

Bethlehem

United Church of Christ



Annual Report

2024-2025

Bethlehem United Church of Christ
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TABLE OF CONTENTS

Mission Statement/Covenant of Welcome	2
Staff Page	3
Leadership Council, Ministry Teams, Boards and Committees	4
Congregational Meeting Agenda	5
Minutes of Annual Meeting of the Congregation, June 9, 2024	6
Pastor's Report	9
Leadership Council Report	12
Ministry Team Reports:	
Fellowship	13
Nominating Committee	13
Opening and Affirming Standing Committee	13
Welcome Ministry	13
Worship Ministry	13
Youth & Young Adult Ministry	13
Education Ministry	14
Member Care	16
Bethlehem Church Membership Statistics	18
Bethlehem Cemetery Board Report	19
Outreach	22
Facilities	23
Finance	25
Nominations for FY 2025-2026	26
2024-25 Memorials and Honorariums	27
2024-25 Financial Reports:	
Revenue and Expense Summary	28
Memorial and Gift Accounts	29
Balance Sheet	30
Budget FY 2025-2026	31

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
2024-2025

Rev. Dawn Christenson	Interim Pastor
Rev. Diane White	Associate Pastor
Gwenda Mayes	Church Administrator
Lisa Reach	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 2024-2025**

LEADERSHIP COUNCIL

Jim Rowan	President
Open	Vice-President
Barbara Schenk	Secretary
P. J. Lindemann	Treasurer
Teresa Beagle	Member at Large
Open	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
Randy Schneider	Elected Member
Open	Elected Member

OTHER MINISTRY TEAM CHAIRS

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

BETHLEHEM CEMETERY BOARD

Mary Jean Raab	President
Mary Friend	Vice-President
Shannon O'Reilly	Secretary
Jamie Dylenski	Treasurer
Marilyn Pearson	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 1, 2025

- 1) Call to Order - J. Rowan
- 2) Verification of Forum - J. Rowan
- 3) Opening Prayer - Pastor Dawn
- 4) Leadership Council Annual Report - J. Rowan
- 5) Ministry Team and Cemetery Board Reports
- 6) Introduction of proposed revised bylaws - Bylaws Committee
- 7) Call for vote on revised proposed revised bylaws
- 8) Review of current and proposed budget - T. Krell, P.J. Lindemann
- 9) Call for vote on proposed FY 25/26 budget
- 10) Review of elected officer nominations - J. Rowan
- 11) Call for vote on elected officer nominations
- 12) New business from the congregation
- 13) Prayer of adjournment – Pastor Dawn

BUCC Annual Congregational Meeting Minutes

June 9, 2024

In-person, Fellowship Hall

1. Opening Prayer- Pastor Diane 11:14 a.m.
2. Call to order- R. Dechert
3. Verification of Quorum- R. Dechert Clearly had a quorum, meeting started 11:16 am
4. Leadership Council Annual Report
 - a. Pastor Dawn was unable to attend the meeting. Pastor Dawn's statement was read by Diane, thanking Ron for his service as president and to all other serving in elected positions. Diane shared that Dawn is grateful for the work with did with LMPC. Diane shared her thanks as well to the congregation.
 - b. Ron encouraged everyone to read Dawn's complete report. Focus next year is to finish bylaws work by the end of this summer, writing church profile, establishing a pastoral search committee, and starting the search. This could take 12 months or more. Diane encouraged congregation to call or email with any questions on the report.
 - c. Overview of FY23/24
5. Ministry Team Reports
 - a. Education, Eileen Koprowski – Summary of activities - Advent project – mitten tree, Lent Heifer Project, which was very successful, and pretzels. Thanks for everything the congregation does to support Education team and the kids. She looks forward to growing the group. They will have some summer activities but not formal Sunday School.
 - b. Youth Young Adult, Katie Rowan – She has been the leader for 6 years and is going out this year. Group has diminished but we look forward to when the littles grow up into the youth group. Youth are drawn to service opportunities – service projects, Food Gatherers, Crop Walk, Habitat for Humanity. The team provides Graduate Recognition and care packages / gift cards for college kids. Special thanks to Jesse's ongoing assistance and P.J. Lindemann as the Leadership Council liaison.
 - c. Outreach – no chair currently. Donations were made to Food Gatherers, Alpha House, and Peace Neighborhood Centers as budgeted. There were other special projects to raise money and donate goods throughout the year. Thanks to all.
 - d. Member Care, Jenny Foster – Co-Chair with Judy Coucouvanis, who is not here today. Thanks to the team of 8 - Judy, Dindy Haab, Karen Goforth, Jackie Katz, Nan Lefton, Mary Jean Raab, and Pastor Diane. Dindy does a great job with the prayer chain. There are over 30 people in the chain. Mary Jean facilitates grief materials for families who experience a loss, Nan writes cards of recognition and support to homebound members. They have sponsored coffee hours and encouraged others to adopt a coffee hour. We are ALL Member Care.
 - e. Stephen Ministry, Kurt Schmerberg – This is a home-based ministry. We currently have 4 qualified Stephen ministers. There is currently only one active care receiver. If you know of anyone who could benefit, please reach out to Kurt. It is generally a short-term relationship, but they tend to develop ongoing longer-term connections. Receivers are confidential. Kurt would love to do another class to train more Stephen ministers.

- f. Facilities, Steve Daar – Parsonages were upgraded for rental through Reinhardt. Steve and team supervise Bill Husted's tasks. Team came in \$4k under budget. Steve offered thanks to the entire team. John Erwin is negotiating new contracts for utilities. Expect an increase in utilities next year of \$2k. New AC in the office is being installed this month. No major updates planned for next year. There will be some mortar repair. The elevator has been pushed out to 2028.
- g. Cemetery Board, Mary Jean – Thanks to Ron as Leadership Council liaison, and thanks to the entire team. Jim Lutz concluding his 6th year but will still advise as needed. All other members will remain. Marilyn will be elected. Thanks to Sue Buday in supporting the transition from the church office support to managing on their own. It was a very busy year. The new website is launched, with the primary focus to make information available including prices for the cemetery. Vets Life program – Mike and Dindy Haab are very active with this. Every year they find more people that need to be recognized. Adding lights for safety. Received a proposal from local architect to add a small area for natural burials. 75% cremations now which has changed the cemetery business. Other upcoming projects include a proposal for the unpaved roads, tree work, other maintenance. Reports are available in the Visitor and in the annual report packet. Mary Jean welcomes questions. Thanks to Jim Lutz for his 6 years.
- h. Cemetery finances – annual report includes last year's report.
 - i. \$62k checking
 - ii. \$831k perpetual care
 - iii. \$346k Cemetery association account – money is pulled from this account when needed.
- i. Welcome – refer to report, Jane not here today. We are all Welcome – encourage everyone every day to Welcome
- j. LEADERSHIP COUNCIL – Refer to report. Thanks to all the volunteers! Quick rundown of the year:
 - i. Annual meeting last year we had an open senior pastor position.
 - ii. July – Pastor Dawn was hired
 - iii. Summer – Art Fair parking
 - iv. Fall – Rally Day, fall cleanup, football parking
 - v. All Church Potluck, rebuilding fellowship and restarting coffee hour
 - vi. Advent – Hanging of the greens, Advent Workshop, special Christmas services
 - vii. Winter – archive room was set up, Bethlehem moments by John Schmale
 - viii. Spring -- spring cleanup, hosted visiting choir, anniversary open house, hosted domestic violence film
 - ix. Thanks to all the volunteers - ushers, AV support, door openers

6. Review of current and proposed budget-T. Krell, P.J. Lindemann

- a. See report and slides in annual report packet - P.J. presented the actual revenue and expenses for the year versus the budget, and then compared the proposed budget to the actuals for the year. The balance sheet was also reviewed, and she confirmed that the balance sheet ties to the bank balances.
- b. Call for vote for proposed FY 24/25 budget
 - i. There was a motion to approve budget as presented. Motion was seconded.
 - ii. Discussion – Mary Jean noted that none of the church operating funds are spent on the cemetery. She also asked how the rentals will proceed moving forward now that Ron has completed his position on Leadership Council. There are contracts/agreements

in place. We use Reinhardt for the house rentals, Religious Rentals for the facility rentals by other religious organizations, and direct contracts for the local use of gyms. Gwen handles the day-to-day activities related to the agreements.

iii. After discussion, the budget was unanimously approved.

7. Review of elected officer openings and nominations- R. Dechert

- a. See report of openings and volunteers for election
- b. Add Steve Daar to the election roster for Facilities to ensure it is properly documented.
- c. Any volunteers/nominees from the floor? None.
- d. Questions re. unfilled positions
 - i. liaison from council will support
 - ii. Leadership Council can appoint people to open positions for the remainder of the year
 - iii. Possible restructure of governance as we continue the work on the by-laws and make recommendations to the congregation.

8. Call for vote on elected officer nominations – Motion to approve slate of volunteers with the addition of Steve Daar. Motion seconded and approved unanimously.

9. New business from congregation – add language to by-laws to allow for electronic meetings per report

- a. Motion to approve language was made and seconded, approved unanimously.

10. Kurt Schmerberg moved that we approved last year's minutes with amendment re. treasurer – P.J. was moved from Secretary to Treasurer at the end of the meeting. Motion was seconded and approved unanimously.

11. Diana Slaughter offered thanks to Ron especially as well as all volunteers.

12. Prayer of adjournment- Pastor Diane Meeting adjourned at 12:30

Pastor's Annual Report 2024/2025
Annual Report
Rev. Dawn Christenson, Intentional Interim Minister

Beloved ones, in last year's Annual Report, I cited John 17:21 – "that they may all be one". It is a passage that has guided the UCC since its inception 68 years ago. Good people of Bethlehem, like the UCC, you are embracing the oneness that Jesus prayed for in that gospel passage. Well done! And since last year, we have accomplished much!

Bylaws

The Ad hoc Bylaws Committee – Ron Dechert, P.J. Lindemann & Kurt Schmerberg – have worked many, many, MANY long hours to revise the bylaws. Yes, I worked with them on the project, but I cannot take any credit. They rightfully deserve all the credit for a job well done. Their work throughout the review process was beautiful to behold! In all of my professional life, I have only experienced an unsurpassed level of respectful, flexible, devoted, cooperative, collaborative, and creative teamwork, in the absence of egos, twice. This was one of those experiences. What a blessing it was for me to witness this amazing team in action! I will treasure this experience and them in my heart forever.

The process took much longer and was more complex than anticipated. Yet, when we ran into seemingly insurmountable obstacles, they created solutions. They never gave in and never gave up. They did it all with great care and with the very best interests of Bethlehem UCC in mind. In the end, the fruits of their labor are nothing less than outstanding. I am SO grateful to and SO very proud of them. Final corrections and adjustments to the proposed bylaws are being made, based on the congregation's feedback. We will be ready to vote on them at the Annual Meeting.

Transitional Work of the Congregation

Many thanks to all of you who participated in the transitional workshops! What a whirlwind of workshops we shared in January through March! We began with the *Wall of Wonder* on January 5th, tracing full history of the church since its birth in 1833 to the present, amid a backdrop of local, National and world events. What was most beautiful to see has been the insertion of yourselves and your families into that glorious history. And, thanks to Ron Dechert who created an electronic version of that history, you will be able to continue adding your stories to augment BUCC's history. That is so important! Without YOU, there is no Bethlehem.

On January 26th, we engaged in the *Who are We?* workshop. You began to discern who Bethlehem UCC has been, and is, and who she aspires to be. Then on February 9th you discerned *Who is our Neighbor?* You thoughtfully considered and prioritized your valuable neighborly assets and partners, and how together you can magnify mission and service in the wider community. On February 23rd you engaged in the *Asset Mapping* workshop. This is where I really witnessed your energy and enthusiasm begin to soar! You dug deep that day by connecting the dots of the plethora of assets at your disposal and mapping them into cohesive, impactful actions within your reach to accomplish. On March 2nd, your energy and passion grew exponentially in the *I Can See Clearly (Visioning)* workshop. All I can say is "Wow!" Bishop Marriane Budde said, "Like fledglings that need to be pushed out of the nest, we often don't know we have wings until we are forced to fly." My friends, you have discovered your wings! You are beginning to "mount up with wings like eagles"! Finally, on

March 16th, in the *Shepherding 101* workshop, you discerned the desired qualities of your next settled pastor.

From the first to the last workshop, I have witnessed your continued transformation. I watched as you began to see new possibilities that inspired you and gave you new life and energy. It's beautiful to see. You've grown and continue to grow and meld into a glorious, unified Body of Christ. Now, you are ready for the next step – the search for your next settled pastor! Through your transitional work, the Search Committee has much of the information it needs to write the church's profile (resume'). Thank you for your commitment to and devoted work on behalf of Bethlehem UCC!

Pastoral Search

As soon as the Search Committee is commissioned in worship and has been trained by the Rev. Dr. Lawrence Richardson, Associate Conference Minister of Church Vitality and Transitions, they will begin their sacred work. Their first big task will be to compose the church profile. Once that is validated by the Michigan Conference, it will be shared on the National setting's search and call site. At that point, the Committee will begin receiving clergy profiles. Collectively, they will need to, (through profile review, interviews, reference checks, and hearing some - top candidates - preach and lead in worship), discern which candidates may be good and appropriate for Bethlehem. This process cannot and should not be rushed. Please note that Committee members cannot discuss prospective candidate information with me nor anyone in the congregation. To do so, could jeopardize our search process, as well as jeopardize the candidates themselves in their current settings. So, I implore you, do not ask the Committee for any information about prospective candidates. That will put unwarranted and unjust pressure on them.

When the time comes and the Committee has discerned the best candidate for Bethlehem, that person will be invited to Bethlehem for a 'Candidating Weekend.' During that weekend, the congregation will be given multiple opportunities to meet and get to know the candidate. On Sunday morning, the candidate will preach and lead in worship. Following worship, the candidate will be sequestered away, while a congregational meeting is held to vote on whether to call or decline the individual. If the vote is to call, plans will be set in motion for the pastor to inform and transition out of their current setting. Depending on circumstances this could take weeks to months. Some pastors' call agreements include a clause for 90-days-notice. Whatever the transitional time-frame, Leadership Council will work with the pastor to draft a mutually acceptable covenantal call agreement. If the congregation declines the candidate, the Committee may turn to the next best candidate (sometimes two candidates are neck-n-neck), to convene another candidating weekend. If such a candidate does not exist within the current pool of candidates, the committee will continue receiving profiles and their discernment, until such a time as one is identified and called.

Know this: I will remain with you until the process is complete, departing shortly before your newly called settled pastor arrives. As long as I am with you, I will continue to work with you to foster your continued transformation. Together, we will lay a solid foundation on which you and your new pastor will continue to build the legacy of Bethlehem United Church of Christ.

Associate Pastor

Can I just say how blessed I am (we are), to have Pastor Diane at Bethlehem? I'm greatly saddened to be without her, since her mishap on Palm Sunday. You've probably heard that she broke her ankle that morning. It's been surgically repaired. Unfortunately, she going to be on the 'injured-reserved

list' for quite some time. While she's recovering over the next few months, let's keep her in our prayers. But let's not allow this unfortunate injury overshadow all of the magnificent, sacred work she has done for us over the past year.

I am indebted to her for stepping up and covering for me! Last June, when my wife was having a difficult recovery from shoulder replacement surgery, Diane didn't hesitate. She simply took over worship and other responsibilities and told me to focus on my beloved. She did it again in October, when I had a prolonged difficult recovery from foot surgery. She never blinked twice. She never complained that it was a burden or that she was working well over her prescribed part-time hours. She did it gladly and faithfully, because...well, because that's who she is.

But that's only the tip of this great iceberg. Over the past year, she has faithfully discharged her pastoral care duties. She regularly calls, visits, and sends cards to our 25 homebound members. In fact, she's expanded that list of members by finding some who had inadvertently fallen off the membership rolls. They were SO grateful to be found and reconnected with their beloved Bethlehem! She's been working diligently with the Member Care Ministry Team to ensure that no members are left out or left behind.

In addition to her regular pastoral calls and visits, Pastor Diane has made numerous hospital visits...sometimes on an emergency basis. Again, she never hesitates. She simply answers the call of duty, even if on a moment's notice. To top it all off, she has officiated twelve funerals and two weddings – some for nonmembers. And lest I forget, she also provides worship, with communion, at Brecon every month. (Shout out to Diana Slaughter for providing music for those services.) And when special services are needed, like Ash Wednesday, she provides those too.

Do I believe for one moment that Pastor Diane accomplishes all of this in her allotted 15 hours a week? Not a chance. So, I hope that you will join me in expressing sincere gratitude to her, for all that she does for Bethlehem. She is a gift from God. What a privilege it is for me to collaborate with her in ministry. I am blessed. We all are blessed.

Faithfully,
Pastor Dawn

Leadership Council Annual Report

FY 2024-2025

Leadership Council for FY 2024-2025 was composed of Jim Rowan, President; Barb Schenk, Secretary; P.J. Lindeman, Treasurer; and Teresa Beagle, at-large member. Rev. Dawn served as an ex officio member. Three positions, Vice President and two at-large members, were not filled during this time.

Leadership Council was involved in a wide range of efforts over the past year, including:

- Coordination of church efforts with all ministry teams, church staff, and the Cemetery Board
- Coordination with the Finance Ministry Team on oversight of church finances, development and review of the annual budget, and disposition of endowment funding provided to the church
- Coordination with pastoral staff on management of pastoral and lay employment matters, including development of the personnel budget, the dissemination of the pastoral evaluation, and the revision of the employee handbook
- Coordination with and support of Pastor Dawn in efforts to facilitate this interim period between pastors, including offering of the Spirituality of Leadership workshop, the meeting to discuss the Lombard report, the transitional workshops, and the development of a Pastoral Search Committee
- Oversight of rentals and prospective rentals of church facilities
- Coordination with the Bylaws Subcommittee, to review and provide input into the proposed bylaws revisions
- Coordination with the Facilities Ministry Team regarding maintenance of facilities; this past year, this included attending to maintenance of the organ
- Development of a slate of nominations for the annual election of officers, and recognition of those who have served as officers
- Coordination with the Stewardship Committee on the annual Stewardship Campaign
- Developing efforts to maintain the safety and security of those who utilize church facilities
- Exploring avenues for creating greater awareness within the community of Bethlehem's activities

On behalf of the Leadership Council, I wish to express my appreciation of all church members and officers with whom we have coordinated these above-mentioned efforts and more. It is in working together that we will advance the mission of the church. We in Leadership Council are looking forward to guiding Bethlehem through the remainder of this transitional period and into a new chapter of church life with a new pastor.

Respectfully submitted,

Jim Rowan

Fellowship Ministry
Open Position - No Report Submitted

Nominations Committee
Open Position - No Report Submitted

Open and Affirming (ONA) Standing Committee
Open Position - No Report Submitted

Welcome Ministry
Open Position - No Report Submitted

Worship Ministry Team Annual Report Submission
Open Position - No Report Submitted

Youth and Young Adult Ministry
Open Position - No Report Submitted

THE EDUCATION MINISTRY TEAM 2024-2025

Once again, the Education Ministry Team has continued to be a big presence at Bethlehem. 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 God's love.

We have a strong message about god's love and Jesus' teachings that we should help our neighbors. In September on Rally Sunday, we were able to engage our youth of all ages with collecting school supplies and backpacks for Peace neighborhood Center and Alpha House. During Advent, they helped us collect and pack the collection of gloves, hats, socks, and more from the Mitten Tree which were then given to Alpha House, peace Neighborhood Center and to Groundcover.

Our Lenten Mission Project this year was to collect money for SafeHouse. The children worked diligently throughout Lent to collect money from the congregation and to display the progress on the event board they created. It was heartwarming to see their enthusiasm and wonderful to have such great support from the congregation. We raised \$3,549.48! This smashed our goal of \$2,500.

We continued with our one-room Sunday school, combining age groups from infants to elementary age students. The children heard bible stories, learned new songs, 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.

One of our children, Logan, submitted an art project to the UCC. He was able to share it with our congregation at a coffee hour. We are so proud of him.

Last year we gave out McKay scholarship funds to:

Abby Bowers

Brian Gotham

John Schenk

Katie Swartz

Jacob Patton

Each year we take applications from our members, who will be fulltime students. They can be undergrads or graduates.

It is the hope of EMT to grow our ministries with new families and continue to participate in 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 2024-25 Education Ministry Team Annual Report Once Announced

McKay Scholarships:

In 2025, McKay Scholarships were granted to the following:

Abigail Bowers

Jacob Paton

John Schenk

Carolyn Schwartz

Kathryn Schwartz

Member Care Ministry Team Annual Report 2024- 2025

The Member Care Ministry Team continues 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, Dindy Haab, Cathleen Connell and Teresa Beagle (liaison to Leadership Council). Thank you to Gwenda Mayes and Lisa Reach 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!

This year, the Member Care team conducted an informal review of the membership for purposes of connecting with our members. We determined which members are active or inactive in the church. We started the process of reaching out to inactive members through calls to let them know they are missed and to share current happenings at BUCC. This is an ongoing process that we plan to continue into next year.

The Member Care team is thankful for the faithfulness of Dindy Haab in maintaining the Prayer Chain list and sharing it with a group of BUCC members who take time each week to pray for these individuals. This year, 65 people were on our list for prayers.

Member Care continues to send the Journey Through Grief series for those who have lost a loved one. 8 people received the series this year. Thank you to Mary Jean Raab for continuing this important ministry.

Thank you to Nan Lefton for maintaining our card ministry. 107 handwritten cards were mailed to members of our church with words of encouragement or celebration. Pastor Diane also mailed cards to 26 members who have not attended church for a period of time. The cards included a message that they are missed along with a schedule of Holy week events to encourage re-engagement. Jenny reached out to 4 of our BUCC college students with a note of encouragement during finals week in April. A Target gift card was also included with the note for them so they could purchase study snacks!

The Member Care team continues to support Pastor Diane as she ministers to our 25 homebound members. Lent and Advent devotionals were delivered to homebound members, and handwritten cards were mailed to them at Easter.

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

The Member Care team continued to sponsor coffee hours one Sunday per month. At Christmas time we hosted a cookie exchange which was really well received!

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

On Father's Day we honored our dads by giving them baggies of chocolate hugs and kisses. This was done during the children's sermon and the kids were excited to distribute them to all the fathers in the congregation.

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

The Member Care team enjoyed a holiday lunch in December at the Venue. It was a nice time of fellowship and we plan to make it an annual event!

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 – 2024 - 2025

Baptisms	1
Confirmation Class	0
Weddings	0
Funerals/Deaths	3

374

Membership as of December 31, 2023

Additions

Births	0
Confirmation	0
Transfer or Affirmation	2

Losses

Death	8
Transfer/Drop	9

Membership as of December 31, 2024 359

Fiscal Year 2024-2025

Pledges	60
Giving Units (member & non-member)	169

Bethlehem Cemetery Association Board Annual Report Fiscal Year 2024-2025

Dear Members and Friends,

As reported in the annual report last year, the cemetery continues to operate largely using volunteers. The number of weekly hours spent is difficult to calculate, but for the six board members, it is likely close to the equivalent of one full-time employee. Again, our work has been plentiful, and has been done with enthusiasm and positive momentum in the pursuit of our call to mission and servant leadership.

Some of our major initiatives:

- This year 10 new young trees were secured, planted and tended to. We are thankful to BUCC members Sally and Kevin Elmiger, through their landscape business in helping us get the right tree for it's best placement. And, we thank our donors who contributed to the tree fund to assist in the expense.
- We installed another safety high pole with LED lights, increasing the safety and security.
- The new enhanced website has features which provide more information, include improved communication choices, and add credit card payments options. Our website may be found at Bethlehemcemeteryaa.org.
- We started and completed property deed searches for all the property, that compiles our expansive cemetery at 2801 Jackson Rd., Ann Arbor, MI 48103. This work was completed by the parent company of Absolute Title and organized by Christy Perros.
- Following the title work, Midwestern Consulting conducted a survey of the property, four corners, four boarders, staked and identified. That work is now registered with the Washtenaw County Records office.
- As mentioned in last year's report, we continued to develop a space for future natural burials. The open space is seeded with wildflowers, and we are eager to see them grow very shortly. Local landscape architect Wendy Fry worked with the board and Brad of Brad's Ultimate Services on various options, leading to the area marked as Block 18.
- After listening carefully to our visitors, it was determined that we needed to sign all the Blocks to assist in locating specific graves. If you have not driven through the Cemetery lately, we are sure this signage will be a benefit to you.
- Barbara Cope, a past member of Bethlehem Church bequeathed \$50,000 to an endowed fund in memory of her family, with the fund interest used for Historical Maintenance at the cemetery. The fund is called the Lutz-Vogel Fund.
- Our paid staff includes, Brad Bouchie of Brad's Ultimate Services, Karen Samford, John Samford, and Shannon O'Reilly. And, we thank Gwen Mayes and her staff for their help when needed.

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, but our insurance is part of the church property policy, and our payroll is administered by the church office. We are supported by cemetery lot sales, services performed, interest from our cemetery perpetual care and cemetery association invested monies, and generous gifts from you and the community.

Respectfully Submitted,

Jamie Dylenski, Treasurer; Mary Friend, vice president; Susan Irwin, member; Shannon O'Reilly, secretary; Marilyn Pearson, member; Mary Jean Raab, president .

Bethlehem Cemetery Board Annual Report

Fiscal Year 2024-2025

Bethlehem Cemetery Association

December 31, 2024

Checking Account

Balance January 1, 2024	\$	52,478.66
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Receipts:

Sales: Lots	77,150.00
Sales: Niches and Memorial Garden	12,125.00
Burials	80,831.00
Deed Transfers	1,874.00
Contributions/Memorials	2,791.00
Interest Income	832.28
Receipt Total	\$ 175,603.28

Disbursements:

Net Credit Card Fees	252.90
Grounds Maintenance Contract	60,246.50
Commissions to Sexton	39,118.76
Engraving	3,380.31
Road Repairs	10,350.00
Trees & Shrubs	514.00
Building Maintenance	1,000.00
Office & Cemetery Supplies	2,776.40
Telephone	511.68
Utilities: Electric	3,406.34
Utilities: Gas	514.86
Utilities: Water	7,361.61
Dumpster/Trash Removal	980.22
Software Maintenance and Renewals	869.00
Professional Fees	6,000.00
Website Development and Maintenance	8,997.00
Cemetery Development: Natural Burial Ares	13,752.11
Record Keeping	2,050.00
Accounting	4,750.00
Bank Fees	6.00
Disbursement Total	\$ 166,837.69

Adjustment	\$	0.40
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Transfer out to Cemetery Association Investment Account	\$	15,000.00
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Transfer 15% of Sales to Perpetual Care Investment Account	\$	9,806.25
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Balance December 31, 2024	\$	36,438.00
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Graves/Niches Sold	53
Openings/Closings	75
Perpetual Care Investment Account Balance	\$ 906,135.62
Cemetery Association Investment Account Balance	\$ 388,207.62

Outreach Ministry Team 2024- 2025 Annual Report

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

Food Gatherers Alpha

House

Peace Neighborhood Center SafeHouse

From Bethlehem's operating budget \$3000 each was dispersed to Food Gatherers, Alpha House, and Peace Neighborhood Center, and \$1474 to SafeHouse.

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

- Six walkers participated in CROP Walk 2024 and raised \$1848.
- Education Ministry Team collected 2 boxes of school supplies and more than 30 backpacks that were donated to Peace Neighborhood Center and Alpha House.
- Education Ministry Team raised \$3549 for the SCS Lenten Project SafeHouse.
- Education Ministry Team gathered many boxes of mittens, gloves, hats, and scarves that were donated to Peace Neighborhood Center, Alpha House, and SafeHouse for Christmas.
- \$250 in Meijer and Target gift cards donated to SafeHouse for the holidays.
- An additional \$480 donation to SafeHouse for the holidays.
- Food barrel collection is ongoing. In November we were able to send 2 full barrels to Food Gatherers.
- Volunteers helped at Food Gatherers Warehouse on a Saturday February, and one in April.
- Volunteers worked two Saturdays, one in May and another planned for August, refurbishing houses for Habitat for Humanity Huron Valley. Fundraising allowed us to donate \$1134 in 2024. Our goal is to equal or surpass that amount in 2025.
- Meals prepared the first Sunday of every month at the Community Kitchen. Many thanks to Ron & Alice Dechert, Pete Hendershot, Kelly Williams, Jamie Dylenski 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.
- 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. Barb Schenk attended our meetings as the Leadership Council liaison. 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, Chair

Barb Schenk, Council Liaison

Jane Schmerberg

FACILITIES MINISTRY TEAM ANNUAL REPORT

June 1, 2024-May 31, 2025

Members: Steve Darr, chair, Ron Dechert, Randy Schneider, Jim Rowan-LC liaison, Gwen Mayes-Church Administrator

Invited Guests: John Irwin, Michelle Loukotka

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.

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.

- New valves were installed on the boiler.
- LED light bulbs were installed in all of the sanctuary light fixtures.
- A new A/C unit was installed for the office.
- Working to update the elevator to new State codes.
- An exterior clean-up day was held once last fall and once this spring.

OTHER

The Facilities Coordinator has continued with the following tasks this year.

- 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

- Since June 1, 2023 this house became a rental property with Reinhart Realtors managing it for us.

815 Hewett

- Since November 1, 2023 this property became a rental property being managed for us 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.

Financial Ministry Team
Fiscal Year 2025 (June 2024 – May 2025)

While we do not yet have year-end reports for Fiscal Year 2025 (FY25), using data as of April 29, it appears our shortfall will be virtually nonexistent. 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 Hutzal for Outreach

- From Undesignated/Unrestricted

- No withdrawals from the investment account in FY25

- Dividend and Interest Income is unknown as statements have not been reviewed recently

It is anticipated the investments total will be close to \$550,000 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 FY25 Finance Ministry Team: Edgar Vasquez, Greg Gotham and PJ Lindemann, Leadership Council Liaison.

Respectfully submitted,
Tom Krell, Chair, Finance Ministry Team

Bethlehem United Church of Christ
Nominations for Elected Officers June 2024-May 2025

Elected Office FY 24/25	Elected Officer FY24/25	FY 25/26 Status	FY 25/26 Elected Nominee
Leadership Council			
President	Jim Rowan	Jim Rowan	
Vice-President	Open	Open	
Treasurer	Patricia Lindemann	Patricia Lindemann	
Secretary	Barb Schenk	Barb Schenk	
At-Large	Teresa Beagle	Teresa Beagle	
At-Large	Open		
At-Large	Open		
Finance			
Chair	Tom Krell	Tom Krell	
At-Large	Edgar Vasquez	Edgar Vasquez	
At-Large	Greg Gotham	Greg Gotham	
Facilities			
Chair	Steve Darr	Steve Darr	
At-Large	Randy Schneider	Randy Schneider	
At-Large	Open		
Outreach			
Chair	Katie Rowan	Katie Rowan	
Youth Young Adult			
Chair	Open	Open	
Education			
Chair	Eilene Koprowski		Diana Slaughter
Worship			
Chair	Open	Open	
Welcome			
Chair	Open	Open	
Fellowship			
Chair	NA	Open	
Nominations			
Chair	NA	Open	
Member Care			
Co-Chair	Judy Coucouvanis	Judy Coucouvanis	
Co-Chair	Jenny Foster	Jenny Foster	
Cemetery			
President	Mary Jean Raab	Mary Jean Raab	
Vice-President	Mary Friend		
Secretary	Shannon O'Reilly		
Treasurer	Jamie Dylenski	Jamie Dylenski	
At-Large	Susan Irwin		
At-Large	Marilyn Pearson		

MEMORIALS AND HONORARIUMS 2024-2025

MEMORIALS

CURRENT FUND

Ruth Bauer

GENERAL MEMORIAL FUND

Eleanore Michelfelder
Ruth Keppler
L. Dean & Evelyn Steinaway
Jane Griffel Conlen
Jay Katz
Robert Hoffmeyer
Rose Senrud
Christine Redies

PROPERTY IMPROVEMENT FUND

Nancy Gentner
Douglas Mensch
John Schulenberg
Arlene Connell
Glenn Bailey
Ken & Harriett Holzapfel

YOUTH LENTEN PROJECT

Christine Redies

CEMETERY MAINTENANCE FUND

Glenn Bailey
Fred & Lela Keppler
Hugh Keppler

BROADCAST FUND

Patsy Hentz
Ruth Keppler
Ron Jaworski
Laura Ann Jaworski
Wilma Wahl

HONORARIUMS

CURRENT FUND

John Schmale

Financial Reports

Revenue and Expense Summary

May 2025

Date : 06/13/2025
Time : 3:15:19 PM

Bethlehem United Church of Christ
Analysis of Revenues & Expenses - Summary
Fund: General Fund
May 2025

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	\$12,589.00	\$245,501.22	\$234,306.14	\$217,000.00	113.13 %
Other Revenue	\$12,215.95	\$166,266.49	\$125,756.76	\$193,000.00	86.15 %
In and Out Income - GF	(\$3,242.05)	\$877.80	(\$12,348.06)	\$0.00	0.00 %
Total REVENUES	\$21,562.90	\$412,645.51	\$347,714.84	\$410,000.00	100.65 %
EXPENDITURES					
Education	\$0.00	\$775.57	\$942.31	\$1,275.00	60.83 %
Personnel	\$15,615.46	\$198,598.56	\$224,983.28	\$309,391.63	64.19 %
Administration	\$2,252.30	\$33,595.97	\$32,961.95	\$33,375.00	100.66 %
Fellowship	\$0.00	\$408.86	\$607.59	\$532.00	76.85 %
Outreach	\$0.00	\$10,474.00	\$10,474.00	\$10,474.00	100.00 %
Denominational Giving	\$0.00	\$1,045.00	\$1,072.50	\$1,171.00	89.24 %
Facilities					
Building Maintenance & Repairs	\$2,615.97	\$83,037.71	\$73,308.74	\$80,500.00	103.15 %
Parsonage	\$0.00	\$0.00	\$1,345.55	\$0.00	0.00 %
Utilities	\$3,448.81	\$43,209.80	\$42,983.67	\$47,500.00	90.97 %
Total Facilities	\$6,064.78	\$126,247.51	\$117,637.96	\$128,000.00	98.63 %
Worship	\$1,180.00	\$35,597.89	\$32,906.63	\$32,405.00	109.85 %
Welcome Ministry	\$0.00	\$420.00	\$540.00	\$628.00	66.88 %
Member Care	\$169.54	\$773.47	\$694.54	\$850.00	91.00 %
Finance	\$122.64	\$2,470.93	\$2,378.22	\$2,327.00	106.19 %
In and Out Expenses	\$0.00	\$0.00	\$689.94	\$0.00	0.00 %
Leadership Council	\$0.00	\$0.00	\$0.00	\$1,500.00	0.00 %
Youth & Young Adult Ministry	\$0.00	\$120.00	\$71.62	\$500.00	24.00 %
Spiritual Growth & Development	\$139.32	\$258.64	\$117.10	\$128.00	202.06 %
Stephen Ministries	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Total EXPENDITURES	\$25,544.04	\$410,786.40	\$426,077.64	\$522,556.63	78.61 %
Net Total	(\$3,981.14)	\$1,859.11	(\$78,362.80)	(\$112,556.63)	0.00 %

Memorial and Gift Accounts

May 2025

Date : 06/13/2025
Time : 3:15:06 PM

Bethlehem United Church of Christ
Memorial & Gifts
Fund: Memorials & Gifts
May 2025

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	\$9,655.96	\$0.00	\$0.00	\$165.00	\$0.00	\$9,820.96
00020.117.01 - Feldkamp Trust Fund Income	\$23,961.39	\$0.00	\$0.00	\$337.18	\$0.00	\$24,298.57
00020.120.01 - Heating & A/C Improvement Fund	\$462.00	\$0.00	\$0.00	\$0.00	\$0.00	\$462.00
00020.127.01 - Roof & Mortar Repair	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
00020.130.01 - Building Repairs	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
00020.140.01 - Cope Fund for Facilities Maintenance	\$151,512.78	\$0.00	\$0.00	\$0.00	\$0.00	\$151,512.78
Total Memorials & Gifts - Facilities	\$185,592.13	\$0.00	\$0.00	\$502.18	\$0.00	\$186,094.31
Memorials&Gifts- Music/Worship						
00020.104.01 - Broadcast Fund	\$5,439.19	\$0.00	\$0.00	\$285.00	\$103.32	\$5,620.87
00020.105.01 - Music/Choir Fund	\$21,013.61	\$0.00	\$0.00	\$100.00	\$0.00	\$21,113.61
00020.109.01 - Organ Fund	\$2,248.30	\$0.00	\$0.00	\$0.00	\$0.00	\$2,248.30
00020.110.01 - Handbell Fund	\$1,035.03	\$0.00	\$0.00	\$0.00	\$0.00	\$1,035.03
00020.112.01 - Alternative Worship Fund	\$144.03	\$0.00	\$0.00	\$0.00	\$0.00	\$144.03
00020.129.01 - Video Ministry	\$898.50	\$0.00	\$0.00	\$375.00	\$0.00	\$1,273.50
Total Memorials&Gifts- Music/Worship	\$30,778.66	\$0.00	\$0.00	\$760.00	\$103.32	\$31,435.34
Mem & Gifts - Cemetery Board						
00020.101.01 - Cemetery Maintenance Fund	(\$49,519.26)	\$0.00	\$0.00	\$50,614.26	\$0.00	\$1,095.00
00020.150.01 - Lutz Vogel Fund for Bethlehem Cemet	\$101,008.52	\$0.00	\$0.00	(\$50,504.26)	\$50,504.26	\$0.00
Total Mem & Gifts - Cemetery Board	\$51,489.26	\$0.00	\$0.00	\$110.00	\$50,504.26	\$1,095.00
Memorials & Gifts - CEC						
00020.106.01 - Church School Fund	\$8,264.14	\$0.00	\$0.00	\$0.00	\$0.00	\$8,264.14
Total Memorials & Gifts - CEC	\$8,264.14	\$0.00	\$0.00	\$0.00	\$0.00	\$8,264.14
Memorials & Gifts - Finance						
00020.107.01 - Brewster Estate Fund	\$1,895.69	\$0.00	\$0.00	\$0.00	\$0.00	\$1,895.69
00020.108.01 - Tree of Life Fund	\$20,827.05	\$0.00	\$0.00	\$0.00	\$0.00	\$20,827.05
00020.111.01 - General Memorial Fund	\$44,033.16	\$0.00	\$0.00	\$40.00	\$416.50	\$43,656.66
00020.115.01 - Kulenkamp Trust Fund	\$4,191.51	\$0.00	\$0.00	\$0.00	\$0.00	\$4,191.51
00020.118.01 - Welcome Special Projects Fund	\$14,561.32	\$0.00	\$0.00	\$0.00	\$0.00	\$14,561.32
00020.126.01 - Capital Campaign - Fellowship Hall	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
00020.128.01 - Stephen Ministry	\$9,726.81	\$0.00	\$0.00	\$0.00	\$0.00	\$9,726.81
00020.199.01 - End of Year Close Account	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Memorials & Gifts - Finance	\$95,235.54	\$0.00	\$0.00	\$40.00	\$416.50	\$94,859.04
Memorials & Gifts - Youth						
00020.123.01 - Intergenerational Mission Fund	\$6,906.81	\$0.00	\$0.00	\$0.00	\$0.00	\$6,906.81
00020.124.01 - Youth Fund	\$18,944.42	\$0.00	\$0.00	\$0.00	\$0.00	\$18,944.42
Total Memorials & Gifts - Youth	\$25,851.23	\$0.00	\$0.00	\$0.00	\$0.00	\$25,851.23
Memorials & Gifts - Outreach						
00020.125.01 - Outreach	\$976.02	\$0.00	\$0.00	\$0.00	\$0.00	\$976.02
Total Memorials & Gifts - Outreach	\$976.02	\$0.00	\$0.00	\$0.00	\$0.00	\$976.02
Total Temporary Restricted	\$398,186.98	\$0.00	\$0.00	\$1,412.18	\$51,024.08	\$348,575.08

Balance Sheet

May 2025

Date : 06/13/2025
Time : 3:16:38 PM

Bethlehem United Church of Christ
Balance Sheet
May 2025

Page : 1

Accounts

ASSETS		
Current Assets		
00000.002.01 - General Checking	\$250,186.46	
McKay Funds		
00000.025.01 - McKay Funds Checking	\$55,005.17	
Total McKay Funds	<u>\$55,005.17</u>	
Total Current Assets		\$305,191.63
Investments		
00000.010.01 - Bank of Ann Arbor Investment	\$719,763.18	
Total Investments		<u>\$719,763.18</u>
Total ASSETS		<u><u>\$1,024,954.81</u></u>
LIABILITIES, FUND BALANCE, & Restricted Funds		
LIABILITIES		
00000.030.01 - Deposits	\$4,100.00	
00000.053.01 - Deferred Compensation	\$16,170.00	
00000.065.01 - State withholding taxes	(\$537.48)	
00000.070.01 - Marshall Flower Fund	\$296.41	
00000.072.01 - Senior Pastor Equity	\$1,625.00	
Total LIABILITIES		<u>\$21,653.93</u>
FUND BALANCE		
00000.040.01 - Fund Balance	\$642,258.02	
Excess Cash Received	\$12,507.61	
Total FUND BALANCE and Excess Cash Received		<u>\$654,765.63</u>
Restricted Funds		
Total Temporary Restricted	\$348,535.25	
Total Restricted Funds		<u>\$348,535.25</u>
Total LIABILITIES, FUND BALANCE, & Restricted Funds		<u><u>\$1,024,954.81</u></u>

BUCC FY2024-2025 Budget vs Actuals

BUCC FY 2024-2025 Budget versus Actuals			
	Jun 24-May 25 Budget	Jun 24-May 25 Actual (prelim)	Variance
INCOME			
Offerings-Pledges	\$182,000	\$231,021	\$49,021
Offerings-Non-Pledges	\$35,000	\$27,898	(\$7,102)
Rental Income	\$122,000	\$129,211	\$7,211
Church Funds	\$44,000	\$23,195	(\$20,805)
Other Revenue	\$27,000	\$15,311	(\$11,689)
Total INCOME	\$410,000	\$426,635	\$16,635
EXPENSES			
Personnel	\$309,392	\$199,618	(\$109,774)
Administration	\$33,375	\$34,193	\$818
Outreach	\$10,474	\$10,474	0
Facilities	\$128,000	\$131,109	\$3,109
Worship	\$32,405	\$37,547	\$5,142
Other Ministries Total	\$8,911	\$6,372	(\$2,539)
Total EXPENSES	\$522,557	\$419,313	(\$103,244)
Sub Total	(\$112,557)	\$7,322	\$119,879

BUCC FU 2025-2026 Budget Summary

BUCC FY 2025-2026 Budget Summary			
	Jun 2024-May 2025 Budget	Jun 2025-May 2026 Proposed Budget	Change
INCOME			
Offerings-Pledges	\$182,000	\$232,000	\$50,000
Offerings-Non-Pledges	\$35,000	\$35,000	\$0
Rental Income	\$122,000	\$127,000	\$5,000
Church Funds	\$44,000	\$24,000	(\$20,000)
Other Revenue	\$27,000	\$17,770	(\$9,230)
Total INCOME	\$410,000	\$435,770	\$25,770
EXPENSES			
Personnel	\$309,392	\$242,960	(\$66,432)
Administration	\$33,375	\$33,375	\$0
Outreach	\$10,474	\$10,474	\$0
Facilities	\$128,000	\$135,300	\$7,300
Worship	\$32,405	\$34,905	\$2,500
Other Ministries			
Total	\$8,911	\$9,279	\$368
Total EXPENSES	\$522,557	\$466,293	(\$56,264)
NET	(\$112,557)	(\$30,523)	\$82,034