



imagine greater

2015 Mission Appeal

2014-2017 Growth Appeal

Almighty God,

we acknowledge that all that we have comes from you.

*Unite us in our efforts to follow you and your example
as we work to fulfill Salem's mission to serve the world
and expand your kingdom for your glory.*

*Light within us a fire to grow the ministries
that have already begun in this church,
and to Imagine Greater things yet to come.*

*May our joyful sacrifices of time, talent and treasure
be bound to the sacrifice of your own precious Son for us.*

In Jesus' holy name we pray,

Amen.



2014 Salem Mission and Growth Appeal

From our **campaign chairpersons**

Salem is like family to each of us. You have been here when we needed your help or consolation. Like any family, the bond that keeps us together is strong and tested. We are so proud to be a part of this faith family and to be a part of this *Imagine Greater Campaign*.

During the Feasibility Study, our membership spoke clearly in support of our church mission and wanted to see Salem grow. Members concurred that Salem needs to provide more programs and ministries in order to grow and we should add a staff person to focus on our top ministry priorities of Adult Education and Outreach to the broader community.

The membership also supported updates to the sanctuary and did not support doing any major updates of Luther Hall. We heard you and wholeheartedly concur. We know we NEED to DO this campaign and we know we CAN raise the necessary money.

When we need Salem, Salem is here for us. Now Salem needs us. Please join us in recommitting to our mission to *Encounter God, Grow in Faith and Serve the World* by supporting our *Imagine Greater* campaign.

The Mission Appeal (one-year Annual Stewardship Appeal) and the Growth Appeal (three-year Capital Campaign) are very worthy efforts and deserve our support. Church members before us have made the necessary sacrifices to ensure that we have a place to call our spiritual home. Now it is our turn.

Thank you for supporting us in our faith journeys and in our efforts to raise our families in a Christ-centered environment.

Sincerely,

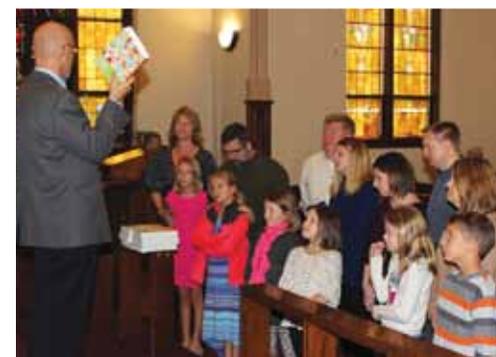
Jim & Joan Nicholson
Jim & Melanie Rehor
Campaign Co-Chairs

One Campaign – Two Appeals



For the best use of our time and church resources, we have decided to conduct our Annual Mission Appeal (Annual Stewardship Appeal) concurrently with our Growth Appeal (Capital Campaign.)

On the following pages, you will see more details about the campaign and two appeals.



Our Mission Statement

To **Encounter** God, **Grow** in Faith and **Serve** the World.

OUR VISION

We want to continue to serve the nearly 400 people who call Salem their spiritual home. We want to continue to nourish and feed members with the Word of God and the love of our community. We want to continue to form our members in the faith, young and old alike. We want to continue to reach out to those in need in our community and in the world. In the

future, we envision a day when we are serving the spiritual and corporal needs of a broader community through increased programs and ministries.

We envision coming together as a community in a worship space that moves people to prayer and inspires all to be open to the presence of God, who empowers us to serve others.

The one-year **MISSION APPEAL**

The Mission Appeal asks for a one-year financial commitment from our membership to pay for staffing, current programming, utilities, service on our debt, and general upkeep of our facilities. To see the latest operating budget, go to the Salem's web site (www.salemlutheran-ks.org) and click on "Publications" under the "Home" tab.

Your contributions to the Annual Mission Appeal go toward the support of the following **SEVEN CORE TEAMS**, each with the mandate to work toward fulfilling Salem's mission to "**Encounter** God, **Grow** in Faith and **Serve** the World."

OUR ANNUAL STEWARDSHIP APPEAL



1 Worship Core Team

Worship Development: creating inspirational and meaningful worship.

Altar Care: preparing and presenting the sacramental elements for worship.

Worship Volunteers: recruiting, training, and scheduling all worship volunteers.

Music Ministry: creating, planning, practicing and performing all worship music.

2 Children, Youth & Family Ministries Core Team

Children's Ministry: creating ministry opportunities for pre K through 6th grade children and families.

Teen Ministry: creating ministry opportunities for 7th- through 12th-grade students and families.

Cornerstone: creating midweek opportunities for all ages for a meal, education, and worship.

Safe Sanctuary: creating policies and procedures to safeguard our children and volunteers.

Building Inclusive Church: creating opportunities for Salem to be an inclusive church.



"I belong to Salem because our pastor announces that the church is open to all people, each and every Sunday. More

importantly, our congregation, in my experience, strives to back that statement up on a daily basis. We stumble at times, but we continually push to be better human beings."

— Matt Brown

3 Adult Ministries Core Team

Women's Ministry (sisters): creating meaningful ministry opportunities for adult women.

Men's Ministry: creating meaningful ministry opportunities for adult men.

Salem Seniors: creating meaningful ministry opportunities for those over 50.

4 Service & Outreach Core Team

KC Service Network: multi-congregational collaborative focused on community service. Children's Memorial Meal Ministry: meal ministry outreach program with partner church. Pantry Pack Ministry: preparing and distributing pantry packs to feed the hungry.

Benevolence: gathering and directing congregational resources to make a difference.

Pieces of Hope Tanzania: creating hope through missionary work in Tanzania.

Meal Ministry: providing meals for shut-ins and those affected by illness or a family death.

Transportation Ministry: providing transportation support to those in need.

Visitation Ministry: bringing fellowship to those unable to attend weekly ministry at Salem.

Home Communion Ministry: providing communion to those unable to be present in worship.

Continue on next page

5 Fellowship Core Team

Advent & Lenten Wednesday Meals: providing food & fellowship through festival seasons.

Salem Cafe: providing food and hospitality on Sunday mornings.

New Member Luncheon & Reception: providing food and fellowship for new members.

Fellowship Events: creating opportunities for all ages to share in community.

Small Group Ministries: creating opportunities for small groups to share in community.

6 Facilities Core Team

Building Maintenance: providing ongoing maintenance for all Salem buildings.

Grounds Maintenance: providing ongoing maintenance for all Salem grounds.

Maintenance Contracts: managing all current and future maintenance contracts.

Long-Term Maintenance & Improvements: providing a long-term vision for maintenance and improvements of the Salem Campus.

Capitol Improvements: creating long range plans for capital improvements.

Design Team: inspiring the congregation by preserving and enhancing the facilities.

7 Administration Core Team

Finance Team: managing the current and future financial needs of Salem.

Human Resources Team: managing the current and future staffing need of Salem.

Communication & Technology Team: creating effective and inspiring communication to Salem and beyond.

Past Presidents: gathering former council presidents to address specific long-range needs.

Stewardship: inspiring our congregation to share their gifts with the world.

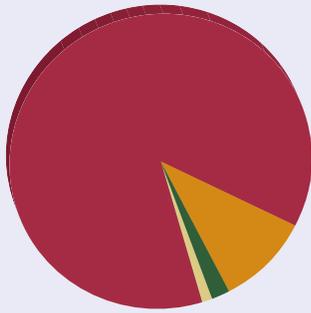
Church Council: inspiring our community to be actively involved in God's mission.



“My brother and my mother have died in the last eight years. I received great support from the church, especially Pastor Dave.”

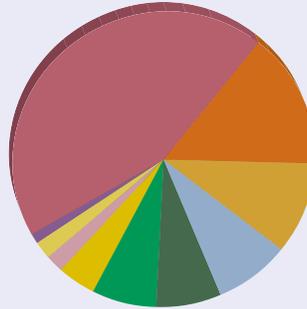
— Terry Love

Salem's 2014 Budget



INCOME

■ Envelope Offerings	\$360,000
■ Building Fund Revenue	\$40,000
■ Mission Development	\$8,500
■ Other Income	\$5,400
TOTAL INCOME	\$413,900



EXPENSE

■ Personnel Compensation	\$167,000
■ Mortgage Payment	\$56,800
■ Benevolence	\$39,100
■ Property & Facilities	\$32,400
■ Church Administration	\$28,300
■ Utilities	\$28,300
■ Ministry Teams	\$16,200
■ Worship & Music	\$6,000
■ Pantry Pack Food Purchased	\$6,000
■ Miscellaneous Expenses	\$3,000
TOTAL EXPENSE	\$383,100



How much are we being asked to sacrifice for the One-Year Mission Appeal?

Salem members have been very generous over the years. The average level of giving is above the national level for Lutherans. However, we have a challenging vision that God has placed before us.

As we strive to be good stewards, we recognize that everything we have is a gift from God. We are called by the biblical tradition of tithing to give back to God from the "First Fruits" or "Ten Percent." Building on this, Salem encourages each family to prayerfully consider giving up to five percent of their income to Salem's Mission Appeal. The other five percent could go to the Growth Appeal and other needs

within the broader community.

We know this is a big sacrifice for many. We are looking at the long-range impact this will have on the congregation by increasing programs and ministries with additional staff. Because of the burden this may place on families and individuals, we are asking members to consider increasing their current level of giving by just one-half of one percent of household income with the intent of eventually arriving at five percent over the next few years.

The chart here shows the impact one-half of one percent will have on your annual household budget.

1/2% MISSION APPEAL CHART

TOTAL HOUSEHOLD INCOME	1/2% CONTRIBUTION INCREASE	EVENTUAL ANNUAL HOUSEHOLD GOAL OF 5%
\$20,000	\$100	\$1,000
\$30,000	\$150	\$1,500
\$40,000	\$200	\$2,000
\$50,000	\$250	\$2,500
\$60,000	\$300	\$3,000
\$75,000	\$375	\$3,750
\$80,000	\$400	\$4,000
\$100,000	\$500	\$5,000
\$125,000	\$625	\$6,250
\$150,000	\$750	\$7,500
\$200,000	\$1,000	\$10,000

The three-year **GROWTH APPEAL**

OUR CAPITAL CAMPAIGN

This is a three-year financial commitment from our membership to provide money for one additional staff person to support our much-needed increase in programs and ministries. The money will also be used for updating our sanctuary, paying for campaign expenses and paying down our debt.



The priorities for the **Growth Appeal** are:

FIRST: Increase programs and ministries by adding one additional staff person for three years to focus on leadership development, spiritual gifts development, adult Christian education, and support for our outreach/social justice ministries: \$250,000

SECOND: Update and renovate the sanctuary: \$150,000
(See rendering, next page.)

THIRD: Pay the expenses of the campaign: \$25,000

TOTAL GROWTH APPEAL GOAL: \$425,000

(Costs are estimates)

All money raised over what is needed for the additional staff and the sanctuary updating and campaign expenses will go toward paying down the debt.



Currently, our minimal staff is being stretched in many different ways. Each year, under the guidance of the Human Resource Team, the staff job descriptions are assessed for the best use of limited staff time and resources. We can no longer provide the ministries and programs our membership needs to sustain our growth as a congregation. The estimated cost of the added staff person, benefits and program expenses is \$250,000 over the three years of the Growth Appeal.

Our members have made it clear, they do not want to put money into Luther Hall and prefer that Salem update our sanctuary. Salem plans to make over \$150,000 in updates to the sanctuary, which includes some structural repairs and

renovation of the chancel area. *(See rendering above.)*

The campaign itself takes hundreds of hours to manage; therefore, we have hired Church Development to manage the campaign. Their fees and other campaign expenses totaling \$25,000 will be paid for with revenues from the campaign itself.

The leadership at Salem is aware of the adverse impact the debt is having on our ability to provide the added programming that is needed. After funding the added staff, making the necessary renovations to the sanctuary and paying the campaign costs, all other money raised with the Growth Appeal will go toward paying down the debt.



“At Salem, when I take the time to realize what my individual gifts are and how I want to use them, sharing those gifts is never a chore. Instead it is a pleasure to volunteer and do it well.”

— Tanya Trana



How much are we being asked to sacrifice for the Three-Year Growth Appeal?

Every household is asked to make an equal sacrifice for the Growth Appeal. While there is no set amount, we ask that each household prayerfully consider committing five percent of its gross annual income each year for the three years of the Growth Appeal.

For those on fixed incomes with assets, we ask that you prayerfully consider committing five percent of your assets, either in a lump-sum gift or spreading it over the three years of the Growth Appeal. The chart below will assist you in determining how much to consider.

If you are new to giving to Salem, we encourage you to prayerfully consider committing \$5 or \$10 a week (the cost of a couple of cups of coffee at Starbucks) or more to the Growth Appeal over three years.

Please keep in mind that your contributions to the Growth Appeal are in addition to your contributions to the Annual Mission Appeal.

5% SACRIFICIAL GROWTH APPEAL CHART

ANNUAL INCOME	WEEKLY PLEDGE	MONTHLY PLEDGE	ANNUAL PLEDGE	TOTAL 3-YEAR PLEDGE
\$20,000	\$19	\$83	\$1,000	\$3,000
\$30,000	\$29	\$125	\$1,500	\$4,500
\$40,000	\$38	\$167	\$2,000	\$6,000
\$50,000	\$48	\$208	\$2,500	\$7,500
\$60,000	\$58	\$250	\$3,000	\$9,000
\$75,000	\$72	\$313	\$3,750	\$11,250
\$80,000	\$77	\$333	\$4,000	\$12,000
\$100,000	\$96	\$417	\$5,000	\$15,000
\$125,000	\$120	\$521	\$6,250	\$18,750
\$150,000	\$144	\$625	\$7,500	\$22,500
\$200,000	\$192	\$833	\$10,000	\$30,000

What are other ways we can contribute to the Growth Appeal?

First and foremost, members can pray for Salem. Members can also contribute assets, which include appreciated investment property held more than one year, such as stock, mutual fund shares, bonds, real estate, rental property, and collectibles. Other options include

parts of insurance policies and retirement plans. Personal property that has maintained its value, such as automobiles, boats and jewelry are also good gifts. If you have a question, please call the church office at (913) 888-5051.

"I found that if you build relationships with other members and let them know you and let them 'in,' they'll be there for you in good times and in bad. We considered leaving Salem ... many years ago, but it was the people who convinced us to stay — and we're glad we did."

— BJ Fevold



 imagine
greater

The **decision** to give

For many of us, our participation in this campaign will be the largest charitable gift we have ever made. Please take time to consider the following as you make your decision about your commitment:

RECALL all the blessings God has bestowed on you, knowing that these gifts are given to you, not for your personal use only, but to build his Kingdom on earth.

PRAY to discern what sacrifice God is asking of you in this campaign.

REMEMBER Salem needs each of us to make a sacrificial gift. We are all aware of the need to provide for our current members, as well as the ones who will follow us.

BEAR in mind that every gift, regardless of the size, will be an important contribution.

DISCUSS with all members of your family what participation in the appeals will mean to each of you. It may involve the family giving something up or doing something special.

As you pray, **REMEMBER** all who have served Salem in the past.

What are the benefits of participating in the campaign?

- Participation in the campaign gives us an opportunity to be part of a total church effort that strengthens our connection to the faith community.
- Your participation provides an opportunity to ask, “How does God want to use me and my resources to help build his Kingdom?”
- There is a great sense of accomplishment when we begin to see the fruits of our efforts with expanded programs and ministries and a beautiful and inspiring worship space.
- Your contributions are generally tax deductible.

Do I need to turn in a commitment card? Can't I just contribute to the appeals?

It is *very* important to make a formal commitment by turning in a commitment card. This allows the church leadership to plan more accurately and to budget appropriately. If you are unsure about the amount you will be able to contribute to the appeals, please write down a modest number. **If, during the commitment period, you find that you need to adjust your commitment, you may do so at any time by calling the church office.**

How do I make contributions to the appeals?

Just as in the past, members will be given envelopes designed for each appeal. When making a contribution with a check, please note on the memo line how much money is going to each of the appeals. Salem is also making available the safe and convenient **Simply Giving Payment** option on the back of the commitment card. Contact Kathy (913-888-5051) in the office for more information.

What if we can't make a commitment at this time?

We strongly encourage members to complete your commitment card and return it with a note that you are not able to make a commitment at this time. By returning the card, we will know that you considered our request and we will not send follow-up mailings or make reminder phone calls to you.

Please commit the following to the Salem Lutheran Church Annual Mission Appeal and Growth Appeal

Salem Lutheran Church
CAMPAIGN COMMITMENT CARD

Imagine greater
Just Give More to Build Hope

NAME(S) _____ PLEASE PRINT
ADDRESS _____
CITY/STATE/ZIP _____
E-MAIL _____
PHONE _____
SIGNATURE(S) _____

2015 MISSION APPEAL

Please complete & check the appropriate boxes:

I/we will give a gift of \$_____ for the 2015 Mission Appeal, to be given:

weekly monthly quarterly annually
 other: _____
 I/we wish to pay using automatic bank withdrawals. (See reverse side.)

2014-2017 GROWTH APPEAL

Please complete & check the appropriate boxes:

I/we will give a total gift of \$_____ over the next 3 years, to be given:

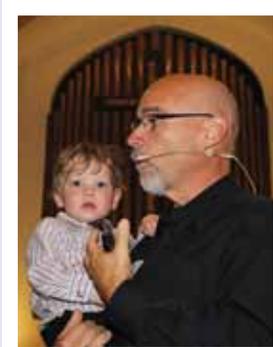
weekly monthly quarterly annually
 other: _____
 I/we would like to give a one-time lump sum of \$_____
 Please contact me about a gift of stock, bonds, personal property, IRAs or other assets with an approximate value of \$_____
 I/we wish to pay using automatic bank withdrawals. (See reverse side.)
 I/we are not able to make a commitment at this time, but promise to continue to pray for Salem Lutheran Church.

We are asking everyone to make a commitment to our Mission and Growth Appeals. Please bring your commitment card to worship with you on **Commitment Sunday, December 7**, or mail it to the church office prior to then.

Commitment Sunday December 7, 2014



2014 Salem Mission and Growth Appeal



We want to thank the following members for sharing their time and talent with the **Imagine Greater Campaign**.

* Denotes team leader

Steering Committee

Steve Atzeni
Tracey Atzeni
Joyce Benedict
Greg Beutel
Dave Bowen
Sharon Bowen
Gail Bradley
Lorel Brown
Matt Brown
Dave Burki
Van Chappell
Jim Clark
Susan Clark
Rob Garza
Scot Harmison
John Holt
Beverly Knudtson
Don Knudtson
Judy Miller-Chappell
Susanne Neely
Jim Nicholson
Joan Nicholson
Jerry Palmer
Vaunda Palmer
Jim Rehor
Melanie Rehor
Bob Roediger
Marty Taylor
Paul Trana
Rev. Dave Whetter
Carola Wilkins
Ray Wilkins

Ambassador Team

Dave Bowen*
Sharon Bowen*
Steve Atzeni
Gail Bradley
Mike Higgins
Bob Roediger

Children & Youth Team

Susanne Neely*
Marty Taylor*
Laura Balazs
Adam Boxberger
John Holt
Ryan Konen
Emma Neely
Jodi Schade
Keagan Taylor
Vonnice Walbert

Communications Team

Greg Beutel*
Matt Brown*
Lorel Brown
Tracy Garza

Events Team

Joyce Benedict*
Glenda Clare
Annette Jokisch
Jim Rehor
Tanya Trana
Steve Wise

Prayer Team

Tracey Atzeni*
Mike Briggs
Lisa Briggs
Sarah Edeal
B.J. Fevold
Terri Fevold

Thanks Team

Scot Harmison*
Kris Burki
Mike Dougherty
Pam Hedlund
Don Knudtson
Terry Love
Pat Olinger
Chris Wise



13402 W. 92nd St.
Lenexa, Kansas 66215

(913) 888-5051

salem-secretary@salem-lutheran-ks.org

www.salemlutheran-ks.org

In appreciation for your support



Salem Lutheran Church plans to thank those who return their commitment card with a gift. This beautiful Christmas ornament will be delivered to your home just in time for Christmas. It is flat, three inches in diameter and made with a shatterproof plastic that will last for years. On the face of the ornament is a picture of our church.