



Evangelical Lutheran Church in America
God's work. Our hands.



BEHLEHEM
Lutheran Church



**ANNUAL
REPORT**
2019



Bethlehem Lutheran Church | 2019

WELCOMING All to Jesus Christ
BELIEVING In God's Promises | **SERVING** God and Neighbor
LIVING In God's Grace through Faith

www.slaterblc.org

Pastor:

Rev. Nat Bothwell

Council Officers:

President	Brenda Neville
Vice President	Barbara Mallon
Secretary	Lori McCasland
Treasurer	Erica Weeks-Burger

Staff & Volunteers:

Secretary	Marlene Fairchild Becca Haner Lori McCasland
Custodians	Janice Berhow Tammy Johnson
Financial Secretary	Erica Weeks-Burger Mary White
Organist	William Polzin
Sunday School Team	Jamie Albertson Jen Dovre Megan Greenwood Amy Holmes Steph Emery

Council Members with Terms Expiring 12/31/19:

Bill Britton
Jim Christensen
Mat Emery
Mike Helland
Bill White

Council Members with Terms Expiring 12/31/20:

Brenda Neville
Ben Johnson
Rita Thorson

Council Members with Terms Expiring 12/31/21:

Stacey Cleverly
Barb Mallon
Lori McCasland



ANNUAL CONGREGATIONAL MEETING AGENDA

January 26, 2020

Call to Order..... Brenda Neville

Devotions Pastor Nat

Approval of Minutes (2019 Annual Meeting)

Elections..... Brenda Neville

 Report of the Nominating Committee

 Nominations from the Floor

 Election

Reports

 Presentation of the 2020 Budget Ben Johnson

 Council President Report Brenda Neville

 Pastor's Report Pastor Nat

New Business

Adjournment, Closing Hymn, & Benediction..... Pastor Nat

(Join us for pie and coffee downstairs after the meeting!)



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2019 Minutes

Submission by

Jess Denner

Bethlehem Lutheran Church | Annual Meeting

January 20, 2019

- Call to order at 10:08 a.m. Meeting began with devotion from Pastor Nat.
- Approval of 2018 Annual Minutes.
- Bill White motions to approve. Jim Christensen seconds. Motion carries.

2019 Ballot Nominations

3-year term

Stacey Cleverley
Barbara Mallon
Lori McCasland

1-year term

Bill White
Mike Helland

Cemetery Committee

Gary Halverson
Dennis Mitchell
Gene Staples

Andy Denner motions to approve the ballot by unanimous consent. Ken Lund seconds. Motion carries.

Financial Summary- Jim Christensen

Council decided to reduce the amount of giving to benevolences (ELCA) from 13% in 2018 to 5-6% in 2019.

Budget includes:

60% for employees
20% for facilities/church home
13% worship & service

Sold the parsonage (\$290,000 range).

Group working to determine what to do with the money from the sale of the parsonage.

Thank Bill, Ben, and Erica on deciphering the budget and coming up with 2019 budget
Balanced budget for 2019.

- Outreach to community will continue in 2019.
- Raises given to employees of church.
- Bill White motions to approve the 2019 budget. Craig Whitney seconds. Motion carries.



2019 Minutes

Submission by

Jess Denner

President Report – Brenda Neville

Thanks to current church Council. The 2018 members have put a lot of work into the Council with short notice meetings, work assignments outside of meetings and decisions of big ticket items.

Lori Bosley, Jessica Denner, Barb Mallon, Martha Sheldahl, Clint Albertson, Rita Thorson, Jim Christensen, Mat Emery, Ben Johnson, Bill Britton, and Brenda Neville.

Thanks to Marlene Fairchild, Mary White, Erica Weeks-Burger for all the extra help. Marlene's official last day is January 31, 2019.

Thank you to Janice Berhow and Tammy Johnson on their custodial services of taking care of our church home.

Goals Met:

Thank you to Barb Mallon for taking the lead on bringing back the Banqueting Table. Be as transparent as possible. Keep sharing your feedback.

A lot of projects going on, the biggest is finding a replacement for Marlene as church secretary. Will start interviewing in 2 weeks.

Stewardship will be greater in 2019. More than just putting money in the offering plate.

Pastor's Report – Nat Bothwell

Jesus makes use of what is available. God equips the called. What does God have in store for Slater and Bethlehem as Ames and Ankeny continue to grow? We get to experience that together.

Renovation Steering Committee- Barb Mallon, Stacey Cleverley.

We have a committee to determine what we want to do with our church home and how to revamp it. The first start is to reinvest in the "Gathering Room" former Music room. A lot of people gather there before funerals, weddings, Sunday School music and many more. New or "new to us" furniture for the offices.

New Business

None

Adjournment

Bill White motions to adjourn the meeting at 10:40am. Ben Johnson seconds. Motion carries. Meeting ended with "Amazing Grace."



Pastor's Report

Submission by

Pastor Nat Bothwell

"Stepping out in faith together." Bishop Eaton's closing salutation in a recent churchwide publication caught my eye this week (Bishop Eaton's full message is included toward the end of this report, fyi). "Interesting," I thought as I read those words... if I had to summarize 2019 at Bethlehem, it might sound a lot like "stepping out in faith together."

Think about it. Refresh & Renew was just a dream at this time last year. We stepped out together on that one. We stepped out in faith in all kinds of ways last year... from the return of the Easter sunrise service, to the golf outing, to one of the greatest original adaptations of a Christmas program ever, to Christmas at Bethlehem, etc. The story of that shared journey is in this report, and there's a lot to celebrate in these pages.

Don't get me wrong: the life of faith doesn't come easy. We took some faithful risks last year as a congregation (and not every faithful risk ends in success). With that said, God doesn't call Christ's church to be successful. God calls us to be faithful. "Faith" sometimes means "taking the first step... even when you can't see the whole staircase" (Dr. King said that once).

2020 is here, and the work of following in faith continues. We'll tackle a big project again this year (speaking of steps and staircases). We'll continue to think creatively about funding the mission of this place (thinking in terms of sustainability—freeing up memorial gifts to be used in substantial ways). We'll take the next step in filling BLC's administrative vacancy (which, with God's help, will free up your pastor to do a better job at other things). We'll step out in faith together as we continue to discern that place where Bethlehem's greatest gifts meet our neighbors' biggest needs.

Friends, it is my clear privilege to be your pastor. None of us can know what the new year will bring, but I look forward to sharing that journey with you. My sincere thanks to the BLC Council (past and present) for their continued diligence, collegiality, and faithful service. These are, in fact, good days; and it is "indeed right, our duty and our joy" to give thanks to the one God who continues to lead us in every good thing.





Parish Report

Submission by
Pastor Nat Bothwell

Members Received in 2019

Adults Baptized	0
Children Baptized	5
Received by Affirmation of Faith	0
Received by Baptism	5
Received by Confirmation	2
Received by Transfer	2

Members Removed in 2019

by Death	4
by Transfer	5

Confirmed Membership 424*

**this number will change as a) new members are received, b) existing members are removed, and/or c) lapsed records are identified and updated (e.g. data scrubs).*

Official Acts of Bethlehem Lutheran Church as Recorded in the Congregational Record (2019)

Baptisms (5)

Quin Krause
Harvey Kennedy
Lane Kahler
Ryan Timmons
Case Rundahl

Confirmations (5)

Rylie Bowers
Lauren Drobny
Lane Kahler
Gunnar Peterson
Macee Whitacre

Marriages (0)

Funerals (5)

Dorathy Severson
Caroll Sesker
LaVonne Clark
Thomas Dunlap
Aloha Dunlap



President's Report

Submission by

Brenda Neville

With the new year, there have been a lot of different obligations that are on my radar and for whatever reason, I have been very tardy in getting this report written. Ironically, as I turned on my computer to write this report, my daily devotion popped up and this is the bible verse that accompanied that devotion (God continues to remind me of his presence). I thought it was extremely appropriate, and it served as a valuable inspiration as I compiled a report for the annual meeting. A report that not only looks back at our progress but also serves as a springboard for the future of BLC too.

I believe that many good things have happened in the previous year and many good things continue to unfold here at Bethlehem Lutheran. The positive momentum and positive energy are palpable. People are engaged and enthusiastic. People are sharing their opinions, their ideas, their feedback, and expressing a desire to get involved. There is joy, there is optimism, and most importantly there is an underlying level of excitement. Excitement about what the future holds here at Bethlehem Lutheran.

What a great place to be!

In a world filled with uncertainty, disdain, and mistrust in every direction, a place like BLC offers some quiet and a comforting reprieve from the

“noise.” Our goal over the last 12 months, as a Council was to continually focus on our ability as a church to be service-oriented and to provide the gift of acceptance and love to everyone who enters our doors. A goal that was always in our thoughts and one that was achieved in many ways. We took tremendous efforts over the last year to more “intentionally” practice and support this important objective. We created events (the golf outing and “Christmas at Bethlehem”) that allowed people from within the congregation and outside of the congregation to gather in a social setting to get better acquainted with BLC as well as one another.

Therefore, if anyone is in Christ, he is a new creation. The old has passed away; behold, the new has come

- 2 Corinthians 5:17

We continued to strengthen the efforts that were already in place to serve the greater community (Food Pantry & Banqueting Table), and saw continued success in 2019 with increased numbers of participants and recipients. The Sunday School program, confirmation program and a newly-launched adult education program were once again very effective at reaching many different age groups within our congregation. For many, the most notable highlight of 2019 was the “Refresh and Renew” project that provided a badly needed “facelift” to a few areas within our church home. The way the congregation embraced this important project was truly a testament to the continued love and respect we have for our church home. The new carpet, paint — the addition of some badly needed new (used) furniture, and all the other things that



President's Report

Submission by

Brenda Neville

accompany a renovation effort transformed our church and more importantly, set the stage for a continued focus on preserving and investing in the important infrastructure of our church home.

So many of you were involved in this project and every contribution was important (whether it was weighing in on the color of paint, moving furniture or simply cleaning up after the carpet). That high level of involvement and support is at the heart of who we are as a church...a group of individuals who share one baptism, one mission. Seeing the number of people that were involved was, in and of itself, the most rewarding and successful aspect of this project.

God is truly up to something good here at BLC. It has been an honor and a pleasure to be involved at the leadership level and I speak on the behalf of the entire Council when I share those words. Every Council member consistently showed up and

stepped up in their leadership role. The level of commitment and engagement by the Council was tremendous and their love of this church was evident in every decision they made.

We look to the future with continued optimism and enthusiasm. There are several exciting projects waiting for us to take on (front steps, food pantry, more social events, building on our previous successes) and we expect the momentum to continue.

As always, we urge you and challenge you to look for ways to get involved. There are many opportunities for engagement, and we will continue to make this a priority. And as always, I ask for your continued prayers and faith that God will continue to lead us on a path that is grounded in service, compassion, and most importantly love for him and one another. Thank you for your many contributions to our efforts.





Financial Reports

Submission by
2019 Church Council

2020 Church Budget

The generosity of BLC members (and non-members) helps fund BLC's operating expenses throughout the year (things like office expenses, worship-related expenses, and everything in between). Occasionally, restricted funds are employed as "transfers in" (as needs arise that specifically relate to designated funds). Our 2020 budget anticipates a slight deficit— which may yet be addressed through a variety of Council initiatives (e.g. by making giving easier, by reducing the seasonality of BLC offerings, or through growing other activities such as the Golf Outing and Christmas at Bethlehem).

Schedule 1 of 3: Receipts

GENERAL FUND RECEIPTS	2019 Year End	2019 Proposal	2020 Estimations
OFFERINGS:			
Envelopes	\$118,145.00	\$112,250.00	\$124,000.00
Simply Giving	\$40,835.00	\$40,355.00	\$43,000.00
Loose Offerings	\$4,733.60	\$4,494.00	\$4,900.00
Text to Give	\$765.00		\$800.00
Without Envelopes	\$3,693.75		\$3,800.00
Total Offerings:	\$168,172.35	\$157,099.00	\$176,500.00
OTHER INCOME:			
Event Giving	\$1,266.00		\$1,200.00
Designated Giving	\$2,835.66		\$2,800.00
Miscellaneous	\$1,774.12		\$1,700.00
Use of Church	\$150.00		\$200.00
Total Other Income:	\$6,025.78	\$13,400.00	\$5,900.00
TOTAL RECEIPTS:	\$174,198.13	\$170,499.00	\$182,400.00
TRANSFERS IN:			
Transfer in from Money Market	\$0.00		\$0.00
<i>Pastor Heidi - Health & Pension Catch up</i>	<i>\$0.00</i>		<i>\$0.00</i>
Transfer in from Cemetery Account	\$0.00		\$0.00
Transfer in from Restricted Funds	\$63,907.18		\$11,000.00
<i>General</i>	<i>\$0.00</i>		<i>\$0.00</i>
<i>Pastor Heidi Retirement Gift</i>	<i>\$0.00</i>		<i>\$0.00</i>
<i>Stephen Ministry</i>	<i>\$0.00</i>		<i>\$0.00</i>
<i>Youth Education</i>	<i>\$2,110.05</i>		<i>\$1,000.00</i>
<i>Sunday School</i>			<i>\$1,000.00</i>
<i>Confirmation</i>			<i>\$1,000.00</i>
<i>Refresh & Renew</i>	<i>\$39,906.90</i>		<i>\$0.00</i>
<i>Repairs & Improvements</i>	<i>\$1,212.23</i>		<i>\$5,000.00</i>
<i>Thank Offering</i>	<i>\$11,385.00</i>		<i>\$0.00</i>
<i>Campership</i>	<i>\$20.00</i>		<i>\$1,000.00</i>
<i>EPIC Scholarship</i>	<i>\$300.00</i>		<i>\$0.00</i>
<i>Banqueting Table</i>	<i>\$0.00</i>		<i>\$0.00</i>
<i>Congregational Outreach</i>			<i>\$500.00</i>
<i>Music & Tuning</i>			<i>\$1,500.00</i>
<i>Golf Outing</i>	<i>\$5,655.00</i>		<i>\$0.00</i>
<i>Christmas at Bethlehem</i>	<i>\$3,318.00</i>		<i>\$0.00</i>
TOTAL TRANSFERS IN:	\$63,907.18		\$11,000.00



Financial Reports

Submission by
2019 Church Council

2020 Church Budget (cont.)

Schedule 2 of 3: Expenses

GENERAL FUND EXPENSES	2019 Year End	2019 Proposal	2020 Proposal	
BENEVOLENCES				
Southeastern Iowa Synod	\$11,642.21	\$14,919.00	\$13,000.00	Approximate 7% of estimated Total Offerings above
Other Benevolence	\$2,360.66	\$2,152.00	\$2,000.00	Approximate portion of Designated Giving that is distributed
Total Benevolence:	<u>\$14,002.87</u>	<u>\$17,071.00</u>	<u>\$15,000.00</u>	
PERSONNEL				
Pastor	\$94,408.26	\$94,485.00	\$97,647.85	5% raise & matches other allowances to contract
<i>Pastor's Base Salary</i>	<i>\$45,000.00</i>	<i>\$45,000.00</i>	<i>\$47,250.00</i>	
<i>Social Sec. Allowance</i>	<i>\$4,475.28</i>	<i>\$4,475.00</i>	<i>\$4,699.01</i>	
<i>Housing Equity</i>	<i>\$13,500.00</i>	<i>\$13,500.00</i>	<i>\$14,175.00</i>	
<i>Mileage Allowance</i>	<i>\$1,310.26</i>	<i>\$2,400.00</i>	<i>\$2,000.00</i>	
<i>Other Professional Expenses</i>			<i>\$500.00</i>	
<i>Moving Expenses</i>	<i>\$328.58</i>	<i>\$0.00</i>	<i>\$0.00</i>	
<i>Education Allowance</i>	<i>\$670.43</i>	<i>\$1,300.00</i>		
<i>Continuing Education</i>	<i>\$542.23</i>	<i>\$0.00</i>	<i>\$1,000.00</i>	
<i>Synod Fall Conference</i>			<i>\$300.00</i>	
<i>Health & Pension</i>	<i>\$28,581.48</i>	<i>\$27,810.00</i>	<i>\$27,723.84</i>	
Staff	\$29,667.22	\$32,550.00	\$33,520.00	
<i>Secretary</i>	<i>\$10,738.68</i>	<i>\$16,000.00</i>	<i>\$16,640.00</i>	Figuring \$16/hr at 20 hours per week
<i>Custodians</i>	<i>\$7,549.30</i>	<i>\$7,462.00</i>	<i>\$7,080.00</i>	Figuring \$14.75/hr at 20 hours per month X 2 Custodians
<i>Financial Secretary</i>	<i>\$2,261.04</i>	<i>\$2,261.00</i>	<i>\$2,880.00</i>	Figuring \$16/hr at 15 hours per month
<i>Treasurer</i>	<i>\$1,618.20</i>	<i>\$1,827.00</i>	<i>\$1,920.00</i>	Figuring \$16/hr at 10 hours per month
<i>Organist</i>	<i>\$7,500.00</i>	<i>\$5,000.00</i>	<i>\$5,000.00</i>	
Guest Speakers	\$769.36	\$500.00		
Supply Pastors			\$500.00	
Church's Portion of FICA	\$2,258.35	\$2,589.00	\$2,565.00	Estimated as 3% of Salary & Wages
Fee for Direct Deposit	\$0.00			
Total Personnel:	<u>\$127,103.19</u>	<u>\$130,124.00</u>	<u>\$134,232.85</u>	
WORSHIP & SERVICE				
Worship Expenses	\$4,974.67	\$2,969.00	\$3,000.00	
Office Expenses	\$8,088.61	\$6,846.00	\$7,000.00	
Sunday School			\$1,000.00	
Confirmation			\$1,000.00	
Youth Education Expenses	\$4,112.55	\$4,000.00	\$1,000.00	
Camperships			\$1,000.00	
The Lutheran Magazine	\$0.00			
Music & Tuning	\$1,222.00	\$1,803.00	\$1,500.00	
Miscellaneous	\$2,010.54	\$9,000.00	\$1,500.00	
Christmas at Bethlehem	\$2,352.02		\$0.00	Not a Budget Item, Paid from funds deposited in Restricted
EPIC Scholarship	\$300.00	\$600.00	\$300.00	
Golf Outing Expense	\$2,405.58		\$0.00	Not a Budget Item, Paid from funds deposited in Restricted
Stephen Ministry Expense	\$0.00	\$5,700.00	\$0.00	
Total Worship & Service:	<u>\$25,465.97</u>	<u>\$30,918.00</u>	<u>\$17,300.00</u>	



Financial Reports

Submission by
2019 Church Council

2020 Church Budget (cont.)

Schedule 3 of 3: Expenses (cont.) Plus Transfers In

GENERAL FUND EXPENSES	2019 Year End	2019 Proposal	2020 Proposal
OUR CHURCH HOME			
Banqueting Table	\$0.00	\$8,580.00	\$0.00
Congregational Outreach			\$500.00
Utilities- Church	\$13,612.06	\$11,252.00	\$13,000.00
Utilities - Parsonage	\$0.00		
Refresh & Renew	\$39,906.90		\$0.00
Repairs & Improvements	\$4,466.82	\$8,000.00	
Repairs, Improvements & Maintenance			\$5,000.00
IT Computer Expense	\$0.00	\$4,000.00	\$4,000.00
Insurance	\$9,242.75	\$9,000.00	\$9,000.00
Cemetery Expense	\$3,000.00	\$3,500.00	\$3,500.00
Maintenance Supplies	\$956.64	\$1,200.00	
Custodial Supplies			\$1,000.00
Snow Removal Services	\$471.87		\$500.00
Accounting Expense	\$0.00	\$1,320.00	
Bank Service Charge	\$30.00	\$15.00	
Fees - Offering & Bank Service Charge			\$800.00
Total Our Church Home:	<u>\$71,657.04</u>	<u>\$46,867.00</u>	<u>\$36,500.00</u>
TOTAL EXPENSES:	\$238,229.07	\$224,980.00	\$203,032.85
RECEIPTS LESS EXPENSES	-\$67,730.07		-\$20,632.85
RECEIPTS LESS EXPENSES PLUS TRANSFERS IN	-\$3,822.89		-\$9,632.85

Please note, that while this budget shows a deficit, it could be covered by income from the Golf Outing & Christmas at Bethlehem.



Financial Reports

Submission by
Erica Weeks-Burger

Restricted Funds

Throughout the year, Bethlehem receives designated gifts in the form of memorial funds or other restricted offerings. As needs arise within the church (related to a specific designation, e.g. "youth education"), the Church Council may elect to use restricted funds to address these projects without impacting budgeted expenses for the year. From year to year, the balances of BLC's restricted accounts fluctuate depending upon sources and uses of funds.

BALANCE AS OF 12/31/2019

TOTAL SHEET 408786 FUND	Beginning Balance	Deposits	W/D	Ending Balance
UNRESTRICTED FUNDS	\$0.00	\$0.00	\$0.00	\$0.00
RESTRICTED FUNDS				
MISSION FUND:				
A IHLE MEMORIAL	\$85.00	\$0.00	\$0.00	\$85.00
A IHLE MEMORIAL - STEPHEN MINISTRY	\$945.00	\$0.00	\$0.00	\$945.00
CARROLL SESKER MEMORIAL	\$45.00	\$0.00	\$0.00	\$45.00
DALE LUND MEMORIAL	\$1,310.00	\$0.00	\$0.00	\$1,310.00
DOROTHY LUND MEMORIAL	\$55.00	\$370.00	\$0.00	\$425.00
DUNLAP MEMORIAL	\$205.00	\$0.00	\$0.00	\$205.00
E BODA MEMORIAL (cd recorder & players)	\$312.01	\$0.00	\$0.00	\$312.01
J NEWMAN MEMORIAL - CHOIR & MUSIC	\$1,595.00	\$0.00	\$0.00	\$1,595.00
KENT RYEN MEMORIAL	\$6,454.09	\$0.00	\$0.00	\$6,454.09
LAVONNE CLARK MEMORIAL	\$2,100.00	\$0.00	\$0.00	\$2,100.00
LYNN RIMATHE MEMORIAL	\$30.00	\$0.00	\$0.00	\$30.00
PAUL FJELLAND MEMORIAL	\$100.00	\$0.00	\$0.00	\$100.00
TODD CHRISWELL MEMORIAL	\$50.00	\$0.00	\$0.00	\$50.00
STETCHING OUR FAITH	\$5,610.00	\$0.00	\$0.00	\$5,610.00
RED CROSS HAITI RELIEF	\$20.00	\$0.00	\$0.00	\$20.00
INTEREST	\$1,176.35	\$16.46	\$0.00	\$1,192.81
OUTREACH	\$2,358.68	\$0.00	\$0.00	\$2,358.68
MISSIONS	\$6,031.27	\$150.00	\$0.00	\$6,181.27
TOTAL MISSION FUND	\$28,482.40	\$536.46	\$0.00	\$29,018.86
FAITH FORMATION FUND:				
BIBLE FUND	\$619.00	\$0.00	\$0.00	\$619.00
CAMBERSHIP	\$0.00	\$0.00	\$0.00	\$0.00
CHOIR/MUSIC DEPT	\$1,694.60	\$0.00	\$0.00	\$1,694.60
ELW HYMNAL FUND	\$66.90	\$0.00	\$0.00	\$66.90
JIM MCCASLAND MEMORIAL	\$20.00	\$0.00	\$0.00	\$20.00
SUNDAY SCHOOL - WISHING TREE PROJECT	\$0.00	\$0.00	\$0.00	\$0.00
THIRD GRADE BIBLE FUND	\$77.85	\$0.00	\$0.00	\$77.85
YOUTH & FAMILY MINISTRY, JUNIOR, SENIOR HIGH	\$6,248.60	\$0.00	\$0.00	\$6,248.60
YOUTH EDUCATION	\$2,751.20	\$0.00	\$34.13	\$2,717.07
TOTAL FAITH FORMATION FUND	\$11,478.15	\$0.00	\$34.13	\$11,444.02
EPIC SCHOLARSHIPS:				
COLLEGE SCHOLARSHIP FUND (EPIC)	\$57.61	\$0.00	\$0.00	\$57.61
EPIC SCHOLARSHIPS	\$250.00	\$0.00	\$0.00	\$250.00
TOTAL EPIC SCHOLARSHIPS	\$57.61	\$0.00	\$0.00	\$307.61
OTHER RESTRICTED FUNDS:				
BLC ENDOWMENT	\$100.00	\$0.00	\$0.00	\$100.00
BUILDING MAINTENANCE FUND	\$16,014.73	\$0.00	\$0.00	\$16,014.73
CHURCH ANNIVERSARY	\$1,241.85	\$0.00	\$0.00	\$1,241.85
CHRISTMAS AT BETHLEHEM	\$2,067.00	\$1,051.00	\$2,352.02	\$765.98
ELEVATOR FUND	\$3,317.26	\$0.00	\$0.00	\$3,317.26
GOLF OUTING	\$0.00	\$0.00	\$0.00	\$0.00
KITCHEN	\$200.00	\$0.00	\$0.00	\$200.00
MARLENE RETIREMENT GIFT	\$50.00	\$0.00	\$0.00	\$50.00
QUILTING	\$45.00	\$0.00	\$0.00	\$45.00
REFRESH & RENEW	\$1,388.93	\$0.00	\$0.00	\$1,388.93
SEMINARY FUND	\$708.00	\$0.00	\$0.00	\$708.00
TREE REMOVAL	\$150.00	\$0.00	\$0.00	\$150.00
VACATION BIBLE SCHOOL	\$815.00	\$0.00	\$0.00	\$815.00
WILLIAM POLZIN GIFT	\$65.00	\$0.00	\$0.00	\$65.00
YOUTH MINISTRY - TROOP FUNDRAISER	\$435.00	\$0.00	\$0.00	\$435.00
THANKOFFERING	\$8,555.00	\$100.00	\$0.00	\$8,655.00
TOTAL OTHER RESTRICTED FUNDS	\$35,152.77	\$1,151.00	\$2,352.02	\$33,951.75
GRAND TOTAL RESTRICTED & UNRESTRICTED FUNDS	\$75,170.93	\$1,687.46	\$2,386.15	\$74,722.24
BALANCE IN MMA 408786				\$74,722.24
DIFFERENCE				\$0.00



Financial Reports

Submission by

Barbara Mallon & Erica Weeks-Burger

Banqueting Table Fund

BLC revived the Banqueting Table meal in 2018—simplifying menus a bit, and moving to a semi-weekly schedule. This program served the community with 15 evening meals from January through May, 2019. A free-will donation at each meal funded the purchase of groceries and paper products for future meals. Stephens Ministries, the Boy Scouts and Helping Hands each served a meal with the donations going to their programs. Close to 1200 meals were served in 2019.

Five Banqueting Table team members (Barb Kahler, Julie Krause, Elaine Raines, Brenda Neville, and Barb Mallon), created the menus, purchased and prepared the food, and coordinated the meal—often with help from others. Janet Mason and Joyce Tweedt were regular servers. Many others generously signed up to help serve and clean up (some more than once), for a total of 88+ helpers.

The Casserole Cook-Off in November was a popular event serving nearly 100 people and crowning two teams of cooks who tied for the trophy. Our winners were Team 3, Holly Christensen and Melody Moyer along with Team 12, Jo Hokel and Anna Greenwood.

An interesting tally is the number of desserts furnished by volunteers for the meals: 32 dozen cookies, 29 dozen bars, 8 pans of dessert, 2 cakes, and 13 pies.

Our community service commitment continued at the end of each meal. Any left-overs were provided to area families through the Ballard School District's assistance program.

Banqueting Table - December 2019

Banqueting Table Receipts

	Current Month	2019 YTD
Deposits:	\$ 290.00	\$ 3,814.61
Total Income:	\$ 290.00	\$ 3,814.61

Transfers In:

From General:	\$ -	\$ -
From Restricted:	\$ -	\$ -
Total Transfers In:	\$ -	\$ -

Banqueting Table Expenses

Expenses:	\$ 180.70	\$ 2,923.81
Total Expenses:	\$ 180.70	\$ 2,923.81

Receipts Less Expenses

\$ 109.30	\$ 890.80
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Receipts Less Expenses Plus

Transfers In	\$ 109.30	\$ 890.80
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Cemetery Fund

BLC's Cemetery provides a final resting place for many of the everyday saints Bethlehem has known through the years. Maintaining this space for the sake of families, loved ones, and the larger community is in itself, a ministry. The work of maintaining the Bethlehem Cemetery is primarily funded as a budget item on Bethlehem's general ledger.

Cemetery Account - December 2019

Cemetery Receipts	Current Month	2019 YTD
Deposits:	\$ 200.00	\$ 1,796.00
Total Income:	\$ 200.00	\$ 1,796.00
Transfers In:		
From General:	\$ -	\$ 3,000.00
From Restricted:	\$ -	\$ -
Total Transfers In:	\$ -	\$ -
Cemetery Expenses		
Expenses:	\$ 22.64	\$ 5,106.84
Total Expenses:	\$ 22.64	\$ 5,106.84
Receipts Less Expenses	\$ 177.36	\$ (3,310.84)
Receipts Less Expenses Plus Transfers In	\$ 177.36	\$ (310.84)



Financial Reports

Submission by

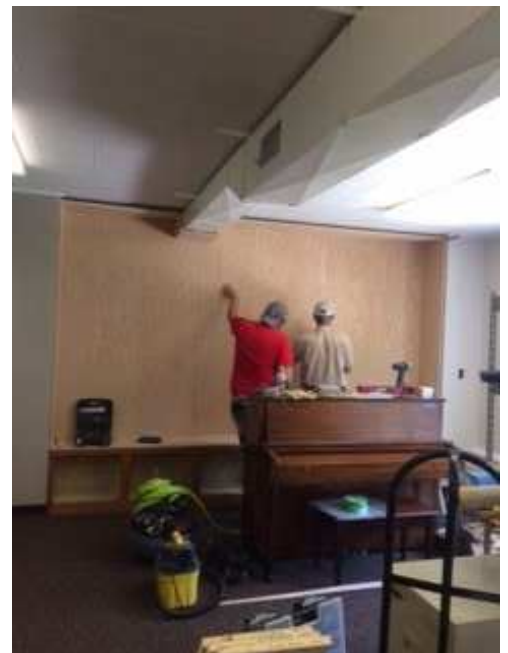
Mary White

Memorial Funds

Memorial gifts are often given at a time of deep loss. Occasionally, a life-long member dies and specifically remembers BLC in their will. More common, memorial gifts are received in honor of a loved one on the occasion of their funeral. The degree to which these gifts have continue to fund the mission of the church can't be overstated. God has continued to work through these gifts, even in death, to sow seeds of life via the Bethlehem community.

A number of memorial gifts were received this year in loving memory of these friends: LaVonne Clark, Todd Chriswell, Tom and Aloha Dunlap, Dale and Dorothy Lund, Jerry Newman, Kent Ryen, Lynn Rimathe, Carroll Sesker, and Dorathy Severson.

Designated memorial gifts for 2019 (gifts directed toward a specific initiative or purpose) included gifts for "choir and music" in memory of Jerry Newman, "Refresh and Renew" in memory of Dorathy Severson, "Refresh and Renew" in memory of LaVonne Clark, and "BLCW Quilters" in memory of Dorothy Lund.





Mary White



Financial Reports

Submission by

Mike Helland, Mike Fairchild, Bill White

Endowment Funds

The Bethlehem Endowment Committee was formed in 2005. The committee met several times with the ELCA and adopted resolutions that were approved by the Council and the fund began its mission. The mission of the Endowment Fund is to accept and manage gifts from church members directed toward the mission of the church. The committee annually distributes 4% of its funds. The funds are distributed across four categories: Congregation, Community, Synod/State, and Global. This year's disbursements were as follows:

Congregation

BLC Youth	\$300
Sunday School	\$200
Food Pantry	\$792

Community

Slater Legion	\$200
Slater Library	\$200

Synod / State

Riverside	\$350
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Global

CLIMB for Haiti	\$1000
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Financial Reports

Submission by

Juli Helland, Trent Seigfried, Doug Houser, John Johnson

Investment Funds

Bethlehem's Investment Committee manages a portfolio of holdings that include undesignated gifts and other assets not associated with normal Sunday offering activity. It's the committee's responsibility to balance the competing priorities of both 'return on investment' and 'liquidity.' Much of this portfolio is comprised of memorial gifts that were originally given to fund the ministry of BLC. It's the Committee's responsibility to safekeep these funds at the highest possible return until such time as they are employed elsewhere (e.g. the 2020 steps project).

Summary of Holdings

Mission Investment Funds

Certificate	Matures	Interest	12/31/18	03/31/19	6/30/2019	9/30/2019	11/29/2019
CD1754	02/16/20	1.290%	\$32,000.00	\$32,000.00	\$32,000.00	\$32,000.00	\$32,000.00
CD1746	02/18/20	1.440%	\$32,000.00	\$32,000.00	\$32,000.00	\$32,000.00	\$32,000.00
CD4475	04/28/25	1.729%	\$30,000.00	\$30,000.00	\$30,000.00	\$30,000.00	\$30,000.00
CD7047	02/27/20	1.290%	\$37,525.91	\$37,634.68	\$37,753.06	\$37,875.81	\$37,998.96
7403	N/A	1.200%	\$17,872.02	\$18,342.49	\$18,790.10	\$19,227.89	\$19,618.40
			\$149,397.93	\$149,977.17	\$150,543.16	\$151,103.70	\$151,617.36

Edward Jones

	12/31/18	03/31/19	6/30/2019	9/30/2019	11/29/2019
Muni Bond, Mutual Fund, CD's	\$169,515.22	\$172,236.46	\$177,876.78	\$180,752.65	\$184,775.99
Parsonage			\$150,028.42	150659.95	150956.52
Memorial IRA				108405.01	110798.84
			\$327,905.20	\$439,817.61	\$446,531.35
Mission Investment	\$151,617.36				
Edward Jones	\$446,531.35				
Total	\$598,148.71				

Bethlehem also had 2 notable additions to our Edward Jones Account in 2019.

The funds from the sale of the parsonage were added to the account in June.

Bethlehem received a memorial IRA from the Thomas Dunlap estate that was added to the account in August



Ministry Reports

Submission by

Bill White, Matt Emery, Ben Johnson

Property Team

2019 “Church Home” projects included these initiatives (among others):

- Completed Refresh & Renew —facelift to office areas and gathering room (paint, carpet, new furniture, case for archives)
- Began lighting project— changing out light fixtures, moving to LED’s
- Began planning preparation for front stair replacement and land scaping updates to be completed in 2020

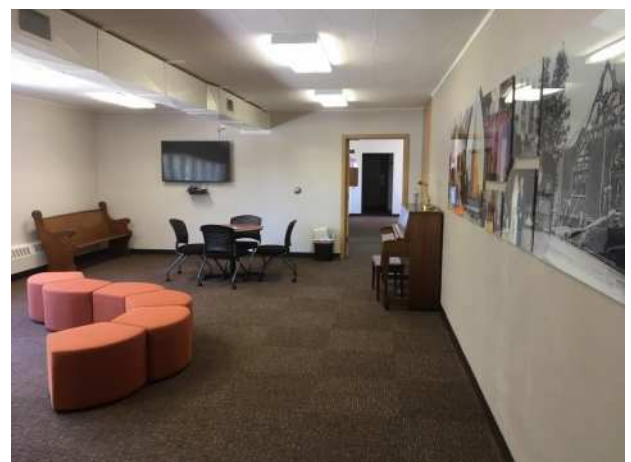
Refresh & renew

With respect to future projects that are either anticipated or currently being assessed:

- Plans to paint in the basement, updates to kitchen area
- Continue to look at options for Food Pantry and Clothing Pantry physical building

R&R (1.0) Planning Team

Barbara Mallon
Susie Schaudt
Stacy Cleverley
Pastor Nat
Brenda Neville





Ministry Reports

Submission by

Jen Dovre, Jamie Albertson, Amy Holmes, Megan Greenwood

Sunday School (K-6)

Our 2019-20 program kicked off Sunday, September 8th with a fun-filled rally Sunday that included family games, bubbles, a photo booth, prizes, a cakewalk, and a family meal. With funds raised by the cakewalk and free-will donation for the meal, our Sunday school program was able to sponsor a family of two little girls for Christmas through the Angel Tree project.

Our Sunday school program continues to grow, with nearly 45 children, preschool to grade 6, actively attending. This year brought the implementation of a “new” approach to the Sunday school hour. New for 2019: a lectionary-based approach that features activities, snacks, and periodic service projects in addition to music and the weekly lesson. Our kindergarten through grade 6 program rotates volunteers each Sunday, allowing opportunities for students to interact with more adults in our congregation. The format has students grouped in mixed-grades, providing increased interaction between our young people and leadership opportunities for our oldest students. Ann White and Ann Krause continue their work with the 3 and 4-year-old classroom, which can have up to 13 children on a given Sunday. Parent volunteers have stepped in to be helpers each Sunday as well, which has been very appreciated.

Students also participate in music each Sunday led by Kathy Cline, Sarah Seigfried, and Anders Dovre. Students learn and practice music to share with the congregation at the end of each month.

Family hour is a new addition this year as well. This past fall and winter, families created greeting cards for residents at area nursing homes, spent time helping with yard work for two members of our congregation, and celebrated Christmas with fellowship after the children's program.

Students performed their Christmas program on December 15th during our worship service. Through song and narration, the students told the story of Jesus's birth. Extra volunteers stepped in to help plan this program, which was wonderful. We were proud of the students for learning speaking parts in addition to songs. They did a wonderful job sharing the greatest gift we will ever receive, the presence of Jesus.

Our Sunday School program is a success because of many wonderful volunteers who teach, organize, and provide a helping hand. We want to extend a sincere thank you to everyone who helps our

program reach the lives of the youngest members of our church.





Ministry Reports

Submission by

Judy Whitney

Slater/Sheldahl Food Pantry

The Slater/Sheldahl Food Pantry was established in 1983. It is run by Judy and Craig Whitney and made possible by 15 volunteers. In 2019, we provided food to 568 families and 1394 people, which is the largest number since 2014.

Our support comes totally through donations from Bethlehem Lutheran Church, Slater and Sheldahl United Methodist Churches, many community organizations and residents. We are a member of the Food Bank of Iowa in Des Moines, which allows us to purchase and pick up food items they have available for a minimal charge. We also pick up sandwiches, corndogs, eggrolls, milk, juices, and some fruit from Kum and Go in Ames each Monday, which is distributed to clients at the Food Pantry and students at Ballard High School who would not get lunch for various reasons. Distribution at the High School is done through Jeriann McLaughlin.

Pantry open hours are Tuesday mornings 10:00 – 11:00 and Wednesday evenings 7:00 – 8:00. Clients may come to the pantry twice a month. When visiting the pantry, clients receive approximately enough food to feed them for 3 to 4 days — according to the number of people in their household. They are also given a \$20.00 voucher that can be redeemed at Town and Country Market for items not available at the pantry. In addition, each family is provided with Christmas baskets that they pick up the Saturday before Christmas. Items in these baskets come from the Food Bank of Iowa and funds provided by Bethlehem Lutheran Church Council.

We pray for your continued support and donations. Without your help we would not be able to help feed the people in our community who are hungry and in need of assistance. We also welcome new volunteers, without which we would not be able to have the pantry open each week.



Ministry Reports

Submission by

Cindi Zimmermann

Stephen Ministry

Bethlehem Lutheran Church along with Slater and Sheldahl United Methodist Churches combined forces in 2017 to become Stephen Ministry congregations. Since that time, 15 people have completed 50+ hours of training and are commissioned Stephen Ministers. We currently have 12 active Stephen Ministers. Six of the fifteen Stephen Ministers were also trained as Stephen Leaders, completing an additional week of intense training.

Stephen Ministry is grounded in Jesus' command to love one another. As Stephen Ministers we provide **confidential Christian care** to one person at a time, meeting with that person once a week for about an hour. We also meet twice a month with our Stephen Leaders and other Stephen Ministers for guidance and continuing education. Our continuing education topics have ranged from visits with

hospital chaplains and tours of hospitals to talks with funeral home grief counselors. Through our one-to-one caring relationships, those who are hurting receive the love and care they need to support them. As Stephen Ministers we walk beside a person who is hurting and provide a listening ear. Those we provide care to are people struggling through a difficult time in life - experiencing grief, divorce, job loss, chronic or terminal illness, or some other life crisis.

We'd like to thank the Bethlehem congregation for your prayers and support of Stephen Ministry. If you would like to become a Stephen Minister or know of someone that would benefit from receiving care from a Stephen Minister, please contact one of us. We'd love to hear from you!

Bethlehem Stephen Leaders:
Ronna Hoppenworth
Gary Ihle

Bethlehem Stephen Ministers:
Bonnie Dingman
Kelvin Schoon
John Sheldahl
Cindi Zimmermann

Methodist Stephen Leaders:
Sue Duvick
Barb White

Methodist Stephen Ministers:
Suzanne Higgins
Margie McKinney
Connie Peterson



Ministry Reports

Submission by

BLCW Steering Committee

Bethlehem Lutheran Church Women

Bethlehem Women have an opportunity for Bible study once a month by joining one of our Circles. The daytime Circle meets the third Tuesday afternoon of the month at 2:00 p.m. to study the lesson found in the Women of the ELCA magazine "GATHER." They also hosted a noon luncheon for our Love Offering meeting in February and our Thank Offering meeting in November with an invitation given to all the women of the church. Our Nite Hawk Circle meets in the evenings the third Monday of the month at 6:30 p.m. at the Nite Hawk or BFabulous BBQ in Slater. They do a book/Bible study.

The women of the congregations of the 12 ELCA area churches are scheduled to attend the Cluster 1 spring and fall meetings the first Saturday mornings in May and October. We take part with the area churches in a World Day of Prayer on the first Friday

of March every year. The morning program centers in on the culture and needs of churches in a designated country followed by a luncheon and fellowship. The Sheldahl Methodist Church hosted this special event at the cabin in Sheldahl. We have an industrious group of quilters that meet the first and third Monday mornings each month to make quilts to be sent to Lutheran World Relief and the homeless in Des Moines. Around 100 quilts were made and distributed this year.

We are always looking for willing workers to help proclaim the good news of our Savior in the work of the Bethlehem Church Women. Please give prayerful consideration in adding this to your list of priorities. You will be "blessed to be a blessing."

BLCW Steering Committee

Norma Erickson

Judy Frohling

Barb Lund

Martha Sheldahl

Joyce Tweedt

Jess Denner



Ministry Reports

Submission by

Martha Sheldahl

Slater/Sheldahl Clothing Pantry

The Slater-Sheldahl Clothing Pantry was started in 2016. The clothing pantry is open on Tuesday mornings from 10-11 A.M., as well as Wednesday nights from 7-8 P.M., in coordination with the food pantry.

Volunteers sort clothing into useable clothing and items to donate. Out of season, clean clothing is often donated to Good Will or Salvation Army because our space is limited. Soiled or damaged clothing is donated to the Good Will Store on 86th Street in Des Moines, where they sell it by the pound. We request clean, in season clothing, shoes, and boots. New towels and bedding can be accepted. Other household items may be accepted. No appliances.

We average about 3-4 people or families per week who take the items they need. There is no limit to what they can take. If items do not work for them, they can return them to us.

Occasionally we have items donated that are antiques or collectibles. These are sold at Brass Armadillo Antique Mall in Des Moines. Sales for 2019 were: \$69.75. The current balance in our bank account is \$1,377.09. We have enough money to purchase some new clothing racks and sizing labels. We had planned to order these items in 2019, but we were given some racks by businesses from North Grand Mall in Ames. Some of our oldest racks are not sturdy, so we will order some new racks to replace them.

We currently have seven volunteers. Ww always welcome more help. If you are interested in helping, contact Martha Sheldahl at 515-685-4446 or Flower514446@gmail.com.



A message from ELCA Presiding Bishop Elizabeth Eaton

Dear friends in Christ,

Stepping out in faith can be difficult. Martin Luther did it in 1517. The Evangelical Lutheran Church in America did it at the 2019 Churchwide Assembly. This church can be bold and daring because of our scriptural and Lutheran confessional understandings. Is it easy?

No. Do we always get it right? Probably not. Where we are in error, may God correct us.

The cross is our center. Faith, grace and Scripture alone are our guides. We are church. We are compelled by the gospel and our understanding that in Christ we have been set free to love and serve the neighbor. This loving and serving of our neighbor alongside courageous and faithful leaders is what offers hope to congregations.

Over the past 18 months we have made significant strides in our work on congregational vitality. This church has multiplied its efforts and leveraged its resources to enhance vitality in congregations. Our vision continues to evolve around strengthening our relationships with God, each other and the neighbors we serve. In this way we are addressing both local and global issues by being present in our own community and proactive with issues in the broader church.

This presence is made possible in significant ways through your giving of time, talents and financial resources to our work together. The success of our recent campaign, *Always Being Made New: The Campaign for the ELCA*, reflects the increasing

support for existing and new ministries that serve our communities here at home and others around the globe. Through regular, special and legacy gifts, \$250 million was given to support God's work. Through the spiritual practice of giving, we both acknowledge receiving God's gifts and share in God's generosity by passing on a portion to others. Together we are doing God's work in ways that we could not do otherwise.

As your congregation plans work for the coming year, I hope you will be both bold and daring, remembering God provides and desires abundant life for all. May you continue supporting God's work together with a spirit of solidarity, collaboration and generosity. We are all partners in the gospel, believing in Jesus Christ crucified and risen for the life of the world.

Stepping out in faith together,

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

"So if anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new!" —2 Corinthians 5:17

Litany

- L. Gathering together as God's people in this place, may we always be aware of your presence in our midst.
- C. Lord, may we always be aware of your presence.
- L. Knowing that the Word is our light, may we continue to grow in our scriptural and confessional understandings.
- C. Lord, may our minds continue to grow in your word.
- L. Recognizing that stepping out in faith is not easy, we ask that you give us strength, O Lord, to listen and be bold and daring.
- C. Lord, give us the patience to listen and the strength to be bold and daring.
- L. While we strive to know ourselves and your will for us, may we build our relationships with our brothers and sisters in Christ.
- C. Lord, help us to build faith-filled and healthy relationships with others.
- L. Recognizing that we are often the ones asking, "And who is my neighbor?" may we open our eyes, ears and hearts to all those in the community in which we live.
- C. Lord, may we always be open to those in the community in which we live.
- L. Recognizing the importance of Moses, the prophets and disciples, may we work together to accompany and raise up leaders for your church.
- C. Lord, may we have the insight, encouragement and skills to raise up courageous leaders.
- L. Recognizing the many gifts you have entrusted to us, may we use these gifts to do your work in the world today.
- C. Lord, may we use the gifts entrusted to us to do your work.

God of Tempest, God of Whirlwind

1 God of tem - pest, God of whirl - wind, as on Pen - te -
 2 God of blaz - ing, God of burn - ing, all that blocks your
 3 God of earth - quake, God of thun - der, shake us loose from
 4 God of pas - sion, God un - sleep - ing, stir in us love's

cost de - scend! Drive us out from shel - tered com - fort;
 pur - pose, purge! Through your church, Christ's liv - ing Bod - y,
 leth - ar - gy! Break the chains of sin a - sun - der,
 rest - less - ness! Where the peo - ple cry in an - guish,

past these walls your peo - ple send! Sweep us in - to cost - ly ser - vice,
 let your flam - ing Spir - it surge! Where de - ceit con - ceals in - jus - tice,
 for earth's heal - ing set us free! Crum - ble walls that still di - vide us;
 may we share your heart's dis - tress. Rouse us from con - tent with e - vil;

there with Christ to bear the cross, there with Christ to bear the cross!
 kin - dle us to speak your truth, kin - dle us to speak your truth!
 make us one in Christ our Lord, make us one in Christ our Lord!
 claim us for your king - dom's work, claim us for your king - dom's work!

Text: Herman G. Stuempfle

Music: John Hughes

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- L. Let us pray. As we strive to be your church of the present and the future, may we nurture a spirit of collaboration and solidarity. May we all be partners in sharing the gospel and believing in Jesus Christ crucified and risen for the life of the world.

C. Amen.