



# ANNUAL REPORT

— 2020 —



**Evangelical Lutheran Church in America**  
God's work. Our hands.





## A message from

ELCA Presiding Bishop Elizabeth Eaton

Dear friends in Christ,

This year has been a challenging one! The COVID-19 pandemic has changed the church and society. We have had to shift the ways we engage in ministry from a focus on in-person worship and meetings to livestream worship, virtual meetings and gatherings in the parking lot. We have had to shift to teaching children at home and working from home. We have not been able to travel to see friends or relatives or to celebrate life events. This has also been a time to address economic and social justice issues, to shift our thinking and our way of life.

In times such as this, our baptism in Christ makes a difference and makes us different. Like Christians before us, we recall that God is faithful to God's promises and God's people. We see that God enables us to connect with one another even when we are separated. Shifts in the world invite us to be innovative in how we do God's work and reach out to all ages in making disciples. We see that God is at work not only in our buildings but beyond them as well. We have found new ways to serve our neighbors and reach those in need.

As we experience this time of uncertainty, we sense something new emerging. In many places there are new strategies and renewed energy for ministry, often generated by emerging leaders. We have developed

a framework to build on, and now is the time to engage in hard work together. As you do in your congregation, we want our collaborative efforts to be both faithfully thoughtful and sustainable. We want to build up the body of Christ today and for the future.

Looking across the church, I am grateful for your generous giving of time, talents and resources. Yes, God does continue to bless us! God will provide both relief from life's struggles and hope for a stronger church, God's church. We do not need to know how the future will unfold. As members in the body of Christ, we need only trust that God is with us and will provide.

Building up the body of Christ together,

The Rev. Elizabeth A. Eaton Presiding  
Bishop  
Evangelical Lutheran Church in America

*“The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. We must no longer be children, tossed to and fro and blown about by every wind of doctrine, by people's trickery, by their craftiness in deceitful scheming. But speaking the truth in love, we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knitted together by every ligament with which it is equipped, as each part is working properly, promotes the body's growth in building itself up in love.” —Ephesians 4:11-16*



# ANNUAL CONGREGATIONAL MEETING OPENING LITURGY

## Litany

L. O God of all power and love ...

C. ... we give thanks for your unfailing presence.

L. O God of all power and love, we give thanks ...

C. ... for the hope you provide in times of uncertainty and loss.

L. O God of all power and love ...

C. ... we ask you to send your Holy Spirit to enkindle in us your holy fire.

L. O God of all power and love, we ask you ...

C. ... to revive us to live as Christ's body in the world.

L. O God of all power and love, we ask to be ...

C. ... a people who pray, worship, learn, break bread, share life, heal neighbors, bear good news, seek justice, rest and grow in the Spirit.

L. O God of all power and love, we ask you to be with us ...

C. ... wherever and however we gather.  
**Unite us in common prayer and send us in common mission, that we and the whole creation might be restored and renewed, through Jesus Christ, our Lord. Amen.**

### Build Us Up, Lord



1 Build us up, Lord, build us up; set in  
2 Build us up, Lord, build us up; let our



us a strong foun - da - tion. Lead us to do your  
lives re - flect your glo - ry. Cast a - way all our



ho - ly will; form and shape your new cre - a - tion.  
doubts and fears; help us tell the world your sto - ry.



Build us up, Lord, build us up; as we  
Build us up, Lord, build us up; help us



guide and teach each oth - er, help us to share your love with the  
bear good fruit for you, Lord, give us vi - sion and keep us



world: ev - 'ry sis - ter, ev - 'ry broth - er.  
sure. Grant us faith that's stead - fast and true.

*Refrain*



Grow - ing in Christ, we plant seeds for the king - dom; we fol - low in



faith what's be - gun! Lord, set in our hearts the pow'r of your



word to spread the news of your Son!

SALEM LUTHERAN CHURCH ANNUAL MEETING – JANUARY 31, 2021

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**Agenda – Annual Congregational Meeting  
Salem Lutheran Church, Peoria, Illinois  
January 31, 2021**

Opening Prayer

- I. The Call to Order
- II. Adoption of the Agenda
- III. Report of the Approval of Minutes – Secretary
  - A. Annual Meeting – January 26, 2020
- IV. Notes on Conduct of the Meeting
- V. Appointment of Tellers
- VI. Enabling Resolutions
  - A. Resolution by the Congregation

RESOLVED that all programmatic reports of the Congregational Council, congregational committees, and auxiliaries attached to this agenda be received and placed on file.
  - B. RESOLVED that we receive the respective Treasurers reports of the funds of auxiliary organizations of the congregation as information.
- VII. Reports
  - A. Staff Reports
    1. Report of the Senior Pastor
    2. Report of the Director of Children’s, Youth and Family Ministries
    3. Report of the Parish Nurse/Wellness
    4. Report of the Director of Communications
    5. Report of the Director of Senior Ministry
    6. Report of the Director of Music
  - B. Reports of the Congregational Council and Ministry Groups
    1. Report of the Congregational Council President
    2. Worship and Music Ministry Group
      - a. Report of the Altar Guild
      - b. Report of Home Communion
    3. Report of the Congregational Care Ministry Group
      - a. Report of the Prayer Chain
    4. Report of the Faith Formation (Educational) Ministry Group
      - a. Report of the Sunday School
      - b. Report of the Adult Resource Center

5. Report of the Outreach Ministry Group
6. Report of the Property & Finance Ministry Group

C. Other Committees and Groups

1. Report of the Memorial Fund Committee
2. Report of the Salem Endowment Committee
3. Report of the Salem Church Men
4. Report of the Women of Salem
5. Report of the Salem Preschool
6. Report on Renewing God's House Capital Appeal
7. Report on Membership and Statistics for 2021
8. Report of the Treasurer

VIII. Items for Action

- A. Presentation of the 2021 Budget for Approval
- B. Recognitions presented by the Congregational Council
- C. Ratification of the change to Section C12.01 of Salem's Constitution

At the 1/26/2020 Annual Meeting, the congregation approved by majority vote a change to Section C12.01 of the Constitution for Salem Evangelical Lutheran Church.

The current constitution states "The voting membership of the Congregation Council shall consist of the pastor(s) and not more than 16 nor fewer than 14 members of the congregation.

The approved change was the following:

"The voting membership of the Congregation Council shall consist of the rostered leaders and not more than 12 nor fewer than 9 members of the congregation."

The Constitution Amendment must be ratified without change by a two-thirds vote of those present at the 1/31/2021 Annual Meeting to go into effect.

D. 2021 Nominating Committee Recommendations

1. Nominations – Introduce Nominees
  - a. Council
  - b. 2021 Nominating Committee
  - c. Endowment Fund Committee
  - d. Synod Delegates
  - e. Lutheran Hillside Village Delegates
2. Further Nominations
3. Motion to approve the Slate

IX. Report of the Tellers (this should be after Items for Action if a vote is needed)

X. Other Business

- A. Business from the Floor: At this point, any voting member of the congregation, as defined by the Constitution, may present additional business that he or she would like the congregation to consider. Such business is to be presented in the form of a motion, however, and must be seconded prior to discussion, if congregational action is the intended result.

XI. Adjournment of Annual Meeting

- A. Resolution and Declaration of Meeting's Close
- B. Closing Prayer

## Notes on the Conduct of the Meeting

### 1. Voting Eligibility --

The Salem Lutheran Church congregational constitution states that only those currently meeting the criteria of "voting members" have the privileges of voice and vote in this, or any, congregational meeting. A voting member is defined as a confirmed member of Salem who has both communed and made a "contribution of record" at least once during the preceding year.

### 2. Conduct of the meeting --

All meetings of the congregation are conducted according to the latest edition of Robert's Rules of Order, Revised September 2020 to include electronic meetings.

Details on how to join into this Zoom Annual Meeting will be sent by email. Instructions for how to participate during the Zoom Annual Meeting will be explained at the beginning of the meeting.

### 3. Discussion --

To be "in order," speakers must limit themselves to discussion of the motion or issue before the house. Technically, discussion must be "on a motion" unless the assembly votes itself a "committee of the whole" for the purpose of free discussion without a motion.

Having noted the above, all should recognize that as a Christian fellowship, the Church is as concerned for people and for persons as it is for procedure. No one should feel they cannot speak because they are not sure if a comment or motion is in order. The Chairman's role is to assist the individual in getting expressed or done what he or she desires, and to facilitate the open discussion of the concerns of the church, while also maintaining order within the rules of proper conduct of the meeting.

PLEASE NOTE: SINCE THESE ANNUAL REPORTS ARE PUBLISHED IN A LIMITED NUMBER AND WILL NOT BE PHYSICALLY MAILED, IT IS RECOMMENDED THAT YOU REVIEW YOUR EMAILED COPY PRIOR TO THE ANNUAL MEETING ON SUNDAY, JANUARY 31, 2020. YOU MAY WANT TO PRINT THE AGENDA, BUDGET, AND NOMINATION COMMITTEE RECOMMENDATIONS TO MAKE YOUR PARTICIPATION MEANINGFUL. THANK YOU!



## Report of the Senior Pastor

Grace and peace in Christ to you, brothers and sisters in Christ.

As I reflect over the past year, 1 Kings 19 comes to mind. It is the story of the prophet Elijah fleeing for fear of his life, lost and alone with no sense of direction. The world he had known was changing and he felt helpless in what he was to do. But the Lord sought him out and sent him forth on a mission with purpose. Even though this past year has been challenging, we have been sheltered in place and distanced from Salem's facility and from one another, perhaps lost and helpless, hiding in fear—the work of Christ's church has continued, and the year has been full.

Much of the first half of the year was focused on the renovation project but not without challenges. Delays in scheduling, material availability and weather postponed the project's timeline making it a challenge to get new space weather tight as winter set in. Yet, work continued. Next came health challenges for me and an emergent back surgery just as Lent was beginning. All the while, a pandemic was looming resulting in the need to close access to the building for Salem members. I can relate to Elijah huddling in a cave for fear of what was coming next and seeking efforts to keep one another safe. Yet, ministry moved forward as leaders and members creatively stepped up to do the work of the church.

We quickly learned new ways of sharing in ministry and with the help of Salem's Communication Coordinator, Meghan Peterson and Salem's Intern, Kristen Schmid, we began to shift to virtual worship and soon afterward, virtual learning. Deacon Jill Goldhammer and Sunday School Coordinator Gretchen Petrakis guided us into virtual learning and activities to help keep us connected and to learn through foundational biblical stories. The Congregational Care team took made phone calls to Salem members to check on you in an effort to remained connected and extending care. Volunteers moved furnishings and resources, pulled miles of control wire and helped with other tasks as the building project continued. Property and Finance team leaders carefully monitored contributions and expenses for both general and capital resources and guided decisions that helped support ministry efforts as well as being wise stewards of the resources generously shared by members. Outreach Ministry members saw to it that our local ministry partners were supported. Senior ministry leader, Joanie Creager helped coordinate care bags to communicate well wishes and support for many. Lori Reimer coordinated blood drives, checked on members, delivered care items and was involved in numerous other activities over the year to support and encourage members. The Endowment Committee distributed \$25,000 in ministry support for local, educational, and global ministries. Monthly, families received bags or boxes of resources for learning and growing in faith. Vacation Bible School and other family activities took place, though virtually, and with the help of many creative videos. Salem's preschool returned to renewed space in September and has been successfully gathering in efforts to teach and support children and family development. Thank you, Pam, Lisa, Cortney and Kelly. A Back to the Building team was created to help us navigate public health and state guidelines in making gatherings as safe as possible. A Steward team guided us through a pledge support effort that resulted in increased responses by 24% and pledged giving by 14% over the previous year. Prayer ministry members shared prayers of support for those who rejoice, requested healing, and desired comfort as part of the Salem family as well as extended connections. Another blessing!

Additionally, there were transitions in leadership and for which to give God thanks. In July, we celebrated with Kristen and her family at the conclusion of her year of ministry with us and sent her forth with a drive by greeting and card shower. Brenda Newcomb concluded her work as Office Coordinator as she began a new phase of retirement. We welcomed Leah Grebner who quickly learned and adapted to this new position and helped Salem in many creative ways. We welcomed Maggie Slotter as Director of Music and Choir Director. She has been more than helpful in arranging special music offerings both for worship and online singing experiences. Mary Gibson concluded her time with us as Worship Coordinator while Matt Grebner has stepped forward in that role. Due to her increased workload, Meghan's hours were increased to help offset the countless hours she puts in to help inform and support Salem members and extend the gospel.

Many members have participated in online gatherings, created videos, readings and music for worship as well as limited in person opportunities. You even helped me celebrate a milestone of 25 years of ordained ministry! Thank you.

The parochial report defines a list of members who have died and we grieve with family members for their loss. To be specific, along with all the numerous challenges over this past year, providing meaningful and personal pastoral care has been the most difficult for me. It is hard not to be able to gather at the bedside to offer a prayer of support before surgery or when someone is dying or just needs a touch of encouragement or expression of gratitude. I yearn for a time when that will be possible again.

Even though it has often felt we are huddled in a cave and fearing for our lives, the work of Christ's church continues. Salem is blessed with many generous people who give of themselves, time, and resources to see that the work of the church blesses others. Thank you for contributing to the work of the church both through the general as well as the capital appeal needs. We are blessed.

My thanks to Salem's staff members, Jill, Leah, Meghan, Lori, Maggie, Gretchen, Joanie, and Matt. To Salem's Council and ministry members, musicians for numerous volunteers as well as for prayerful, monetary, and personal support. It has been a challenging year, and not the same as we would have expected but it was also a year of numerous blessings. I can only begin to imagine where God is leading us in the year that is to come, but I am confident that we are not alone in our anticipation and that the work of Christ's church will be abundant. May God bless our journey and may the work we do together give honor and praise to God for the many blessings and opportunities God provides. May the blessings of Christ guide our hearts and minds for our days together. – Pastor Craig Swenson

**Report of the Director of Youth and Family Ministry  
(Children and Family Ministry, Junior & Senior High Ministries, VBS, Midweek)**

By Jill Goldhammer

2020 was an active year for Children, Youth and Family Ministries despite the challenges of COVID-19. The pandemic required us to examine our ministries and develop creative at home and on-line faith formation opportunities. We miss being together in person terribly and yet the mission of the Church continues. Some CYF highlights from the year are noted below.

**Children, Youth and Family Leadership Team**

I would like to thank the following individuals for contributing so much to the collaborative process that 2020 required and for leading so faithfully their individual areas. It's wonderful to have each other to bounce ideas off and offer support.

Gretchen Petrakis, Sunday School Superintendent (Pre-K – 5<sup>th</sup> Grades)

Kelly Brinkman, Junior High Sunday School

Kris Griffith, VBS, Sunday School Music and Special Events/Projects

Rebecca Sipf, VBS co-coordinator and young children's ministries

Laura Hartman, Children and Family Ministries

Merrell Hickey, Kappa Chi, Cross generational fellowship, other duties as assigned.

Kristen Schmidt, Pastoral intern

The CYF program continued to try new ways to form community, serve others, and grow in Christ on-line in the fall. For example, in December, we sold Butter Braids and Coffee Cakes in order to raise funds for the annual Thomas Jefferson Christmas Food Basket project. We raised \$1500 with the help of a couple Thrivent Action Teams and were able to provide \$50 Kroger gift cards for families instead of giving them the usual Christmas Baskets. Children, youth and families made 35 tie blankets which were distributed with the Christmas Thinking of You bags for senior's ministry. We also provided families with gingerbread house kits and hosted a live Gingerbread House Party on-line to show off our creations. A reminder – we are collecting socks for homeless programs in January 2021.

A big thank you for ideas, feedback, and participation as we continue to find new ways to Grow in Christ to Love and Serve with our children, youth and families.

**Report on MIDWEEK PROGRAMS**

Salem's midweek program, "Breaking Bread," was on hiatus in 2020, originally due to construction but ultimately due to the pandemic.

**Report on CHILDREN AND FAMILY MINISTRIES**

Prior to the pandemic, many Salem children participated in the annual Be Like Jesus 24 hour servant lock-in in February. The event, usually hosted at Salem, was moved to Advent Lutheran Church in Morton this year due to our building project. Three students started First Communion instruction the first week in March and will complete the process when we return to in person gatherings.

Salem provided an awesome five-week VBS Program in July and August combining at home activities and virtual learning to Salem families and the community. Each Sunday for 5 weeks, 66 pre-kindergarten

through 5th grade participants received a bag filled with crafts, games, Bible stories and family activities at their home. These resources were supported with weekly on-line videos created by our junior and senior high students demonstrating the weekly themes and activities. About 80 percent of this year's VBS participants were guests from the community which is consistent with previous years. Weekly themes included: Building a Foundation of Love, Forgiveness, Worth, Promise, and Jesus is my Foundation for Life. We received great feedback from both parents and children who were excited to receive their bags each week. We were delighted with the theme: Concrete and Cranes – as construction was in full swing at the church as we were experiencing VBS.

### **Report of the JUNIOR HIGH MINISTRIES**

Our 6<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup> graders completed the New Testament requirements for Faith for Life by meeting weekly prior to the pandemic. Affirmation of Baptism celebration was moved to Reformation weekend in the fall and 5 ninth graders affirmed their faith on October 31, 2020 in a private, in-person, family worship service. Congratulations to Carter Aprahamian, Henry Arnold, Conner Bidne, Sophia Doty, and Ava Salverson.

This fall, Faith for Life met on-line weekly for Sunday night Old Testament devotions and will complete the Old Testament Coursework on-line in February-May, 2021 using "Colaborate" materials. Junior High students were encouraged to take part in on-line game nights, service projects, or other on-line check-ins monthly.

Junior High students took the lead in creating video presentations during VBS and did a great job! We continue to look for safe, creative ways to engage them in worship and other activities through the on-line format.

### **Report of the HIGH SCHOOL MINISTRIES**

Prior to the start of the pandemic, our senior high youth group, Kappa Chi, developed and presented the Annual Youth Service. The 2020 theme was "Won't You Be My Neighbor" with senior, Joel Brinkman, in the lead role of Mr. Rogers. It was fabulous!

Kappa Chi has been difficult to engage in an on-line format. A few students participated in weekly on-line Old Testament student devotions and a few more in game nights. Almost all our students are reporting a high level of stress related to schoolwork and on-line learning. They really miss their school friends and activities. Please continue to pray for our young people during this difficult year.

A group of student leaders is currently meeting on-line to pull the group back together with some new on-line activities. We look forward to being able to come together again for in-person activities with this group.

### **Other**

As a rostered leader with the ELCA, I am occasionally called to serve the wider church in addition to my work at Salem. I continue to serve as the chairperson for the local Conference Youth Board and enjoy meeting monthly with the other youth directors in our conference to provide mutual support, resource sharing and coordinate events such as the "Be Like Jesus" weekend. I also currently serve as the CSIS Bishop's appointee on the Lutheran Outdoor Ministries Board which has had an especially difficult year fulfilling their mission to connect the Word of God and the world of God with people of all ages.

I also served as the CSIS Gathering Synod Coordinator for the 2021 ELCA Youth Gathering which was to be held in Minneapolis June 29-July 3, 2021. I attended one leader training in Minneapolis at the end of February and the pandemic hit. The event was moved to the summer of 2022 and it remains to be seen if the ELCA will be able to host it or not at that time.

Finally, a BIG THANK YOU to the young people of Salem, parents, Pastor Craig, Salem staff and volunteers for all your support and to all of you for keeping children, youth and families in your prayers. God is so good and continues to provide immeasurably more than we could ever ask or expect! It continues to be a blessing to be in your midst, growing in Christ to love and serve!

**Respectfully submitted,**

**Jill Goldhammer**

**Salem Youth Ministry Checking Account – Busey Bank #89632**

Beginning Balance, January 1, 2020                      **\$309.22**

Total Income: \$ 51.89

Note: the only income into this account comes from very small monthly rebate from Schnuck's community action program

Expenses

0

**Cash on hand, December 31, 2020    \$361.11**

## Report of the Parish Nurse/Wellness

At the beginning of the year, one of my primary roles was visiting with homebound individuals at their residences, whether that be their personal home or a facility ranging from nursing centers to independent living. After March, I kept contact with these same individuals as well as many others via phone conversations, making calls to approximately 30 households a month. Working with several staff members as well as the Congregational Care Committee, we tried to ensure that connections were maintained with Salem members of all ages.

Throughout the year, I did continue to take individuals to doctors' appointments and with some communicated updates to families. I set up medications biweekly for one individual and did shopping for two to three persons. I helped several individuals with obtaining medical equipment or connecting with needed resources. I wrote health information articles for both the Bugle and Salem's Facebook page and assisted with Covid updates.

Salem's three Blood Drives were still held in 2020 and I led coordination of volunteers and worked at the drives. In January, the drive was held at the Christian Center due to construction then May's and September's at the Northwoods Mall. We had 22, 26, and 25 people present and obtained 26, 24, and 25 units of blood. There will be three more drives hosted by Salem this year.

Submitted by Lori Reimer



## Report of the Director of Communications

By Meghan Peterson

January 2021

Reflecting upon 2020, Communications was given the opportunity to get creative to grow people in Christ to love and serve. Between the movement of in person worship services to being conducted online mid-Lent, incorporating online meetings, studies, book club, fellowship through Zoom, having drive-thru connections and drop offs, creating online forms to assist registration and Outreach initiatives, this year has been nothing short of an amazing opportunity for growth and development.

Spurred on to keep members connected while there was the “Stay at Home” order, I heard countless times how online worship offered a new opportunity to grab a cup of coffee and watch, sing and experience worship services at home. YouTube, Facebook and Salem’s website became the online tool for worship. YouTube subscribers went from 4 to currently 140. Facebook followers grew from 371 to 479 followers. Social media allowed members, former members and many in the Peoria area to connect and reconnect to the Salem community through online worship. As Salem returns back to the building, online worship continues to have consistent views, and it is anticipated that online worship services will remain for the future.

For those without access to online worship, a new service of a live phone call with Pastor Craig was initiated in the fall. Printed resources including the Bugle, special congregational mailings and intentional stewardship mailings kept members engaged and up to date.

Technology and online resources became a significant tool for keeping members connected. In the summer, over 50 videos were made, uploaded and shared for Vacation Bible School. In the fall, a second Zoom account was added to enable ministry meetings, special fellowship events, Bible studies and a new book club and more to remain connected for fellowship and God’s work. Special services including Pray for the Cure was a great example of technology bringing Salem to the larger community, and Veteran’s Day recognized Salem’s honored members in a new way.

A special thanks for the continued support of the congregation, Pastor Craig Swenson, Deacon Jill Goldhammer, Leah Grebner, Brenda Newcomb, and other Salem staff. Thank you to my dedicated Bugle and special mailing assistants: Kay Bartholomew, Leah Grebner, Roberta Kessinger, Inez Norgard, Lori Reimer, Deb Sanders, and Jan Saylor. Thank you to those that provided video recordings for worship including readings, worship music and special music. I am blessed each day to be a part of growing people in Christ to love and serve. I appreciate the opportunity to be a part of the Salem staff and look forward to continuing the development of Salem’s communications with all your help, input and support.

## Report of the Director of Music

Hello! My name is Maggie Sloter and I joined the staff of Salem Lutheran Church as Director of Music and Choir Director in July of this past year. In these 6 months, it has been an absolute joy to meet and work with the entire staff as well as meet a number of the congregation members through our in person services and various meetings. Since starting, we have had many participants in special music and special services. This includes Molly Sloter and Linda Betzelberger joining the rotation of piano players for in person and online worship, as well as working with Mary Starzynski and Julie Kotewa. Todd Kelly, Mason Boore, Michael Archer, and myself provided music for two special services – Reformation Sunday and online Christmas Eve worship. McKenna Hulen provided violin for our Confirmation service in October.

My plans for the future, as COVID numbers hopefully ease up with the distribution of the vaccine, include incorporating more members to do special music pieces and/or to lead hymns on Sundays in the absence of congregation singing, collecting a small group of members to do handbells for in person and online worship, potentially doing some small group singing with existing choir and congregation members, and asking our instrumentalist congregation members who are comfortable gathering to participate in special music pieces for in person and online worship.

My biggest fear is putting people at risk of catching the virus. I know that there are a number of congregation members who are not in a position where they feel comfortable attending in person services yet. We have a few families that provide music for our online worship, but do not yet feel comfortable in participating in in person worship yet. I am hoping that as COVID numbers lower and we find our new “normal” that I will be able to incorporate more members into worship, to share the gifts they have, and to do some choir directing!

We have hosted two virtual hymn sing events, one in October and one in December. We are planning on doing another presentation on February 12<sup>th</sup> at 7 PM. Information for the event will be available in The Bugle.

It has been wonderful joining the Salem family and getting acclimated over these past 6 months. I look forward to continuing my work and for what will come in the years ahead.

## Report of the Director of Senior Ministry

By Joan Creager

The year 2020 will be remembered as a very “quiet” year as many of our favorite activities and events could not be held due to the pandemic and COVID-19 and the limitations placed upon group activities. Because of this, much of our efforts were directed towards finding ways to reach out and connect with senior members to ensure that all know that they are remembered and valued by our church at large.

Our Salem tradition of filling holiday gift bags with notes and greetings and other treats and then delivering them to the members’ homes has continued to be a “heartwarming” way to connect with these members and bring some happiness and joy into their lives. These gifts have been shared three times during the year – at Christmas, on Valentine’s Day, and on “Thinking of You” Sunday, which was held in late summer. This year, in addition to the gift bag received for Christmas, some members were given a comfy lap robe that had been made by the Salem Sunday School families. That gift brought a smile to their faces! A special thank you to those families! And another special thank you to the members of the congregation who generously fill the gift bags and to those members who deliver them to the members’ homes. We couldn’t do it without you! At Christmas this year, 47 members were visited – what a blessing!

Also this year, in early February (before COVID-19) a group of Salem Singers and friends delivered “Singing Valentines” to Salem members and other residents at Proctor Home, Independence Village, and Lutheran Hillside Village. What a “lovely” way to spend a Sunday afternoon bringing joy to those special friends! This event was supported by a Thrivent Action Team grant. Thank you, Thrivent!

In November, although there was no cake and punch reception, members of Salem who are armed forces veterans were recognized during the worship services on Veterans’ Day in a video prepared by the Faith for Life students. We appreciate the efforts of Ann and David Sterr and Jill Goldhammer in completing this project. It is very meaningful to the veterans involved.

Looking forward to many happy reunions in 2021!

## Report of the Congregational Council

Hello Salem Family,

One year ago, we were adapting to the early phases of the building remodeling. Our main concern, then, was arranging for worship space during the sanctuary renovation. 2020 was to be a year of great anticipation as the final pieces of Renewing God's House all came together.

While the building is now complete, our congregation is now physically separated. But it is in that separation that I feel that we have been truly renewed. As you will read in the accompanying reports, Salem's ministry has continued and grown in new and exciting ways. I am amazed and inspired by the continued worship, outreach and fellowship activities that are in place, most of which are without the use of our building.

The Renewal continues: renewed staff, renewed programs, renewed opportunities and, yes, increased use of our beautiful, renewed building!

Your Salem Council has been leading us through these unprecedented times. They not only regularly meet as a group, but each also serves on various committees. Please join me in thanking Scott Faulkner, Dennis Gustafson, Emily Jolliff, Kirsten Kelly, Mike Newcomb, Jason Lantz, Nancy Peterson, Gretchen Petrakis, Susan Ross, Kim Ascherl, Merrell Hickey, Ann Roberts, Maren Thompson.

Our staff has done an amazing job in helping us to grow Salem's ministries. They are the facilitators of our programs and they enable each of us to serve each other and our community. My thanks especially goes to the people that I have worked with directly: Kris Griffith, Dave Swanson, Meghan Peterson, Brenda Newcomb, Leah Grebner. Also, thank you to Pastor Craig Swenson and Deaconess Jill Goldhammer. Their vision and work have been invaluable.

I am in awe of the many people involved with Renewing God's House. Through the planning, fundraising, financial, construction, maintenance and decorating projects, the entire congregation has been brought together. Our renovated facility will enhance our ability to do God's Work with Our Hands.

Most importantly, thank you to all of my Salem family. It has been YOUR faith, time, effort, and financial support that has made all of this possible. Together we are Growing People in Christ...To Love & Serve

Dave Rees

## Report of the Worship & Music Ministry Group

Worship & Music Ministry Group members for 2020 were:

Pastor Craig Swenson  
Kristin Schmidt, intern  
Leah Grebner, chairperson  
Merrell Hickey, Secretary, Council Liaison  
Maggie Slotter, Director of Music  
Karen Swenson, Altar Guild  
Maren Thompson, Council Liaison  
Kelly Brinkman  
Kirsten Kelly  
Julia Kotewa  
Jason Lantz  
Christine Steele  
Nadine Willems

The Worship and Music Ministry Group is responsible for the worship services at Salem and strives to find ways to enhance the worship experience for all congregational members. We attempt to offer new ideas and ways for worship as well as maintaining long standing traditions. We are also responsible for supplies and worship participants for each service. We welcome new ideas and feedback as we continue our commitment of having worship services in which all can experience the Word and presence of God through praise, song, teaching, and community.

Thank you to the youth for providing the annual youth service on Sunday, February 16. Ash Wednesday service was on February 26. On March 21, 2020, online worship services started due to the COVID-19 pandemic. Sunday, July 26, 2020, a drive-through reception was held to bid farewell to Intern Kristin Schmidt. In-person worship services were resumed with services provided in the west parking lot starting on Sunday, September 27, 2020. Services moved indoors with a limit of 50 attendees on Sunday, October 18, 2020. The attendance limit was reduced to 25, starting with the service on Sunday, November 8, 2020. Online worship services were continued during the time of return to in-person worship to accommodate the worship needs of all.

While we have experienced a reduction in the number of people attending services in person after we returned, the provision of online worship services has actually introduced an opportunity to reach non-members, both in the Peoria-area community as well as those residing even out of state. Friends and family of Salem members appreciated the opportunity to participate in Salem's online worship services, as well as members from other congregations.

We held a special in-person service on Saturday, October 31 for Affirmation of Baptism for five confirmands and their families. This service was also shared online for others to see. Special recognition of those who have passed since November 1, 2019 happened during both in-person and online worship services on All Saints' Sunday. Veterans were recognized at the end of worship on Sunday, November 15. In December, we provided an online Service of Solace and online Sunday School Christmas program. Christmas Eve and Christmas Day services were provided online, as well as in-person worship on December 23, 24, and 25.

The 3<sup>rd</sup> Sunday services were planned and led by Jason Brinkman and the Praise Band—Thank you Jason and band members. A special thank you goes to the many people who assist in worship services: acolytes, crucifers, communion assistants, assisting ministers, lectors, sound operators, and ushers. A thank you also goes to those who offer their musical talents to enhance our worship services—Maggie Slotter, Jason Brinkman, Eric Schroeder, and other instrumentalists and vocalists. Thank you to those who prepare for our services, including altar Guild members, those who hang banners, worship coordinators Mary Gibson and Matthew Grebner. A special thank you to Mary Gibson for her time served as worship coordinator. Finally, a thank you to anyone I may have inadvertently omitted.

Leah Grebner  
Chairperson



## Report of the Altar Guild

by Karen Swenson, Chairperson

Serving on the altar guild is a ministry most joyfully fulfilled with gratitude to God in the name of our Lord Jesus.

The altar guild is entrusted with the privilege of preparing the Sanctuary for all worship settings (Sunday mornings as well as mid-week services, Baptisms, Affirmations, Weddings, Funerals, etc). The overall goal is to see that the worship space reflects the season of the church year and is in good order, both to glorify God and to provide a setting to worship in a meaningful way.

Responsibilities include:

- Care of the communion ware, altar linens, banners, and candles
- Changing of altar paraments and banners as indicated by the church year calendar
- Care of the flowers, vestments and having adequate supplies of candles, bread, wine, etc.
- Preparation for the various liturgical seasons (Advent, Christmas, Epiphany, Lent, Easter, Pentecost) and festivals.

While many of these responsibilities were limited this past year due to the pandemic restrictions, the guild remains ready to serve when called upon to do so.

Thank you to those who helped with this ministry in service to God this past year.

God's light has brightly shined. Let us continue to celebrate what God is doing!

If you are interested in serving God through this ministry please contact Karen Swenson at 309-258-5708 or at [klswen@hotmail.com](mailto:klswen@hotmail.com).

## Report of Home Communion

by Suzanne Ligon

Home Communion is a program whereby the homebound members of Salem can participate in the sacramental life of the congregation by receiving Holy Communion directly from the Communion Service held at Sunday worship. Visits are made quarterly by trained Communion assistants. Home Communion was provided to twelve members on February 9, 2020 and ceased for the rest of the year because of COVID-19 restrictions.

Thank you to the following Eucharistic ministers who volunteered to administer Holy Communion in 2020:

Pat Arehart

John & Marty

Cindy & Bill Fischer

Terri Gustafson

Suzanne & Bill Ligon

Dick & Helene Peterson

Barb, Caroline & Hank Ricketts

Dick & Gail Serrahn

Rosemary & Don Swanson

Paula & Dave Sydow

Leo & Roxanne Vandervlugt

Teresa Wright

We welcome all to participate and encourage your consideration of this meaningful service.

## Report of the Congregational Care Ministry

By Helene Peterson

Congregational Care is a Ministry Group that supports several areas of ministry that are important to the Salem Family.

2020 - Congregational Care Team Members were:

Jill Goldhammer - Staff

Helene Peterson, Chairperson

Sue Colloton – Visiting Ministry Coordinator – moved to Georgia – Looking for a new Coordinator

Joan Creager – Senior Ministry - Staff

Stephanie Dammann – Nursery - Staff

Annette Doughty - Coffee Hour Treats Coordinator

MaryAlice Erickson – Salem Bus for Seniors on Sundays Coordinator

Leah Grebner – Adult Fellowship Co-Coordinator

Kris Griffith – New Member Coordinator

Terri Gustafson – Decorating Coordinator

Merrell Hickey – Adult Fellowship Co-Coordinator

Julia Hokanson – Secretary

Emily Jolliff – Council Liaison

Nancy Peterson – New Member Committee – Council Liaison

Lori Reimer – Parish Nurse – Staff

Ann Roberts – Council Liaison

Jeanne Setterlund – Prayer Ministry Coordinator

Pastor John Sipf – Member at Large

Ann Sterr – Service Men and Veteran Recognition Coordinator

Below is an overview of some of the activities and projects of the Congregational Care Team:

**Adult Fellowship** – Leah Grebner/Merrell Hickey, Co-Coordinators: January was a Game night at Oliver's; February was Fired Up and Wine and Cheese at Craig/Gayle Youngs to kick off the Salem More Than Pink Walk; March was Bowling; September was virtual Adult Fellowship Scavenger Hunt; October was Virtual Hymn Sing; November was Virtual Bingo night; and December was Christmas Hymn Sing – Carols with a Cantor. A special thanks to Leah and Merrell for all of their efforts and creativity in these COVID times for their creativity in reaching out to Salem member. Be sure to check with Leah or Merrell if you have some ideas for future events.

**Salem Bus - LHV and Buehler Home** – MaryAlice Erickson, Coordinator: The Salem bus runs/ran every Sunday from Lutheran Hillside Village and Buehler Home with 8 regular riders. A special thanks to our drivers Scott Faulkner, Randy Blum, and John Ford. **There is a need for more bus drivers, and Salem will pay for the licensing process. Scott Faulkner has all the information for anyone wishing to pursue this very important ministry of helping our Salem Members to continue to attend worship at Salem.**

**Prayer Ministry** – Jeanne Setterlund joined Congregational Care in the fall as Prayer Coordinator. If you would like to work to expand the Salem Prayer Ministry, contact Jeanne. Congregational Care is working on bringing the Salem Prayer Shawl/blanket ministry back. **People are needed to knit/crochet items.** Norma Hartman/Bonnie Gallas are Co- Coordinators of the Salem Prayer Chain. This is an important part of the Salem Ministry in supporting members and Salem friends in need of prayer support. The Congregational Care Team encourages all to sign up for this ministry. This is done for the most part via e-mail. Let Norma or Bonnie know if you would like to be on the e-mail Prayer Chain.

**Servicemen Support and Veteran Information** – Ann Sterr, Coordinator: Cards are sent to service men currently serving and names of service men and women are included in the Bugle. A virtual Veterans' Day tribute was done this year by the five young people who affirmed their faith on October 31. Job well done Carter Aprahamian, Henry Arnold, Conner Bidne, Sophia Doty, and Ava Salverson.

**Senior Ministry** – Joan Creager, Staff: Monthly events are coordinated. See Joan's report.

**Parish Nurse** – Lori Reimer, Staff: Blood Drives were coordinated by Lori as well as many visits to Salem Members helping as needed. See Lori's Parish Nurse Report. Again, Lori is a vital part of the Salem Ministry to our members.

**Coffee Hour Treats** – Annette Doughty, Coordinator: Treats are donated between services every Sunday in the Fellowship lounge.

**Funeral Luncheons** – Helene Peterson/Bonnie Gallas, Coordinators: Members donate food and help serve a luncheon to Salem members' families who have lost a loved one.

**Nursery** – Stephanie Dammann, Staff: There is a new welcoming Nursery.

**Hospitality and Welcoming** – Greeters were started at both services and between services to help seniors in the front doors during construction especially. Hospitality and Welcoming will continue to be a big focus for 2021.

**New Members:** Kris Griffith will be leading this team using the mission statement, and goals set to put together ways for new members to become a part of the Salem family.

**Visiting Ministry:** Sue Colloton did an excellent job coordinating this new team. This group works with Pastor Craig, Lori, and Joan to help coordinate visits to Salem members who are unable to attend church activities. Visiting Ministry Visiting cards are completed and that information is logged into the 360 Computer program. A future plan is to develop the processes for identifying participants and customized reports to analyze progress. Due to COVID 19 this ministry made 3 rounds of phone calls during March, April, and early June to all Salem members to check on any needs. Their calls were welcomed by Salem members. Reaching out during this pandemic time is important. A special thanks goes to Sue Colloton for coordinating this new ministry and coordinating all of the phone calls. Sue has now moved to Georgia to be near family. The Congregational Care Ministry group is looking for someone to coordinate this important ministry. Let Helene Peterson, Jill Goldhammer, or Leah Grebner know if you are interested.

**Friends in Christ Ministry:** This was a new fall project for the Congregational Care Team. Each household was randomly paired with another Salem household. The purpose of this project was for paired households to get know something about each other prior to the end of 2020 via phone, text, zoom, letter, or video phone calls or social media. Conversation Starter Questions were given each household. All were asked to pray for each other and share their experiences. This again was another way to reach out to each other as we work to fulfill our mission of ***Growing People in Christ to Love and Serve.***

A special thank you to all of you who have supported these various opportunities to serve our Lord and your Salem family as we work toward our mission of ***Growing People in Christ to Love and Serve.***

## Prayer Chain Report

Once again, the predominate phrase directed to the prayer chain for the year was: “Please pray for \_\_\_\_\_ . Thank you for your prayers.” That is how most prayer request read. Over 200 prayer requests were sent to Bonnie Gallas and me that began with this phrase and ended with thank you. You can fill in the blank—health, COVID-19, cancer, finances, new life, death, guidance, Salem’s rostered leaders, Salem’s council, surgery, praise and thanksgiving—the list is endless. The prayers offered by the Salem Prayer chain were also endless and many recipients of these prayers reported to me that they felt comfort, support, and peace knowing that prayers were being offered up for them.

Currently 110 present and former Salem members makeup Salem’s prayer chain—a very dedicated group of people. The majority of these people receive the prayer requests by email. There is a phone chain for those who do not use a computer. We always have room for more prayer “warriors” and encourage each of you to consider becoming a Prayer Chain member. If interested in joining, please contact Norma Hartman at 309-240-8387 or at [nkhartman248@gmail.com](mailto:nkhartman248@gmail.com) or Bonnie Gallas at 309-691-5738 or [egallas@att.net](mailto:egallas@att.net).

If you would like to submit a prayer request to the prayer chain, you may do so in several different ways. You may call or email Norma or Bonnie at the above numbers. You can also call or email the church office and the requests will be forwarded to us. Once we are back to in-person worship, you may write your prayer request on the back of a communion registration card found in the pews and place it in the offering plate on Sunday. Prayer requests are kept confidential among members. If you are submitting someone else’s name for prayer, please make sure they are agreeable with having their name passed onto others. We can offer prayers for people by first names only or anonymously if desired.

I want to personally thank each member of the Prayer Chain for their dedication to prayer and for their service to the Salem family through this ministry. I also want to than Bonnie Gallas for being my support person and my backup when needed.

Stay safe and healthy.

God’s grace and peace to each of you.

Norma Hartman



## Report of Faith Formation (Educational) Ministry

Report of Faith Formation (Educational) Ministry

By Jason Lantz, Chairman

The following individuals comprise the Educational Ministry Team:

Children's Library	Becky Hagen
Adult Library	Annette Doughty
SPLASH	Roberta Kessinger, Deacon Jill Goldhammer
Milestone Coordinators	Gretchen Petrakis & Deacon Jill Goldhammer
Family Ministry	Deacon Jill Goldhammer
Vacation Bible School	Deacon Jill Goldhammer, Rebbecca Sipf, Kris Griffith,
Sunday Church School	Gretchen Petrakis
Junior High Sunday School (6 <sup>th</sup> -8 <sup>th</sup> Grade)	Kelly and Jason Brinkman
Faith for Life	Pastor Craig Swenson & Intern Kristen Schmid & Deacon Jill Goldhammer
High School	Dave Griffith, Regg Glawe, John Sipf
Small Group Study	Pastor Craig Swenson & Intern Kristen Schmid
Educator at Large	Inez Norgard
Congregational Council Representatives	Jason Lantz, Kris Griffith, Gretchen Petrakis

The individuals listed above provided leadership and devoted significant time and focus to the educational ministries at Salem Lutheran Church. Many thanks to all for their leadership, guidance, care, and commitment! Salem is so blessed to have such wonderful, caring, and devoted leaders who consistently create and deliver engaging programs and activities for the Salem family. The mission of each of these individual ministries was to be sensitive to the educational needs of the congregation, continually noting traditions and past successes, evaluating individual and group needs, then planning new learning opportunities to grow the congregation's knowledge, faith, and relationships. At monthly committee meetings, events held since the last committee meeting were reviewed and discussed, upcoming events and program changes were announced, and opportunities were discussed.

2020 began with adjusting to changes to support the Renewing God's House building campaign which would dramatically change and enhance the physical layout of our building. The blue and gold accordion walls in the Social Hall were removed. Furniture was moved into temporary storage. In mid-March, the Covid-19 pandemic moved activities to a virtual environment for the rest of the year or put them on hold to minimize social interaction. In 2021, we await when we can return to resume our typical method of building faith.

Many thanks to Roberta Kessinger for leading the SPLASH program for many years.

The Faith Formation Ministry Committee provides an environment and the resources to promote the personal and collective spiritual growth of children, youth, adults, and seniors of Salem Lutheran Church.

## Report of Sunday Church School



## Welcome to Faith at Home!

*“So we have known and believe the love that God has for us. God is love, and those who abide in love abide in God, and God abides in them.” 1 John 4:16*

By Gretchen Petrakis

Sunday School ended the school year of 2019-2020 with mailing notes to students and teachers, providing Pentecost materials for families to celebrate “at home,” and a few Zoom class meetings thanks to 4<sup>th</sup> grade teachers, Patty and Jason Lantz.

Planning for the 2020-2021 year began in the summer with a vision of Salem’s people dwelling in God’s word and equipping families to continue growing in faith...at home. Planning for faith at home was inspired by these words from Colossians 3:16: “Let the word of Christ dwell in you richly; teach and admonish one another in all wisdom; and with gratitude in your hearts sing psalms, hymns, and spiritual songs to God.” Thanks to Meghan Peterson, we had a logo. Our mission for Faith Formation was certainly different than had been done in the past, but this year provided new and wonderful opportunities for enrichment and growth.

A decision was made to provide families with The Jesus Storybook Bible (an illustrated Bible) and The Story of God’s Love for You (same stories just not illustrated) for middle school students, high school students, and adults. Both books written by Sally Lloyd Jones. With gorgeous language and imagery, Sally Lloyd Jones tells that Story beneath all the stories in the Bible. From Noah to Moses to the great King David, every story points to a Child. The One upon whom everything would depend. There are lots of stories in the Bible, but all the stories are telling one big story. The story of how God loves his children and comes to rescue them. These stories invite us to discover the One who is at the center of God’s great rescue story — and at the center of our story, too. Because the Bible isn’t a book of rules. Or a book of heroes. The Bible is most of all a story. And at the center of that story is a baby. And every single story in the Bible whispers his name.

In addition to providing these books, monthly materials were delivered to all families with children ages 2 years through high school. Lessons plans for each story in the book were provided along with a variety of activities from hands-on crafts, simple family activities, and thought provoking questions for older students. Families were encouraged to do as much or as little of the activities that worked for them. But at a minimum, families were encouraged to read a story each week. We spent the entire fall and winter, reading Old Testament stories and perhaps finding new meaning in them. We will spend the spring dwelling in the New Testament stories. Joann Blum and Lori Reimer were instrumental with their assistance in assembling materials, packing the boxes, and guidance. Joann hand delivered boxes each month to approximately 20 families. Randy Blum also assisted in the delivery. Jill Goldhammer delivered boxes each month as well. Thank you also to Kelly Brinkman who provided immense support with content development and monthly questions for middle school and high school students. And thank you

to Becky Hagen who assisted with content development and wrote notes and birthday greetings to be included in each month's boxes.

An adult Bible study was started that used The Story of God's Love for You as study material. This group gathers weekly on Zoom and reads together these stories. With different leaders each week, adults had an opportunity to dwell in God's word and perhaps gain new understandings from these stories in the Bible.

Monthly Sunday School Zoom meeting times were also scheduled one Sunday a month for 30 minutes in September through December. With the help of Sunday School teachers, each monthly Zoom time had a theme or purpose to it. It was a wonderful opportunity to "gather" together and "see" each other. We celebrated the beginning of the educational school year; Reformation; Bible Presentation Milestone for preschool children, 3<sup>rd</sup> grade and 6<sup>th</sup> grade students; and Advent. We had fun dressing up as our favorite Bible story person, guessing Bible trivia, and guessing the answers to Bible jokes became a favorite activity! Thank you to Joann and Randy Blum, Jason and Kelly Brinkman, Kris and Dave Griffith, and Patty and Jason Lantz for all their assistance in planning and implementing these Sunday School Zoom gatherings.

Kris Griffith and Megan Thomasson coordinated the Sunday School Christmas Program...virtually this year! Uploaded to Salem's YouTube page, this favorite Sunday School tradition was still offered to the Salem Family. This virtual program was a big undertaking and would not have been possible without the talented efforts from Kris and Megan. Families were encouraged to record themselves singing songs and dressing up as stable animals, shepherds, and/or angels. As is the Sunday School tradition, 4<sup>th</sup> grade students played the roles of Mary, Joseph, and angels from the Nativity and 5<sup>th</sup> grade students read the Christmas story from Luke. Thank you to all the families that participated in presenting the Christmas story to Salem's congregation.

In conclusion, the following words concluded a letter sent to families in August. Its message then, still holds true almost six months later. All of the above faith formation activities were planned bearing these words to heart:

In this time of uncertainty, confusion, unknown, and information overload...let us find hope and comfort in the Word of God. Faithful people across time have struggled and wandered and looked for hope. We know that Jesus is the way and through him we find strength and life. These stories are OUR stories! Stories that tell us of God's love for us and that we will never be abandoned.

## Report of Salem's Adult Resource Center

Annette Doughty

Salem's Adult Resource Center, located near the fellowship lounge, provides resource material for congregational leaders, as well as helpful, informative, and enjoyable material for everyone. Be aware that since the Salem remodel, the children's library is also housed in the same room. There are various books for children with Biblical themes. These may be used by families or Sunday School teachers along with the prescribed curriculum. Additional books arrive in both facilities regularly through purchase and must-appreciated donations.

Salem's libraries are available for use any time the church is open. A card catalog is provided to assist in locating material. To check out an item, sign your name and the date to the card found at the back of each book. Then place the card at the front of the card box on top of the card catalog. Feel free to ask for assistance at any time.

Soon, we hope to have a shelf, either in the lounge or in the entryway in the basement, which will have the lighter fiction books on it. They will not need to be checked out. Simply borrow them at will and return when finished to the designated area on the desk.

Our annual Advent Corner book and gift sale could not happen this year due to the Coronavirus effect on our congregation. We hope it can resume next year, as it provided extra funding for the library and quality Christian books for members' use and gifting.

You are welcome and encouraged to make sure of the resources found in our libraries. They are maintained for your benefit.

## Report of the Community Outreach Ministry Group

**Chairperson** – Sarah Gonzales

**Council Representatives** – Dennis Gustafson, Kim Ascherl

**Committee Members** – Paula Sydow, Judy Cagle, Lois Knutson, John Grabel, Sue Colloton, Bill Ligon, Kristen Schmid, Pastor Craig,

### **Outreach Service information:**

At Midwest food bank, John Grabel coordinates a 6-8 member team of volunteer's one day every other month, to serve at the food bank. Salem members provided 30 gifts for children in the foster care program through LSSI giving tree. Fair Trade coordinators, Jen Gallas, Jane Topel, and Karen Swenson, developed a safe on-line order and curbside pick-up so all could continue to receive Fair Trade products. Outreach established a canned food drop-off allowing continued food donations that were delivered to Bethel United's food bank by Roberta Kessinger. At Thomas Jefferson we had a shortened pen pal program but were able to provide a "Candy Bar" with encouraging notes and delicious chocolates for the teachers. We are hopeful to return to our usual support for Thomas Jefferson next year. Salem will be stepping back from the Crittenton garden project and handing over the reins to the Crittenton staff.

### **Outreach Financial Information**

The Outreach budget for 2020 was \$12,000. Community benevolence to support local agencies totaled \$9,500. The following is a list of these organizations and the amount Salem gifted.

Lutheran Outdoor Ministry Center (LOMC) - \$1000

Crittenton Centers - \$1000

Thomas Jefferson - \$1000

Neighborhood House - \$1000

Center for Prevention of Abuse - \$1000

Midwest Food Bank - \$1000

Bethel United Methodist Church - \$1000

Lutheran Social Services - \$1500

Lutheran Hillside Village - \$1000

The remainder of the budget was used to support Global Mission work for the Ulrichs work in Malawi, Lutheran disaster relief fund, evangelism events and other support for outreach activities and events listed above.

**Special thanks this year to Judy Cagle, Lois Knutson for their many years of service on the outreach committee. While the Outreach committee will miss their talents, Salem will continue to be blessed by these ladies service in other areas. Outreach also gives many thanks to Bill Ligon for his years of leadership on the Crittenton Garden Project.**

The Outreach Ministry Team at Salem gives thanks for the many volunteers who have supported our outreach projects and answered the call to do God's work in the world.

Report respectfully submitted by Sarah Gonzales.

## Report of Property and Finance

Wow, what a year it has been at Salem with the Property & Finance Ministry Group and the Salem Building Committee!!

Thanks to the following who "volunteered" to be on the Property & Finance Ministry group: Matt Bidne, Randy Blum, Mike Bohm, Tracy Daugherty, Dean Doughty, Keith Erickson, Scott Faulkner, Earl Gallas, Regg Glawe, Tim Hickey, Jeff Machacek, Dick Peterson, Grant Peterson, Dick Serrahn, Gerry Snyder, Dave Swanson, Craig Swenson, Dave Sydow, Susan Ross, Mark Janco, John Harvey, Mike Newcomb, Dave Rees. This year we conducted joint meetings with the Building Committee which includes: Scott Faulkner, Gerry Snyder, Mark Janco, Dr. Rick O'Connor, Helene Peterson, Regg Glawe, Ann Sterr, Terri Gustafson, Tim Hickey and Pastor Craig. Thank you to the building committee!! Also, thank you to the many others who volunteered their time and talent to keep the Salem facility & finances in good working order!!

In addition to the many ongoing maintenance activities like replacing light bulbs, keeping the HVAC running, gardening, yard care & mowing, fixes for kitchen appliances, computer & software updates and recycling, the following is a list of some of the property projects completed this year:

- Filled colored window squares on courtyard side of the sanctuary with drywall squares
- Fixed Drain by social hall windows, Sealed brick by social hall windows, cleaned-up water in new construction area, replaced all soffit up lights with 3000k LED bulbs, fixed Soffit Down Light in chapel transept, located light switch that controls 4 alter lights
- Wall sculpture removed from its original location, stored during construction and installed in its new location, Pews moved for sanctuary light installation, replaced and cleaned
- Copiers moved, installed camera system, installed Intercom system with door release, New Phones Installed (thanks to John Petrakis for donating the phones!), Speakers Installed in the social hall, New Wireless Microphone System installed in the sanctuary
- Offices moved to the 1st floor, Preschool moved to 2nd floor, Preschool moved back to 1st floor, Moved bookcase & conference table from lounge to conference room, Moved countertop from weekday narthex to conference room
- HVAC pneumatic controls (air compressor) turned off and removed!! Special thanks to Mark Janco for donating his time to lead this effort and to Entec for their support!!
- Library packed up and moved book cases, desk and boxes to the narthex, Cleaned & moved Library book cases, boxes back to the library, Lounge furniture moved to the new entryway on 1st floor, Lounge furniture cleaned and moved back to the lounge, Chancel cleared off and rebuilt, with microphone connections, Communion rail design completed and rails ordered and installed, Patched concrete floors on 2nd floor, Cleaned out Janitor closets, Donated old bathroom fixtures to Habitat for Humanity, 1st Floor Janitor Closet wall patched and painted, Boiler room cleaned & work bench/light installed, Paint closet under the stairs cleaned out and organized
- New stove & freezer installed in Kitchen, Coffee maker in the social hall is installed, Trees removed; Debris cleaned up and removed from parking lot, repaired/maintained Bell Tower Brick, Sunday school moved from the 3rd floor to the new 2nd floor Sunday school rooms
- Cleaned & Installed coffee maker in the second floor lounge, Cleaned the fridge in the second floor lounge, Cleaned out the POD by the end of July
- Kitchen cleaned a number of times, Moved paint from stairwell to the paint room, Painted Fuse Box outside library, Replaced Bell Tower inside Roof to prevent water leaking, Swapped out



toilet stool in preschool bathrooms with normal adult size, Hung Bulletin Boards and coat racks in preschool, Fixed WiFi in the Sanctuary, Replaced 3rd floor AC & Air handler, Built Shelves in the Preschool Closet and the Sunday school Closet, Spread rocks in the landscape area by the preschool emergency exit, Cleaned Out Roof Drains on new roof, Removed the Straw Barrier from the retention pond, Mowed the weeds in the retention pond

- Interior and Exterior Signage hung, Replaced AC Filters, Painted Lori's Old office on the third floor, installed window coverings, Pews redone - removed cushions & staples and refinished the wood

Thanks also to the Salem Men's Group for organizing the Spring and Fall work days, and thanks to all those who volunteered to help make both work days a tremendous success!! These events and volunteers are critical to keeping the facility looking good and in good working order.

In addition to the typical financial activities of counting the weekly offering, paying the bills, preparing & reviewing the monthly financial reports, the team spent time this year on the following:

- Updated the PCI/DCC plan;
- Monitored the status of the Capital Appeal;
- Finalized the loan for the building project, and reduced the interest rate
- Communicated the financial status to the congregation;
- Worked with the Ministry group chairs to complete the proposed 2021 Salem Budget.

Thanks to all the tellers, to Brenda Newcomb & Leah Grebner for processing all of the check requests, Dick Peterson & Roberta Kessinger the Financial Secretaries, Dave Swanson the Treasurer, Dick and Helene Peterson for organizing the Capital appeal, and to Meghan Peterson for helping us communicate the financial status with the congregation!!

The "Renewing God's House" project and associated capital campaign continued this year with the Capital Campaign led by Dick and Helene Peterson and the building project managed by the Building Design team and Property and Finance ministry group. Dick & Helene provided a separate report on the Capital campaign and following are the accomplishments for the building improvements project:

- New Entrance, improved automobile traffic flow, new welcome desk, new visible nursery near the entrance, updated and handicap accessible restrooms, welcoming path to the sanctuary, outdoor patio area, new digital sign visible from War Memorial (Thanks to Chris Cochran and Yesco)
- Offices consolidated and moved to first floor, and introduced a large work room with custom storage
- Preschool: new entrance, new storage, new flooring, new family restroom, updated restrooms, new emergency exit
- Social hall and Kitchen improvements: removal of the old sliding partitions, new refrigerator, freezer, and stove, new countertops, new coffee area outside the kitchen.
- Improved larger lounge with a larger more open coffee and serving area, improved Sunday School & Choir rooms
- Sanctuary improvements: lighting, sound system, larger & handicap accessible chancel, improved people traffic flow from the lounge
- Accessibility improvements: eliminated step to enter front doors, ramp to the front entrance, eliminated step from drop off under the canopy, restrooms, ramp access to the chancel, automatic openers on lower entrance and main floor restrooms, office moved to the first floor, door handles

- Behind the scenes: replaced the flat roofs, new HVAC Controls, improved HVAC in preschool, Nursery, offices and 3rd floor, replaced all windows and most doors, video cameras installed, dumpster enclosure

Following is a brief summary of the financial aspect of the project:

<b>Salem Building Project Financial Summary</b>	
<b>Contractor</b>	
Original Amount	\$ 2,881,465
Change Orders	\$ 66,971
Revised Amount	\$ 2,948,436
Payments To Date	\$ 2,948,436
Loan	\$ 1,485,716
Capital Appeal	\$ 1,462,720
	\$ 2,948,436
<b>Loan</b>	
Loan Approval	\$ 1,900,000
Total draw	\$ 1,485,716

The improvements look fantastic and will be a valuable tool for helping Salem achieve our vision and mission!! Thanks to everyone who contributed either financially, with your time and talents or both!! We look forward to being able to safely utilize the updated facility!!

Property and Finance is always looking for volunteers, if you are interested contact myself, if you just want to learn more about the Property & Finance Ministry group feel free to come to any of the monthly meetings. We typically meet on the third Tuesday of the month at 7:00pm at the church or via Zoom.

Thanks again to all the volunteers who give their time and energy to maintain Salem's property & finances!!

Rick Lambie & The Property & Finance Ministry Group

## Report of the Memorial Fund Committee

by Roberta Kessinger, Memorial Fund Secretary  
Pastor Craig Swenson  
Stephanie Kroodsma  
Linda Sedgwick

The following twenty-two people were memorialized during the year of 2020 with gifts to Salem Lutheran Church:

<i>Gerald "Jerry" Bastian</i>	<i>Julie Linne</i>
<i>Joanie Bastian</i>	<i>John McMickle</i>
<i>Richard Borquist</i>	<i>Susan Mikkelson</i>
<i>Ruby Chelgren</i>	<i>John Mollenhauer</i>
<i>Ashley Collins</i>	<i>Rev. Paul Park</i>
<i>Roslyn "Roz" Gott</i>	<i>John Ryberg</i>
<i>Marjorie "Marge" Gramm</i>	<i>Arlene Schroeder</i>
<i>Carleen Lambie</i>	<i>Cynthia "Cindy" Turner</i>
<i>Donna Hoffman</i>	<i>Roman Wegrzyn</i>
<i>John Johnson</i>	<i>Frank Yancick</i>
<i>Carl Lindquist</i>	<i>Jackie Young</i>

Salem Lutheran Church purchased the following items with memorial funds in 2020:

- Sanctuary Lighting
- Wireless Sound System Upgrades
- Automatic Door Opener for 2nd Floor Restrooms
- Altar Railings

Beginning balance January 1, 2020	95,146.96
Receipts for year 2020	<u>+ 16,108.33</u>
Subtotal	111,255.29
Expenses for year 2020	<u>- 28,624.04</u>
Balance as of December 31, 2020	82,631.25

## Report of the Salem Gift and Endowment

By John Grabel, Chairperson

The members of the Salem Endowment Committee during 2020 were:

Pastor Craig Swenson (V)

William Fischer Secretary

Jennifer Gallas (V) (1) (2023)

John Grabel (V) (1) (2021)

Susan Colloton (V) (1) (2022)

Dennis Gustafson (V) Committee Outreach Ministry

Robert Middleton (V) (1) (2022)

Richard Serrahn (V) (1) (2023)

John Iverson (V) (1) (2021)

Dean Doughty (V) Property and Finance

(V) Indicates voting member

(20XX) Indicates January year term expires

The committee normally meets on the second Thursday of selected months at 6:45am

Officers elected for 2020 were as follows: John Grabel, Chairperson, Dick Serrahn, Treasurer, and Bill Fischer as Secretary.

Due to donations received, 9 new nameplates were added to the Endowment Tree located in the lower-level entrance. There are now 91 named leaves on the tree. 50 donations were received to honor 11 individuals. The committee met in-person or via Zoom 5 times in 2020.

The primary purpose of the Endowment Fund is to oversee the investments of the fund and to determine what charitable contributions are to be made each year. Organizations, identified by the committee and Salem members as possible beneficiaries are invited to present their needs during the meeting throughout the year. 2020 is the 21<sup>st</sup> year in which distributions were made. Distributions were made based upon 2019 investment returns.

The policy of the Endowment Fund is to distribute up to 80% of any cash earnings (i.e. interest and dividends) and 50% of the capital growth, yearly. The actual distribution usually occurs about 12 to 13 months after the end of the previous year to allow the committee to determine what charities or programs to fund and at what level of funding. The earnings from 2019 are being distributed at this time. Thanks to the Salem family generosity, an HISTORIC aggregate amount to be distributed in 2020 is \$25,000 (see accompanying table) .

Endowment Committee also includes the fund management of the Bachman Memorial Fund that was set up by the Salem Churchmen for scholarships in memory of Pastor John Bachman. While the investments of both funds are collective, there is a separation of the reporting and use.

We want to thank Sue Colloton and John Grabel for their service on the committee.

The entities that the committee voted to fund in December, 2020, based on 2019-year end funds eligible (\$25,000) are:

A. Local Outreach

Neighborhood House	\$2,000
Southside Mission	2,000
Ronald McDonald	1,500
Crittenton Center	2,000
Midwest Foodbank	2,000
Center for Prevention of Abuse	2,000
YMCA	2,000

B. Promotion of Education

Synod Stewardship Program	\$2,000
Salem Internship Program	2,000
Wartburg Seminary	1,250

C. Missions outside the Salem community

Ulrich Ministry	\$2,000
ELCA Disaster Fund	1,500
Salvation Army	1,500
YMCA	1,250

**Total amount distributed**

**\$25,000**

Thanks to all who contributed to our Endowment Fund in 2020.

**SALEM GIFT AND ENDOWMENT FUNDS  
2020 FINANCIAL REPORT**

<b>ASSETS</b>	12/31/2019	12/31/2020
Better Banks - Checking	\$ 1,362	\$ 2,678
Mission Investment Fund - ELCA - CD	\$ 28,954	\$ 29,468
Wells Fargo (Dean Investments):		
Cash & Money Fund	\$ 14,688	\$ 12,425
Equities	\$ 218,708	\$ 203,862
Bonds	\$ 94,323	\$ 101,773
Mutual Funds	\$ -	\$ -
Franklin Templeton	\$ 37,476	\$ 38,822
	<hr/>	<hr/>
Total Assets	\$ 395,512	\$ 389,029
<b>MANAGED AUXILIARY FUNDS</b>		
Bachman Scholarship Fund	\$ 25,275	\$ 26,335
<b>LIABILITIES</b>	\$ -	\$ -
<b>NET ASSETS</b>	<hr/>	<hr/>
	\$ 370,236	\$ 362,694

**YEARLY CHANGE IN ASSETS:**

<b>BEGINNING BALANCE</b>	\$ 395,512				
Gifts Received	\$ 9,355				
Other Deposits	\$ -	Bachman	Endow		Max for
Auxiliary Deposits	\$ 500	Portion	Portion	Percent	2019
Dividends & Interest	\$ 7,818	\$573.00	7,245.20	80%	5,796.16
Capital Gains/Losses & Invest. Changes	\$ (12,307)	(\$1,029.04)	(11,278.02)	50%	(5,639.01)
Endowment Fund Distributions	\$ (23,000)				
Investments Realigned	\$ (11,888)				
Asvisory/Management Fees	\$ (3,257)				
Other Expenses	\$ (39)				
Yearly Activity		<u>\$ (32,817)</u>			
<b>ENDING BALANCE</b>		<u>\$ 362,694</u>			<u>157.15</u>

## ENDOWMENT DONATIONS

The following is a list of individuals who made donations in 2020 to the Endowment Fund:

Regg & Barb Glawe	Henry & Carolyn Noe
Suzanne Mc Grew	Edwin & Marsha Shafer
Dean & Ruth Rohweder	Keith & Jean Graff
Earl & Bonnie Gallas	Don & Rosemary Swanson
Bill & Cindy Fischer	Gilbert & Jocyle Nolde
Walter & Joy Anderson	David & Paula Sydow
Martha Plunkett	Keith & Jean Graff
Ann Sterr	Dean & Annette Doughty
Kevin & Melinda Keller	Chris & Stephanie Kroodsma
Dick & Gail Serrahn	Susan Colloton
John Grabel	Alan Puttcamp
John Iverson	Brian & Marcia Lough
Robert Middleton	Kim & Richard Ascherl
Salem Lutheran Churchmen	Dave & Kris Griffith
Larry & Donna Newbanks	Dustin & Susan Martin
John & Sharon Mollenhauer	Kay Peterson
John & Sandra Harvey	Raymond & Carole Turner
Clarence & Lois Knutson	Bill & Cindy Fischer
Ron & Norma Hartman	Melissa & Emil Persson
Susan K. Colloton	Joanne Lombardo
Bernice Kent	Craig & Gayle Young
Randall & Joann Blum	Carl & Helen Buerger
Ruby Chelgren	Lydia Circle - Salem
Nadine Willems	John & Sandy Harvey
Christine Steele	Rebecca Circle - Salem

### In Memory or Honor of:

Jerry Bastian	Cindy Turner
Pastor Paul Park	John Johnson
John Ryberg	Roman Wegrzyn
Frank Yancick	Marge Gramm
Jackie Young	Ruby Chelgren
Arlene Schroeder	

## Report of Salem Lutheran Church Men

Although 2020 didn't allow many of the fantastic in-person events that the Salem Churchmen usually hold, we did have a very blessed and productive year in 2020. Our deepest thanks to all of the volunteers and participants, and to those who donated to the Salem Churchmen! Below are some of the highlights from the past year:

- Renewing God's House – the Churchmen were able to help with the office, pre-school, fellowship hall, and Library moves as well as POD unpacking. We also participated in an archeological dig (cleaning out the furnace room)
- Bradley Women's Basketball game vs Missouri State on March 1st
- Donated \$500 to LOMC youth camp to help support them financially since camps were cancelled due to Covid this year.
- Organized spring work day / Fall work day
- The 2020 Bachman Scholarship was awarded to Travis Janco
- Virtual Men's group Christmas Party and White Elephant Gift Exchange

We had a productive and blessed 2020! In 2021 we look forward to building Men's Faith and Relationships by doing God's work of service and doing other stuff together, for, and in the Salem Lutheran Church congregation and the greater community.

Eric Schroeder

Salem Churchmen President



## Report of the Women of Salem

While this year has been unprecedented, our Salem women have continued to support each other, our Salem community and the surrounding community as we always have. In March and April, our women participated in the calling tree to check on Salem Members during the beginning of the pandemic. As the year progressed, we participated in virtual bible studies and meetings, we also had a few small groups meeting in person.

2020 began with the Women of Salem organizing a Women of the ELCA event "Women of the Bible" put on by renowned speaker and actor Anita Gutschick. While this event was cancelled, we purchased many of her DVD's to use in studies of women of the bible. Our intention is that these will be available to all members of Salem in the library as time goes on.

The Women of Salem are committed to continuing the traditions of our predecessors and creating new traditions when the need arises. This past year has shown us just how much we are capable of adapting as children of God and while still holding to our principles and values.

Respectfully Submitted by:

Rebecca Sipf, Women of Salem

### WELCA Treasurer's Report

Balance Forward 1/1/2020		\$4,391.54
Income		
General Meetings	\$30.00	
Circle Offerings	\$215.00	
Refund for Women of the Bible	\$300.00	
Thank offering	\$18.00	
Total Income	\$563.00	
EXPENSES		
Bible Study Material/ Subscription	\$27.00	
Church Women United	\$50.00	
General Meeting	\$204.00	
Thank offering to WELCA	\$217.00	
Total Expenses	\$498.00	
Balance 12/31/2020		\$4,456.54

Phyllis Shadley, Treasurer

## Report of the Salem Lutheran Preschool

Salem Lutheran Preschool had an enrollment this past year of 30 children. Classes were held for four-year olds on M-TH mornings. Classes for three year olds were held on Mon/Wed morning and Tues/Thurs morning. A Friday morning class was also offered for the three year olds as a third day option.

During the year, the four-year olds learned pre-kindergarten skills which included alphabet recognition and sounds, three step directions, math and patterning skills. They also learned manners, how to be a good friend, and other kindergarten readiness requirements. They had a special Thanksgiving program, a Christmas program and a visit from Santa. They also had some special days with the parents which included donuts with Dad and muffins with Mom. They learned all their alphabet letters, numbers, shapes and colors. Field trips were taken to the Riverfront Museum/Planetarium and Ackerman Farms. The Salem church bus continues to be a wonderful form of transportation for the preschool to use for their outings and we are very thankful to Jill Goldhammer and Randy Blum for taking time out of their schedules to transport us on these trips.

The three-year olds throughout the year learned about their colors, shapes, numbers and how to print their first names. They also worked hard on their fine motor skills by learning to use scissors. We continue to emphasize appropriate social skills and manners at this age level as these little ones are just starting to play with their peers. They enjoyed their holiday parties and a visit from Santa as well as their Christmas program. They also had fun with themes of the week such making pizzas, fruits and vegetables, painting at the easel and having an indoor snowball fight during winter weather week. Both three and four-year olds continue to have parent involvement in their classes with parent helpers, holiday party organizers, field trip chaperones and signups for snacks throughout the school year.

The children continue to enjoy our playground area and ask to go outside every day!

Pastor Craig met with the children once a month in the Sanctuary. He told the children many stories about the Bible and life. We are also blessed to have Bonnie Gallas as our Bible story lady. Bonnie comes into our classrooms once a month and does some simple stories with the children as well as some music and handouts for them to take home. The children seem to really enjoy both of these activities.

Mrs. Courtney Rixner was the Directing Teacher for the four-year-old program with Mrs. Julie Doty as the Assistant Teacher. Mrs. Pam Machacek was the Directing Teacher for the three-year-old program as well as the Directing Secretary of the Preschool. Mrs. Lisa Janco was the Assistant Teacher in the three year old classroom. Salem's preschool continues to be an asset to Salem and the community and is currently in its 45th year of operation.

Due to Covid 19 we were unfortunately not able to have school in the spring. Our last day was March 13. We had just moved our classrooms up to the second floor and were adjusting to our new areas. Even though it ended up being a stressful school year we were so thankful that everyone stayed healthy. We looked very forward to our new classrooms being ready for our 2020/21 school year and were so grateful to the church for all the renovations!

Members of our Board of Governors are:

Bonnie Gallas	Chairman & Advisor
Sheri Snider	Vice Chairman
Pam Machacek	Directing Secretary
Kelly Swanson	Recording Secretary
Leslie Howard	Hospitality Chairman
Emily Jolliff	Publicity
JoAnn Blum	Finance Chairman

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Salem Lutheran Preschool Treasurer's Report

by Pam Machacek

Balance forward	\$25,950.06
Income for the 2019-2020	
School year (7/1/19-6/30/20)	\$42,116.98
Total income on hand	\$68,067.04
Total expenses for the 2019-2020	
School year (7/1/19-6/30/20)	\$46,834.24
*Cash on hand as of June 30, 2020	\$21,232.80

\*Of this cash available, \$3,830.00.00 is prepaid tuition and registration for the 2020-2021 school year, which makes the cash available \$17,402.80.

## Report of Renewing God's House Capital Appeal

By Dick Peterson, Capital Appeal Co-Chair

Salem has now completed 26 months of the capital campaign that concludes on December 31, 2021. The capital appeal is providing the opportunity to leave a lasting legacy of love and faith for future generations. The response from members and friends has been very generous.

The original gifts and pledges for the 38- month period of time for the campaign increased slightly to \$2,021,900. How are we doing? It is a great pleasure to report the following results as of December 31, 2020.

Cash contributions received in 2018	490,344.00
Cash contributions received in 2019	885,757.32
Cash contributions received in 2020	574,032.03
Total contributions received to date	1,950,133.35

There were originally 114 members and friends that gave onetime gifts or pledges to the 38-month capital campaign. There have been 26 members who have given **MORE** than they originally pledged. In addition, Salem has received \$117,850 from members and other sources that **DID NOT** pledge.

My expectation is that sometime in January, 2021 Salem will **EXCEED** the original amount that was pledged. At this point there is about \$200,000 in remaining pledged gifts. By the end of 2021, 99% of all pledges look like they will be completed. Based on the information that Salem was originally given we were told to expect 95% to be a good final number. Considering the 2020 year that we have experienced this is a **REMARKABLE** result.

A special thanks to those who have completed their 3-year pledges.

A special thanks to those who have given above their 3-year pledges or onetime gifts.

A special thanks for those who did not pledge but have contributed to the campaign. Please know that any gift is welcomed and will help Salem begin to pay on the mortgage.

Please continue to pray for Salem and our future as we work our way through this process and this unusual time. A special thanks for all those who have taken an active role to see this to completion. **AND REMEMBER EPHESIANS 3:20 By the power at work within us, God is able to accomplish abundantly far more than all we can ask or imagine...or dream.**

## Statistical Report on Membership

### Weekly Worship Attendance 2018-2020

MONTH		<u>2018</u>	<u>2019</u>	<u>2020</u>	MONTH		<u>2018</u>	<u>2019</u>	<u>2020</u>
Jan.	1	175	195	169	July	1	164	159	online (187)
	2	219	101	155		2	190	178	online (185)
	3	230	184	168		3	224	170	online (253)
	4	191	175	198		4	156	174	online (239)
	5	--	--	--		5	142	--	--
Feb.	1	233	193	203	Aug.	1	173	184	online (247)
	2	233	201	190		2	179	163	online (192)
	3	203	239	249		3	203	174	online (224)
	4	149	155	222		4	201	224	online (206)
	5	--	--	--		5	183	--	online (186)
March	1	188	217	113	Sept.	1	152	127	online (227)
	2	192	182	109		2	245	197	online (202)
	3	203	209	32 + online (45)		3	229	203	online (196)
	4	208	179	online (294)		4	207	204	65 + online (179)
	5	--	200	online (235)		5	--	219	--
Apr.	1	330	178	online (315)	Oct.	1	186	180	32 + online (149)
	2	207	209	online (418)		2	202	172	53 + online (131)
	3	186	367	online (225)		3	166	167	46 + online (137)
	4	241	162	online (217)		4	227	211	38 + online (164)
	5	202	--	--		5	--	--	--
May	1	191	204	online (195)	Nov.	1	216	246	39 + online (137)
	2	224	270	online (221)		2	216	195	21 + online (233)
	3	247	208	online (219)		3	179	185	27 + online (197)
	4	159	175	online (266)		4	212	178	29 + online (208)
	5	--	--	online (235)		5	--	--	25 + online (181)
June	1	194	174	online (206)	Dec.	1	231	178	30 + online (147)
	2	175	167	online (169)		2	217	204	31 + online (228)
	3	249	173	online (213)		3	227	226	26 + online (141)
	4	148	179	online (244)		4	209	189	26 + online (125)
	5	--	184	--		5	142	112	--

(number of online views, does not account for the number of individuals viewing)

AVERAGE YEARLY ATTENDANCE

<u>2018</u>	<u>2019</u>	<u>2020</u>
202	190	On-site 92
		Online 205
		Combined Average 149

**Special Services Attendance for 2020**

Ash Wednesday	46
Maundy Thursday	online only (140)
Good Friday	online only (161)
Easter	online only (418)
Service of Solace	online only (67)
Christmas Eve Service 12/23/2020	31 + online (268)
Christmas Eve Service 12/24/2020 4pm	16
Christmas Eve Service 12/24/2020 7pm	19
Christmas Day	23+ online (112)

Pastoral Acts

A. Baptisms

1. Adults	0
2. Children	<u>0</u>
Total	0

B. Funerals

1. Members	5
2. Non-Members	<u>0</u>
Total	5

C. Weddings	1
-------------	---

## STATISTICAL REPORT ON MEMBERSHIP FOR 2020

	<u>Baptized</u>	<u>Confirmed</u>
Membership as of December 2019 (annual report)	949	695
<u>Members Received</u>		
a. By Baptism (children)	0	0
b. By Baptism (adults)	0	0
c. By Confirmation	0	5
d. By Transfer	0	0
e. By Affirmation of Faith	0	0
f. By Transfer – ELCA	0	0
g. Other	1	0
TOTAL MEMBERS RECEIVED	1	5
<u>Members Removed</u>		
a. By Death	10	8
b. By Transfer – Other	1	0
c. By Transfer – ELCA	4	4
d. By Request	9	5
e. Inactive Roll Adjustment	0	0
f. Adjustment to reflect actual number in Church 360	28	41
TOTAL MEMBERS REMOVED	52	58
Membership as of December 2020	898	642

## Congregational Acknowledgements

We extend gratitude to the following staff and leaders who have left the following roles in 2020:

Brenda Newcomb as Office Coordinator

Mary Gibson as Worship Coordinator

Council members Kim Ascherl, Scott Faulkner, Kirsten Kelly, Mike Newcomb, and Nancy Peterson

We welcome the following leaders who accepted the following roles in 2020:

Leah Grebner as Office Coordinator

Maggie Slotter as Director of Music and Choir Director

Matt Grebner as Worship Coordinator

We extend continued gratitude to the following:

Those serving in the military

Community Emergency Personnel



Report of the Treasurer

**December 2020 Income/Expense Summary**

(Supplement to Treasurer's report - see actual report for details)

	<u>Budget</u>	<u>YTD *</u> <u>Actual</u>	<u>2019 Act</u>
<b><u>Income:</u></b>			
General Envelopes	\$578,000	\$556,693	579,106
Other	\$11,200	\$53,669	
<b>Total Income</b>	<b>\$589,200</b>	<b>\$610,362</b>	
<b><u>Expenses:</u></b>			
Ministry Gps	\$45,100	\$38,817	
Synod Benevolence	\$43,000	\$43,008	
Facilities	\$130,700	\$103,940	
Administrative	\$371,962	\$341,476	
<b>Total Expenses</b>	<b>\$590,762</b>	<b>\$527,241</b>	
<b><u>Income less Expenses:</u></b>			
Ahead (Behind)	<b>(\$1,562)</b>	<b>\$83,120</b>	

\* Includes \$11,900 Year 2020 given in 2019

Cash Per Balance Sheet	363,894
Less Current Liabilities and Dedicated Payable	(238,729)
<b>Cash Available for Operations</b>	<b>125,165</b>

1/10/2021  
03:24p

Salem Lutheran Church  
**Statement of Income and Expense by Account**  
 December of Fiscal Year 2020  
 Responsibility: All  
 Fund: 01 - Fund 01

	Current Month				Year-to-date			
	Budget	Actual	%	Remaining	Budget	Actual	%	Remaining
<b>Income</b>								
<b>Major 00, Group 00 // Minor 10, Budgeted Income</b>								
01 - General Envelopes	47,175.00	61,686.76	130.76%	-14,511.76	566,100.00	544,793.01	96.24%	21,306.99
02 - Loose Offerings	292.00	80.00	27.40%	212.00	3,500.00	969.50	27.70%	2,530.50
03 - Lent/Advent	167.00	0.00	0.00%	167.00	2,000.00	1,237.00	61.85%	763.00
04 - Christmas Offering	333.00	2,440.00	732.73%	-2,107.00	4,000.00	3,440.00	86.00%	560.00
05 - Vacation Church School	0.00	0.00	--	0.00	400.00	0.00	0.00%	400.00
06 - Sunday Church School	8.00	0.00	0.00%	8.00	100.00	-73.35	-73.35%	173.35
07 - Initial Offering	8.00	0.00	0.00%	8.00	100.00	215.00	215.00%	-115.00
08 - Refunds & Other Income	0.00	0.00	--	0.00	0.00	47,161.00	--	-47,161.00
09 - Checking Account Interest	17.00	0.00	0.00%	17.00	200.00	19.73	9.87%	180.27
10 - Preschool Rent	100.00	100.00	100.00%	0.00	900.00	700.00	77.78%	200.00
11 - 2020 Received in 2019	0.00	0.00	--	0.00	11,900.00	11,900.00	100.00%	0.00
12 - 2019 Rcvd in 2020	0.00	0.00	--	0.00	0.00	0.00	--	0.00
<b>Total Income</b>	<b>48,100.00</b>	<b>64,306.76</b>	<b>133.69%</b>	<b>-16,206.76</b>	<b>589,200.00</b>	<b>610,361.89</b>	<b>103.59%</b>	<b>-21,161.89</b>

**Expense**

<b>Major 10, MINISTRY // Minor 31, COMMUNITY OUTREACH</b>								
01 - Outreach Activities	42.00	0.00	0.00%	42.00	500.00	80.00	16.00%	420.00
02 - Evangelism	42.00	0.00	0.00%	42.00	500.00	0.00	0.00%	500.00
03 - Community Benevolence	792.00	0.00	0.00%	792.00	9,500.00	9,500.00	100.00%	0.00
06 - Inquiry Class	0.00	0.00	--	0.00	0.00	0.00	--	0.00
10 - Salem Global Mission	125.00	1,500.00	1,200.00%	-1,375.00	1,500.00	1,500.00	100.00%	0.00
	<b>1,001.00</b>	<b>1,500.00</b>	<b>149.85%</b>	<b>-499.00</b>	<b>12,000.00</b>	<b>11,080.00</b>	<b>92.33%</b>	<b>920.00</b>
<b>Major 10, MINISTRY // Minor 32, CONGREGATIONAL CARE</b>								
01 - Cong Care Ministries	42.00	30.00	71.43%	12.00	500.00	51.79	10.36%	448.21
03 - Prayer Ministry	15.00	0.00	0.00%	15.00	175.00	50.00	28.57%	125.00
04 - Fellowship - Church	10.00	0.00	0.00%	10.00	125.00	0.00	0.00%	125.00
07 - Senior Ministry	21.00	0.00	0.00%	21.00	250.00	98.08	39.23%	151.92
08 - Wellness Program	8.00	0.00	0.00%	8.00	100.00	0.00	0.00%	100.00
09 - Welcome Center/Pstg/Ftprn	21.00	0.00	0.00%	21.00	250.00	0.00	0.00%	250.00
20 - Funded Activities	0.00	0.00	--	0.00	0.00	1,217.02	--	-1,217.02
21 - Funds Collected	0.00	0.00	--	0.00	0.00	-931.68	--	931.68
	<b>117.00</b>	<b>30.00</b>	<b>25.64%</b>	<b>87.00</b>	<b>1,400.00</b>	<b>485.21</b>	<b>34.66%</b>	<b>914.79</b>

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Salem Lutheran Church  
**Statement of Income and Expense by Account**  
 December of Fiscal Year 2020  
 Responsibility: All  
 Fund: 01 - Fund 01

	Current Month				Year-to-date			
	Budget	Actual	%	Remaining	Budget	Actual	%	Remaining
<b>Major 10, MINISTRY // Minor 33, WORSHIP</b>								
01 - Worship Mat. Consumable	425.00	324.34	76.32%	100.66	5,100.00	2,911.66	57.09%	2,188.34
02 - Professional Musicians	125.00	300.00	240.00%	-175.00	1,500.00	700.00	46.67%	800.00
03 - Cathedral Music	33.00	66.78	202.36%	-33.78	400.00	179.05	44.76%	220.95
04 - Youth Choir Music	4.00	0.00	0.00%	4.00	50.00	0.00	0.00%	50.00
05 - Choir Activities & Other	0.00	0.00	--	0.00	0.00	0.00	--	0.00
06 - Pulpit / Organ Guests	63.00	0.00	0.00%	63.00	750.00	0.00	0.00%	750.00
07 - Robes & Vestments	17.00	0.00	0.00%	17.00	200.00	0.00	0.00%	200.00
08 - Maintenance-Pianos/Organ	167.00	360.00	215.57%	-193.00	2,000.00	1,975.00	98.75%	25.00
09 - Contemporary Worship Mat	33.00	0.00	0.00%	33.00	400.00	0.00	0.00%	400.00
10 - Conferences	2.00	0.00	0.00%	2.00	25.00	0.00	0.00%	25.00
	<b>869.00</b>	<b>1,051.12</b>	<b>120.96%</b>	<b>-182.12</b>	<b>10,425.00</b>	<b>5,765.71</b>	<b>55.31%</b>	<b>4,659.29</b>
<b>Major 10, MINISTRY // Minor 34, EDUCATION</b>								
01 - SCS Supplies	167.00	0.00	0.00%	167.00	2,000.00	3,020.06	151.00%	-1,020.06
02 - VCS Supplies	125.00	0.00	0.00%	125.00	1,500.00	1,746.16	116.41%	-246.16
03 - Confirmation School	25.00	0.00	0.00%	25.00	300.00	292.31	97.44%	7.69
04 - Adult Educ. & Bible Study	25.00	0.00	0.00%	25.00	300.00	0.00	0.00%	300.00
05 - Adult Library	8.00	0.00	0.00%	8.00	100.00	79.80	79.80%	20.20
06 - Children's Library	4.00	0.00	0.00%	4.00	50.00	0.00	0.00%	50.00
07 - Training & Outreach	13.00	0.00	0.00%	13.00	150.00	67.75	45.17%	82.25
08 - Education & Publications	79.00	0.00	0.00%	79.00	950.00	0.00	0.00%	950.00
10 - Midweek Family	0.00	0.00	--	0.00	0.00	150.00	--	-150.00
11 - Infant Ministry	15.00	0.00	0.00%	15.00	175.00	85.31	48.75%	89.69
12 - Youth Ministry	281.00	249.70	88.86%	31.30	3,375.00	2,638.34	78.17%	736.66
13 - Family Ministry	156.00	214.98	137.81%	-58.98	1,875.00	1,656.13	88.33%	218.87
14 - Audio/Visual	0.00	0.00	--	0.00	0.00	0.00	--	0.00
15 - Cat-E-Kids	63.00	87.78	139.33%	-24.78	750.00	191.98	25.60%	558.02
16 - Youth & Family Spl Events	225.00	248.25	110.33%	-23.25	2,700.00	1,781.93	66.00%	918.07
	<b>1,186.00</b>	<b>800.71</b>	<b>67.51%</b>	<b>385.29</b>	<b>14,225.00</b>	<b>11,709.77</b>	<b>82.32%</b>	<b>2,515.23</b>
<b>Major 10, MINISTRY // Minor 35, COMMUNICATIONS</b>								
01 - Website & Wireless Netwrk	38.00	0.00	0.00%	38.00	450.00	466.65	103.70%	-16.65
02 - Advertising-Yellow Pages	0.00	0.00	--	0.00	0.00	0.00	--	0.00
03 - Advertising-Media	125.00	269.49	215.59%	-144.49	1,500.00	1,455.02	97.00%	44.98
04 - Hardware/Software	321.00	175.69	54.73%	145.31	3,850.00	6,409.64	166.48%	-2,559.64
07 - Promotional Communication	104.00	1,420.40	1,365.77%	-1,316.40	1,250.00	1,445.35	115.63%	-195.35
08 - Orientation & Training	0.00	0.00	--	0.00	0.00	0.00	--	0.00
	<b>588.00</b>	<b>1,865.58</b>	<b>317.28%</b>	<b>-1,277.58</b>	<b>7,050.00</b>	<b>9,776.66</b>	<b>138.68%</b>	<b>-2,726.66</b>

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Salem Lutheran Church  
**Statement of Income and Expense by Account**  
 December of Fiscal Year 2020  
 Responsibility: All  
 Fund: 01 - Fund 01

	Current Month				Year-to-date			
	Budget	Actual	%	Remaining	Budget	Actual	%	Remaining
<b>Major 20. ADMINISTRATIVE // Minor 36. FACILITIES</b>								
01 - Offering Envelopes	300.00	183.77	61.26%	116.23	3,600.00	3,062.44	85.07%	537.56
03 - Bus - Operating Expenses	167.00	0.00	0.00%	167.00	2,000.00	620.31	31.02%	1,379.69
04 - Maintenance - Church	833.00	-3,289.93	-394.95%	4,122.93	10,000.00	11,335.01	113.35%	-1,335.01
05 - Janitorial Supplies	167.00	39.42	23.60%	127.58	2,000.00	1,045.95	52.30%	954.05
06 - Copy Machine Lease	1,333.00	2,017.41	151.34%	-684.41	16,000.00	15,338.02	95.86%	661.98
07 - Utilities - Church	2,000.00	1,662.96	83.15%	337.04	24,000.00	19,621.28	81.76%	4,378.72
08 - Phone/Pager/Fax/Internet	417.00	431.81	103.55%	-14.81	5,000.00	4,573.87	91.48%	426.13
09 - Insurance	2,000.00	1,345.51	67.28%	654.49	24,000.00	20,211.07	84.21%	3,788.93
10 - Yard Care/Snow Removal	292.00	87.54	29.98%	204.46	3,500.00	3,542.76	101.22%	-42.76
11 - Office Supplies	333.00	239.45	71.91%	93.55	4,000.00	4,944.66	123.62%	-944.66
12 - Postage	208.00	301.50	144.95%	-93.50	2,500.00	2,724.80	108.99%	-224.80
13 - General Administration	333.00	253.35	76.08%	79.65	4,000.00	2,666.44	66.66%	1,333.56
14 - Contract Cleaning	2,000.00	1,814.00	90.70%	186.00	24,000.00	9,019.25	37.58%	14,980.75
15 - Stewardship Expense	0.00	0.00	--	0.00	0.00	100.00	--	-100.00
16 - Administrative Software	125.00	0.00	0.00%	125.00	1,500.00	0.00	0.00%	1,500.00
18 - Furniture & Equipment	42.00	81.99	195.21%	-39.99	500.00	580.42	116.08%	-80.42
19 - Stormwater Tax	342.00	4,554.00	1,331.58%	-4,212.00	4,100.00	4,554.00	111.07%	-454.00
	<b>10,892.00</b>	<b>9,722.78</b>	<b>89.27%</b>	<b>1,169.22</b>	<b>130,700.00</b>	<b>103,940.28</b>	<b>79.53%</b>	<b>26,759.72</b>
<b>Major 20. ADMINISTRATIVE // Minor 37. EXECUTIVE COMMITTEE</b>								
01 - Salaries	23,039.00	22,147.14	96.13%	891.86	276,472.00	250,179.89	90.49%	26,292.11
02 - FICA Employers Expense	1,232.00	1,012.48	82.18%	219.52	14,781.00	11,610.48	78.55%	3,170.52
03 - Pastors/YD Car/Book Allow	500.00	604.33	120.87%	-104.33	6,000.00	4,451.60	74.19%	1,548.40
04 - Pastors/YD SE Tax Reimb	531.00	530.60	99.92%	0.40	6,367.00	6,351.94	99.76%	15.06
05 - Pastors/YD Pension & Ins	5,520.00	6,156.73	111.53%	-636.73	66,242.00	67,762.75	102.30%	-1,520.75
06 - Pastoral Conferences	50.00	0.00	0.00%	50.00	600.00	0.00	0.00%	600.00
07 - Delegate Expenses	42.00	0.00	0.00%	42.00	500.00	0.00	0.00%	500.00
08 - Synod Church Benevolence	3,583.00	3,584.00	100.03%	-1.00	43,000.00	43,008.00	100.02%	-8.00
09 - Continuing Education	83.00	85.00	102.41%	-2.00	1,000.00	1,119.14	111.91%	-119.14
	<b>34,580.00</b>	<b>34,120.28</b>	<b>98.67%</b>	<b>459.72</b>	<b>414,962.00</b>	<b>384,483.80</b>	<b>92.66%</b>	<b>30,478.20</b>
<b>Total Expense</b>	<b>49,233.00</b>	<b>49,090.47</b>	<b>99.71%</b>	<b>142.53</b>	<b>590,762.00</b>	<b>527,241.43</b>	<b>89.25%</b>	<b>63,520.57</b>
<b>Income Less Expense</b>	<b>-1,133.00</b>	<b>15,216.29</b>	<b>-1,343.01%</b>	<b>-16,349.29</b>	<b>-1,562.00</b>	<b>83,120.46</b>	<b>-5,321.41%</b>	<b>-84,682.46</b>

Salem Lutheran Church  
**Balance Sheet by Account**  
Jan 1, 2020 through Dec 31, 2020

**Fund 01 - Fund 01**

**Assets**

Major 00, Group 00  
Minor 80, Cash

Account	Balance As Of Jan 1, 2020	Balance As Of Dec 31, 2020	Current Year Change	Percent Change
02 - Checking Acct - Busey	332,688.62	153,870.68	-178,817.94	-53.75%
03 - Short-Term Investments	497,767.21	0.00	-497,767.21	-100.00%
04 - Money Market South Side	60,003.29	210,023.02	150,019.73	250.02%
05 - Checking Heritage Bank	0.00	0.00	0.00	0.00%
<b>Minor 80, Cash</b>	<b>890,459.12</b>	<b>363,893.70</b>	<b>-526,565.42</b>	<b>-59.13%</b>

Major 00, Group 00  
Minor 90, Fixed Assets

01 - Building	1,700,000.00	1,700,000.00	0.00	0.00%
02 - Receivables	0.00	0.00	0.00	0.00%
<b>Minor 90, Fixed Assets</b>	<b>1,700,000.00</b>	<b>1,700,000.00</b>	<b>0.00</b>	<b>0.00%</b>

Major 99, Ded. Receivable  
Minor 99, Ded. Receivable

99 - Dedicated Funds Receivable	2,975.62	1,486,403.19	1,483,427.57	49852.72%
<b>Dedicated Funds Receivable</b>	<b>2,975.62</b>	<b>1,486,403.19</b>	<b>1,483,427.57</b>	<b>49852.72%</b>
<b>Total Assets</b>	<b>2,593,434.74</b>	<b>3,550,296.89</b>	<b>956,862.15</b>	<b>36.90%</b>

**Liabilities**

Major 00, Group 00  
Minor 21, Current Liabilities

01 - Accrued FICA	-0.40	-0.40	0.00	0.00%
02 - Accrued Fed W/H Tax	0.00	0.00	0.00	0.00%
03 - Accrued IL W/H Tax	0.00	0.00	0.00	0.00%
<b>Minor 21, Current Liabilities</b>	<b>-0.40</b>	<b>-0.40</b>	<b>0.00</b>	<b>0.00%</b>

Major 00, Group 00  
Minor 30, Long Term Liabilities

00 - Payroll Protection Loan	0.00	0.00	0.00	0.00%
01 - Building Fund Bridge Loan	0.00	1,485,716.40	1,485,716.40	0.00%
<b>Minor 30, Long Term Liabilities</b>	<b>0.00</b>	<b>1,485,716.40</b>	<b>1,485,716.40</b>	<b>0.00%</b>

Major 99, Ded. Payable  
Minor 99, Ded. Payable

99 - Dedicated Funds Payable	850,703.89	238,729.18	-611,974.71	-71.94%
<b>Dedicated Funds Payable</b>	<b>850,703.89</b>	<b>238,729.18</b>	<b>-611,974.71</b>	<b>-71.94%</b>
<b>Total Liabilities</b>	<b>850,703.49</b>	<b>1,724,445.18</b>	<b>873,741.69</b>	<b>102.71%</b>

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Salem Lutheran Church  
**Balance Sheet by Account**  
Jan 1, 2020 through Dec 31, 2020

**Fund Balance**

Account	Balance As Of Jan 1, 2020	Balance As Of Dec 31, 2020	Current Year Change	Percent Change
Totals for Fund Balance	<u>1,742,731.25</u>	<u>1,825,851.71</u>	<u>83,120.46</u>	<u>4.77%</u>
<b>Total Fund Balance/Equity</b>	<b><u>1,742,731.25</u></b>	<b><u>1,825,851.71</u></b>	<b><u>83,120.46</u></b>	<b><u>4.77%</u></b>
Total Liability and Fund Balance	<u>2,593,434.74</u>	<u>3,550,296.89</u>	<u>956,862.15</u>	<u>36.90%</u>

Salem Lutheran Church  
Dedicated Accounts  
December, Fiscal Year 2020  
Fund 01 - Fund 01

Account	Beginning Balance	Current Month		Year-To-Date		Current Balance
		Receipts	Expenses	Receipts	Expenses	
<b>Major 00 - Ungrouped</b>						
<b>Minor 20 - UNBUDGETED INCOME</b>						
017-00-20-03 Jr High Youth Ministry	-217.51	0.00	0.00	0.00	0.00	-217.51
017-00-20-04 Sr High Youth Ministry	758.27	0.00	0.00	1,998.89	1,390.68	1,366.48
017-00-20-06 Memorials	95,146.96	2,985.00	0.00	16,108.33	28,624.04	82,631.25
017-00-20-10 Women of Salem	37.45	0.00	0.00	0.00	0.00	37.45
017-00-20-11 Confirmation-CLOSED	0.00	0.00	0.00	0.00	0.00	0.00
017-00-20-12 Flowers/Books/Tapes	502.26	50.00	0.00	628.58	1,397.50	-266.66
017-00-20-13 Miscellaneous	978.57	3,130.20	2,832.80	12,774.74	11,415.27	2,338.04
017-00-20-14 Adult Fellowship	417.04	0.00	0.00	0.00	0.00	417.04
017-00-20-18 Parish Nurse	1,550.98	100.00	128.68	1,100.00	1,501.62	1,149.36
017-00-20-20 Library Fund	4,355.74	0.00	0.00	0.00	325.39	4,030.35
017-00-20-25 Breaking Bread	713.93	0.00	0.00	300.00	0.00	1,013.93
017-00-20-27 Capital Improvement Fund	722,423.88	62,871.60	285,095.27	2,321,251.39	2,921,093.34	122,581.93
017-00-20-28 Salem Ministries	5,178.77	1,000.00	0.00	1,000.00	2,300.53	3,878.24
017-00-20-29 Inc Designated 4 FutureYr	11,900.00	15,423.04	0.00	15,683.04	11,900.00	15,683.04
017-00-20-30 Loan Proceeds To Liabilit	0.00	257,629.75	53,215.23	257,629.75	1,743,346.15	-1,485,716.40
017-00-20-31 Bus Fund	1,571.45	0.00	0.00	1,000.00	1,194.00	1,377.45
017-00-20-33 Coffee Fund	1,304.48	428.43	1,336.33	3,799.68	4,375.68	728.48
017-00-20-34 Intern Fund	2,579.52	0.00	0.00	6,913.07	9,492.59	0.00
<b>Totals</b>	<b>\$849,201.79</b>	<b>\$343,618.02</b>	<b>\$342,608.31</b>	<b>\$2,640,187.47</b>	<b>\$4,738,356.79</b>	<b>-\$1,248,967.53</b>
<b>Major 00 - Ungrouped</b>						
<b>Minor 30 - Dedicated External</b>						
017-00-30-07 World Hunger	596.00	375.00	5,800.00	5,650.00	5,800.00	446.00
017-00-30-08 Pastors Discretion Fund	538.59	405.00	299.95	960.00	448.45	1,050.14
017-00-30-22 Missionary Sponsorship	0.00	0.00	150.00	1,150.00	1,150.00	0.00
017-00-30-23 Preschool Payroll	-2,758.11	3,458.49	3,458.49	40,564.19	38,008.70	-202.62
017-00-30-32 Salem Endowment	150.00	0.00	0.00	0.00	150.00	0.00
<b>Totals</b>	<b>-\$1,473.52</b>	<b>\$4,238.49</b>	<b>\$9,708.44</b>	<b>\$48,324.19</b>	<b>\$45,557.15</b>	<b>\$1,293.52</b>
<b>Fund 01 - Fund 01</b>	<b>\$847,728.27</b>	<b>\$347,856.51</b>	<b>\$352,316.75</b>	<b>\$2,688,511.66</b>	<b>\$4,783,913.94</b>	<b>-\$1,247,674.01</b>

**2020 REPORT OF THE CHURCH TREASURER**  
**by Dave Swanson**

	<b>2020 BUDGETED</b>	<b>2020 ACTUAL</b>
<b>CASH RECEIPTS</b>		
<b><u>BUDGETED INCOME</u></b>		
<i>Envelopes</i>	\$566,100	\$544,793
2020 contributions rec'd in 2019	11,900	11,900
<i>Loose offering</i>	3,500	970
<i>Lent/Advent</i>	2,000	1,237
<i>Christmas offering</i>	4,000	3,440
<i>Vacation Church School</i>	400	0
<i>Sunday Church School</i>	100	(73)
<i>Initial offering</i>	100	215
Refunds & Other Income	0	47,161
<i>Checking interest income</i>	200	20
<i>Preschool</i>	900	700
<i>2019 contributions rec'd in 2020</i>	0	0
<b>TOTAL BUDGETED INCOME</b>	<b>\$589,200</b>	<b>\$610,362</b>
<b><u>NON-BUDGETED RECEIPTS</u></b>		
<i>Memorials</i>		16,108
<i>Benevolence:</i>		
<i>World Hunger</i>		5,650
<i>Pastors' Discretionary Fund</i>		960
<b><i>Dedicated Accounts</i></b>		
<i>Flowers/books/tapes</i>		629
<i>Salem Ministries &amp; Outreach Projects</i>		1,000
<i>Salem Preschool payroll</i>		40,564
<i>Capital Fund Appeal</i>		2,321,251
<i>Bus Fund</i>		1,000
<i>General Designated for 2021 Received in 2020</i>		15,683
<i>Other</i>		285,666
<b>TOTAL NON-BUDGETED RECEIPTS</b>		<b>2,688,512</b>
<b>TOTAL INCOME &amp; RECEIPTS</b>		<b>\$3,298,874</b>



**2020 REPORT OF THE CHURCH TREASURER**  
**by Dave Swanson**

<b>BEGINNING CASH BALANCE 1/1/2020</b>	<b>\$890,460</b>
Total cash received in 2020 (cash basis)	3,298,874
<b>TOTAL CASH AVAILABLE</b>	<b>4,189,334</b>
<b>CASH DISBURSEMENTS</b>	
<b><u>BUDGETED DISBURSEMENTS</u></b>	
<i>Community Outreach</i>	11,080
<i>Congregational Care</i>	200
<i>Funded Activities-Net</i>	285
<i>Worship</i>	5,766
<i>Education</i>	11,710
<i>Communications</i>	9,777
<i>Facilities</i>	103,940
<i>Synod Benevolence</i>	43,008
<i>Other Executive Committee</i>	341,476
<b>TOTAL BUDGETED DISBURSEMENTS</b>	<b>527,241</b>
<b><u>UNBUDGETED DISBURSEMENTS</u></b>	
<i>Memorials</i>	28,624
<i>World Hunger</i>	5,800
<i>Pastors' Discretionary Fund</i>	448
<i>Salem Ministries &amp; Outreach Projects</i>	2,301
<i>Flowers/books/tapes</i>	1,398
<i>Salem Preschool payroll</i>	38,009
<i>Capital Fund Appeal</i>	2,921,093
<i>Bus Fund</i>	1,194
<i>Income given in Prior Year for this Year</i>	11,900
<i>Other (Incl reclass to Loan from Ded)</i>	1,773,147
<b>TOTAL UNBUDGETED DISBURSEMENTS</b>	<b>4,783,914</b>
Increase/(Decrease) in year-end receivables and liabilities	1,485,716
<i>Represents change in Building Loan</i>	
<b>ENDING CASH BALANCE 12/31/2020</b>	<b>363,894</b>
<b>LESS ALLOCATED FUNDS</b>	
<i>General Designated for 2021 Received in 2020</i>	15,683
<i>Memorials</i>	82,631
<i>Other dedicated accounts payable</i>	1,502,172
<i>Bus Fund</i>	1,377
<i>Capital Fund Appeal &amp; Lighting</i>	122,582
<i>Building Loan (as dedicated Receivable)</i>	(1,485,716)
<b>TOTAL ALLOCATED FUNDS PAYABLE</b>	<b>238,729</b>
<b>ENDING UNALLOCATED FUNDS</b>	<b>\$125,165</b>

Presentation of the 2021 Budget for Approval

<b>GIVING:</b>	<b>2017 Act</b>	<b>2017 Bgt</b>	<b>2018 Act</b>	<b>2018 Bgt</b>	<b>2019 Act</b>	<b>2019 Bgt</b>	<b>2020 Act</b>	<b>2020 Bgt</b>	<b>2021 Bgt</b>
Pledges Received	\$ -	\$ 440,500	\$ -	\$ 463,000	\$ -	\$ 505,000	\$ 544,793	\$ 401,000	\$ 451,187
Contributors Who Do Not Pledge	\$ -	\$ 192,000	\$ -	\$ 133,000	\$ -	\$ 92,000	\$ -	\$ 177,000	\$ 95,320
Given in the Prior Year							\$ 11,900		
<b>Subtotal - Envelope Giving</b>	<b>\$ 611,367</b>	<b>\$ 632,500</b>	<b>\$ 571,133</b>	<b>\$ 596,000</b>	<b>\$ 567,406</b>	<b>\$ 597,000</b>	<b>\$ 556,693</b>	<b>\$ 578,000</b>	<b>\$ 546,507</b>
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Loose Offerings	\$ 3,620	\$ 5,500	\$ 4,410	\$ 3,500	\$ 4,928	\$ 3,500	\$ 970	\$ 3,500	\$ 2,000
Lent/Advent	\$ 2,938	\$ 3,300	\$ 1,686	\$ 3,500	\$ 1,654	\$ 2,000	\$ 1,237	\$ 2,000	\$ 2,000
Christmas	\$ 394	\$ 7,500	\$ 5,940	\$ 2,500	\$ 5,025	\$ 2,000	\$ 3,440	\$ 4,000	\$ 4,000
Vacation Bible School	\$ 1,178	\$ 400	\$ 450	\$ 1,200	\$ 366	\$ 500	\$ -	\$ 400	\$ 400
Sunday Church School	\$ 519	\$ 400	\$ 114	\$ 300	\$ 36	\$ 400	\$ (73)	\$ 100	\$ 100
Initial Offering	\$ 209	\$ 300	\$ 125	\$ 200	\$ 185	\$ 100	\$ 215	\$ 100	\$ 100
Refund Prior Year	\$ 758	\$ 10	\$ -	\$ -	\$ -	\$ -	\$ 47,161	\$ -	\$ -
Account Interest	\$ 194	\$ 200	\$ 205	\$ 200	\$ 202	\$ 200	\$ 20	\$ 200	\$ 200
Preschool Rent	\$ 900	\$ 1,000	\$ 800	\$ 900	\$ 1,000	\$ 900	\$ 700	\$ 900	\$ 900
2014/15/16 Received in 2015/16/	\$ 365	\$ 4,100	\$ 19,380	\$ -	\$ 11,700	\$ -	\$ -	\$ -	\$ -
Health Care Credit	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Subtotal - Other Giving</b>	<b>\$ 11,075</b>	<b>\$ 22,710</b>	<b>\$ 33,110</b>	<b>\$ 12,300</b>	<b>\$ 25,097</b>	<b>\$ 9,600</b>	<b>\$ 53,669</b>	<b>\$ 11,200</b>	<b>\$ 9,700</b>
<b>Total Budgeted Giving</b>	<b>\$ 622,442</b>	<b>\$ 655,210</b>	<b>\$ 604,243</b>	<b>\$ 608,300</b>	<b>\$ 592,503</b>	<b>\$ 606,600</b>	<b>\$ 610,362</b>	<b>\$ 589,200</b>	<b>\$ 556,207</b>
<b>COMMUNITY OUTREACH</b>	<b>2017 Act</b>	<b>2017 Bgt</b>	<b>2018 Act</b>	<b>2018 Bgt</b>	<b>2019 Act</b>	<b>2019 Bgt</b>	<b>2020 Act</b>	<b>2020 Bgt</b>	<b>2021 Bgt</b>
Evangelism	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 80	\$ 500	\$ 500
Outreach Activities	\$ -	\$ -	\$ -	\$ -	\$ 1,023	\$ 500	\$ -	\$ 500	\$ 500
Community Benevolence	\$ 13,000	\$ 13,000	\$ 12,450	\$ 11,700	\$ 11,564	\$ 10,500	\$ 9,500	\$ 9,500	\$ 9,500
Inquiry Class	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Salem Global Missions	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ 500	\$ 1,500	\$ 1,500	\$ 1,500
<b>Total</b>	<b>\$ 13,000</b>	<b>\$ 13,000</b>	<b>\$ 12,450</b>	<b>\$ 11,700</b>	<b>\$ 13,586</b>	<b>\$ 11,500</b>	<b>\$ 11,080</b>	<b>\$ 12,000</b>	<b>\$ 12,000</b>
<b>Congregational Care-</b>	<b>2017 Act</b>	<b>2017 Bgt</b>	<b>2018 Act</b>	<b>2018 Bgt</b>	<b>2019 Act</b>	<b>2019 Bgt</b>	<b>2020 Act</b>	<b>2020 Bgt</b>	<b>2021 Bgt</b>
Congregational Care Ministries	\$ 117	\$ 700	\$ 972	\$ 500	\$ 363	\$ 500	\$ 52	\$ 500	\$ 500
Conferences & Training		\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 50	\$ -	\$ -
Prayer Ministry	\$ 345	\$ 300	\$ 50	\$ 300	\$ 50	\$ 300	\$ -	\$ 175	\$ 175
Fellowship - Church	\$ 213	\$ 200	\$ -	\$ 100	\$ 30	\$ 100	\$ 98	\$ 125	\$ 125
Senior Ministry	\$ 65	\$ 300	\$ 78	\$ 250	\$ 282	\$ 250	\$ -	\$ 250	\$ 250
Wellness Program	\$ 84	\$ 125	\$ -	\$ 125	\$ -	\$ 125	\$ -	\$ 100	\$ 100
Welcome Center	\$ -	\$ -	\$ 17	\$ -	\$ -	\$ -	\$ -	\$ 250	\$ 250
Funded Activities	\$ 1,177	\$ -	\$ 2,048	\$ 600	\$ 2,258	\$ 600	\$ 1,217	\$ -	\$ -
Funds Collected			\$ (1,421)	\$ -	\$ (2,891)	\$ -	\$ (932)	\$ -	\$ -
<b>Total</b>	<b>\$ 2,001</b>	<b>\$ 2,125</b>	<b>\$ 1,745</b>	<b>\$ 1,875</b>	<b>\$ 92</b>	<b>\$ 1,875</b>	<b>\$ 485</b>	<b>\$ 1,400</b>	<b>\$ 1,400</b>
<b>Worship Ministry-</b>	<b>2017 Act</b>	<b>2017 Bgt</b>	<b>2018 Act</b>	<b>2018 Bgt</b>	<b>2019 Act</b>	<b>2019 Bgt</b>	<b>2020 Act</b>	<b>2020 Bgt</b>	<b>2021 Bgt</b>
Worship Materials	\$ 4,507	\$ 5,100	\$ 3,562	\$ 5,100	\$ 3,316	\$ 5,100	\$ 2,912	\$ 5,100	\$ 5,100
Professional Musicians	\$ 2,275	\$ 2,300	\$ 700	\$ 1,500	\$ 775	\$ 1,500	\$ 700	\$ 1,500	\$ 1,500
Cathedral Music	\$ 148	\$ 400	\$ 158	\$ 300	\$ 137	\$ 400	\$ 179	\$ 400	\$ 400
Youth Choir Music	\$ 51	\$ 50	\$ 50	\$ 50	\$ -	\$ 50	\$ -	\$ 50	\$ 50
Youth Choir Activities	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pulpit/Organ Guests	\$ 600	\$ 750	\$ 1,550	\$ 750	\$ -	\$ 750	\$ -	\$ 750	\$ 750
Robes & Vestments	\$ 413	\$ 600	\$ -	\$ 200	\$ -	\$ 200	\$ -	\$ 200	\$ 600
Maintenance-Pianos/Organ	\$ 1,065	\$ 1,500	\$ 1,486	\$ 1,500	\$ 9,862	\$ 10,442	\$ 1,975	\$ 2,000	\$ 7,500
Contemporary Worship Material	\$ 6	\$ 200	\$ -	\$ 200	\$ 211	\$ 200	\$ -	\$ 400	\$ 400
Conferences	\$ 100	\$ 100	\$ -	\$ 25	\$ -	\$ 25	\$ -	\$ 25	\$ 25
Other	\$ 101	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,500
<b>Total</b>	<b>\$ 9,164</b>	<b>\$ 11,000</b>	<b>\$ 7,506</b>	<b>\$ 9,625</b>	<b>\$ 14,301</b>	<b>\$ 18,667</b>	<b>\$ 5,766</b>	<b>\$ 10,425</b>	<b>\$ 18,825</b>
<b>Educational Ministry-</b>	<b>2017 Act</b>	<b>2017 Bgt</b>	<b>2018 Act</b>	<b>2018 Bgt</b>	<b>2019 Act</b>	<b>2019 Bgt</b>	<b>2020 Act</b>	<b>2020 Bgt</b>	<b>2021 Bgt</b>
SCS Supplies	\$ 3,748	\$ 4,200	\$ 3,377	\$ 3,150	\$ 1,400	\$ 3,150	\$ 3,020	\$ 2,000	\$ 2,000
VCS Supplies	\$ 2,342	\$ 2,000	\$ 1,179	\$ 1,500	\$ 2,081	\$ 1,500	\$ 1,746	\$ 1,500	\$ 1,500
Confirmation School	\$ 421	\$ 600	\$ 534	\$ 450	\$ 266	\$ 450	\$ 292	\$ 300	\$ 300
Adult Education & Bible Study	\$ 452	\$ 200	\$ 229	\$ 150	\$ 168	\$ 150	\$ -	\$ 300	\$ 300
Adult Library	\$ 179	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 79	\$ 100	\$ 100
Children's Library	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 50	\$ 50
Training and Outreach	\$ 238	\$ 200	\$ 139	\$ 150	\$ 47	\$ 150	\$ 68	\$ 150	\$ 150
Education & Publications									\$ -
Breaking Bread/Midweek Family	\$ 1,914	\$ 2,500	\$ 1,899	\$ 1,875	\$ 2,006	\$ 1,875	\$ 85	\$ 950	\$ 950
Infant Ministry	\$ 250	\$ 250	\$ 89	\$ 175	\$ 81	\$ 175	\$ 2,638	\$ 175	\$ 175
Youth Ministry	\$ 3,823	\$ 4,500	\$ 3,326	\$ 3,375	\$ 3,667	\$ 3,375	\$ 1,656	\$ 3,375	\$ 3,375

Family Ministry	\$ 2,436	\$ 2,500	\$ 1,996	\$ 1,875	\$ 2,000	\$ 1,875	\$ -	\$ 1,875	\$ 1,875
Audio/Visual							\$ 192		\$ -
Cat-E-Kids	\$ 882	\$ 1,000	\$ 703	\$ 750	\$ 769	\$ 750	\$ 192	\$ 750	\$ 750
Youth & Family Special Events	\$ 2,721	\$ 3,600	\$ 2,691	\$ 2,700	\$ 2,791	\$ 2,700	\$ 1,782	\$ 2,700	\$ 2,700
<b>Total</b>	<b>\$ 19,405</b>	<b>\$ 21,550</b>	<b>\$ 16,162</b>	<b>\$ 16,150</b>	<b>\$ 15,276</b>	<b>\$ 16,150</b>	<b>\$ 11,709</b>	<b>\$ 14,225</b>	<b>\$ 14,225</b>
<b>Communications-</b>	<b>2017 Act</b>	<b>2017 Bgt</b>	<b>2018 Act</b>	<b>2018 Bgt</b>	<b>2019 Act</b>	<b>2019 Bgt</b>	<b>2020 Act</b>	<b>2020 Bgt</b>	<b>2021 Bgt</b>
Website & Wireless	\$ 237	\$ 250	\$ 415	\$ 700	\$ 377	\$ 450	\$ 467	\$ 450	\$ 450
Advertising - Yellow Pages	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Advertising - Media	\$ 47	\$ 500	\$ 189	\$ 500	\$ 1,416	\$ 2,500	\$ 1,455	\$ 1,500	\$ 1,500
Hardware/Software	\$ 2,241	\$ 2,550	\$ 2,928	\$ 1,400	\$ 4,089	\$ 3,850	\$ 6,410	\$ 3,850	\$ 3,850
Promotional Communication	\$ 480	\$ 500	\$ 493	\$ 1,200	\$ 2,374	\$ 2,500	\$ 1,445	\$ 1,250	\$ 1,250
Orientation & Training	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Total</b>	<b>\$ 3,006</b>	<b>\$ 3,800</b>	<b>\$ 4,025</b>	<b>\$ 3,800</b>	<b>\$ 8,256</b>	<b>\$ 9,300</b>	<b>\$ 9,777</b>	<b>\$ 7,050</b>	<b>\$ 7,050</b>
<b>Administrative-Facilities-</b>	<b>2017 Act</b>	<b>2017 Bgt</b>	<b>2018 Act</b>	<b>2018 Bgt</b>	<b>2019 Act</b>	<b>2019 Bgt</b>	<b>2020 Act</b>	<b>2020 Bgt</b>	<b>2021 Bgt</b>
Offering Envelopes	\$ 2,596	\$ 2,200	\$ 3,249	\$ 2,600	\$ 3,658	\$ 2,600	\$ 3,062	\$ 3,600	\$ 3,600
Bus-Operating Expenses	\$ 1,330	\$ 2,000	\$ 3,034	\$ 1,200	\$ 1,679	\$ 3,000	\$ 620	\$ 2,000	\$ 2,000
Maintenance-Church	\$ 11,923	\$ 10,000	\$ 16,797	\$ 13,000	\$ 15,358	\$ 15,000	\$ 11,335	\$ 10,000	\$ 10,000
Janitorial Supplies	\$ 1,915	\$ 2,500	\$ 2,031	\$ 1,900	\$ 1,791	\$ 2,000	\$ 1,046	\$ 2,000	\$ 2,000
Copy Machine Lease	\$ 22,298	\$ 16,500	\$ 19,149	\$ 22,500	\$ 16,868	\$ 16,000	\$ 15,338	\$ 16,000	\$ 16,000
Utilities-Church	\$ 20,657	\$ 20,000	\$ 22,647	\$ 20,000	\$ 22,315	\$ 22,000	\$ 19,621	\$ 24,000	\$ 24,000
Phone/Pager/Fax/Internet	\$ 7,133	\$ 4,500	\$ 8,098	\$ 6,650	\$ 4,745	\$ 5,000	\$ 4,574	\$ 5,000	\$ 5,000
Insurance	\$ 18,975	\$ 13,500	\$ 22,295	\$ 19,600	\$ 19,683	\$ 22,000	\$ 20,211	\$ 24,000	\$ 24,000
Yard Care/Snow Removal	\$ 1,650	\$ 3,000	\$ 3,409	\$ 2,000	\$ 3,135	\$ 3,500	\$ 3,543	\$ 3,500	\$ 3,500
Office Supplies	\$ 7,434	\$ 5,000	\$ 6,633	\$ 7,800	\$ 3,942	\$ 6,000	\$ 4,945	\$ 4,000	\$ 4,000
Postage	\$ 5,545	\$ 5,500	\$ 3,918	\$ 6,300	\$ 2,336	\$ 4,000	\$ 2,725	\$ 2,500	\$ 3,000
General Admin	\$ 4,251	\$ 3,500	\$ 4,964	\$ 4,200	\$ 4,599	\$ 5,000	\$ 2,666	\$ 4,000	\$ 4,000
Contract Cleaning	\$ 18,815	\$ 18,000	\$ 18,888	\$ 19,000	\$ 18,888	\$ 19,000	\$ 9,019	\$ 24,000	\$ 24,000
Stewardship	\$ -	\$ -	\$ 155	\$ 150	\$ -	\$ -	\$ 100	\$ -	\$ 200
Administrative Software	\$ 1,925	\$ 500	\$ 473	\$ -	\$ 1,483	\$ 1,800	\$ -	\$ 1,500	\$ 1,500
Furniture & Equipment	\$ 650	\$ 600	\$ 875	\$ 600	\$ 783	\$ 500	\$ 580	\$ 500	\$ 500
Search/Relo/Stormwater Tax	\$ -	\$ -	\$ 2,352	\$ -	\$ -	\$ 4,100	\$ 4,554	\$ 4,100	\$ 4,100
<b>Total</b>	<b>\$ 127,097</b>	<b>\$ 107,300</b>	<b>\$ 138,968</b>	<b>\$ 127,500</b>	<b>\$ 121,262</b>	<b>\$ 131,500</b>	<b>\$ 103,940</b>	<b>\$ 130,700</b>	<b>\$ 131,400</b>
<b>Administrative-Executive-</b>	<b>2017 Act</b>	<b>2017 Bgt</b>	<b>2018 Act</b>	<b>2018 Bgt</b>	<b>2019 Act</b>	<b>2019 Bgt</b>	<b>2020 Act</b>	<b>2020 Bgt</b>	<b>2021 Bgt</b>
Salaries	\$ 334,522	\$ 346,408	\$ 256,443	\$ 306,440	\$ 246,213	\$ 276,164	\$ 250,180	\$ 276,472	\$ 266,186
FICA-Employer Portion	\$ 15,923	\$ 15,916	\$ 14,449	\$ 15,916	\$ 11,983	\$ 14,943	\$ 11,610	\$ 14,781	\$ 13,803
Pastors Car/Book Allow	\$ 5,714	\$ 5,700	\$ 4,553	\$ 7,500	\$ 6,542	\$ 5,000	\$ 4,452	\$ 6,000	\$ 6,000
Pastors SS Reimb	\$ 9,543	\$ 9,543	\$ 5,357	\$ 4,973	\$ 6,184	\$ 6,367	\$ 6,352	\$ 6,367	\$ 6,558
Pastors Pension/Insurance	\$ 86,623	\$ 86,984	\$ 59,094	\$ 38,848	\$ 64,547	\$ 63,472	\$ 67,763	\$ 66,242	\$ 67,584
Pastoral Conferences	\$ 690	\$ 600	\$ 205	\$ 500	\$ 610	\$ 500	\$ -	\$ 600	\$ 600
Delegate Expenses	\$ 1,869	\$ 500	\$ 969	\$ 1,500	\$ 1,012	\$ 1,500	\$ -	\$ 500	\$ 500
Synod Benevolence	\$ 43,008	\$ 43,000	\$ 43,008	\$ 43,000	\$ 43,008	\$ 43,000	\$ 43,008	\$ 43,000	\$ 43,000
Continuing Education	\$ 3,212	\$ 3,350	\$ 1,684	\$ 3,000	\$ 1,036	\$ 2,000	\$ 1,119	\$ 1,000	\$ 1,500
<b>Total</b>	<b>\$ 501,105</b>	<b>\$ 512,001</b>	<b>\$ 385,763</b>	<b>\$ 421,677</b>	<b>\$ 381,135</b>	<b>\$ 412,945</b>	<b>\$ 384,484</b>	<b>\$ 414,962</b>	<b>\$ 405,732</b>
<b>GRAND TOTAL EXPENSES</b>	<b>\$ 674,777</b>	<b>\$ 670,776</b>	<b>\$ 566,619</b>	<b>\$ 592,327</b>	<b>\$ 553,909</b>	<b>\$ 601,937</b>	<b>\$ 527,241</b>	<b>\$ 590,762</b>	<b>\$ 590,632</b>
<b>NET</b>	<b>\$ (52,335)</b>	<b>\$ (15,566)</b>	<b>\$ 37,624</b>	<b>\$ 15,973</b>	<b>\$ 38,595</b>	<b>\$ 4,663</b>	<b>\$ 83,121</b>	<b>\$ (1,562)</b>	<b>\$ (34,425)</b>

Minutes of the January 26, 2020 Annual Meeting

**SALEM LUTHERAN CHURCH**  
*Growing People in Christ...to Love & Serve!*

**ANNUAL CONGREGATIONAL MEETING**  
**JANUARY 26, 2020**

- I. The Annual Congregational Meeting of Salem Lutheran Church was held on Sunday, January 26, 2020 in the Sanctuary. Pastor Craig Swenson introduced a picture slideshow prepared by Meghan Peterson of the year's activity.

The meeting was called to order at 12:05 p.m. by Lay President, Kim Ascherl, who presided at the meeting. She thanked Meghan Peterson for the picture slideshow and led the congregation in the Annual Congregational Meeting Opening Liturgy.

- II. The agenda was presented. A motion to adopt the agenda as presented was made by Leah Grebner and seconded by Scott Faulkner. Motion carried.
- III. A motion to accept the minutes of the January 27, 2019 Annual Congregational Meeting and place them on file was made by Dean Doughty and seconded by Ann Sterr. Motion carried. A motion to accept the minutes of the February 10, 2019 Special Congregational Meeting regarding approval to contract Miller Architects & Builders to draft construction drawings and to contract Yesco for a LED sign and place them on file was made by Dick Serrahn and seconded by Leo Vandervlugt. Motion carried. A motion to accept the minutes of the July 28, 2019 Special Congregational Meeting regarding approval to contract Miller Architects & Builders for the projected scope of work and to contract Mission Investment Fund for a long-term loan and place them on file was made by Susan Ross and seconded by Earl Gallas. Motion carried.
- IV. Kim Ascherl reviewed the Notes on the Conduct of the Meeting.
- V. Jennifer Gallas, Dave Griffith, Janice Lambie, and Craig Young were appointed tellers.
- VI. The following enabling resolutions were presented to the congregation:
- A. Resolution by the Congregation - RESOLVED that all programmatic reports of the Congregational Council, Congregational Committees, and Auxiliaries attached to this Agenda be received and placed on file.

A motion to accept this resolution was made Leah Grebner and seconded by Dick Serrahn. Motion carried.

- B. RESOLVED that we receive the respective Treasurer's reports of the funds of Auxiliary organizations of the congregation as information.

A motion to accept this resolution was made by Leo Vandervlugt and seconded by Jennifer Gallas. Motion carried.

## VII. Reports

### A. Reports of the Staff

Kim Ascherl asked for any additions to the Reports of the Staff.

Pastor Swenson expressed gratitude for our competent and eager staff. He asked them to stand and the congregation affirmed with applause. He also extended gratitude to the office volunteers, the Preschool staff, the building project volunteers, Council President Kim Ascherl, Vice President Jason Lantz, and Property & Finance Chair Rick Lambie who also serves as liaison for the building project, Susan Ross who has been coordinating volunteers for building project needs, Intern Kristen Schmid, and his wife Karen.

There were no other staff additions.

### B. Reports of the Congregational Council and Ministry Groups

Kim Ascherl asked for any additions or corrections to the Reports of the Congregational Council and Ministry Groups. There were none.

### C. Reports of Other Committees and Groups

Kim Ascherl asked for any additions or corrections to the Reports of Other Committees and Groups. There were none.

## VIII. The tellers reported a quorum of 77 members in attendance.

## IX. Items for Action

### A. Presentation of the 2020 Budget for Approval

Rick Lambie presented the proposed 2020 budget with an estimated total income of \$589,200, which is lower than last year's budget and actual, and estimated expenses of \$590,762, resulting in a budgeted shortfall of \$1562. The actual expenses were lower in 2019 due to unfilled staff positions.

Rick O'Conner moved to approve the proposed 2020 Budget as presented by acclamation. Scott Faulkner seconded. The floor was opened for discussion.

Leo Vandervlugt noted that Pledges Received amount was much lower than the Pledged Received amount the year prior. Rick Lambie explained that only 80 pledges were received compared to the 100 received the prior year. The pledged amount from the 80 received was not down. For the Contributors Who Do Not Pledge amount, 80% of their historical giving was used and added in for the estimated Envelope Giving.

Kim Ascherl called for a voice vote. Motion carried.

B. The Congregation Council presented the following recognitions:

1) Acknowledging Staff Transitions

WHEREAS 2019 has seen a change in personnel and assignments of our staff; and WHEREAS we recognize the importance of the staffs' efforts to equip us for ministry: now, therefore BE IT RESOLVED that we extend our gratitude to Matt Bastian as Disciple Engagement Coordinator, Marcia Richardson as Director of Music, Organist, and Sanctuary Bells Director, Aaron Ganschow as Sanctuary Choir Director, Kim Ascherl as Congregational Care Ministry Chair; Norma Hartman as Worship and Music Chair; and Kirsten Kelly and Paula Sydow as Altar Guild Co-chairs.

BE IT FURTHER RESOLVED that we welcome Helene Peterson as Congregational Care Ministry Chair; Sarah Gonzales as Community Outreach Ministry Chair; Leah Grebner as Worship and Music Ministry Chair; Ann Roberts and Karen Swenson as Altar Guild Co-Chairs; and John Gregg, Mike Shadley, and Laura VanLaningham as the Audit Committee.

BE IT FURTHER RESOLVED that we pledge our continued support to our pastor and staff throughout the coming year.

2) Acknowledging Congregational Council Transitions

WHEREAS these members of our Congregational Council, namely, Jessica Bastian, Regg Glawe, Sarah Gonzales, Norma Hartman, and Helene Peterson will be leaving the Congregational Council, therefore

BE IT RESOLVED that we express our appreciation to them for their services on the Congregational Council; and

BE IT FURTHER RESOLVED that we express our gratitude and support for returning Council members, those nominated for a subsequent term, and those nominated for a first term.

3) Gratitude toward those Serving in the Military

WHEREAS we share concern for our family members serving around the world where danger is always present: now, therefore

BE IT RESOLVED that Salem continue to pray for our people in harm's way, finding ways both congregationally and personally to share support and compassion by connecting with those serving in the military away from home.

4) Gratitude toward Community Emergency Personnel

WHEREAS we live in a world and community where peril and threats of peril surround us;  
and

WHEREAS we are blessed as households and congregation alike by the vigilance, skill,  
dedication and sacrifice of emergency personnel in our community; and

WHEREAS such personnel represent to us a unique and special expression of God's love and  
care for us: now, therefore

BE IT RESOLVED that the Congregational Council be directed to send letters of appreciation  
to the appropriate fire and police officials and AMT first responders for the protection and  
service given the church properties and members in 2019.

C. Proposed Constitution Change

The Salem Congregation Council voted at their December 3 meeting to recommend a change to  
Section C12.01 of the Constitution for Salem Evangelical Lutheran Church. The current  
constitution states "The voting membership of the Congregation Council shall consist of the  
pastor(s) and not more than 16 nor fewer than 14 members of the congregation.

The proposed motion from the Council is to recommend the following:

"The voting membership of the Congregation Council shall consist of the rostered leaders and  
not more than 12 nor fewer than 9 members of the congregation."

Pastor Swenson explained that having a smaller number will make better use of members' time  
and gifts. Bishop Roth supports the change to the lower number. It requires two years to make  
the change. If approved at this meeting, it will need to be ratified without change at the 2021  
Annual meeting to go into effect.

Leo Vandervlugt seconded this motion by the Council. Motion carried.

D. Report of the Nominating Committee

- i. The following persons are nominated to serve on the Salem Lutheran Church  
Congregational Council:

3 year terms: Maren Thompson

Emily Jolliff

Ann Roberts

2 year term: Merrill Hickey

1 year term: Mike Newcomb

- ii. The following persons are nominated to serve three-year terms of the Salem Lutheran  
Endowment Committee:

Jennifer Gallas

Dick Serrahn

- iii. The following persons are nominated to attend the Central/Southern Illinois Synod  
Assembly as voting delegates representing Salem Lutheran in June, 2020:

Kris and Dave Griffith  
Meghan and Grant Peterson, alternates

- iv. The following persons are nominated to serve one-year terms as Lutheran Hillside Village Congregational Association delegates representing Salem Lutheran Church in 2020:

MaryAlice and Keith Erickson

- i. The following persons are nominated to serve a one-year term on the 2020 Nominating Committee:

Jeff Bastian

Jessica Bastian

Jane Topel

Roxanne Vandervlugt

Ann Sterr moved to approve the slate of nominations by acclamation. Tim Hickey seconded the motion. Motion carried.

- X. Other Business

Kim Ascherl opened the floor for other business. There was none.

- XI. A motion to adjourn the meeting was made by Leah Grebner and seconded by Scott Faulkner. Motion carried. Meeting was adjourned at 12:35 p.m. Pastor Swenson led the congregation in the Lord's Prayer to close the meeting.

Respectfully submitted,  
Kris Griffith, Council Secretary



In the early verses of Ephesians 4, the apostle Paul writes to the Christians in Ephesus, a city on the Aegean Sea at the mouth of a river and at the intersection of three trading routes. The letter was written about ten years after the church had started. During the early years of this congregation, Jews and Gentiles from several ethnicities and nationalities had come together to form “one body.” Paul was aware that they had done well and commended them for their faith and love.

The word “one” appears more than seven times in the first four verses. This reflects the importance Paul gave to being called into the “unity of Christ.” He wanted to note that, although many of the church members came from far off, there is “one Lord, one faith, one baptism.” This oneness reflects God’s gift of reconciliation in Christ.

A second emphasis from Paul was that, as believers, they were to “bear with one another in love.” This would require humility, gentleness and patience as each of them practiced their faith. It would require tolerance to “maintain unity of the Spirit in the bond of peace.”

A third emphasis was that each person had been given gifts by God and that these gifts were given to increase the whole. Because the Ephesian church was a young congregation and its members were just beginning in their faith journey, their understandings were often tossed to and fro. But as they grew in faith, each person contributed to building up the body of Christ.

The fourth and final emphasis was that by “speaking the truth in love,” each person must grow into Christ. This means taking time to learn about one another and their gifts. Knowing these gifts, we can do God’s work both within and beyond the faith community.

When there are decisions to make or relationships to reconcile, we know to begin with prayer and reflection, always desiring to speak the truth in love

— not for our own benefit but for God’s glory, that we might become more complete.

As our members and friends gather today, whether face-to-face or online, we are reminded of our calling into “unity in Christ.” We come from many places and work in many contexts, and yet we recognize “one Lord, one faith, one baptism.”

Whether new to a worshiping community or further along the journey, we realize that humility, gentleness and patience are required both in the good times and especially in times of uncertainty and struggle. God wants us to be more complete through our work. Christ provides the way. The Holy Spirit is with us for guidance and courage. Each of us has been given the gifts to be complete, and through our faithfulness we will grow stronger and work together as one body.

Let us pray: Lord, let the words of the apostle Paul dwell in us deeply. May we embrace the reconciling power of oneness with Christ. May this oneness guide our congregation as we live into the new realities of these times. As we meet new partners in ministry, may we take time to get to know them with patience, humility and love. Help us to see how sharing our gifts will make your work easier and more fulfilling while bringing all of us closer to Christ. May the blessings you give each day strengthen us to a living, daring confidence in your grace. Amen.