



BETHESDA LUTHERAN

ANNUAL CONGREGATIONAL REPORT 2025



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COUNCIL MEMBERS AND TERMS

Term expiring February 2026

<u>Name</u>	<u>Phone</u>	<u>email</u>	<u>Term #</u>
Sharon Bungum Olson	701-799-6428	olsonmom58103@yahoo.com	1
Twila Nicholson	218-236-0959	twilani2@gmail.com	1
Lynn Tkachuk	701-361-0761	lynntkachuk@gmail.com	1

Term expiring February 2027

Drew Robinson	515-231-3592	drew.d.robinson@gmail.com	1
Nancy Lund	218-236-0986	powerlady001@gmail.com	2

Vacant

Term expiring February 2028

Joel Westby	406-239-8831	jlutherwestby@gmail.com	1
Marty Ohren	320-288-6383	martyohren@gmail.com	2
Aaron Wenaas	701-740-0433	aaron.wenaas@gmail.com	1

Auxiliary Roles**2025 Representative**

<u>Role</u>	<u>Names</u>
Synod Assembly Delegates	Rick Vanderford; Shannon Vanderford
Eventide Representative	Terrie Jo Wold
Bethesda Foundation	Kent Costin; Eddie Bernhardson; Lynn Tkachuk
Nominating Committee	Mary Wallum; Julie Phillips; Becky Erickson
Pathways Representative	Olivia Kelly

Staff

<u>Name</u>	<u>Position</u>	<u>Email</u>
Grant Vanderford	Pastor	pastorgrant@bethesdamhd.org
Jane Johnson	Administrative Assistant	janej@bethesdamhd.org
Jillian Jaros	Choir and Bell Director	jjaros@cord.edu
Tyler Pyle	Pianist	pyletyler@gmail.com
Tammy Costin	Parish nurse	Tammy.costin@yahoo.com
Billie Jo Townsend	Accountant	bj1olson@hotmail.com
Brad Penas	Custodian	penas107@gmail.com

AGENDA

Annual Meeting | Sunday, February 8, 2026, 10:45 a.m.

- I. CALL TO ORDER & ACCEPTANCE OF AGENDA - Marty Ohren, Acting President
- II. OPENING PRAYER - Pr. Grant Vanderford
- III. MINUTES OF 2025 ANNUAL MEETING - February 2, 2025
- IV. REPORT OF THE NOMINATING COMMITTEE
 - i. Representative of Nominating Committee to announce ballot - Becky Erickson
 - ii. Motion for Unanimous Consent Ballot
- V. REPORTS OF THE STAFF
 - i. Pastor
 - ii. Written staff reports available in Annual Report
- VI. REPORTS OF THE OFFICERS
 - i. President - Marty Ohren
 - ii. Treasurer - Nancy Lund
 - iii. Motion to accept Treasurer's Report (which will be sent to Synod)
- VII. REPORTS OF THE MINISTRY TEAMS & COMMITTEES
 - i. Building on Faith Capital Campaign Update - Nancy Lund, Treasurer
 - ii. Building on Faith Construction Projects Update -Aaron Wenaas
 - iii. Motion to accept Ministry Team & Committee Reports

(Parish Life, Lifelong Learning, Outreach, Worship & Music, Stewardship, Property, Building on Faith Capital Campaign, Bethesda Foundation)
- VIII. PRESENTATION OF 2026 PROPOSED BUDGETS
 - i. Bethesda Lutheran Church General Fund
 - ii. Bethesda All Stars
 - iii. Evergreen Cemetery
 - iv. Motion to accept Proposed Budgets for General Fund, Bethesda All Stars, & Evergreen Cemetery
- IX. UNFINISHED BUSINESS
- X. NEW BUSINESS
- XI. ACTION AND ACCEPTANCE OF THE ENTIRE ANNUAL REPORT AND THE FILING OF THE SAME WITH THE MINUTES
- XII. ADJOURNMENT AND CLOSING WITH THE LORD'S PRAYER

Annual Meeting Minutes| February 2, 2025

The meeting was called to order at 10:50 am by President Marty Ohren. There were 56 voting members present and 4 more by zoom totaling 60, achieving a quorum. A motion was made by Joan Kopperud and seconded by Judy Videen to accept the agenda. Motion carried. Pastor Grant Vanderford led us in prayer.

The minutes of the 2024 annual meeting, and the two special congregational meetings, April 7, 2024, and October 20, 2024, were accepted.

Joan Kopperud presented the ballot provided by the Nominating Committee of Cindy Larson-Casselton, Tammy Costin, and Joan Kopperud.

• CONGREGATIONAL COUNCIL:	<ul style="list-style-type: none"> ○ Marty Ohren (2nd term) ○ Aaron Wenaas (2nd term) ○ Joel Westby (1st-3yr term) ○ Kelli Anderson (1st-2yr term)
• NW MN SYNOD DELEGATES:	<ul style="list-style-type: none"> ○ Rick Vanderford ○ Shannon Vanderford
• NOMINATING COMMITTEE:	<ul style="list-style-type: none"> ○ Becky Erickson ○ Julie Phillips ○ Mary Wallum
• PATHWAYS REPRESENTATIVE	<ul style="list-style-type: none"> ○ Olivia Kelly
• EVENTIDE REPRESENTATIVE	<ul style="list-style-type: none"> ○ Jo Terrie Wold
• BLC FOUNDATION TRUSTEES	<ul style="list-style-type: none"> ○ Kent Costin ○ Eddie Bernhardson ○ Lynn Tkachuk

Joan thanked those going off for their service. Linnea Dimich made the motion to accept those nominated by unanimous ballot seconded by Iris Huss. Motion carried.

Pastor Grant gave his report highlighting the end of his half call to Bethesda and half call as Mission Developer for Table of Mercy. Table of Mercy officially ended on 12/31/24. Pastor is hoping the Outreach Ministry Team will look at what is God's call to Bethesda in the next year for Outreach. Pastor Grant thanked all for the support received during his back surgery and recovery. He thanked Kevin Kopperud and Sue Reinhart for their service on council. He also thanked Nancy Lund for agreeing to a second term on council to continue her excellent work as treasurer. Pastor reminded us that with our Building on Faith Campaign we have secured the envelope of the building and are now going into phase two of the campaign. He closed with the stewardship of the Bethesda congregation making it possible for him to have a full-time call to Bethesda. He is excited to have a full-time call. "It is an absolute joy to walk with you! Thank you!".

President Marty Ohren reported that he had had a lot of questions about how this year was going to go. He experienced that we work together as a family to get things done and

discern our direction. He thanked Pastor Grant for his leadership and thanked the congregation for their participation.

Treasurer Nancy Lund commented that it was easier to give the report this year as we ended up \$14,000 to the good even though it had been \$6,000 in the hole in October. The mild winter helped financials as well as the Building on Faith tithe to Table of Mercy and congregational support. Keith Phillips made the motion to accept the treasurer's report seconded by Eddie Bernhardson. Motion carried.

Nancy Lund reported on the positive financial situation of the capital campaign. Phase I is completed and will be moving on to Phase 2 which includes the banisters to the balcony, the brick wall, and the kitchen ceiling. John Larson has been pleased that the construction has continued safely which was an important goal and financially stable with zero over charges. Theo Baspaly made the motion to accept the Ministry Team and committee reports seconded by Julie Phillips.

The Bethesda budget was presented by Nancy Lund. Some of the factors contributing to the budget include the salary adjustment to full time for Pastor, the insurance costs rising significantly, the cost-of-living increase, the increase in BAS financial partnership with the church, and a \$8,000 grant received from church-wide to help with the pastoral transition to full time. An 8% increase in giving was needed to achieve our budget. She reminded the congregation that the goal of the budget is to break even. Pastor Grant explained that Bethesda All Stars has been a ministry of the congregation since 2006 sharing time, space, and an accountant. BAS has added more staff, changed the food service, gave cost of living increases to employees, and added \$10,000 to their budget for the care of the church. Treasurer Aaron Holmquist presented the Evergreen budget and asked for questions. The three proposed budgets were moved to accept by Ron Holmquist and seconded by Sharon Larson. Motion carried.

Under New Business, Eddie Bernhardson thanked the whole congregation for their generous support. Luther Anderson brought up that office hours needed to be posted and suggested. The hours have been posted on the door and website. Phase 3 should concentrate on sound and screening in the sanctuary.

Iris Huss moved that the entire Annual Report and the filing of the same with the minutes be accepted. Joan Kopperud seconded the motion. Motion carried.

The meeting adjourned at 11:45 AM with the Lord's Prayer.

Submitted by Sue Reinhart
Substitute Secretary

BISHOP BILL TESCH'S NW SYNOD REPORT

Annual Report

*Freed by God's grace to be wholly devoted to
Jesus and our neighbor in love.*

2025





Northwestern Minnesota Synod
Evangelical Lutheran Church in America

On entering the house, they saw the child with Mary his mother, and they knelt down and paid him homage. Then, opening their treasure chests, they offered him gifts of gold, frankincense, and myrrh.
-- Matthew 2:11

Dear Beloved in Christ of the Northwestern Minnesota Synod,

When the Magi first saw the child Jesus, their first instinct was to *pay him homage*. The word translated “homage” comes from the Greek *proskyneō*—from *pros* (“toward”) and *kyneō* (“to kiss”). Their worship was literally a *kiss toward Jesus*—a gesture of love, humility, and devotion.

That image captures what we long to be about in Northwestern Minnesota. Our vision—to be “a people wholly devoted to Jesus and our neighbor in love”—is another way of saying that we want everything we do together to be a kiss toward Jesus: a homage to the gentle One who heals, forgives, and sends us out in love.

This past year, our shared ministry offered many such kisses toward Christ:

- We **welcomed 15 new Synod Authorized Ministers**, ensuring that Word and Sacrament continue to touch lives in every corner of our synod.
- We **entrusted 14 new candidates for ordination**, nurturing leaders who will teach and serve in the spirit of Jesus’ humble strength.
- We **walked with congregations in transition and conflict**, showing that reconciliation itself can be an act of homage.
- We **sparked renewal** in rural congregations through our *Rural Revival Journey*, breathing hope and fresh imagination into places where Christ’s light still shines bright.
- And through *Jeremiah 29* and *F.A.C.E.S. of Leadership*, we are **equipping 41 leaders** to guide their communities toward deeper devotion—a daily kiss toward Jesus.

Friends, thank you. Your prayers, offerings, and faithful witness make these stories possible. Every kindness shared in Jesus’ name, every act of generosity, is another kiss toward the Savior we adore.

And in a time when Jesus’ name is sometimes used to divide us from one another or demean vulnerable neighbors, let us be clear about the One we worship. We pay homage not to a Lord of domination or fear, but to the humble Christ who welcomes the stranger, lifts the poor, blesses our most vulnerable siblings and honors the image of God in every person. The world has seen that kind of power come and go. The Magi journeyed far to worship a *different* kind of king—the one who reigns through mercy, not might.

As this year draws to a close, I invite you to join me in one more act of homage—a gift that becomes a kiss toward Jesus. Your congregation’s support and your personal generosity sustain ministries that bear Christ’s love to every corner of Northwestern Minnesota.

May our every gift, and every act of love, be a kiss toward the One who reigns from a manger and calls us to follow him in humility, justice, and joy.

In Christ,

Bp. Bill Tesch
Bishop of the Northwestern Minnesota Synod of the ELCA



Northwestern Minnesota Synod
Evangelical Lutheran Church in America

Synod Staff

Our synod staff is made up of both full-time and part-time team members who work together to support congregations, leaders, and ministries across Northwestern Minnesota.

Full-time staff serve in ongoing roles and provide leadership, support, and coordination across a wide range of synod ministries and operations. You'll find them regularly engaged in day-to-day synod work, available for questions, and present at most synod events.



Rev. Bill Tesch
Bishop
btesch@cord.edu



Rev. Genelle Netland
Associate to the Bishop
for Leadership
genellenetland@cord.edu



Rev. Rebel Hurd
Associate to the Bishop
for Mission
Director for Evangelical Mission
rebelhurd@cord.edu



Rev. Keith Pearson
Minister for Generosity
keithpearson@cord.edu



Morgan Olson
Communications &
Events Coordinator
morganolson@cord.edu



Rachel Haun
Office Administrator
rhaun@cord.edu



Northwestern Minnesota Synod
Evangelical Lutheran Church in America

Part-Time and Contract Staff

Part-Time staff serve in part-time or specialized roles. They bring unique gifts to the synod for a particular project, area of ministry, or time-limited need. While they may not be involved in all aspects of synod life, their contributions are essential to our shared mission.

Engagement Ministers

<p>CONFERENCE 1 <i>Roseau</i> Rev. Dave Swonger</p>	<p>CONFERENCE 2 <i>Thief River Falls</i> Rev. Genelle Netland/ Rev. Bill Tesch</p>	<p>CONFERENCE 3 <i>Crookston</i> Rev. Chris Leach</p>	<p>CONFERENCE 4 <i>Bemidji</i> Rev. Chris Leach</p>
<p>CONFERENCE 5 <i>Moorhead</i> Rev. Laurie Skow-Anderson</p>	<p>CONFERENCE 6 <i>Detroit Lakes</i> Rev. Laurie Skow-Anderson</p>	<p>CONFERENCE 7 <i>Fergus Falls</i> Rev. Dennis Preston</p>	<p>CONFERENCE 8 <i>Alexandria</i> Rev. Dennis Preston</p>

Financial and Data-Systems Specialist

Joan Meulebroeck

Synod Authorized Ministers Coordinator

Kip Fontaine

Minister for Vocations

Rev. Jon Olson

Minister for Mental Health & Wellness

Rev. Dr. Aaron Suomala Folkerds

Minister for First-Third Ministry

Kristina Johnson-Dernier

**Behold The New Has Come!
Project Coordinators**

Jody Johnson
Rev. Melissa Pickering

PASTOR GRANT VANDERFORD'S REPORT

*"You are the salt of the earth... You are the light of the world... let your light shine before others, so that they may see your good works and give glory to your Father in heaven."
(Matthew 5:13-16, NRSVue)*

In the Sermon on the Mount, Jesus names the church as salt and light - not for our own sake, but for the life of the world. In 2025, I have seen that calling take flesh at Bethesda in ways both steady and bright: faithful worship, deepening discipleship, compassionate care, and a growing public witness rooted in humility and hope.

Worship grounded in Word & Sacrament. Week by week, worship stayed the heart of our shared life. We gathered, prayed, sang, and returned to the table in every season - from Epiphany through Lent and Easter and into the long stretch of ordinary time. Our Lenten journey included Prayer Around the Cross, and Holy Week carried us through Maundy Thursday, Good Friday, and the Easter Vigil. In a heavy world, this is holy work: to keep showing up and letting the Gospel keep telling the truth about God and about us.

Faith formation and discipleship across generations. One of the clearest places I have seen Bethesda's light is in our commitment to faith formation that is shared rather than siloed. We took meaningful steps toward a renewed model of catechesis, moving from a default classroom approach toward an intensive, community-centered process that echoes the church's historic patterns of formation. Plans for a catechumenate process in summer 2026 (formerly called confirmation) are taking shape with youth interest and family conversations underway.

We also launched and supported children's faith formation through Wonders of Worship (WOW), a lively way of learning the liturgy through story, art, music, and wonder, in partnership with St. Olaf College's Nourishing Vocation with Children Project (funded by a generous Lilly Grant). WOW has become more than a program; it is a congregation-wide reminder that worship belongs to all of us, and that even the smallest voices teach the whole church how to pay attention to grace.

In the fall we began Double Portion Mentoring Ministry, connecting adults and young people in relationships of trust, prayer, and shared learning in Christ. Over the summer, that same spirit of formative joy showed up in Music Camp and Vacation Bible School, centered on hospitality and hunger ministry - "At the Table" through ELCA World Hunger.

Care, leadership, and the steady work of community. Alongside worship and formation, the ordinary rhythms of ministry continued to hold and shape us - Bible study, outreach, and pastoral care. The Lectionary Bible Study has still been a consistent space for learning and honest conversation as we listen together for what the Spirit is saying to the church. We also held funerals, including a service for Fern Haiby and others entrusted to our care, where the promise of Christ has met us in tenderness and hope.

I am grateful for strong, collaborative leadership from the Executive Team, Council, and our ministry teams, and for everyone who serves faithfully in seen and unseen ways. This year included practical work that makes everything else possible - addressing facility needs and supporting staffing. We are grateful to have Jane Johnson and Jillian Jaros as part of our staff team. In the economy of God's kingdom, this is not small labor; it is salt, preserving what is good and making room for what is coming.

Witness beyond our walls. Bethesda continued to show up as church in the wider community and synod, engaging local concerns with conviction and humility. That included participation in community conversations and partnerships (including Churches United gatherings and local public hearings), and ongoing advocacy through Lutheran Advocacy of Minnesota. I am grateful to serve as a clergy representative on the Lutheran Advocacy of Minnesota Policy Council - one more way we seek the neighbor's good. Creation Care also found a place in our worship and witness as we planned for Season of Creation and took steps such as native plant garden work as a visible sign of hope and stewardship. As we moved toward year's end, we did so with intention through stewardship planning, temple talks, and the beginning of a seven-week Advent grounded in holy expectation.

Gratitude and hope. To the Council, Executive Team, and ministry teams: thank you for your faithful discernment. Thank you to Kelli Anderson for serving as President; though the Anderson family has moved to Wichita, Kansas, we hold them in our hearts. To those who teach, mentor, and imagine what faith formation can become: thank you for investing in our young people with patience and hope. To those who keep the sanctuary, sacristy, and building ready for worship and welcome: thank you for making space where the Gospel can be heard and lived. And to the whole congregation: thank you for continuing to be Bethesda - people of prayer, generosity, and steady presence.

Jesus says the point of light is not the lamp; it is the room. The point of salt is not itself; it is what it flavors and preserves. In 2025, Bethesda has served and shone. My prayer is that God will continue to make us courageous and kind, grounded and generous, so that our neighbors may see not our greatness, but God's goodness.

Peace be yours,
Pr. Grant

CONGREGATIONAL STATISTICS

Membership	2021	2022	2023	2024	2025
Baptized	458	247	258	278	273
Confirmed	418	201	205	209	205
Average attendance	61	64	71	80	68

Member record 2025	Baptized	Confirmed
Baptisms	0	0
Deaths	2	2
Affirmation of Baptisms	0	0
New Members received	12	11
Members transferred	5	5

ADMINISTRATIVE ASSISTANT REPORT

When I started in August 2025, I became the third administrative assistant since 2024 when Roxanne West retired. Bethesda has experienced many changes and the loss of the long term institutional/cultural knowledge. I moved from Morris to Moorhead August 2024, joining Bethesda shortly thereafter. In Morris, I was an active member of First Lutheran Church in Morris. I retired after nearly 25 years of service to the federal government as a research scientist, including serving as Research Leader at Agricultural Research Service-Soil Management Unit, in Morris. I had an amazing program support assistant who supported me in my supervisory position. My goal is to emulate her efficiency and efficacy in my position at Bethesda.

A few successes: voice mail message updated, and I can access messages. Month-end financial reports completed without calling Nancy. Setting up the bulletin format to my preference for ease of editing. The Annual report template was also updated to ideally make it easier for me to update next year. Growing confidence with new software and platforms like Canva and Google instead of Microsoft.

Thank you, to all have used using Sign-Up Genius to volunteer for serving. I learned of the tool from another congregation, which they found to be very useful. I realize this is different from how it used to be done and may take folks out their comfort zone. I empower you to select the dates you are available, sign up electronically or contact me to sign up. My plan is to continue using the tool. I realized that a two-month sign up was cumbersome, so shifted to a monthly format. Each Sunday there are 12 service opportunities to be filled to support a worship. An average attendance is about 70 people that means roughly 20% need to be serving each week, plus those serving in the kitchen or those that bake communion bread. Please volunteer to serve as and when you are able. No need to wait to be drafted or asked. It is OK to try something new.

Typically, office hours are M-Th from 10 A.M. to 3 P.M. Sometimes both Pastor and I need to be away at the same time. When I was hired, I negotiated to keep quilting on Wednesday, so if Pastor is busy calls may be missed. Please leave a message.

I deeply appreciate how members of Bethesda welcomed me as member, and their patience and support as I learn the institutional culture of this congregation. I offer special thanks to Nancy Lund and Petra Vanderford for help and training, and to Pastor Grant thank-you for being a supportive and patient supervisor.

I'm looking forward to working with Pastor Grant, the 2026 Council, and the Congregation.

Kindest regards,

Jane Johnson

BETHESDA ALL STAR ANNUAL REPORT 2025

Officers	Board
Natalie Anderson-Foshag, Chair	Nikki Rostad
Joelle Hofer-Vice Chair	Joelle Hofe
Aaron Holmquist, Treasurer	Natalie Anderson-Foshag
Nikki Rostad, Secretary	Aaron Holmquist
	Carley Deutz
Number of Active Members: 5 voting	

Staff	
Kari Penas, <i>Director</i>	
Megan Kramer- <i>Lead Teacher</i>	Abby Swenson - <i>Aide</i>
Clarine Nelson- <i>Lead Teacher</i>	Rosetta Miller - <i>Aide</i>
Danielle Goraczkowski <i>Lead Teacher</i>	
Renata Mosaei <i>Lead Teacher</i>	

Financials

Income: \$435,740.84

Expense: \$419,201.51

Balance: \$16,539.36

PROJECTS AND ACTIVITIES OF THIS YEAR:

Staff anniversaries in 2025 included: 2 years for Danielle Goraczkowski, 8 years for Clarine Nelson, 12 years for Paige Beneke, 18 years for Megan Kramer, and 20 years for Kari Penas. Renata Mosaei was hired and began working for us as a part time lead teacher in October. Childcare Stabilization Grants from the state continued this year providing extra funds to support lead teaching staffing. Over \$33,000 in teacher grant funds were received this year.

No major projects were done this year.

PRESIDENT REPORT

Dear Bethesda Lutheran Church family,

Happy New Year wishes to you and your family. As I reflect on 2025, one of the best parts of the year for me was serving as your council president through November. It was a privilege and a joy to be trusted to help lead this historic institution.

Though my time in that role ended earlier than expected when I accepted a new position at Kansas State University Extension, I want to take a moment to thank you all for the incredible ways you continue to live out the mission of the church.

Bethesda is a place where Christ's love is not just spoken, it's shown. Through worship, service, hospitality, and generosity, you reflect the heart of Jesus to each other and to the wider community. Being part of that work, even for a season, has been a gift to my family and me.

As you move forward into a new year, I pray that you continue to trust in God's promises and lean into the unique gifts each of you brings to this congregation. Whether you serve behind the scenes or lead from the front, every act of love matters. Every word of encouragement, every shared meal, every bit of care and compassion, all add up to something holy. Thank you for letting me be a part of your journey. I'm cheering you on from just down the road.

With gratitude and hope,
Kelli Anderson

TREASURER'S REPORT

Treasurer's Report 2025

For the third year in a row, Bethesda Lutheran Church (BLC) has a positive net operating income at year end. The net income is from a combination of factors - increased giving, Bethesda All Stars (BAS) Revenue Sharing, and lower than predicted costs for heating and snow removal. Thank you to everyone for contributing financially to our normal operating budget AND Building on Faith.

BLC's net income for 2025 is \$36,611, including \$10,500 from BAS for income sharing. Our net income was the result of revenues of \$296,200 and expenses of \$270,000, plus \$10,500 from BAS.

Revenues

Revenues totaled \$296,200, which was a few hundred dollars over the Budget. General Offerings of \$262,000 were strong and \$5,000 over budget. The ELCA provided \$8,000 of transitional support as Table of Mercy was decommissioned and Pastor Grant became BLC's full-time pastor.

Expenses

Expenses totaled \$270,000, or \$25,000 under budget. Wages and benefits are by far the largest expense at \$148,000, or 50% of revenues. Wages and benefits were under budget by \$13,000 due to staff vacancies and right-sizing positions during the year. Property expenses are the second largest expense at \$64,000, or 22% of revenues. Property costs were under budget by \$8,000, with substantial savings in heating and snow removal costs due to another mild winter of 2024/2025.

Net Income

Bethesda's net income for 2025 is \$36,000, compared to a budgeted plan to break even. This is amazing! The \$36,000 includes \$10,500 from BAS' net income that was split between reserves and BLC. The BAS Board will be providing Council some suggestions on how to use their \$10,500 contribution.

Building on Faith

Building on Faith donations in 2025 are still above expectations, with \$96,000 of deposits and interest. Payments included balances due to several contractors of \$67,000, and tithes of \$8,200.

At year end there is \$162,000 in cash in the bank and available for future projects. More detailed information is available in the Building on Faith report.

If you'd like to pledge to Building on Faith, commitment cards are available in the Narthex.

2026 Budget

Revenues

The 2026 Proposed Budget includes needed revenue of \$301,000, or a net increase of \$5,000 over 2025 revenues. With the loss of the \$8,000 ELCA Grant, an overall increase of 4.8% is needed in General Offering, and BAS' cost-share agreement increases their utility

contribution from \$20,000 in 2025 to \$23,000 in 2026. Thank you to the BAS Board for partnering with Bethesda in this new way.

Expenses

Expenses are budgeted at \$301,000. Items to note include:

- Total wages and benefits increase from \$148,000 to \$165,000 in 2026 due to an overall increase of 3% for part-time staff and following MN Synod guidelines for Pastor Grant.

Net Income

Net income is expected to break even in 2026. We'll need your continued support to slightly increase our General Fund giving in 2026. Please review your financial situation to see if you can continue to increase your financial support to Bethesda.

Bethesda is looking forward to continuing our mission and ministry in 2026, and with God's guidance we will meet our financial commitments.

Thank you to everyone for taking part financially throughout the year, to being a part of our Building on Faith Capital Campaign, for the extra contributions in November and December, and to BAS for contributing to building costs plus additional revenues.

Respectfully Submitted,
Nancy Lund, Treasurer

Bethesda Evangelical Lutheran Church

Budget vs. Actuals: 2025 Bethesda Budget - FY25 P&L

January - December 2025

			TOTAL	
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Income				
4000 Church Income				
4001 General Offering	261,982	257,000	4,982	102.00 %
4002 Loose Offering	3,425	5,000	-1,575	69.00 %
4004 Building Rental	250	1,000	-750	25.00 %
4005 Investment Income	2,538	1,500	1,038	169.00 %
4006 Miscellaneous Income	0		0	
4007 Fundraisers		3,500	-3,500	
4010 ELCA Grant	8,000	8,000	0	100.00 %
4025 BAS Cost Recovery	20,000	20,000	-0	100.00 %
4030 BAS Income Sharing	10,506		10,506	
Total 4000 Church Income	306,701	296,000	10,701	104.00 %
Daycare - BAS Income				
4100 BAS School Days Regular	87,880	93,755	-5,875	94.00 %
4110 BAS Full Days Regular	91,457	86,909	4,548	105.00 %
4123 BAS Preschool Program	21,175	20,450	725	104.00 %
4125 BAS Preschool - full days	190,980	199,688	-8,708	96.00 %
4130 BAS Activity Fees	1,646	2,200	-554	75.00 %
4140 BAS Food Program	6,886	7,800	-914	88.00 %
4150 BAS Registration Fees	990	800	190	124.00 %
4225 BAS Misc. Income	947		947	
4226 BAS Grant Funding	33,070	28,190	4,880	117.00 %
4227 BAS Investment Income	711		711	
Total Daycare - BAS Income	435,741	439,791	-4,050	99.00 %
Total Income	\$742,442	\$735,791	\$6,651	101.00 %
GROSS PROFIT	\$742,442	\$735,791	\$6,651	101.00 %
Expenses				
6000 Benevolence				
6010 NW Minnesota Synod	6,000	6,000	0	100.00 %
6011 Pathways Bible Camp	1,000	1,000	0	100.00 %
Total 6000 Benevolence	7,000	7,000	0	100.00 %
6100 Worship & Music Committee				
6102 Special Music	238	900	-662	26.00 %
6103 Music Equipment Repair	545	1,000	-455	55.00 %
6111 Copyright Licenses	1,614	1,200	414	134.00 %
6130 Communion Supplies	666	500	166	133.00 %
6131 Candles	453	350	103	129.00 %
6135 Other Worship Supplies	414	700	-286	59.00 %
6140 Worship Resources	430	600	-170	72.00 %
6150 Arts & Environment	882	500	382	176.00 %
6160 Worship Miscellaneous	550	300	250	183.00 %
Total 6100 Worship & Music Committee	5,790	6,050	-260	96.00 %

Bethesda Evangelical Lutheran Church

Budget vs. Actuals: 2025 Bethesda Budget - FY25 P&L

January - December 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
6200 Outreach Committee				
6202 Outreach Advertising	928	500	428	186.00 %
6203 Outreach Miscellaneous	286	400	-114	71.00 %
6205 Outreach Committee Fellowship		100	-100	
6206 Outreach Committee Hospitality		250	-250	
Total 6200 Outreach Committee	1,214	1,250	-36	97.00 %
6250 Stewardship Committee				
6252 Stewardship Campaign		500	-500	
6254 Stewardship Miscellaneous		200	-200	
Total 6250 Stewardship Committee		700	-700	
6300 Christian Education Committee				
6301 Curriculum Materials	103	250	-147	41.00 %
6302 Devotional Books	343	200	143	172.00 %
6303 Books & Bibles	64	100	-36	64.00 %
6305 Adult Education	425	300	125	142.00 %
6307 First Communion		100	-100	
6310 Christian Ed. Miscellaneous	178	100	78	178.00 %
6320 SS Curriculum	804	400	404	201.00 %
6321 VBS Curriculum	536	400	136	134.00 %
6322 Confirmation Curriculum	331		331	
Total 6300 Christian Education Committee	2,784	1,850	934	150.00 %
6400 Youth Committee				
6401 Youth Ministry	110	500	-390	22.00 %
Total 6400 Youth Committee	110	500	-390	22.00 %
6500 Finance Committee				
6503 Postage	162	1,000	-838	16.00 %
6504 Office Supplies	1,603	2,000	-397	80.00 %
6505 Phone	1,001	1,000	1	100.00 %
6506 Internet Services	1,641	2,000	-359	82.00 %
6507 Banking Services	1,318	2,000	-682	66.00 %
6510 Office Equipment Repair	0		0	
6526 Copies B&W	2,144	3,200	-1,056	67.00 %
6527 Copies Color	2,231	3,200	-969	70.00 %
6530 Property Insurance	21,413	21,500	-87	100.00 %
6532 Workers Compensation	672	750	-78	90.00 %
6550 Synod Assembly & Retreats	611	1,000	-389	61.00 %
6570 Computer Software	708	500	208	142.00 %
6571 Computer Hardware	1,353	1,200	153	113.00 %
6572 Computer Technical Services	684	700	-16	98.00 %
6575 Interest Expense	79	100	-21	79.00 %
6640 Accounting Services	5,317	5,300	17	100.00 %
Total 6500 Finance Committee	40,937	45,450	-4,513	90.00 %

Bethesda Evangelical Lutheran Church

Budget vs. Actuals: 2025 Bethesda Budget - FY25 P&L

January - December 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
6600 Wages & Benefits				
6601 Pastor Salary	42,721	43,300	-579	99.00 %
6602 Pastor Housing Allowance	30,000	30,000	-0	100.00 %
6603 Pastor FICA Allowance	6,574	6,800	-226	97.00 %
6604 Pastor Mileage Reimbursement	707	1,000	-293	71.00 %
6605 Pastor Health & Dental	13,595	14,500	-906	94.00 %
6606 Pastor Pension Plan	11,696	12,142	-446	96.00 %
6607 Pastor Disability Insurance	458	500	-42	92.00 %
6608 Pastor Continuing Education	3,828	1,500	2,328	255.00 %
6621 Pastoral Supply	175	700	-525	25.00 %
6625 Parish Nurse Program Expense	350	250	100	140.00 %
6630 Office Manager	16,408	26,000	-9,592	63.00 %
6632 Office Manager Continuing Education		250	-250	
6645 Janitorial Salary	2,991	4,100	-1,109	73.00 %
6653 Organist & Accompanist	10,525	10,464	61	101.00 %
6654 Music Continuing Education	57	200	-143	29.00 %
6655 Accompanist Supply	5,225	5,200	25	100.00 %
6680 FICA	2,293	3,000	-707	76.00 %
6681 Medicare	536	1,000	-464	54.00 %
Total 6600 Wages & Benefits	148,138	160,906	-12,768	92.00 %
6800 Property Committee				
6801 Utilities - Heating	10,904	18,000	-7,096	61.00 %
6802 Utilities - Electric	23,435	24,000	-565	98.00 %
6805 Boiler Inspections	1,807	2,600	-793	69.00 %
6806 Janitorial Supplies	5,854	5,600	254	105.00 %
6807 Security System	596	500	96	119.00 %
6810 Church Building Repairs	8,629	5,000	3,629	173.00 %
6811 Church Grounds Maintenance	9,362	11,000	-1,638	85.00 %
6815 Equipment Repairs	1,161	3,000	-1,839	39.00 %
6830 Special Assessments	2,370	2,200	170	108.00 %
Total 6800 Property Committee	64,117	71,900	-7,783	89.00 %
7100 Bethesda All Stars				
7110 Director Salary	76,773	75,901	872	101.00 %
7120 Lead Teacher	213,413	219,287	-5,875	97.00 %
7121 BAS Stabilization Salaries	494		494	
7135 Teacher Aids	14,622	13,260	1,362	110.00 %
7140 Custodian	8,570	10,716	-2,146	80.00 %
7200 SS & Medicare	26,388	26,960	-572	98.00 %
7203 Simple IRA Retirement	7,955	10,018	-2,062	79.00 %
7215 Disability Insurance	915	960	-45	95.00 %
7310 Catering Meals and Food Supplies	28,778	34,767	-5,989	83.00 %
7320 Educational Supplies	1,382	1,800	-418	77.00 %
7321 Office-Supplies, Advertising, Cell Phone	2,975	3,662	-687	81.00 %

Bethesda Evangelical Lutheran Church
Budget vs. Actuals: 2025 Bethesda Budget - FY25 P&L
 January - December 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
7425 Staff Expense-Training, Travel, Memberships, Staff Appr	2,041	2,691	-650	76.00 %
7430 License Fees/Background Checks	745	844	-99	88.00 %
7435 Program Fees-Yoga, music, entry fees, TS gold	4,911	4,080	831	120.00 %
7440 Travel BAS Transportation	595	3,750	-3,155	16.00 %
7446 Family Free Vacation	879	1,800	-921	49.00 %
7447 Staff Discount	3,234	2,725	509	119.00 %
7450 Miscellaneous	1,507	1,346	161	112.00 %
7455 BLC Services & Accounting	22,200	22,104	96	100.00 %
7456 Maintenance, Repair, Carpet Cleaning	594	1,920	-1,326	31.00 %
7460 Brightwheel Fees	1,190	1,200	-10	99.00 %
7950 BLC Income Sharing	10,506		10,506	
Total 7100 Bethesda All Stars	430,667	439,791	-9,124	98.00 %
Total Expenses	\$700,757	\$735,397	\$ -34,640	95.00 %
NET OPERATING INCOME	\$41,684	\$394	\$41,291	10,588.00 %
NET INCOME	\$41,684	\$394	\$41,291	10,588.00 %

Bethesda Evangelical Lutheran Church

Budget vs. Actuals: 2025 Bethesda Budget - FY25 P&L

January - December 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Income				
4000 Church Income	306,701	296,000	10,701	104.00 %
Daycare - BAS Income	435,741	439,791	-4,050	99.00 %
Total Income	\$742,442	\$735,791	\$6,651	101.00 %
GROSS PROFIT	\$742,442	\$735,791	\$6,651	101.00 %
Expenses				
6000 Benevolence	7,000	7,000	0	100.00 %
6100 Worship & Music Committee	5,790	6,050	-260	96.00 %
6200 Outreach Committee	1,214	1,250	-36	97.00 %
6250 Stewardship Committee		700	-700	
6300 Christian Education Committee	2,784	1,850	934	150.00 %
6400 Youth Committee	110	500	-390	22.00 %
6500 Finance Committee	40,937	45,450	-4,513	90.00 %
6600 Wages & Benefits	148,138	160,906	-12,768	92.00 %
6800 Property Committee	64,117	71,900	-7,783	89.00 %
7100 Bethesda All Stars	430,667	439,791	-9,124	98.00 %
Total Expenses	\$700,757	\$735,397	\$ -34,640	95.00 %
NET OPERATING INCOME	\$41,684	\$394	\$41,291	10,588.00 %
NET INCOME	\$41,684	\$394	\$41,291	10,588.00 %

Bethesda Evangelical Lutheran Church			
Operating Summaries 2025			
			Over/(Under)
	Actual	Budget	Budget
Evergreen Memorial Cemetery			
Revenue	\$ 68,122	\$ 47,000	\$ 21,122
Expenses	\$ (47,124)	\$ (47,000)	\$ (124)
Net Income (Loss)	\$ 20,998	\$ -	\$ 20,998
Bethesda All Stars			
Revenue	\$ 435,741	\$ 439,791	\$ (4,050)
Expenses	\$ (420,161)	\$ (439,791)	\$ 19,630
BLC Income Sharing	\$ (10,506)		\$ (10,506)
Net Income (Loss)	\$ 5,074	\$ -	\$ 5,074
Bethesda Lutheran Church			
Revenues	\$ 296,195	\$ 296,000	\$ 195
Expenses	\$ (270,090)	\$ (295,606)	\$ 25,516
BLC Income sharing	\$ 10,506		\$ 10,506
Net Income (Loss)	\$ 36,611	\$ 394	\$ 36,217
Total Organization			
Revenues	\$ 800,058	\$ 782,791	\$ 17,267
Expenses	\$ (737,375)	\$ (782,397)	\$ 45,022
Net Income (Loss)	\$ 62,683	\$ 394	\$ 62,289

Cash & Investment Summary 2025			
	Depository	Balance	Balance
		12/31/2024	12/31/2025
Evergreen Memorial Cemetery			
Checking	Bell Bank	\$ 50,562	\$ 62,325
Endowment	Bell Bank	\$ 1,008	\$ 1,010
Perpetual Care	Bell Bank	\$ 4,620	\$ 4,633
Endowment	Vanguard	\$ 77,897	\$ 80,349
Perpetual Care	Vanguard	\$ 101,920	\$ 105,055
Total Cash & Investments		\$ 236,007	\$ 253,372
Bethesda All Stars			
BAS Checking	Bell Bank	\$ 2,335	\$ 4,440
BAS Money Market - Scholarship	Bell Bank	\$ 11,264	\$ 10,952
BAS Money Market - Savings		\$ 43,617	\$ 44,598
BAS Certificate of Deposit	Bell Bank	\$ 60,000	\$ 60,000
Total Cash & Investments		\$ 117,216	\$ 119,990
Bethesda Lutheran Church			
BLC Checking (general)	Bell Bank	\$ 90,604	\$ 134,042
BLC Checking - Bldg on Faith	Bell Bank	\$ 68,228	\$ 162,401
BLC Savings/CD - Bldg on Faith	Bell Bank	\$ 88,523	\$ -
Total Cash & Investments		\$ 247,355	\$ 296,443
Foundation			
General Investments	Wells Fargo	\$ 90,564	\$ 102,559
Total Cash & Investments		\$ 90,564	\$ 102,559
Total Organization Cash & Investments		\$ 691,142	\$ 772,364
Less:Building on Faith Contracts		\$ (56,000)	\$ -
Unrestricted Cash & Investments		\$ 635,142	\$ 772,364

BUILDING ON FAITH CAPITAL CAMPAIGN

2025

Our Building on Faith Capital Campaign was launched in the fall of 2023 to enhance our mission and ministry by providing us with the resources to make some much-needed repairs and improvements to our building and property.

Financials

2025 Building on Faith donations are still above expectations, with \$96,000 of donations and interest. Payments included balances due to several contractors totaling \$67,000, and tithes of \$8,200. At year end there is \$162,000 in cash in the bank and available for future projects.

Phase I Review

Campaign costs and door security were paid in 2023. The audio/visual in the church required minor tweaks instead of a major upgrade. There was \$50,000 allocated to cover operating losses in 2023 and 2024 that was not needed, thanks to members' additional contributions to keep us out of the red. The front lawn sign refurbishing project has been moved to Phase II.

Roofing

In March 2024 we received bids totaling \$302,000 for the large roofing project, including:

- #1 - Repair and patch existing upper EPDM (rubber membrane) roof area,
- #2 - Roof flashing cap replacement at parapets,
- #3 - At sloped roofs install asphalt shingles, underlayment, drip edge and flashing boot,
- #4 - Install metal wood-look siding, insulation and back-up plywood at sanctuary brick walls above flat roof areas above narthex
- #5 - Remove existing vertical cedar shake siding and soffit at the existing clearstory walls above the chancel, north side of sanctuary and vertical fascia walls, and install new metal wood-look siding
- #6 - Install new metal soffits, and
- #7 - Replace upper clearstory windows above chancel

Much this project was completed in 2024, with some of the final payments delayed until 2025.

Phase II Projects

The Phase II project list and cost estimates, currently under review with our Property Committee include:

- \$20,000 - Front lawn sign refurbishment
- \$90,000 - Parking Lot Resurfacing
- \$68,000 - Ground Level Window Replacement
- \$25,000 - Sanctuary Carpeting
- \$16,000 - Balcony Guardrails
- \$7,000 - Courtyard Brick Wall Repair
- \$6,000 - Kitchen Ceiling Replacement
- \$11,000 - 10% Tithe

The Courtyard Brick Wall Repair was completed in 2025. As we began looking at the project, it became clear that the walls were not repairable, and we had to decide whether to demolish, or demolish and rebuild. We chose demolition to provide a more open and welcoming courtyard. The updates also provide a safer outside environment for BAS children. In addition to demo, we increased lighting in the courtyard, more cement work was added to the project to replace the worst cracked concrete on sidewalks, and to repair damage done by the roofing contractor. The sidewalk to BAS' preschool playground was also replaced with cement.

In late fall the Property Committee began looking at the Kitchen Ceiling Replacement and Balcony Guardrails. These projects are scheduled to begin in January 2026. The ceiling project will include painting, ceiling tile replacement, new LED lighting, and a new mini-split air conditioner.

The balcony guardrails will have a handrail added on one side to increase safety on the stairs.

Thank you to all who have whole-heartedly took part in Building on Faith, and we're looking forward to more projects getting started in 2026.

CONGREGATIONAL COUNCIL MINISTRY TEAM'S REPORTS

Parish Life Ministry Report: January to December 2025

Parish Life is a council sponsored ministry responsible for planning and implementing activities for their members. We help to promote fellowship and hospitality to members and guests of Bethesda Congregation. Independently, or in collaboration with other committees we provided events for member of our congregation for all ages.

Team: Sharon Bungum Olson, Sandra Retzlaff, Shannon Vanderford, Katherine Graham, Mary Wenaas, Linnea Dimech, Kristine Olson-Johnson, Laurie Anderson, Jennifer Knutson, Paulette Knutson and Pernell Knutson

In 2025, the Parish Life Team:

- Organized a Family Game Night and Potluck where members played cards, tabletop pickleball and Rock Em Sock 'Em.
- Oversaw taking photos and assembling a hard and dynamic digital version of the Bethesda Pictorial Directory. A few hard copies are still available, which can be bought for \$15. The online directory is available to everyone for free. Please keep this in mind if there are changes in your life that you wish to share with your Bethesda family via the directory.
- Organized a clothing store so that our church members can order t-shirts, sweatshirts and denim shirts, through Personnel Touch anytime. Visit the store through the Bethesda Website.

- Arranged and coordinated serving evening meals during Lenten, Easter breakfast, evening meal to Vacation Bible School students and teachers and during Advent midweek meals. The free will offering received from the Advent meals was donated to the Dorothy Day Food Bank.
- Supported Blood drives were held with Vitalant, on 17 April and 3 December, during the Lent and Advent Wednesday evenings meals, respectively. The drives had 50 participants and collected 39 units of blood. This is sure to be semi-annual event.
- Invited daycare and other community neighbors to join us for July 15 for a summer picnic, with 150+ attendees. Jumbo Jims and Windsor Waffles food trucks were available to provide food for purchase before and after the Metro Community Band played marches in the Sanctuary. It was a fun event! The Team plans to schedule again.
- Organized the Homecoming Potluck on September 7th to celebrate the end of summer events and the beginning of church's fall schedule.
- Established a new event: Fall Spaghetti and Raffle Fundraiser. Spaghetti, meat sauce, salad fixings and apple crisp were served. The whole church, and friends and family, shared in this fun event. Tickets were sold for a chance to win several prizes donated to the event. Prizes included handmade quilts, a quilt hanging, a meat bundle, Red River Zoo passes, KidCo Children's Museum tickets, a fleece blanket, Red Hawk Tickets, a Halloween basket, Fargo Force tickets, and watercolor paintings. Thank you to fundraiser participants, the event raised over \$3000 for Bethesda's ministry.

Parish Life is an active Ministry Team for a very busy church.

Submitted by Sharon Bungum Olson

Lifelong Learning Committee 2025 Report

The Lifelong Learning Committee has been very busy this past year with Adult Forums monthly starting in the Fall of 2025, VBS, Faith Formation, God's Work Our Hands, and Music Camp. Dates and details include:

- **Music Camp** July 14-17 from 1-4pm. Jillian Jaros coordinated the camp with help from fellow Concordia students. Planned for 20 students and family. A food truck/Metro Band event was on July 15th in collaboration with Parish Life.
- **VBS** August 18-21. Curriculum choice was "At Our Table" focusing on hunger issues. Parish Life did the meals, Olivia Kelly helped lead music, Shannon Vanderford and Terrie Wold coordinated crafts and parent and confirmand volunteers helped kids with their activities including crafts. Thank you, Anna, Jean, Hayden, Kaylee, and Audrey.
- **"God's Work Our Hands"** was September 14th with kids and adults putting together LWR School Kits and Personal Care Kits.
- Monthly Adult Forums:
 - Dr. Michelle LeIwica, religion professor at Concordia discussed her work with youth at Moorhead Detention Center.

- October was led by the church council to discuss Stewardship and review the proposed Budget.
 - November was a Veterans Day presentation including replacement of our American Flag. Larry Nicholson shared information on Viet Nam and his ongoing work with veterans. Members who served in the military shared their stories as well and thanked Bethesda for holding this remembrance event for veterans.
 - December Pr. Grant gave a presentation on the origins of the historic figure St. Nicholas.
 - January will be led by Deb and Denise Hadley from "Humble Hearts- Grief Support Services" located in Alexandria, MN. They will discuss "Working Through Grief and Learning to Embrace Life's Blessings".
 - February- Annual Meeting
 - March- Pre-funeral Planning by Tom Pence (formerly of Korsmo Funeral Home)
 - May- Mental Health month. A panel of Bethesda members will lead a panel discussion on mental health.
- **Church school at Bethesda** was discussed at length over several months. Pr. Grant informed us that Bethesda was a Pilot Congregation in a research study by St. Olaf College and Lilly Foundation on new creative ways to address Bible and worship education for children within the worship service. **WOW**, a 10-minute children's time in worship was started in September and will continue through May. The research grant provides the teaching tools for this study. Pr. Grant meets with the other pastors and leaders in this study by zoom routinely.
 - **Double Portion Ministry Program** began in October by finding matches for the youth at Bethesda. This cross-generational ministry is an intentional relationship building/mentor/mentee program extension of our Faith Formation program for youth. Mentor training occurred on November 23rd. A positive response was reported by youth and their mentors. The first support and social gathering for the mentor teams was held on Sunday, January 4th with many inspiring stories shared.
 - **Christmas program** occurred on Sunday, Dec 21 and was written and directed by the kids as they did last year. They even assigned characters to specific adults and children. Thank You, Addison and Selah you did an awesome job directing and all the kids were fabulous.
 - **Quilting Team** experienced a substantial change in participants. Three long time members Gwen Erickson, Dee Evenson, and Donna Hendrickson left the community while four new members Sharon Olson, Cindy Casselton, Deb Fogel and Jane Johnson joined Clarice Erickson and Laurie Anderson to continue the quilting tradition. Their collective efforts send 53 quilts to Lutheran World Relief, plus other quilts donated locally to the YMCA, New Life Center, Homeless Veterans through Red Cross. Several quilts were donated as raffle prizes and as going away gifts to members leaving. All are welcome to join on Wednesday morning starting at 9 AM, for laughs while working. Cash donation for batting and shipping are helpful, just note the donation is for quilting.

Outreach Ministry Team Report for the 2025 Annual Meeting

The Outreach Ministry Team took on many projects in 2025:

- ◆ Lamp drive "Be the Light" to help the Down Home agency provide necessary lighting for people moving into new apartments after experiencing homelessness.
- ◆ Re-emphasized donating items of need to Youthworks.
- ◆ Commissioned the building of a "donation cabinet" placed in the narthex.
- ◆ Recruited volunteers from congregation to help sort and support Youthworks "We Got You Covered" clothing drive.
- ◆ Serving a meal once-a-month at Churches United.
- ◆ Coordinated the "God's Work, Our Hands" activities; school packs for LWR, painting rocks for new native plant garden, and landscaping at Youthworks.
- ◆ Provided a supper for first residents at Silver Linings in August and a Christmas meal and activities in December.
- ◆ Sponsored a wall-hanging drive to collect crosses and other positive message decorations for the Down-Home agency.
- ◆ Provided funds and food for "Friends Feast" at Youthworks.
- ◆ Sold of "Soup in a Jar" to raise funds for Churches United.
- ◆ Emphasized need at local food pantries when SNAP benefits were discontinued.

We are grateful for the many donations of items, food, money, time and work from so many in the congregation! We also recognize that there are many acts of outreach (service of love for our neighbors) done by members in their individual lives and families.

Submitted by Joel Westby

Worship and Music Ministry

Psalm 100: 1-2
 Make a joyful noise to the LORD, all the earth,
 Worship the LORD with gladness.
 Come into his presence with singing.

Looking back on 2025 it was a year of ending and beginnings, making changes and adjustments, and providing for continued meaningful worship and music experiences for our congregation and community.

We said goodbye to Sam Sadlowski after he served as our choir director for 18 months while completing his vocal music education and Spanish double major at Concordia Moorhead. He first worked with Dillion Swanson on Bethesda's Music Camp and continued this important event after Dillion's departure. Our choir grew musically and number under his directorship.

We welcomed Jillian Jaros, Heath Baxtor, and Rachel Jackson to our music ministry. Jillian directs choir. She led the 2025 Music Camp along with Mr. Heath, Mrs. VK and Mr. Cooper. Heath and Rachel shared their bell gifts and experience with Jillian. Bethesda Bell choir resumed regular practice and are offering special music once a month September through May. Rachel and Heath built an ingenious set for the bells in the balcony (Wow! Thank you!). The set-up saves time, which otherwise would have been spent on set up and take down of the rehearsal and performance tables and bells. The bells are polished, a bell and chimes replayed. Bell choir members range in age from 10 to 80. The Bethesda Bells are back!

Other changes include a 'new' sound board. Our administrative assistant, Jane Johnson started managing worship duties with online signup software and emails (**Thank You!!**), and a new large circular hanging for Pentecost. When the sink in the Sacristy became unusable, we moved communion preparations to the kitchen. The communion prep volunteers adjusted to the shift. The frozen bread and wine are still stored in the sacristy.

Thank-you Pastor Grant to your faithful and diligent service to the Word and sacrament at Bethesda. Thank you, Tyler for leading worship as pianist and sharing your many musical gifts. Thank you, Jillian, for your faithful and enthusiastic directing of the choir and bells. Thank you, volunteers, for making our worship and music experiences happen. Behind the scenes a lot of preparation happens for weekly worship and the changing of the liturgical seasons. If you want to take part in this way, please sign up on-line or with Jane in the office. Know that your time and gifts are deeply appreciated and needed.

Submitted by Sue Reinhart for the Worship and Music Team: Pastor Grant, Tyler Pyle, Jillian Jaros, Heath Baxter, Rachel Jackson, Sue Reinhart, Lynn Tkachuk and Mary Wallum.

Resource Ministry: Property Committee

Bethesda Property Report

This building is a busy place that is used all throughout the week. Thanks to your generous contributions (both physical and monetary) during the last year we've been able to make repairs and provide updates in many areas of the church. Let's go over some of the highlights that have happened over the last year.

- Removed the courtyard brick walls
- Replaced broken cement blocks
- Added additional security lighting in the courtyard
- Added a new native plant garden
- Fixed the Church bell
- Added new wooden shelving for donation items
- Placed a new television display in hallway with multimedia capabilities
- Replaced damaged ceiling tiles
- Installed a new sidewalk to the BAS playground

Now looking forward to next year we have big updates coming. We'll be replacing the ceiling in the kitchen, updating the church sign, putting in more safety, energy, and efficiency improvements. We'll continue to do a spring cleanup and maybe put together a fall cleanup as well. I want to give a shout out to all of those who have pitched in and volunteered their time to help maintain the church. John and Sharon Larson for all the time they put in mowing and caring for the lawn. Libby Sternhagen-Schwenk for her expertise and effort in planning and putting in the native plant garden. Kent Costin for building the wooden donation shelving. My fellow property committee members (Nancy Lund, John Larson, and Twilia Nicholson). Lastly, all those who have volunteered on a cleanup day, helped with a project, or just picked up trash, all of your help keeps this church a place where we can all come together.

Lastly, if anyone wants to be more involved, feel free to contact me and let me know your ideas. The property committee usually meets the first Monday of the month at the church and we welcome anyone who wants to participate. We also want to be a permission giving church, so if you have a great idea, we want to empower you to pursue it.

Aaron Wenaas
Property Committee Chair
aaron.wenaas@gmail.com
701-740-0433

Resource Ministry: Stewardship Committee

Grace and Peace to you in this new year, and thank you for being stewards of our church, to our community, and for all of God's people

During our stewardship campaign in October 2025, you were invited to reflect on the themes of being "Formed and Re-formed by Trust, in Gratitude, by Persistence, and in Humility", all in the context of how we can return to God a portion of what He has first given us. I hope you found these reflections engaging, and that they led you to deepen your understanding of what it means to be a Steward of our church building, our faith community, and of God's world. It is your generosity and gifts of time and treasure that make Bethesda a trusted place of healing and worship.

For the fiscal year 2026, fifty-five pledges of financial support have totaled more than \$223,000 for the general operating budget. You are still welcome and invited to return a pledge card for 2026 if you have not done so already. Doing so helps us to better plan for the rest of the year. Any donation, regardless of size, helps to further Bethesda's mission and impact in our community. Thank you for your generosity and for all that you do for our church.

Submitted by Drew Robinson

Auxiliary Reports

Auxiliary Report: Bethesda Lutheran Church Foundation

The Foundation continued to increase assets with an excellent year in the financial markets. Assets increased by \$12,794 or a return of 11.8% return. Total contributions for the year totaled \$3,100.

The value of assets as of December 31, 2025, was \$102,559. One Wealth Financial, an advisor group of Wells Fargo Bank managed the Trust. Trustees approved moving assets to the FM Area Foundation in December. This move will improve investment results, lower management fees, and provide more professional oversight for the Foundation on a long-term basis.

Established in 1985, the Foundation allows members to donate assets intended for lasting growth. Examples of giving include memorials and other gifts as part of final estate planning. For instance, one long-term member gave his residence in Moorhead to the Foundation. The Church Council gives approval for the allocation of funds.

This is an excellent vehicle to help our Church sustain and grow in the future. Please consider this choice as you develop your legacy giving plans in the future.

Respectfully Submitted,

Trustees: Kent Costin, Eddy Bernhardson, Lynn Tkachuk

Auxiliary Report: Evergreen Memorial Cemetery Year End Report (2025)

Evergreen Memorial Cemetery Board met several times in 2025. Board members: Teresa Norwig (Chair), Larry Carlson (Vice Chair), Aaron Holmquist (Treasurer), Cynthia Sillers (Secretary), Stanley Iverson (Director), Arland Jacobson (Director) and Judy Videen (Director), Drew Robinson (Council Liaison). Nancy Hanson is the Cemetery Superintendent.

The Board thanks Superintendent Nancy Hanson, and groundskeeper Gary Nolte, for the upkeep and on-going care of our beautiful cemetery. The cemetery's finances are in good shape. We appreciate those who have donated to the cemetery in honor or memory of their loved ones. Many generous donations have been gifted to the cemetery, which are also appreciated and put to good use.

The Lloyd and Bev Paulson Charitable Trust Fund is a major contributor for maintenance and upkeep of the cemetery. The trend of cremation continues. The investment few years ago in a columbarium (80 niches), and ossuary (communal space for cremains) was a good one. We thank the Roger and Lisa Erickson family for that investment. Since installation, just over

20 niches, that can hold 2 cremains each, have been sold. Cremains can also be buried on a purchased lot.

In 2025 there were 17 burials, 11 burial lots were sold, 3 internments in the columbarium niches with a total of 6 columbarium niches sold. Memorial donations made directly to the cemetery in 2025 totaled \$140; others may have been made through Bethesda. Thank you all!

We thank Teresa Norwig, who has left the Chair position and moved to South Dakota. Gary Nolte is retiring from the cemetery groundskeeper position.

The Board held an election of officers at their last meeting on December 10, 2025; Larry Carlson was elected Chair, Aaron Holmquist was re-elected Treasurer, Cynthia Sillers was re-elected Secretary. The Vice Chair position is still open and available.

We welcome visits, questions, and more board members. If you are interested in serving, just let us know.

Larry Carlson
Evergreen Memorial Cemetery Board Chair

Pathways Lutheran Outdoor Ministries

"Providing unique environments where God encounters people and renews them to live lives of love!"



Greetings from Pathways!

I want to start with the joy I had getting to know the youth who came to camp for the summer! They were fully engaged in their Faith Formation here at Camp Emmaus and our Day Camps! Our Church is blessed to have them and we are in good hands! Thanks to all you do to make our part of this partnership happen!

2024 has been a busy year for Pathways. The leadership has remained the same as we ended 2023. Brad Fossen is our Facilities Director. Kale Johnson is our Program Director and Paige Johnson wears several hats as Outreach and Retreat Coordinator as well as Office Manager. I am still serving as the Interim Executive Director. We work hard to make this small full time staff work with everyone pitching in to make camp succeed. We are grateful to our Small but Mighty summer camp staff for all they did to make a difference here! I am amazed at the gifts they shared with us and as with the youth who attended camp, we're in good hands as the church moves forward!

When I accepted this responsibility in September of 2023 we were facing several challenges. I saw three things as necessary to prepare Pathways to move into the future. First, I have tried to get to know campers, families, donors and our churches. I hope you all know one of us Pathways staff members and feel free to contact us anytime you have an idea or concern. Second, we had just voted as a board to sell Minne-Wa-Kan and I wanted to shepherd that through all the steps that were needed for that to be completed. Finally, I saw a need to improve the infrastructure at Camp Emmaus, especially the cabins.

The sale of Minne-Wa-Kan was completed in December. With the proceeds of that sale, we have been able to pay off all operational debt, pay Trinity the final payment for Camp Emmaus and have a fund balance to keep our cash flow in the black month to month. I know the sale is a significant change and was a loss for all of us. However, we needed to change and I am continuing to pray for healing and understanding that Pathways is now prepared to move ahead to provide faith formation opportunities for youth and adults into the future.

We are moving ahead with cabin refurbishment this spring. We will be replacing doors, windows and roofs as well as a new coat of paint. The Hard Hat Ministry of Calvary Lutheran in Park Rapids has made many improvements at Emmaus including the replacement of windows on the chapel and the deck and stairway between the chapel and dining hall. The stairway is a work of art that you will want to see. The Hard Hats have come forward with funds to do one cabin and will do the work to refurbish the first cabin. They would like to challenge other churches to come forward with funds and/or volunteers to do the rest of the cabins. They are willing to share their expertise if your group needs help getting started on the building process. Brad and I will be able to work beside you as well! Please contact me about this opportunity to make a difference in our camp ministry. The only skill you need is desire! You can do this and it'll be fun!



We were busy in 2024 getting set on our path forward with Don Johnson of Lutheran Outdoor Ministries leading a Board Training event for our Board of Directors at Camp Emmaus on April 12 & 13. We also had a strategic planning event in August that included the Board and several other leaders. It was productive and

we now have direction that we are working on to make this ministry more stable and able to move forward in service.

Board and Committee meetings are filled with hard questions and discussion to make good decisions regarding how to move forward. But, in the end everyone works hard to come to consensus and do what is best for the future of Pathways. I am grateful for their work. The board is moving forward in the search for a new Executive Director and I fully support that and will fully support the new Executive Director when they are put in place. Until then I will serve and will serve the new director in any way they need me. I am grateful for the opportunity to be a part of this ministry.

Pathways is grateful for all the support from our churches and we know your support comes to us as financial support, prayers for our ministry, and your promotion of camp that brings us campers, retreaters and Day Camp participants. We're also asking for you to communicate to us how we can be of greater service to your ministry.

We look forward to our future ministry together. The celebration of fifty-five years of ministry at Pathways, nearly eighty years of ministry at Camp Minne-Wa-Kan and the Ninetieth Anniversary of Camp Emmaus in August of 2024 was a great success. Thank you to those who were able to attend and we hope everyone will come to Emmaus on Saturday, August 9, 2024 to celebrate another year of camping!

Thank you for the opportunity to support your ministry and your support of Pathways!

Ira Bailey
Interim Executive Director
director@pathwaysbiblecamps.org 218-329-5721 or 218-227-5107

P.S. The Registration for campers is open and the application for Summer Staff is open as well!

<https://pathwaysbiblecamps.org/>

P.S.S. We would like to come and share our story with your congregation and youth! Please give us a call!

Bethesda Evangelical Lutheran Church Proposed Budget 2026				
	Actual 2024 \$	Budget 2025 \$	Actual 2025 \$	Proposed Budget 2026 \$
Income				
4000 Church Income				
4001 General Offering	225,425	257,000	261,982	272,000
4002 Loose Offering	6,847	5,000	3,425	3,000
4004 Building Rental	600	1,000	250	500
4005 Investment Income	5,922	1,500	2,538	2,500
4007 Fundraisers		3,500	--	0
4009 NW MN Synod Grant	8000		-	0
4010 ELCA Grant		8,000	8,000	0
	10,900			
4012 Table of Mercy BLC	25,121	-		0
4025 BAS Cost Recovery	10,896	20,000	20,000	23,000
Total for 4000 Church Income	293,711	296,000	296,195	301,000
Expenses				
6000 Benevolence				
6010 NW Minnesota Synod	6,000	6,000	6,000	6,000
6011 Pathways Bible Camp	1,000	1,000	1,000	1,000
6012 MSUM Crossroads Ministry	4,563	-	0	0
Total for 6000 Benevolence	11,563	7,000	7,000	7,000
6100 Worship & Music				
6102 Special Music (subs)	500	900	237	500
6103 Music Equipment Repair	422	1,000	545	500
6111 Copyright Licenses	1,424	1,200	1,614	1,600
6130 Communion Supplies	678	500	665	800
6131 Candles	286	350	453	400
6135 Other Worship Supplies	839	700	414	800
6140 Worship Resources	847	600	430	600
6150 Arts & Environment	1,617	500	882	600

Bethesda Evangelical Lutheran Church Proposed Budget 2026				
	Actual 2024 \$	Budget 2025 \$	Actual 2025 \$	Proposed Budget 2026 \$
6160 Worship Miscellaneous	399	300	550	600
Total for 6100 Worship & Music	7,012	6,050	5,790	6,400
6200 Outreach				
6202 Outreach Advertising	710	500	928	600
6203 Outreach Miscellaneous	159	400	286	200
6205 Outreach Fellowship	-	100		100
6206 Outreach Hospitality	-	250		200
Total for 6200 Outreach	869	1,250	1,214	1,100
6250 Stewardship				
6252 Stewardship Campaign	498	500		500
6254 Stewardship Misc	-	200		200
Total for 6250 Stewardship	498	700	\$	700
6300 Lifelong Learning				
6301 Curriculum Materials	121	250	103	300
6302 Devotional Books	521	200	343	250
6303 Books & Bibles	77	100	64	250
6305 Adult Education	169	300	425	300
6307 First Communion	902	100	0	0
6310 Christian Ed. Miscellaneous	238	100	178	200
6320 SS Curriculum	165	400	804	300
6321 VBS Curriculum	66	400	536	400
6322 Confirmation Curriculum	486	-	331	500
Total for 6300 Lifelong Learning	2,745	1,850	2,784	2,500
6400 Youth				

Bethesda Evangelical Lutheran Church Proposed Budget 2026				
	Actual 2024 \$	Budget 2025 \$	Actual 2025 \$	Proposed Budget 2026 \$
6401 Youth Ministry	465	500	110	500
Total for 6400 Youth	465	500	110	500
6500 Finance				
6503 Postage	188	1,000	162	500
6504 Office Supplies	1,696	2,000	1,603	1,700
6505 Phone	1,001	1,000	1,001	1,100
6506 Internet Services	1,612	2,000	1,641	1,800
6507 Banking Services	1,437	2,000	1,318	1,500
6526 Copies B&W	2,860	3,200	2,144	2,500
6527 Copies Color	2,777	3,200	2,231	2,500
6530 Property Insurance	12,796	21,500	21,413	22,800
6532 Workers Compensation	552	750	672	800
6550 Synod Assembly & Retreats	1,437	1,000	611	1,000
6570 Computer Software	753	500	708	500
6571 Computer Hardware	1,062	1,200	1,353	0
6572 Computer Technical Services	1,215	700	684	1,000
6575 Interest Expense	429	100	79	0
6640 Accounting Services	4,941	5,300	5,317	5,600
Total for 6500 Finance	34,756	45,450	40,937	43,300
6600 Wages & Benefits				
6601 Pastor Salary	40,619	43,300	42,722	47,000
6602 Pastor Housing Allowance	30,000	30,000	30,000	30,000
6603 Pastor FICA Allowance	6,225	6,800	6,574	7,100
6604 Pastor Mileage Reimburse	1,002	1,000	707	1,000
6605 Pastor Health & Dental	10,738	14,500	13,595	15,800
6606 Pastor Pension Plan	11,082	12,142	11,697	12500

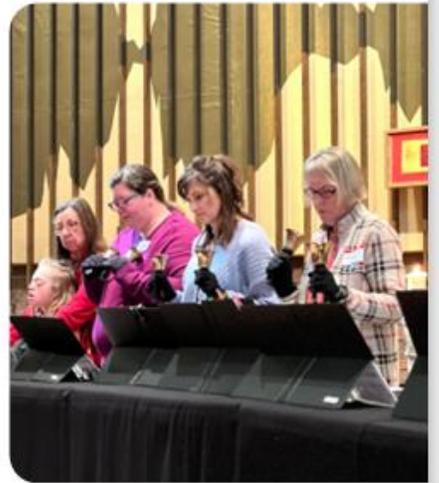
Bethesda Evangelical Lutheran Church Proposed Budget 2026				
	Actual 2024 \$	Budget 2025 \$	Actual 2025 \$	Proposed Budget 2026 \$
6607 Pastor Disability & Life	867	500	456	500
6608 Pastor Continuing Education	2,322	1,500	3,828	1,500
6609 Pastor Other Professional Exp				1,250
6621 Pastoral Supply	525	700	175	700
6625 Parish Nurse Program	-	250	350	250
6630 Office Manager	35,787	26,000	16,408	24,500
6631 Office Mgr Auto Allow	187	-		0
6632 Off Mgr Continuing Ed	-	250		100
6633 Off Mgr Health Insur Allow	2,600	-		0
6645 Janitorial Salary	2,500	4,100	2,991	3,400
6653 Pianist	10,159	10,464	10,524	10,600
6654 Music Continuing Education	143	200	58	200
6655 Choir Director	5,850	5,200	5,225	5,500
6670 Youth/Christian Ed Coord	1,764	-		0
6680 FICA	4,265	3,000	2,293	2,700
6681 Medicare	998	1,000	536	700
6682 Simple IRA Match	1,105	-	0	0
6683 MN Paid Leave				100
Total for 6600 Wages & Benefits	168,738	160,906	148,138	165,400
6800 Property				
6801 Utilities - Heating	8,838	18,000	10,904	17,500
6802 Utilities - Electric	21,787	24,000	23,435	24,000
6805 Boiler Inspections	1,993	2,600	1,807	2,300
6806 Janitorial Supplies	3,842	5,600	5,854	6,200
6807 Security System	886	500	596	800
6810 Church Building Repairs	6,371	5,000	8,629	6,700

Bethesda Evangelical Lutheran Church Proposed Budget 2026				
	Actual 2024 \$	Budget 2025 \$	Actual 2025 \$	Proposed Budget 2026 \$
6811 Church Grounds Maintenance	3,787	11,000	9,362	11,300
6815 Equipment Repairs	2,483	3,000	1,160	3,000
6830 Special Assessments	2,428	2,200	2,370	2,300
Total for 6800 Property	52,415	71,900	64,117	74,100
Total Expenses	279,061	295,606	270,090	301,000
Net Income /(Loss) before BAS Rev Sharing	14,650	394	26,105	-
4025 BAS Income Sharing	-	-	10,506	
Net Income /(Loss)	14,650	394	36,611	-
Church Income	293,711	296,000	296,195	301,000
Expenses				
Worship, Benevolence, Outreach, Stewardship, Lifelong Learning	23,152	17,350	16,898	18,200
Administration	34,756	45,450	40,937	43,300
Wages & Benefits	168,738	160,906	148,138	165,400
Property Expenses	52,415	71,900	64,117	74,100
Total Expenses	279,061	295,606	270,090	301,000
BAS Income Sharing			10,506	
Net Income/(Loss)	14,650	394	36,611	-

Bethesda All Stars Proposed Budget: 2026				Proposed
	2024 Actuals \$	2025 Actuals \$	2025 Budget \$	Proposed Budget \$
Daycare - BAS Income		-		
4100 BAS School Days Regular	84,086	87,880	93,755	95,370
4110 BAS Full Days Regular	94,544	91,457	86,908	88,867
4123 BAS Preschool Program	13,460	21,175	20,450	22,725
4125 BAS Preschool - full days	177,786	190,980	199,688	209,385
4130 BAS Activity Fees	1,425	1,646	2,200	2,200
4140 BAS Food Program	6,525	6,886	7,800	7,800
4150 BAS Registration Fees	1,020	990	800	800
4226 Stabilization Grant	31,042	33,070	28,190	29,300
4200 BAS Parent Fundraising	-	-	-	-
4225 BAS Misc. Income	2,002	947	-	-
4225 BAS Investment Income	1,000	710		
Total Daycare - BAS Income	412,890	435,741	439,791	456,447
Expenses				
7100 Bethesda All Stars		-	-	-
7110 Director Salary	74,950	76,773	75,901	78,792
7120 Lead Teacher	183,571	213,413	219,287	226,327
7121 BAS Stabilization Salaries	21,137	494		
7135 Teacher Aids	10,002	14,622	13,260	13,790
7136 Substitute Teachers	7,329			
7140 Custodian	9,603	8,570	10,716	11,040
7200 SS, Medicare, Work Comp	25,625	26,388	26,961	27,917
7203 Simple IRA Retirement	7,535	7,955	10,017	10,349
7215 Disability/Life/MN Paid Leave	897	915	960	1,056
7310 Catering Meals and Food Supplies	29,539	28,778	34,767	34,943
7320 Educational Supplies	3,357	1,382	1,800	1,628
7321 Office-Supplies, Advertising, Cell Phone, Internet	7,677	2,975	4,382	4,382
7425 Staff Expense-Training, Travel, Memberships, Staff Appr	2,358	2,041	2,691	2,780
7430 License Fees/Background Checks	818	745	844	844

Bethesda All Stars Proposed Budget: 2026				Proposed
	2024 Actuals \$	2025 Actuals \$	2025 Budget \$	Proposed Budget \$
7435 Program Fees-Yoga, music, entry fees, TS gold	3,410	4,911	4,080	5,250
7440 Travel BAS Transportation	1,020	595	3,750	1,445
7446 Family Free Vacation	1,940	879	1,800	1,800
7447 BAS Teacher Discount 10- 20%	1,052	3,234	2,725	4,320
7450 Miscellaneous	1,144	1,507	1,346	1,344
7455 BLC Services & Accounting	12,996	22,200	22,104	25,404
7456 Maintenance, Repair, Carpet Cleaning	1,706	594	1,200	1,200
7460 Brightwheel Fees	1,107	1,190	1,200	1,836
Total Expenses	408,836	420,161	439,791	456,447
Net Income Before Income Sharing	4,054	15,580	-	-
BAS Income Sharing	-	(10,506)		0
Net Income	--	5,074	-	-

Evergreen Memorial Cemetery 2026 Budget Proposal				
	2025 Actuals \$	2025 Budget \$	2026 Proposed Budget \$	Comments
Income:				
Sales	23,400	24,500	18,200	Burial and Niche sales
Investment Income	19,650	22,000	20,000	Investment and interest income
FMAF Endowment Fund	9,680	0	10,000	FMAF Endowment Fund
Cemetery Donations	5,028	0	3,000	Direct Donations to Cemetery
Misc. Income	10,364	1,000	1,000	Other income (2025 property tax return error included)
Total Income:	68,122	47,500	52,200	
Expenses:				
Staff Salaries	17,715	19,000	20,000	Nancy Hanson and Gary Nolte salaries and reimbursements
Grounds\Utilities	21,825	12,000	24,000	Electric, Water and landscaping/maintenance
Contract Services	7,050	13,000	4,000	Grave digging, Advertising
Other	535	3,000	1,200	Other expenses
Total Expenses:	47,125	47,000	49,200	
Net Gain/(Loss)	20997	500	3000	





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WHO WE ARE

Bethesda Lutheran Church, a congregation of the ELCA, is a reconciling, affirming, and inclusive community. Through worship, love, and service, we recognize that each person is a unique creation of God and through grace, we all belong together as children of God. We value people of all gender identities, gender expressions, sexual orientations, cognitive and physical abilities, races, nationalities, economic, and immigration statuses. We will advocate for and be steward of all of God's creation. We pledge to live as reconciling people, in our life together, working to be a sign in the community that Jesus Christ is here.

