

2022 Annual Report

Salem Lutheran Church

January 29, 2023

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SALEM LUTHERAN CHURCH ANNUAL MEETING AGENDA

January 29, 2023

Opening Devotion	Pastor Jon Brudvig
Approval of Minutes from Annual Congregational Meeting, January 30, 2022	Vance Thomas
Thanks & Recognitions	Vance Thomas
Review of 2022 Financials	Lynn Ross, Vance Thomas
Elections	Vance Thomas
<ul style="list-style-type: none">• Election of Church Council Members<ul style="list-style-type: none">• Joyce Benedict• Jared Heald• Taylor Schubert• Vance Thomas• Election of Endowment Committee Members• Election of 2023 Synod Assembly Delegates	
Presentation & Approval of 2023 Budget	Lynn Ross, Vance Thomas
New Business	Vance Thomas
<ul style="list-style-type: none">• Stewardship• Strategic Visioning & Planning	
Adjourn with The Lord's Prayer	Vance Thomas

SALEM LUTHERAN CHURCH ANNUAL MEETING MINUTES

January 30, 2022

The meeting was opened at 11:45 a.m. by Tanya Trana. She noted the meeting is being recorded and available later online. She gave instructions for obtaining ballots and voting for people present at the meeting in person and online. All voting must be completed by 3:00 p.m. today. All items requiring voting are on the ballot.

Today is a hybrid meeting, with people attending in person at the seminary chapel and online. Greg and Jaime counted those present in these ways to confirm quorum, and Greg confirmed a quorum is in attendance.

Isaiah 43:18-19 was read by Pr. Jon Brudvig, "A new thing the Lord is doing today." He led a devotional about this, and offered prayer for the meeting.

Approval of minutes from meeting of 01-31-2021:

Time was given for people to review printed copies in person. Also, Tanya reminded those attending online that the minutes from last year are available on the Salem website. Lynn Ross moved to approve the minutes of last year's Annual Meeting; Terry Love seconded the motion. Those attending were invited to vote on their ballot about whether to accept the minutes from last year.

Thanks and Recognitions:

Tanya thanked Pr. Brudvig and all the church staff, the Call Committee, the volunteers, and Council members completing their terms (Kris Burki, Jaime Dougherty, Greg Beutel, and Lynn Ross). She presented handmade crosses for each made by member Don Knudtson.

Kathy Hellwege (online) mentioned those watching online are only able to see the agenda, but not the people on camera in the chapel. Tanya answered that the people can be seen on the YouTube livestream.

Lynn Ross reviewed highlights of the budget balance sheet, comparing 2020 to 2021, both at year end. We ended up this past year in a positive position overall. This is primarily due to three things: the market value of our investments increased, interest on our savings account, and the forgiveness of our Payroll Protection loan from 2020.

She spoke about the General Fund, where mission offering funds are deposited. This is used for operating expenses to pay for things like staff salaries, property expenses, utilities, and supplies. In the middle of the year, the General Fund had a negative balance. The Finance Team recommended, and the Council approved, that we transfer funds from the property sale and from the Hall Estate checking account to cover the shortfall. In the end, there was a surplus, and the money was returned to the Hall Estate account, and the property sale checking account was left at a balance of zero.

The interest earned on endowment funds is deposited into their respective checking accounts. The balances for the actual endowment funds investments are shown on the finance report.

The Memorial Scholarship checking is used to fund high school student scholarships each year. There is funding in that account to cover 2022. Pantry Pack actually had an increase in its account in excess of what was spent because Harvesters is charging less for food due to the pandemic. The cost is expected to go up next year, but we have enough to cover that increase in 2022. Five checking accounts are likely to be used in the coming year for any cash on hand shortfall if needed in 2022: Endowment Fund, Building Fund, Memorial Scholarship, Hall Estate, and Meredith Ministry.

Lynn reviewed the budgeting terms for each type of income and expense categories shown in the comparison of 2020 and 2021 amounts.

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Annual Meeting Minutes (cont.)

Lorel Brown asked for the effective date of this report; Lynn answered that it is effective 12-31-2021. Lorel expressed concern about the budget for children's ministry for 2022. She also mentioned that some expenses she was reimbursed for last year may not show up in this report. Lynn said we will need to ask Joyce Benedict about that on a later date to clarify that. A comment was made that VBS expenses may not be the same as we are showing on the budget.

One question was asked seeking clarification about the interest income, as to why we have a larger number in 2021 than 2022, which is \$11,000. Regarding interest income differences comparing current year to previous year (much higher in 2021 than 2022). The 2021 number is actual, while 2022 is a projection and likely to be a higher number at the end of the year. There may be variation in interest earnings from one quarter to the next. But, these are long-term investments, and are likely to increase over time.

Lynn reviewed the performance of the Endowment Fund, which came from the sale of the property on Haskins Street, the income being generated from interest. Interest earned has been reinvested.

Lynn reviewed the Endowment Fund and spoke of how it is growing in value, too. 31% return on the investment to date. Regarding the Meredith Estate Gift, there has been a 26% return on the investment to date.

Tanya pointed out that those present in person can vote on their paper ballots, in regard to accepting the financial report.

Vance took over leading the meeting, and talked about election of candidates for terms on the Church Council. Lorel Brown volunteered to serve a three-year term. Three open positions remain to be filled (two are a two-year term, and one is a three-year term). New Council members can be added after the Annual Meeting by appointment of the Council. Jaime Dougherty finished a two-year term, Greg Beutel finished a two-year term, and Kristi Burki served for a time, as well. Vance asked for questions, but none were voiced. People were then invited to vote for Lorel Brown on the ballot.

Next, Vance noted that two people left the Endowment Committee. David Edeal and Tim Rehder are up for vote to be on the committee. David Edeal is slated to complete the final year of the position vacated by Jim Nicholson. Tim Rehder is up for a three-year term. Jen Beutel will continue to serve on this committee. He invited people to vote for the slate of proposed Endowment Committee members.

Lynn then presented the 2022 budget. The budget assumes an increase of staff salary. Also, it assumes moving the church's tithe from 8% to 8.5%, as part of the goal of eventually tithing 10%. The budget also allows for maintenance and repairs on Koinonia Hall, should they be needed.

Meredith, Thrivent Choice funds, and other designated funds will be used to pay for ministries, such as children's ministry. In the past, we used offering income for children's ministry. Most of the individual ministries are covered by these funds, as well. She noted positive trending in offering income.

Question asked: Is it possible to compare 2020 YTD against 2021 YTD; are they possibly mislabeled? Lynn said she believes it is accurate.

Mike Dougherty asked about cost of paying for use of space at the seminary. The answer is, on our budget it is counted as Benevolence, since the seminary counts it as a donation.

Vance invited people to vote to approve or not approve the 2022 budget.

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Annual Meeting Minutes (cont.)

New Business: Synod Assembly delegates are needed. It is being held in Olathe this year, June 9-11 (typically noon on Thursday until noon on Saturday). Two adults and one youth representative are needed. Also, two alternates are needed. Pr. Jon Brudvig gave additional information about the Synod Assembly qualifications for attendees, and what to expect when attending. Vance asked for any who wish to be a delegate to make themselves known. Kathy Hellwege volunteered to serve at the Assembly. David Hellwege will serve, as well. Saturn Roop volunteered to serve as an alternate. Vance gave instruction about how to write names for these positions on the ballot.

Next steps:

Sharing God's Abundance: Salem Stewardship 2022. Vance noted the Council has been working to make positive changes in how we approach stewardship, such as the presentation of impact stories during services to come.

Visioning and Planning. A future event is planned, inviting the church membership to help identify our core values as a community and our identity. Also, we will be looking forward to making plans for a permanent location for the church.

Lynn and Vance gave thanks for Tanya's service as Council President the past year.

Greg Beutel moved, and Lorel Brown seconded, to adjourn. We concluded with the Lord's Prayer at 12:45 p.m.

Addendum:

Twenty-nine ballots were received as of 3:00 p.m. on Sunday, January 30.

The ballot questions and voting results are outlined as follows:

On the question to approve the minutes of the Annual Congregational Meeting from January 31, 2021:

Result: 29 votes to approve

On the question to approve the minutes of the Special Congregational Meeting from February 28, 2021:

Result: 29 votes to approve

On the question to accept the 2021 Financial Results:

Result: 29 votes to approve

Election of Council Member(s):

Lorel Brown — three-year term

Result: 29 votes to approve

Election of Endowment Committee Members:

David Edeal — one-year term

Result: 29 votes to approve

Tim Rehder — three-year term

Result: 29 votes to approve

On the question to approve the 2022 Annual Budget:

Result: 29 votes to approve

On the question to confirm voting members to the Central States Synod Assembly:

Result: 28 votes to approve David and Kathy Hellwege as voting members and Saturn Roop as an alternate

Result: 24 votes to approve that Council can appoint other voting members as necessary

Pastor's Annual Report

And when Jesus was baptized ... the heavens were opened to him and he saw the Spirit of God descending like a dove and alighting on him. And a voice from heaven said, "This is my Son, the Beloved, with whom I am well pleased."

— *Matthew 3:16-17*

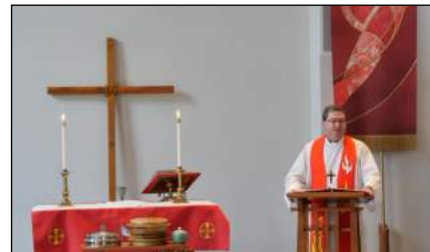
Every year on the first Sunday after Epiphany we commemorate the Baptism of Our Lord. It is a time when Christians celebrate the promises of Holy Baptism. But even more than commemorating, we also follow Jesus from the baptismal waters out into the world to participate in God's saving and reconciling mission. We Lutherans refer to this Spirit-empowered response as the vocation/ministry of the baptized.



Looking back on all that has happened during the past year, I am reminded of the acronym T.E.A.M. (Together Everyone Accomplishes More) and a story about a farmer whose mules pulled a large 18-wheeler stuck in a ditch. The truck driver, skeptical that the farmer's two scrawny mules were up for the task, asked, "How much can one of those pull?" The farmer replied, "About ten tons each." The driver, certain that the task was too great for the mules, said, "But my truck weighs at least three times that." The farmer then replied, "It doesn't matter what they can pull separately. It only matters what they can pull *together*."



During this past year I have come to appreciate the many ways Salem's mission partners have pulled together by living out the ministry of the baptized, especially during an ongoing time of transition, planning, and learning to adapt when unforeseen circumstances come our way. Take, for example, the dedication of parents and adults who took the initiative to plan and implement a Sunday school curriculum to ensure that children and youth of all ages and abilities can deepen their faith as they develop meaningful relationships with God and one another. The same could be said of the dedication and passion of so many mission partners who live out the gospel mandate to love God and neighbor by supporting Salem's various outreach ministries: Pantry Pack program, the Gathering Table, HopeBUILDERS, Metropolitan Lutheran Ministries, the Good Faith Network, Hollis Renewal Center, and Lutheran Campus Ministry at KU, to name a few.



And, given the importance of fellowship and community for a welcoming and inclusive congregation, meaningful relationships are nurtured through Bible study groups; gatherings for fun, food, and fellowship; and the ongoing sharing of the gifts of time, talent, and treasure. Thank you to everyone who has contributed to our shared ministries and mission!



Moving forward into 2023, I invite you to join me in praying for the people of Salem, its elected leaders, and staff as we move forward with the strategic planning and visioning process. So much of what lies before us is uncertain. Yet, even in the face of uncertainty and change, I trust that God is with us, enabling, empowering, and leading us through the wilderness. For God never gives us a vision without the means to accomplish it.

In Christ's Peace,
Pastor Jon

Pastor's Annual Report (cont.)

OFFICIAL ACTS FOR 2022
Salem Lutheran Church
January 1, 2022 - December 2022

BAPTISMS: 3

Emma Kay Sperry, Oct. 1, 2022. Pastor Jennifer Thomas presiding
Savannah Grace McIntire, Oct. 1, 2022. Pastor Jennifer Thomas presiding
Bo Randal Shaneyfelt, November 13, 2022, Pastor Jon Brudvig presiding

AFFIRMATION OF BAPTISM/CONFIRMATION: 6

Blake Beutel
Brandon Lewis
Teah Heald
Brant Collett
Connor Schluben
Leah Konen

NEW MISSION PARTNERS RECEIVED: 4

Aaron Bowers
Julie Jameson
Cathy Haley
Taylor Schubert

TRANSFERS IN FROM ANOTHER ELCA CONGREGATION: 1

Cathy Haley

TRANSFERS OUT TO ELCA CONGREGATIONS: 4

Karan Haynes
Suzanne Lopez
Steve Atzeni
Tracey Atzeni

TRANSFERS OUT TO OTHER DENOMINATIONS: 0

RELEASED FROM MEMBERSHIP, REMOVED BY OWN REQUEST: 0

RITE OF FIRST COMMUNION: 1

Emmery Rasdall

ADMISSION TO FIRST COMMUNION: 1

Samuel Mitchell

MARRIAGES: 2

Jarred Schubert and Taylor Smith (September 17, 2022)
Abigail Osheim and Zack Atchison (November 19, 2022)

INSTALLATIONS: February 6, 2022 — Council Members

DEATHS (mission partners): 2

Marian Strouse (June 15, 2022)
John "Jack" Ussery (September 3, 2022)

FUNERALS: 1

John "Jack" Ussery (September 10, 2022) at The Hill Ministries, Shawnee, KS

GRAVESIDE SERVICES: 0

FUNERAL HOME SERVICES: 0

INTERMENT SERVICES: 0

Congregational Council President's Report

To all the saints in Christ Jesus of Salem Lutheran (sisters, brothers, and all siblings together): Grace to you and peace from God our Father and the Lord Jesus Christ.

I chose to paraphrase this salutation from St. Paul's letter to the Philippians because the next few verses sum up so well much of my thought about this past year at Salem: I thank my God every time I remember you, constantly praying with joy in every one of my prayers for all of you. While the year has not been without its challenges, there is much for which I am grateful. And the foundation for that gratitude comes from the steady work of the saints of Salem Lutheran Church and, behind each of our acts of generosity, faith, and service, the God who invites us to "come and see."



Council started of the year with a cohort of five individuals — Dave Bowen, Lorel Brown, Ray Burchfield, Tanya Trana, and me. Chris Hahn volunteered to serve a one-year term during February, and he was welcomed onto the council roster in March. During the year, Ray Burchfield resigned his position on council; I want to thank Ray for his time on council and for his unflappable optimism. The remainder of us on council continued with our duties despite the reduced number. I sincerely appreciate the commitment, diligence, and stewardship of Salem exhibited by my fellow council members. It may seem like I say it too often, but I thank you for your work. A special thanks to Chris Hahn and Tanya Trana, as they are both cycling off council. I will miss your valued contributions to our discussions.

During the spring, council reviewed the existing masking policy for gatherings, including worship. While there is still cause for attention and concern, the policy was updated to follow CDC guidelines. This has allowed for a robust return of singing during worship services and a relaxing of restrictions on fellowship activities. Vigilance toward illness in the community is still warranted, especially regarding COVID, but I am thankful for the opportunity to see smiles and hear unfettered voices sing.

At the beginning of the summer, Kathy and Dave Hellwege represented our community at the Central States Synod Assembly held in Olathe. A significant focus of the assembly was a faithful response to the climate crisis. Thank you to Kathy and Dave for participating in this event on behalf of Salem.

I also want to highlight a special task force that was initiated in early autumn, namely, the Constitution Review Task Force. This group has examined Salem's existing congregational constitution and compared it to the updated model constitution from the ELCA that was distributed in September. The task force consists of Cindy Harmison (chair), Lorel Brown, Jennifer Thomas, and Pastor Jon Brudvig. These four have identified areas where our congregational constitution needs to be updated, and I look forward to presenting and implementing the proposed changes as soon as we can. Thank you to each of you for your careful review of this important document for our community.

As thoughts turned to Advent and Christmas, the congregation was invited to join in the strategic visioning process that has been part of the council conversations over the past year. A list of core values has been shared with the congregation's mission partners. A good deal of reflection and conversation has gone into the development of this list, and soon the congregation will be presented with a final list. As a community, we will vote to identify the top values that we see manifest and animating our community. This is an important step in the strategic visioning process and serves as the starting point for further strategic activities to follow. I want to thank all the members of the congregation for your patience in this process and for your trust in the work of the council.

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Congregational Council President's Report (cont.)

There are many more activities within our community that I have not mentioned, but please know that I am grateful for all the work that our many mission partners and volunteers perform as we continue to live out our mission to encounter God, grow in faith, and serve the world.

I would be remiss if I did not offer one final expression of thanks, though. I want to express my deep gratitude for the work of our staff at Salem. We are a much richer and more dynamic community due to the efforts of Heather Lewis, Shari Van Baale, Laura Cooper, Toni Graham, Rob Garza, and Ruby Hsu. Thank you! And, of course, thanks go to Pastor Jon Brudvig for his compassionate and steady shepherding of our faith community throughout the year. It is an honor to work with each of you.

Looking forward to 2023, I expect our community to continue moving forward, confident of the grace, mercy, and love of God's abiding promises. Please continue to pray for one another and for our community as we move ahead into God's abundance for us.

With gratitude and joy,
Vance M. Thomas
2022 Salem Lutheran Church Council President

2022 in pictures



Council Candidates Bios

Joyce Benedict

I am Joyce Benedict. I have been a mission partner at Salem since 1994. I previously served two consecutive terms on Council sometime around 2004-2008.

I am currently serving as treasurer of Salem. I am active in Altar Care Guild, having served as chairman for many years. I previously served on the PMC team (Partnership for Missional Church). I am active in Women's Bible Study, Fellowship of the Vine, adult choir, and our Pantry Pack program.

As most of you know, I am originally from Nebraska, where my 4 grown children live with my many grandchildren and great-grandchildren. I am an avid Nebraska Huskers football and volleyball fan and also love watching the Kansas City Chiefs.

I am an accountant/CPA by profession. I have a bachelor's in accounting from the University of Nebraska and a master's in accounting from the University of Missouri-Kansas City. I retired from Sprint in 2012, but continue to work part-time during tax season for a local CPA firm, as well as run my small tax business.



Jared Heald

My family and I started attending Salem about 10 years ago, after hearing about Salem from my folks, who were also members prior to moving to Arizona. We have enjoyed the community, where we could get involved and connect with others who share similar values.

We attend the early service, where the traditional liturgy and hymns fill our spiritual desire, as it has since childhood. I've generally been behind the scenes running sound, and before that, ushering.

Mikhaelle and I have two wonderful daughters, Teah and Ava, and just celebrated 20 years of marriage.



Taylor Schubert

I first started attending Salem in 2020 with my now husband, Jarred, and became a mission partner at the end of 2022. I grew up attending Crestview United Methodist Church in Topeka, KS. While in college, I attended a Baptist church and was also involved with a college-aged Bible study group. It has been a joy being a part of choir at Salem, and now I also look forward to doing my best to help serve while on council.

I currently work at Netsmart as a senior graphic designer. A few of my hobbies include pickleball, cooking, and attending musicals or live music concerts.



Council Candidates Bios (cont.)

Vance Thomas (3-year term)

Our family (Jen, Peder, Solveig, and I) first attended Salem for Ash Wednesday services in 2014, and we became members later that spring. Salem was, and continues to be, a welcoming, caring, and unassuming community providing refuge for us through life's ups and downs.

I have a master's degree in religious studies from the Lutheran School of Theology at Chicago and did Ph.D. work in theology at Marquette University. I have been working at Central Theological Seminary as the library director since October 2007.



While at Salem, I have served on various occasions as lector, usher, communion assistant, and education leader for different age groups, from elementary school to adults. Also, I often hide behind the camera on Sundays and operate the livestream for the worship services. I have just finished a three-year term on council from 2020-2022. This will be my second consecutive term on council.

I am eager to see what God has in store for Salem's future over the next few years.



AMONG OUR PEOPLE

	2022	2021
Member Households	129 (5 inactive)	121 (6 inactive)
Baptized Members	303	316
Confirmed Members	244	244
Students Confirmed	6	2
1st Communion Students	1	2
Weddings Performed	2	0
Memorial Services	1	4
<i>Attendance Information:</i>		
Avg. Weekly Attendance (in-person)	66 (205 out of 316 participated in worship)	63 (185 out of 316 participated in worship)
Avg. Weekly Attendance (online)	100	111
Ash Wednesday	51	33
Avg. Lenten Service	attendance not recorded	attendance not recorded
Maundy Thursday	40	27
Good Friday	93	28
Easter Sunday	In-person: 55 trad., 101 cont. Online: 70 trad., 66 cont.	In-person: 31 trad., 59 cont. Online: 57 trad., 64 cont.
Avg. Advent Service	attendance not recorded	attendance not recorded
Christmas Eve	In-person: 5pm: 56, 7:30pm: 181 Online: 5pm: 85, 7:30pm: 202	In-person: 92 cont., 52 trad. Online: 65 cont., 66 trad.
<i>Members Received</i>		
Baptized	3 members	4 members, 1 non-member
Affirmations	6 confirmed	5 confirmed, 1 youth
Transfer In	1 confirmed	3 (3 confirmed, 0 youth)
Re-instated	0	0
<i>Members Released</i>		
Transfer Out	4	0
Removals / Withdrawals	0	26 (26 confirmed, 0 youth)
Deaths	2 adults	3 adults
Adjustments to Records	0	1

Salem Lutheran Church
Balance Sheet
Consolidated - December 2022

	Current Year	Previous Year
ASSETS		
BANK ACCOUNTS		
CHECKING ACCOUNTS		
BMO CHECKING ACCOUNT		
General Fund - Restricted	\$731.86	\$0.00
Pr Discretionary Checking	2,690.04	7,326.30
Design Team Checking	138.83	84.83
Endowment Fund Checking	26,920.79	26,282.06
Building Fund Checking	15,192.09	14,829.51
Mem Fund General Checking	1,105.65	1,651.56
Mem Scholarship Ckng	125.91	600.00
Mem Ministry Ckng	396.04	96.04
Mem Facility Ckng	1,378.91	3,057.98
Thrivent Choice Ckng	3,859.00	3,249.00
Pantry Pack Checking	16,919.16	16,573.80
Children's Budget Ckng	146.00	0.00
Children's Other Ckng	0.00	5.00
VBS Checking	0.00	225.97
Teen Budget Checking	30.00	0.00
Teen Fundraising Checking	1,715.90	1,715.90
Salem Sister's Checking	820.03	820.03
Salem' Men's Checking	182.21	882.21
Altar Guild Checking	0.00	48.44
Altar Guild - Restricted	648.68	868.58
KC Service Netwrk Ckng	197.42	197.42
Hope Builders Ckng	200.00	200.00
Hall Estate Checking	0.00	11,268.65
Meredith Ministry Checkin	7,634.98	16,197.09
<i>Subtotal Bmo Checking Account</i>	81,033.50	106,180.37
Subtotal Checking Accounts	81,033.50	106,180.37
SAVINGS ACCOUNTS		
Thrivent - Mission Fund	10,400.00	20,000.00
Thrivent - Building Fund	19,915.22	27,642.36
Subtotal Savings Accounts	30,315.22	47,642.36
Subtotal Bank Accounts	111,348.72	153,822.73
INVESTMENTS		
ENDOWMENT FUNDS		
ENDOWMENT FUND OF ELCA	542,556.37	670,540.22
MEREDITH MINISTRY FUND	178,220.72	212,109.19
Subtotal Investments	720,777.09	882,649.41
TOTAL ASSETS	\$832,125.81	\$1,036,472.14
FUND BALANCE		
Fund Balance	\$832,125.81	\$1,036,472.14
TOTAL EQUITY	832,125.81	1,036,472.14
TOTAL LIABILITIES AND EQUITY	\$832,125.81	\$1,036,472.14

Salem Lutheran Church
Income and Expense Statement

Consolidated SUMMARY December 2022

	2022 Year to Date	2022 Annual Budget	2022 YTD Budget Difference	2021 Year to Date	2023 Annual Budget
INCOME					
CONTRIBUTION INCOME	\$235,736.69	\$280,000.00	(44,263.31)	\$239,506.33	\$240,000.00
DESIGNATED CONTRIBUTIONS	\$13,339.21	\$800.00	12,539.21	\$10,318.94	\$800.00
INVESTMENT INCOME (LOSS)	-145,508.24	11,000.00	-156,508.24	151,404.45	20,000.00
MISCELLANEOUS INCOME	0.00	0.00	0.00	48,007.50	0.00
TOTAL INCOME	103,567.66	291,800.00	-188,232.34	449,237.22	260,800.00
EXPENSES					
FIXED EXPENSES					
PASTORAL STAFF	\$108,903.66	\$116,920.64	\$8,016.98	\$109,712.49	\$107,603.60
SUPPORT STAFF	93,127.91	95,933.48	2,805.57	95,482.03	96,202.16
ADMINISTRATIVE EXPENSE	21,145.63	23,000.00	1,854.37	19,000.77	21,500.00
BUILDING & GROUNDS	16,687.80	37,070.00	20,182.20	17,115.05	37,550.00
BUILDING FUND PROJECTS	0.00	14,829.00	14,829.00	174.00	15,192.09
Subtotal Fixed Expenses	240,065.00	287,753.12	47,688.12	241,484.34	278,047.85
MEMORIAL GIFT EXPENSES	2,679.07	500.00	-2,179.07	500.00	0.00
COUNCIL	0.00	500.00	500.00	0.00	500.00
BENEVOLENCE	38,020.00	24,735.00	-13,285.00	36,195.00	16,900.00
THRIVENT CHOICE	0.00	0.00	0.00	529.00	0.00
PANTRY PACK	4,791.75	0.00	-4,791.75	790.14	0.00
NURSERY	0.00	200.00	200.00	0.00	200.00
CHILDREN'S MINISTRIES	558.36	750.00	191.64	54.86	750.00
VBS	821.37	2,600.00	1,778.63	0.00	1,600.00
TEEN MINISTRY	6,585.01	4,000.00	-2,585.01	1,587.40	5,000.00
SALEM SISTERS	0.00	0.00	0.00	514.03	0.00
MEN'S MINISTRY	100.00	0.00	-100.00	100.00	0.00
ADULT MINISTRIES	0.00	500.00	500.00	215.00	0.00
ALTAR GUILD	1,512.79	900.00	-612.79	555.87	900.00
WORSHIP & MUSIC	2,413.45	4,150.00	1,736.55	3,764.87	3,000.00
FELLOWSHIP / EVANGELISM	1,608.56	2,385.00	776.44	851.56	1,800.00
OUTREACH	7,199.69	2,000.00	-5,199.69	1,248.22	1,850.00
OUTREACH MISSION MINISTRY	0.00	0.00	0.00	2,500.00	0.00
CONFERENCES & CONVENTION	987.20	825.00	-162.20	195.00	1,100.00
GENERAL MINISTRY EXPENSE	571.74	250.00	-321.74	364.80	450.00
MEREDITH FUND EXPENSE	0.00	0.00	0.00	7,570.71	0.00
Subtotal Ministries	67,848.99	44,295.00	-23,553.99	57,536.46	34,050.00
TOTAL EXPENSES	307,913.99	332,048.12	24,134.13	299,020.80	312,097.85
EXCESS INCOME/EXPENSES	(204,346.33)	(40,248.12)	(212,366.47)	150,216.42	(51,297.85)
Less Cash on Hand:		Dec. Bal			0.00
Endowment Checking		26,920.79			6,920.79
Building fund		15,192.09			15,192.09
Scholarship Fund		125.91			125.91
Meredith Ministry checking		7,634.98			7,634.98
Meredith Funds from Investment					2,765.02
Cash Flow Balance					(18,659.06)
Additional Resources:					
Thrivent Choice Checking	3,859.00				
Thrivent Mutual Funds	30,315.22				
Endowment Fund	542,556.37				
Meredith Invested Fund	178,220.72				
	<u>754,951.31</u>				

SALEM MINISTRY TEAM CHART

SERVE THE WORLD – Outreach (Council Partners – Tanya Trana and Lorel Brown)

- o **Outreach Team (OPEN)** – coordinate street teams and other outreach events
- o **Gathering Table Meal (Lorel Brown)**: meal ministry outreach program with partner church
- o **Pantry Pack (OPEN)**: preparing/distributing packs to feed the hungry
- o **Meal Ministry (Peggy Beerbohm)**: providing meals for shut-ins and those affected by illness or a family death
- o **Visitation Ministry (OPEN)**: bringing fellowship and provide communion to those unable to attend weekly ministry at Salem
- o **Meals on Wheels (OPEN)**: providing volunteers for Jo Co and Olathe
- o **Good Faith Network (Renee Loya)**: interfaith network of faith communities in Johnson County
- o **HopeBUILDERS (B.J. Fevold)**: Volunteers offer home repair assistance and help homeowners regain hope that their community cares about them

ADMIN – Staff, Property, Finance (Council Partner – Vance Thomas)

- o **Building & Grounds Maintenance (Mike Dougherty)**: providing ongoing maintenance for all Salem buildings and grounds, managing all current and future maintenance contracts
- o **Long-Term Maintenance & Improvements (OPEN)**: providing a long-term vision for maintenance and improvements of the Salem Campus
- o **Capital Improvements (OPEN)**: creating long-range plans for capital improvements
- o **Finance Team (Lynn Ross)**: managing the current and future financial needs of Salem
- o **Stewardship Team (OPEN)**: inspiring our congregation to share their gifts with the world
- o **Benevolence (Bob Roediger)**: gathering and directing congregational resources to make a difference
- o **Communication & Technology Team (Shari Van Baale)**: creating effective and inspiring communication to Salem and beyond
- o **Volunteer Coordinator (Lisa Taylor)**: works with staff to fill volunteer needs
- o **Past Presidents (Jen Beutel)**: former council presidents to address specific long-range needs
- o **Human Resources Team (OPEN)**: managing the current and future staffing needs of Salem
- o **Endowment Committee (Jen Beutel)**: managing use of Endowment Fund, from which distributions are made for ministry
- o **Pastor (Mutual Ministry Team)**: works with the pastor to anticipate and to respond to ministry needs and opportunities

(continued on next page)

SALEM MINISTRY TEAM CHART (cont.)

ENCOUNTERING GOD - Worship (Council Partner – OPEN)

- **Worship Development (Heather Lewis):** creating inspirational and meaningful worship
- **Altar Care (Paula Dougherty):** preparing and presenting the sacramental elements for worship
- **Worship Volunteers (Heather Lewis):** recruiting, training, and scheduling all worship volunteers
- **Music Ministry (Heather Lewis):** creating musical opportunities for all ages
- **Design Team (Steve Wise):** inspiring the congregation by preserving and enhancing the facilities

GROW IN FAITH - Education (Council Partner – Dave Bowen and Chris Hahn)

- **Advent & Lenten Wednesday Meals (Heather Lewis):** providing food and fellowship through festival seasons
- **Salem Café (Jarred Schubert):** providing food and hospitality on Sunday mornings
- **Mission Partner Lunch & Reception (OPEN):** providing food and fellowship for new members
- **Fellowship Events (Jarred Schubert):** creating opportunities for all ages to share in community
- **Small Group Ministries (Jarred Schubert):** creating opportunities for small groups to share in community
- **Children's Ministry (Lorel Brown):** creating ministry opportunities for pre-K through 5th grade children and families
- **Student Ministry (Heather Lewis):** creating ministry opportunities for 6th- through 12th-grade students and families
- **Safe Sanctuary (Cindy Harmison):** creating policies and procedures to safeguard our children and volunteers
- **Women's Ministry: creating meaningful opportunities for adult women**
 - **Fellowship of the Vine (Angela Osheim & Chris Wise):** building friendship through social events
 - **Book Club (Kathy Kostroske):** reading and discussion of all types of literature
 - **Thursday Morning Bible Study (Cheryl Padgett & Joyce Benedict):** weekly study and discussion
- **Men's Ministry: creating meaningful opportunities for adult men**
 - **Men's Breakfast (Greg Beutel):** monthly meeting for fellowship/breakfast
 - **DABS – Dudes Afraid Bible Study (OPEN):** exploring faith and enjoying fellowship
- **Salem Seniors (Terry Love):** creating meaningful ministry opportunities for those over 50
- **Adult Education (OPEN):** opportunities for adults to enrich faith

2022 MINISTRY TEAM HIGHLIGHTS

Administrative

Finance Team

The Finance Team's primary objectives are to report on Salem's financial results; ensure financial policies are adhered to, including the management of designated funds; and making recommendations to leaders regarding financial resources. We work with teams as they set goals and budgets for their yearly efforts. We are fortunate to have dedicated volunteers to keep Salem moving forward in regard to finances.

Every week, offering counters accurately record the offering and make sure the proceeds get to the bank. Many thanks to Joyce Benedict, Dave Bowen, David Hellwege, Ryan Konen, Jarred Schubert, and Tanya Trana for serving in this vital way.

Our treasurer, Joyce Benedict, and financial secretary, Janice VanLaningham, each spend several hours a week ensuring financial records of expenditures and contributions are complete and correct. These volunteers are absolutely indispensable.

Many thanks to Joyce Benedict, Janice VanLaningham, Ryan Konan, Scot Harmison, our council partner Vance Thomas, and Pastor Jon for serving on the Finance Team in 2022.

— Submitted by Lynn Ross

Benevolence

In 2022 we continued to give part of our offering to benevolence.

The following was a representative of our giving:

Hollis Renewal Center.....	\$1,100
Metro Lutheran Ministry.....	\$1,100
Central States Synod.....	\$17,690
KU-KSU Campus Ministry.....	\$2,290
Reconciling Works.....	\$115
Lutheran World Relief.....	\$50
Eileen's Place.....	\$1,000
Gathering Table.....	\$500
<hr/>	
Total.....	\$23,845

Thank you for your giving.

— Submitted by Bob Roediger and the Benevolence Team



Worship Ministries

Director of Worship and Music *Heather Lewis*

What a year it has been! Every month we saw attendance numbers rise as the pandemic receded and Salem's programming increased. I am so grateful to Pastor Barb Jones, Lisa Grayson, and Ruby Hsu for being Salem's pianists after I broke my wrist at the beginning of Lent. We began a beautiful new evening service — *Unfailing Light* by the composer of *Holden Evening Prayer* — for our midweek Lenten worship services, 14 youth did our first in-person dramatic reading since 2019 of the passion on Palm Sunday, the choir sang *Once Upon a Tree* for our Tenebrae service on Good Friday, and there was much joy and celebration with egg hunts and worship Easter Sunday.



We saw our biggest surge in attendance after we reinstated our summer children's programming: 15 children performed our summer musical *Jehoshaphat and the Power of Prayer*, and VBS brought many of our families back to worship. Our average in-person attendance began the year around 60 per Sunday, went up to 85 in the fall, and it is currently nearing 120.



This fall, we brought assisting ministers back to the traditional worship service, confirmed 6 youth on Reformation Sunday, and celebrated All Saint's Sunday with our beautiful candlelit cross. In December, the choir performed *What Child is This?* Christmas cantata with 21 singers, 15 children performed their Christmas program, *Guess Who's Coming to Bethlehem?*, with special music and dancing, and we celebrated Christmas morning with Lessons & Carols. Our midweek Advent worship and candlelit Christmas eve services were lovely and meaningful.



Thank you so much to all who have faithfully assisted in worship with electronics, readings, leading music, greeting, lighting candles, altar care, decorating the chapel, and providing beverages and treats for fellowship. I am so excited to see our Salem family continue to grow, and I am grateful to serve you.

In Christ's love,
Heather Lewis
Director of Worship and Music

Altar Care

The Altar Care Guild continues to set the Lord's Table for our services each week. We try to make sure that every person feels welcome and safe when receiving communion.

This past year we bought new candles for the altar using the Memorial Fund from Faye Cobb. We hope to replace some of the paraments this coming year using the same fund.



— Submitted by Paula Dougherty

Service & Outreach Ministries

Gathering Table

This ministry is a partnership with many other congregations and the Gathering Table, formerly known as Children's Memorial, located at 5000 Independence Ave. in Kansas City, MO. Salem's role has been to collect food items and then cook and serve lunch on a Saturday to a group of food-insecure folks in that area once every other month.



We continue to gather food and serve a meal 6 times per year on a Saturday. The number of people served has remained fairly steady at around 80 each time (40 on Saturday, and then we leave enough food to serve another 40 people on Sunday after worship).

Salem's volunteers donate roughly \$5,500 in meals each year. Each time we serve, our serving slots have filled up weeks in advance because so many people want to go down and serve with us.

The Gathering Table continued to require guests to be vaccinated, and we have required the same of volunteers who serve. We do provide to-go meals outside for unvaccinated guests, as well.

This fall, our middle and high school youth took charge of the October meal. They planned the menu, took charge in collecting food donations, cooked the meal together, and served it on Saturday. Our guests at the Gathering Table were so grateful for the meal, and they LOVED meeting our youth and getting to chat with them over lunch. This was a highlight of the year for me! It was so fun to serve with our youth.



In December, we used a Thrivent Action Team to purchase some food items for a holiday meal. We served turkey with cranberry sauce, mashed potatoes, stuffing, gravy, green beans and an assortment of pies for dessert. We set the tables with festive plates and served guests at the tables. We made sure to order more chocolate silk pie this year; it was VERY popular last year.

If you're interested in serving a meal, please don't hesitate to reach out to me by email at lorel.fox@gmail.com or by phone or text at (913) 205-1599.

— Submitted by Lorel Brown



Service & Outreach Ministries (cont.)

Pantry Pack Program

During 2022, Salem's Pantry Pack Program continued to provide groceries to those in need in our Lenexa community. We served 28-38 families per week. Each family was offered a bag of non-perishable groceries, fresh fruits and vegetables, breads, and desserts at every distribution. Occasionally we are able to offer milk and meat, as well. We had several special distributions over the course of the year that provided toiletries, school supplies, and Thanksgiving and Christmas meals. Thank you to the congregation, the Boy Scouts, and Thrivent for supporting our special distribution efforts.



Salem's Pantry Pack Program continues to be a Harvesters agency. Our relationship with Harvesters has allowed us to meet the increased need in our community.

Salem's Pantry Pack program remains committed to serving food to those in need in 2023. We would love for you to actively join our mission! We have leadership roles available, as well as opportunities for volunteering at our weekly distributions.

Respectfully submitted,
Charlotte Wallenburg

Good Faith Network

The Good Faith Network is an interfaith organization with more than 20 diverse faith communities. Together, Salem with other congregations are building people power in Johnson County to address the root cause of our community's most pressing problems.



The organization completed its first year in June 2022 and kicked off the current year in September 2022.

In May, more than 1,200 people of faith gathered, including 25 from Salem, for our first Nehemiah Assembly to ask local decision-makers to make commitments regarding the two issues that our community had been working on: mental health and homelessness.

In October, more than 330 people attended the Community Problems Assembly, including 8 people from Salem. At this meeting, the network voted to select the lack of affordable housing as our next problem area to address, in addition to mental health and homelessness.

In December, more than 50 people, including 6 Salem network members, attended the Winter Witness for the opening of Project 10-20, a cold weather shelter in Lenexa. Several local newspapers covered the opening, and we were able to help bring light to the challenges our brothers and sisters who are experiencing homelessness deal with in Johnson County.

The Good Faith Network and our network team at Salem continue to grow. This fall, 23 people from Salem joined or rejoined the network, and Salem has a goal of bringing 53 people to the Nehemiah Assembly in May.

I am blessed and thankful to serve as a team leader along with Lorel Brown and Pastor Barb Jones. In addition, I am grateful for Pastor Jon for his leadership and guidance.

In His Service,
Renee Loya

Fellowship Ministries

Fellowship

- We joined with other ministries to continue hosting events for the entire congregation.
- June — went to Theatre in the Park with the Fellowship of the Vine and saw Will Edeal perform in "Descendants."
- August — went to Monarchs baseball game with the Salem men and witnessed a grand slam!
- October — everyone enjoyed a lovely evening riding on the hayride with hot dogs and s'mores roasting & apple cider.
- We are planning to host events about every three months in 2023.

— Submitted by Jarred Schubert



Fellowship Ministries (cont.)

Salem Women

Fellowship of the Vine: Our women's social group has continued to work on building relationships with each other through the activities we plan each month. In 2022, we dined out at several restaurants, including The Melting Pot, Viona's Italian Bistro, Kyoto Sushi & Steak, and VIVA Tacos & Tequila. We attended a jewelry show, visited the farmer's market, and saw a live show at Theatre in the Park. We concluded our year with an ornament/cookie exchange and helped decorate Christmas cards and bags for the Pantry Pack program. We are looking forward to having more of our Salem sisters join us in 2023 for more fun and fellowship! Event ideas are always welcome!

— Submitted by Chris Wise and Angela Osheim



Book Club: This ministry impacts the lives of those who attend by building relationships with each other, nurturing individual thoughts and ideas, and supporting each other through our ups and downs. Each Christmas, we have a book gift exchange at our December book club meeting.

— Submitted by Kathy Kostroske



Bible Study: Our Women's Bible Study group meets on Thursday mornings at Koinonia Hall from 9:30 a.m. to approximately 11:00 a.m., September through May. Our group consists of approximately 10 ladies. This ministry provides spiritual growth, to learn and apply God's word in our daily life, and to grow in a deeper relationship with each other. We are a group that strives for everyone to feel safe with each other — safe to ask, think, question, and share our lives with our loving Heavenly Father. Our Bible studies vary, and everyone is encouraged to share what they would like to have as a Bible study. We welcome all women or friends of Salem to join us on Thursday mornings.

— Submitted by Cheryl Padgett

Education

Children's Ministry

The work of Salem's Children's Ministry Team touches the lives of our youngest members from birth through 5th grade. From baptism classes to Sunday school to First Communion classes to Vacation Bible School and more, our ministries give us the chance to connect and grow alongside some of our most curious, energetic, and passionate members.



While we continued to be challenged by the COVID-19 pandemic in 2022, we were able to hold in-person children's ministry events throughout the year.

We've held Sunday school in one, all-ages group and explored various Bible stories through activities in drama, music, games, cooking, video, and art projects. On Easter morning we had a fun time doing some Easter crafts and held our first Easter egg hunt in years. In the fall we put together care packages for Salem college students around Halloween. In December we hosted an all-ages ornament-making event that brought children, youth, and adults together to make a few keepsake Christmas ornaments. Sunday school numbers have grown from an average attendance of 6-7 in spring 2022 to 9-10 in the fall. It has been exciting to see new faces and getting to know our youngest members so much better.



We restarted First Communion classes in the spring, and this fall we held our first 3rd grade Bible class in three years (and invited all those who missed during the pandemic).

This summer we held our first Vacation Bible School since 2019. Because we weren't sure what to expect in terms of attendance, we decided to go with a different format and do a "weekend VBS." About 25 kids and 12 volunteers met on a Friday evening, Saturday morning, and Sunday after church to learn about caring for one another within and outside our community of faith. We learned about friendship and caring for those in need, including making a meal of lasagna, salad, garlic bread, and cookies that was served at the Gathering Table on Sunday for lunch. We were even able to have a call with Pastor Ann Rundquist there on Sunday and prayed together.



The Children's Ministry Team thanks all the adults who have engaged in ministry with our kids in 2022. It takes a village in any year to provide the time and space and connection our kids need to grow in faith and serve God in so many ways. This year, I continue to appreciate the support of team members as we have restarted and reimagined children's ministry in a post-pandemic environment.

— Submitted by Lorel Brown



Education (cont.)

Student Ministry

Salem youth have been very active this year! In the spring we did Bible Olympics, stuffed Easter eggs, hung out at Incredible Pizza, and celebrated our 7 high school graduates. Our confirmands went to Rainbow Trail Lutheran Camp in June with Pastor Jon, including seventh graders getting a jump start on confirmation (7 total youth.) We're excited to go back in summer 2023, and plan to take a group to the high school camp, as well! We painted our new Gaga ball pit at Koinonia Hall, hung our children's bags in the chapel, and helped lead VBS.



Our Gaga ball pit has been a dream since 2020, and it was definitely a team effort. Thank you to Larry Loos, Dave Hellwege, the Taylors and the Fevolds, Dave Bowen, and Brad Lewis for strategizing, building, and finishing it for us — we love playing in it any chance we can! Gaga ball is a form of dodge ball within a circle of short walls, and is fun for every age. It was designed to be moved, so we have been able to also bring it to the chapel for our fun outdoor events on Sunday mornings.



Thank you so much to our parents and other wonderful adults for leading our Sunday school classes! Middle and high schoolers start in the kitchen with breakfast treats and fellowship, then split into groups for activities and discussion in the library. We started the fall by focusing on hunger, and then planned, cooked, and served at the Gathering Table in October. We heard the faith statements of our 6 amazing confirmands, and they were confirmed on Reformation Sunday.



Our fellowship time included hang nights at Koinonia Hall and Chicken N Pickle, and we finished the year with a really fun Christmas party at the Konen home. It is so wonderful to watch these kids, who have grown up together at Salem, continue to grow together in their faith journeys. I am honored to organize their Sunday morning and social events as a parent volunteer, and hope we can hire a youth director soon for these amazing kids.



— Submitted by Heather Lewis

