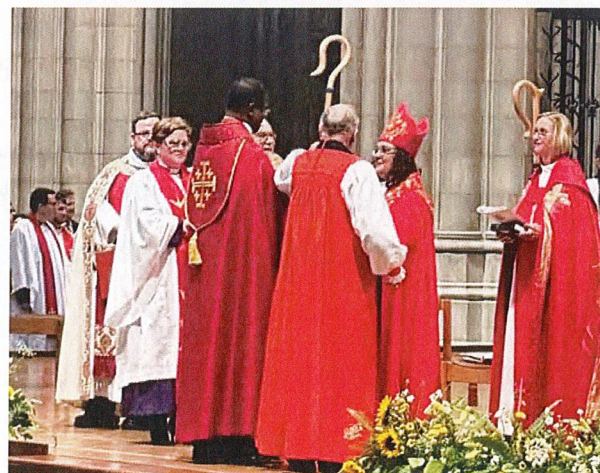
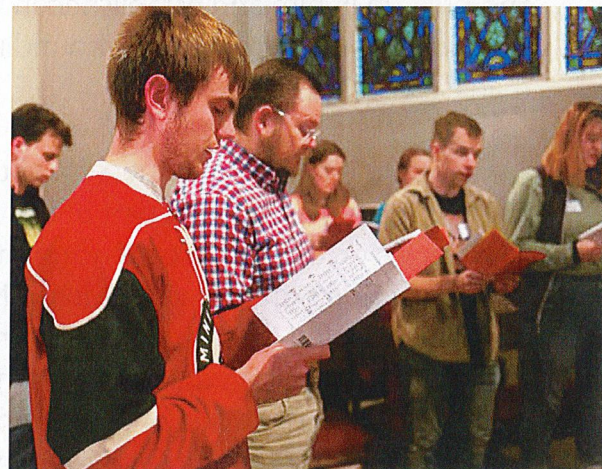


ANNUAL REPORT 2025



Evangelical
Lutheran Church
in America

A MESSAGE FROM PRESIDING BISHOP YEHIEL CURRY

Dear friends in Christ,

As Lutherans, we are set free to love our neighbors and seek justice. In Colossians 2, we read: “As you therefore have received Christ Jesus the Lord, continue to walk in him, rooted and built up in him and established in the faith, just as you were taught, abounding in thanksgiving” (6-7).

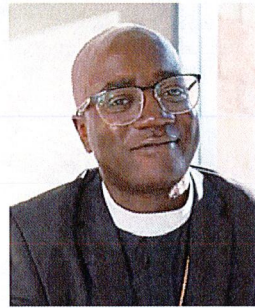
I am abounding in thankfulness for you, church. You are an integral part of this mission as we envision a world experiencing the difference God’s grace and love in Christ make for all people and creation. The ministries of congregations including yours, our synods and the ELCA churchwide organization are all working together today and every day so more people may know the way of Jesus and discover community, justice and love. From providing food to people experiencing hunger, to helping train the next generation of leaders that will lead this church, your support is at work here at home and around the world.

Your generosity to each of the three expressions of the church — your congregation, your synod and the churchwide organization — has made it possible for us to do this work

together. Your financial resources, your time volunteering and accompanying others, and your voices are so valued.

As we look ahead to the coming year, I encourage you to continue to walk in Christ, remembering you are rooted and established in faith, and free to love and serve your neighbors. Thank you, church, for the ways you connect with and support our siblings across the ELCA and in our communities.

In Christ,



A handwritten signature in black ink, appearing to read 'Yehiel Curry'.

The Rev. Yehiel Curry
Presiding Bishop
Evangelical Lutheran
Church in America

“As you therefore have received Christ Jesus the Lord, continue to walk in him, rooted and built up in him and established in the faith, just as you were taught, abounding in thanksgiving.”

—Colossians 2:6-7

Annual Meeting Agenda
Bethlehem Lutheran Church
January 25, 2026

Call to Order

Opening Prayer

Approval of Agenda

Approval of 2025 Annual Meeting Minutes White pages

Reports

Pastor White pages

Financial Officers Green pages

Committees & groups Ivory pages
 BWELCA, Farm, Social Concerns, Memorial

Mission Endowment Fund Gold pages

Old Business

New Business

1. Approval of the 2026 Budget Green pages
 - a. Parsonage maintenance – garage siding, roof, windows - \$20,000 Budget
2. Approval of the 2026 Mission Endowment Budget Gold page
3. Elections – Council, Endowment Committee,
 Farm Committee, Nominating Committee
4. Call Committee

Other Business

Closing Prayer – Lord’s Prayer

Adjournment

Voting Members

December 31, 2025

Bethlehem's Constitution defines a voting member as follows: ***Voting members are confirmed members. Such confirmed members shall have communed and made a contribution of record during the current or preceding year.*** Attendance records and offering statements based on envelope usage are the only records on which the following list can be based.

1. Shelley Beeck
2. Kathy Becker
3. Lary Becker
4. Meagan Behrle
5. Karisa Brown
6. McKenna Brown
7. Rochelle Busch
8. Debra Christiansen
9. Jerimiah Christiansen
10. Sean Christiansen
11. Wyatt Christiansen
12. Colt Doll
13. Kelly Doll
14. McKenna Doll
15. Scott Doll
16. Donna Dosland
17. Kathy Duffey
18. Leta Dunt
19. Joyce Feuss
20. Tricia Feuss
21. Darla Fields
22. Jeff Fields
23. Tom Gerdes
24. Jimmy Hicks
25. Marlene Hicks
26. Jenna Holtz
27. Jim Holtz
28. Jody Holtz
29. Joshua Holtz
30. Kelsey Holtz
31. Brent Ihns
32. Charlotte Ihns
33. Clara Ihns
34. Diana Ihns
35. Enos Ihns
36. Jessica Ihns
37. Warren Ihns
38. Jerry Kapinski
39. Connie Kleppe
40. Gale Kleppe
41. Joan Kleppe
42. Roger Kleppe

43. Barb Labath
44. Aaron Lubitz
45. Katie Lubitz
46. Jone Paarmann
47. Les Paarmann
48. Callie Petersen
49. Coy Petersen
50. Becky Ihns-Petersen
51. Josie Petersen
46. Bill Pithan
47. Ellen Pithan
48. Al Schroeder
49. Jeanette Schroeder
50. Kelly Schroeder
51. Lucile Schurbon
52. Ed Sheldon
53. Allan Smith
54. Jason Sullivan
55. Haley Sullivan
56. Xera Tubbs
57. Tim Thiede
58. Ellen Tomasi
59. Stephen Tomasi
60. JC Watson
61. Madge White
62. Brent Willimack
63. Jessica Willimack
64. Cassidy Willimack
65. Doug Wulf
66. Madison Zeller
67. Noah Zeller
68. Sue Zeller

Associate Members

1. John Alden
2. Kris Becker
3. Deanne Bennett
4. Elenor Bentrutt
5. Chad Christiansen
6. Cody Current
7. Courtney Current
8. Gary Current
9. Stacy Current
10. Heth Davis
11. Shawna Davis
12. Lola DeMoss
13. Rex Duffey
14. Melissa Ford
15. Chase Gruenwald
16. Halie Gruenwald
17. Hannah Gruenwald
18. Ryne Gruenwald
19. Emily Kleinsmith
20. Marcia Kleinsmith
21. Paul Kleinsmith
22. Ryne Kleinsmith
23. Tracy Kleppe
24. David Mickelson
25. Sara Mickelson
26. Kindy Nissen
27. Dale Rickels
28. Dylan Rickels
29. Laurie Rickels
30. AJ Schroeder
31. Jo Thiede
32. Bruce Von Sprecken
33. Joan Von Sprecken

Bethlehem Lutheran Church
Annual Meeting
Sunday, January 26, 2025

Meeting was called to order at 9:38 am and opened with the Lord's prayer.

Present: see sign in sheet

A corrected Voting Member list was passed out to all present and will replace that which was included in the printed reports.

Approval of Agenda - Tim Thiede/m, Al Schroeder/s, /c to approve

Approval of 2024 Annual Meeting Minutes - Tim Thiede/m, Tom Gerdes/s, /c to approve

Pastor's report: corrections were noted to change the last names of Hudson & Lennox to correct spelling of Hute

Reports:

1. correction was needed to change that in the Annual Report for the Audit Committee to read that the committee met on January 9, 2025 (not 2024)
2. Committee reports - Jessica Ihns/m, Enos Ihns/s, /c to approve
3. Mission Endowment Fund Budget – Tim Thiede/m, Enos Ihns/s, /c to approve

Old Business: None to address

New Business:

1. Budget for 2025 – information about an Interim Pastor was presented, including that this would be a part-time position of 24 hours per week and that BLC would be responsible for 60% of the expense
 - a. Motion by Al Schroeder to vote on whether or not to call the interim pastor, second by Tim Thiede
 - b. Paper ballot was majority “yes” to call the interim pastor – Pastor Roberta Pierce
 - c. Motion by Jim Holtz to approve the budget for 2025, second by Sue Zeller, /c to approve
2. Elections – Enos Ihns/m, Jessica Ihns/s, /c to approve a unanimous ballot
 - a. New Council Members – Jim Holtz and Tim Thiede
 - b. Mission Endowment – 2nd terms for Jessica Willimack and Sue Zeller
 - c. Farm Committee – Tom Gerdes
 - d. Audit Committee – Connie Kleppe, Joan Kleppe, Al Smith
 - e. Paper ballots to nominate members for both the Call Committee and Nominating Committee were distributed and collected, with results to be tabulated after the meeting

To Adjourn: Marlene Hicks/m, Jerry Kapinski/s, /c at 10:11 am.

Respectfully submitted:

Jessica Ihns, Secretary Pro-tem

Annual Report 2025

I began as your interim pastor on March 1, 2025. I am a part-time interim, which means I am only asked to be at Bethlehem and St. Mark two days a week. I am also given credit for time at home to prepare for worship and confirmation or make phone calls and schedule appointments. My office hours during the school year are Wednesdays, 4-6 p.m., at Bethlehem, with confirmation class at 6 p.m. I spend time earlier on Wednesdays or another day of the week for visits to homebound members. I realize that the distance from my home to the churches is somewhat limiting, but I am available to come and meet with members anytime that is convenient for them if they call and schedule an appointment. During the summer months, I prefer to be at Bethlehem on Thursdays so I can have time with Deanne.

I am enjoying my time at Bethlehem and St. Mark. If there is more I can do to enhance our ministry together, please let me know. If you know of homebound members that I have not contacted yet, I will be glad to add them to my visitation list. If you have thoughts on the ministry we are doing, I would be glad to have a discussion with you. My goal is to keep the ministry at Bethlehem and St. Mark healthy and steady as you look forward to the future with a new pastor.

I know some of you are probably anxious to find a pastor to serve your churches. The best advice I can give you is to be patient. There is a pastor out there who will be a great fit for you, but you don't want to rush the process. Once that person is found, you will be so glad you waited for them. Until that time comes, I am your pastor and I will do my best to serve you as we continue on this ministry journey together.

If you are in the area on Wednesdays between 4 and 6 p.m., stop in at Bethlehem for a visit. I would like to get to know you better.

Blessings,
Pastor Roberta Pierce

Pastoral Acts

Baptisms

N/A

Confirmations

Colt Doll

Sean Christiansen

Marriages

N/A

Funerals/Burials

Stella Franck

Betty Rehmke

Marlene Feuss

Membership Statistics

	Baptized	Confirmed
Membership: Dec 31, 2024	293 ^Δ	185 ^Δ
Membership Received		
Baptism	3	0
Transfers	0	0
Adult Affirmations	0	0
Baptized Youth Confirmed		2
Membership Removed		
By death	3	3
By transfer to ELCA	0	0
By transfer to Non-ELCA	0	0
Total Removed	3	0
Membership: Dec 31, 2025	290 ^Δ	184 ^Δ
Voting Membership	68	

Average Attendance

2022- 34

2023- 41

2024- 41

2025- 41

2025 Officers and Committees

Council:

President	Brent Ihns - Farm
Vice President	Tim Thiede
Secretary	Josh Holtz
Treasurer	Becky Petersen Al Schroeder- Property Jim Holtz

BWELCA Board:

President	Connie Kleppe
Secretary	Diana Ihns
Treasurer	Darla Fields

Endowment:

President	Scott Doll
V-President	Sue Zeller
Secretary	Jessica Ihns
Treasurer	Jessica Willimack

Member:

Gale Kleppe

Farm:

Jim Holtz, Tom Gerdes, Brent Ihns-council rep

Call Committee: Jessica Ihns, Jone Paarmann, Tim Thiede, Brent Ihns, Jody Holtz

Memorial:

Treasurer Jessica Ihns

Members:

Joan Kleppe, Kelly Schroeder

Social Concerns:

Rochelle Busch, Jone Paarmann

Nominating Committee:

Jone Paarmann, Connie Kleppe, Jody Holtz and Sue Zeller

Audit Committee: Connie Kleppe, Joan Kleppe, Allan Smith

Education:

Church Financial Secretary: Jessica Ihns

Church Bookkeeper: Jone Paarmann

Personnel: Organist: Brenda Vacek Church Secretary: Deanne Bennett
Custodian: Sara Mickelson

2025 Treasurer's Report

Income	
Offering	\$ 71,299.40
Benevolence	\$ 320.00
Loose	\$ 1,565.37
World Hunger	\$ -
SMLC Reimbursement	\$ 9,068.94
Farm Rent	\$ 53,189.50
Other (food pantry, rent)	\$ 5,497.29
TOTAL	\$ 140,940.50

Expenditures	
Our Mission In World/Community	\$ 11,784.78
Our Mission at Home	\$ 5,604.62
Our Pastoral Ministry	\$ 37,640.60
Supporting Mission/Ministry	\$ 58,226.50
Non-budgeted Mission World/Comm	\$ 4,423.35
TOTAL	\$ 117,679.85

Checking Account	
Balance 1/1/25	\$ 12,620.73
Income	\$ 140,940.50
Expenses	\$ 117,679.85
Balance	\$ 35,881.38
**excess funds to savings	\$ 30,000.00
Balance 12/31/2025	\$ 5,881.38

Savings Account	
Balance 1/1/25	\$ 8,185.42
Interest for 2025	\$ 116.78
Transfer	
Deposit	\$ 35,319.00
Withdrawal	
Balance 12/31/2025	\$ 43,621.20

Parsonage Fund	
Balance 1/1/25	\$ 9,987.18
Income	\$ 8,700.00
Expenses	
Balance 12/31/2025	\$ 18,687.18

CD 12mo@4.25% 3-5-2026	\$ 77,209.91
CD Interest	\$ 3,609.59
Total CD	\$ 80,819.50
Total Liquid Assets	\$ 149,009.26

ELCA Mission Support		2025
8.25% of Member Giving	\$	6,011.34
Designated Benevolence	\$	320.00
World Hunger	\$	-
	\$	6,331.34

2026 Annual Budget - Proposed

	2025 Budgeted	2025 Received	2026 Proposed Budget
INCOME			
Member Giving	\$ 65,250.00	\$ 71,299.00	\$ 70,000.00
Farm Rent	\$ 53,190.00	\$ 53,190.00	\$ 52,280.00
Parsonage Maintenance - Income	\$ -	\$ -	\$ 20,000.00 *A
Other	\$ 3,356.00	\$ 7,382.00	\$ 4,800.00 *B
TOTAL INCOME FOR BLC	\$ 123,146.00	\$ 131,871.00	\$ 149,080.00
<i>St. Mark's 25% of Pastoral Ministry</i>	<i>\$ 30,150.00</i>	<i>\$ 9,069.00</i>	<i>\$ 12,968.00</i>
Total Income for BLC including SMLC	\$ 153,296.00	\$ 140,940.00	\$ 162,048.00

	2025 Budget	2025 Expenses	2026 Proposed Budget
EXPENSES			
Our Mission in the World & Community			
1 ELCA Mission Support (8.25%)	\$ 5,150.00	\$ 6,466.00	\$ 5,775.00
2 Synod Assembly Costs	\$ 500.00	\$ -	\$ 500.00
3 Gifts and Memorials	\$ 500.00	\$ -	\$ 500.00
4 Fruits from Farm to Endowment	\$ 5,319.00	\$ 5,319.00	\$ 5,228.00
	\$ 11,469.00	\$ 11,785.00	\$ 12,003.00
Our Mission at Home			
6 Worship - supplies	\$ 1,500.00	\$ 1,495.00	\$ 2,800.00
7 Organist	\$ 4,100.00	\$ 3,954.00	\$ 4,200.00
8 Faith Formation / Education	\$ 300.00	\$ 157.00	\$ 500.00
9 Community Assistance Funds	\$ 200.00	\$ -	\$ 200.00 *C
	\$ 6,100.00	\$ 5,606.00	\$ 7,700.00
Our Pastoral Ministry			
10 Pastor's Salary	\$ 49,590.00	\$ 37,641.00	\$ 46,300.00 *D
11 Pastor's Benefits (soc sec + med + pension)	\$ 10,592.00	\$ -	\$ -
12 Extra Pastoral Services	\$ 1,100.00	\$ -	\$ 1,000.00
13 Reimbursements	\$ 4,600.00	\$ -	\$ 4,570.00
	\$ 65,882.00	\$ 37,641.00	\$ 51,870.00
Supporting Our Mission and Ministry			
14 Secretary	\$ 4,525.00	\$ 4,485.00	\$ 4,600.00 *E
15 Custodian	\$ 4,850.00	\$ 4,860.00	\$ 5,000.00 *E
16 Bookkeeper	\$ 1,200.00	\$ 1,200.00	\$ 1,200.00
17 FICA - Secretary & Custodian	\$ 800.00	\$ 798.00	\$ 800.00
18 Office supplies / equipment	\$ 3,000.00	\$ 3,117.00	\$ 3,500.00
19 Communications / Telephone	\$ 4,250.00	\$ 1,235.00	\$ 1,500.00
20 Postage	\$ 225.00	\$ 382.00	\$ 500.00
21 Repairs/upkeep - church	\$ 2,500.00	\$ 6,200.00	\$ 2,500.00
22 Parsonage housing allowance	\$ 6,000.00	\$ 6,000.00	\$ 26,000.00 *F
23 Electricity	\$ 4,500.00	\$ 2,775.00	\$ 3,000.00
24 Fuel	\$ 6,000.00	\$ 4,303.00	\$ 4,800.00
25 Water, Sewage, Garbage	\$ 1,250.00	\$ 771.00	\$ 1,000.00
26 Insurance	\$ 10,100.00	\$ 11,152.00	\$ 13,025.00 *G
27 Farm Expenses and Taxes	\$ 5,700.00	\$ 5,631.00	\$ 5,800.00
29 Retained savings from farm rent (10%)	\$ 5,319.00	\$ 5,319.00	\$ 5,228.00
	\$ 60,219.00	\$ 58,228.00	\$ 78,453.00
5 Non Budget Sharing (WH, 20/20, Food Pan)	\$ -	\$ 4,423.00	\$ -
TOTAL	\$ 143,670.00	\$ 117,683.00	\$ 150,026.00
<i>Reimbursements from SMLC for Pastor</i>	<i>\$ (19,599.00)</i>	<i>\$ (9,069.00)</i>	<i>\$ (12,968.00)</i>
TOTAL OPERATING EXPENSES FOR BLC	\$ 124,071.00	\$ 108,614.00	\$ 137,058.00

*A - Use ~\$18,700 from existing Parsonage fund, balance from \$6,000 - 2026 parsonage contribution

*B - Benevolence, World Hunger, Thrivent, use of church, Misc

*C - Evangelism / Stewardship / Benevolence

*D - see Pastoral Salary sheet for further information - Salary based on Synod Guidelines for 2026.

*E - 2.5% increase per employee (cola)

*F - BLC will fund 100% as no one is living there. Garage siding (~\$10K), roofing & windows (~\$10K).

*G - Insurance rate going up ~25%

*Excess funds will be moved to savings

	Yearly Full Time	75.00% Cost Share BLC	25.000% Cost Share SMLC	
Base Pay	\$ 22,300.00	\$ 16,725.00	\$ 5,575.00	14-Years
Housing Allowance	\$ 24,000.00	\$ 18,000.00	\$ 6,000.00	60% Call
SS Allowance	\$ -	\$ -	\$ -	8.23%
Defined Compensation	\$ 46,300.00	\$ 34,725.00	\$ 11,575.00	

- Health Insurance \$ -
 - Disability \$ -
 - Life Insurance \$ -
 - Retirement \$ -
 - Retiree Support \$ -
 - Benefits Cost** \$ -
- 0.00% Covered by Reserves - No Cost
 3.00% Defined Compensation
 0.30% Defined Compensation
 12.00% Defined Compensation
 0.70% Defined Compensation

Base Pay + Benefits \$ 46,300.00 \$ 34,725.00 \$ 11,575.00

Mileage \$ 2,520.00 \$ 1,890.00 \$ 630.00
 Continuing Education \$ 850.00 \$ 637.50 \$ 212.50
 Synod Assemble, Boundary Training, Fall Conference \$ 650.00 \$ 487.50 \$ 162.50
 Books/Publications \$ 550.00 \$ 412.50 \$ 137.50

300.00 \$ 0.7000 Assume 300 miles per month both congregations (2025 rate)
 per year
 per year
 per year

Misc. Expenses \$ 4,570.00 \$ 3,427.50 \$ 1,142.50
Total Pastoral Care Cash Expense \$ 50,870.00 \$ 38,152.50 \$ 12,717.50

- Phone & Internet \$ -
 - Garbage, Water, & Sewer \$ -
 - Electricity \$ -
 - Gas - Heat \$ -
 - Utilities \$ -
- 225.00 per month
 85.00 per month
 200.00 per month
 150.00 per month

Total Cash Outlay with Parsonage \$ 50,870.00 \$ 38,152.50 \$ 12,717.50

Supply Pastor \$ 1,000.00 \$ 750.00 \$ 250.00 per Sunday - Assume 4 Vacation Sundays

Total Cost with Supply Pastor \$ 51,870.00 \$ 38,902.50 \$ 12,967.50

Vacation 4 Weeks recommended

Church Savings Acct.	
1-1-25 Church Savings A/C Balance	\$ 8,185.42
3-2-25 Budget line item 29 amt transferred from Ck	\$ 5,319.00
6-30-25 Interest	\$ 43.04
9-30-25 Interest	\$ 23.73
10-14-25 Transfer excess funds from Checking	\$ 30,000.00
12-31-25 Interest	\$ 50.01
	\$ 43,621.20
Parsonage Savings A/C	
1-1-25 Parsonage Savings A/C Balance	\$ 9,987.18
12-29-25 Unused budgeted parsonage exp from CK	\$ 6,000.00
12-29-25 Endowment distribution for parsonage exp	\$ 2,700.00
	\$ 18,687.18
12-31-25 Total Savings	\$ 62,308.38

CD A/C	
1-1-25 CD Balance	\$ 77,209.91
3-5-25 Interest	\$ 1,914.38
New 12 month CD @ 4.25; due 3-5-26	\$ 79,124.29
9-5-25 Interest	\$ 1,695.21
12-31-25 TOTAL CD	\$ 80,819.50
12-31-25 Total Savings + CD	\$ 143,127.88

BWELCA 2025 REPORT

Quilting began Mon. Jan.6 and ended on Mar.31. Some of us met on Wed. as well. We had around 15-20 diligent workers and completed 231 quilts!! The kitchen help consisted of 4 guys who ate with us, delivered some carry outs, and cleaned up the kitchen. Thanks a bunch fellas! Also a big thank you to all who helped in anyway with our quilting project.

The quilts were gifted to: The King House and Hightower in Clinton, DVIP, Open Heartland, and inside Out in Iowa City, Lutheran Social Services of Iowa in Davenport, Union Presbyterian Church, Our Lady of The Holy Rosary, Bethlehem Lutheran of Lost Nation and Lutheran World Relief. Several were sent to EWALU in Strawberry Point for their annual quilt auction on September 20.

Three "Quilts of Valor" were presented at the Lost Nation Legion Veterans Day Program. One quilt was made especially for the Golden Saddlebred Horse Association, Wichita, Kansas.

We hosted the Annual Cheer Brunch on Sat. Feb.1 with special guest speaker Sara Hogan from Sleep in Heavenly Peace of Jackson County, an organization that builds and delivers beds to kids who do not have a bed. We packed and delivered 40 cheer plates.

The Friendship Party was held on Feb.16th with 42 adults and children enjoying tacos, ice cream, and bingo.

World Day of Prayer was observed on Sunday Mar.2nd with a noisy offering of \$78.35 which included \$25 of our annual budget. The Cook Islands were the focal country this year.

The Lenten Soup Suppers were held Mar.12,19,26 and Apr.2 and 9th.The soup suppers collected \$525 and combined with the \$350 LNE dividend of the BWELCA, items from the "Good Gifts Program" were purchased for the needy. The Congregation and youth packed 64 baby care kits and 80 personal care kits along with the quilts.

The Spring Quilt Display and Luncheon with Bake Sale was held on Sat. Apr.5.

The Spring yardwork/ cleaning day was held on Sunday April 27.

The Senior/Senior Celebration was held Sunday May 4th. McKenna Brown was our only graduating Senior and 10 senior members were honored.

The Community Coffee was held June 19th.

The Ice Cream Social was held June 29th

We hosted the Community VBS June 23,24,&25 and we served the 1st evening meal.

We also hosted the Rustic Days Ecumenical Brunch following church services on July 20.

We sent items to DVIP from their needs list along with a monetary gift for meals for the residents.

Kelchen Klean from Cascade was contracted to clean the main sanctuary/ altar this year in August.

Sept. election of officers for 2026 Pres.- Connie Kleppe, Secretary- Diana Ihns, Mission Growth/Stewardship- Kelly Schroeder.

The EWALU Quilt Auction was held Sept.20. Bethlehem's quilts brought \$545.

We packed 128 School Kits in September with the help of the youth and guys!! Many Thanks for all the help! They were delivered to Cedar Rapids on Oct.18

We were able to send 20 sets of coveralls to the Iowa City DVIP program to be distributed to the homeless vets. Thanks to all who helped to make that possible!

Other Fall events were the Harvest Table, Treat the Food Pantry, and the Thank Offering Service led by the Mission Community/Justice Committee

On Nov. 30, we decorated the church for Christmas and enjoyed pizza afterwards for our Christmas Party.

BWELCA OFFICERS FOR 2025

Pres- Connie Kleppe

Sec.- Diana Ihns

Treas. – Darla Fields

Mission Action – Rochelle Busch

Mission Community – Jone Paarmann

Mission Growth – Kelly Schroeder

We've had a busy year and offer many thanks to all who helped us with all of our projects!

Blessings to you all in 2026

Connie Kleppe

BWELCA BUDGET FOR 2025

Special Gifts-Missions

Camp Courageous- Monticello	\$ 100.00
EWALU-Strawberry Point, Iowa	\$ 100.00
Habitat for Humanity-Scott Co.	\$ 100.00
Domestic Violence Intervention Program (Iowa City)	\$ 100.00
Lutheran Services in Iowa	\$ 200.00
Lutheran World Relief	\$ 100.00
Midland Post Prom-April	\$ 50.00
Clinton YWCA Domestic Violence	\$ 100.00
Wartburg Seminary-Chaplain Cindy Breed Scholarship	\$ 100.00
Global Health Ministries Shipping	\$ 100.00
World Day of Prayer Offering (Sunday, Mar. 1)	\$ 25.00

BWELCA Expenses

Materials, Handbooks, Quilting supplies	\$ 200.00
Sunday School Assistance/Bible School	\$ 200.00
Flowers \$ Gifts (fruit basket, community coffee)	\$ 150.00
Memorials (\$20.00 each member) *	
Youth Camperships (\$200.00 per camper)	\$1000.00
Matching Funds for Bible School offerings up to(at BLC)	\$ 250.00
Lutheran World Relief Shipping (\$40 April, \$40 October)	\$ 80.00

Conventions (reimbursed)

Triennial Convention: (July) expenses will be reimbursed equally to all attending up to a total of \$600.00	\$ 200.00 yrly
Triennial Offering: (in addition to individual offering)	\$ 50.00
Synodical Convention: (June) Expenses will be reimbursed equally by all attending up to	\$ 200.00
Synodical Offering: (in addition to individual offerings)	\$ 35.00

Notes

- ... 50% all offerings sent to the WELCA Benevolence cause.
- ... 100% Thankoffering goes to the Treasure of WELCA. none credited to the congregation budget.
- ... \$.40 per mile for travel to Synodical Conventions and workshops.

*Agencies receiving memorial gifts: Camp Courageous, YWCA Domestic Violence, Lutheran Services of Iowa, EWALU, L'Arch, Iowa Veterans Home

Memorial Fund - 2025 Report

Balance as of 12/31/2024	\$7246.55
Income – Memorial Gifts	
Robert Beeck	\$ 200.00
Betty Rehmke	\$1000.00
Income – Interest	<u>3.85</u>
Total Income	\$ 1203.85
Expenses	
None	
Total Expenses	<u>\$ 0.00</u>
Balance (1/1/2025) + Income for 2025	\$ 8450.40
Expenses	<u>- 0.00</u>
Balance as of 12/31/2025	\$ 8450.40

Committee Members: Jessica Ihns, Treasurer Joan Kleppe Kelly Schroeder

Social Concerns 2025 Report

Beginning Balance 1/1/25	\$	1,025.96	
INCOME:			
Fellowship	\$	587.30	
Interest	\$	<u>0.92</u>	
Total Income	\$	588.22	
EXPENSES:			
Fellowship Expenses			
Christian Outreach	\$	600.00	Breakdown below
Total Expenses	\$	<u>600.00</u>	
Ending Balance 12/31/25	\$	1,014.18	
January	\$	200.00	N. Carolina Flood Relief
			Project Hope - Ghana
March	\$	200.00	wells
October	\$	<u>200.00</u>	Coveralls for vets
	\$	600.00	

Members: Rochelle Busch, Jone Paarmann

Farm Committee 2025

In August, the Farm Committee met with Keith Dexter (Tom was absent). With the committee and council's approval, a new three-year lease was executed. The rentable acres were reduced from 116.9 acres to 114.9 to make the FSA acreage per Keith's request.

Rent was set at \$455/acre and will be the same for all three years of the lease. The rent payment for 2026, 2027, and 2028 will be \$52,279.50 with payments of half due March 1st and October 1st of the respective year.

Farm Committee – Tom Gerdes (Elected member), Jim Holtz (Elected member), Brent Ihns (Council member)

Audit Committee

The audit committee met on January 13, 2026. They found the books satisfactory.

Committee:

Connie Kleppe, Joan Kleppe, Al Smith

BLC Call Committee Report for 2025

The Call Committee was nominated by paper ballots during the 2025 Annual Meeting and members were notified in February 2025, and include – Jessica Ihns (committee chair), Jody Holtz, Brent Ihns, Jone Paarmann, and Tim Thiede. The Synod staff person who assists with transitions, Pastor Dan Kuckuck, was reportedly on sabbatical for several months in the spring to early summer of 2025. In late August, Synod staff member, Deacon Jodi Schuman, joined BLC and SMLC during a joint worship service to deliver the sermon message, as well as to meet with Call Committee members. The purpose of the Call Committee meeting was to discuss the monetary aspect of calling a new pastor and the guidelines that the Synod has revised in recent years. The call process was also discussed, with the next step primarily being to update and submit the Ministry Site Profile (MSP) on the website that is used in the call.

In November of 2025, surveys were distributed to the congregations of both BLC and SMLC. The surveys asked members to rank the top five ministry gifts and the top five ministry tasks that they feel are needed in a pastor being called to serve the congregations. These surveys were then tabulated and will be used in updating the MSP. The goal is to have the Call Committee meet in January or February of 2026 to review the MSP updates and then to present the MSP to the Councils of both churches for approval. Once the Councils approve the MSP, it will be submitted and then we wait to see when / if we match with a possible candidate. A reminder of the overall call process is provided below:

Overview of The Call Process

****Highlighted sections have been completed.**

****Currently in progress.**

Current Pastor Resigns

- Congregation Contacts Office of the Bishop – Pastor Pell's last Sunday was in December 2024

Congregation Council Meets with Bishop's Representative

- Interim Pastor/Process arranged – Pastor Roberta Pierce is serving as our Interim Pastor

Call Committee Appointed/Installed

- Call committee trained by bishop's representative – completed August 24, 2025
 - Call Committee members include: Jessica Ihns (chair), Jody Holtz, Brent Ihns, Jone Paarmann, Tim Thiede
 - SMLC committee members – Mackenzie Lasack, Jade Derynck, Tessa Pursell, Brenda Vacek

Ministry Site Profile (MSP) Completed

- Council reviews Synod Compensation Guidelines and gives call committee parameters for financial package
- MSP approved by congregation council
- MSP summary shared with the congregation

Call Committee Submits Nominations to Bishop's Representative

- This is optional. If the call committee chooses to receive nominations from the congregation, a form is provided by the bishop's representative.

Bishop's Representative Provides up to Three Names of Candidates and their Rostered Leader Profile (RLP)

- These names are confidential.
- Committee chooses to proceed with interviews.
- Interview process begins.

Call Committee Recommends One Candidate to the Council.

- A "Meet and Greet" event may be held.
- The council calls a congregational meeting in accordance with the constitution.

The Congregational Meeting is held.

- The candidate and the terms of compensation and benefits are provided.
- A two-thirds vote is required to issue the call.
- The candidate has 30 days to accept or return the letter of call. If the letter of call is accepted, plans are made for the transition and installation of the new pastor.

2026

**Bethlehem Mission Endowment Fund
2026 Budget**

	2025 Budget	2026 Budget
Endowment Value	\$803,176.00	\$811,853.00
Interest Income	4.63%	4.11%
1 Interest on CDs	\$37,147.00	\$33,367.00
2 10% returned to CD principal	<u>\$3,714.00</u>	<u>\$3,337.00</u>
Total Interest Income to Disburse	\$33,433.00	\$30,030.00

Disbursements

I. Local

1 LN EMTs	\$ 1,000.00	\$900.00
2 LN Food Pantry	\$ 2,000.00	\$1,800.00
3 LN Cemetery	\$ 1,200.00	\$1,000.00
4 Busch Cemetery	\$ 600.00	\$500.00
5 Smithtown Cemetery	\$ 600.00	\$500.00
6 Veterans - LN Legion	\$ 1,200.00	\$1,100.00
7 LN Scoop	\$ 800.00	\$700.00
8 LN Fire Department	\$ 1,000.00	\$900.00
9 Sleep in Heavenly Peace	<u>\$ 1,000.00</u>	<u>\$900.00</u>
Local Total	\$ 9,400.00	\$8,300.00

II. Synod & Area

7 LSI - Bremwood, Beloit	\$ 1,200.00	\$1,000.00
8 Women's Resource Center	\$ 1,200.00	\$1,000.00
9 DVIP - Iowa City	\$ 2,000.00	\$1,800.00
10 Ronald McDonald House	\$ 1,000.00	\$900.00
11 Camp Courageous	\$ 1,000.00	\$900.00
12 YMCA	<u>\$ 1,000.00</u>	<u>\$900.00</u>
Synod and Area Total	\$ 7,400.00	\$6,500.00

III. World

13 Missionary Sponsorship	\$ 1,000.00	\$900.00
14 BWELCA Quilts/LWR Kits	\$ 1,100.00	\$900.00
15 Mawuvio Outreach-Child Sponsorship	<u>\$ 1,000.00</u>	<u>\$900.00</u>
World Total	\$ 3,100.00	\$2,700.00

IV. Bethlehem

16 Elevator Maintenance	\$1,700.00	\$1,700.00
17 Parsonage/Church Remodeling	<u>\$2,700.00</u>	<u>\$1,200.00</u>
Bethlehem Total	\$4,400.00	\$2,900.00

V. Education

18 College Scholarships (Full & P.T.)	\$ 1,500.00	\$2,250.00
19 EWALU - General	\$ 1,000.00	\$1,000.00
20 EWALU - Camperships	\$ 1,000.00	\$1,000.00

2026

21 Midland Youth Food/Clothing Fund	\$	1,100.00	\$1,000.00
22 Delwood Youth Food/Clothing Fund	\$	1,100.00	\$1,000.00
23 Cal-Wheat Youth Food/Clothing Fund	\$	1,100.00	\$1,000.00
24 Lost Nation Library	\$	1,233.00	\$1,000.00
25 Maquoketa Schools – Food/Clothing Fund	\$	<u>1,100.00</u>	<u>\$1,000.00</u>
Education Total	\$	9,133.00	\$9,250.00

Total Interest Income Disbursements **\$33,433.00** **\$29,650.00**

Disbursements			
First Fruits from Farm Income	\$	5,319.00	\$5,228.00
26 Carroll Assistance Center		\$1,100.00	\$1,100.00
27 DAC, Inc. - Maquoketa		\$1,100.00	\$1,100.00
28 VNA - Hospice		\$1,519.00	\$1,500.00
29 Wartburg Chaplain Cindy Breed Scholarship		\$1,000.00	\$1,000.00
30 LN Hometown Pride		<u>\$600.00</u>	<u>\$528.00</u>
31 Total First Fruits Disbursements	\$	5,319.00	\$5,228.00

2025

ENDOWMENT FUND REGISTER 2025

DATE	CHECK#	DESCRIPTION	AMOUNT	BALANCE
01/01/25	BAL	Balance Forward		\$629.03
12/31/24	DEP	CDARS – Interest	\$2,212.16	\$2,841.19
01/01/25	---	Anamosa Prison Ministry #1339 not cashed in 2024	\$500.00	\$3,341.19
01/01/25	1354	Schumacher Elevator	-\$1,616.39	\$1,724.80
01/01/25	1355	VOID	\$0.00	\$1,724.80
01/01/25	1356	Northwest Comm College (Coy Peteresen)	-\$375.00	\$1,349.80
01/09/05	DEP	Interest – Checking	\$0.59	\$1,350.39
01/31/25	DEP	CDARS – Interest	\$2,212.16	\$3,562.55
02/07/25	DEP	Interest – Checking	\$0.49	\$3,563.04
02/28/25	DEP	CDARS – Interest	\$1,997.72	\$5,560.76
03/07/25	DEP	Interest – Checking	\$0.58	\$5,561.34
04/01/25	1363	EWALU General & Campership	-\$2,000.00	\$3,561.34
04/01/25	1364	Ronald McDonald House	-\$1,000.00	\$2,561.34
04/01/25	1365	Camp Courageous	-\$1,000.00	\$1,561.34
04/01/25	1366	YMCA	-\$1,000.00	\$561.34
04/01/25	1367	LN EMTs	-\$1,000.00	-\$438.66
04/01/25	1368	LN Food Pantry	-\$2,000.00	-\$2,438.66
04/01/25	1369	LN Cemetery	-\$1,200.00	-\$3,638.66
04/01/25	1370	Busch Cemetery	-\$600.00	-\$4,238.66
04/01/25	1371	Smithtown Cemetery	-\$600.00	-\$4,838.66
03/31/25	DEP	CDARS – Interest	\$2,212.16	-\$2,626.50
04/09/25	DEP	Interest – Checking	\$0.95	-\$2,625.55
04/30/25	DEP	CDARS – Interest	\$2,140.67	-\$484.88
05/09/25	DEP	Interest – Checking	\$0.39	-\$484.49
05/30/25	DEP	CDARS – Interest	\$2,212.16	\$1,727.67
06/09/25	DEP	Interest – Checking	\$0.44	\$1,728.11
06/15/25	1373	LN Scoop	-\$800.00	\$928.11
06/15/25	1374	LN Fire Dept	-\$1,000.00	-\$71.89
06/15/25	1375	Sleep in Heavenly Peace	-\$1,000.00	-\$1,071.89
06/15/25	1376	LSI Bremwood	-\$1,200.00	-\$2,271.89
06/15/25	1377	Women’s Resource Center	-\$1,200.00	-\$3,471.89
06/15/25	1378	DVIP	-\$2,000.00	-\$5,471.89
06/15/25	1379	Mawvio Outreach	-\$1,000.00	-\$6,471.89
06/30/25	DEP	CDARS – Interest	\$2,140.67	-\$4,331.22
07/09/25	DEP	Interest – Checking	\$0.43	-\$4,330.79
07/31/25	DEP	CDARS – Interest	\$2,212.16	-\$2,118.63
08/08/25	DEP	Interest – Checking	\$0.26	-\$2,118.37
08/18/25	1380	Midland CSD	-\$1,100.00	-\$3,218.37
08/18/25	1381	Delwood CSD	-\$1,100.00	-\$4,318.37
08/18/25	1382	Cal-Wheat CSD	-\$1,100.00	-\$5,418.37
08/18/25	1383	Maquoketa CSD	-\$1,100.00	-\$6,518.37
08/18/25	1384	LN Library	-\$1,233.00	-\$7,751.37

2025

08/18/25	1385	Kirkwood Comm College (M. Brown)	-\$375.00	-\$8,126.37
08/29/25	DEP	CDARS – Interest	\$2,212.16	-\$5,914.21
09/09/25	DEP	Interest – Checking	\$0.33	-\$5,913.88
10/01/25	DEP	CDARS Reinvestment	\$73.98	-\$5,839.90
10/01/25	DEP	CDARS – Interest	\$1,992.24	-\$3,847.66
10/09/25	DEP	Interest – Checking	\$0.23	-\$3,847.43
10/26/25	1386	Lost Nation Legion	-\$1,200.00	-\$5,047.43
10/26/25	1387	BWELCA	-\$1,100.00	-\$6,147.43
10/30/25	1388	Mawuvio Outreach	-\$1,000.00	-\$7,147.43
10/31/25	DEP	CDARS – Interest	\$2,126.93	-\$5,020.50
11/07/25	DEP	Interest – Checking	\$0.25	-\$5,020.25
11/28/25	DEP	CDARS – Interest	\$2,058.20	-\$2,962.05
12/09/25	DEP	Interest – Checking	\$0.26	-\$2,961.79
12/18/25	1389	Bethlehem- Parsonage/Church Remodel	-\$2,700.00	-\$5,661.79

2025

FIRST FRUITS FUND REGISTER 2025

DATE	CHECK#	DESCRIPTION	AMOUNT	BALANCE
1/1/2025	BAL	Balance Forward		\$ 897.58
3/3/2025	Dep	Transfer from First Fruits	\$5,319.00	\$ 6,216.58
04/01/25	1357	Carroll Assistance Center	-\$1,100.00	\$ 5,116.58
04/01/25	1359	DAC, Inc.	-\$1,100.00	\$ 4,016.58
04/01/25	1360	VNA Hospice	-\$1,519.00	\$ 2,497.58
04/01/25	1361	Wartburg Seminary	-\$1,000.00	\$ 1,497.58
04/01/25	1362	LN Hometown Pride	-\$600.00	\$ 897.58
				\$ 897.58

DISCRETIONARY FUND REGISTER 2025

DATE	CHECK#	DESCRIPTION	AMOUNT	BALANCE
1/1/2025	BAL	Balance Forward		\$9,494.60
03/31/25	1358	Midland Post Prom	-\$250.00	\$9,244.60
05/24/25	1372	Jessica lhns (clean-up pizza)	-\$68.78	\$9,175.82
08/20/25	---	First Trust – check blanks	-\$18.50	9157.32

CHECKING BALANCE 12/18/2025

Endowment Fund Balance	-5,661.79
First Fruits Fund Balance	897.58
Discretionary Fund Balance	<u>9,157.32</u>
TOTAL ENDOWMENT FUND	4,393.11

Note: On Oct. 30th – Mawuvio was paid and second time and Missionary Sponsorship did not receive funds In 2025.

2025

**Bethlehem Mission Endowment Fund
2025 Budget Checklist**

		2025 Budget	
Endowment Value		\$803,176.00	
Interest Income		4.63%	
	1 Interest on CDs	\$37,147.00	
	2 10% returned to CD principal	<u>\$3,714.00</u>	
	Total Interest Income to Disburse	\$33,433.00	
Disbursements			
I. Local			<u>PAID</u>
	1 LN EMTs	\$ 1,000.00	04/01/25
	2 LN Food Pantry	\$ 2,000.00	04/01/25
	3 LN Cemetery	\$ 1,200.00	04/01/25
	4 Busch Cemetery	\$ 600.00	04/01/25
	5 Smithtown Cemetery	\$ 600.00	04/01/25
	6 Veterans - LN Legion	\$ 1,200.00	10/26/25
	7 LN Scoop	\$ 800.00	06/15/25
	8 LN Fire Department	\$ 1,000.00	06/15/25
	9 Sleep in Heavenly Peace	<u>\$ 1,000.00</u>	06/15/25
	Local Total	\$ 9,400.00	
II. Synod & Area			
	7 LSI - Bremwood, Beloit	\$ 1,200.00	06/15/25
	8 Women's Resource Center	\$ 1,200.00	06/15/25
	10 DVIP - Iowa City	\$ 2,000.00	06/15/25
	11 Ronald McDonald House	\$ 1,000.00	04/01/25
	12 Camp Courageous	\$ 1,000.00	04/01/25
	13 YMCA	<u>\$ 1,000.00</u>	04/01/25
	Synod and Area Total	\$ 7,400.00	
III. World			
	14 Missionary Sponsorship	\$ 1,000.00	
	15 BWELCA Quilts/LWR Kits	\$ 1,100.00	10/26/25
	16 Mawuvio Outreach-Child Sponsorship	\$ 1,000.00	06/15/25
	17 Mawuvio Outreach-Child Sponsorship	<u>\$ 1,000.00</u>	10/30/25
	World Total	\$ 3,100.00	
IV. Bethlehem			
	18 Elevator Maintenance	\$1,616.39	01/01/25
	19 Parsonage/Church Remodeling	<u>\$2,700.00</u>	12/18/25
	Bethlehem Total	\$4,316.39	
V. Education			
	20 College Scholarships (Full & P.T.)	\$ 1,500.00	01/01/25 \$375.00

2025

21 EWALU - General	\$	1,000.00	04/01/25
22 EWALU - Camperships	\$	1,000.00	04/01/25
23 Midland Youth Food/Clothing Fund	\$	1,100.00	08/18/25
24 Delwood Youth Food/Clothing Fund	\$	1,100.00	08/18/25
25 Cal-Wheat Youth Food/Clothing Fund	\$	1,100.00	08/18/25
26 Lost Nation Library	\$	1,233.00	08/18/25
27 Maquoketa Schools – Food/Clothing Fu	\$	1,100.00	08/18/25
Education Total	\$	9,133.00	

Total Interest Income Disbursements **\$33,349.39**



First Fruits from Farm Income **\$ 5,319.00**

Disbursements

28 Carroll Assistance Center	\$1,100.00	04/01/25
29 DAC, Inc. - Maquoketa	\$1,100.00	04/01/25
30 VNA - Hospice	\$1,519.00	04/01/25
31 Wartburg Chaplain Cindy Breed Scholar	\$1,000.00	04/01/25
32 LN Hometown Pride	\$600.00	04/01/25
Total First Fruits Disbursements	\$ 5,319.00	

