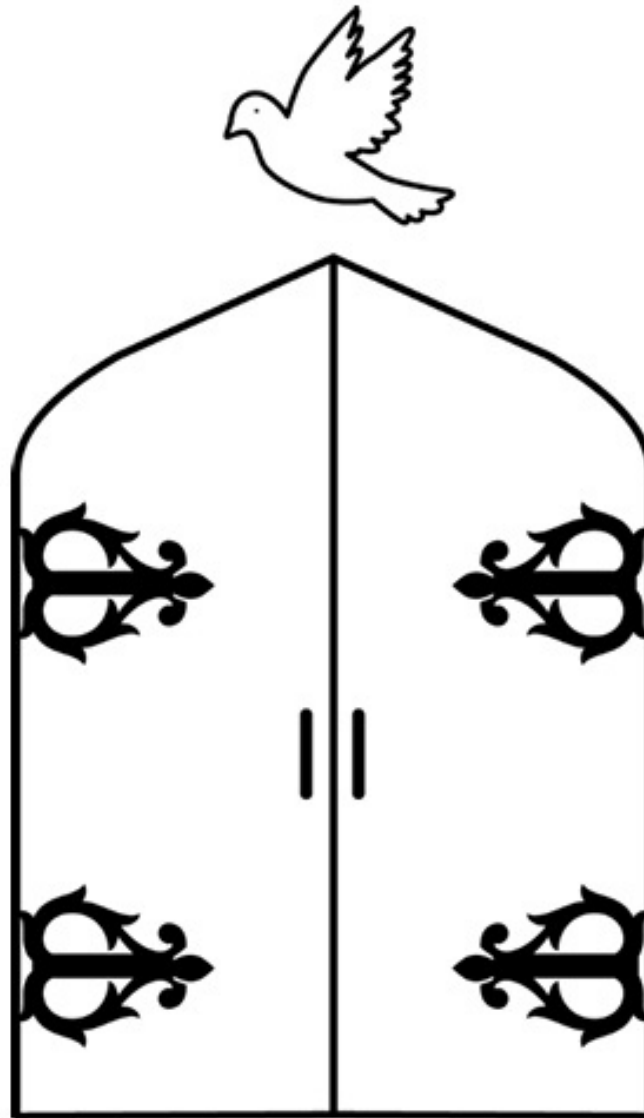


2025 - 2026 Annual Report of the Congregation Bethlehem Evangelical Lutheran Church

Program and Financial Reports

May 3, 2026



526 East 52nd Street, Indianapolis, IN 46205

Table of Contents

Agenda	4
Congregational Meeting Minutes - May 4, 2025	5 - 6
Reports:	
Congregation President	7 - 8
Pastor	9 - 10
Youth and Family	11 - 13
Elevate Bethlehem Capital Campaign	14
Service Ministry	15
Stephen Ministry	16
Fellowship Ministry	17
Stewardship Ministry	18
Worship Ministry	19
Sacristan	20
Precentor	21 - 24
Property Committee	25
Statistical Report for the period of 2015 - 2025	26
Finances:	
Finance	27
Statement of Operations 6/30/2025 (end of last fiscal year)	28 - 29
Statement of Operations 3/31/2026 (most recent quarterly)	30 - 31
Account Balances 6/30/2025 (for fiscal year 2024-25)	32
Account Balances 3/31/2026 (most recent quarterly)	33
All Fund Balances 6/30/2025	34
All Fund Balances 3/31/2026	34
Revolving Funds 6/30/2025	35
Revolving Funds 3/31/2026	36
Income & Expense Plans (BUDGET) for 2026-2027	37 - 38
Stewardship History	39
Bethlehem Endowment	40
Investments - for calendar year 2025	41
Investments - YTD March 31, 2026	42
Audit Committee	43
Letter for Auditor (2024-2025 fiscal year reports)	44 - 47

2026 Agenda

Call to Order

A. Prayer

B. Welcome to membership

C. Introduction of council and ministries

i. Tim Wott (President), Derek Urban (Secretary), Tim Moriarity (Treasurer), Traci Rodgers, Jennifer Scharbrough, Susie Swenson, Ken Ranos (Pastor)

ii. Ministries and Leaders: Finance (Bill Slover), Worship (John Seest), Youth and Family (Debbie Ranos), Outreach (Rachel Mahan), Service (Sarah Evans and John Hazlett), Stewardship (Karen McCune), Fellowship (Karen McCune), Property (Kent Alder)

D. Introduction of new members

E. Recognition

II. Decisions

A. Approval of minutes from Annual Meeting, May 4, 2025

B. Election of Synod Representation

i. Slated nominees [John Todd, Beverly Emmons, and Brent Hege]

ii. Nominations from floor of members who have agreed to serve, if elected

C. Election of Council members

i. Slated nominees [Rachel Mahan]

ii. Nominations from floor of members who have agreed to serve, if elected

D. Election of Nominating Committee

i. Slated nominees [Ellen Rispoli, Sarah Heider, Ardy Hollingsworth, Bev Todd, and Mary Beth Wott]

ii. Nominations from floor of members who have agreed to serve, if elected

III. Reports for 2025-2026 by Ministry Leaders and Pastor Ken Ranos (Q&A only)

IV. Capital Campaign Committee Update

V. Finance Committee Report

VI. Budget Review and Approval for 2026-2027

VII. New business

VIII. Adjournment

2025 Bethlehem Lutheran Church Annual Meeting Minutes

May 4, 2025, 9:00 am

- I. Call to Order: Meeting called to order by Council President Tim Wott.
 - A. Opening prayer was offered by Pastor Ken Ranos
 - B. Welcome to membership by Tim Wott, quorum was reached with 54 voting members. Tim Wott explained procedures of the meeting.
 - C. Introduction of council and ministries was given by Tim Wott.
 - i. Timothy Wott (President), Timothy Moriarity (treasurer), Raymond Horn (secretary, outgoing), Traci Rodgers, Susan Swenson, Derek Urban, Jennifer Scharbrough
 - ii. Ministries and leaders: Finance (Bill Slover), Worship (John Seest), Youth and Family (Candice Tatum), Outreach (vacant), Service (Sarah Evans and John Hazlett), Stewardship (vacant), Fellowship (Karen McCune), Property (Kent Alder)
 - D. Tim Wott welcomed new members Peter Russel & Ellen Rispoli.
 - E. Tim Wott recognized the following people for their efforts in the past year:
 - i. Capital Campaign – Barb Alder, John Seest, Tim Moriarity
 - ii. Faith Formation /Education – Candice Tatum, Jennifer S., Jenna Beatty, Natalie Goss, Julie Smith
 - iii. Service – Sarah Evans & John Hazlett, plus Marty Benson
 - iv. Adult Education – Susan Swenson
 - v. Property – Tim Moriarity & Kent Alder
 - vi. Sunday AM volunteers – communion prep, ushers, lectors, etc
 - vii. Staff- Nancy Slover, Susan Powell, Candice Tatum
- II. Decisions
 - A. Sarah Morgan moved to approve minutes from Annual Meeting, May 5, 2024. Stephanie Levine seconded the motion. The motion passed by unanimous voice vote.
 - B. Election of Synod Representation
 - i. Slated nominees Beverly Emmons, Brent Hege, Juanita Keck were nominated by the Nominating Committee and have agreed to serve if elected. Tim Wott asked for other nominations; no further nominations were made.
 - ii. Beverly Emmons, Brent Hege, Juanita Keck were elected by unanimous voice vote.
 - C. Election of Council members
 - i. Slated nominee Rachel Mahan was nominated to a first term by the Nominating Committee and have agreed to serve if elected. Tim Wott asked for other nominations; no further nominations were made.
 - ii. Rachel Mahan was elected to a first term by unanimous voice vote.
 - D. Election of Nominating Committee
 - i. Slated nominees Tonya Bergeson, Zach Heider, Raymond Horn, Karen McCune, Lori VanEvery, and Peter Russel were nominated by the Nominating Committee and have agreed to serve if elected. Tim Wott asked for other nominations; no further nominations were made.
 - ii. Tonya Bergeson, Zach Heider, Raymond Horn, Karen McCune, Lori VanEvery, and Peter Russel were elected by unanimous voice vote.

III. Reports for 2024-2025 by Ministry Leaders and Pastor Ken Ranos (Q&A only): No questions were offered.

IV. Capital Campaign Committee Update: Fundraising ended and exceeded the fundraising goal. General Contract bids have been received, and the committee is nearing execution of a contract with a General Contractor.

V. Finance Committee Report:

A. As a reminder, in the 2023-2024 fiscal year the church ended in positive net income only because of the Employee Retention Tax Credit (ERTC) of \$50,190.70. Without that tax credit, the church would have ended in negative net income of \$39,558.89. Currently as of 3/31/2025, the church is at positive \$9,000+/- for the 2024-2025 fiscal year (no ERTC).

VI. Budget Review and Approval for 2024-2025:

A. The budget has several notable changes from last year: debt has been paid off, salaries have increased, pledges are up by approximately \$4,000, and anticipated utility charges are down.

B. Council previously voted unanimously to approve the budget.

C. The budget was approved by unanimous voice vote.

VII. New business

A. Council is compiling and reviewing the results of the survey that was sent to the congregation, and action is forthcoming.

B. Candice is stepping down as leader of Youth and Family, so we are looking for someone to fill that role.

C. Erik Tysklind asked what are we doing and what can we do to fill the empty outreach and stewardship ministry leads.

i. People have been asked to lead these ministries but no one has accepted yet.

Pastor Ken urged everyone to consider saying yes when asked.

ii. Regarding outreach, council has sent mailers, emails, and calls to reach out. The survey was sent as well.

iii. Regarding stewardship, council led the stewardship campaign following recommendations from Pastor Jerry O'Neal, Director for Stewardship for the Indiana-Kentucky Synod. Council feels that the campaign went well and the impact statements were meaningful. There is a good outline for someone to step in and take the role without having to start from scratch.

iv. Ideas were offered to include greeters again, form a small committee to help dole out the work.

VIII. Adjournment: Hearing no further new business, Tim Wott adjourned the meeting.

As always, the ongoing focus of the BLC Congregation Council is to conduct the business of the church, working closely with Pastor Ranos to meet the challenges of the present while planning for the future. Council members in 2025-2026 worked to identify the needs of the church, to develop ways to respond to those needs and to help nourish and sustain the family that we all call Bethlehem Lutheran Church – planning for the future while addressing the sometimes unexpected.

This past year was another busy one - and we worked to address regular “opportunities” as well as crossing off accomplishments as we could:

- The completion of the very successful Elevate Capital Campaign – completed for Christmas Eve - and culminating in an elevator ribbon cutting in early January 2026
- Continued outreach for stabilization of weekly attendance figures - including New Member class offerings – as we continue to see new faces in the pews
- The successful completion of the 2026 Stewardship Campaign, led by Karen McCune - with focus on time, talents and treasures
- The standardization of a new, tighter Sunday AM schedule with the main Service at 10:00 AM (year-round)
- The Adult Education model on the 2nd & 4th Sundays continues to be very well attended
- The regular variety of special musical offerings from Susan – including numerous BLC member musicians during the year
- Monthly first Sunday Service Projects @ 9:00 focused on our local community and serving those around us

The 2025-2026 year presented challenges, of course – some unique to BLC, others in common with many other churches. For this year we have completed or we are working on several items:

- A variety of building issues for our century-old structure – front walkway lights, numerous HVAC repairs/improvements and a new janitor service provider
- Our next big neighborhood event: Jazz on Central on October 24th – featuring the Noblesville HS jazz band, food & drink trucks and various vendors. Mark your calendars!
- Continued focus on Faith Formation for the younger ones in our BLC family – to grow offerings and attendance

Of course, there were some changes up front: Debbie Ranos assuming the position of Youth & Family Minister in August, the departure of Nancy Slover as Parish Assistant, and the arrival of Kristy Rock to replace her. Plus, Julie Smith assuming bookkeeper duties and Jacob Powell agreeing to manage our weekly A/V duties. And all handled seamlessly!

The stories of Bethlehem's past year are written in the reports that follow, with the Pastor's message and each Ministry report. Please spend some of your time reading through them - and please thank the leaders of each group. The talents and offerings of the members of this church never fail to amaze – and there is always someone willing to step up & lead an effort. As always, the BLC Council gives great thanks to all that have offered time, talents & treasures – too many to name here. The members of BLC are the pulse that makes it all work.

As we move further into our 2nd century as a church family for this community, let us continue to search within ourselves & look for ways to continue doing “His Work Through Our Hands” – in whatever form that takes for each of us.

Peace.

"Grace to you and peace from God our Father and the Lord Jesus Christ, who gave himself for our sins to set us free from the present evil age, according to the will of our God and Father, to whom be the glory forever and ever. Amen." (Galatians 1:3-5)

1 August 2025 was a significant milestone in my ordained ministry. That date marked the end of my sixth year of service as your pastor at Bethlehem Evangelical Lutheran Church. Bethlehem is now the longest call I've served as a pastor. And yet, in the best ways, each year feels like a new beginning; there are new adventures to be had, new ministry opportunities, new ideas, new people. I remain grateful to God that I have the privilege of serving among you. When I reflect on this last year, a few highlights stand out.

This year I once again served as the chaplain during a week at Camp Luther at Hopewood Shores in Conneaut, Ohio, something I've done almost every summer since 2015. This summer was also Jordan's first summer going away to camp at Lake Luther in Angola, Indiana. Both Debbie and I grew up going to Lutheran summer camps, and it's exciting to share that heritage with our children. I cannot emphasize enough how life-changing summer camp is. If you haven't yet experienced what Lutheran Outdoor Ministries Indiana Kentucky offers, go for it!

It was also my pleasure to meet Adam Elder, the son of former pastor the Reverend Don Elder, who led this congregation from 1941 until his death in 1977. It was a rare treat, getting to hear first-hand what ministry was like at BLC in those days, and to celebrate how, fifty years after his death, the legacy of Pastor Elder can still be felt here.

We continued to nurture the faith of our youth and adults. Four of our youth affirmed their faith and two more began their journey. We celebrated a quinceañera! Sunday morning adult faith formation forums, Men's Bible Study, Women Sharing Books, and Wednesday Books all provoked deep and thoughtful conversations. A small group gathered to learn more about the Lutheran tradition, and we even celebrated the baptism of an adult, an uncommon event in a church tradition that predominantly baptizes infants.

On a personal level, I participated in more continuing education this year, such as our synod's professional leaders conference, and a Racial Justice cohort for pastors that helped us explore our own biases and trained us in responding to the racism we encounter in our contexts. I also agreed to serve on our synod's newly formed Immigration Advocacy team.

Finally, our congregation entered into the E-Connect program through our synod. As you've read in the Blaze (you do read the Blaze, right?), by participating in E-Connect, we hope to develop a culture of deep listening and discernment; strengthen relationships within the congregation and community; identify and embrace opportunities for growth and mission; and experience renewed joy, energy, and purpose in ministry. Over the course of the next two years we are prepared to engage in prayer, conversation, and faith driven action to better discern Bethlehem's place in our lives and within our community of Indianapolis. I encourage you to pray for the leaders doing the heavy lifting through this program.

I pray that this next year is as exciting as the last!

Peace,

Pastor Ken Ranos †

This fiscal year started off quietly with the departure of Candice Tatum and a short vacancy in the youth and family minister role with Debbie starting in mid-September. However, our dedicated Faith Formation teachers led the charge to ensure we were ready for class to begin again in the fall. We continued with the same Faith Formation structure as the past year while offering a variety of additional opportunities to learn and enjoy time together. Additionally, the ramp-up in planning for the Youth Gathering of 2027 has begun.

Thank you for continuing to support our youth, children, and families! Please pray for them, nurture them on their faith journey, and find ways to engage with them throughout the year.

EDUCATION

Faith Formation:

As we did last year, Faith Formation was held on the 2nd and 4th Sunday of each month. The classes were divided into K-2nd grade (led by Jenna Beatty) and 3rd-5th grade (led by Jennifer Scharbrough). Using the Spark Curriculum, the kids' lessons all centered on the birth, life, and death of Jesus. We continue to face sporadic attendance and small class sizes.

Another challenge we've faced this year is how to best serve our Pre-K and younger youth and their families during Faith Formation, especially when they have children that are not yet in kindergarten and children who are in kindergarten or above, or if they would like to be involved in the Adult Faith Formation class or choir which also practices during that time. To try to address this challenge we experimented with looking for volunteers to oversee the nursery, but unfortunately did not receive any.

Confirmation/Middle School Faith Formation:

Pastor Ken has been leading a group of seven 6th and 7th graders in the Middle School class. Kids will be a part of this class during their Middle School years, learning the Bible, Jesus' teachings, and Lutheranism. At any time during these three years, a student can choose to profess their faith and participate in the Rite of Confirmation.

Teen Class:

Debbie Ranos and Ellen Rispoli led the High School class this year using a mix of curriculum from Faith Lens (a weekly reflection curriculum written based on the weekly lectionary by other ELCA faith leaders) or curriculum pieced together/written by Debbie with Faith Lens writers focused on semi-continuous readings. This class also faced attendance challenges; with the potential for a decent number of students and hearty conversations, most Faith Formation sessions saw only 2 students or less.

Adult Class:

Susie Swenson oversaw the return of Adult Faith Formation this year scheduling guest speakers on a variety of topics. Topics included the Prison Writers Workshop, digital resources for devotions, Morning Light and Abbie Hunt Bryce Home, the Streets to Home Indy initiative, Madeine Smith's experience in Mexico with YAGM, Exodus Refugee Immigration, IN-KY Synod disaster preparedness and response, how to "keep singing the Lord's song" in an ever changing world, guided meditation, and therapy dogs and the prisoners that train them.

Holidays:

Throughout Advent a noisy offering was collected by our youth after the children's message to benefit ELCA world hunger through their Good Gifts program. We kicked off the project with a presentation about Good Gifts the first Sunday in Advent. \$550 was collected through the noisy offering and was used to purchase a cow and a goat for a family in need through the program.

Also, during Advent, we held an Advent craft event for all ages after worship on Nov. 30 to make Advent wreaths, ornaments, and other decorations. On December 14th, despite a snowstorm, the children put on A Little Christmas during the 10am Worship Service that included songs and a fun retelling of the Christmas Story.

At Easter childcare was provided during Easter Vigil, giving the kids an opportunity to step out of service, get a snack, and watch VeggieTales. April 12th, our Faith Formation classes celebrated Easter by doing crafts, and hunting for eggs.

FELLOWSHIP AND SERVICE

Shrove Tuesday Pancake Fundraiser:

The annual pancake fundraiser returned this year during Sunday brunch! The youth raised over \$600 for the Gathering in 2027. More fundraising opportunities are being planned for this coming year.

Family Activities:

Bingo and Karaoke fun returned in February after being postponed due to the January snowstorm. Attendees enjoyed a taco bar, singing, and of course BINGO! Another afternoon of fun will be coming soon. This fellowship event has become a congregation favorite for all ages.

On Valentines Day, we hosted a youth game night/parents' night out. In March, families gathered to watch Encanto and talk about spiritual gifts. To honor Earth Day, we gathered at Holliday Park for fellowship, fun, and to talk about care for creation. In May we are planning and encouraging a World Labyrinth Day activity for families or individuals to participate in at their leisure and share their experiences.

Summer:

We are looking at opportunities to gather and learn together this summer. We are also encouraging families that are interested to look at the LOMIK camp programs for their youth and participate June 7-11 in Cross & Crown's Summer Days, with whom we have partnered in the past.

Elevate Bethlehem Campaign: Concluded on the TOP FLOOR

The Elevate Bethlehem fund raising campaign ended January 31, 2025 –two years after the campaign launched on February 1, 2023. The scope: deliver a new elevator and 52nd street entry-way repairs, new 2nd floor ADA bathroom, new fellowship/kitchen and sanctuary floors, and support for two benevolence recipients: Cathedral Kitchen and Lutheran Child and Family Services (LCFS).

Despite concluding fund raising on January 31, 2025, **we received several more generous donations during 2025 that enabled completion of work closely related to the project: painting the fellowship hall, kitchen, and several hallways, cabinet repairs, and carpet and other cleaning. The cumulative donations exceeded both the original project cost estimates and the campaign’s fund-raising goal.**

Funds Raised/Interest Earned 1/31/2025 -	\$527,031	(Two-Year Funding Campaign concludes!)
Additional 2025-26 Donations -	\$ 22,912	(Wow, amazing)
Interest earned Balance of 2025 -	\$ <u>9,757</u>	(Thanks again Bill Slover)

Total: Bequests, Donations, Interest - \$559,700

The construction of the original scope of Elevate Bethlehem is complete and final bills are being paid this spring. We expect to have a \$10-12k surplus of cash because of the extra donations and prudent expense control. This surplus will be applied to related building maintenance projects. The ribbon cutting ceremony was January 11, 2026.

A sincere thank you to many people who provided overall guidance, input on finishes, recommended paint colors, let contractors in and out of the building, tidied up AFTER contractors, and performed oversight on the technical elements – especially John Seest and Tim Moriarity. Thank you to Charlie Kendall for early expense estimates and suggestions. Hearty thanks to Bill Slover for managing the fund accounts and investing to give cash available a big boost.

It was my honor to participate in Elevate Bethlehem. I am very proud of the results of every facet of this ministry.

Barb Alder
Chair, Elevate Bethlehem Funding Campaign

Service Ministry Report

Sarah Evans & John Hazlett

The Service Sunday team of Sarah Evans and John Hazlett led or co-led 11 Service Sunday projects in 2025 that included events with traditional community partners as well as engaging with several new organizations. The Helping Hams and Great Chicken Roundup projects were again successfully led by Marty Benson in April and December.

Key highlights from the remainder of the year included events with or in support of:

- Lions Club of Indiana
- Indy Urban Acres
- Coats for Kids
- Lutheran World Relief

A huge thank you to congregation members Erik Tysklind, Jennifer Scharbrough, Julie Smith, and Norma Crabiel for helping with these events.

2026 looks to be exciting as well, with several new partnerships in the works! New event and partnership ideas are always welcome-just send an email to shurtevens@gmail.com.

Serving in Christ,

Sarah Evans & John Hazlett
Service Ministry Co-Chairs

In Stephen Ministry, lay people use specialized training and natural gifts in meaningful ministry to grow spiritually in order to serve those in our congregation and community with a caring Christian presence, as well as to provide emotional and spiritual support.

This is a special year for our Stephen Ministry, as we celebrate 10 years of service to our congregation and community. In addition, we also celebrate 50 years of Stephen Ministry, which began with a Lutheran pastor wanting to best serve his parishioners, and now serves people from all walks of life, around the world.

BLC Stephen Ministry continues to focus on purposely growing our combined ministry with Cross and Crown Lutheran Church. We do this not only to serve as we do today, but to continue our service in the future as well. With that focus, Stephen Minister Susie Swenson, after completing specialized training, was formally commissioned as a Stephen Leader and joined the leader team. The leader team, including three leaders from BLC and three leaders from C&C, meets quarterly with Pastor Ken Ranos and Pastor Ed Strietelmeier to discuss current matters and to develop future plans and actions. These meetings ensure that the caring, Christian presence of Stephen Ministry continues.

This year, Stephen Ministers of Bethlehem and Cross and Crown:

- Celebrated our 4th annual Stephen Ministry Sunday, highlighting how Stephen Ministry serves our congregation and community.
- Increased the number of resources in our Stephen Ministry Library. Members of either congregation can check out books from Stephen Ministry and other publishers. The library is currently located in the BLC conference room.
- Participated in the 2nd Annual Spring Retreat, “The Holy Spirit Working Through Us” in April 2026 at C&C Lutheran Church.
- Met twice monthly as a large group where Stephen Ministers received continuing education. These meetings help Stephen Ministers provide the best possible emotional and spiritual support to those they serve. Stephen Leaders also receive continuing education from Stephen Ministry Headquarters in St. Louis, via Zoom sessions.
- Provided 18 active Stephen Ministers to serve people experiencing short term, longer, or ongoing difficult periods in their lives.

We look forward to continued opportunities to connect and serve in the year ahead.

Bear one another’s burdens, and in this way, you will fulfill the law of Christ (Galatians 6:2, NRSV).

But if we walk in the light as He himself is the light, we have fellowship with one another. 1 John 1:7a

Fellowship for 2025-26 was the first of 2 years of leadership transition as I was forced by health to resign from a position I loved serving in. Many different people have, and are, committing to portions of the programs we love, as well as working on changes, as we evolve as a congregation. I do not have all the names for thanks – but I will try as it takes more than a village for organization, setups, and cleanups.

A special thanks to the Saturday morning group who use our Fellowship Hall. Without their assistance in table and chair setup we would struggle. If you have a chance, please thank them.

Sunday Brunches – Rick and Karen Roberts, John Todd, Lori VanEvery, Mary Lapworth

Saturday Setups – John Seest, Kent Steele, Kent Alder, Marty Benson

Advent by Candlelight – Bev Todd, Barb Alder, Claire White, Susan Powell

St. Lucia – Beth Tysklind and Julie Smith

Christmas Eve Cookie Reception – Karen Roberts, Jenna Beatty, Bev Todd

Pancake Breakfast – Debbie Ranos

Lenten Suppers – I don't know, but thank you

Easter Vigil Reception – Sarah Evans and John Hazlett

Easter Brunch – Rick and Karen Roberts

Lemonade on the Lawn – Jennifer Scharbrough

Funerals – Karen Roberts, Bev Todd, Mary Lapworth, Lori VanEvery

Dining Out/Lunch Bunch - many

If I missed your name, I apologize. It is not a lack of appreciation but a combo of chemo-brain and fatigue. Transition will continue in the coming year as we split the huge umbrella of Fellowship into smaller, manageable pieces. And (hopefully) return to special events that appeal to all age groups.

As always, our Fellowship (I hope) allows us to better know our brothers and sisters in Christ at Bethlehem.

Submitted with love,

Karen McCune

Stewardship Ministry Report

Karen McCune

The 2025-26 stewardship campaign focused on time, talent, and treasure. A 2026 winter campaign focused on treasure to gather the pledges needed to propose the annual budget for 2026-27 fiscal year. A combination of temple talks, eBlaze articles, and a direct mailer were the tools used to communicate during the campaign. A pledge card and e-form were the tools used to collect monetary commitments, as well commitments for time and talent.

The 6-week campaign began on January 18 with the goal of completion by Ash Wednesday, February 18 – but was extended to February 22 after losing a week to snow storms. At the end of the campaign, 40 commitments were received for both financial and time.

It was an honor to lead this ministry and share my thoughts on what stewardship means to me and how I see God's work through our hands. I look forward to leading this ministry again in the upcoming year.

I close with a verse of scripture for through him all things are possible.

And God is able to provide you with every blessing in abundance, so that by having enough of everything, you may share abundantly in every good work. 2 Corinthians 9:8

Respectfully submitted,

Karen McCune

Worship Ministry Report

John Seest and Worship Ministry Team
Beverly Emmons, Brent Hege
Susan Powell, Pastor Ranos

Our regular annual cycle of worship services continued in 2025-2026. Thanks go to all who volunteered to make our worship happen. This includes:

- Worship Ministry team
- Ushers - Scheduled by Tim Wott
- Sacristan - Beverly Emmons
- Lectors – Scheduled by Marty Benson
- Children’s Sermons – Scheduled by Erik Tysklind
- Communion Preparation
- Acolytes
- Musicians – Cantors, choir, soloists and instrumentalists

(We are happy to have Avery Feder and her clarinet join the ranks of our regular instrumentalists.)

- A/V – Jacob Powell
- Pew cleaning after the construction – Beverly Emmons and Traci Rodgers
- Lenten supper preparation for Holden Evening Prayer
- Christmas Decorators
- Easter Setup helpers

We also thank our dedicated staff:

- Pastor – Ken Ranos
- Precentor - Susan Powell
- Parish Assistant – Nancy Slover (who will be greatly missed in the office!) We welcome Kristy Rock to fill that important position.
- Staff Singer – Claire White
- Music Intern – Yang Xu

Our sanctuary has had the most significant change in many years. The old carpeting and tile floor has been replaced with a stone-like ceramic tile. The front row of pews has also been removed to create more space up front. This has provided a great setting for our beautiful new piano donated by the Davis family in memory of Dick and Betsy.

Please consider supporting worship by serving as an usher, lector, acolyte, or worship assistant. You can also help with communion preparation, the children’s sermon, choir, soloist, audio-visual tech, or sanctuary decoration.

We hope to see everyone in the pews in that essential position as our community gathers in worship.

The job of the Sacristan includes changing paraments, signing up communion helpers and over-seeing banners being changed. This seems simple but there is more to the job. For example, changing banners and paraments also includes making sure they are clean. Signing up communion helpers is a small part of communion “prep”. Making sure the linens are clean and ironed as well as keeping towels and dish clothes clean and sanitary, and seeing supplies of wine, wafers and grape juice are on hand in the sacristy.

This past year we have made efforts to make sure wafers and wine are fresh each week, thus preventing corrosion on new wine trays and stale tasting wafers. We received money from the Bob Keck Memorial Fund which allowed us to replace all of the old communion trays and lids.

After our new sanctuary floors were installed, all pews were thoroughly scrubbed down and hymnal racks were cleaned. The kneeling pads and bench pads were professionally cleaned.

We began using distilled water in the baptismal font to prevent lime scaling.

An altar parament and pulpit scarf were altered to fit their space.

Thanks to the many volunteers who prepare communion and clean up every week. A special thanks to John Todd for changing banners in the Sanctuary.

Dear Friends in Christ,

Our choir has stayed busy through the year, and our long tradition of gorgeous music continues, with strong attendance at rehearsals and on Sunday mornings. Claire White has continued this year, and she's been our only staff singer. She took a much-needed sabbatical in January & February of this year. My two oldest kids, Jacob and Meredith, joined the choir in the fall after spending a couple years singing in the Choir School at Christ Church Cathedral. Overall, the average age of our choir has gotten younger in the six years I've been here, and that's a remarkable trend for a church choir these days. In the year ahead we're looking forward to a Bach cantata and another hymn festival, as well as a new venture, "Jazz on Central," a block-party style event that we hope to conclude with a "Jazz Vespers." A significant change to our usual Sunday routine is that we have sometimes been singing a short choral introit for the service, which adds to the quantity of music we are preparing at any given time. Meanwhile, our service schedule change means the choir is working harder than ever, making more music in less time!

The addition of an introit into our liturgy was intended to create a brief pause after the business- and welcome-oriented Announcements segment to allow us to shift into a prayerful posture for worship. A few years ago, we'd swapped the Prelude & Announcements to try to achieve this, but I believe it's better to have prelude music filling the sanctuary as we gather for worship. So as always, the announcements begin at our stated worship time, but beginning in September, the prelude once again leads up to that stated time. (This also allows me to select longer and more varied repertoire for preludes without lengthening the overall time of the service.) I try to keep the introit within 1 or 1.5 minutes, just enough time to settle our attention after the announcements. I select a mix of choral, solo, or instrumental music to set the tone, usually with a thematically relevant text. The choir has enjoyed learning some new very-short pieces of repertoire for this purpose.

With church attendance lower across many churches and denominations, and with choral singing a less-common pastime as it's taught less in schools, choirs are shrinking left and right. We don't have much of a problem on this front here at Bethlehem, but still we're not a very large group. And while we're very lucky (and happy!) to have folks in our ranks who can't participate all the time, this abundance can become unwieldy when it comes to quality-control. As I aim to lead our community in the present, adapting to the real-time, actual gifts and resources we possess as a congregation and mindful of the declining trends in the wider world of churches and church music, this has been an area that feels challenging to me.

In directing our choir, I want to balance two things: First, preparing outstanding music—which the BLC choir does and always has done at an impressive level for such a small and volunteer-driven group. We sing great music, really well. At the same time, I recognize that church choir is also a ministry to the singers themselves. Singing is life-giving and joyful, and I want to hold space for as many people as possible to receive the gifts that come from participation in choir, even if they can't participate all the time.

I reflect on this complexity often, and I'm doing my best to uphold both commitments in how I lead our music ministry. I share this with you to make three points: First, pray for me to lead with wisdom and creativity and always fresh insight. Second, if you are singing, be as loyal to rehearsals as possible (especially including punctuality on Sunday mornings!) so we can maintain our standards and abilities as a choir through adequate rehearsal and consistent voice-building exercises. And last but not least, if you would like to sing but only sometimes, reach out to me because I want to include you; we'll figure out what that could look like for you.

The highlight of my year as Precentor, besides the March 13 & 16 Hymn Festival "O Love of God" that I mentioned in my last report, was definitely Christmas. On Christmas Eve we presented a beautiful service of Lessons & Carols that featured our own Avery Feder playing the clarinet. Avery is in tenth grade and doing an outstanding job in her school band. She and I spent hours practicing this music together over the fall, and it was such an inspiring process for her, for myself, and for the whole choir. These scenarios are our bright future! I want to do everything I can as your Precentor to preserve and pass on the traditions of church music for the years ahead.

On that subject, I want to share with you in some detail about the work I have begun over the last two years. I am relying on your trust and support as a church community as I build something—a mission of sorts—aimed at the bright future of music in the church, here at Bethlehem and beyond. As I've been hard at work on this throughout the past year, and also navigating a season of several significant challenges for my family, there has been an impact on your experience of music on Sundays in our worship, which I want to address.

I continue to juggle two church music ministries, here and at St. Mary Catholic Church downtown. This challenging scenario is also a great joy and privilege for me. To make such a juggling act sustainable, I am in the process of developing a non-profit organization, the "Indianapolis Internship in Liturgical Music." I'm working diligently, and establishing partnerships with other community leaders, to ensure this vision becomes a strong program over the next couple of years. Like any start-up, it's been tough going this year. The toughest moment was probably last August, when a talented incoming organ student at Jacobs School of Music withdrew her application to join me at the last minute. Luckily for me, my husband Mike was between jobs and was willing to help me cover services at both churches for a few months until another intern came along.

As I observe trends in the world of church music and speak with colleagues far and wide, I see that there are fewer and fewer people qualified to lead music in small worship communities (like ours). Very few kids pursue musical training and music programs in schools are increasingly being eliminated. Most college music majors leave the field and don't return. Those who go on to graduate work are over-qualified for the needs of (and unaffordable for the budgets of) small and mid-sized churches like ours. What if there were subsidized apprenticeship-style education available for liturgical music? This question has resonated deeply with my spirit over the last couple years, echoing a phrase I heard many years ago: "At the intersection of the world's great need and your great passion—therein lies your calling."

So I'm pursuing this. Partly, this reflects the life stage I'm in. I've been at Bethlehem for six years. Most folks in my field would see a job of this scope as a "starting" position, but I don't want to go anywhere. For one thing, I love Bethlehem dearly and my work here is always a delight. For another, ordinary music with ordinary folks in ordinary church is what inspired me when I was still only a kid, and it is what I knew I wanted to do when I grew up. Now I want to spread that love, not move on to "bigger and better." But Bethlehem's amazing legacy of giving young church musicians their start shouldn't end with me! My dream is to remain in my role as Precentor for as long as you'll have me, while continuing the church's legacy of supporting student musicians through this internship program. The program itself will be independent of any particular church or denomination, but hosted by specific churches—namely (for now) Bethlehem and St. Mary. As a non-profit, the IILM will function as a source of funding, publicity, and administration. But each church's music ministry will continue to operate in much the same way it has, with students selected and funded by IILM participating in the ministry as interns. I hope this could become a successful model that can be replicated by other musicians in other communities.

Lofty ideas! And yet the day-to-day impact in our loft this year is something I want to address. I'm grateful for the enthusiastic partnership of Yang Xu, who reached out to me last fall after moving to Indianapolis, looking for work as a church accompanist. Since the beginning of January, she has been my intern, juggling music at both Bethlehem and St. Mary along with me. Yang is a young musician who recently completed a doctorate in piano performance. She also works long hours this year as a public school classroom accompanist. She worked in various churches throughout graduate school, but never as an organist or a choir director. While I am mentoring her in these and other new skills, we are both spread thin. I have felt concerned that the quality of the music coming from our organ loft isn't what you're accustomed to hearing. I've also been away from Bethlehem on Sundays approximately once a month since the fall as I navigate my various responsibilities. If you've been confused by (or concerned about!) my absence, hopefully this explanation is reassuring. I want to assure you that I remain committed to leading our church in making truly outstanding music here at Bethlehem.

Developing a strong funding source for this program will attract more (and more advanced) students, and many hands make light work. In the near future the program will seek and hire a staff person to raise funds, recruit students, and assist in the other organizational needs, to make this a successful model for education and, most importantly, musical leadership in worship.

Please reach out to me any time with questions, concerns, or ideas. I am always eager to listen and discuss. In the months ahead as the program continues to take shape, I'll continue to keep the worship ministry committee, the council, and the congregation updated. I hope to look back on this year with a sense of satisfaction, seeing that the risks and efforts that have made it difficult have in due time borne lasting fruit, giving way to a flourishing and expanded ministry here at Bethlehem. I greatly appreciate your patience and support as I seek to build a program that could train excellent students to lead God's people in song. The whole church across the United States and beyond needs this endeavor, and I'm praying every day for the blessing and multiplication of the little loaves and fishes I keep showing up with week after week, for the joy of the people of God here at Bethlehem and far beyond.

Gratefully, your servant in the peace of Christ,

A handwritten signature in black ink that reads "Susan Powell". The signature is written in a cursive, flowing style with a large initial 'S' and a long, sweeping underline.

Property has had an eventful year cumulating with the completion of BLC Elevate. This project could not have been completed without the contribution of time, talent, and treasure by many people. The project started in 2023, and we had our ribbon cutting January 11th, 2026. We replaced the floors in fellowship hall and the sanctuary, removed and installed a new LULA elevator, and created a beautiful handicapped accessible bathroom on the second (top) floor.

John Seest, Kent and Barb Alder, Sarah Jaxx, and Nancy Slover - for additional input and oversight - thanks all!

BLC has received a generous love offering that will allow us to keep our building updated.

Future investments: new stove, painting the sanctuary, new bunn coffee maker and carafes; possibly new refrigerator /repair.

As an add-on to Elevate Bethlehem work, because painting was needed as part of that project, we extended the paint scope to include the entire fellowship hall, kitchen, bride's room, and the classroom hallways (basement and 2nd floor).

Other maintenance projects recently include:

- replacing the flushometers in the basement men's bathroom.
- repairing the drain from the garbage disposal in the kitchen.
- installing a new handicap operator and push buttons at the 52nd Street doors/ramp. Still need power provided to this unit.

Prior to painting the sanctuary we will need to locate and repair water infiltration on the north side of the building.

The boiler struggled this past winter and had continued to fail via control (hi limit) on a regular basis. On one occurrence it developed a leak in the piping which ruined the cabinets in the bride's room. The cabinets have been replaced and the new doors have been painted and installed.

Thanks to all who are vigilant in watching over the building. If you see an area needing attention, please contact either Kent Alder or me. You can also inform Kristy in the church office to convey messages if you are unable to reach one of us.

Sincerely,

Tim Moriarity

Statistical Report for the period of 2015 - 2025

End of	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Baptized Members	401	407	420	438	442	448	440	455	523	547	527
Confirmed	328	329	342	350	354	362	359	363	420	422	409
Unconfirmed	73	78	78	88	88	86	81	92	103	125	118
Average Weekly* Attendance	74/49	77/56	80/78	68/78	43/116	0	146	146	167	175	175
Members Received	3	2	3	7	4	17	9	12	16	27	26
Members lost	6	15	21	11	10	9	24	80	40	7	4

*Includes Wednesday Evening Prayer figures
Beginning in 2021, attendance is recorded as on-site (in person)/ online (via streaming)

Members gained through Baptism: (2) Jamie Ranos, Caroline Emenaker

Members gained through Affirmation of Faith: (1) Connor Buhl

Members gained through Transfer: (0)

Confirmations: (4) Benjamin Levine, Connor Queck, Kingston Queck, Phoebe Tatum

Deaths: (2) Carol Sternecker, Chervyl Leshner

Transfers: (4) Cindy Schroeder, William Slover, John Jordan, Susan Bem

Marriages: (1) Sarah Evans & John Hazlett

Statistical Differences: (0)

Bethlehem Finance/Endowment Ministry Report 2025-2026

The finance/endowment ministry team responsibilities are to:

1. manage endowment investment positions and results
2. review actual income and expenses compared to budgeted expectations and determine if there is adequate cash flow to pay financial commitments
3. review results of independent auditor's recommendations and determine if changes in controls are needed
4. draft income and expense budgets for the coming fiscal year and make recommendations to council for decisions at annual meeting
5. work on special items as requested by council or pastor
6. choose brokers and banks
7. prepare year-end financial statements for annual report
8. oversee counting and classification of church income
9. write, review and edit financial and operating policies as needed as a standing duty.

Thank you to faithful volunteers who count the money every week and make bank deposits:

Ardy Hollingsworth	Nancy Slover	Julie Smith	Barb Alder
Bill Slover	Jennifer Scharbrough	Kent Steele	Gloria Price

I sincerely thank **Tim Moriarity** for volunteering to serve as our treasurer. And I sincerely thank **Julie Smith** for her ongoing assistance and support of our financial activities here.

I also sincerely thank **Barb Alder** for continuing to coordinate our counting activities, serving on Finance Committee, and for leading the fund raising for the recent capital campaign, Elevate Bethlehem. If you would like to join this ministry team, please let one of us know.

Respectfully submitted,

William C. Slover
Chair - Finance/Endowment Ministry

**BETHLEHEM LUTHERAN CHURCH
STATEMENT OF OPERATIONS
JUNE 30, 2025**

	Total Year FY 2024-25 <u>Actual</u>	Total Year FY 2024-25 <u>Budget</u>	12/12 Year FY 2024-25 <u>Budget</u>	Actual Over/(Under) <u>Budget</u>
Income				
Pledges and Offerings	356,596.35	398,467	398,467	(41,871)
Building Rental	2,080.00	1,800	1,800	280
Bank Interest	7,077.81	6,000	6,000	1,078
Sunday School Offering	0.00	0	0	0
Employee Retention Tax Credit ("ERTC")	0.00	0	0	0
Endowment for Mission Outreach	0.00	0	0	0
Total Income	\$ 365,754.16	406,267	406,267	(40,513)
Expenses				
<u>Mission Outreach</u>				
Crisis Fund	0.00	250	250	(250)
Lutheran Episcopal Campus Ministry	1,000.00	1,000	1,000	0
Lutheran Child and Family Services (SEED)	2,000.00	2,000	2,000	0
Mid-North Church (Food Pantry)	2,000.00	2,000	2,000	0
First Trinity - Indianapolis	300.00	300	300	0
Sharing Place Food Pantry	2,000.00	2,000	2,000	0
Lutheran Outdoor Ministries	600.00	600	600	0
National Reconciling in Christ Program	1,200.00	600	600	600
	<u>9,100.00</u>	<u>8,750</u>	<u>8,750</u>	<u>350</u>
<u>Affiliations</u>				
Indianapolis Conference ELCA	0.00	0	0	0
Synod Benevolence	20,000.00	20,000	20,000	0
	<u>20,000.00</u>	<u>20,000</u>	<u>20,000</u>	<u>0</u>
<u>Worship</u>				
Continuing Education	690.85	600	600	91
Guest Musicians	2,575.00	2,500	2,500	75
Guest/Substitute Minister	283.60	900	900	(616)
Organ & Piano Maintenance	2,363.75	1,000	1,000	1,364
Paid Singers	7,920.00	8,800	8,800	(880)
Sheet Music	544.35	450	450	94
Licenses	1,041.35	1,050	1,050	(9)
Substitute Organist	57.27	350	350	(293)
Worship Supplies	2,754.82	2,500	2,500	255
Liturgical Arts	0.00	0	0	0
	<u>18,230.99</u>	<u>18,150</u>	<u>18,150</u>	<u>81</u>
<u>Adult Education</u>				
	<u>0.00</u>	<u>500</u>	<u>500</u>	<u>(500)</u>
<u>Youth-n-Family</u>				
Confirmation	359.56	500	500	(140)
Nursery Supplies	0.00	50	50	(50)
Sunday School/VBS	1,427.25	1,500	1,500	(73)
Youth	461.34	1,000	1,000	(539)
Summer Mission Trip	0.00	2,000	2,000	(2,000)
Family Events	1,016.24	1,000	1,000	16
	<u>3,264.39</u>	<u>6,050</u>	<u>6,050</u>	<u>(2,786)</u>
<u>Stephen Ministries</u>				
	<u>230.15</u>	<u>442</u>	<u>442</u>	<u>(212)</u>
<u>Service</u>				
	<u>0.00</u>	<u>500</u>	<u>500</u>	<u>(500)</u>

**BETHLEHEM LUTHERAN CHURCH
STATEMENT OF OPERATIONS
JUNE 30, 2025**

	<u>Total Year FY 2024-25 Actual</u>	<u>Total Year FY 2024-25 Budget</u>	<u>12/12 Year FY 2024-25 Budget</u>	<u>Actual Over/(Under) Budget</u>
<u>Centennial Birthday Bash</u>	0.00	0	0	0
<u>Support</u>				
Bank Service Fees	444.00	770	770	(326)
Janitorial Contracted Services	13,053.72	12,220	12,220	834
Maintenance	25,018.37	25,000	25,000	18
Office Machinery, Publications, Supplies	6,766.96	10,000	10,000	(3,233)
Online Giving Fees	809.39	0	0	809
Penalties & Settlements	0.00	0	0	0
Postage	869.70	500	500	370
Insurance (all types)	13,788.97	17,000	17,000	(3,211)
Recognition	105.34	250	250	(145)
Synod Assembly	1,611.35	2,000	2,000	(389)
Technology	950.27	1,000	1,000	(50)
Telephone	6,265.28	2,000	2,000	4,265
Utilities	25,487.55	24,200	24,200	1,288
	<u>95,170.90</u>	<u>94,940</u>	<u>94,940</u>	<u>231</u>
<u>Fellowship</u>				
Fellowship	421.10	1,800	1,800	(1,379)
Bereavement	0.00	200	200	(200)
	<u>421.10</u>	<u>2,000</u>	<u>2,000</u>	<u>(1,579)</u>
<u>Visitor Outreach</u>	<u>214.74</u>	<u>750</u>	<u>750</u>	<u>(535)</u>
<u>Debt</u>				
Mortgage Interest	255.32	1,071	1,071	(816)
Mortgage Principal	5,511.57	7,575	7,575	(2,063)
Line of Credit Interest	0.00	0	0	0
	<u>5,766.89</u>	<u>8,646</u>	<u>8,646</u>	<u>(2,879)</u>
<u>Salaries/Benefits/FICA</u>				
Pastor	111,760.03	111,734	111,734	26
Pastor Mileage Reimbursement	0.00	750	750	(750)
Pastor Continuing Education	98.98	700	700	(601)
Pastoral Transition	0.00	0	0	0
Parish Assistant	47,459.46	47,459	47,459	1
YnF Coordinator	22,803.80	35,804	35,804	(13,000)
Precentor	40,630.64	40,619	40,619	12
Nursery Caregivers	2,975.00	8,474	8,474	(5,499)
Reduction of Withholding Liabilities	0.00	0	0	0
Aflac Match	0.00	0	0	0
	<u>225,727.91</u>	<u>245,539</u>	<u>245,539</u>	<u>(19,811)</u>
Total Expenses	<u>\$ 378,127.07</u>	<u>406,267</u>	<u>406,267</u>	<u>(28,139)</u>
Net Income / (Expenses)	<u>\$ (12,372.91)</u>	<u>0</u>	<u>0</u>	<u>(12,373)</u>
Net Income Excluding ERTC	<u>\$ (12,372.91)</u>			

**BETHLEHEM LUTHERAN CHURCH
STATEMENT OF OPERATIONS
MARCH 31, 2026**

	Total Year FY 2025-26 Actual	Total Year FY 2025-26 Budget	9/12 Year FY 2025-26 Budget	Actual Over/(Under) Budget
Income				
Pledges and Offerings	271,453.94	393,614	295,211	(23,757)
Building Rental	2,205.00	2,400	1,800	405
Bank Interest	2,211.51	5,491	4,118	(1,907)
Sunday School Offering	0.00	0	0	0
Employee Retention Tax Credit ("ERTC")	4,640.99	0	0	4,641
Endowment for Mission Outreach	0.00	0	0	0
Total Income	\$ 280,511.44	401,505	301,129	(20,617)
Expenses				
<u>Mission Outreach</u>				
Crisis Fund	0.00	250	188	(188)
Lutheran Episcopal Campus Ministry	1,000.00	1,000	750	250
Lutheran Child and Family Services (SEED)	2,000.00	2,000	1,500	500
Mid-North Church (Food Pantry)	2,000.00	2,000	1,500	500
First Trinity - Indianapolis	0.00	300	225	(225)
Sharing Place Food Pantry	2,000.00	2,000	1,500	500
Lutheran Outdoor Ministries	600.00	600	450	150
National Reconciling in Christ Program	600.00	600	450	150
	<u>8,200.00</u>	<u>8,750</u>	<u>6,563</u>	<u>1,638</u>
<u>Affiliations</u>				
Indianapolis Conference ELCA	0.00	0	0	0
Synod Benevolence	20,000.00	20,000	15,000	5,000
	<u>20,000.00</u>	<u>20,000</u>	<u>15,000</u>	<u>5,000</u>
<u>Worship</u>				
Continuing Education	1,000.00	700	525	475
Guest Musicians	1,050.00	2,500	1,875	(825)
Guest/Substitute Minister	250.00	900	675	(425)
Organ & Piano Maintenance	1,001.25	1,000	750	251
Paid Singers	2,760.00	8,800	6,600	(3,840)
Sheet Music	376.76	450	338	39
Licenses	665.00	1,300	975	(310)
Substitute Organist	300.00	350	263	38
Worship Supplies	1,833.20	2,500	1,875	(42)
Liturgical Arts	0.00	0	0	0
	<u>9,236.21</u>	<u>18,500</u>	<u>13,875</u>	<u>(4,639)</u>
<u>Adult Education</u>				
	<u>54.56</u>	<u>500</u>	<u>375</u>	<u>(320)</u>
<u>Youth-n-Family</u>				
Confirmation	663.94	500	375	289
Nursery Supplies	0.00	50	38	(38)
Sunday School/VBS	488.31	1,500	1,125	(637)
Youth	0.00	1,000	750	(750)
Summer Mission Trip	0.00	1,500	1,125	(1,125)
Family Events	325.62	1,500	1,125	(799)
	<u>1,477.87</u>	<u>6,050</u>	<u>4,538</u>	<u>(3,060)</u>
<u>Stephen Ministries</u>				
	<u>49.53</u>	<u>260</u>	<u>195</u>	<u>(145)</u>
<u>Service</u>				
	<u>0.00</u>	<u>500</u>	<u>375</u>	<u>(375)</u>

**BETHLEHEM LUTHERAN CHURCH
STATEMENT OF OPERATIONS
MARCH 31, 2026**

	Total Year FY 2025-26 Actual	Total Year FY 2025-26 Budget	9/12 Year FY 2025-26 Budget	Actual Over/(Under) Budget
<u>Centennial Birthday Bash</u>	0.00	0	0	0
<u>Support</u>				
Bank Service Fees	315.00	460	345	(30)
Janitorial Contracted Services	8,340.79	12,544	9,408	(1,067)
Maintenance	45,984.93	25,000	18,750	27,235
Office Machinery, Publications, Supplies	4,292.26	8,500	6,375	(2,083)
Online Giving Fees	498.06		0	498
Penalties & Settlements	0.00		0	0
Postage	234.00	750	563	(329)
Insurance (all types)	16,899.23	15,000	11,250	5,649
Recognition	0.00	250	188	(188)
Synod Assembly	0.00	2,000	1,500	(1,500)
Technology	2,851.40	3,000	2,250	601
Telephone	3,837.59	2,300	1,725	2,113
Utilities	20,478.75	22,500	16,875	3,604
	<u>103,732.01</u>	<u>92,304</u>	<u>69,228</u>	<u>34,504</u>
<u>Fellowship</u>				
Fellowship	98.27	1,800	1,350	(1,252)
Bereavement	0.00	200	150	(150)
	<u>98.27</u>	<u>2,000</u>	<u>1,500</u>	<u>(1,402)</u>
<u>Visitor Outreach</u>	<u>63.53</u>	<u>750</u>	<u>563</u>	<u>(499)</u>
<u>Debt</u>				
Mortgage Interest	0.00	0	0	0
Mortgage Principal	0.00	0	0	0
Line of Credit Interest	0.00	0	0	0
	<u>0.00</u>	<u>0</u>	<u>0</u>	<u>0</u>
<u>Salaries/Benefits/FICA</u>				
Pastor	87,196.25	115,523	86,642	554
Pastor Mileage Reimbursement	0.00	750	563	(563)
Pastor Continuing Education	868.98	700	525	344
Pastoral Transition	0.00	0	0	0
Parish Assistant	27,034.35	49,357	37,018	(9,983)
YnF Coordinator	18,146.58	35,804	26,853	(8,706)
Precentor	31,691.31	42,243	31,683	9
Nursery Caregivers	0.00	7,514	5,636	(5,636)
Reduction of Withholding Liabilities	0.00	0	0	0
Aflac Match	0.00	0	0	0
	<u>164,937.47</u>	<u>251,891</u>	<u>188,918</u>	<u>(23,981)</u>
Total Expenses	<u>\$ 307,849.45</u>	<u>401,505</u>	<u>301,129</u>	<u>6,721</u>
Net Income / (Expenses)	<u>\$ (27,338.01)</u>	<u>0</u>	<u>0</u>	<u>(27,338)</u>
Net Income Excluding ERTC	<u>\$ (31,979.00)</u>			

NATIONAL BANK OF INDIANAPOLIS ACCOUNT BALANCES

Fund	Balance 6/30/2024	Receipts FY 2024-2025	Transfers from LPL Financial	Disbursements FY 2024-2025	Balance 6/30/2025
General	\$141,271.21	\$ 360,699.36	5,054.80	\$ 378,127.07	\$128,898.30 ok
Memorial	35,630.64	15,606.21	0.00	13,049.05	\$38,187.80 ok
Endowment	0.00	0.00	3,650.00	3,650.00	\$0.00 ok
Debt Reduction	75.00	0.00	0.00	0.00	\$75.00 ok
Capital Campaign	4,437.98	68,489.51	77,217.26	54,468.75	\$95,676.00 ok
Revolving	44,732.39	34,008.67	0.00	29,846.88	\$48,894.18 ok
Totals	<u>\$226,147.22</u>	<u>\$478,803.75</u>	<u>\$85,922.06</u>	<u>\$479,141.75</u>	<u>\$311,731.28 ok</u>

(1) Of the Memorial balance at 06/30/2025, \$6,568.97 is designated to non-salary worship and music in memory of Anna Schneider.

(2) Memorial disbursements include \$12,660 for a piano and dolly in memory of Betsy Davis and \$389.05 for communion ware in memory of Bob Keck.

(3) Debt reduction income is used for prepayment of mortgage principal and/or funding of major maintenance projects to prevent additional debt.

(4) Capital Campaign disbursements include \$7,500 of benevolence sent to Lutherwood Residential Treatment Center, \$7,500 of benevolence sent to Cathedral Kitchen, \$34,448.75 for 25% down payment on new elevator, \$2,600 interior floor finish construction documents, \$850 for lead and asbestos testing and \$1,570 for labor and material for asbestos abatement, first floor tiles and pipe abatement .

LPL FINANCIAL BROKERAGE ACCOUNT BALANCES

Fund	Balance 6/30/2024	Receipts	Investment G/(L) FY 2024-2025	Transfers to NBI FY 2024-2025	Disbursements FY 2024-2025	Balance 6/30/2025
General & Revolving	\$0.00	47,810.09	-	47,810.09	-	\$0.00
Endowment	300,576.50	0.00	36,425.54	3,650.00	-	\$333,352.05
Other Investments	481,476.41	23,581.64	22,696.75	34,461.97	-	\$493,292.83
Totals	<u>\$782,052.91</u>	<u>\$71,391.73</u>	<u>\$59,122.29</u>	<u>\$85,922.06</u>	<u>\$0.00</u>	<u>\$826,644.87</u>

(1) Disbursements from General & Revolving Fund include stock selling fees of \$1.19.

(2) Endowment net investment gain/(loss) includes advisory fees paid of \$5,626.46

(3) Endowment transfer was for Madeline Smith's mission.

(4) Transfer from Other Investments Accessibility/Capital Campaign Fund was for 25% down payment on new elevator.

NATIONAL BANK OF INDIANAPOLIS ACCOUNT BALANCES

Fund	Balance 6/30/2025	Receipts FY 2025-2026	Transfers from LPL Financial	Disbursements FY 2025-2026	Balance 3/31/2026	
General	\$128,898.30	\$ 275,309.48	5,201.96	\$ 307,849.45	\$101,560.29	ok
Memorial	38,187.80	1,520.00	0.00	0.00	\$39,707.80	ok
Endowment	0.00	0.00	0.00	0.00	\$0.00	ok
Debt Reduction	75.00	0.00	0.00	0.00	\$75.00	ok
Capital Campaign	95,676.00	21,992.88	325,000.00	475,453.56	(\$32,784.68)	ok
Revolving	48,894.18	36,897.25	2,388.16	21,481.80	\$66,697.79	ok
Totals	\$311,731.28	\$335,719.61	\$332,590.12	\$804,784.81	\$175,256.20	ok

(1) Of the Memorial balance at 03/31/2026, \$6,568.97 is designated to non-salary worship and music in memory of Anna Schneider.

(2) Debt reduction income is used for prepayment of mortgage principal and/or funding of major maintenance projects to prevent additional debt.

(3) Capital Campaign disbursements include a payment of \$262,851.50 to Capitol Construction Services, \$98,235.08 to DJ's Flooring for new flooring, \$105,776.25 to Mid-America Elevator Co., Inc., \$2,602.20 to L & J Painting LLC, \$715.00 to Tinder Company for locks, \$157.43 to Arsee Engineers for state construction design release, \$1,062.30 to Taylored Cloud Services for cable run to elevator for analog line, \$1,374.92 to Rocket Science Cleaning for construction clean up and carpet cleaning, \$678.88 to Fite LLC for building plumbing system and \$500 each to Timothy Moriarity, John Seest, Kent Alder and Barb Alder for project management.

LPL FINANCIAL BROKERAGE ACCOUNT BALANCES

Fund	Balance 6/30/2025	Receipts	Investment G/(L) FY 2025-2026	Transfers to NBI FY 2025-2026	Disbursements FY 2025-2026	Balance 3/31/2026
General & Revolving	\$0.00	7,590.12	-	7,590.12	-	\$0.00
Endowment	333,352.05	0.00	22,269.29	-	-	\$355,621.34
Other Investments	493,292.83	0.00	9,878.51	325,000.00	-	\$178,171.34
Totals	\$826,644.87	\$7,590.12	\$32,147.80	\$332,590.12	\$0.00	\$533,792.68

(1) Disbursements from General & Revolving Fund include stock selling fees of \$0.00.

(2) Endowment net investment gain/(loss) includes advisory fees paid of \$3,493.62

(3) Transfers from Other Investments Accessibility Fund and Accessibility/Capital Campaign Fund were for Capital Campaign expenses.

ALL FUND BALANCES AT 06/30/2025

CASH AND INVESTMENTS

Account	General	Memorial	Revolving	Debt Reduction	Capital Campaign	Endowment	Endowment Distributions	Investments	Total
Nat'l Bank of Indianapolis	128,898.30	38,187.80	48,894.18	75.00	95,676.00	0.00	-	-	311,731.28
LPL Financial LLC	\$0.00	-	-	-	-	333,352.05	-	493,292.83	826,644.87
Totals	<u>\$128,898.30</u>	<u>\$38,187.80</u>	<u>\$48,894.18</u>	<u>\$75.00</u>	<u>\$95,676.00</u>	<u>\$333,352.05</u>	<u>\$0.00</u>	<u>\$493,292.83</u>	<u>\$1,138,376.15</u>

(1) Of the investments \$119,786.26 are general, undesignated bequests from estates of Robert Grubbs and Florence Grubbs received 2009-2011, from Jack Neff (2011), from Luella Perkins (2016), from Jim Doversberger (2018), from Nancy Stassus (2018) and from Ruth Skillman (2019). \$133,543.05 is a bequest designated for Accessibility Fund from the estate of Carol O'Brien received in 2020. \$239,963.51 represents recent Accessibility Fund and Capital Campaign donations.

DEBT

	Balance 6/30/2024	Borrowed	Paid Back	Balance 6/30/2025
Loan	\$6,937.90	-	\$6,937.90	\$0.00
Totals	<u>\$6,937.90</u>	<u>\$0.00</u>	<u>\$6,937.90</u>	<u>\$0.00</u>

(1) Commercial mortgage of \$120,000 (variable rate) was established April, 2015 with National Bank of Indianapolis and paid off in February, 2025.
 (2) Line of credit opened 2009 for exterior building restoration project; have not needed to use to date.
 (3) Line of credit for ongoing operations with National Bank of Indianapolis was not used in 2009-2024 to date and expired on 03/28/2024.

ALL FUND BALANCES AT 03/31/2026

CASH AND INVESTMENTS

Account	General	Memorial	Revolving	Debt Reduction	Capital Campaign	Endowment	Endowment Distributions	Investments	Total
Nat'l Bank of Indianapolis	101,560.29	39,707.80	66,697.79	75.00	(32,784.68)	0.00	-	-	175,256.20
LPL Financial LLC	\$0.00	-	-	-	-	355,621.34	-	178,171.34	533,792.68
Totals	<u>\$101,560.29</u>	<u>\$39,707.80</u>	<u>\$66,697.79</u>	<u>\$75.00</u>	<u>(\$32,784.68)</u>	<u>\$355,621.34</u>	<u>\$0.00</u>	<u>\$178,171.34</u>	<u>\$709,048.88</u>

(1) Of the investments \$116,577.78 are general, undesignated bequests from estates of Robert Grubbs and Florence Grubbs received 2009-2011, from Jack Neff (2011), from Luella Perkins (2016), from Jim Doversberger (2018), from Nancy Stassus (2018) and from Ruth Skillman (2019). \$61593.56 is a bequest designated for Accessibility Fund from the estate of Carol O'Brien received in 2020. \$0.00 now represents the remaining recent Accessibility Fund and Capital Campaign donations.

DEBT

	Balance 6/30/2025	Borrowed	Paid Back	Balance 3/31/2026
Loan	\$0.00	-	\$0.00	\$0.00
Totals	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>

(1) Commercial mortgage of \$120,000 (variable rate) was established April, 2015 with National Bank of Indianapolis and paid off in February, 2025.
 (2) Line of credit opened 2009 for exterior building restoration project; have not needed to use to date.
 (3) Line of credit for ongoing operations with National Bank of Indianapolis was not used in 2009-2024 to date and expired on 03/28/2024.

**BETHLEHEM LUTHERAN CHURCH
REVOLVING FUNDS
JUNE 30, 2025**

GROUP / ACCOUNT	<u>Balance 6/30/2024</u>	<u>Income</u>	<u>Expense</u>	<u>Balance 6/30/2025</u>
Adult Education				
Adult Ed Books	357.56	-	-	357.56
Youth & Family				
Camp Scholarships	1,020.00	-	800.00	220.00
Youth	4,465.00	1,200.00	0	5,665.00
Youth Mission Trip	10,393.94	958.97	2,601.07	8,751.84
Fellowship				
Fellowship	5,815.30	572.00	531.21	5,856.09
Retreat Income	65.21	-	-	65.21
Service				
Chicken Roundup & Helping Hams	3,260.96	8,814.12	7,191.85	4,883.23
Food Pantries	993.91	1,677.19	2,162.66	508.44
Heifer Project	3.96	-	-	3.96
Pastor's Discretionary Fund	909.19	2,000.00	1,383.17	1,526.02
Quilters	2,892.63	-	-	2,892.63
Service Projects	(128.38)	736.25	697.15	(89.28)
Stephen Ministries	1,331.04	55.95	567.30	819.69
Thrivant Build	100.00	-	-	100.00
Young Adult in Global Mission	-	5,616.15	5,515.00	101.15
Worship				
Baptism	-	-	-	-
Flowers	(726.08)	3,806.42	3,636.25	(555.91)
Spirituals Restitution Fund	20.54	60.68	20.54	60.68
Worship & Music (Schneider)	6,232.06	2,200.00	740.68	7,691.38
Staff				
Staff Gifts for Christmas	1,001.13	4,759.59	4,000.00	1,760.72
Staff Departure (Reception & Gift)	8.49	-	-	8.49
Miscellaneous				
Columbarium	365.00	-	-	365.00
Health Care Premium	-	-	-	-
Indianapolis Conference ELCA	(46.74)	-	-	(46.74)
Indianapolis Internship in Liturgical Music	-	1,551.35	-	1,551.35
Small Capital Improvements Fund	250.00	-	-	250.00
Technology Project	6,147.67	-	-	6,147.67
TOTALS	<u><u>\$ 44,732.39</u></u>	<u><u>\$ 34,008.67</u></u>	<u><u>\$ 29,846.88</u></u>	<u><u>\$ 48,894.18</u></u>

(1) Worship and Music Ministry received designated stock bequest from Estate of Anna Schneider and other donations in 2009. Further donations have been received subsequently.

(2) Fellowship includes activity classified as Non-Profit Income.

**BETHLEHEM LUTHERAN CHURCH
REVOLVING FUNDS
MARCH 31, 2026**

GROUP / ACCOUNT	<u>Balance 6/30/2025</u>	<u>Income</u>	<u>Expense</u>	<u>Balance 3/31/2026</u>
Adult Education				
Adult Ed Books	357.56	-	-	357.56
Youth & Family				
Camp Scholarships	220.00	100.00	-	320.00
Youth	5,665.00	-	63.7	5,601.30
Youth Mission Trip	8,751.84	1,058.72	-	9,810.56
Fellowship				
Fellowship	5,856.09	2,131.00	2,292.42	5,694.67
Retreat Income	65.21	-	20.44	44.77
Service				
Chicken Roundup & Helping Hams	4,883.23	8,699.43	4,083.27	9,499.39
ELCA Disaster Relief	-	550.00	550.00	-
Food Pantries	508.44	1,088.97	1,597.26	0.15
Heifer Project	3.96	-	3.96	0.00
Pastor's Discretionary Fund	1,526.02	1,500.00	986.29	2,039.73
Quilters	2,892.63	-	338.28	2,554.35
Service Projects	(89.28)	170.00	-	80.72
Stephen Ministries	819.69	1,195.00	1,687.00	327.69
Thrivant Build	100.00	-	-	100.00
Young Adult in Global Mission	101.15	-	101.15	(0.00)
Worship				
Baptism	-	-	-	-
Flowers	(555.91)	3,238.58	3,086.00	(403.33)
Spirituals Restitution Fund	60.68	178.13	203.54	35.27
Worship & Music (Schneider)	7,691.38	1,525.00	-	9,216.38
Staff				
Staff Gifts for Christmas	1,760.72	4,350.58	4,300.00	1,811.30
Staff Departure (Reception & Gift)	8.49	-	8.49	-
Miscellaneous				
Columbarium	365.00	-	-	365.00
Health Care Premium	-	-	-	-
Indianapolis Conference ELCA	(46.74)	-	-	(46.74)
Indianapolis Internship in Liturgical Music	1,551.35	1,000.00	2,160.00	391.35
Small Capital Improvements Fund	250.00	12,500.00	-	12,750.00
Technology Project	6,147.67	-	-	6,147.67
TOTALS	<u>\$ 48,894.18</u>	<u>\$ 39,285.41</u>	<u>\$ 21,481.80</u>	<u>\$ 66,697.79</u>

(1) Worship and Music Ministry received designated stock bequest from Estate of Anna Schneider and other donations in 2009. Further donations have been received subsequently.

(2) Fellowship includes activity classified as Non-Profit Income.

**BETHLEHEM LUTHERAN CHURCH
INCOME AND EXPENSE PLANS FOR FISCAL YEAR 2026-2027**

	2025-2026	3/31/2026	2026-2027
	Plan	FYTD Actual	Plan
Pledges Received	243,794	271,454	267,695
Faith Offerings	149,820	0	127,975
Building Rental	2,400	2,205	2,595
Bank Interest	5,491	2,212	3,143
Employee Retention Tax Credit ("ERTC")		4,641	
Total Income	401,505	280,511	401,408
Crisis Fund	250	-	-
Lutheran Episcopal Campus Ministry	1,000	1,000	1,000
Lutheran Child and Family Services (LCFS SEED)	2,000	2,000	2,000
Mid-North Church (Food Pantry)	2,000	2,000	2,000
First Trinity - Indianapolis	300	-	-
Sharing Place Fd Pantry	2,000	2,000	2,000
Lutheran Outdoor Ministries	600	600	600
National Reconciling in Christ Program	600	600	600
Mission Outreach	8,750	8,200	8,200
Indianapolis Conference ELCA	-	-	-
Synod Benevolence	20,000	20,000	19,000
Affiliations	20,000	20,000	19,000
Continuing Ed	700	1,000	700
Guest Musicians	2,500	1,050	2,000
Guest/Substitute Minister	900	250	900
Organ & Piano Maintenance	1,000	1,001	1,300
Paid Singers	8,800	2,760	4,600
Internship Support			2,400
Sheet Music	450	377	450
Licenses	1,300	665	1,414
Substitute Organist	350	300	350
Worship Supplies	2,500	1,833	2,500
Liturgical Arts	-	-	-
Worship and Music	18,500	9,236	16,614
Adult Ed	500	55	200
Confirmation	500	664	200
Nursery Supplies	50	-	-
Sunday School/VCS	1,500	488	1,000
Youth	1,000	-	500
Summer Mission Trip	1,500	-	500
Family Events	1,500	326	1,000
Youth & Family Ministry	6,050	1,478	3,200
Stephen Ministry	260	50	191
Service	500	-	250
Fall Community Event	-	-	1,000
Bank Service Fees	460	315	420
Janitorial Contracted Services	12,544	8,341	12,544
Maintenance	25,000	45,985	30,000
Office Machinery, Publications, Supplies	8,500	4,292	7,000
Online Giving Fees		498	
Penalties & Settlements		-	
Postage	750	234	750
Insurance (all types)	15,000	16,899	17,500
Recognition	250	-	250
Synod Assembly	2,000	-	2,000
Technology	3,000	2,851	3,000
Telephone	2,300	3,838	2,300
Utilities	22,500	20,479	25,500
Support	92,304	103,732	101,264

	2025-2026	3/31/2026	2026-2027
	Plan	FYTD Actual	Plan
Fellowship	1,800	98	1,000
Bereavement	200	-	200
Fellowship/Bereavement	2,000	98	1,200
Visitor Outreach	750	64	750
Mortgage interest	-	-	-
Mortgage principal	-	-	-
Credit Line P&I Pymnt Renovation	-	-	-
Total Debt	0	0	0
Pastor Salary/Housing/Benefits	115,523	87,196	118,499
Pastor Mileage Reimbursement	750	-	400
Pastor Continuing Education	700	869	1,000
Pastoral Transition	-	-	-
Parish Assistant/FICA	31,200	27,034	31,512
Bookkeeper/FICA	13,000	-	13,260
AV	5,157	-	5,260
YnF Coordinator C&B/FICA	35,804	18,147	36,520
Precentor/FICA 0.5 FTE	42,243	31,691	43,088
Nursery Caregivers	7,514	-	-
Reduction of Withholding Liabilities	-	-	-
Aflac Match	-	-	-
Total Salaries/Benefits/Taxes	251,891	164,937	249,539
Total Expenses	\$ 401,505	\$ 307,849	\$ 401,408
Total Income	\$ 401,505	\$ 280,511	\$ 401,408
Net Operating Income/(Expense)	\$ 0	\$ (27,338)	\$ -

<u>Changes vs. 2025-2026</u>		<u>2026-2027</u>
Pledges Received	pledges up	23,901
Building Rental, Bank Interest	interest down, rentals down	(2,153)
Mission Outreach	First Trinity closed, crisis fund down	550
Worship and Music	Guest musicians and paid singers down	1,886
Adult Ed	Adult Ed down	300
Youth & Family Ministry	All categories down	2,850
Stephen Ministry	down vs. last year	69
Service	Service down	250
Support	maintenance, insurance and utilities up	(8,960)
Fellowship/Bereavement	Fellowship down	800
Debt	paid off 02/21/2025	-
Total Salaries/Benefits/Taxes	various % increases, nursery down	2,352
Net change in faith offering		(21,845)

* Positive figures reflect a favorable variance, and negative figures reflect an unfavorable variance.

BETHLEHEM LUTHERAN CHURCH
STEWARDSHIP HISTORY

	2025-2026	3/31/2026	2026-2027
	Plan	Actual YTD	Plan
Pledges Received	243,794	271,454	267,695
Faith Offerings	149,820	-	127,975
Building Rental	2,400	2,205	2,595
Bank Interest	5,491	2,212	3,143
Employee Retention Tax Credit ("ERTC")	-	4,641	-
Total Income	\$ 401,505	\$ 280,511	\$ 401,408

required to cover expenses

Calendar Year	Stewardship Pledged	No. of Units Pledging	General Fund Actual Rec'd	Actual Giving Exceeded Pledges
2026	\$ 267,695	40	??	\$ 113,777
2025	\$ 243,794	43	\$ 357,571	\$ 116,487
2024	\$ 239,710	44	\$ 356,197	\$ 112,974
2023	\$ 218,094	42	\$ 331,068	\$ 97,494
2022	\$ 250,426	49	\$ 347,920	\$ 97,942
2021	\$ 253,146	62	\$ 351,088	\$ 96,305
2020	\$ 253,962	68	\$ 350,267	\$ 66,306
2019	\$ 251,780	76	\$ 318,086	\$ 70,584
2018	\$ 268,286	85	\$ 338,870	\$ 62,962
2017	\$ 267,453	88	\$ 330,415	\$ 98,499
2016	\$ 249,980	85	\$ 348,479	\$ 96,639
2015	\$ 244,990	80	\$ 341,629	\$ 49,643
2014	\$ 253,386	83	\$ 303,029	\$ 66,895
2013	\$ 244,852	94	\$ 311,747	\$ 61,700
2012	\$ 235,397	90	\$ 297,097	\$ 69,163
2011	\$ 231,580	81	\$ 300,743	\$ 77,939
2010	\$ 216,134	81	\$ 294,073	\$ 85,376
2009	\$ 233,530	91	\$ 318,906	\$ 65,534
2008	\$ 234,364	78	\$ 299,898	\$ 67,098
2007	\$ 264,206	99	\$ 331,304	\$ 107,623
2006	\$ 216,721	82	\$ 324,344	\$ 93,972
2005	\$ 213,536	93	\$ 307,508	\$ 90,502
2004	\$ 211,068	91	\$ 301,570	\$ 76,822
2003	\$ 212,018	99	\$ 288,840	\$ 71,209
2002	\$ 216,750	99	\$ 287,959	\$ 63,120
2001	\$ 230,954	117	\$ 294,074	\$ 58,180
2000	\$ 239,173	130	\$ 297,353	\$ 69,802
1999	\$ 240,613	141	\$ 310,415	

reduced expenses by \$32,500 as income under plan by \$6,471
 included \$12,000 prepaid 2008 pledge; Pastoral changes
 adj 2006 / 2005 for \$10k rec'd in 2006 meant for 2005
 Capital Campaign 2001-2003: raised add'l \$300k
 in addition to bequest from Pat Orme
 adj 2003 / 2002 for \$22k rec'd in 2003 meant for 2002
 was most successful stewardship campaign through 1990s

% Pledging of Total Giving Units *

2026 - 40/83 giving units	43%
2025 - 43/75 giving units	57%
2024 - 44/87 giving units	51%
2023 - 42/95 giving units	44%
2022 - 49/101 giving units	49%
2021 - 62/118 giving units	53%
2020 - 68/135 giving units	50%
2019 - 76/152 giving units	50%
2018 - 85/160 giving units	53%
2017 - 88/185 giving units	48%
2016 - 85/158 giving units	54%
2015 - 80/155 giving units	52%
2014 - 83/154 giving units	54%
2013 - 94/152 giving units	62%

Bethlehem Endowment 2025-2026

The Bethlehem Endowment is monetary principal that generates investment income to support church outreach activities. The Church Council defines the outreach projects and determines when to use the funds. The endowment investments are managed by the Finance and Endowment Ministry team and governed by a set of by-laws. Funds are currently managed with a long-term time horizon and low to moderate risk profile. A December 31, 2025 year-end report and a March 31, 2026 quarter-end report are included that show fund positions, values, and performance. In the report, investments are compared to comparable benchmarks. We utilize LPL Financial LLP for account, brokerage, and advisory services.

No new gifts were made to the endowment between March 31, 2025 and March 31, 2026. No endowment earnings are being used to fund mission outreach activities during the 2025-2026 fiscal year.

We encourage donations of cash or securities to the endowment to build principal that will support church outreach projects in the future. If you want to donate in memory of someone, your gift will permanently provide funding for outreach.

Making a gift is easy; just designate your donation for the “Bethlehem Endowment”.

Respectfully submitted,

William C. Slover
Chair - Finance/Endowment Ministry

Endowment Investment Portfolio

Symbol	Name	Basis	Owned Quantity	31-Dec Price	Value	TTM/SEC Yield	Type	Expense Ratio	Morningstar	YTD % Return	Compare To Index
AKRE	Akre Professionally Managed AKRE Focu	9,950	313.0	65.51	\$ 20,505	0.0%	US Equity Large Cap Growth	1.0%	2/5 stars	1.1%	S&P 500 Index
EIBLX	Eaton Vance Floating Rate CL I	21,455	-	8.20	\$ -	7.5%	Bank Loans (ST bonds; cash)	0.8%	3/5 stars	4.1%	BR agg bond
MALOX	Blackrock Global Alloc INSTL CL	38,250	2,618.2	20.40	\$ 53,412	2.5%	US & Int'l Stock & Bonds, Cash	0.9%	3/5 stars	19.6%	DJIA Mod
MHYIX	Mainstay High Yield Corp Bond CL I	8,086	1,834.8	5.21	\$ 9,559	6.3%	High Yield Corporate Bonds	0.7%	3/5 stars	6.7%	BR agg bond
SGIIX	First Eagle Global CL I	88,459	1,674.2	81.01	\$ 135,630	3.6%	Int'l & US Stocks, Gold, Cash	0.9%	5/5 stars	31.9%	DJIA Mod
VWIAX	Vanguard Wellesley Income Admiral CL	74,200	1,496.5	61.65	\$ 92,260	3.4%	US & Int'l Bonds & Stocks, Cash	0.2%	3/5 stars	11.6%	DJIA Mod
ZKBGF	ZKB Gold ETF Shs Hldgs Klasse A USD	5,255	3.0	4073.22	\$ 12,220	0.0%	Gold ETF	0.4%	U/A	67.6%	Gold, spot
Total Mutual Funds					323,586						
Prime Money Market					34,771	0.6%	money mkt avg yld				
Endowment Contributions Receivable @12/31/2025					\$ -						
Total Endowment @12/31/2025					\$ 358,357						
Endowment Contributions Transferred to LPL Account in 2025					\$ -		Barclays US Aggregate Bond TR (new index 11/08)			17.3%	31-Dec
Earnings Distributed for Mission Outreach in 2025					\$ -					7.3%	31-Dec
2025 Investment Return					\$ 50,802					11.4%	31-Dec
% Return On 12/31/25 Balance					16.5%					66.0%	31-Dec
Total Endowment @ 12/31/24					\$ 307,555						
Total Endowment @ 12/31/23					\$ 288,315						
Total Endowment @ 12/31/22					\$ 262,591						

Endowment Notes:

No broker trade discretion; purchase and hold only mutual funds, not individual stocks
 Investment criteria: low to moderate risk; low expense ratios, no front end loads, favor Class I's for better return and lower fees
 Except for gold ETF and NEAR, all funds are institutional shares to eliminate load charge on purchase or sale and to minimize fees
 Target weights for portfolio: 50% equity, 30% bonds, 10% cash equivalents, 10% other assets - be diversified!
 Monitor investments for performance on at least semi-annual basis; account signatory: Bill Slover; quarterly reports to council & finance committee
 Financial Consultant: Mike Harper @ LPL Financial; phone 584-3126

Other Investments - Not Part of Endowment

	Basis	Owned Quantity	31-Dec Price	Value	Current Yld
NEAR	ISHARES US Trust Short Mat Bond ETF	37,124	828.472	51.10	\$ 42,335 4.1%
SGOV	ISHARES 0-3 Month Treasury Bond ETF	60,100	716.255	100.38	\$ 71,898 3.6%
Prime Money Market				1,658	0.6%
Bequests, General				115,891	-
SGOV	ISHARES 0-3 Month Treasury Bond ETF	65,400	779.411	100.38	\$ 78,237 3.6%
Prime Money Market				-17,315	0.6%
Accessibility Fund (bequest from Carol O'Brien received 2020)				60,922	***
SGOV	ISHARES 0-3 Month Treasury Bond ETF	0	0.000	100.38	\$ - 3.6%
Prime Money Market				0	0.6%
Accessibility/Capital Campaign Fund (recent contributions)				0	****
Cash from stock contribution received and liquidated				\$ -	
TOTAL Other Investments				\$ 176,813	

* from Robert Grubbs' and Florence Grubbs' Estates (2009-2011), from Jack Neff (2011), from Luella W. Perkins (2016), from Jim Doversberger (2018-2019), from Nancy Stassus (2018) and from Ruth Skillman (2018).

** \$20,629 used to purchase hvac units and \$9,986 used to install new heat pumps in 2012. \$8,770 used for interior building improvements in 2018. \$22,318.60 used for new boiler and related expenses in 2020.

*** \$7,549.89 of Accessibility Fund was used to help purchase chair lift in 2021. \$1,850 of Accessibility Fund was used to pay for design plans for new elevator in 2021.

**** \$325,000 from Accessibility/Capital Campaign Fund and Accessibility Fund (bequest from Carol O'Brien received 2020) was transferred to NBI checking in 2025 to fund CC projects.

Endowment Investment Portfolio

Symbol	Name	Basis	Owned Quantity	31-Mar Price	Value	TTM/SEC Yield	Type	Expense Ratio	Morningstar	YTD % Return	Compare To Index
AKRE	Akre Professionally Managed AKRE Focu	9,932	313.0	52.85	\$ 16,542	0.0%	US Equity Large Cap Growth	1.0%	2/5 stars	-19.9%	S&P 500 Index
MALOX	Blackrock Global Alloc INSTL CL	38,250	2,618.2	19.95	\$ 52,234	2.6%	US & Int'l Stock & Bonds, Cash	0.9%	4/5 stars	-2.2%	DJIA Mod
MHYIX	Mainslay High Yield Corp Bond CL I	8,086	1,834.8	5.13	\$ 9,412	6.4%	High Yield Corporate Bonds	0.7%	3/5 stars	-0.1%	BR agg bond
SGIIX	First Eagle Global CL I	88,459	1,674.2	82.46	\$ 138,058	3.5%	Int'l & US Stocks, Gold, Cash	0.9%	5/5 stars	1.8%	DJIA Mod
VWIAX	Vanguard Wellesley Income Admiral CL	74,200	1,496.5	61.24	\$ 91,647	3.6%	US & Int'l Bonds & Stocks, Cash	0.2%	3/5 stars	0.3%	DJIA Mod
ZKBGF	ZKB Gold ETF Shs Hldgs Klasse A USD	5,255	3.0	4218.88	\$ 12,657	0.0%	Gold ETF	0.4%	U/A	3.6%	Gold, spot
Total Mutual Funds					320,549						
Prime Money Market					35,072	0.0%	0.0% money mkt avg yld				
Endowment Contributions Receivable @03/31/2026					\$ -						
Total Endowment @03/31/2026					\$ 355,621						
Endowment Contributions Transferred to LPL Account in 2026					\$ -		Barclays US Aggregate Bond TR (new index 11/08)			-4.6%	31-Mar
Earnings Distributed for Mission Outreach in 2026					\$ -					0.0%	31-Mar
2026 Investment Return					\$ (2,735)					-0.6%	31-Mar
% Return On 12/31/25 Balance					-0.8%					7.9%	31-Mar
Total Endowment @ 12/31/25					\$ 358,357						
Total Endowment @ 12/31/24					\$ 307,555						
Total Endowment @ 12/31/23					\$ 288,315						

Endowment Notes:

No broker trade discretion; purchase and hold only mutual funds, not individual stocks
Investment criteria: low to moderate risk; low expense ratios, no front end loads, favor Class Is for better return and lower fees
Except for gold ETF and NEAR, all funds are institutional shares to eliminate load charge on purchase or sale and to minimize fees
Target weights for portfolio: 50% equity, 30% bonds, 10% cash equivalents, 10% other assets - be diversified!
Monitor investments for performance on at least semi-annual basis; account signatory: Bill Slover; quarterly reports to council & finance committee
Financial Consultant: Mike Harper @ LPL Financial; phone 584-3126

Other Investments - Not Part of Endowment

	Basis	Owned Quantity	31-Mar Price	Value	Current Yld
NEAR	ISHARES US Trust Short Mat Bond ETF	37,124	834.127	50.84	\$ 42,403 4.3%
SGOV	ISHARES 0-3 Month Treasury Bond ETF	60,100	720.410	100.66	\$ 72,516 3.6%
Prime Money Market					1,658 0.0%
Bequests, General*				116,578	**
SGOV	ISHARES 0-3 Month Treasury Bond ETF	65,400	783.932	100.66	\$ 78,911 3.6%
Prime Money Market					-17,317 0.0%
Accessibility Fund (bequest from Carol O'Brien received 2020)				61,594	***
SGOV	ISHARES 0-3 Month Treasury Bond ETF	0	0.000	100.66	\$ - 3.6%
Prime Money Market					0 0.0%
Accessibility/Capital Campaign Fund (recent contributions)				0	****
Cash from stock contribution received and liquidated				\$ -	
TOTAL Other Investments				\$ 178,171	

* from Robert Grubbs' Estates (2009-2011), from Jack Neff (2011), from Luella W. Perkins (2016), from Jim Doversberger (2018-2019), from Nancy Stassus (2018) and from Ruth Skillman (2018).
** \$20,629 used to purchase hvac units and \$9,986 used to install new heat pumps in 2012. \$8,770 used for interior building improvements in 2018. \$22,318.60 used for new boiler and related expenses in 2020.
*** \$7,549.89 of Accessibility Fund was used to help purchase chair lift in 2021. \$1,850 of Accessibility Fund was used to pay for design plans for new elevator in 2021.
**** \$325,000 from Accessibility/Capital Campaign Fund and Accessibility Fund (bequest from Carol O'Brien received 2020) was transferred to NBI checking in 2025 to fund CC projects.

Audit Committee Report

Mary Beth Wott

The Audit Committee worked with Chris and Julie Walda with Faithful Solutions who conducted the audit onsite during November 2025. The Audit Committee reviewed the Independent Accountant's Report for the fiscal year ended June 30, 2025. We agree with the conclusion in the audit report that no matters came to attention to indicate any major areas of concern. The auditors did not have recommendations for every area reviewed and encouraged us to keep up the good work.

The Committee reviewed the recommendations made by the auditors:

A. Financial Statements – The auditors recommend that we better utilize the accounting software. One example is to utilize the current annual budget tool. QuickBooks has other features that could be explored to track activities within a program or committee. The auditors also suggest presenting a basic balance sheet to the Council and providing committees with periodic reports of expenses charged to their budgets.

Respectfully submitted,

Ardyce Hollingsworth, Karen McCune, MaryBeth Wott

Audit Committee

(see audit letter on following pages)

December 13, 2025

Bethlehem Lutheran Church

Indianapolis, IN

Independent Accountant's Report

Bethlehem's audit committee contacted Faithful Solutions to evaluate and test the financial procedures currently in place for the church's general fund. We performed a review of the general fund receipts, disbursements and payroll. Our test period included the fiscal year ending June 30, 2025. We make no representation regarding the sufficiency of these procedures described below either for the purpose for which this report has been requested or for any other purpose.

The objectives related to the procedures performed for Bethlehem Lutheran Church financial books, records and operations include a determination that:

- Appropriate procedures are in place governing key financial operations and are followed.
- Proper segregation of duties is in place for key financial transactions and are not being circumvented.
- General ledger balances are appropriately reconciled to their underlying assets (i.e. bank statements) and liabilities (i.e. accounts payable) in a timely and accurate manner.
- The Sunday (or special) offering is handled and counted appropriately.
- Expenses are appropriately approved and supported by the appropriate documentation.
- Personal identity information is properly safeguarded both in system and paper form.
- Controls over the payroll process are in place and operating as intended.

While we did not find any areas of major concern, we would like to make suggestions regarding the areas below.

POLICIES AND PROCEDURES

Bethlehem has well written policies for the financial procedures of the church. All policies documented a 2025 review and approval by the congregation council. The policy format, clear writing style and approval process is a model for other congregations to use.

Recommendations

No recommendations are needed. Keep up the good work.

FINANCIAL STATEMENTS

Bethlehem financials are documented on a cash-based system using QuickBooks for Non Profits to record all cash activity. ICON Church Management records individual donations and deposit totals are then recorded in QuickBooks as income.

The Finance Committee Chair distributes a statement of operations (Excel) and statement of cash flows (QuickBooks) to the church council each month. The Finance Chair also produces a modified QuickBooks report that further explains how cash flows in the designated funds. An Excel spreadsheet report is shared quarterly stating balances of the endowment, investments, and debt.

Recommendations

Financial reports to non-financial people should be relatable and reinforce the church's financial health. The statement of cash flow is designed for financial institutions and auditors. A better report for the council would be a typical balance sheet that gives a snapshot of the cash balances and debt for all the church's accounts. Committees should also receive periodic reports to inform them of the expenses charged to their budgets.

We recommend that the accounting software is better utilized. For example, the last budget entered into QuickBooks is from 2011. Including the current annual budget in the software eliminates the need for a separate Excel spreadsheet.

QuickBooks has other features that should be explored to track activities within a program or committee that would aid in the reporting process. For example, the latest capital project had several components. Utilizing the "Tag" feature would have allowed the project committee to track the actual to budget expenses for each activity without creating additional work. Reports to the committee would be timely and accurate.

INVESTMENTS

Bethlehem has a healthy endowment and other designated investments for capital projects. These funds are managed by LPL Investments and are reviewed with the Finance committee each fall.

A long-term capital campaign has finally come to fruition in 2025 resulting in an upgraded elevator, new flooring and elimination of outstanding debt. This project required detailed attention to the investments, cash positioning and reporting to the council. Bill Slover's expertise and commitment helped to make this campaign a success.

Recommendations

No recommendations are needed. Keep up the good work.

CASH RECEIPTS

The offering collection, counting and deposit process has not changed. It is collected and counted on Sundays by a team of two. Bethlehem has a rotating list of counters who serve for one month at a time. Once counted, it's taken to the bank and deposited.

We selected twelve Sundays in the fiscal year and traced the deposit amounts from the count sheets, the general ledger and then to the bank statement. We found no differences in any of the deposits and were credited the next day on the bank statements. We also reviewed electronic giving statements and traced them to the general ledger and bank without exception.

Recommendations

No recommendations are needed. Keep up the good work.

CASH DISBURSEMENTS

We reviewed a sample of paid items and traced them from the general ledger to the support and bank. All items were supported and were properly approved. We also did a cursory review of the paid items in the file. The payment support documentation was well organized and easy to find.

We also reviewed Bethlehem's credit card charges and statements. The receipts are received, reconciled to the statement and the expenses recorded. No exceptions were noted.

Recommendations

No recommendations are needed. Keep up the good work.

BANK RECONCILIATIONS

We reviewed each of the monthly bank reconciliations for the fiscal year. The bank reconciliations are completed within the general ledger system, QuickBooks, by the church secretary and reviewed by the treasurer.

The general fund bank reconciliations were tested for timeliness and accuracy. We found they were completed and reviewed by the treasurer timely, and the outstanding items were generally current.

Recommendations

No recommendation necessary, nice work.

PAYROLL

In 2024 Bethlehem transitioned to Ministry Works, a third-party payroll processor specializing in church and clergy payroll. Transitioning to new software and systems can be time consuming and challenging. We acknowledge the time and effort this process took and believe that Bethlehem will be better served. It is easier to find new volunteers and employees when the payroll process is outsourced to a clergy focused provider.

We reconciled the payroll information reported in the financial statements, the quarterly Form 941 and the annual W-2/W-3 reports without exception.

Recommendations

No recommendation necessary.

Thank you for the opportunity to work with you on this project.

Julie Walda Chris Walda

