturgy, sermons and music must be relevant and inclusive. Archaic language (such as Thee, Thou, and Thine) gives the impression of an old church that is not progressive, but rather stuck in the past and irrelevant to the needs and concerns of today. Just recently, Pastor Diane and I were speaking about the need for updated hymns that have contemporary and inclusive language. Unfortunately, purchasing all new hymnals would be cost prohibitive. The Holy Spirit intervened. Within days, we received a call from First Congregational UCC in Ypsilanti. They were giving away their physical possessions, to become a community of faith that focuses time, talent and resources into their justice work and missions. They had 115 New Century Hymnals and the accompaniment book to give away and wondered if we'd be interested. Of course, I replied with a resounding "Yes!" With these hymnals and the 60 that had been gifted to BUCC some time ago from a church in Chelsea, we have enough to use in worship. This is a nearly \$3,400 value at no cost to us! God is good all the time! So, beginning June, we will start using the New Century Hymnal, in addition to the Chalice Hymnal. Eventually, we hope to transition almost entirely to the New Century Hymnal. This will help provide a very positive first impression, along with your hospitality, to guests in worship.

8. **Aging Building** – This was addressed in the Lombard report (page 9), along with the declining membership. The aging building (especially the original structure completed in 1896) is a legitimate concern. Yes, it is tied, in part, to the size of the congregation. Certainly, stewardship within the congregation is important for ongoing maintenance and repairs of the facility. And most assuredly, those who serve on the Facilities Team directly impact and are impacted by the aging structures. Many, many thanks to those serving on the Facilities Team for their tireless work (mostly under the radar and behind the scenes) to maintain this great facility!

Decades ago, most church budgets relied almost exclusively on pledges and other financial gifts. Over the past 20 years, the need for revenue diversification has grown in importance. I commend the leadership of Bethlehem for doing their best to diversify BUCC's revenue stream. The revenue received from the congregations and community organizations renting space in our facility, as well as rental of the parsonages, helps offset the maintenance

and repair costs. Additionally, we've received grants for boiler repairs and replacement of our Pride Doors. I've also been in contact with leaders in the UCC National setting, in pursuit of more grant funding toward building needs.

Beyond rental revenue, there are also intangible benefits to having numerous others from the greater Ann Arbor community engaging in activities in our facilities. It says to people in the community: *'This is Bethlehem: a welcoming, open, inclusive, progressive place with people who care about others in the community.'* That is fabulous PR. During the Open House, visitors were amazed to learn that so many faith traditions and Christian denominations could share space under one roof. They were also amazed to learn about all of the ongoing secular activities of community groups and organizations under our roof. Some made inquiries about possible rentals for their groups. Visitors were made to realize that you can't judge a book by its cover. There is more than meets the eye with Bethlehem. And for the spiritual but not religious seekers entering Bethlehem during the week for sports, recitals and other activities, some of them may eventually be drawn (led by the Spirit) to engage with us on a deeply spiritual level. When they do, I trust you will receive them with glad hearts and hearty welcome. Again, BE the light.

The previous pages highlight a portion of the Lombard report and progress that you have made with regard to concerns raised in that report. I am pleased with the progress you've made. Keep it up! Bethlehem is a work in progress, as we all are. Bethlehem's legacy will continue. I believe that with all of my being. But there is much work yet to be done on our transitional journey.

WHAT'S NEXT? I believe that we are ready to roll up our sleeves and begin doing the transitional work necessary to prepare you for calling your next settled pastor. Later this year, most likely in early September, we will begin gathering repeatedly to discern: Who is Bethlehem? Who is our Neighbor? Who is God calling Bethlehem to be/become? We will use a variety of methods and tools to answer these questions. I will guide us through various exercises that focus on *heritage*, *leadership* (laity & pastoral), *connections* (within the congregation & with the wider community), *mission*, and *future*.

We already have a head start on **heritage**, with all of the work that the Anniversary Committee has done. To further that work, we need to connect the past to the present, especially with regard to the good people of Bethlehem. What from the past is most important to carry with us into the future? How does that relate to our members today, especially newer members? As to **connections**, we need to build on efforts already underway that are connecting and reconnecting people within our community of faith. We also need to discern connections that we already have within the wider community, determining which ones should be maintained or enhanced, which ones may no longer be relevant for the life of the church, and what opportunities for new connections and relationships should be pursued. This discernment will likely impact your perception of the **mission** of Bethlehem to be AND what it may become. What **is** God calling Bethlehem to do? How and where are the energy and resources of Bethlehem most needed? All of this will help us discern the **future** vision of Bethlehem UCC. Remember, success is about the journey, not a destination. That journey is a continuum from past, to present, to the future and beyond. Discernment is vital to effectively preparing for the future

At each stage in the discernment process, we will be generating and gathering information that

will be essential for the church profile. All of the information and visioning will also be of paramount importance in discerning the qualities needed in your next settled pastor. The goal is to find and call someone who will be able to partner with you, to help Bethlehem live into the vision that God places before you. As the Prophet Joel wrote, *"I, the Lord, am your God and there is no other. ... I will pour out my spirit on all flesh; your sons and your daughters shall prophesy, your old men [and women] shall dream dreams, and your men [and women] shall see visions."* God is with us. The Spirit will guide us in the visioning process. Let us open our hearts to the Spirit and dream big!

With the help of God, I hope to gather most of the needed information by the end of 2024, as well as commission a Search Committee. The Search Committee will take the gathered information to draft Bethlehem's church profile. Once that profile is approved, submitted and endorsed by the Michigan Conference of the United Church of Christ, the Search Committee will begin receiving clergy profiles from interested candidates. Theirs is a sacred task to identify the best candidates for Bethlehem, based on your collective vision and needs. Their discernment will take into account each candidate's clergy profile, interviews, references, and preaching. Top candidates are called to preach in a "neutral pulpit" (i.e. preaching in a church, usually outside the local area; followed by the Search Committee meeting with the candidate after the worship service in that setting).

Once the BEST candidate is identified, they will be invited to Bethlehem for a "candidate Sunday/weekend." This usually entails numerous meet-and-greet gatherings through the weekend, culminating in the candidate leading in worship Sunday morning. Immediately following the worship service, the candidate is sequestered away, while a congregational meeting is convened. During the congregational meeting, the candidate will be discussed and ultimately a vote cast as to whether or not Bethlehem should call the candidate to serve as its next settled pastor. If not, the Search Committee continues its quest. If yes, plans will be made to receive the new pastor. Depending on the pastor's circumstances, it may be 3-6 months before they can move and begin serving their new community of faith. Ninety-days-notice is the norm for most pastors in their current setting.

I will be with you throughout the process, to help you make a smooth transition to your new settled pastor. Pastor Diane will continue to walk with you and care for you, once your new pastor arrives. Until then, we'll need to trust the Spirit to guide us on our continued journey together. Realistically, if all goes well, I pray that you will be prepared to call your next settled pastor by the summer of 2025.

I look forward to our continued journey together. I would be remiss if I did not thank all of the elected leaders on Council and all of the ministry teams who, along with all of BUCC's volunteers, continue to provide devoted service to Bethlehem. They are all humble heroes in the life of Bethlehem UCC. Alongside them, it is a privilege to serve all of you.

Your Faithful Servant,
Pastor Dawn

BUCC Leadership Council Annual Report FY 2023/2024

Dear Bethlehem Members,

At last year's annual meeting, the following question was asked: "What is Council's vision for Bethlehem?" The extemporaneous reply identified four short-term goals that would assist our congregation as we moved forward. First, we need to stabilize our finances. At last year's annual meeting, Finance and Council presented a budget with a proposed deficit exceeding \$150,000. That amount of annual deficit is unsustainable, even for the wealthiest of church families. Second, we need to stabilize and support a core church family that would allow us to regrow our congregation. We had lost many long-term members resulting from COVID, aging of our church population, internal turmoil and drama. Churches do not survive for very long with substantial division between members and staff. Third, we need to maximize our revenue by increasing pledging units, pledged amounts, and increase rental of available church property and spaces. Fourth, we need to begin our new journey forward to find a settled Pastor who will work with Council, staff, our ministry teams and our congregation to build a solid, unshakeable foundation for our future growth and prosperity.

How well did we do meeting these stated goals over the past year? First, I believe we made significant strides in stabilizing our church finances. As previously stated, the approved budget for this fiscal year had a projected deficit of \$150,000. We asked our ministry teams to look closely at their individual budgets and do what they could to minimize church expenses. Large reductions were realized through the efforts of our teams. In addition, we asked the congregation to consider donating more than pledged. Again, our members responded significantly. As a result, finance has projected a year-end deficit of \$25,000. We have not achieved a balanced budget but we have moved in the right direction.

Second, we have stabilized our core church family. As we came out of COVID, our in-person attendance during our Sunday services was 30-40 members with 10-20 attending through our live streaming. During the past year, our in-person attendance has been consistently around 60-70 with 20-30 attending through streaming. These numbers are not yet at the pre-pandemic level but they are close. In addition, we joyfully received two new members into the Bethlehem family.

Unfortunately, our pledging unit numbers have continued to decrease. Last year we received pledges from 62 units totaling approximately \$165,000. To date this year, we have received 59 pledging units totaling approximately \$151,000. The loss of pledging units and dollars will adversely affect our budget planning and may necessitate some reductions or cuts in existing programs that we support. To offset this, Council has worked diligently with church staff, our pastors, and our Facilities Ministry Team to increase rental income and use of our properties. We have been successful in these efforts, which is evident in the reduced deficit we are projecting for the current fiscal year. Our current proposed budget projects a substantial increase in rental income over last year (FY22/23).

Finally, we have begun our journey to finding a settled pastor to partner with us in our mission and vision for Bethlehem. Last July, Council hired Pastor Dawn as our Intentional Interim Pastor. Pastor

Dawn has spent time and energy getting to know our members, our needs, our strengths, and our weaknesses. She recently convened a special committee to review and recommend changes to our church by-laws. The work of the committee continues and we expect to hold a meeting later this summer to vote on recommendations from this committee. Pastor Dawn will be forming a committee to write our church profile, which is needed before we start our search for a settled pastor. During the coming year, we anticipate beginning our search.

All of these events are not possible without the support and engagement of our numerous volunteers who week after week continue to do the jobs needed to keep Bethlehem together. We are very fortunate that we have people who truly care about our church, our facilities, our history, our future, and our community.

God bless all of our members and friends. You make a difference because you care about others. Thank you all for all that you do.

Sincerely,

Church Council

Respectfully Submitted on Behalf of Council By:

Ronald Dechert- President

Annual Report of the Welcome Ministry Team 2023 - 2024

Members: Jane Schmerberg, chair, and Barb Schenk

1. Hans Maier managed our faithful group of ushers.
2. The Welcome Desk was kept stocked with mints and information.
3. The Welcome bulletin board was updated with pictures of Pastor Dawn, Pastor Diane and Naki Kripfgans.

Fellowship Annual Report

Open Position - No Report Submitted

Youth and Young Adult Ministry Team 2023 - 2024 Annual Report

Youth Group: Youth Group has been inactive this year.

Service: Youth participated in the CROP walk and the Food Gatherers Volunteer Day. School supplies were collected for Peace Neighborhood Center and Alpha House in conjunction with the Education Ministry Team's back to school drive, and items were collected for the Mitten Tree. The College Care Package tradition was continued, becoming "Care Cards" sent to college age members as they completed their last semester.

Young Adult: Our high school and college graduates were recognized in worship and celebrated with gifts. 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 May 2023 to benefit our local Habitat for Humanity Huron Valley.

Respectfully Submitted,

Katie Rowan, Chair

THE EDUCATION MINISTRY TEAM 2023-2024

The Education Ministry Team has continued to be a big presence at Bethlehem and this year was no exception. With dedicated members of veteran Sunday school teachers, volunteers, parents and the support of the entire congregation, EMT continued to share with its youth a message of empowerment.

By starting the new school year in September 2023 again with “Rally Sunday”, we were able to engage our youth of all ages with collecting school supplies and backpacks for local organizations. We continued with the less formal concept of a one-room Sunday school, combining age groups from infants to elementary age students. The children heard bible stories, created art projects, church posters, and enjoyed many treats! Our youth benefitted from weekly Children’s Moments with Pastors Dawn and Diane in the front of the sanctuary for which all of us were often entertained. They were given many opportunities throughout the year to surprise our pastors with the contents of a “God Box”. Once the item was revealed to all, our Pastors would relate the object inside to God.

Our children were able to take a stronger lead with youth mission projects this year. Along with the usual collection of gloves, hats, socks, etc. for the Mitten Tree Project during Advent, they engaged in an extremely worthy 2024 Lenten mission, The Heffer Project. Their weekly participation collecting funds at services helped exceed the original goal by hundreds of dollars. All involved were very grateful for the generous donations from the congregation.

It is the hope of EMT to grow our ministries with new families and continue to participate 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.

The Education Ministry Team strive to communicate and teach our youth to be great shepherds of God’s word at home, school, and in their communities, remaining 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.

Please prayerfully consider your pledge to Bethlehem to help continue the work of our Education Ministry Team and support our children.

Blessings,

Eileen Koprowski - Chair
Christina Wilk
Diana Slaughter
Jan Eadie
Jane Schmerberg
Jill Schwartz
Nancy Pieske

Addition to 2023-24 Education Ministry Team Annual Report

McKay Scholarships:

In 2024, McKay Scholarships were granted to the following: Abigail Bowers, Brian Gotham, Jacob Paton, John Schenk, and Kaitlyn Schwartz

Open and Affirming (ONA) Standing Committee

Open Position - No Report Submitted

Member Care Ministry Team Annual Report 2023- 2024

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 Pastor Diane White, Judy Coucouvanis (Co-Chair), Jenny Foster (Co-Chair), Mary Jean Raab, Karen Goforth, Nan Lefton, Jacquie Katz, and Dindy Haab (liaison to Leadership Council). Thank you to Gwenda Mayes and Aimee Winchester in the church office for all of their help. Thank you to Pastor Dawn and Pastor Diane for caring for the members of our church!

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

Member Care continues to send the Journey Through Grief series for those who have lost a loved one. Thank you to Mary Jean Raab for continuing this important ministry.

Thank you to Nan Lefton for maintaining our card ministry. Members truly appreciate receiving these notes!

At the Totenfest service, Member Care distributed heart shaped seed packets for families to plant in remembrance of their loved one.

Thank you to Diana Slaughter for assisting our team with ordering Serrv Chocolate Advent calendars for our homebound members.

Member Care provided Advent and Lenten Devotional Books to our members. Handwritten Easter cards were sent to all members and friends in the directory along with a schedule of Holy week events.

The Member Care team sponsored coffee hours one Sunday per month. Some of the coffee hours included special recognitions and events, including providing a special cake to kick off our 190th Anniversary year and when new members were welcomed. At Christmas time we hosted a cookie exchange which was really well received!

One Mother's Day, we honored the mothers in our congregation by giving them a Geranium to plant in their home garden.

We hope that God will bless Bethlehem UCC in the coming year as we continue to explore new ways in which to connect the members to Bethlehem Church and each other.

Respectively Submitted
In Christ's Love,

Jenny Foster
Judy Coucouvanis
Member Care Ministry Team Co-Chairs

STATISTICAL INFORMATION – 2023

Baptisms	1
Confirmation Class	0
Weddings	0
Funerals	6

402

Membership as of December 31, 2022

Additions

Births	0
Confirmation	0
Transfer or Affirmation	1

Losses

Death	10
Transfer/Drop	19

Membership as of December 31, 2023 374

Fiscal Year 2023-2024

Pledges	62
Giving Units (member & non-member)	193

Bethlehem Cemetery Board Annual Report

Fiscal Year 2023-2024

Dear members and friends, it might be helpful to review the cemetery board report in last year's annual report before you read this year's report, as it details upcoming changes we have been under this past year.

In short, this past fiscal year has been one of many changes in our operations as volunteers. The number of hours spent weekly would be difficult to calculate, but for the six board members, it is likely close to one full-time employee equivalent. At the same time the work has been plentiful, it has been done with enthusiasm and positive momentum, in the pursuit of our call to mission and servant leadership.

Some of our major initiatives:

- Our roads were improved and resurfaced
- Many large trees were removed due to ice and wind damage
- The safety high pole area lights were replaced with LED lights and one new pole added
- A new website is developed and will likely be launched by the time you read here. On that website are many new features, where customers can find and use features previously only available in a manual format
- We learned that our long-time and much-appreciated accountant and bookkeeper, Betty Clark was retiring mid-fiscal year. A needs assessment, plan, and search were conducted, leading to the hiring of Shannon O'Reilly as the present and transitional bookkeeper and accountant.
- The double checking of all hard copy records, at least 8,000 records, have now been or soon to be inspected by a team of three persons
- The overall reorganization of administrative duties from a central church office to a diffused approach of communication and information sharing was undertaken and is operating well on a day-to-day basis
- A celebration of Bethlehem's first church and the beginning of the cemetery in 1833 was enjoyed in an open house at the cemetery on Sunday, August 26, 2023
- By Memorial Day 2024 once again we assisted the American Legion Post 46 in setting out over 500 US flags. Bethlehem military Veterans and friends helped

As we look to the future, we recognize the strong trend from burial to cremation, 75% of interments currently are cremations, and then as more environmental evidence is presented, new initiatives in green burials will be investigated.

To you our church members and friends, we promise to keep the communication flowing, always looking for your insight and feedback. And, we thank you for your financial support of your cemetery. We do not have a line item in the church budget. We are supported by cemetery lot sales, services performed, interest from cemetery perpetual care and cemetery association invested monies, and generous gifts/ donations from you and the community.

Respectfully Submitted,

Jamie Dylenski, member; Mary Friend, vice president; Susan Irwin, member; Jim Lutz, treasurer; Shannon O'Reilly, secretary; Mary Jean Raab, president; and Marilyn Pearson, advisor

BETHLEHEM CEMETERY ASSOCIATION**December 31, 2023****Checking Account****Balance January 1, 2023** **\$38,091.20****Receipts:**

Sales: Lots	\$63,187.50
Sales: Niches, Babyland & Memorial Gardens	\$10,600.00
Burials	\$80,088.00
Engraving	\$0.00
Disinterments	\$0.00
Deed Transfer	\$0.00
Interest	\$776.57
Other Income	\$3,340.38
Foundations	\$400.00
Contributions/Memorials	\$4,424.00
Receipt Total	\$162,816.45

Disbursements:

Office Secretary	\$3,600.00
Disinternments	\$0.00
Grounds Maintenance Contract	\$55,168.00
Openings & Closing Fees	\$27,801.00
Software Maintenance	\$720.00
Cemetery Supplies	\$0.00
Scrolls and Engraving	\$1,357.11
Telephone & Internet	\$509.61
Water	\$6,721.67
Electric	\$2,133.98
Propane Gas	\$866.20
Office/Building Supplies	\$1,404.46
Trees & Shrubs	\$15,750.00
Grounds Maintenance	\$7,665.00
Miscellaneous	\$400.00
Memorial Garden	\$0.00
Website	\$6,027.58
Roads	\$56,545.00
Record Keeping	\$1,200.00
Commission on Sales	\$11,219.38
Dumpster	\$1,211.49
Disbursement Total	\$200,300.48

Adjustment**(\$50.38)****Transfer out to Cemetery Association investment
account****(\$64,000.00)**

Transfer out to Perpetual Care investment account	\$10,978.13
Liability Expenses (Monuments/Mem Gar bench)	(\$1,100.00)
BALANCE December 31, 2023	\$52,478.66
Graves/Niches Sold	38
Openings/Closings	64
Perpetual Care Account Balance	\$749,059.19
Cemetery Association Account Balance	\$348,588.41

OUTREACH MINISTRY TEAM

During this past year, the Outreach Ministry Team focused our attention and support on three local agencies:

Food Gatherers
Alpha House
Peace Neighborhood Center

We dispersed \$3491 to each of these agencies from Bethlehem's operating budget. For the past several years we have recommended that Bethlehem commit a percentage of the yearly budget to Outreach giving and that we strive to incrementally increase that percentage.

In addition we have also contributed with donations and volunteer hours in the following ways:

- Participated in CROP Walk 2023 and raised \$1395
- Education Ministry Team raised \$3238.07 for the SCS Lenten Project Heifer International
- Education Ministry Team gathered many boxes of mittens, gloves, hats, and scarves that were donated to Peace Neighborhood Center and Alpha House for Christmas
- \$600 in Meijer and Target gift cards donated to Peace Neighborhood Center and Alpha House for the holidays
- Volunteers helped at Food Gatherers Warehouse on a Saturday in February.
- Volunteers worked one Saturday in May 2023 and two Saturdays in May 2024 refurbishing houses for Habitat for Humanity Huron Valley. Fundraising allowed us to donate \$959 in 2023. Our goal is to make a \$1000 donation in 2024.
- Meals prepared the first Sunday of every month at the Community Kitchen. Many thanks to Ron & Alice Dechert, Pete Hendershot, Kelly Williams, Jamie Dylenski, Tom Ziesemer for volunteering.
- Volunteers helped weekly on Fridays at Peace Neighborhood Center with food distributions. Thanks to Katie Rowan, Kathy Warner, Dave Gilmore, Sue Muir for volunteering weekly.
- Bethlehem supports Groundcover News by providing office space in our building funded by the community portion of the McKay bequest

We are grateful for the dedication of our OMT members: Jane Schmerberg, Eileen Koprowski, Mary Jean Raab, and Katie Rowan. Pastor Dawn organized our meetings and Ron Dechert attended our meetings as the Leadership Council liaison. We are grateful for the leadership and communication they provided for our team.

And of course, we are grateful for Bethlehem's generosity with their gifts of donations and volunteering.

Outreach Ministry Team:

Eileen Koprowski
Mary Jean Raab
Katie Rowan
Jane Schmerberg

FACILITIES MINISTRY TEAM ANNUAL REPORT

June 1, 2023-May 31, 2024

Members: Steve Darr, chair, Michelle Loukotka, Tim Schenk, Ron Dechert-LC liaison, Gwen Mayes-Office Supervisor

Invited Guests: John Irwin, 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 our buildings and properties.

REPAIRS AND IMPROVEMENTS

The following repairs and improvements were funded from our budget or, at our request, from undesignated funds. These requests for undesignated funds were approved by the Finance Team. We have had fewer emergency repair issues this year due to the major projects we were able to complete in recent years.

- We completed changes at the Hewett parsonage that were necessary to bring it up to code for a rental unit. We also cleaned and painted to prepare it for rental.
- A new door was installed on the exterior stairs leading to the emergency exit door at the front of the sanctuary. This was done to prevent people from living/sleeping there.
- An exterior clean-up day was held once last fall and once this spring.

OTHER

The Facilities Coordinator's tasks have increased this year. He currently works on the following chores.

- Setting up Fellowship Hall
- Cleaning and buffing floors: hallways, Fellowship Hall, Youth Room, Choir Room
- Cleaning A/C filters in the Lounge and the Sanctuary and changing those in the Office
- Painting
- Mowing at the church and at the Hewett Parsonage
- Weeding, spreading mulch, and sweeping 5th Avenue canopy entrance
- Installing emergency lights, changing light bulbs to LEDs
- Does building walk-through Sunday pm after rentals finish
- Takes trash to curb Sunday, returns receptacles on Monday

PARSONAGES

437 4th Avenue

- As of June 1, 2023 this house is being managed by Reinhart Realtors.

815 Hewett

- As of November 1, 2023 this property is being managed by Reinhart Realtors.

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

Open Position - No Report Submitted

Financial Ministry Team
Fiscal Year 2023-2024

While we do not yet have year-end reports for Fiscal Year 2024 (FY24), using data as of April 22, it appears our shortfall will be less than budgeted. This anticipated outcome is primarily due to increased revenues generated from the properties owned by BUCC, as well as higher pledged giving.

No major building projects funded from investments were completed this year.

Withdrawals from the investment account during the fiscal year included:

- \$2000 from Hutzler for Outreach

- From Undesignated/Unrestricted

- \$60,000 to bolster the general checking account (in June 2023) and

- \$34,319 Dividend and Interest Income (March 2023 to March 2024 per BoAA statement)

It is anticipated the investments total will be close to \$650,000 at the end of FY24.

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.

Thank you to the members of the FY24 Finance Ministry Team: Edgar Vasquez, Greg Gotham and PJ Lindemann, Leadership Council Liaison.

Respectfully submitted,
Tom Krell, Chair, Finance Ministry Team

Nominations Committee Annual Report for 2023-24

Open Position - No Report Submitted

Bethlehem United Church of Christ

Nominations for Elected Officers

June 2024-May 2025

Elected Office FY 23/24	Elected Officer FY23/24	FY 24/25 Status	FY 24/25 Elected Nominee
Leadership Council			
President	Ron Dechert	Timed Out	Jim Rowan
Vice-President	Jim Rowan	Transferred	Open
Treasurer	Patricia Lindemann	Returning Y3T1	Filled
Secretary	Barb Schenk	Returning Y3T1	Filled
At-Large	Pat Huibregtse	Timed Out	Teresa Beagle
At-Large	Dindy Haab	Timed Out	Open
At-Large	NA	Open	Open
Finance			
Chair	Tom Krell	Returning Y3T1	Filled
At-Large	Edgar Vasquez	Returning	Filled
At-Large	Greg Gotham	Returning Y2T1	Filled
Facilities			
Chair	Steve Darr	Returning Y3T1	Filled
At-Large	Michelle Loukotka	Timed Out	Randy Schneider
At-Large	Tim Schenk	Withdrew Y2T1	Open
Outreach			
Chair	NA	Open	Katie Rowan
Youth Young Adult			
Chair	Katie Rowan	Timed Out	Open
Education			
Chair	Eilene Koprowski	Returning Y3T2	Filled
Worship			
Chair	NA	Open	Open
Welcome			
Chair	Jane Schmerberg	End of Term	Open
Fellowship			
Chair	NA	Open	Open
Nominations			
Chair	NA	Open	Open
Member Care			
Co-Chair	Judy Coucouvanis	Returning Y2T1	Filled
Co-Chair	Jenny Foster	Returning Y2T1	Filled
Cemetery			
President	Mary Jean Raab	Returning Y2T1	Filled
Vice-President	Mary Friend	Returning Y3T1	Filled
Secretary	Shannon O'Reilly	Returning Y2T1	Filled
Treasurer	Jim Lutz	Timed Out	Marilyn Pearson
At-Large	Susan Irwin	Returning Y2T1	Filled
At-Large	Jamie Dylenski	Returning Y2T1	Filled

MEMORIALS AND HONORARIUMS 2023-2024

MEMORIALS

CURRENT FUND

Lois Haeussler
John Schulenberg
Annabelle Mensch
Annabelle & Doug Mensch
Dorothy
Douglas Mensch
Rita Kohler
Grandma & Grandpa Bowman
Grandma Gotham

GENERAL MEMORIAL FUND

Charles & Marian Cope
Virginia Slocum
Arlene Connell
Charles Daniel Hoffman

PROPERTY IMPROVEMENT FUND

Lois Haeussler
Bill Fellenberger
Hilda McLaughlin
Betty Diuble
David Alber
Wilbert & Betty Diuble
Frances Schulenberg
Douglas Mensch

CEMETERY MAINTENANCE FUND

Harriett & Kenneth
Holzapfel
Jerry Landers
Norm & Helen Grob
Glenn W. Bailey

CEMETERY ROAD FUND

Hilda Ward

BROADCAST FUND

Jennifer O'Reilly
Joseph & Laura O'Reilly
Glenn W. Bailey

HONORARIUMS

CURRENT FUND

Pastor Dawn
Pete & Pam Kleinschmidt
190th Celebration of Bethlehem

CEMETERY MAINTENANCE FUND

Jane Santoro
Conrad & Norma Foster
Fred & Lela Keppler
Hugh Keppler

OUTREACH FUND

Groundcover News

Financial Reports

Revenue and Expense Summary

May 2024

Date : 06/04/2024
Time : 10:51:16 PM

Bethlehem United Church of Christ Analysis of Revenues & Expenses - Summary - Finance Committee Fund: General Fund June 2023 to May 2024

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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	19,647	234,306	236,743	255,000	91.88 %
Other Revenue	6,103	123,757	108,524	136,370	90.75 %
In and Out Income - GF	(1,996)	(12,348)	4,131	0	0.00 %
Total REVENUES	23,755	345,715	349,398	391,370	88.33 %
EXPENDITURES					
Education	0	942	311	2,550	36.95 %
Personnel	16,983	224,983	298,162	309,392	72.72 %
Administration	2,368	32,962	40,422	48,650	67.75 %
Fellowship	120	608	816	773	78.60 %
Outreach	0	10,474	10,474	10,474	100.00 %
Denominational Giving	0	1,072	1,136	4,940	21.71 %
Facilities					
Building Maintenance & Repairs	8,700	73,309	68,939	70,300	104.28 %
Parsonage	0	1,346	8,579	8,000	16.82 %
Utilities	4,971	42,984	45,866	44,500	96.59 %
Total Facilities	13,671	117,638	123,384	122,800	95.80 %
Worship	4,148	32,907	22,397	32,405	101.55 %
Welcome Ministry	0	540	276	4,505	11.99 %
Member Care	119	695	844	850	81.71 %
Finance	246	2,378	2,884	2,635	90.26 %
In and Out Expenses	0	690	0	1,000	68.99 %
Youth & Young Adult Ministry	0	72	516	1,500	4.77 %
Spiritual Growth & Development	0	117	139	2,295	5.10 %
Stephen Ministries	0	0	0	0	0.00 %
Total EXPENDITURES	37,655	426,078	501,763	544,769	78.21 %
Net Total	(13,900)	(80,363)	(152,365)	(153,399)	0.00 %

Memorial and Gift Accounts

May 2024

Date : 06/04/2024
Time : 10:42:30 PM

Bethlehem United Church of Christ
Memorial & Gifts
Fund: Memorials & Gifts
June 2023 to May 2024

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Accounts	Beginning Balance	Restricted Revenue	Restricted Expenses	Credit Adjustments	Debit Adjustments	Ending Balance
Temporary Restricted						
Memorials & Gifts - Facilities						
00020.114.01 - Property Improvement Fund	4,179	0	0	7,555	7,280	4,454
00020.117.01 - Feldkamp Trust Fund Income	6,127	0	0	10,636	3,500	13,262
00020.120.01 - Heating & A/C Improvement Fund	462	0	0	0	0	462
00020.127.01 - Roof & Mortar Repair	0	0	0	0	0	0
00020.130.01 - Building Repairs	0	0	0	0	0	0
Total Memorials & Gifts - Facilities	10,768	0	0	18,191	10,780	18,178
Memorials & Gifts - Music/Worship						
00020.104.01 - Broadcast Fund	1,299	0	0	9,410	7,765	2,944
00020.105.01 - Music/Choir Fund	13,391	0	0	5,620	600	18,411
00020.109.01 - Organ Fund	2,248	0	0	0	0	2,248
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
Total Memorials & Gifts - Music/Worship	18,117	0	0	15,030	8,365	24,782
Mem & Gifts - Cemetery Board						
00020.101.01 - Cemetery Maintenance Fund	220	0	0	4,745	3,460	1,505
Total Mem & Gifts - Cemetery Board	220	0	0	4,745	3,460	1,505
Memorials & Gifts - CEC						
00020.106.01 - Church School Fund	8,859	0	0	185	382	8,662
Total Memorials & Gifts - CEC	8,859	0	0	185	382	8,662
Memorials & Gifts - Finance						
00020.107.01 - Brewster Estate Fund	1,896	0	0	0	0	1,896
00020.108.01 - Tree of Life Fund	20,527	0	0	300	0	20,827
00020.111.01 - General Memorial Fund	39,258	0	0	2,895	0	42,153
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	0	0	0	0	0	0
00020.128.01 - Stephen Ministry	9,727	0	0	0	0	9,727
Total Memorials & Gifts - Finance	90,610	0	0	3,195	0	93,805
Memorials & Gifts - Youth						
00020.123.01 - Intergenerational Mission Fund	6,907	0	0	0	0	6,907
00020.124.01 - Youth Fund	18,944	0	0	0	0	18,944
00020.129.01 - Video Ministry	(7,094)	0	0	4,528	750	(3,316)
Total Memorials & Gifts - Youth	18,757	0	0	4,528	750	22,535
Memorials & Gifts - Outreach						
00020.125.01 - Outreach	896	0	0	120	40	976
Total Memorials & Gifts - Outreach	896	0	0	120	40	976
Total Temporary Restricted	148,226	0	0	45,994	23,776	170,443

Balance Sheet

May 2024

Date : 06/04/2024
Time : 10:49:57 PM

Bethlehem United Church of Christ
Balance Sheet - May 2024
May 2024

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Accounts

ASSETS		
Current Assets		
00000.002.01 - General Checking	\$62,782.38	
McKay Funds		
00000.025.01 - McKay Funds Checking	\$44,320.04	
Total McKay Funds	<u>\$44,320.04</u>	
Total Current Assets		\$107,102.42
Investments		
00000.010.01 - Bank of Ann Arbor Investment	\$633,730.73	
Total Investments		\$633,730.73
Total ASSETS		<u>\$740,833.15</u>
LIABILITIES, FUND BALANCE, & Restricted Funds		
LIABILITIES		
00000.053.01 - Deferred Compensation	\$16,170.00	
00000.065.01 - State withholding taxes	(\$445.15)	
00000.070.01 - Marshall Flower Fund	\$421.31	
00000.072.01 - Senior Pastor Equity	\$1,625.00	
Total LIABILITIES		<u>\$17,771.16</u>
FUND BALANCE		
00000.040.01 - Fund Balance	\$623,244.88	
Excess Cash Received	<u>(\$70,586.20)</u>	
Total FUND BALANCE and Excess Cash Received		\$552,658.68
Restricted Funds		
Total Temporary Restricted	<u>\$170,403.31</u>	
Total Restricted Funds		<u>\$170,403.31</u>
Total LIABILITIES, FUND BALANCE, & Restricted Funds		<u>\$740,833.15</u>

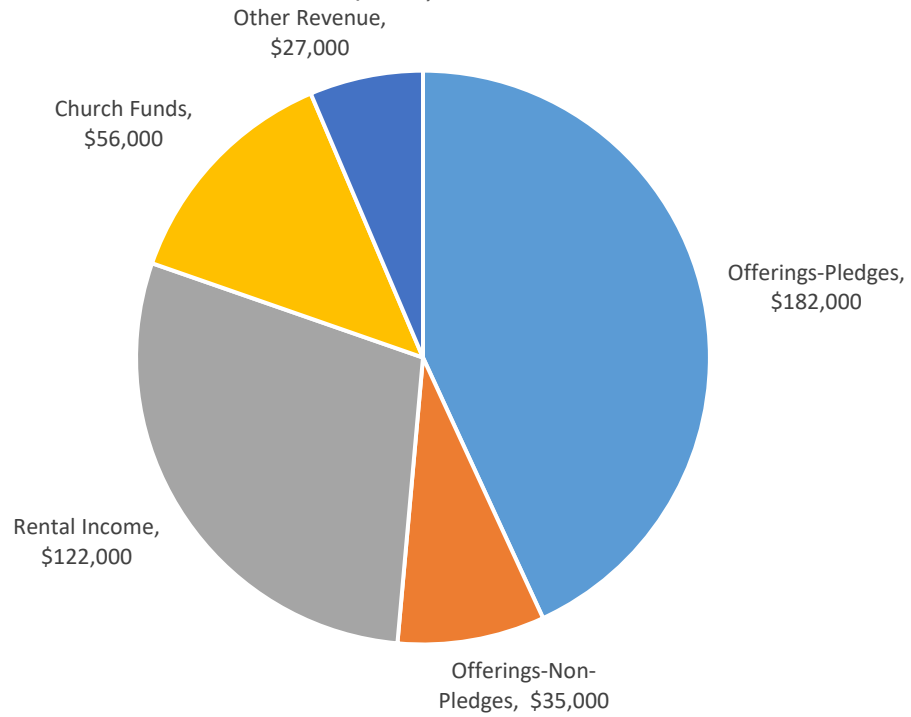
BUCC FY 2023-2024 Budget vs. Actuals				
	Jun 23-May 24		Jun 23-May 24	
	Budget		Actual	Variance
INCOME				
Offerings-Pledges	\$ 170,000	\$	210,477	\$ 40,477
Offerings-Non-Pledges	\$ 85,000	\$	23,829	\$ (61,171)
Rental Income	\$ 60,000	\$	90,856	\$ 30,856
Church Funds	\$ 56,000	\$	17,716	\$ (38,284)
Other Revenue	\$ 20,370	\$	2,837	\$ (17,533)
Total INCOME	\$ 391,370	\$	345,715	\$ (45,655)
EXPENSES				
Personnel	\$ 309,392	\$	224,983	\$ (84,409)
Administration	\$ 48,650	\$	32,962	\$ (15,688)
Outreach	\$ 10,474	\$	10,474	\$ -
Facilities	\$ 122,800	\$	117,638	\$ (5,162)
Worship	\$ 32,405	\$	32,907	\$ 502
Other Ministries Total	\$ 20,048	\$	7,114	\$ (12,934)
Total EXPENSES	\$ 543,769	\$	426,078	\$ (117,691)
Sub Total	\$ (152,399)	\$	(80,363)	\$ 72,036

BUCC FY 2024-2025 Budget vs. 2023-2024 Actuals				
	Jun 24-May 25			
	Jun 23-May 24	Proposed		
	Actuals	Budget	Change	
INCOME				
Offerings-Pledges	\$ 210,477	\$ 182,000	\$ (28,477)	
Offerings-Non-Pledges	\$ 23,829	\$ 35,000	\$ 11,171	
Rental Income	\$ 90,856	\$ 122,000	\$ 31,144	
Church Funds	\$ 17,716	\$ 56,000	\$ 38,284	
Other Revenue	\$ 2,837	\$ 27,000	\$ 24,163	
Total INCOME	\$ 345,715	\$ 422,000	\$ 76,285	
EXPENSES				
Personnel	\$ 224,983	\$ 309,392	\$ 84,409	
Administration	\$ 32,962	\$ 33,375	\$ 413	
Outreach	\$ 10,474	\$ 10,474	\$ -	
Facilities	\$ 117,638	\$ 128,000	\$ 10,362	
Worship	\$ 32,907	\$ 32,405	\$ (502)	
Other Ministries Total	\$ 7,114	\$ 8,911	\$ 1,797	
Total EXPENSES	\$ 426,078	\$ 522,557	\$ 96,479	
NET	\$ (80,363)	\$ (100,557)	\$ (20,194)	

BUCC FY 2024-2025 Budget Summary				
	Jun 23-May 24		Jun 24-May 25	
	Budget		Proposed Budget	Change
INCOME				
Offerings-Pledges	\$ 170,000	\$	182,000	\$ 12,000
Offerings-Non-Pledges	\$ 85,000	\$	35,000	\$ (50,000)
Rental Income	\$ 60,000	\$	122,000	\$ 62,000
Church Funds	\$ 56,000	\$	56,000	\$ -
Other Revenue	\$ 20,370	\$	27,000	\$ 6,630
Total INCOME	\$ 391,370	\$	422,000	\$ 30,630
EXPENSES				
Personnel	\$ 309,392	\$	309,392	\$ -
Administration	\$ 48,650	\$	33,375	\$ (15,275)
Outreach	\$ 10,474	\$	10,474	\$ -
Facilities	\$ 122,800	\$	128,000	\$ 5,200
Worship	\$ 32,405	\$	32,405	\$ -
Other Ministries Total	\$ 20,048	\$	8,911	\$ (11,137)
Total EXPENSES	\$ 543,769	\$	522,557	\$ (21,212)
NET	\$ (152,399)	\$	(100,557)	\$ 51,842

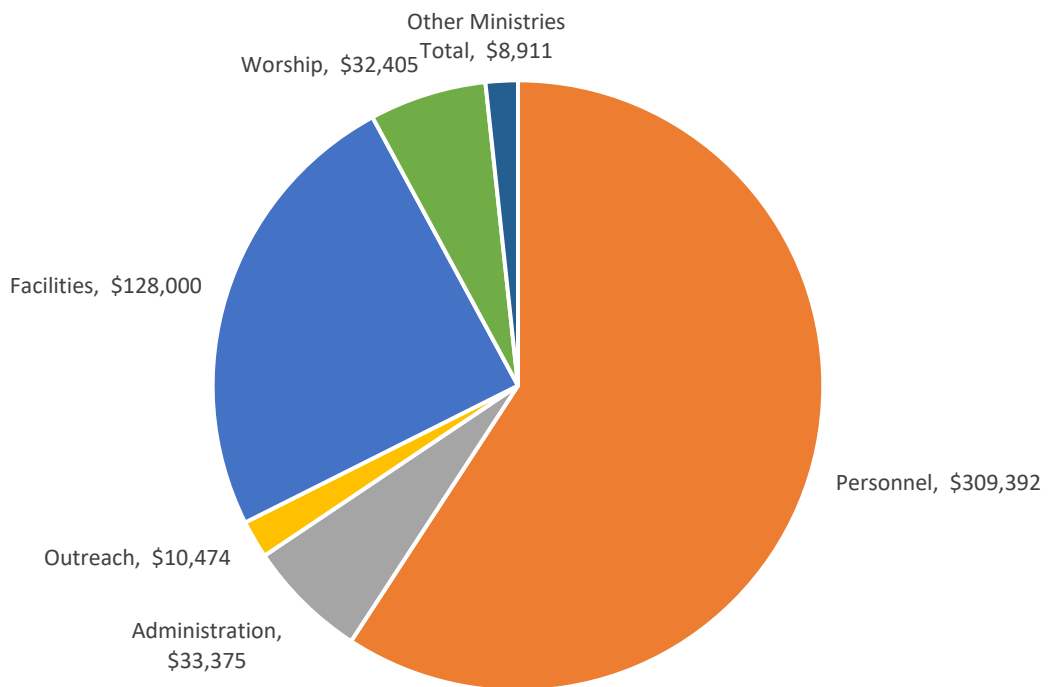
BUCC Proposed Budget FY24-25 - Income

\$422,000



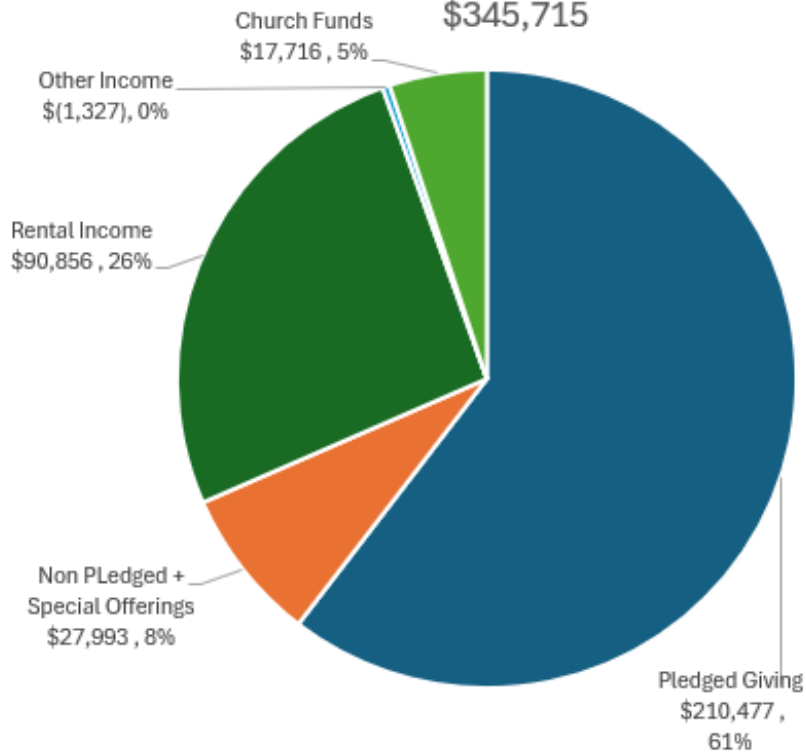
BUCC Proposed Budget FY24-25 - Expenses

\$522,557



BUCC Actual Income FY 2023-2024

\$345,715



BUCC Actual Expenses FY 2023-2024

\$426,078

