

**BETHLEHEM LUTHERAN CHURCH
526 EAST 52ND STREET
INDIANAPOLIS, INDIANA 46205**

ANNUAL REPORT FOR 2010

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**BETHLEHEM LUTHERAN CHURCH
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**AGENDA
ANNUAL CONGREGATIONAL MEETING
FEBRUARY, 13 2011**

- **8:30 a.m. Worship Service**
 - **9:30 a.m. Pitch-In Brunch**
 - **10:00 a.m. Annual Meeting**
-

I. CALL TO ORDER (Erik)

- A. Prayer (Pastor)
- B. Welcome to Membership (Erik)
- C. Index Card Exercise (Erik)
- D. Introduction of Congregational Council (Erik)
- E. Introduction of New Members (Pastor)
- F. Recognition (Erik)

II. 2010 ANNUAL MEETING MINUTES AND BULLETIN OF REPORTS (Rick)

III. DECISIONS (Erik)

- A. Election of Conference/Synod Assembly Delegates

IV. REPORTS FOR 2010

- A. Ministry Leaders (Each Leader)
- B. Pastor Felde

V. FINANCE COMMITTEE REPORT (Kent Alder/Bill Slover)

VI. BUDGET FOR 2011- 2012 (Kent/Bill)

- A. Proposal of New Fiscal Year
 - 1. Motion of Amendments and Vote (Erik)
 - 2. Motion of Bylaw Changes and Vote (Erik)
- B. Discussion of Internship Program Proposal (Mike Demotte)
- C. Acceptance of this New Budget (Erik)

VII. NEW BUSINESS – Requests for Action

VIII. ADJOURNMENT (Erik)

BETHLEHEM LUTHERAN CHURCH
ANNUAL MEETING

CONDUCTED FEBRUARY 14, 2010
JANICE VADAS, COUNCIL PRESIDENT & FACILITATOR

CALL TO ORDER – 10:15 AM - 53 members present

PRAYER – Pastor Felde

WELCOME – Janice Vadas

INTRODUCTION OF COUNCIL MEMBERS – Pastor Felde, Erik Tysklind and Michael DeMotte (not present), Jonna Stephen, Ray Horn, Amy Kirchner, Rick Roberts (Scribe)

INTRODUCTION OF NEW MEMBERS GAINED THROUGH BAPTISM

Nolan Cummings
Avery Feder
Savannah Hollingsworth
Sophia Levine
Noah Pfligenstofer
Luke Turpin
Alexis Westphal

INTRODUCTION OF NEW MEMBERS GAINED THROUGH AFFIRMATION OF FAITH

Laura Enos-Shepherd
Albert Ensley
Adam Leininger
Margit Fawbush
Thomas Fawbush
Joseph Lutholtz

INTRODUCTION OF NEW MEMBERS GAINED THROUGH TRANSFER FROM LUTHERAN CHURCHES

Joseph Bem
Laura Bem
Susan Bem
Teri Dobberstein
Tom Dobberstein
Amy Gosser
Phillip Landin
Scout Landin
Stephanie Levine
Jill Motluck
Mark Motluck
Libby Price

Loretta VanEvery
Bella Castello
Dana Cummings
Jason Cummings
Allie Patton

MEMBERS CONFIRMED

Hayley Alder
Will Cummings IV
John Leffert
Ellie Powell
Eric Wott

DEATHS

Cleona Kruse
Dorothy Martin
Mildred Rutz
Anna Schneider
Betty Wert

TRANSFER OUT

Amy Lou Peterson

SPECIAL RECOGNITION AND THANKS

John Lewis, Stewardship Chair
Jack Munson, help and guidance for our building renovation
Nancy Slover, Vacation Bible School
Amy Kirchner, producing the Blaze
Ruth Skillman, flower delivery
Andy Swenson and Kent Steele, Cantors
Woosug Kang, ex-Precentor
Mike Weaver, Bethlehem payroll taxes
Barb Alder, Financial Ministry Chair
Jonna Stephan, service to Council as Treasurer
John Seest, renovation project
Mike Smith and Tim Wott, Thrivent Coordinators
Janice Vadas, outgoing President of Council

MEETING MINUTES

2009's Annual Congregation Meeting minutes were approved by voice vote. No issues were discussed.

The minutes of the August 23, 2009 Special Congregational Meeting on Masonry Repairs were approved without issue.

ELECTION OF NEW COUNCIL MEMBERS

Kent Alder for Treasurer – unopposed - approved

Erik Tysklind for Council President – unopposed - approved

Jeff Mooers and Sheryl Vanderstel were nominated for the one available seat.

Jeff Mooers was elected by written ballot vote.

ELECTION OF SYNOD REPRESENTATIVES

David Rees and Nancy Stephan were elected without other nominations from the floor.

MINISTRY TEAM LEADER REPORTS

- **Worship** – John Seest: recognized Will Cummings (trumpet), Leah Vadas, Marron Stephan, and Eric Wott for Christmas Eve service participation, Lenten services, picnic with other Lutheran churches, precentor search.
- **Adult Education** – Summary in our Annual Report.
- **Fellowship** – Ken McCune: Summary in our Annual Report. Recognition: everyone who helped during the year. Seder feast will be celebrated this year. Retreat in the Fall.
- **Witness** – Summary in our Annual Report.
- **YnC** – Mary Beth Wott: Hayley Alder, Eric Wott, Will Cummings perfect attendance. Doug Stephan and Tim Wott were recognized for service to Youth Café, Sharon Yacoviello for service to YnC. Many thanks to Jon and Jodi Crabel, Julie Wood, and Laura Cummings for their musical contributions.
- **Service** – Ray Horn for Jennifer DeMotte: summary of all activities in our Annual Report.
- **Property** – Rick Roberts for John Todd: Summary in Annual Report. Water leaks into the church are being addressed and Gregg Locker is currently repairing damaged plaster of interior walls.
- **Web Coordinator** – Nancy Conner: Summary in Annual Report. Please let Nancy know of changes to the bulletin format and content.
- **Technology** – Mike Smith: no issues at this time.
- **Outreach** - Jim Swinford : Members are encouraged to welcome new faces at our services.
- **Ecoministry** – Ken McCune: Outlined plexiglass work on our Sunday School room windows, more windows to be done on March 27.

PASTOR FELDE’S REPORT

Pastor summarized his article in our Annual Report.

2009 BALANCE SHEET AND 2010 BUDGET – BARB ALDER

Welcome to Barb's replacement Bill Slover and thanks to Jonna Stephan.

The church realized 2009 income from Operating Income, Supplies and Benevolence, Revolving Fund, Mortgage Reduction, and Memorials. Income increased from 2008 and expenses were down from last year. A surplus was reported.

Monies of the bequest from Anna Marie Schneider's and the Grubbs estates will be channeled through the appropriate ministries.

Other discussion: Positive investment results for endowments.

Outline of 2010 budget: Pledge results as a result of Stewardship campaign were favorable. The new budget appears at this time to be adequate to fund expenses. A motion was approved to discuss the new budget.

Carl Crabiel expressed his appreciation for maintaining benevolence. He moved that the food pantry allocation be reduced by \$1000 and then given to First Trinity Lutheran Church, which had been excluded from our giving for 2010. Other options presented were to keep things as is and add the expense of donation to First Trinity and continue to fund First Trinity monthly. Mr. Crabiel withdrew his motion. The congregation present voted to fund a \$1,200 donation as an expense.

NEW BUSINESS

A suggestion was made by Anne Westphal to form a young adults group. Janice Vadas asked that the request be made in writing to the Church Council.

MEETING ADJOURNED AT 11:10 AM

ANNUAL REPORT FOR 2010
CONGREGATIONAL PRESIDENT'S REPORT

ERIK TYSKLIND

Bethlehem Family,

I can not believe we are well into another year and how fast this 2010 has passed. Responding to challenges seems to be what our church family is so good at addressing. This can be seen in all of our ministries.

Worship Ministry this year said goodbye to our Precentor, Woosug Kang and welcome to new Precentor, Peter Rogahn, with several wonderful music pieces (with choir, children and adult) in our sanctuary, in only his first six months here!

Support Ministry, Property, has had its hands full with trying to maintain this old facility. Beautiful new front doors, completed window insulation project, saving the server from total data loss (thank you, angel Mike Smith) and placing us in a more secure electronic data situation are just a few things going on that you may or may not know about.

Service Ministry has responded to the great need of the food pantries, which we strongly support fiscally and personally, as well as locally in several home building projects where volunteers have made an impact.

Learning Ministry had the need of an active, spirit-filled Sunday school superintendent; welcome Jody Winter. The activities of all the classes continue to be a source of excitement, no matter the ages.

Outreach Ministry has been actively working to add new members to our church family, most notably those with kids (or soon to have). Why do they come? They say they like the children's programs and we are so welcoming.

Support Ministry, Finance, has come to the challenge of a historically stressful situation of budgeting and financial stewardship with the current fiscal year. So to this end, they have responded with the change-in-fiscal-year proposal, as well as a change of our leadership calendars. From all indications, this should help streamline your Council's financial tasks and make us more effective in serving our church's business.

Council has decided to offer the challenge of supporting a pastoral internship to our congregation. This would be an effort to support the continued education of a pastoral student and offer to us the spirit of a new student with all the talents and enthusiasm that a young (in ministry) student can offer to our congregation.

Responding to challenges around us seems to be a way of life here in our Bethlehem family. Thank you all for your support and encouragement and most importantly participation in facing this past year of challenges.

Let's all appreciate the challenges we are given everyday in the coming year.

Erik Tysklind

President of the Congregation

At the 7:30 service we use a prayer that you don't hear at the 8:30 or 11:00 services, part of which is: "Increase our faith, strengthen our hope, and deepen our love, for the sake of a world in need." The ideal annual report of a congregation of Christians would make an accounting of how our faith, hope, and love are faring. But since it is impossible to quantify or judge those elusive characters, we have to settle for remarking on things visible.

Of those, there have been plenty in the year 2010. Bethlehem continues to be a lively congregation of people, marked with the cross of Christ, who delight to worship with each other and to serve God both here in our gathering and in their homes, schools, workplaces, community, and world.

Before I list some of the things I am thankful for, let me say that the year has also been marked in suffering for some of our members. We have grieved at the loss of loved ones from our families, and also at the increased limitations that have kept some of our older members from joining us on Sundays. Some of us have faced serious employment or personal problems; we have lifted them up in prayer, and will continue to do so. It is still "a world in need," as the prayer says, in need of our love.

Bethlehem is a worshipping community, and this year has seen an eight percent dip in average attendance at Sunday worship, from 164 to 151. That is not good, since we have actually increased our membership slightly. I hope this improves in the year ahead, because the most fundamental way we encourage one another in faith, hope, and love, is to be present with each other in this context, whether at worship or in other activities. This is a ministry of the saints one to another, for which there is no substitute. We are all called to this ministry, and we all require it.

The year past has seen the continuation of many activities and ministries no less important for being the same as the year previous. I cannot list them all (I may not even be aware of them all!), but they include the invaluable ministries of the quilters and people who continue to prepare Communion, count offerings, serve the brunch, usher, care for the church yard, and so on. Most of these should be itemized elsewhere in this report.

Let me just highlight a few changes which have taken place, which serve our faith community well as we move into the new year:

- Summer worship at a new time—9:30—brought more people together not only for the sake of the hymn singing, but also for Lemonade on the Lawn.
- The visit of the Dulcimer Society coincided with our picnic, a joyful combination which we hope to repeat in the future.
- Property Committee got to the root of our perennial flooding and solved it. (We trust.)
- Sunday School took important, good steps, adopting Augsburg Fortress's Spark Curriculum online; and making Jody Winter superintendent.

- Council took some important decisions, including moving our church management software to the cloud, recommending participation in the intern program of the ELCA seminaries, and hiring a new company to service our troubled HVAC system.
- The 7:30 service on Christmas Eve continued developing a tradition that includes a live tableau of the nativity and liturgical dancers.
- A visitor blogged about her visit to that service this year. You may view the blog at: <http://neverenoughsundays.blogspot.com/2010/12/questioning-jesus.html>
- CROP Walk participation was way up.
- A record number of our youth went to Lutheran Hills for summer camp.
- Ecoministry removed for recycling some large equipment that was hogging space; not to mention its other recycling on last Sundays of the month.
- We welcomed many new members this year. (How many do you know?)
- Some of us (new and older members) joined a Habitat build for the first time in a while.
- One recent member has been busy resuscitating some precious old records from Bethlehem's history.
- The doors. The red doors. The carpenter who replaced them demonstrated how he could actually pull chunks out of the old door with his fingers, it was so rotten at the bottom. Now we have solid, excellent, new doors to signal to the community that we are here, and that we welcome them.

The year has been a happy one for me personally, especially because of the joy of seeing our son Eric marry Sarah Wagner here at Bethlehem. Christine and I also are happy to be grandparents to a new granddaughter, Emma, born to our daughter Linnea and her husband Matthew in Brisbane, Australia. And we look forward to yet another grandchild in May, when daughter Kara and her husband Mark are expecting.

What does the year ahead hold? We will decide at the annual meeting whether to call an intern to serve us, and whether to change our fiscal year. A retreat is being planned for Lutheran Hills on 9/30-10/2. I hope we will also see more people getting to know each other, and all of us taking a more active role in the ministries of Bethlehem which help us grow in faith, hope, and love.

Statistical report for 2010

	2010	2009	2008	2007	2006
Baptized members	466	470	448	429	601
Confirmed	382	385	371	354	459
Unconfirmed	84	85	77	75	141
Average Sunday attendance	151	164	164	161	181
Members received	24	30	25	21	11
Members lost	7	9	22	6	16

Members gained through Baptism: Lucinda Best Karazim, Ryland Thomas McNeely, Wade Brooks Paul and Edward John Schickel (4).

Members gained through Affirmation of Faith: Carrie Fletemeyer, Josh Mann, Chris, Beth, Ella McNeely, Brett Steward (6).

Members gained through Transfer from Lutheran churches: James Bischoff, Kyle, Katie, Zazel Bredehoeft, Sarah Evans, Kevin Fletemeyer, Erin Hetzel, Greg Juergensen, Lois Laube, Rachael Mann, Fred, Jody, Alex and Delaney Winter (14).

Confirmations: Laura Bem, Owen Hayes, Imran Jalloh, Mary Nell Kirchner, Phillip Landin, Scout Landin, and Alan Stautz (7).

Deaths: Charles Eckel, Ruth Knannlein, Edna Liljeblad, Robert Longardner, and Liz Young (5).

Transfers out: Jeffrey, Denyse, Jennifer and Jackson Baker, Ann Greer Nelson, Donna Sandage and Eric Thompson (7).

Weddings: Laura Enos-Shepherd and Adam Leininger, April Hunger and Matt Jones, Sarah Wagner and Eric Felde (3).

Thank you.

Pastor Felde

SUMMARY OF FELLOWSHIP: 7 Sunday Brunches, 1 Funeral Luncheon, 10 Dining Outs, Dining In, Shrove Tuesday Pancake Dinner, 6 Lenten Dinners, Seder (Passover w/ dinner), Muffins for Moms, Donuts for Dads, 12 Lemonades on the Lawn, Symphony on the Prairie, Congregation Cookout Picnic (w/ Worship), Advent by Candlelight (women), St. Lucia Day, Hanging of the Greens Luncheon, Christmas Eve Reception.

DETAILS OF FELLOWSHIP EVENTS:

January 3 was our first of seven **Sunday Brunches** (Jan, Feb, Mar, Sept, Oct, Nov as pitch-ins, and Easter Brunch). Please thank the faithful kitchen crew (*Doris Young, Jonna Stephan* (and girls), and *Karen Roberts* (as well as *Ellen* and *Jenna*) who ensure our brunch is ready to eat at 9:30 by setting tables and cleaning high chairs, cooking and managing your carry-in dishes into ovens and out to tables, making coffee and pouring juices. And just as important– thank you to *Rick Roberts* and his setup crews (*Kent Alder, Bill Cummings, Jeff Mooers, Mike Smith, Tim Wott, Ken McCune* and others) who show up on Saturday afternoons or evening to setup the tables and chairs; we usually fill every one of the ten tables and 97 folding chairs. Finally *you* – for without you there would be nothing to serve, thank you for sharing a dish on a regular basis. For Easter we had a continental brunch of pastries, fruit and hardboiled eggs– thanks to the *Smith Family* for the egg coloring, *Karen Roberts* for fruit cutting and muffin baking, and our faithful brunch crew for Sunday setup.

Fellowship supported one **Funeral Luncheon**, a brunch of quiche and salads for long-time Bethlehem member Ruth Knannlein. Thank you to *Jo Locker* for coordinating the desserts and salads and to *Karen Roberts* for baking the quiches.

Dining Out (simply meeting at an area restaurant for food and conversation) met on 2nd Thursdays beginning with visit to Café Istanbul. Other area restaurants for 2010 included Northside Social, House of Chang, Mama Carolla's, Tiger Lily, Aristocrat, Joe's Crab Shack, GT South's and Abuella's. Dining Out is a great way to meet other members of Bethlehem and enjoy a night off from cooking. A steady core of dining-out stalwarts was regularly joined by other Bethlehem members as your time permitted or our restaurant choice captured your attention. Thank you to all our hosts and hostesses – *Carl and Norma Crabiel, Nancy and Jim Capron, Ruth and Jack Skillman, Shirley and Dave Daniell, Jim and Sue Hetherington, Jon and Susan Lewis* (and I have missed some people simply because I lost the list – but THANK YOU for hosting!)

Dining In (a pitch-in dinner in at someone's home) began a new rotation in February. Each host and/or hostess organizes one meal with the other group members simply bringing their assigned dishes. Three full groups (eight people per group) met on a regular basis (four dinners per year) to explore our own cooking through an evening of conversation (and sometimes games). Guests are welcome! You need not be fancy or gourmet – but set aside time to better meet and know other Bethlehem members. Past themes have included – Pajama Party (breakfast for dinner), Fall Feast, On the Farm, Round the World Cruising and Church Basement Recipes. Thank you to *Norma Crabiel* for coordinating Dining-In.

Shrove Tuesday is our pre-Lenten celebration of an all-you can eat Pancake/Sausage supper – and about 90 of us showed up to eat a LOT of pancakes and sausage. Thank you to our youth for serving as runners to bring fresh pancakes and sausage to our tables. To *Laura Cummings* and *Jon Crabiel* for organizing a musical program, including a conga line with drums. Our pancake flippers were *Kent Alder*, *Mike Smith*, and (argh – sorry I lost another name) and our faithful food shopper and kitchen coordinator *Karen Roberts*.

Lenten Suppers and Seder – During Lent, a dinner of soups and salads preceded each Wednesday evening worship service. Thank you to our dinner coordinators – *Eric Tykslind* (Council), *Jennifer DeMotte* (Service), *Mary Beth Wott* (YnC), *John Seest* (Music & Worship), *Rob Pritchard* (Adult Ed), and Fellowship as well as to those of you within those ministries for providing food for the **Lenten Suppers**. On March 30, forty-two members of BLC celebrated Passover with a **Seder**, including a dinner of roasted lamb, asparagus, potato, salad, and dessert. We cooked ourselves this past year so... a huge thank you to *Gregg Locker* and *Sheryl Vanderstel* for providing their talents in the kitchen, to our youth for participating in both the program and serving as runners, to *Ken McCune* for leading the service, and to *John Seest*, *Pastor Felde* and *Laura Cummings* for our music. Shalom.

Summer Sundays brought **Muffins for Moms, Donuts for Dads, and Lemonade on the Lawn**. Thank you *Jeff Mooers* for coordinating the muffins, juice, and coffee to honor our mothers. To all you Dads, please thank *Jonna Stephan*, *Janice Vadas* and *Nancy Slover* for ensuring your celebration was inside the nice cool air-conditioning on a hot June morning. With only one worship service this past summer, **Lemonade on the Lawn** was really well attended. Thanks to everyone who either hosted a Sunday setup or provide the goodies. Summer also saw a trip to Conner Prairie for **Symphony on the Prairie** where we reserved a table and enjoyed a pitch-in of munchies and beverages to the music of the Duke Ellington orchestra. Our annual outdoor worship and **Congregational Picnic** was held early this year (no bees ☺) and following worship almost 100 of us enjoyed hotdogs, brats, burgers and an assortment of side dishes. Thank you to *Rick and Karen Roberts* for the shopping, to *Dave and Shirley Daniell* and the *Vadas Family* for setup, and to *Mike Smith*, *Kent Alder*, *Rick Roberts* and *Bill Locker* for their grilling.

The approach of the holiday season saw **St. Lucia Day, Advent by Candlelight**, a luncheon and a **Christmas Eve Reception**. A big thank you to our long time bakers and coordinators for our St. Lucia celebration, *Shirley Daniell* and *Nancy Capron* who decorated the hall, baked, and coordinated our wonderful Scandinavian pastries. To all who helped bake this past year, thank you – there was not enough leftover to make it to Christmas Eve. This year St. Lucia was portrayed by *Hayley Alder* who served the goodies to us and to the Sunday school classes. On

December 2, the Bethlehem women held their annual **Advent by Candlelight**. Thank you to *Juanita Keck* for our homily, *Norma Crabiel* for coordination, *Karen Rider* for program assistance, *Laura Cummings* for violin, and *Mary Beth Wott* and *Marcia Newman* for the vocals and flute music. About 55 BLC women and their guests were hosted by *Nancy Capron*, *Eadie Barrie*, *Katie Bredehoeft*, *Sarah Felde*, and *Christine Felde*. The year ended by supporting Music and Worship. Please thank *Julie Wood* and *Karen Roberts* for their contributions to our **Hanging of the Greens Luncheon**. And finally, it was heartwarming to see the fellowship hall full for the **Christmas Eve Reception** as we visited and wished each other a Christmas blessing. Thank you *Karen Roberts*, *Barb Alder*, *Cheryll Leshner* for the setup help and plating of cookies and to *Karen and Haley*—thank you for keeping the punch flowing. To the wonderful bakers of Bethlehem, it would not have been possible without you—we set out 17 trays of goodies, and had only three trays’ worth of leftovers.

It has been a pleasure to serve as your Fellowship coordinators in 2010!

Respectfully submitted,

Karen and Ken McCune

Co-Chairs, Fellowship Ministry

Adult Education for 2010 has focused on three classes held Tuesdays, Wednesdays and Sundays. Pastor Felde (during the summer), Rob Pritchard and Erik Tysklind have led the adult Sunday school class held in the Elder Library between services during the Sunday school hour. Many thanks to them for their time teaching and the patience of all the students, for, we are all on a journey to understand our faith a bit better.

Pastor Felde leads two Bible studies. Tuesdays with Story (formerly known as Men's Bible Study) meets weekly at 6:30 AM on Tuesday. They read short stories from *The New Yorker* as a take-off point for discussions of faith and life. The Women's Bible Study meets the first and third Wednesdays at 10:00 in the morning. They also read short stories from *The New Yorker*, and relate them to the lessons for a Sunday.

Tuesdays with Story had correspondence with one of the authors they read last year, George Saunders. He expressed interest in meeting the group during his planned visit to Butler University as a Visiting Writer in February of 2011. This led to their inviting him as a guest for a breakfast at Bill and Sarah Brown's house this month.

New participants are welcome in all the classes.

Erik Tysklind
Chair, Learning Ministry

The goal of the YnC Steering Team is to involve our youngest members in all aspects of church life and to organize activities for youth and children in a central location. This year's Steering Team members were Jodi Crabel, Karen Gallagher, Jody Winter, Nancy Slover, Pastor Felde and MaryBeth Wott. Erik Tysklind provides support as the Council Liaison. Sharon Yacoviello served as YnC Coordinator through August 2010. Thanks also to Karen Rider who provides valuable administrative support to our team.

These programs could not happen without numerous volunteers, especially this fall when many stepped up to assist in areas previously organized by the Coordinator. Running YnC ministries on a strictly volunteer basis is recommended as a temporary situation; the Steering Team does not view this as sustainable in the long term. We want to thank and acknowledge the many volunteers who participated in YnC programs throughout 2010. We have tried to list all the names in the appropriate section, however, many of you work behind the scenes and we apologize if we inadvertently omit anyone.

WORSHIP

Children's Choir: Thanks to *Laura Cummings* for her continued leadership of the Children's Choir which meets on Sunday mornings between 10:45 and 11:10 in the choir room. The choir enhances the worship service while learning traditional Lutheran worship music, rhythm patterns, and Christmas carols.

Children's Sermon: Sermons are given at both the 8:30 and 11:00 services. We are grateful to *Eadie Barrie* for continuing to coordinate the program. Thanks to *Juanita Keck, Erik Tysklind, Janice Vadas, Becky Kendall, Pastor Felde, Eadie Barrie* and *Wendy Myres* for their messages. This year we were all treated to periodic puppet shows with Paul and Eve, as presented by *Pastor Jim Simpson*.

Enrichment: Enrichment is also offered at both the 8:30 and 11:00 services. Preschool-aged children are invited to a downstairs classroom across from the nursery during the sermon hymn for a children's message and activity based on the lectionary cycle. We appreciate *Beth Tysklind* stepping in this fall to organize this activity. Thank you to the following people who have volunteered their time each Sunday: *Randy Richter, Beth Tysklind, MaryBeth Wott, Haley Alder, Juanita Keck, Travis Wilson, Gina Mooers, and Bev Todd*.

Acolytes: Serving as an acolyte is a requirement for confirmation. New acolytes are trained at the end of the 4th grade year and serve with an experienced acolyte over the summer so they are ready for acolyte service at the beginning of their 5th grade school year.

Junior Ushering: Serving as a junior usher is an opportunity for children in Kindergarten through 4th grade to participate in the worship service prior to serving as an acolyte. Children are partnered with an adult family member or friend. YnC is encouraging children to serve the church and welcomes adult usher recruitment of junior usher partners.

Worship Bags: Thanks to *Jonna Stephan* for stepping in this fall to fill the bags which help keep our little ones busy while remaining in the worship service. Bags contain children's bulletins, pencils, crayons and an activity and are designated for toddler, preschool, and elementary ages.

Children's Participation: In June, our children shared some memories and music from their Vacation Bible School experience. In Advent, the children sang a song learned during the Sunday School opening and the 4th and 5th graders read the lessons for the day. The prelude and postlude were enhanced with piano solos by *Joe Cummings* and *Will Deane*, who study with our Precentor, Peter Rogahn. Thanks to *Nancy Slover* and *Laura Cummings*, who are always willing to help with this endeavor.

Nursery: This year, we continue with three paid qualified and experienced staff members in our nursery. *Ellen Roberts* is the Nursery Coordinator and she has two assistants, *Melissa Pritchard* and *Jenna Roberts*. We are blessed to have these three ladies bring such love and care to our littlest YnC members.

EDUCATION

Sunday School: This fall, we began using the Spark curriculum for our Sunday School rotation workshops as Augsburg Fortress has developed lessons for most of the stories and themes in Pastor Felde's scope and sequence. Special thanks to *Jody Winter*, who agreed to be our Sunday School Superintendent. Her assistance has been a lifesaver this fall in the absence of a YnC Coordinator. We are also very blessed to have *Jon* and *Jodi Crabiel* lead our opening each week in the Fellowship Hall. This year, we changed the preschool class to remain in their classroom rather than following the rotation model, as the consistency of teachers and room space is more age appropriate. Teachers this year include *Jodi Crabiel*, *Jen DeMotte*, *Amy Kirchner*, *Sarah Felde*, *Sarah Evans*, *Nancy Slover*, *Julie Smith*, *Natalie Goss* and *Jeff Mooers*. Shepherds are *Bill Cummings*, *Marty Benson*, *Beth Deane* and *Randy Biederstedt*. Of course the ladies are awesome, but aren't we blessed to have all these cool guys in our Sunday School program! More volunteers are always welcome!!

Confirmation: For the 2nd year, confirmation classes for 6th, 7th, and 8th graders are held during the Sunday School hour. Classes are being led by *Kent Alder*, *Christine Felde*, and *Pastor Felde* who we greatly appreciate.

Youth Café: Our teens in 9th – 12th grades meet each Sunday at 9:45 on the third floor to discuss topics of interest to them, including high school life and how they can make a difference in the world. We would love to see every youth confirmed at Bethlehem attend Youth Café classes the following year and join our three sophomores. Special thanks to *Doug Stephan* and *Tim Wott* for their leadership.

Children's Library: The book cart in the hallway outside the Sanctuary and office serves as our Children's Library. You will find children's books and family resources to sign out and take home. Thanks to *Jody Winter* for helping with this resource and coordinating materials to match with our Sunday School curriculum.

Vacation Bible School: VBS was held at Pleasant View Lutheran Church this past summer. Nancy Slover coordinated a three day Vacation Bible School based on the book One Hen, showing children how simple steps can make a big impact in their community. Thank you to *Nancy Slover* for leading the effort and the many other volunteers for planning, meal preparation, nursery support and teaching.

FELLOWSHIP AND SERVICE

Parent Garden: This is a fellowship time for families with children ages infant to age five. It is a great chance to get to know other new parents, share experiences and foster relationships among the children to feel part of the Bethlehem family. This group has become inactive and we encourage new parents to reinvent this concept into something that works for them.

Kidpatch: This group is made up of children in grades from Kindergarten to 6th grade and their parents. Each month the leader chooses a service project for the families to do in addition to enjoying fellowship with each other. The group met less frequently in 2010, but projects included: the heartwarming play “Somebody Loves You Mr. Hatch,” care packages for college students, Easter Baskets for Lutherwood residents, and a canned food drive Halloween Party.

Youth Group: Along with the confirmation students, Youth Café participated in Midnight Madness in March with ice skating, followed by pizza at the church. Although our teens questioned why Midnight Madness ended about 11:00 pm, everyone had fun and hoped to have a similar event in 2011. Youth Group members also provided leadership and support to the Crop Walk. Special thanks to *Jean Manka*, who will work with the Youth Café in 2011 to arrange more fellowship and service activities.

Church Camp: Fourteen students from Bethlehem attended church camp at Lutheran Hills. We will continue to promote this each year as it is a good opportunity for students to learn, have fun, and connect with other Christian children.

Heifer Project: This year, we continued with the “Read-to-Feed” program. During Lent, children read books and collected money pledged per book. The money collected during this program will help needy people obtain a sustainable source of food and income through the Heifer Project.

Mary Beth Wott

Chair, YnC Steering Committee

Service ministry saw continued outreach to the community in 2010.

- We have suspended blood drives due to cut backs at the Indiana Blood Center. This year five pints of blood were donated.
- 25 Crop Walkers raised almost \$2000 to assist global and local food banks. Of those 25 walkers, nine were children.
- We continued to donate food and toiletries to the Mid-North and Sharing Place food pantries with a goal of 200-300 lbs per month. Not only did our food pantries receive more visitors than in years past due to the economy, several agencies that help supply the pantries did not receive their typical amount of food. Thanks to all who assisted by bringing in steady donations, making monetary gifts and bringing in food when the call went out for additional assistance. Mid-North is also now open on Sundays.
- A large group of Bethlehem members assisted with the success of Group WorkCamp Indianapolis. Volunteers assisted with the local steering committee, visiting eligible homes to determine the work to be done, loaning ladders, working as troubleshooters and baking over 600 cookies for the church youth groups that make repairs on local homes.
- A mission trip was made to Russia to visit the Sovietsk Orphanage. Money, letters and gifts were taken to the orphans. Bethlehem members continue to sponsor orphans. For more information see page 21.
- Eight members of our congregation helped nail siding outside and install trim inside of the Habitat for Humanity build in the fall.
- 60 boxes of food were given to Mid-North and The Sharing Place in the Great Chicken Roundup.
- Members of Bethlehem also assisted in buying gifts and wrapping supplies for the families who are assisted at The Sharing Place Holiday Store.
- Ecoministry has kept the congregation informed of green ways to update our daily routines. For more information on the Ecoministry see page 22.
- The quilters were also very busy this year. See page 23 for more information.

My sincere thanks for your help and support to *Hayley Alder, Nancy Capron, Benjamin Clark, Sarah Clark, Carl Crabiel, Norma Crabiel, Bill Cummings, Pastor Felde, Karen McCune, Ken McCune, Mike Smith* and to all of those who have faithfully supported and volunteered their time and resources to the various service ministries.

Jennifer DeMotte,
Chair, Service Ministry

There are 34 children at Sovietsk Orphanage. Eleven children are presently sponsored, and two more have pen pals. Five children are sponsored by people from Bethlehem. This is a decline in support and we are open to suggestions as to how to increase sponsorship.

This year marked a decline in funding from one of our partners. We have been unable to sponsor extracurricular activities as we have in the past, but we were still able to contribute about \$1800 in additional funds this year. We have had contributors from the BLC congregation to the general fund for Sovietsk Orphanage through Children's HopeChest.

We have formed informal partnerships with Evangel PCA Church in Wichita, Kansas. Their congregation has supported Sovietsk Orphanage with letters to the children and various in-kind donations. Other contributing organizations include KidsFirst Foundation and various groups or businesses.

Four Americans traveled to visit Sovietsk Orphanage in September 2010, including Ben and Sarah Clark from the BLC congregation. We spent five days with the children and met the new director. We visited Dolbiylova, a village festival, and numerous areas around the town. Since school was in session, we visited several of the children's schools, including a technical/vocational school for orphanage graduates. We continued building connections around the community. We learned that last year's feature on a news program has run multiple times and has encouraged local people to get involved in helping the orphanage. We learned more than ever about particular challenges and traumas our children continue to face, and we brainstormed with staff about how to best address the children's needs.

In 2010, sponsorship partially supported a psychologist, speech therapy, art, music, and theater classes, sports classes, outdoor experiences like camping, and academic tutors. The orphanage increased gardening space and will build a greenhouse, using glass recycled from a window improvement. We provided school supplies, winter socks, gloves, and hats, garden and sports equipment, and a special fun gift for each child. We brought multiple letters for every child. We saw increased confidence, warmth, smiles, and laughter from the children we visited, and we have grown to love them even more.

Goals for 2011 include increased sponsorship, increased communication between children and Americans, providing for specific medical needs, increased fundraising, and increased support and participation. We are excited that HopeChest is emphasizing letter writing with the children even more, and we should be hearing from them more often.

The people of Sovietsk continue to express great appreciation to the people of Bethlehem for their support and hope to meet more of you.

Sarah Clark

The Ecoministry group continued its activities in recycling (plastics and cardboard on the last Sunday of each month and paper each week), sponsored the Earth Day brunch and seed/plant swap, supported the thermostat control efforts in the education building, and wrote eco-tips in the bulletin. Most windows in the education/fellowship building are now double-paned with plexiglass. Reviewing prior activities, the tulip tree planted in memory of Nancy Turula's late husband is thriving, and the garden project and daffodil planting in the city's inner neighborhoods are both doing well.

For 2011, further window treatments are intended, and electronics are being taken to Workforce, Inc. to support their ex-prisoner rehabilitation recycling program. While the group does not meet on a regular basis, a planning meeting for 2011 will occur in February, and special events will take place throughout the year.

Bill Cummings

Our ladies gather weekly for several hours to assemble and work on quilts, school bags and other needed items to donate. We sincerely welcome you to join us! No sewing experience is required—there is a job for everyone!

This year we gave 16 quilts and 40 school bags to Lutheran World Relief. We provided 16 quilts, 84 school bags to School 14. The East 10th Street Children and Youth Center received 11 baby quilts, 1 receiving blanket, 18 fleece scarves and 2 quilts for silent auction. Twenty-nine school bags were given to Servants of Christ Lutheran Church for delivery to Grace Orphanage and Theophile School, Haiti. Meridian Kessler Neighborhood Association received one quilt for silent auction. Eighteen activity bags were made for Bethlehem's Children's Ministry. Three smaller quilts were presented to Bethlehem infants to celebrate their baptisms.

We hope these gifts will bring a measure of comfort to all who receive them. As always, we are grateful for your support of our work.

Currently we are Norma Crabiel, Shirley Daniell, Betsy Davis, Beverly Emmons, Becky Geisler, Jean Marron, Mary Muir, and Ann Schnuelle.

As a mother comforts her child, so I will comfort you. Isaiah 66:13

Betsy Davis

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 the 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.

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

Barb Alder	Bob O'Brien
Dave Daniell	John Jordan
Cissie Hennig	Bill Slover
Nancy Slover	Kent Steele
Carol O'Brien	Jonna Stephan
Nancy Stephan	

On behalf of the committee, I **thank Bob and Carol O'Brien** who have 'retired' from many years of counting service. We very much appreciate your many years of steadfast service. We welcome Nancy Slover and John Jordan as new volunteers.

I also **sincerely thank Barb Alder**, previous Finance/Endowment Chair, for all her excellent and patient support and guidance in transitioning responsibilities over the past year.

Finally, we also **sincerely thank Kent Alder**, who became treasurer in 2010, for his dedication and willingness to roll-up his sleeves and learn along with me.

Members of the finance ministry are Barb Alder, Ron Gyure , Art Hennig, John Jordan, Kent Alder, Treasurer, and Bill Slover

If you would like to join this ministry team, please let one of us know.

Respectfully submitted,

Bill Slover

Chair, Finance/Endowment Ministry

**BETHLEHEM LUTHERAN CHURCH
INCOME SUMMARY
DECEMBER 31, 2010**

	2010 <u>Actual</u>	2010 <u>Budget</u>	Actual Over/(Under) <u>Budget</u>
<u>General Fund Actual vs. Budget</u>			
Income (1)	<u>294,073.33</u>	<u>307,703.00</u>	<u>(13,629.67)</u>
Expenses	<u>294,136.92</u>	<u>307,703.00</u>	<u>(13,566.08)</u>
Actual Net Income/(Expenses)	<u>\$ (63.59)</u>		

(1) Actual income includes stock gift proceeds of \$ 32,831.99 after selling fees of \$697.38 and stock donation held in Smith Barney account valued at \$6,132 as of 12/31/2010.
Income includes pledges, plate, holiday offerings, wedding fees, bank interest, building rental fees, discount received.

	<u>2010</u>	<u>2009</u>	<u>2008</u>
<u>Weekly Giving for General Fund</u>			
Weekly giving needed to cover planned expenses	5,917.37	5,891.71	6,096.83
Weekly giving needed to cover actual expenses	5,656.48	5,724.97	5,471.13
Weekly giving actual received	5,655.26	6,132.81	5,767.28

	2010 <u>Actual</u>	2009 <u>Actual</u>	2008 <u>Actual</u>
<u>Net Income/Expenses for General Fund</u>			
General Fund Income	294,073.33	318,906.12	299,898.32
General Fund Expenses	<u>294,136.92</u>	<u>297,698.51</u>	<u>284,498.82</u>
General Fund Net Income/(Expenses)	<u>\$ (63.59)</u>	<u>\$ 21,207.61</u>	<u>\$ 15,399.50</u>

	2010 <u>Actual</u>	2009 <u>Actual</u>	2008 <u>Actual</u>
<u>Other Income Received</u>			
Revolving (designated special purpose giving)	19,889.16	33,085.35	29,042.91
Debt Reduction	11,090.00	5,180.00	7,850.00
Endowment and Other Investments	9,074.75	79,097.43	-
Memorials	<u>16,130.00</u>	<u>5,770.40</u>	<u>515.00</u>
Total Other Income	<u>\$ 56,183.91</u>	<u>\$ 123,133.18</u>	<u>\$ 37,407.91</u>
Total Income General Fund and Other	<u>\$ 350,257.24</u>	<u>\$ 442,039.30</u>	<u>\$ 337,306.23</u>

- (1) 2008: Largest item in revolving receipts is \$8,382.99 insurance claim proceeds for lightening strike
(2) 2009: Largest item in revolving receipts is \$12,278.79 designated for Worship & Music from estate of and gifts to Anna Schneider's Music Fund
Largest item in Endowment and Other Investments were bequests from Robert Grubbs and Florence Grubbs
(3) 2010: Largest items in revolving receipts are \$5,034.15 designated for Food Pantries and \$4,200 designated for Chicken Roundup.

**BETHLEHEM LUTHERAN CHURCH
STATEMENT OF OPERATIONS
DECEMBER 31, 2010**

	2010 <u>Actual</u>	Total Year 2010 <u>Budget</u>	Actual Over/(Under) <u>Budget</u>
Income			
Pledges and Offerings	291,573.63	305,658.00	(14,084.37)
Building Rental	1,895.00	1,600.00	295.00
Bank Interest	266.40	350.00	(83.60)
Sunday School Offering	338.30	95.00	243.30
Total Income	<u>\$ 294,073.33</u>	<u>\$ 307,703.00</u>	<u>\$ (13,629.67)</u>
Expenses			
<u>Benevolence</u>			
Crisis Fund	0.00	250.00	(250.00)
Indianapolis Church Federation	100.00	100.00	0.00
Indianapolis Conference ELCA	1,000.00	1,000.00	0.00
Indpls Lutheran Episcopal Campus Min	1,000.00	1,000.00	0.00
Lutheran Child and Family Services	2,000.00	2,000.00	0.00
Mid-North Church (Food Pantry)	2,000.00	2,000.00	0.00
Mid-North Church (Membership)	200.00	200.00	0.00
First Trinity - Indianapolis	1,200.00	1,200.00	0.00
Sharing Place Food Pantry	2,000.00	2,000.00	0.00
Synod Benevolence	17,335.00	17,335.00	0.00
	<u>26,835.00</u>	<u>27,085.00</u>	<u>(250.00)</u>
<u>Worship</u>			
Continuing Education	202.35	300.00	(97.65)
Guest Musicians	1,150.00	1,500.00	(350.00)
Guest/Substitute Minister	1,375.00	900.00	475.00
Organ & Piano Maintenance	1,084.75	600.00	484.75
Paid Singers	5,960.00	7,400.00	(1,440.00)
Sheet Music	527.14	200.00	327.14
Licenses	160.00	550.00	(390.00)
Substitute Organist	5,595.00	300.00	5,295.00
Worship Supplies (includes flowers)	4,680.57	2,700.00	1,980.57
	<u>20,734.81</u>	<u>14,450.00</u>	<u>6,284.81</u>
<u>Adult Education</u>			
	<u>275.00</u>	<u>600.00</u>	<u>(325.00)</u>
<u>Youth-n-Children</u>			
Confirmation	1,050.98	600.00	450.98
Nursery Supplies	72.56	200.00	(127.44)
Sunday School/VBS	2,534.56	3,750.00	(1,215.44)
Youth	1,049.99	500.00	549.99
	<u>4,708.09</u>	<u>5,050.00</u>	<u>(341.91)</u>

**BETHLEHEM LUTHERAN CHURCH
STATEMENT OF OPERATIONS
DECEMBER 31, 2010**

	<u>2010 Actual</u>	<u>2010 Budget</u>	<u>Actual Over/(Under) Budget</u>
<u>Support</u>			
Bank Service Fees	146.03	50.00	96.03
Janitorial Services (contracted)	0.00	2,000.00	(2,000.00)
Maintenance	27,109.40	19,000.00	8,109.40
Office Machinery, Publications, Supplies	9,973.70	11,140.00	(1,166.30)
Postage	1,184.75	2,500.00	(1,315.25)
Insurance (all types)	9,105.50	10,000.00	(894.50)
Recognition	444.45	500.00	(55.55)
Synod Convention	867.16	900.00	(32.84)
Technology	399.00	1,500.00	(1,101.00)
Telephone	2,133.46	2,400.00	(266.54)
Utilities	18,785.12	19,700.00	(914.88)
	<u>70,148.57</u>	<u>69,690.00</u>	<u>458.57</u>
<u>Fellowship</u>			
Fellowship	1,356.16	800.00	556.16
Bereavement	0.00	300.00	(300.00)
	<u>1,356.16</u>	<u>1,100.00</u>	<u>256.16</u>
<u>Outreach</u>			
	<u>434.23</u>	<u>1,000.00</u>	<u>(565.77)</u>
<u>Debt</u>			
Mortgage Interest	476.78	650.00	(173.22)
Mortgage Principal	3,506.89	3,350.00	156.89
Line of Credit Interest	0.00	2,545.00	(2,545.00)
	<u>3,983.67</u>	<u>6,545.00</u>	<u>(2,561.33)</u>
<u>Salaries/Benefits/FICA</u>			
Pastor	100,832.90	101,903.00	(1,070.10)
Pastor Mileage and Continuing Ed	856.84	1,605.00	(748.16)
Office Manager	29,249.81	29,349.00	(99.19)
Youth-N-Children Education Coordinator	7,985.08	11,996.00	(4,010.92)
Precentor	9,411.86	21,178.00	(11,766.14)
Precentor Gas Subsidy	0.00	0.00	0.00
Custodian	13,993.58	11,432.00	2,561.58
Nursery Caregivers	3,331.32	4,720.00	(1,388.68)
	<u>165,661.39</u>	<u>182,183.00</u>	<u>(16,521.61)</u>
Total Expenses	<u>\$ 294,136.92</u>	<u>\$ 307,703.00</u>	<u>\$ (13,566.08)</u>
Net Income / (Expenses)	<u>\$ (63.59)</u>	<u>\$ -</u>	<u>\$ (63.59)</u>

- (1) Mid-North Church (Food Pantry) line item reflects \$250 of check written in 2009, voided and reissued in 2010.
- (2) Continuing Education line item reflects voiding in 2010 of \$14 check written in 2007.
- (3) Sheet music line item includes \$182.40 for bookcase in choir room.
- (4) Nursery Caregivers line item reflects voiding in 2010 of \$80 check written in 2009.
- (5) Pledges and offerings include stock donation in Smith Barney account valued at \$6,132 on 12/31/2010.

**BETHLEHEM LUTHERAN CHURCH
REVOLVING FUNDS
DECEMBER 31, 2010**

ACCOUNT	<u>Balance 12/31/2009</u>	<u>Income</u>	<u>Expense</u>	<u>Balance 12/31/2010</u>
Adult Ed Books	-	13.00	-	13.00
Chicken Roundup	256.70	4,200.00	4,200.00	256.70
Children's Hope Chest	-	-	-	-
Crop Walk	-	1,170.00	1,170.00	-
ELCA Disaster Relief	-	776.00	776.00	-
Fair Trade Sales	-	139.24	139.24	-
Fellowship	332.24	1,506.00	1,796.27	41.97
Flowers	-	1,935.00	1,935.00	-
Food Pantries	-	5,034.15	4,955.35	78.80
Heifer Project	-	48.02	48.02	-
Indianapolis Urban Cluster	-	-	-	-
Insurance Claim - Lightening	-	-	-	-
Men's Retreat	-	-	-	-
New Orleans Mission	-	369.66	369.66	-
Pastor's Discretionary Fund	433.71	178.49	148.71	463.49
Quilters	1,324.27	150.00	611.38	862.89
Race for Cure	-	-	-	-
Ready Set Learn (LCFS)	-	350.00	350.00	-
Staff Gifts for Christmas	-	2,220.00	2,200.00	20.00
Thrivant Build	-	100.00	-	100.00
Vacation Bible School	133.26	30.00	-	163.26
Soda Machines	491.31	214.60	-	705.91
Weddings	1,271.89	980.00	1,604.10	647.79
World Hunger	-	-	-	-
Worship & Music (Schneider)	10,953.79	50.00	300.00	10,703.79
Youth	319.87	425.00	132.16	612.71
TOTALS	<u><u>\$ 15,517.04</u></u>	<u><u>\$ 19,889.16</u></u>	<u><u>\$ 20,735.89</u></u>	<u><u>\$ 14,670.31</u></u>

- (1) Worship and Music Ministry received designated stock bequest from Estate of Anna Schneider and other donations in 2009
- (2) Soda Machine balance designated for Lutheran Church camp scholarships
- (3) Fair Trade Sales income reflects voiding in 2010 of check amounts of \$139.24 written in 2009.
- (4) Food Pantries income reflects voiding in 2010 of check amounts of \$660 and \$90 written in 2009.
- (5) New Orleans Mission income reflects voiding in 2010 of check amount of \$369.66 written in 2009.
- (6) Weddings income reflects voiding in 2010 of check amount of \$200 written in 2009.

NATIONAL BANK OF INDIANAPOLIS ACCOUNT BALANCES

Fund	Balance 12/31/2009	Receipts 2010	Transfers from LPL Financial	Disbursements 2010	Balance 12/31/2010	
General	\$77,398.92	\$ 255,109.34	32,831.99	\$ 294,136.92	\$71,203.33	ok
Memorial	0.00	16,130.00		6,343.60	\$9,786.40	ok
Debt Reduction	8,277.40	11,090.00		19,312.00	\$55.40	ok
Revolving	15,517.04	19,889.16		20,735.89	\$14,670.31	ok
Totals	<u>\$101,193.36</u>	<u>\$302,218.50</u>	<u>\$32,831.99</u>	<u>\$340,528.41</u>	<u>\$95,715.44</u>	ok

- (1) Transfers into general and revolving funds from LPL Financial are stock donation proceeds net of selling fees
(2) Memorial fund receipts include \$4,200 of endowment contributions received. Memorial fund disbursements include \$4,200 of endowment contributions transferred to endowment fund in LPL account and \$1,993.60 of organ repair expense.
(3) Debt reduction income is used for prepayment of mortgage principal and/or funding of major maintenance projects to prevent additional debt.

LPL FINANCIAL BROKERAGE ACCOUNT BALANCES

Fund	Balance 12/31/2009	Receipts	Investment G/(L) 2010	Transfers to NBI Checking	Disbursements 2010	Balance 12/31/2010
General & Revolving	\$0.00	33,529.37	-	32,831.99	697.38	\$0.00
Endowment	151,909.47	4,200.00	18,991.05	-	-	\$175,100.52
Other Investments	46,697.35	4,874.75	5.22	-	2,000.00	\$49,577.32
Totals	<u>\$198,606.82</u>	<u>\$42,604.12</u>	<u>\$18,996.27</u>	<u>\$32,831.99</u>	<u>\$2,697.38</u>	<u>\$224,677.84</u>

- (1) Disbursements from General & Revolving Fund include stock selling fees of \$697.38.
(2) Disbursements from Other Investments Fund include contributions to Mid-North Food Pantry of \$1000 and to LCFS of \$1000.
(3) Receipts include donations of stock to general fund, \$4,200 donation to Endowment, and undesignated bequest from Robert Grubbs and Florence Grubbs estates

SMITH BARNEY BROKERAGE ACCOUNT BALANCES

Fund	Balance 12/31/2009	Receipts	Investment G/(L) 2010	Transfers to NBI Checking	Disbursements 2010	Balance 12/31/2010
General & Revolving	\$0.00	6,132.00	-	-	-	\$6,132.00
Endowment	0.00					\$0.00
Other Investments	0.00					\$0.00
Totals	<u>\$0.00</u>	<u>\$6,132.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$6,132.00</u>

- (1) Receipts reflect stock donated 12/23/2010 for 2010.

ALL FUND BALANCES AT 12/31/2010

CASH AND INVESTMENTS

<u>Account</u>	<u>General</u>	<u>Memorial</u>	<u>Revolving</u>	<u>Debt Reduction</u>	<u>Endowment</u>	<u>Investments</u>	<u>Total</u>
Nat'l Bank of Indianapolis	71,203.33	9,786.40	14,670.31	55.40	-	-	95,715.44
LPL Financial LLC	0.00	-	0.00	0.00	175,100.52	49,577.32	224,677.84
Smith Barney	6,132.00	-	-	-	0.00	-	6,132.00
Totals	<u>\$77,335.33</u>	<u>\$9,786.40</u>	<u>\$14,670.31</u>	<u>\$55.40</u>	<u>\$175,100.52</u>	<u>\$49,577.32</u>	<u>\$326,525.28</u>

(1) Investments are bequests from Estates of Robert Gubbs and Florence Grubbs received 2009-2010.

DEBT

	<u>Balance 12/31/2009</u>	<u>Borrowed</u>	<u>Paid Back</u>	<u>Balance 12/31/2010</u>
Mortgage	\$16,064.27	-	\$3,506.89	\$12,557.38
Line of Credit - Project	-	-	-	-
Line of Credit - Opns	-	-	-	-
Totals	<u>\$16,064.27</u>	<u>\$0.00</u>	<u>\$3,506.89</u>	<u>\$12,557.38</u>

(1) Commercial mortgage of \$125,000 (10-year; variable rate) established April 2004 with National Bank of Indianapolis; current interest rate is 3.25%

(2) Line of credit opened 2009 for exterior building restoration project; have not needed to use as of 12/31/2010

(3) Line of credit for ongoing operations with National Bank of Indianapolis was not used in 2009-2010.

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 fund. 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 2010 year-end report is included that shows 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.

New gifts of \$4,200 were made to the endowment in 2010. No outreach activities were funded for 2010.

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

Bethlehem Lutheran Church Investments - December 2010 Year to Date

LPL Financial Acct #: 7015-6931

Symbol Name	Basis	Owned Quantity	31-Dec Price	Value	Dividend Yld	Type	Expense Ratio	Morningstar	YTD % Return	Compare To Index
CVGCX Calamos Growth Fd	12,367	374.0	48.57	18,167	0.0%	Lrg/Md-Cap Growth US Stocks	2.0%	3/5 stars	19.2%	S&P 500
ECFHX Eaton Vance Floating Rate HI Inc	14,894	2,120.2	8.74	18,531	3.8%	Bank Loans (ST bonds; cash)	2.0%	3/5 stars	9.2%	BR agg bond
FESGX First Eagle Global Fd CL C	29,855	687.3	45.66	31,380	0.8%	Intl & US Stocks, Gold, Cash	1.9%	5/5 stars	16.7%	DJIA Mod
MCLOX Blackrock Global Alloc Fd CL C	29,855	1,711.8	18.14	31,053	0.6%	US & Intl Stock & Bonds, Cash	1.9%	4/5 stars	9.0%	DJIA Mod
NROFX Natixis AEW Real Estate	15,000	964.2	16.26	15,678	0.7%	Specialty REITs	2.3%	3/5 stars	26.6%	REIT Index
PRTCX Pimco Real Return Fund	12,635	1,486.1	11.36	16,892	1.3%	Hi Quality Long Bond Govt / AAA	1.4%	4/5 stars	6.7%	BR agg bond
PTTCX Pimco Fds Total Return FD CL C	19,270	2,045.9	10.85	22,198	1.7%	Domestic Taxable Fixed Inc - Bonds	1.7%	4/5 stars	7.6%	BR agg bond
TEGBX Templeton Global Bond CL C	6,427	566.1	13.62	7,574	4.8%	Global Fixed Income - Bonds	1.3%	5/5 stars	12.3%	BR agg bond
Total Mutual Funds				161,462						
Premier Money Market				10,638	0.0%	money mkt avg yld				
Contribution Receivable				3,000						
Total Endowment @ 12/31/10				\$ 175,101						
2010 Endowment Contributions				\$ 4,200						
2010 Investment Return				\$ 18,991						
% Return On 12/31/09 Balance				12.5%						
Total Endowment @ 12/31/09				\$ 151,910						
Total Endowment @ 12/31/06				\$ 119,438						
Total Endowment @ 12/31/07				\$ 166,433						
Total Endowment @ 12/31/08				\$ 158,266						
Total Endowment @ 12/31/05				\$ 145,545						

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, Class Cs for better return
All funds are Class C; no load charge on purchase and no load charge on sale end unless sold prior to 1 year holding, then 1% backend load assessed
Weight portfolio: 65-70% equity; 30-35% bonds - include some real estate; keep 8-10% cash unless specific reason - be diversified
Monitor investments for performance on at least semi-annual basis; account signatory: Bill Stover; quarterly reports to council & finance committee
Financial Consultant Mike Harper @ LPL Financial; phone 584-3126
* Funds purchased in November, 2010.

Other Investments - Not Part of Endowment	31-Dec Price	Value	Current Yld	Type
Bequests from Robert Grubbs' and Florence Grubbs' Estates	\$ -	\$ 49,577	0.0%	0.0% \$2,000 given to food pantries in 2010; bequests rec'd in 2009-2010
TOTAL Other Investments		\$ 49,577		

**BETHLEHEM LUTHERAN CHURCH
DRAFT INCOME AND EXPENSE PLANS FOR 2011 - 1H 2012**

	2010 Plan	Dec YTD Actual	2011 Plan	1H 2012 Plan	18-Month Plan
Pledges Received	216,134	291,574	231,580		231,580
Faith Offerings	89,524	-	75,360	154,102	229,462
Building Rental	1,600	1,895	1,600	800	2,400
Bank Interest	350	266	300	150	450
Sunday School Offerings	95	338	100	50	150
Bequest Used	-	-	7,216	7,914	15,130
Total Income	307,703	294,073	316,156	163,016	479,172
Crisis Fund	250	-	250	125	375
Indianapolis Church Federation	100	100	100	50	150
Indianapolis Conference ELCA	1,000	1,000	1,000	500	1,500
Lutheran Episcopal Campus Ministry	1,000	1,000	1,000	500	1,500
Lutheran Child and Family Services	2,000	2,000	2,000	1,000	3,000
Mid-North Church (Food Pantry)	2,000	2,000	2,000	1,000	3,000
Mid-North Church (Membership)	200	200	200	100	300
First Trinity - Indianapolis	1,200	1,200	600	300	900
Sharing Place Food Pantry	2,000	2,000	2,000	1,000	3,000
Synod Benevolence	17,335	17,335	17,335	8,668	26,003
Lutheran Outdoor Ministries			600	300	900
Benevolence	27,085	26,835	27,085	13,543	40,628
Continuing Ed	300	202	300	306	606
Guest Musicians	1,500	1,150	1,500	765	2,265
Guest/Substitute Minister	900	1,375	1,125	563	1,688
Organ & Piano Maintenance	600	1,085	600	306	906
Paid Singers	7,400	5,960	7,400	3,774	11,174
Sheet Music	200	527	200	102	302
Licenses	550	160	600	51	651
Substitute Organist	300	5,595	300	153	453
Worship Supplies (includes flowers)	2,700	5,096	2,700	1,350	4,050
Worship and Music	14,450	21,150	14,725	7,370	22,095
Adult Ed/Library	600	275	600	300	900
Confirmation	600	1,051	600	300	900
Nursery Supplies	200	73	200	100	300
Sunday School/VCS	3,750	2,535	3,000	1,500	4,500
Youth	500	1,050	500	250	750
YnC Ministry	5,050	4,708	4,300	2,150	6,450

	2010 Plan	Dec YTD Actual	2011 Plan	1H 2012 Plan	18-Month Plan
Bank Service Fees	50	146	50	25	75
Janitorial Contracted Services	2,000	-	1,000	500	1,500
Maintenance	19,000	27,109	24,000	12,000	36,000
Office Machinery, Publications, Supplies	11,140	9,558	10,400	5,200	15,600
Postage	2,500	1,185	1,850	925	2,775
Insurance (all types)	10,000	9,106	8,725	4,537	13,262
Recognition	500	444	600	300	900
Synod Convention	900	867	900	900	1,800
Technology	1,500	399	2,000	1,000	3,000
Telephone	2,400	2,133	2,400	1,200	3,600
Utilities	19,700	18,785	19,700	9,850	29,550
Support	69,690	69,733	71,625	36,437	108,062
Fellowship	800	1,356	1,800	900	2,700
Bereavement	300	-	300	150	450
Fellowship/Bereavement	1,100	1,356	2,100	1,050	3,150
Outreach	1,000	434	1,000	500	1,500
Mortgage interest	650	477	359	135	494
Mortgage principal	3,350	3,507	3,624	1,857	5,481
Credit Line P&I Pymnt Renovation	2,545	-	-	-	-
Total Debt	6,545	3,984	3,984	1,992	5,975
Pastor Salary/Housing/Benefits	101,903	100,833	102,786	51,393	154,180
Pastor Mileage Reimbursement	605	620	561	281	842
Pastor Continuing Education	1,000	237	1,000	500	1,500
Office Manager C&B/FICA	29,349	29,250	30,229	15,115	45,344
YnC Coordinator/FICA	11,996	7,985	-	-	-
Precentor/FICA 0.5 FTE	21,178	9,412	20,454	10,227	30,680
Precentor Gas Subsidy	-	-	-	-	-
Intern Program	-	-	19,212	13,912	33,124
Custodian/FICA 0.5 FTE	11,432	13,994	11,775	5,888	17,663
Nursery Caregivers	4,720	3,331	4,720	2,360	7,080
Total Salaries/Benefits/Taxes	182,183	165,661	190,738	99,675	290,413
Total Expenses	\$ 307,703	\$ 294,137	\$ 316,156	\$ 163,016	\$ 479,172
Total Income 2010		\$ 294,073	\$ 316,156	\$ 163,016	\$ 479,172
Net Operating Income/(Expense)		\$ (64)	\$ -	\$ -	\$ -

Changes vs. 2010		2011	1H 2012	18-Month
Benevolence		-	-	-
Worship and Music	Licenses, Guest Minister	275	145	420
Adult Ed/Library		-	-	-
YnC Ministry	Sunday School/VCS down	(750)	(375)	(1,125)
Support	Maintenance up, other items down	1,935	1,592	3,527
Fellowship/Bereavement	Fellowship up, retreat alw added	1,000	500	1,500
Outreach		-	-	-
Total Debt	not using LOC	(2,561)	(1,281)	(3,842)
Total Salaries/Benefits/Taxes	3% inc most staff, new intern	8,555	8,583	17,138
		8,453	9,164	17,618

**BETHLEHEM LUTHERAN CHURCH
STEWARDSHIP HISTORY**

	2010 Plan	Dec Actual YTD	2011 Plan	1H 2012 Plan	18-Month Plan
Pledges Received	216,134	291,574	231,580	-	231,580
Faith Offerings	89,524	-	75,360	154,102	229,462
Building Rental	1,600	1,895	1,600	800	2,400
Bank Interest	350	266	300	150	450
Sunday School Offerings	95	338	100	50	150
Bequest Used	-	-	7,216	7,914	15,130
Total Income	\$ 307,703	\$ 294,073	\$ 316,156	\$ 163,016	\$ 479,172

required to cover expenses

Year	Stewardship Pledged	No. of Units Pledging	General Fund Actual Rec'd	Actual Giving Exceeded Pledges
2011	\$ 231,580	81		
2010	\$ 216,134	81	\$ 294,073	\$ 77,939
2009	\$ 233,530	91	\$ 318,906	\$ 85,376
2008	\$ 234,364	78	\$ 299,898	\$ 65,534
2007	\$ 264,206	99	\$ 331,304	\$ 67,098
2006	\$ 216,721	82	\$ 324,344	\$ 107,623
2005	\$ 213,536	93	\$ 307,508	\$ 93,972
2004	\$ 211,068	91	\$ 301,570	\$ 90,502
2003	\$ 212,018	99	\$ 288,840	\$ 76,822
2002	\$ 216,750	99	\$ 287,959	\$ 71,209
2001	\$ 230,954	117	\$ 294,074	\$ 63,120
2000	\$ 239,173	130	\$ 297,353	\$ 58,180
1999	\$ 240,613	141	\$ 310,415	\$ 69,802

Response rate for pledges

2011 - 81/165 giving units	49.1%
2010 - 81/189 giving units	42.9%
2009 - 91/177 giving units	51.4%

William C. Grosvenor

Certified Public Accountant
1115 Stockton Street
Indianapolis, Indiana 46260

(317) 253-1064

May 17, 2010

Mary Beth Wott
Auditor
Bethlehem Lutheran Church
526 E. 52nd Street
Indianapolis, IN 46205-1054

Dear Mary Beth:

At your request, I performed the following agreed upon procedures relating to the calendar year 2009 for the Bethlehem Lutheran Church.

- < Obtained and examined all counter reports for the year, including a review of signatures for dual authentication.
- < Traced deposits per the counter reports for the year to the bank statements.
- < Reviewed cancelled checks (photo copies) issued during the year for reasonableness and proper authentication.
- < For the month of December, compared all paid invoices or check vouchers to the paid checks to determine if there was a paid invoice or underlying document for each check.
- < Reviewed endowment statements and investment account printouts for reasonableness and unusual items.
- < Reviewed annual report for reasonableness and unusual items.

Results

The following comments concerning the results of the procedures performed are submitted for your further review and evaluation.

The examination of counter sheets resulted in the following exception:

- < There was only one signature on the report for 7/26/09.

During the work on tracing counter report deposit totals to the bank statements I noted the following:

1/12/09 deposit - \$10,373.39: Deposit appeared on the bank statement, but there was no counter report or other cash receipt record

3/30/09 deposit - \$105.00: Same as above

7/15/09 deposit - \$1,755.00: Same as above

During the review of paid checks, I noted that the following person had signed checks during the year: Jana Stephan

The following check was not signed: #20991 dated 8/20/09 to Farm Bureau Insurance for \$1,023.43

In reviewing the December disbursements for underlying documentation I observed that there was a check voucher, invoice or other underlying document for each disbursement except the following:

EFT transaction - IPL - \$686.62

The review of endowment statements and investment account printouts disclosed no noteworthy unusual or questionable items.

During the review of the annual report a comparison of figures per bank account and broker statements was made to annual report amounts with respect to the major assets. No significant differences were noted.

Conclusion

Because the procedures described above were not sufficient to constitute an audit performed in accordance with generally accepted auditing standards, I do not express an opinion on the reliability or accuracy of any Bethlehem Lutheran Church's financial statements taken as a whole or in part for any date or period.

However, in performing the above mentioned procedures, which were primarily a review of the cash receipts and disbursements process, no matters came to my attention that caused me to believe significant control weaknesses exist within the control environment of Bethlehem Lutheran Church.

Sincerely,



William C. Grosvenor, CPA

First, I would like to sincerely thank all of those who shared their gifts, call and spiritual vocation with Bethlehem and our community in 2010. The “garnishes” that you contributed to Bethlehem’s “Stone Soup” (please refer to my article in the January, 2011 *Blaze*) have greatly enriched our congregation and community.

To begin the year, I wanted to find out what the congregation’s perception of stewardship was; do we foster a *culture of scarcity* (there is never enough), or a *culture of abundance* (there is never too much) at Bethlehem? I surveyed the congregation to determine this. The results were doubly pleasing. First, over 50% percent of those surveyed responded. Second, the results indicated that we view ourselves more as a congregation of abundance than one of scarcity. Heartfelt thanks to all who participated in the survey.

Although the economy is still a major concern, the results of the 2011 pledge campaign were encouraging. As of January 10, 2011, a total of eighty-one family units made pledges amounting to \$231,580, compared to eighty-one family units that pledged \$218,124 on 2010, for an increase of \$13,456. Although the number of pledges is the same, the average pledge per family unit increased by almost \$100.00. Recent history for the congregation’s pledging and giving are included for review. According to the Center on Philanthropy at Indiana University, in times of economic distress, generous people actually become more generous. This is most certainly true at Bethlehem.

In 2011 we will work to enhance our gifts of time and talent, especially reaching out to newer members and those who wish to do more for the congregation and the community. New programs like the Bethlehem “Job Jar” will attempt to connect those interested with worthy projects.

Finally, I would like to thank Pastor Felde, Council and John Lewis for their support and encouragement, and I look forward to serving all of you in 2011.

Respectfully submitted,
Ken McCune
Chair, Stewardship Ministry

BLC PLEDGE HISTORY	\$ for 2011	\$ for 2010	\$ for 2009	\$ for 2008
Total Amount Pledged: <i>General Fund Only</i>	231,580.00	215,734.00	246,290.00	243,719.92
Pledging Households	81	81	96	78
Giving Units	165	189	192	190
	Households	Per Pledge	Amount	
\$15,000 +	1	1	1	1
\$10,000-\$15,000	1	2	2	3
\$7,500-\$9,999	3	2	1	2
\$5,000-\$7,499	5	4	8	7
\$2,500-\$4,999	28	25	25	21
\$2,000-\$2,499	7	10	12	11
\$1,500-\$1,999	9	9	11	10
\$1,000-\$1,499	12	8	14	11
\$750-\$999	2	2	1	4
\$500-\$749	9	12	12	4
\$250-\$499	1	2	5	2
\$100-\$249	3	2	2	2
\$1-\$99	0	2	2	0

BLC GIVING HISTORY	\$ for 2010	\$ for 2009	\$ for 2008
Total Amount Pledged: <i>General Fund Only</i>	215,734.00	246,290.00	243,719.92
Total Amount Given: <i>General Fund Only</i>	243,640	265,875.52	247,803.91
Pledging Households	81	96	78
Giving Units	189	192	190
	Households	Per Pledge	Amount
\$15,000 +	1	1	1
\$10,000-\$15,000	2	2	3
\$7,500-\$9,999	2	1	1
\$5,000-\$7,499	7	8	8
\$2,500-\$4,999	22	26	23
\$2,000-\$2,499	14	14	15
\$1,500-\$1,999	15	13	13
\$1,000-\$1,499	14	14	23
\$750-\$999	7	5	8
\$500-\$749	15	23	15
\$250-\$499	14	13	13
\$100-\$249	23	21	22
\$1-\$99	13	14	19

ANNUAL REPORT FOR 2010

THE BETHLEHEM BLAZE

EDITORS: JEN PITTMAN ENSLEY & CARL CRABIEL

The Bethlehem Blaze is a monthly newsletter published with the purpose of keeping members and friends of Bethlehem Lutheran Church informed of the life of the congregation, its members, and its activities. Carl Crabiel is responsible for copy, Jen Pittman-Ensley for layout and design, Karen Rider for printing, the Staple & Label Team for assembly and distribution, and Nancy Conner for maintaining the congregation's website (www.indylutheran.org), which, among many other things, contains online versions of the *Blaze* and monthly calendar. Bill Locker provides most of the photos.

All members and friends of Bethlehem Lutheran Church are encouraged to submit articles, information, and photos for inclusion. Our deadline is noon on the third Sunday of each month. Articles can be submitted by e-mail to blaze@indylutheran.org (the preferred method) or by hardcopy left in the *Blaze* mailbox in the church office. "Among Us" information is important and always welcome.

In order to help us maintain an up-to-date and accurate calendar, dates and times of all events, meetings, rehearsals, etc should be posted on the desk calendar located in the church office.

To access the *Blaze* online, go to the congregation's website (www.indylutheran.org) and click on "Newsletter." Current and back issues are available there. The current month's calendar is also posted on the website.

Thanks to all who contributed articles, information, and photos in 2010. Special thanks to *Amy Kirchner* for her many years of service as layout and design editor and to *Karen Rider* and the *Staple and Label Team* for their work in printing, assembling, and distributing each month's *Blaze*.

Carl Crabiel

Building on the work done last year in reworking most of the building's mortar joints and cleaning the entire exterior stone surface, additional improvements were made to the exterior of the building and grounds. New windows were installed in the choir room and 3rd floor above the kitchen. These new windows incorporate energy efficiency, modern maintenance free materials, all with a design that complements the building.

New doors were installed in the two sanctuary entrances; the front door and the 52nd street door into the stairway. Both replacements were badly needed. The iconic front doors were custom fabricated out of mahogany, and should last longer than the last set of doors that had rotted. In their western exposure with no covering, these doors take a lot of abuse from the elements.

The parking lot was resurfaced and restriped.

Recently, we changed contractors for maintenance and servicing of the heating and cooling system in the education wing. We are hopeful that the new contractor will be more proactive in maintaining a sensitive and problem prone system.

The great drought of 2010 had the unintended benefit of making it the first period in recent years that we did not have significant flooding of the fellowship hall and attached classrooms, not a small blessing.

Many of the problem areas of the church have been repainted or are in the process of being repainted by Gregg Locker, now that some moisture problems were solved with last year's exterior work.

Throughout the year many members have helped maintain our beautiful church and keep it in good repair and clean: our custodian *Gregg Locker, Carl Crabiel, Rick Roberts, John Seest, Kent Alder*. A special thanks to *David and Shirley Daniell* who keep the exterior foundation plantings and gardens in order, and to the Ecoministry for their efforts in making the building more efficient and lowering our energy costs. Thanks also to Karen Rider for her help throughout the year.

Respectfully submitted,

John Todd

Chair, Property Ministry

The Outreach Team plans and provides hospitality to visitors who may be considering membership and to new members. In the past year, the team continued to offer New Member Receptions, one in spring and one in fall, after 11:00 worship. Having the receptions in the south transept in the sanctuary seems to encourage a lot of our members to come up and chat with the new families.

The name tag project has reached a plateau. The big white tags with the red door are well used by ushers and greeters. The goal is to have everyone who is interested in being recognized, wearing these tags on Sunday morning. How do we work toward that? One goal is a central, very visible location to pick up and return tags. Stay tuned on this one!

Starting this past fall, Outreach funded extended mailing of the Blaze to new occupants in our service area.

With encouragement from the congregational leadership team, Outreach continues to pursue renewal of the “shepherding” concept or some type of organized contact with new members to help their involvement in congregation activities.

One of central Indiana’s authorities on member involvement told a seminar which Pastor attended this fall, that about 44% of those joining a mainstream congregation become regular attendees and active in some congregation program. This figure seems true for Bethlehem, and we’re looking for ways to increase it.

Outreach members are Norma Crabiel, Pastor Felde, Bev Todd, Wanda Swenson (cutting back but keeping her hands on the sheet cake) and Jim Swinford.

Jim Swinford

Chair, Outreach Ministry

ANNUAL REPORT FOR 2010
WORSHIP MINISTRY

JOHN SEEST

Worship Ministry at Bethlehem is led and assisted by many dedicated people. Not everyone can be mentioned, but the following leaders have played an important role in 2010:

Organist and/or Choir Director: Kent Steele, Caryl Thompson, John Seest, Jim Bischoff, Peter Rogahn.

All volunteer musicians.

Choir: Adult and Children's Choir members, Children's Choir leader Laura Cummings.

Adult Choir Leaders: Sarah Clark and Claire Boxell (paid sopranos) and choir soloists.

Choir Librarians: Carl and Norma Crabiel.

Cantors: Andy Swenson, Kent Steele.

Ushers and Junior Ushers: Rick Roberts.

Lectors: John Seest.

Communion Preparation: Shirley Daniell.

Flower Delivery: Ruth and Jack Skillman.

Worship Planning: Pastor Felde, Peter Rogahn, John Seest, Jo Locker, Amy Kirchner, Ken McCune.

Council Liaison: Amy Kirchner.

Children's Sermons: Eadie Barrie.

Sanctuary Preparation: All those who helped to decorate and clean the Sanctuary!

Acolytes: Mary Beth Wott, Eric Wott.

Of course, we must also give a special thanks to Pastor Felde for his leadership and fresh ideas. Thanks also go to Karen Rider for her hard work in the office dealing with many details and deadlines.

It was encouraging to see continuing youth participation in services. This included acolytes, readers, musicians, and decorators. Again this year, on Christmas Eve, *Marron Stephan* and *Leah Vadas* gracefully led the Holy Family, played by *Sam Alder* and *Madeline Smith*, into the church. This was a very moving moment.

We continued the new tradition of Christmas caroling, which was much appreciated by those we visited. This year our annual folk music service was combined with the church picnic in Broad Ripple Park. We thank the Central Indiana Folk Music and Mountain Dulcimer Society and our own musicians for leading the music.

New this year was the combining of the 8:30 a.m. and 11:00 a.m. services into a single 9:30 a.m. service during the summer. This helped to fill the church during the summer when attendance is usually lower. It also gave a chance for members to see those who usually attend other services.

Our worship leadership underwent a major change with the departure of Woosug Kang at the beginning of the year. Great thanks go to those who helped to provide leadership during that time. We are particularly grateful for the timely arrival of Jim Bischoff, who served as our interim Precentor from March until Peter Rogahn arrived in July.

Peter has been a very effective Precentor in many ways and we thank him for his hard work. Of special mention is his work to prepare the choir to present the Pergolesi *Magnificat* at an Advent worship service. Another highlight was the Hymn Festival that he created and led on Christ the King Sunday in November.

This report would not be complete without mentioning the important role of the entire congregation. Our worship style is not easy and we must work to provide our best offering to God. This requires your attendance at the “practices” that are held once a week on Sundays at 7:30, 8:30 and 11:00 a.m. The Church has been practicing for thousands of years and the practices are scheduled to continue indefinitely.

John Seest

Chair, Worship Ministry

ANNUAL REPORT FOR 2010
PRECENTOR'S REPORT

PETER ROGAHN

The year 2010 has been very fruitful for music at Bethlehem Lutheran Church. This past fall we welcomed another soprano section leader, Claire Boxell, to the choir. She has added wonderful support and leadership to the choir with her voice. In addition, we combined services on November 21 to present a Hymn Festival Service entitled "Crown Him with Many Crowns" for Christ the King Sunday. This magnificent service included hymns centered on Christ the King, brass and percussion music, two choral anthems, and the Children's Choir singing *Beautiful Savior*. I would like to thank all the musicians involved including **you**, the congregation, for bringing your voices together in congregational song! I would also like to thank Pastor Felde for his vision and insight for this very rich service.

On December 19, the Choir and orchestra presented Giovanni Battista Pergolesi's *Magnificat* for the Advent season. The Choir also presented a variety of Christmas carols on Christmas Eve. I would like to thank *each and every member of the Choir*, and section leaders *Sarah Clark* and *Claire Boxell* for their commitment to leading worship this year.

The *Children's Choir* and *Laura Cummings* have worked very hard this year. I would like to thank them for their dedication. The Children's Choir is such a vital part of our ministry at Bethlehem, as we continue to give the children an opportunity to experience a musical and liturgical education - a rarity in the current times.

I would like to thank our many talented and dedicated musicians at Bethlehem for their contributions to enhancing our worship services: *Bob Wood*, *Tim Wott*, and *Will Cummings* on trumpet, *John Seest* on trombone, *Laura Cummings* on violin, *Jon Crabiel* on percussion, and *Melissa Gallant* on harp. Thanks to *Joe Cummings* and *Will Deane* for their musical offerings on piano throughout the year.

Many thanks go to *Pastor Felde* for his attention and support to the music program at Bethlehem. I would like to thank *John Seest* for everything he does including: playing trombone, organ, singing in the choir, and his work with the worship committee. A special thank you to *Jim Bischoff* for his leadership during the interim.

As I have stated before, the Choir always welcomes new members – regardless of any singing experience! Bethlehem's choir consists of people from many diverse backgrounds and experiences. Everyone brings and offers their own unique voice as well as their personality to the choir. This gives meaning and adds to our tradition in song, just as a congregation comes together every Sunday to offer their voices in praise to God. We can keep this tradition strong and alive by adding new faces to the ones already present. The music program is blessed to have so much support at Bethlehem Lutheran Church. Let us continue to feed and nurture this important ministry so that we may offer our best to God in praise and worship.

Peter Rogahn

ANNUAL REPORT FOR 2010
CHILDREN'S CHOIR

LAURA CUMMINGS

The Children's Choir meets on Sundays for 25 minutes from 10:45- 11:10 a.m. and is open to children from fourth grade to eighth grade. They sang *Rejoice and Sing With Me* with Jon Crabiel on percussion at the Shrove Tuesday pancake supper, *Hosanna* with the adult choir on Palm Sunday and *Let All Things Now Living* in worship in May. This fall, they shared *Beautiful Savior* with the congregation in October, and *He is Born, the Divine Christ Child* in December. Tyler Wott and Joe Cummings shared the first verse of *Once in Royal David's City* at the beginning of the 11:00 p.m. Christmas Eve service. We sang traditional Christmas carols every Sunday starting in October so we would know them deeply for caroling in December (Christmas carols are 'heart' music that make a deep connection for a child's entire life), and a good sized crew of children came to sing on the church caroling Saturday. Caroling is much appreciated by those who are visited, but it doesn't "just happen". The children must be taught and invited to participate in order for the tradition to continue.

The focus of the choir is to learn the wonderfully rich tradition of Lutheran worship through music. I choose music – particularly hymns -- that they will hear over and over again throughout their lives, not just specially composed children's choir anthems that are not well-known. Given our limited rehearsal time, I am very proud of the strong singing that we have been able to share this past year! We work on singing canons during rehearsals, and have gotten to the point that we can sustain four parts at a time!

The members are *Tyler Wott, Leah Vadas, Imran Jalloh, Mikayla Gallagher, Mark and Joe Cummings, Susan Biederstedt, Marron and Anna Stephan, and Jonathan, Erin, and Madeline Smith.*

This year, we also were blessed with a "Scarf Ministry". Rather than simply purchase cheap imported scarves for the children to wear while caroling, we asked church members to knit or crochet red scarves. We received 30 scarves, all made in only two months! The children and adults wore them while caroling, and the children wore them again on December 12 during worship. A huge thank you goes to our scarf-makers (many made more than one scarf!) and those who provided food for our "Knit-Night": *Eadie Barrie, Mary Cummings, Karen Rider, Erin Hetzel, Sarah Felde, Christine Felde, Julie Smith, Karen McCune, Bev Todd, Becky Kendall, Bev Emmons, Anna White, Laura Leininger, Chervyl Leshner, and Harriet Coppoc.* My most humble apologies if your name doesn't appear on the list – please let me know if I have omitted anyone.

I must thank *Carl Crabiel, Pastor Felde, Peter Rogahn, Mary Beth Wott, and Jim Bischoff* for all of their behind the scenes help. It takes many people to make a children's choir work, and I am deeply grateful for your support. Finally, I must thank the parents of the children—"Thank you for having your children be a part of the choir!"

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