

2014 Annual Report Salem Lutheran Church

January 25, 2015

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SALEM LUTHERAN CHURCH ANNUAL MEETING AGENDA

January 25, 2015

Opening Devotion	Proverbs 3:1-10	Pastor Dave
Approval of Minutes from Annual Congregational Meeting, January 26, 2014		Mike Haga & Rob Garza
Thanks & Recognitions		Mike Haga
Review of 2014 Financials		Tim Rehder & BJ/Joyce
Election of Council Positions Renee Loya (3-year term) Bob Roediger (3-year term)	Adam Boxberger (3-year term) Mike Haga (1-year term, fills position vacated by Mike Higgins)	Mike Haga
Synod Assembly Representatives 2 Delegates needed (1 female, 1 male) Will be held in Lindsborg, KS at Bethany College June 4-6 (begins evening of June 4, ends afternoon, June 6)		Mike Haga
Alternates		
BIC Team Presentation Congregational Vote for Welcome Statement		Terri Fevold
Past Presidents Planning Update		Jim Nicholson
Year in Review & Vision for 2015 & beyond		Pastor Dave
Presentation & Approval of 2015 Budget		BJ Fevold & Mike Haga
New Business		
Adjourn	The Lord's Prayer	

NOTE: Quorum will be 61 Confirmed Members (20% of 305 – December 31, 2014 membership)



1/26/2014

11:50a.m.

In Attendance: 78 voting members (76 needed for quorum) - Robin Casper
Total members in the congregation - 377

President Mike Haga called the meeting to order.

Council attending: Mike Higgins, Mike Dougherty, Chris Wise, Shanna Brende, Rob Garza, Scot Harmison. Kristin Burki, Bob Roediger

Opening Devotion: Pastor Dave Whetter - Matthew 28:16-24

Meeting Minutes: Rob Garza - Secretary

Approval of previous minutes: Mike Higgins motioned to approve the 2013 minutes, Maghan Harmison second the motion with no abstentions.

Financial Report: Tim Rehder - Treasurer (The report was not in the Annual report but will be posted)

General Fund balance: \$65,640

Total Capital campaign contribution for 2013: \$411,108

Total Income for 2013: \$352,206

Year to date budget: \$346,000

Election of Council Positions: Mike Higgins - Vice President

New council members: Rob Garza (3 year term) and Meghan Harmison (3 year term)

Synod Assembly Representatives: Mike Higgins

Greg Beutel and Lorel Brown will attend the June 5-7 assembly

Matt Brown and Jen Beutel will be the alternates

Constitutional changes: Mike Higgins - Vice President

Joyce Benedict motioned to approve the constitution changes, Ellen Sandelin second the motion. No abstentions.

Presentation of the 2014 Budget: Mike Haga - President

Terry Fevold made a motion to increase our total minimum benevolence to 10%. Loral Brown second the motion.

Joyce Benedict made a motion to give 7% to the ELCA and 3% to other benefactions.

Kathy Hellwege second the motion

Mike Higgins made a motion to change the way Salem Tithes to the above percentages,

all in favor with 1 no and 1 abstaining

Note: Salem as a whole gives up to 15% already.

Past Presidents Panning update: Jim Nicholson

Vision for 2014 and beyond: Pastor Dave Whetter

2010 - Named our Mission, Encounter God, Grow in Faith, Serve the World, which we focused on reorganizing our ministries.

2010 - Purchased Koinonia Hall and Property, Finished new addition, Cornerstone Began. average worship attendance grew to 188.

2011 - Created the Food Group Ministry, Launched Pantry Pack and served over 100 packs of food. Average worship attendance: 196

2012 - Expanded Staff, KC Service Network: The Big Serve. Average worship attendance: 196

2013 - Reduced staff (Budget constraints) KC Service Network - Sept 8th Serve day. Pantry Pack: Handed out over 1200 packs. Average worship attendance: 181

2014 - Focus on growing God's Kingdom

Approval of the 2014 Budget: Mike Higgins and Tim Rehder

Don Knudtson made a motion to approve the budget. Steve Atzeni seconded the motion.

New Business:

Bob Roediger was made head of the Benevolence Committee

Adjourn:

Jennifer Beutel made a motion to adjourn. Shannon Brende second the motion

Closing blessing: Pastor Dave Whetter - 1:12 p.m.

PASTOR WHETTER'S ANNUAL REPORT

"Trust in the LORD with all your heart, and do not rely on your own insight." Psalm 3:5

Late last year, I began to intentionally focus on the above verse from the Psalms. I have to be intentional, because I often find it difficult not to focus on my own insight and lifetime of experiences and studies that dictate to me how I should do things or think about things. Yet, as I read Psalm 3, it is evident to me that to really live a full and fruit-filled life, I have to learn to trust in God more than I trust myself.

As I look back at 2014, in spite of facing some difficult financial challenges, I can't help but notice all the incredible ministries that are being offered through Salem with your generosity. Our Pantry Pack Program distributed over 1400 bags of groceries to families in need. We actively served over 1000 meals to the homeless at Children's Memorial. In 2014, over 80 high school youth from Salem, Holy Cross, Atonement, and Good Shepherd traveled to Colorado to do flood relief work. Our adult and children's choir participated in the Better Together Concert where we raised over 1200 pounds of food in one night for the local Johnson County Food Pantry. In 2014, Salem began to study and learn what it means to be a truly welcoming community, and a congregational Welcome Statement was written and presented to the congregation. We now have a chance at our annual meeting to make it our official Salem Welcome Statement. In 2014, the KC Service Network team held a serve day at Mosaic, served on a Habitat for Humanity project, and held the "After the Harvest" workday. In addition, KC Service Network and our teens have began a collaborative ministry with St. Mark Hope and Peace to help build the Hope Teen Center, which will be a community center for teens in the inner city. This year, our Children's ministry has raised hundreds of dollars to buy milk for our Pantry Pack Program. And in the midst of all of this ministry, teams like our Property Team and the Design Team have focused on renovating and maintaining our facility. Each and every team here at Salem has been active in ministry, and that is beautiful!

To do all of this, and so much more that I have not touched upon, I realize that each of us, as individuals and as a faith community, have placed our trust in the Lord, not on our insight. Our success is not in the numbers; it is in the ministries we are offering the world. I want to personally thank each and every one of you for your commitment to our mission. You have placed your trust in the Lord, and through you amazing things are happening. I look forward to seeing what incredible things God will do with us and through us in 2015.

In closing, as we look to our future, let us also remember those who have died this past year: Charlotte Frazier, Mike Higgins, Wanda Block, Don Blume, and Will Callstrom. They, too, were part of this mission, and we now give thanks to God for placing them in our lives and allowing us to walk with them on this earth.

Shalom, Pr. Dave

CONGREGATION COUNCIL PRESIDENT REPORT

Blessings All,

I wanted to share a few thoughts with you regarding 2014 and what we have in store for 2015.

A few years ago Salem redefined their Mission. That helped us to understand and agree on WHAT we needed to do, but we never took it to the point of defining HOW we were going to do it. Last year, Council and leaders at Salem started an effort to change that.

Several members were able to take advantage of some powerful leadership training. It helped us to understand the difference between Technical and Adaptive thinking. In simple terms, Technical thinking is sticking with what you know. You have a task and you know the steps you need to take. Adaptive thinking takes you out of your comfort zone. It forces you to think differently.

We used these techniques with all of our ministry teams and we took the time to define the purpose of each of our teams. This helps us in multiple ways. It helps to ensure that we're doing the right things and it helps to communicate what we're doing to those that want to get involved.

So now we had a Mission and our teams understood their purpose. We still needed something that we could shoot for. Something that described what Salem would look like if we achieved our Mission. We need a Vision.

Council finished the year with crafting a Vision Statement. In 2015, we will work towards getting the congregation's acceptance and approval. From there, the real fun will begin. The next step would be to define how we are going to achieve our vision. We need to build a strategy. We will need to look hard at what we're doing today and determine if it's enough or if we need to do something else. We need to push ourselves harder, because we know God has given us what we need and there is no reason to doubt what we can achieve.

Shalom,

Mike Haga

Council President

AMONG OUR PEOPLE

	2014	2013
Households	161	154
Baptized Members	387	377
Confirmed Members	305	293
Students Confirmed	4	5
1st Communion Students	7	3
Weddings Performed	3 (1 non-member)	3 (1 non-member)
Non-Member Funerals	4	1
<i>Attendance Information:</i>		
Avg. Weekly Attendance	170 (338 out of 387 participated in worship)	181 (315 out of 377 participated in worship)
Ash Wednesday	126	111
Avg. Lenten Service	68	79
Maundy Thursday	95	102
Good Friday	128	113
Easter Sunday	298	309
Avg. Advent Service	64	72
Christmas Eve	321 (5pm-177, 7:30pm-99, 10pm-45)	371 (5pm-225, 7:30pm-124, 10pm-22)
<i>Members Received</i>		
Baptized	5 (2 children, 1 adult, 2 non-members)	8
Affirmations	11 (8 adults, 1 youth, 2 associate members)	0
Transfer In	20 (14 confirmed, 6 non-confirmed)	15 (11 confirmed, 4 non-confirmed)
Re-instated	1 adult	0
<i>Members Released</i>		
Transfer Out	4 (2 confirmed, 2 youth)	14 (9 confirmed, 5 youth)
Removals / Withdrawals	16 (10 confirmed, 6 youth)	23 (19 confirmed, 4 youth)
Deaths	5 (adults)	1 (adult)

SALEM STRUCTURE CHART

Worship Core Team

- o **Worship Development (Heather Lewis):** creating inspirational and meaningful worship.
- o **Altar Care (Joyce Benedict):** preparing and presenting the sacramental elements for worship.
- o **Worship Volunteers (Heather Lewis):** recruiting, training, and scheduling all worship volunteers.
- o **Music Ministry (Heather Lewis):** creating musical opportunities for all ages.

Children, Youth & Family Ministries Core Team

- o **Children's Ministry (Sheila Rehder):** creating ministry opportunities for pre-K through 6th grade children and families
- o **Teen Ministry (John Holt):** creating ministry opportunities for 7th- through 12th-grade students and families
- o **Cornerstone (Sarah Edeal):** creating midweek opportunities for all ages for a meal, education, and worship
- o **Safe Sanctuary (John Holt):** creating policies and procedures to safeguard our children and volunteers
- o **Building Inclusive Church (Terri Fevold):** creating opportunities for Salem to be an inclusive church

Adult Ministries Core Team

- o **Women's Ministry (Sisters – Kathy Kostroske):** creating meaningful ministry opportunities for adult women
- o **Men's Ministry (Mike Kostroske):** creating meaningful ministry opportunities for adult men
- o **Salem Seniors (Terry Love):** creating meaningful ministry opportunities for those over 50

Service & Outreach Core Team

- o **KC Service Network (Joyce Benedict):** multi-congregational collaborative focused on community service
- o **Children's Memorial Meal Ministry (Colleen Hall):** meal ministry outreach program with partner church
- o **Pantry Pack Ministry (Charlotte Wallenburg):** preparing and distributing pantry packs to feed the hungry
- o **Benevolence (Bob Roediger):** gathering and directing congregational resources to make a difference
- o **Meal Ministry (Barb Higgins):** providing meals for shut-ins and those affected by illness or a family death
- o **Transportation Ministry:** providing transportation support to those in need
- o **Visitation Ministry (Pr. Dave):** bringing fellowship to those unable to attend weekly ministry at Salem
- o **Home Communion Ministry (Pr. Dave):** providing communion to those unable to be present in worship

SALEM STRUCTURE CHART (cont.)

Fellowship Core Team

- o **Advent & Lenten Wednesday Meals (Terri Fevold):** providing food & fellowship through festival seasons
- o **Salem Café (Kari Holt):** providing food and hospitality on Sunday mornings
- o **New Member Luncheon & Reception (Tracy Garza):** providing food and fellowship for new members
- o **Fellowship Events (Kari Holt):** creating opportunities for all ages to share in community
- o **Small Group Ministries (Kari Holt):** creating opportunities for small groups to share in community

Facilities Core Team

- o **Building Maintenance (Mike Dougherty):** providing ongoing maintenance for all Salem buildings
- o **Grounds Maintenance (Mike Dougherty):** providing ongoing maintenance for all Salem grounds
- o **Maintenance Contracts (Mike Dougherty):** managing all current and future maintenance contracts
- o **Long-Term Maintenance & Improvements (Mike Dougherty):** providing a long-term vision for maintenance and improvements of the Salem Campus
- o **Capital Improvements (Mike Dougherty):** creating long range plans for capital improvements
- o **Design Team (Glenda Clare & Jill Whetter):** inspiring the congregation by preserving and enhancing the facilities

Administration Core Team

- o **Finance Team (BJ Fevold):** manage the current and future financial needs of Salem.
- o **Human Resources Team (Paula Hahn):** manage the current and future staffing need of Salem
- o **Communication & Technology Team (John Holt):** creating effective and inspiring communication to Salem and beyond. Manage and update all Salem equipment and technology.
- o **Stewardship Team (Rob Garza):** inspiring our congregation to share their gifts with the world.
- o **Past Presidents (Jim Nicholson):** gathering former council presidents to address specific long-range needs
- o **Church Council (Mike Haga):** inspiring our community to be actively involved in God's mission

2014 END OF YEAR BALANCE SHEET

Current Year

ASSETS		
BANK ACCOUNTS		
CHECKING ACCOUNTS		
	BMO CHECKING ACCOUNT	
	GF Checking Account	-\$3,635.43
	Growth Appeal Checking	51,594.06
	Mem Fund General Checking	8,632.10
	Mem Ministry Ckng	1,486.30
	Mem Facility Ckng	1,445.00
	Thrivent Choice Ckng	9,617.25
	POHT	8,265.77
	Pantry Pack Checking	16,968.96
	Confirmation Checking	30.04
	Teen Other Checking	3,032.29
	Teen Camp/Trips Checking	1,625.00
	Salem Sister's Checking	407.91
	Salem' Men's Checking	1,217.58
	KC Service Netwrk Ckng	247.71
	Hall Memorial Checking	102,641.11
	Subtotal Bmo Checking Account	203,575.65
	Subtotal Checking Accounts	203,575.65
SAVINGS ACCOUNTS		
	Walters Fund	45,983.50
	Subtotal Bank Accounts	249,559.15
OTHER ASSETS		
	Loan to General Fund	50,000.00
	TOTAL ASSETS	\$299,559.15
LIABILITIES		
CURRENT LIABILITIES		
PAYROLL DEDUCTIONS		
OTHER DEDUCTIONS		
	Life Insurance Withheld	\$15.00
	Flex Spending Withheld	343.74
	Retirement Withheld	551.56
	Subtotal Payroll Deductions	910.30
	Subtotal Current Liabilities	910.30
LONG-TERM LIABILITIES		
MORTGAGES & LOANS		
	Loan From Walters Fund	50,000.00
	TOTAL LIABILITIES	50,910.30
FUND BALANCE		
	Fund Balance	\$248,648.85
	TOTAL FUND BALANCE	248,648.85
	TOTAL LIABILITIES AND FUND BALANCE	\$299,559.15

2014 YEAR END BUDGET & 2015 PROPOSED BUDGET

	2013 Actuals	2014 Actuals	2014 Annual Budget	Annual Budget Difference	2015 Annual Budget
INCOME					
CONTRIBUTION INCOME	\$484,056.70	\$657,745.69	\$474,500.00	\$183,245.69	\$522,500.00
INTEREST INCOME	0.00	36.04	0.00	36.04	0.00
MISCELLANEOUS INCOME	0.00	10.21	0.00	10.21	0.00
TOTAL INCOME	484,056.70	657,791.94	474,500.00	183,291.94	522,500.00
EXPENSES					
FIXED EXPENSES					
PASTORAL STAFF	\$99,917.04	\$102,830.06	\$110,219.00	-\$7,388.94	\$111,787.00
SUPPORT STAFF	159,431.24	145,304.26	152,250.00	-6,945.74	212,245.00
ADMINISTRATIVE EXPENSE	37,456.84	69,621.53	51,647.00	17,974.53	39,270.00
BUILDING & GROUNDS	146,270.23	111,342.98	95,000.00	16,342.98	100,200.00
Subtotal Fixed Expenses	443,075.35	429,098.83	409,116.00	19,982.83	463,502.00
MEMORIALS					
MEMORIAL GIFT NAME	0.00	1,341.06	0.00	1,341.06	0.00
MINISTRIES					
STEWARDSHIP	1,531.98	2,768.65	3,100.00	-331.35	1,500.00
COUNCIL	845.08	801.00	1,500.00	-699.00	800.00
CORNERSTONE	2,620.04	3,338.36	2,670.00	668.36	3,290.00
BENEVOLENCE	31,893.55	41,496.68	37,500.00	3,996.68	39,400.00
MISSIONS DEPARTMENT	0.00	0.00	1,200.00	-1,200.00	0.00
THRIVENT CHOICE	0.00	3,462.14	0.00	3,462.14	0.00
POHT	0.00	2,401.00	0.00	2,401.00	0.00
Subtotal Ministries	36,890.65	54,267.83	45,970.00	8,297.83	44,990.00
Subtotal Expenses	479,966.00	484,707.72	455,086.00	29,621.72	508,492.00
EXPENSES					
		8,538.48		8,538.48	6,000.00
NURSERY	0.00	47.88	0.00	47.88	0.00
CHILDREN'S MINISTRIES	3,911.08	4,620.62	4,100.00	520.62	4,100.00
VBS	2,586.03	967.58	1,200.00	-232.42	1,200.00
TEEN MINISTRY	15,183.68	19,840.75	6,850.00	12,990.75	27,400.00
SALEM SISTERS	1,385.15	2,525.54	0.00	2,525.54	2,400.00
MEN'S MINISTRY	0.00	187.56	0.00	187.56	1,000.00
ADULT MINISTRIES	0.00	111.32	500.00	-388.68	15,000.00
ALTAR GUILD	1,492.33	917.47	200.00	717.47	1,000.00
WORSHIP & MUSIC	5,757.05	4,321.43	7,350.00	-3,028.57	7,350.00
FELLOWSHIP / EVANGILISM	1,941.09	2,345.85	2,855.00	-509.15	2,850.00
OUTREACH	10,925.18	2,380.70	1,700.00	680.70	3,000.00
KC SERVICE NETWORK	2,234.76	52.29	0.00	52.29	0.00
CONFERENCES & CONVENTION	815.00	1,963.37	1,950.00	13.37	2,000.00
GENERAL MINISTRY EXPENSE	0.00	207.28	0.00	207.28	0.00
WALTER'S FUND	1,971.61	0.00	0.00	0.00	0.00
MISCELLANEOUS	3,008.60	44,907.87	3,000.00	41,907.87	0.00
Subtotal Expenses	51,211.56	93,935.99	29,705.00	64,230.99	73,300.00
TOTAL EXPENSES	531,177.56	578,643.71	484,791.00	93,852.71	581,792.00
EXCESS INCOME\EXPENSES	-\$47,120.86	\$79,148.23	-\$10,291.00	\$89,439.23	-\$59,292.00

