

2014 Bethlehem Covenant Church Annual Report

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The Evangelical Covenant Church

November 2014

To All Covenant Churches

Dear Friends in Christ,

As you gather for your congregational Annual Meeting, let me say I am so deeply grateful for the partnership we share in this movement we call the Evangelical Covenant Church (ECC).

You are one among 850 other congregations within our 11 regions here in the United States and Canada. As a cord of three strands – congregation, region, denomination – we impact over 2.5 million lives here and in 42 countries on five continents.

We do so as we pursue five mission priorities. We:

- Start and Strengthen Churches
- Make and Deepen Disciples
- Develop Leaders
- Love Mercy and Do Justice
- Serve Globally

We are humbled by the momentum in each of these areas. Indeed, a friend of mine who leads a different organization says the ECC as a smaller denomination “fights above its weight class.” I like that we do indeed take on out-size challenges relative to our size. Find out more on our website at covchurch.org. In particular watch the video “Multiply”, an informative and inspiring overview of how God is at work.

But I have found Kingdom progress depends on a simple foundational biblical principle. *The only way the mission of God goes forward is through countless faithful acts carried out by countless faithful people.* It is true of your church. It is also true of our partnership. And so above everything else, thank you for the countless faithful acts you carry out in ministry to your congregation, community, and beyond...and thank you for your faithful acts of partnership with your regional conference and the ECC as a whole.

I have found that good strategies mean little if there is not a good team. I am grateful to God to serve on this Covenant team with you. You will hear me say that the name Covenant really means “In It Together.” And so, together, may we go deeper in Christ and further in mission.

In Christ,



Gary Walter
President



northwest conference

developing leaders. thriving churches.

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November 2014

Dear Friends in Christ,

On behalf of the executive board and staff of the Northwest Conference, I want to express our deep appreciation to each one of our 140 + NWC churches, as they seek to serve the Lord and share the good news of the gospel throughout our region.

Ministry has always been a mixture of blessings and losses, both joys and challenges. This is no less true in the day-and-age in which we live. There is so much in the culture that can cause us to feel that we are facing a headwind of change that is beyond what many had anticipated. In this respect, many churches view a landscape that appears to be both adventurous and treacherous.

Yet, we know that we serve a great God and have been promised His Spirit to work both within us and through us as we seek to be faithful to His calling on our lives and in the life of our churches. We also know that we can find great strength and encouragement as we join together in our common mission.

And this, too, we know...that the work to which we have been called, while not always easy, is eternally worthwhile. Thus, it is important that we keep our eyes fixed on Jesus, the author and finisher of our faith. For we know that, as we trust Him, our work is not in vain.

C.S. Lewis reminds us of the importance of our faith in Jesus Christ. He stated, "Christianity, if false, is of no importance, and if true, of infinite importance. The only thing it cannot be is moderately important."

Do we believe it? If so, may we continue to serve unreservedly, give sacrificially, and bear witness unashamedly to the hope that is within us. Lord, we believe, help our unbelief!

And thank you for the part your church plays in our broader mission within the Northwest Conference. Your faithfulness in praying, participating, serving, and giving is essential to the health of our "In it together" work as we seek to:

- strengthen existing congregations; the theme of our 2015 annual meeting this coming April
- plant new churches; the theme of our 2014 annual meeting last May where we announced "50 by '25: Our Mission to Plant," an initiative to start 50 new churches in the NWC by 2025
- resource children, youth & families; as kids are the Church of both today and tomorrow
- minister to pastors and their families; an area in which the NWC is leading the way in the broader Evangelical Covenant Church

Yet, none of this would be possible without the work of each congregation, as we know that the local church is the frontline of ministry. Further, the reason that broader collaboration can take place is because of the health and missional vitality of each congregation. So thanks for all you do to thrive in your community. Your ministry makes a difference, not only there, but also throughout our region.

May God richly bless your congregation and the work of your hands, knowing that Christ is Lord of the Church and we are called to be instruments of His redeeming love.

Sincerely in Christ Jesus,

Mark R. Stromberg, Superintendent

Senior Pastor's Annual Report 2014

"But speaking the truth in love, we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knitted together by every ligament with which it is equipped, as each part is working properly, promotes the body's growth in building itself up in love."
Ephesians 4:15-16

The Covenant's Director of Congregational Vitality John Wenrich likes to say "There is no growth without change and no change without pain." Bethlehem Covenant Church has spent the past five years navigating the Congregational Vitality Pathway. We have experienced pain, change, and ultimately growth.

Last year I researched the revitalization of Bethlehem Covenant Church for my doctoral thesis. I interviewed three focus groups to give my research depth. Twenty-seven people participated in to focus group interviews. I did a random sample survey of the membership to give my research breath. 103 people responded. If anyone is having trouble sleeping, I would be happy to share the contents of my three hundred page dissertation. For the rest of you, I will summarize my findings in the six pages of this annual report. This data tells the story not just of 2014 but the entire revitalization effort happening at Bethlehem Covenant Church.

Conflict

People are positive about the revitalization process. The focus groups were even positive about the bumpy patch where we had arguments about the style of worship and moving the grand piano. Conflict was considered to be a helpful part of the move toward health and missional identity. Cheryl Hunstock said "We are more honest with each other. Some of us might not like to hear some of the things that others have to say. At least we are open and I don't think that we can say that we always were before." Mary Morris agreed, "Just that willingness to feel safe, expressing something really important to them. I think that's a really good thing and I don't know that we have always been there." Becky Ramgren claimed that "Ten years ago we wouldn't have [thought] okay, that's a good thing."

The larger congregation agreed with the perception of the focus groups that we are better at communication and managing conflict. Seventy-one percent of the surveyed active membership agreed that Bethlehem was better or significantly better at communication. Fifty-five percent of the surveyed active membership agreed that Bethlehem was better or significantly better at conflict management. Eighty-six percent agreed highly or very highly that healthy, missional churches are able to constructively manage conflict.

Church consultant Peter Steinke teaches that conflict is normal and even essential for churches. Steinke encourages leadership to guide conflict by challenging accepted norms. By gently prodding the congregation and backing off at the appropriate moment, the leadership of Bethlehem helped navigate a treacherous path. We ceased defining the congregation solely on classic hymnody and started singing a new song to the Lord. As Blake Christianson put it, "A missional church forces the issue of some kind of goal or some kind of a way that we want to further the Kingdom with by challenging us and making us feel a little bit uncomfortable."

Change

The focus group interviews affirmed that Bethlehem Covenant Church is changing for the better. Alyssa Isaacs addressed the adaptive nature of the process, "I think that it is so important to start without end results in mind." Lowery Smith summed up the tension of wandering into the unknown. "A number of times I felt like Moses wandering in the desert. I didn't know where we were going but you have to keep moving." Lori Frasch was excited that at Bethlehem Covenant Church people were willing to try new things. "A lot of the time people are resistant to change, so that here there is a body of people that were open to change: pretty fantastic." Dick Sundberg saw congregational change as a spiritual matter. "We had to just let it happen. Let the Spirit guide us."

The survey of the active membership validated the positive responses of the focus groups. Ninety-one percent of those questioned agreed that Bethlehem has changed for the better in the past three years. Ninety-one percent of the surveyed active membership agreed that the Holy Spirit has breathed new life into Bethlehem.

The revitalization of Bethlehem Covenant Church depends on the movement of the Holy Spirit. The leadership and congregation needed to step out in faith as we intuit the leading of the Spirit. We are not alone in this process. We are not in control of the journey. We are interacting with the living God. The larger congregation has picked up on the importance of God's leading through the process. We have changed our language, espoused values, and even our underlying assumptions regarding the work of the Holy Spirit at Bethlehem Covenant Church. That's how cultures change and new possibilities emerge.

Growth

The Congregational Vitality Pathway seeks to boost both the health and the missional capacity of congregations. I was skeptical at the beginning of my research project that churches could do both at the same time. I expected there to be more tension between internal health and external mission at Bethlehem Covenant Church. We were worried about long-term survival five years ago. Nobody knew if the congregation would catch a fresh vision of the purposes of God. Congregations find vision and intention in the mission of God, but the means to execute the mission of God emanates from the health of the congregation. The Congregational Vitality Pathway gave Bethlehem Covenant Church the encouragement to grow in both health and missional identity.

The members of Bethlehem Covenant Church rejected the false dichotomy between health and mission. Many of the focus group participants believed that there was a dependent relationship between congregational health and mission. Cheryl Hunstock spoke for many when she declared, "We can't be a missional church without being healthy and we can't be healthy without being missional. They are tied together."

Health was generally understood as institutional strength. Some of the expressions of congregational health given in the focus groups were our nice building, long life in the neighborhood, increased visitor flow, a growing membership, staff growth, paying our bills, and congregational comfort. These blessings harken back to the creation narrative where God intends his people to experience his abundant blessings. After thirty years of gradual decline, Bethlehem felt reinvigorated and healthy

because of the gifts of God. The blessings of God are not to be hoarded and kept away from the world. God always intended his blessings to further his mission in the world.

The focus groups understood mission as having a decidedly external direction. Missional churches are not just fixated on their own health and vitality. They seek to pass the blessings of God along to the larger world. Judy Solie offered a helpful definition of the missional church. "I think that a missional church has a purpose. What I really appreciate is our purpose is not just to pursue other people, but Christ-centered." The other focus group participants chimed in with missional practices going on at Bethlehem Covenant Church. Some of the missional activities listed were: small group Bible studies, the commitment to biblical literacy, serving at a soup kitchen, our Child Care Center, Meals on Wheels, foreign missions, community evangelism, contemporary worship service, our outdoor worship in the park, and our service to Bhutanese refugees. Bethlehem Covenant Church is participating in the mission of God as it seeks to get involved in what God is already up to in the neighborhood and beyond.

The quantitative data supports the qualitative data. Ninety-eight percent of active membership agreed moderately, highly, or very highly that the church is healthier than it was three years ago. Ninety-eight percent agreed that our current financial strength is a sign of health. One hundred percent agreed that more children at church is a sign of health. Ninety-nine percent agreed that our growing attendance is a sign of health. The response has been overwhelmingly positive. The active membership affirms that stronger finances, more children, and a growing membership are important parts of this healthy transformation.

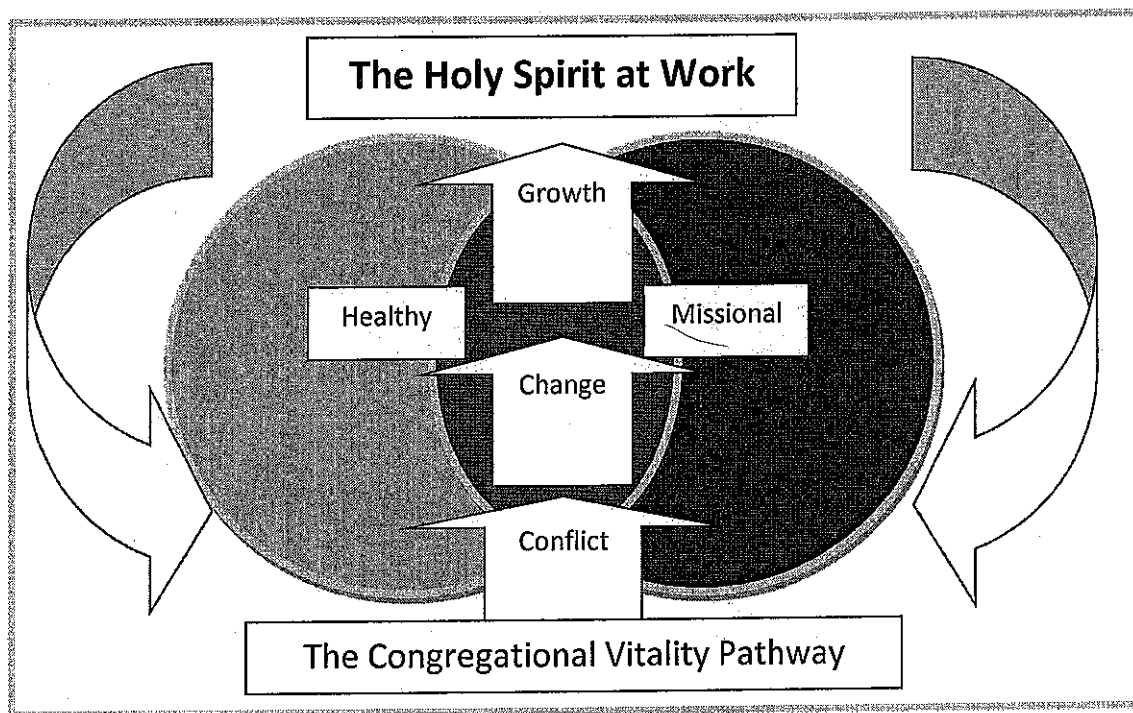
Ninety-eight percent of active membership agreed moderately, highly, or very highly that the church is more missional than it was three years ago. Eighty-nine percent agree that reaching out to the Bhutanese refugees is an important part of our missional identity. Ninety-eight percent agree that reaching out to Child Care families is an important part of our missional identity. One hundred percent agree that seeking God's will is an important part of our missional identity. Ninety-six percent agree that the once controversial contemporary worship service is an important part of our missional identity. Ninety-nine percent agree that sacrificial giving is an important part of our missional identity. The active membership affirms that our outreach to refugees and Child Care families, seeking God's will, the contemporary worship service, and sacrificial giving are all important components of our missional identity.

The surveyed membership had no problem affirming both the signs of health and the signs of missional identity. Investing money in ministry to refugees might have met resistance if we hadn't been blessed with surplus cash at the end of the year. The contemporary worship service might have engendered resentment were it not for all the new children at the church. Sacrificial giving might not have garnered such a positive response without all the new members helping to cover expenses. The increased health of the church has expanded our capacity to do mission. God has lavished blessings on Bethlehem Covenant Church and the congregation has been wise enough to pass those blessings on to others.

Bethlehem Covenant Church has a much broader understanding of growth after traversing the Congregational Vitality Pathway. God has granted us the largest membership in church history, a forty-four percent increase in attendance over the last five years, and our fifth year of budget surpluses (this

year \$29,498). We have greater institutional health and strength than we did at the beginning of the vitality process. We have also learned on this journey that the gifts of God are to be shared with others. We recently had an overwhelmingly positive vote to partner with a Spanish speaking core group in order to plant a Spanish language church in our building. Now we are sending our people to the fringes of our neighborhood to seek out refugee children and their friends. Now we are reinvesting a tithe of our budget surpluses into external ministries. Yes, the church has experienced numerical growth, but we have also experienced spiritual growth along the Congregational Vitality Pathway. The church is both healthier and more missional at the end of the journey.

Consider the diagram on the next page. God's Holy Spirit worked through the Covenant's Congregational Vitality Pathway through conflict, change, and growth to help us to become healthier and more missional.



2014 Parochial Report

11 Baptisms

2/16	Benno Kennedy	6/1	Noah Hunstock Jansen
4/27	Terry Crow	8/15	Dale Hokanson
4/27	Gabrel James VanderMolen	9/14	Vivian Rose Erickson
4/27	Elizabeth Louise Housinga	10/19	Emory Thompson
5/18	Gunnar Leglar	10/19	Linnea Thompson
5/25	Hadleigh Johnson		

1 Wedding

7/12 Mandy Martinson and Trent Hilborn wedding

10 Deaths (compare with 3 reported in 2009, 4 in 2010, 4 in 2011, 4 in 2012, and 9 in 2013)

5/28/12	Alice Knudson (Discovered in 2014)	2/1	Ann Kauls
2/22	Josephine John- Non-member	4/3	Bette Vetvick
5/4	John Bratt	5/15	Bert Schipper
6/28	Susan King Dimmock- Non-member	10/9	Paul Gideon Nygren
11/12	Jack Kosek	12/12	Marilyn Erickson

14 New Members

10/12/14	Rick Johnson	11/9/14
Nan Briesemeister	Derrick May	Donna Abramson
Jim Carlson	Lauren Pearce	Walter Abrahamson
Barb Carlson	Lina Swanson	Tracina Paige
Kerry Devoy-Elwood	Sonja Swanson	
Erik Elwood	Tesfa Wondemagegnehu	

3 Transfers out

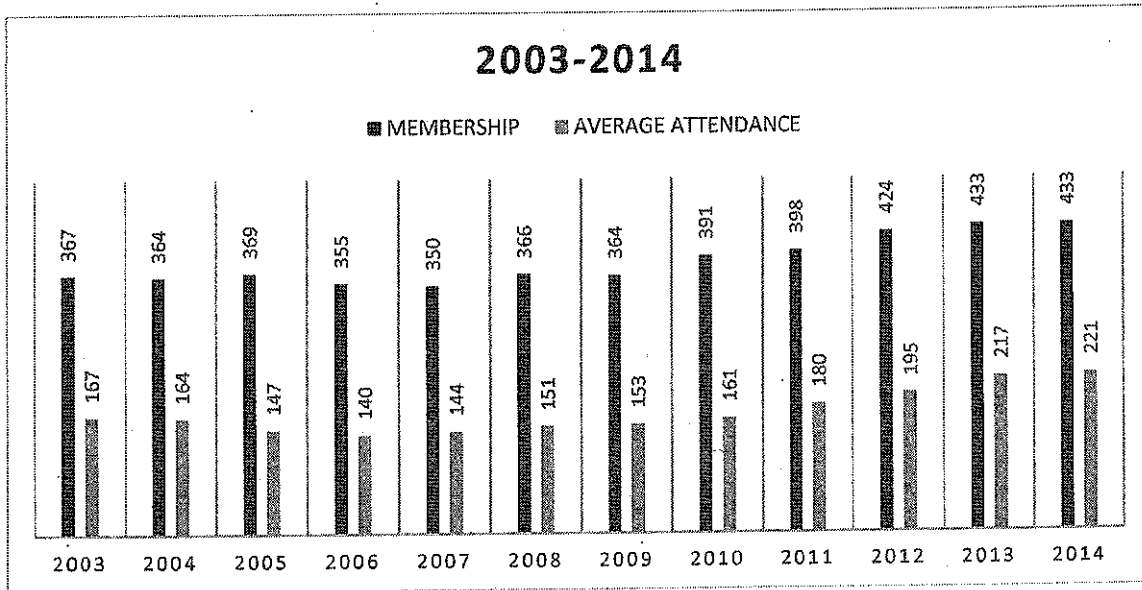
Jim and Priscilla Carlson: Ann Arbor Christian Reformed Church 4/15/14
 Chuck Knapp: First Baptist Church in Mountain Home, Arkansas 4/16/14

3 Removed from membership 10/12/14

Marcia Anderson, Ronald Bates, and Robert Schauerhamer

2014 Membership: 433 (Largest membership in church history)

2014 Attendance: 221 (Highest since 1986)



Respectfully submitted,

Rev. Ryan Eikenbary Barber

Rev. Ryan Eikenbary-Barber
 Senior Pastor

Worship Pastor's Report to the Congregation 2014

Pastor Matt Kennedy, Bethlehem Covenant Church

"When the Christian community gathers for worship on the first day of the week, memory and hope fill the day... In remembering and anticipating, faith is awakened, hope born, and love stirred. God is praised and our covenant is made strong." -C. John Weborg

"Where does God live?" It sounds like a question a child would ask, but when we are honest I think its a question everyone carries within them, "where is God?" When my daughter asks me this question, the simplest answer I give is, "in Heaven." Its not a wrong answer, but there is another Biblical answer. God dwells in the praises of his people (Psalm 22:3). God in Christ is where two or three are gathered in his name (Matthew 18:20). With this in mind, I'm very aware of the sacred responsibility it is to lead people in worship. **Worship is the place where we encounter God most strikingly. The effect of our encounter with God is measured in our transformation and obedience.** As I consider the ways our church is moving forward deeper in Christ and further in mission, I am hopeful that our worship together is good.

In 2014 I continued in the ministry responsibilities that were first expanded in 2013. **My primary duties are to plan and lead both the contemporary and classic worship services. This involves selecting music and leading the band for the early service, working with the hymn planning committee to select music for the classic service, supervising and supporting our music staff (Cindy, Dianne, and Tesfa), preparing the order and readings for both services, recruiting and scheduling musicians, readers, and technical teams.** Beyond the weekly routine of planning worship, I work closely with Pastor Ryan to **plan special services and high holy days throughout the year.** Additionally, it is my responsibility to **oversee and maintain our sound system and AV equipment, and to work with the Celebration Commission in seeing to the decoration and maintenance of the sanctuary.** I have responsibilities involving our **digital communications (website, email news, and social media)** and have provided **general support and staffing for ministries of pastoral care, outreach, youth and children.** In this interim period within our children's ministries, I have taken on **responsibilities in coordinating some of our family events and work closely with Pastor Dan to help ensure we continue to serve our children well.** I am also very glad to have had the opportunity to preach five times in 2015.

I feel great satisfaction that the hard work and thoughtfulness that goes into both our worship services are producing fruit. **The music of both our traditional and contemporary worship services remains fresh and dynamic, each defy the conventions of what some would label as a niche.** In each there is robust singing, earnest proclamation, joyful fellowship, and reverent prayer and worship. In our technocratic society, both contemporary and traditional worship can easily fall prey to gimmick and expediency. By God's grace I believe our work of worship at Bethlehem remains faithful and authentic. **We remain anchored to the centrality of God's revelation to us in Word and Sacrament, regardless of what "style" of worship takes place among us.** Not every church succeeds in that.

I couldn't begin to list all the ways I've been moved at seeing God's Spirit at work among us. I will gladly buy a cup of coffee for anyone who'd like to hear all my joys and excitement, but for this report I'll note a few highlights:

- Continual opportunities for our children to be highly involved in worship
- An increasingly multi-generational Passion Play on Palm Sunday
- Memorable and moving services on Holy Week, Easter, Advent and Christmas Eve
- Notable growth of the early service driven by many visitors and new faces
- Being seriously blown away by how great our kids did in the Christmas Pageant
- Another very successful gathering of Worship in the Park at Minnehaha Falls

- Seeing many people move seamlessly between contemporary and classic worship
- Growth in the size and multi-generational makeup of our choir
- Seeing tears well up among men and women at the sound of beautiful hymns
- Watching children dance with unbridled joy to songs of praise
- The continued musical growth of our band
- Hearing stories of hearts being transformed as we seek after Jesus and his kingdom

Looking ahead into 2015 a high priority remains incorporating our children and youth into worship. Study after study continues to affirm the great value of multigenerational worship in the Christian formation of young people. Another goal is to provide further education and instruction about the "hows and whys" of worship--I hope to see our congregation grow in literacy in the language of worship. As our world becomes more "post-Christian", our worship will seem ever more peculiar to those outside the church. We should be prepared to help people understand with our own deepened understanding of worship.

I have a great number of thanks to share with the many people who I'm privileged to work with in this ministry. For their excellent work in music ministry, I must give thanks to our music staff: Cindy Bergstrom, Dianne Jelle, and Tesfa Wondemagegnehu. Cindy's childrens choirs are not just a place for kids to hone music skills and enjoy singing; Cindy is passionate about teaching the children their role in leading worship. Dianne's brings great skill and thoughtfulness to her organ and piano playing, especially the many special arrangements she finds of great classic songs. Tesfa leads the choir with great joy and contagious enthusiasm, and the way he shares his great vocal talents have touched many hearers in moving ways.

It takes so many volunteers to bring together our worship services each and every week. Thank you to our sound team Andy Bergstrom, Jim Clausen, Jeff Hutchinson, Tim Lilla, Keller Piatt, and Greg Alm. Thanks to Sonja Swanson who faithfully runs our projector each week at the early service. Thanks goes to Becky Anderson and Sylvia Bacon for leading our decoration teams, and for Chas and Sarah Howland for attending to our paraments at the changing of each church season. I'm grateful to work with an incredibly gifted team of musicians at the early service including Stig Benson, Cindy and Anna Bergstrom, Dan Booker, Blake Christensen, Paul Compton, Matthias and Lori Frasch, Karen Karpenko, George Larson, Anthony Laudon, Hannah Hutchinson, Yaphet May, Matt Ridenour, Joleen Sylvester, Phil, Lina and Sonja Swanson. There are so many others who give of time and talent to our worship that I simply won't have the space to thank so to our readers, ushers, greeters, coffee servers, nursery workers, and everybody else who pitches in: THANKS!

I consider it an absolute joy and privilege to serve as your Pastor of Worship. It is my prayer that worship would continue to spur us on in love for God and one another, that the church's worship would not merely be about good music, but that in proclaiming and responding to the good news we become more and more like Jesus as we do the work of worship.

Respectfully Submitted,

Rev. Matthew Kennedy

YOUTH MINISTRY REPORT

Bethlehem Covenant Church

David S. Johnson, Director of Youth Ministries

Well it's been another busy year at Bethlehem Covenant, my home church. It is not the point, to "be busy"; God does not need our constant pattering. But in this case it's a good thing, a byproduct of corralling the many good things He's given us.

We had yet another Junior High Lock-In last February. Perhaps the quickest way to get youth in the pews Sunday mornings is to let them sprint circles around them on Friday nights. After each Lock-In I groan like Danny Glover in Lethal Weapon 1-thru-4, that I'm too old for this. And every year we do it again.

We spread four fundraisers throughout the spring, in preparation for our 2014 mission trip to Wind River, WY. As for the fundraising, I am always, always heartened at the way this church stays dedicated to their youth. This is not a universal thing, and while the brunches and Silent Auctions are fun, please know that they directly translate into hours and days and weeks of dedicated ministry time. With CHIC come up this summer, we will undoubtedly be begging for your "dedication" in the near future.

The mission trip itself was, perhaps, even better than the fundraisers. We travelled over 1,900 miles, some of it not so boring to look at. We camped in the Black Hills, hiked the Badlands, and learned that a 15-passenger van is plumb full after 12 people get in it. Most of our time was spent with the Shoshone and Arapaho tribes of the Wind River Reservation. We painted houses, ran VBS programming, and learned again why Jesus spent most of his time outside of the church building. There's a world of need out there, and it's not a world away.

With the kickoff of programming in September, we saw an increase in the number of youth attending for the fourth consecutive year. I'd love to take the credit for this, but the truth is that Bethlehem has a strong commitment to children. We take care of the ones we're given, and we make room for more. The hard work of Pastor Matt and Pastor Dan make my life better on a daily basis, and I'm thrilled to be teamed with such thoughtful, capable, and bearded guys.

Also in September, I underwent a small amount of spinal surgery. I'd like to thank Bethlehem for two things. First, thanks for allowing me to disappear for two weeks, when the timing couldn't have been worse. And second, people kept us in their prayers, they dropped off food, and - and this is true - people came over every morning for the sole purpose of lifting my daughter out of her crib when I could not. I was/am deeply touched by such things.

Christmas at Bethlehem is its own special tidal wave of programming. Lucia practice, Lucia Fest. Christmas Pageant practices, then Pageant Sunday. We had White Elephant games, Ugly Sweater parties, Room Decorating night, a sleigh ride (that was more of a wagon, really) and I'm probably leaving something out. The traditions we surround Christmas with take the entire to pull off, and isn't that the way it ought to be.

There's nothing quite like having everything you did last year reduced down to a single, cold number. To that end, when adding up Sunday and Wednesday programming, the Friday nights with middle schoolers, camps, VBS, MUUUUCE, VIVE, mission trips, MEA Retreats, the All Church Retreat, and any other youth event

that doesn't fit one of these categories, Bethlehem's Youth Events Calendar had 1,696 hours of stuff for your student to do. That's twice the lifespan of most hamsters. Again, being busy isn't the point, and more programming doesn't mean more Holy Spirit. But we've got youth, and space, and opportunities to use the good things God's charged us with, and I want you to know there's something in there for you.

A brief note about the physical spaces the Youth inhabit. Having forever vanquished the Terrible Carpeting, we added a wood floor to the Youth Room in 2014. It's weird, but in a good way. The Tuesday Morning Guys were tons of help – hauling plywood, installing trim, etc – and the youth turned 20 hours of sanding/staining into 2 nights of dusty entertainment. We also cleaned up the Tree House Room, with tons of help from the Childcare staff. Dan Cummings was tons of help in all this, and that is a rather preposterous understatement.

Before closing this report, I need to thank all of you who give your time and talents to the youth program this year. You strike up conversations when it seems awkward, and say hello even when they refuse to make eye contact. You take them for coffee, hang out during Sunday School, or attempt in vain to focus them on a Wednesday night. Some of you even ride with a van-load of them to Wyoming and undoubtedly deserve a medal, or at the very least, counseling. A youth program without people who actively care is simply not sustainable, and we certainly wouldn't have had the year we did without all of you. So, thanks.

I am as excited with Bethlehem's future as I am pleased with its past. With God's help and guidance, I firmly expect good things from the year to come. There's plenty more to do, and I'm grateful for the chance to be with working alongside all of you.

Children's and Family Ministry Annual Report 2014

Greetings Church Family,

I am thankful for the opportunity to serve this congregation as we seek together to be a welcoming neighborhood church with a heartfelt devotion to God. I am especially thankful to have been asked to serve in the area of Children's and Family ministry.

Our church has been busy in the area of Children and Family ministry. First, I would like to highlight some of our summer offerings in Children's ministry. Besides sending a number of kids up to Covenant Pines Bible Camp in the summer, we also hosted the Covenant Pines Day Camp for one week. This week was a perfect opportunity for children too young to attend Kids Kamp up at Pines to get a glimpse of what camp can be, and hopefully encourage them to want to go when they are older. We also hosted Vacation Bible School (VBS) this summer. The focus of VBS was the great love of God that changes lives and the whole world. It has been a joy to see kids light up when they hear VBS songs during large group time on Sunday mornings, or hear stories of our NOAH drivers playing songs in their cars as we transport children to church Sunday mornings.

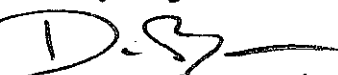
Speaking of the NOAH committee, one of the biggest changes in children's ministry came by working with this group of dedicated volunteers. Initially, this included Junior Church and working with Sunday School teachers to address any behavioral issues that arose with our Bhutanese children. This changed when we realized that Junior Church was not the best option for either the church or the children as we continue to attempt to nurture relationships and introduce the Bhutanese children to God and how we worship God in our culture. After prayerful discernment, we chose to eliminate the Junior Church option for children grades 1-5 and simultaneously enhance the existing Worship Friend ministry. A Worship Friend assists a Bhutanese child during worship in a 1:1 relationship. As it is often said, "faith is caught not taught" and that is what we are aiming for here. So far the Worship Friend ministry is going well and we trust that by creating a more family-like environment for these children we will indeed be the community of faith we strive to be.

One other big development is in our Sunday School time where we adapted the schedule of events, adding a large group time at the end of each week. This time allows for children to expel energy and interact with children not in their class. We also spend time singing worship songs and talking about the child that Bethlehem sponsors through Covenant Kids Congo, taking an offering for him and then ending the time in prayer. In the classroom each week we will be focusing on the story of a different refugee child in a different country. Prayer cards will be made available for the children to take home for family prayer time.

I would like to close by offering a huge thank you to the many volunteers, teachers, nursery workers, choir directors, commission members, and the list could go on. Without you we would not have been able to offer safe places for younger children to play while parents take time to reconnect and refocus during a sermon. Without you we would not have been able to communicate to our children the value of prayer and that God is a big God who loves the whole world. Without you we would not have been able to help children participate in the Gospel story through our Christmas pageant. Without you, parents and caregivers would not be able to have participated in such enriching and formative parenting seminars.

It has been a full and remarkable time serving you as your interim pastor. It is my prayer that we all continue to serve together, by word and deed, with love and prayer, to guide and nurture all children who connect with this congregation.

Thank you again, and God's peace.



Rev. Dan Booker, Interim Children and Families Pastor

BETHLEHEM COVENANT CHURCH

COMBINED FUNDS

BALANCE SHEET

DECEMBER 31, 2014

ASSETS

CASH:	
Bethlehem Covenant Church accounts	\$ 256,513
Bethlehem Child Care Center accounts	214,595
Bethlehem Covenant Women checking account	<u>9,541</u>
Total cash	\$ 480,649
ENDOWMENT FUND INVESTMENTS.....	133,150
PROPERTY (see Note):	
Church land and building	1,227,385
Church furnishings and equipment	<u>110,653</u>
Total property	<u>1,338,038</u>
TOTAL ASSETS	<u>\$ 1,951,837</u>

LIABILITIES, DEDICATED FUNDS AND MEMBERSHIP EQUITY

LIABILITIES	\$0
DEDICATED FUNDS:	
Bethlehem Covenant Church:	
Transfer items and miscellaneous funds	\$ 51,211
Building Repair Funds	131,566
Memorial and Special Gift Funds	10,494
Endowment Fund	<u>133,150</u>
Total	326,421
Bethlehem Child Care Center	214,595
Bethlehem Covenant Women	<u>9,541</u>
Total dedicated funds	550,557
MEMBERSHIP EQUITY:	
Balance, January 1, 2014	1,417,435
2014 budget surplus	1,197
Interest accrued on note receivable.....	189
Note payments to Parsonage Loan Repayment Fund.....	<u>(17,541)</u>
Balance, December 31, 2014	<u>1,401,280</u>
TOTAL LIABILITIES, DEDICATED FUNDS AND MEMBERSHIP EQUITY	<u>\$ 1,951,837</u>

Note - The amounts shown for property items have been carried forward from old reports and do not represent either historical cost (except for the 1997 addition and remodeling) or current fair market value. The church building is insured for \$4,751,000 and the contents are insured for \$712,000.

BETHLEHEM COVENANT CHURCH

FINANCIAL SECRETARY'S REPORT

YEAR ENDED DECEMBER 31, 2014

	2014 <u>BUDGET</u>	2014 <u>ACTUAL</u>	2013 <u>ACTUAL</u>
BUDGET RECEIPTS:			
Contributions:			
Regular giving:			
From pledging units	\$ 392,506	\$ 393,119	\$ 368,741
From others	61,984	87,766	92,035
Christmas offering	<u>3,000</u>	<u>0</u>	<u>2,442</u>
Total	457,490	480,885	463,218
Other income:			
Bethlehem Child Care Center			
shared expenses	14,796	15,604	14,092
Miscellaneous	<u>3,908</u>	<u>4,403</u>	<u>5,272</u>
TOTAL BUDGET RECEIPTS	<u>\$ 476,194</u>	<u>500,892</u>	<u>\$ 482,582</u>
 TRANSFER RECEIPTS:			
Non budget missions:			
Paul Carlson Fund.....		7,174	
Community Emergency Services		3,642	
Nepalese ministries.....		3,000	
Covenant world missions		2,570	
Food shelf		1,000	
Loaves and Fishes		580	
Sunday school offering		414	
Minnehaha Academy		300	
North Park University		200	
Total non budget missions		<u>18,880</u>	
Other items :			
Parsonage loan payments.....		17,541	
Prepaid pledge for 2015		15,500	
Prepaid pledge for 2014		(15,000)	
Expense reimbursements		7,641	
Youth - trip and other activities.....		7,083	
Covenant Pines fall retreat		5,416	
Memorials		5,083	
Wonderful Wednesday meal donations		4,865	
Covenant Pines camp scholarships.....		1,375	
Vacation Bible school.....		1,202	
Music / choir fund.....		1,090	
Children's ministry fund.....		1,000	
Covenant Companion		612	
Diaconate fund		482	
Miscellaneous		<u>2,532</u>	
Total other items		<u>56,422</u>	
 TOTAL TRANSFER RECEIPTS		 <u>75,302</u>	
 TOTAL RECEIPTS		 <u>\$ 576,194</u>	

Respectfully submitted:

Lorraine Frykman, Assistant Financial Secretary
Ann Swanson and Rich Enderton, Financial Secretaries

BETHLEHEM COVENANT CHURCH

TREASURER'S REPORT

YEAR ENDED DECEMBER 31, 2014

	2014 BUDGET	2014 ACTUAL	2013 ACTUAL
I. SHARED MINISTRIES			
A. The Evangelical Covenant Church			
1. Coordinated budget.....	\$ 15,441	\$ 15,684	\$ 15,941
2. Missionary support.....	13,809	14,309	12,809
I.A. Total	29,250	29,993	28,750
B. The Northwest Conference	7,625	8,125	7,875
C. Minnehaha Academy	6,210	6,710	6,454
D. Covenant Pines Bible Camp	6,600	6,495	6,360
E. Covenant World Relief.....	0	250	250
F. Covenant Kids Congo	0	250	250
G. Minnehaha Food Shelf.....	0	250	250
H. North Park Seminary.....	500	500	500
I. Short Term Missions	500	500	500
J. Minneapolis Council of Churches	200	200	200
K. COAM	350	350	350
L. Meals on Wheels	800	800	800
I. Total	52,035	54,423	52,539
II. PROGRAMS AND MINISTRIES - COMMISSIONS			
A. Celebration			
1. Worship.....		2,360	1,605
2. Music		1,002	1,386
3. Art and decorating		253	209
II.A. Total	3,500	3,615	3,200
B. Spiritual Life			
1. Visitation		110	34
2. Members		0	45
3. Befriender's ministry.....		0	(20)
4. Bible studies.....		0	(14)
5. Education / literature		213	299
6. Seminars		1,178	326
II.B. Total	1,700	1,501	670
C. Children's			
1. Sunday school		1,441	1,325
2. Children's church		166	162
3. Kid's club		84	388
4. Vacation Bible school		378	1,608
5. Nursery babysitters.....		796	1,736
6. Miscellaneous		1,705	1,197
II.C. Total	4,300	4,570	6,416
D. Youth			
1. Sunday school		11	102
2. Confirmation		536	1,121
3. Programs		581	188
4. Chaperones		154	8
5. Leadership.....		114	299
6. Miscellaneous		1,173	1,301
II.D. Total	3,000	2,569	3,019

BETHLEHEM COVENANT CHURCH

TREASURER'S REPORT

YEAR ENDED DECEMBER 31, 2014

	2014 BUDGET	2014 ACTUAL	2013 ACTUAL
E. Adult			
1. Sunday school		50	200
2. Miscellaneous		309	748
II.E. Total	1,000	359	948
F. Outreach and Evangelism			
1. Gathering Sunday		1,208	1,327
2. Winter picnic.....		257	257
3. Miscellaneous		15	1,202
II.F. Total	2,500	1,480	2,786
G. Hospitality and Fellowship			
1. After worship coffee time		288	446
2. Food and serving		1,785	267
II.G. Total	1,200	2,073	713
H. Missions	800	787	446
I. Church Council and Other Programs			
1. Meetings, etc	200	156	197
2. Ministry opportunity fund.....	0	1,000	1,000
3. Conferences - lay delegates	2,300	2,779	2,152
4. Educational Resources			
a. Library		16	134
b. Covenant Companion		1,451	1,417
II.I.4. Total.....	1,700	1,467	1,551
5. Camp scholarships	1,000	1,000	800
6. Loaves and Fishes	1,700	1,711	2,000
7. Wonderful Wednesday suppers	1,500	2,507	2,500
8. North Park Univ - PIE scholarships	0	0	500
9. All church fall retreat.....	800	800	2,267
10. Visitation team expense.....	250	0	103
11. Archives.....	200	189	200
12. Miscellaneous	100	116	0
II.I. Total	9,750	11,725	13,270
II. Total	27,750	28,679	31,468
III. GENERAL AND OPERATIONS			
A. Office			
1. Postage	2,000	1,317	1,527
2. Copier rental, maint & supplies	4,000	4,577	4,230
3. Contract printing	1,800	1,882	2,429
4. Office supplies	2,000	2,332	1,693
5. Web site maintenance	200	0	0
6. Other	2,800	2,805	2,559
III.A. Total	12,800	12,913	12,438

BETHLEHEM COVENANT CHURCH

TREASURER'S REPORT

YEAR ENDED DECEMBER 31, 2014

	2014 BUDGET	2014 ACTUAL	2013 ACTUAL
B. Utilities			
1. Electricity	9,900	9,754	9,849
2. Gas	7,800	11,285	7,928
3. Water	3,500	2,734	3,222
4. Telephone	1,900	1,950	1,851
5. Internet access	600	600	571
III.B. Total	23,700	26,323	23,421
C. Maintenance and Supplies			
1. Facility managers.....	0	4,000	0
2. Custodial cleaning service.....	16,400	16,041	14,536
3. Custodial supplies	4,600	5,068	4,774
4. Custodial services - building	9,000	9,648	9,428
5. Custodial services - grounds	3,100	3,681	2,858
6. Kitchen supplies	1,300	1,015	1,724
7. Building repairs	1,800	2,349	1,026
III.C. Total	36,200	41,802	34,346
D. Equipment Maintenance and Repair			
1. Office		57	12
2. Audio visual		301	78
3. Kitchen		797	1,995
4. Musical instruments		1,081	585
5. Elevator		795	848
6. Heating and cooling		0	981
III.D. Total	3,500	3,031	4,499
E. Insurance, Licenses and Assessments			
1. Real estate tax assessments		3,395	526
2. Licenses and fees		606	425
3. Insurance - property and liability		20,573	16,321
III.E. Total	18,000	24,574	17,272
III. Total	94,200	108,643	91,976
IV. GENERAL AND CAPITAL			
A. New Equipment and Software	2,000	1,729	2,163
B. Building Improvements	1,000	1,609	723
C. Kitchen Remodeling Fund.....	0	8,000	15,000
D. Foundational Repair Fund.....	0	13,000	0
IV. Total	3,000	24,338	17,886
V. SALARIES AND ALLOWANCES			
A. Salaries and Wages	225,304	214,941	216,211
B. Benefits	64,645	58,431	63,056
C. Expenses.....	9,260	10,240	9,218
V. Total	299,209	283,612	288,485
TOTAL BUDGET EXPENSES	\$ 476,194	\$ 499,695	\$ 482,354

BETHLEHEM COVENANT CHURCH

TREASURER'S REPORT

YEAR ENDED DECEMBER 31, 2014

USE OF GENERAL BUDGET SURPLUS

	2014 <u>ACTUAL</u>	2013 <u>ACTUAL</u>
Surplus Before Non Budgeted Uses.....	\$ 25,947	\$ 18,478
Tithe Gifts:		
Evangelical Covenant Church:		
Coordinated Budget.....	500	500
Missionary Support.....	500	500
Northwest Conference.....	500	250
Minnehaha Academy.....	500	250
Covenant World Relief.....	250	250
Covenant Kids Congo.....	250	250
Minnehaha Food Shelf.....	250	250
Total - Tithe Gifts.....	<u>2,750</u>	<u>2,250</u>
	10.6%	12.2%
Special Projects:		
Ministry Opportunity Fund.....	1,000	1,000
Kitchen Remodeling Fund.....	8,000	15,000
Foundational Repair Fund.....	13,000	0
Total Special Projects.....	<u>22,000</u>	<u>16,000</u>
Total - Tithe Gifts and Special Projects.....	<u>24,750</u>	<u>18,250</u>
Surplus After Non Budgeted Uses.....	<u>\$ 1,197</u>	<u>\$ 228</u>

Note - These amounts are included in the 2014 and 2013 actual expenses on the accompanying Treasurer's Report.

BETHLEHEM COVENANT CHURCH

TREASURER'S REPORT

YEAR ENDED DECEMBER 31, 2014

GENERAL BUDGET FUND:

Balance, January 1, 2014	\$ 62,045
Year ended December 31, 2014:	
Income	\$ 500,892
Expenses	<u>499,695</u>
Surplus	1,197
Balance, December 31, 2014	<u>\$ 63,242</u>

CASH BALANCES AT DECEMBER 31, 2014 CONSIST OF:

General Budget Fund	\$ 63,242
Transfer Items and Miscellaneous Funds:	
Prepaid 2015 pledge.....	\$ 15,500
Ministry opportunity fund.....	9,396
Paul Carlson fund.....	7,202
Tithe gifts for year ended December 31, 2014:	
Evangelical Covenant Church:	
Coordinated budget.....	\$ 500
Missionary support.....	500
Northwest Conference.....	500
Minnehaha Academy.....	500
Covenant World Relief.....	250
Covenant Kids Congo	250
Minnehaha Food Shelf.....	<u>250</u>
Total.....	2,750
Short term missions	2,040
Youth funds	1,797
Chile	1,600
Wonderful Wednesday suppers	1,552
Nepalese ministries.....	1,458
Covenant Pines fall retreat.....	1,221
Loaves and Fishes	1,175
Technology fund.....	1,103
Music / choir fund	933
Children's ministry fund.....	530
World missions offering.....	395
Sunday school offering	259
Miscellaneous	<u>2,300</u>
Total	51,211
Building Repair Funds	131,566
Memorial and Special Gift Funds	10,494
Total cash balances	<u>\$ 256,513</u>

CASH ACCOUNT BALANCES - AT DECEMBER 31, 2014:

Checking account - Associated Bank	\$ 155,528
Savings account - Associated Bank	100,985
Brokerage account -Fidelity	0
Total cash account balances	<u>\$ 256,513</u>

Respectfully submitted:

Evelyn Swanson, Assistant Treasurer
Chris Simon, Treasurer

BETHLEHEM COVENANT CHURCH

SPECIAL FUNDS

YEAR ENDED DECEMBER 31, 2014

BUILDING REPAIR FUNDS

KITCHEN REMODELING FUND:

Balance, January 1, 2014.....	\$ 23,471	
Transfer from general budget.....	8,000	
Disbursement	<u>(1,600)</u>	
Balance, December 31, 2014		\$ 29,871

FOUNDATIONAL REPAIR FUND:

Balance, January 1, 2014	0	
Transfer from general budget.....	<u>13,000</u>	
Balance, December 31, 2014		13,000

CARPET REPLACEMENT FUND:

Balance, January 1, 2014	<u>5,000</u>	
Balance, December 31, 2014		5,000

SANCTUARY PAINTING FUND:

Balance, January 1, 2014	9,199	
Disbursements	<u>(3,729)</u>	
Transfer to undesignated fund.....	<u>(5,470)</u>	
Balance, December 31, 2014		0

UNDESIGNATED FUND:

Balance, January 1, 2014		68,047
Transfers from:		
Parsonage loan fund.....	17,941	
Sanctuary painting fund.....	<u>5,470</u>	23,411
Disbursements:		
Roof repair.....	<u>(2,443)</u>	
Fellowship Hall folding divider repair.....	<u>(2,675)</u>	
Exit and emergency lighting	<u>(2,645)</u>	<u>(7,763)</u>
Balance, December 31, 2014.....		<u>83,695</u>

TOTAL, DECEMBER 31, 2014 \$ 131,566

PARSONAGE LOAN REPAYMENT FUND

Balance, January 1, 2014	\$ 400	
Receipts - loan payments:		
Interest.....	\$ 189	
Principal.....	<u>17,352</u>	17,541
Disbursement - transfer to Undesignated		
Building Repair Fund.....	<u>(17,941)</u>	
Balance, December 31, 2014.....		<u>\$0</u>

Note receivable balance, December 31, 2014..... \$0

Respectfully submitted:

Evelyn Swanson, Assistant Treasurer
Chris Simon, Treasurer

BETHLEHEM COVENANT CHURCH

SPECIAL FUNDS

YEAR ENDED DECEMBER 31, 2014

MEMORIAL AND SPECIAL GIFT FUNDS

DESIGNATED MEMORIAL FUNDS:

Balance, January 1, 2014.....	\$ 409	
Balance, December 31, 2014		\$ 409

UNDESIGNATED MEMORIAL FUNDS:

Balance, January 1, 2014	5,372	
Receipts - memorials	5,083	
Disbursements.....	(1,311)	
Balance, December 31, 2014		9,144

FREEDHOLM NORTH PARK SEMINARY SCHOLARSHIP FUND:

Balance, January 1, 2014	941	
Balance, December 31, 2014		941

TOTAL, DECEMBER 31, 2014 \$ 10,494

Respectfully submitted:

Evelyn Swanson, Assistant Treasurer
Chris Simon, Treasurer

ENDOWMENT FUND

Balance, January 1, 2014.....	\$ 119,291
Receipts - income.....	13,859
Balance, December 31, 2014	<u>\$ 133,150</u>

Investment balances - at December 31, 2014:

Charles Schwab:

Cash.....	\$ 80	
Bond funds (market value - \$34,935).....	35,947	
Equity funds (market value - \$96,795).....	85,773	\$ 121,800
National Covenant Properties - certificate of deposit.....		11,350
Total, December 31, 2014		<u>\$ 133,150</u>

Respectfully submitted:

Bill Hunstock, Steve Lindquist and Chris Simon

BETHLEHEM CHILD CARE CENTER

BALANCE SHEET

AUGUST 31, 2014

ASSETS:

Cash:	
Petty cash.....	\$ 310
Checking accounts	83,336
Savings accounts	62,059
Certificate of deposit	<u>54,994</u>
Total cash	\$ 200,699
Accounts receivable.....	<u>5,117</u>
 TOTAL ASSETS	 <u>\$ 205,816</u>

LIABILITIES, DESIGNATED FUNDS AND NET ASSETS:

LIABILITIES - deferred revenue.....	\$ 18,664
DESIGNATED FUNDS:	
Scholarships.....	\$ 9,000
Accrued program improvements.....	<u>31,883</u>
Total designated funds.....	40,883
NET ASSETS:	
Balance, September 1, 2013	139,691
Net income for the year ended August 31, 2014	<u>6,578</u>
Balance, August 31, 2014	<u>146,269</u>
 TOTAL LIABILITIES, DESIGNATED FUNDS AND NET ASSETS	 <u>\$ 205,816</u>

STATEMENT OF OPERATIONS

YEAR ENDED AUGUST 31, 2014

	<u>2014</u>	<u>2013</u>
REVENUE:		
Child care services	\$ 486,668	\$ 515,895
Other	<u>11,106</u>	<u>7,420</u>
Total revenue.....	<u>497,774</u>	<u>523,315</u>
OPERATING EXPENSES:		
Program management.....	21,666	21,203
Payroll and benefits	384,575	407,490
Physical plant	22,320	20,402
Accrued program improvements.....	20,084	33,389
Educational supplies	7,683	6,652
Snacks	7,210	7,944
Field trips, dance and other expenses	<u>27,658</u>	<u>23,021</u>
Total operating expenses.....	<u>491,196</u>	<u>520,101</u>
 NET INCOME	 <u>\$ 6,578</u>	 <u>\$ 3,214</u>

Respectfully submitted:
Jill Ravensborg, Director

Audited by:
Dale Hokanson

BETHLEHEM COVENANT WOMEN

YEAR ENDED AUGUST 31, 2014

FINANCIAL SECRETARY'S REPORT

RECEIPTS:

Lucia - December 2013:

Tickets	\$ 3,232	
Boutique sales	<u>10,212</u>	\$ 13,444
		<u>350</u>

Total receipts \$ 13,794

Respectfully submitted,
Ann Swanson, Financial Secretary

TREASURER'S REPORT

CASH BALANCE, September 1, 2013 \$ 3,602

RECEIPTS from Financial Secretary 13,794

Total available 17,396

DISBURSEMENTS:

National Covenant Women	\$ 800	
Northwest Covenant Women	1,100	
Twin City Covenant Women	600	
Community commitments	1,200	
Bethlehem Covenant Church transfer items	1,300	

Lucia expenses:

December 2013:

Breakfast	\$ 889	
Boutique	<u>6,652</u>	7,541
Miscellaneous		<u>493</u>

Total disbursements 13,034

CASH BALANCE, August 31, 2014..... \$ 4,362

Respectfully submitted,
Joann Otterness, Treasurer

BETHLEHEM COVENANT CHURCH

AUDITOR'S REPORT

YEAR ENDED DECEMBER 31, 2014

January 16, 2015

Bethlehem Covenant Church:

I have examined the accompanying (i) Financial Secretaries' and Treasurers' Reports of Bethlehem Covenant Church for the year ended December 31, 2014; (ii) Treasurers' reports of the Bethlehem Covenant Church Special Funds (Building Repair, Parsonage Loan Repayment, Memorial and Special Gift, and Endowment) for the year ended December 31, 2014; and (iii) and Financial Secretary's and Treasurer's reports of Bethlehem Covenant Women for the year ended August 31, 2014.

My procedures included (i) agreeing receipts as reported by the Financial Secretaries to the appropriate bank statements and other records; (ii) images of paid checks and other supporting documents for disbursements made by the Treasurers; (iii) testing year-end bank reconcilements; and (iv) agreeing amounts shown on the accompanying reports to underlying records.

In my opinion, the reports referred to above present fairly the receipts, disbursements, and year-end balances of (i) Bethlehem Covenant Church; (ii) Bethlehem Covenant Church Special Funds; and (iii) Bethlehem Covenant Women for the periods indicated above.

Respectfully submitted:

Dale Hokanson, Auditor

BETHLEHEM COVENANT CHURCH

2015 BUDGET

	2015 BUDGET	2014 ACTUAL	2014 BUDGET
I. SHARED MINISTRIES			
A. The Evangelical Covenant Church			
1. Coordinated budget.....	\$ 15,441	\$ 15,684	\$ 15,441
2. Missionary support.....	14,809	14,309	13,809
I.A. Total	30,250	29,993	29,250
B. The Northwest Conference	7,625	8,125	7,625
C. Minnehaha Academy	6,210	6,710	6,210
D. Covenant Pines Bible Camp	6,600	6,495	6,600
E. Covenant World Relief.....	0	250	0
F. Covenant Kids Congo	0	250	0
G. Minnehaha food shelf.....	0	250	0
H. North Park Seminary	500	500	500
I. Short Term Missions	500	500	500
J. Minneapolis Council of Churches	200	200	200
K. COAM	350	350	350
L. Meals on Wheels	800	800	800
I. Total	53,035	54,423	52,035
II. PROGRAMS AND MINISTRIES - COMMISSIONS			
A. Celebration	3,500	3,615	3,500
B. Spiritual Life	2,380	1,501	1,700
C. Children's	4,800	4,570	4,300
D. Youth	2,300	2,569	2,800
E. Adult	1,000	359	1,000
F. Outreach and Evangelism	2,500	1,480	2,500
G. Hospitality and Fellowship	1,200	2,073	1,200
H. Missions	800	787	800
I. Strategic planning	200	0	200
J. Church Council and Other Programs			
1. Meetings, etc	200	156	200
2. Ministry opportunity fund.....	0	1,000	0
3. Conferences - lay delegates	2,300	2,779	2,300
4. Educational Resources / Cov Companion	1,700	1,467	1,700
5. Camp scholarships	1,000	1,000	1,000
6. Loaves and Fishes	1,700	1,711	1,700
7. Wonderful Wednesday suppers	1,500	2,507	1,500
8. All church fall retreat.....	800	800	800
9. Visitation team.....	200	0	250
10. Archives.....	200	189	200
11. Miscellaneous	150	116	100
II. Total	28,430	28,679	27,750

BETHLEHEM COVENANT CHURCH

2015 BUDGET

	2015 <u>BUDGET</u>	2014 <u>ACTUAL</u>	2014 <u>BUDGET</u>
III. GENERAL AND OPERATIONS			
A. Office			
1. Postage	2,000	1,317	2,000
2. Copier rental, maint & supplies	4,000	4,577	4,000
3. Contract printing	1,800	1,882	1,800
4. Office supplies	2,000	2,332	2,000
5. Web site maintenance	200	0	200
6. Other	2,800	2,805	2,800
III.A. Total	<u>12,800</u>	<u>12,913</u>	<u>12,800</u>
B. Utilities			
1. Electricity	9,700	9,754	9,900
2. Gas	9,800	11,285	7,800
3. Water	3,200	2,734	3,500
4. Telephone	1,900	1,950	1,900
5. Internet access	600	600	600
III.B. Total	<u>25,200</u>	<u>26,323</u>	<u>23,700</u>
C. Maintenance and Supplies			
1. Facility manager.....	12,000	4,000	0
2. Custodial cleaning service.....	16,400	16,041	16,400
3. Custodial supplies	4,600	5,068	4,600
4. Custodial services - building	9,400	9,648	9,000
5. Custodial services - grounds	3,100	3,681	3,100
6. Kitchen supplies	1,300	1,015	1,300
7. Building repairs	2,500	2,349	1,800
III.C. Total	<u>49,300</u>	<u>41,802</u>	<u>36,200</u>
D. Equipment Maintenance and Repair	3,500	3,031	3,500
E. Insurance, Licenses and Assessments			
1. Real estate tax assessments.....	3,395	3,395	
2. Licenses and fees.....	450	606	
3. Insurance-property and liability.....	19,000	20,573	
III.E. Total	<u>22,845</u>	<u>24,574</u>	<u>18,000</u>
III. Total	<u>113,645</u>	<u>108,643</u>	<u>94,200</u>
IV. GENERAL AND CAPITAL			
A. New Equipment and Software	2,000	1,729	2,000
B. Building Improvements	1,000	1,609	1,000
C. Kitchen Remodeling Fund	0	8,000	0
D. Foundational Repair Fund.....	0	13,000	0
IV. Total	<u>3,000</u>	<u>24,338</u>	<u>3,000</u>
V. SALARIES AND ALLOWANCES			
A. Salaries and Wages	232,499	214,941	225,304
B. Benefits	58,801	58,431	64,645
C. Expenses.....	9,960	10,240	9,260
V. Total	<u>301,260</u>	<u>283,612</u>	<u>299,209</u>
TOTAL BUDGET EXPENSES	<u>\$ 499,370</u>	<u>\$ 499,695</u>	<u>\$ 476,194</u>