

Salem

United Methodist Church

Forecaster

State of the Church 2019

How are we doing with our mission to make disciples of Jesus Christ who transform the world?

Each year, in assessing the state of Salem, we take a look at some benchmark statistics. As of the end of 2018 our membership now includes 276 professing adults. We also have 70 baptized infants and children— so 346 total.

This past year 3 members died, and we received 16 new members. That means we have received 130 new members since arriving at our current location a little over eight years ago!

Additionally, we have 83 active non-members. So we could say we actually have 429 people who are a part of Salem, however, it's likely the case that we have an equal amount of our members who are inactive. It's unfortunate when members become inactive. We have to spend time and energy to help them become active again or to withdraw their membership, since they're not upholding their membership vows.

One of the important things we did this past year was hire more staff, getting the right people in the right positions to lead ministries and people. This was part of our goal to implement a staff re-organizational structure. Some are paid and some unpaid. Paid staff, other than our administrative assistant, range from 1/8 to 1/4 time. So we are starting small. New staff this past year include Andy Knapp, Student Ministry Director; Tim King, Discipleship Director; Jodi Anderson, who was hired for two positions: Worship Coordinator and

Service Coordinator; and Scott Shaffer, Custodian.

In addition to the great team we have in place, we are now looking to hire a *Community Ambassador* this year, helping us reach people outside the church building in our community. We also are seeing the need for leaders in the areas of children's ministry and hospitality.

As part of our mission to make disciples of Jesus who make a difference in the world, we essentially carry out four actions: reaching out, connecting, forming, and sending.



Reach. This is the intentional action to get to those outside the church. It's not waiting for people to come, but rather going as a missionary to them. Our Outreach Team helps us reach out to others with activities such as our Easter Egg Hunt, Trunk or Treat, Cleaning Up Cancer Carnival, Valentine's Project, and many more. Again this past year, hundreds and hundreds of people came out especially for our Easter Egg Hunt and Trunk or Treat. That's fantastic, but we need to reach out deeper into our community. This is where a Community Ambassador could help us greatly. Reaching out to the vast majority of people who are outside the church building is one of the most important things we do.

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State of the Church 2019 (continued from page 1)



John Louk, Pastor

the method
for becoming
like Jesus
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in the world

That begins with all of us being in relationship with friends, colleagues, and neighbors and engaging them about what they believe and inviting them to church to experience God. I'm grateful for all of our members who have done that this past year and brought new people to connect with us. Well done!



Connect. After we reach new people, we want to connect with them and then lead them to commit their lives to Jesus through baptism and profession of faith, if that hasn't already happened.

This past year, fewer people have been participating in Connecting Point and Connect, the process we created to assimilate newcomers. We intend to change that by connecting with our newcomers individually and then inviting them to a revamped Connecting Point small group to help them connect with Salem.

Last year we celebrated 1 baptism. Of our 16 new members, 3 were by profession of faith (several others made professions of faith during the year apart from membership). Baptisms and professions of faith are key indicators, showing us how many *new* Christians we are reaching and connecting to the church.



Form. This is the intentional action to shape and nurture others to become like Jesus, especially with worship and spiritual disciplines. Our worship attendance averaged 198 this past year, a slight decrease from 203 the previous year. This is, however, the second year we have experienced a downturn in worship participation. Attendance has declined by 12 in the past two years.

Even if we don't account for our active non-members but do account for those who might be sick or out of town any given week, Salem should still have 300 people in worship regularly—even more with our active non-members and guests. That's a hundred more than our average.

While physical attendance decreased, online attendance increased significantly. This is new for us. We've had audio on our website for years, but in October we started doing a Facebook Live video. Our Annual Conference now asks that we keep track of this in addition to physical attendance. Since we began, our online attendance average is 98. We're just beginning. We can grow a lot in this important way to connect with people.

We also have more significant growth with 370 children, youth, and adults who participated in some kind of small group. This is a big increase over 202 the previous year. This relationship with others in community is vital as we are formed to be like Jesus.

Our giving was down in 2018. Whereas in 2017 we received \$300,000, in 2018 we received \$273,000. This is a significant decrease of \$27,000. We did end the year with \$1,146 over our expenses, however, we were only able to pay 40% of our apportionments instead of our 70% goal. If we had paid 70% we would have ended \$10,000 in the red.

This past year was a downturn financially. Years like this happen from time to time, but we need to work on funding our ministry better, growing in our giving. We're struggling to get to \$300,000 in giving when we could give close to \$1 million if we took seriously giving in proportion to our income. Of course, we don't know everyone's income, but the median income in Cedar Rapids is about \$55,000 and we have about 180 giving units. Tithing, giving 10% or \$5,500 would bring \$990,000. Of course, some make more and some less, some are able to give more and some less, and many are not tithing. But if we averaged even 5% it would likely still be \$495,000.

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February 2019



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 8:30 AM Foster Grandparent Program Meeting	2 8 AM UM Men's Breakfast
3 9 AM Worship (Modern) 10 AM Fellowship 10 AM Outreach Team Meeting 10:10 AM Sunday School 11 AM Worship (Traditional) 12:30 PM Women's Care Group	4 12 PM Recreation for Seniors 6:30 PM Financial Peace University	5 9:30 AM Prayer Room 5:15 PM Staff Meeting 7:30 PM Bell Choir Rehearsal	6 10 AM Wednesday Morning Bible Study 6:15 PM Youth Group 6:30 PM Mom's Small Group 7 PM Choir Rehearsal	7 12 PM Mission Team 12:30 PM Options of Linn County 3:30 PM Salem Servants Serve Green Square Meals	8 1 PM UMW Rachel Circle Meeting	9
10 Food Bank Sunday 9 AM Worship (Modern) 10 AM Fellowship 10:10 AM Sunday School 11 AM Worship (Traditional) 12 PM Salem Town Hall Meeting on Way Forward	11 12 PM Recreation for Seniors 5:30 PM Women's Small Group 6:30 PM Financial Peace University	12 7:30 PM Bell Choir Rehearsal	13 10 AM Wednesday Morning Bible Study 6:15 PM Youth Group 6:30 PM Mom's Small Group 7 PM Choir Rehearsal	14 9:30 AM UMW Sarah Circle Meeting 12:30 PM Options of Linn County	15	16
17 9 AM Worship (Modern) 10 AM Fellowship 10:10 AM Sunday School 11 AM Worship (Traditional)	18 <u>Forecaster articles due to Church Office</u> 12 PM Recreation for Seniors 5:30 PM Women's Small Group 6:30 PM Financial Peace University	19 9:30 AM Prayer Room 5:15 PM Leadership Board 7:30 PM Bell Choir Rehearsal	20 10 AM Wednesday Morning Bible Study 12 PM Golden Links 6:15 PM Youth Group 6:30 PM Mom's Small Group 7 PM Choir Rehearsal	21 12:30 PM Options of Linn County 5 PM UMM Soup and Sandwich Supper	22	23
24 9 AM Worship (Modern) 10 AM Fellowship 10:10 AM Sunday School 11 AM Worship (Traditional) 2:00 PM Friendship Force of CR/IC 4 PM Salem Son Seekers	25 12 PM Recreation for Seniors 5:30 PM Women's Small Group 6:30 PM Financial Peace University	26 12:30 PM Cards and Fellowship 7:30 PM Bell Choir Rehearsal	27 10 AM Wednesday Morning Bible Study 6:15 PM Youth Group 6:30 PM Mom's Small Group 7 PM Choir Rehearsal	28 9:30 AM Days for Girls Workshop 12:30 PM Options of Linn County 3:30 PM Salem Servants Serve Green Square Meals	Salem Office hours: Monday—Thursday 9 AM to 4 PM (closed holidays)	

Worship Series—*God's Gifts and Calling*

In February we conclude our worship series, *God's Gifts and Calling*, focusing on how the Holy Spirit has been poured out upon all and how we are all called and gifted by God. How has God called you? What gifts has God given you and how are you using them?

If you don't know your spiritual gift(s), you can take a quick assessment. Go to salemchurch.life. There is a link to the online assessment and a PDF of the assessment that has more information. Or you can stop in the church office to get a paper copy of the assessment.

We're very excited to hear during worship about God's call on two people in the congregation, Scott Shaffer, who participated in Walk to Emmaus last fall and is on fire for the Lord, and Andy Knapp, who is our Student Ministry Director.

The last Sunday in February will be right in the midst of the special General Conference. Come and worship!

Feb 3 ***God's Gifts and Calling***

Jeremiah 1:4-10	Jeremiah's Call and Commission
Psalms 71:1-6	God Is My Rock and My Fortress
1 Corinthians 13:1-13	The Gift of Love
Luke 4:21-30	Jesus Reads and Preaches in the Synagogue

Holy Communion

Feb 10 ***God's Gifts and Calling***

Isaiah 6:1-8 (9-13)	Isaiah's Call
Psalms 138	The Lord Will Fulfill His Purpose for Me
1 Corinthians 15:1-11	The Resurrection of Christ
Luke 5:1-11	Jesus Calls the First Disciples

Feb 17 ***God's Gifts and Calling***

Jeremiah 17:5-10	Judah's Sin and Punishment
Psalms 1	The Two Ways
1 Corinthians 15:12-20	The Resurrection of the Dead
Luke 6:17-26	Jesus Heals and Teaches

Holy Communion

Feb 24 **Special UMC General Conference Weekend Regarding Human Sexuality**

Genesis 37:3-11, 15	Joseph Reveals Himself to His Brothers
Psalms 37:1-11, 39-40	Exhortation to Patience and Trust
1 Cor. 15:35-38, 42-50	The Resurrection Body
Luke 6:27-38	Jesus Teaches about Love for Enemies and Judgment

Come and Worship!

Sundays

9 AM—Modern

11 AM—Traditional



February Birthdays and Anniversaries

Birthdays:

- 2 Marge Ebinger
- 2 Marcia Humphrey
- 2 Dave Davis
- 3 Deb Black
- 8 Roberta Sweet
- 9 Judy Thomas
- 9 John Louk
- 12 Felix Ellis
- 13 Mike Beaton
- 14 Kyler Soukup
- 14 Cian McMullen
- 16 Tim Nolan
- 22 Lee Haring
- 23 Roseline Mudanya
- 25 Jane Knapp



- 25 Deb Fritz
- 26 Ryan Rand
- 27 Evelyn Prasil
- 27 Melissa Hansen

Anniversaries:

- 14 Jim & JoEllen Jacobus
- 14 Shari & Dan Kendall
- 15 Bob & Josie Lanz

Salem Servants



Where are you serving outside the church? This is a great way to make a difference in the world. Salem Servants are serving at Green Square Meals at the Ecumenical Community Center every first and fourth Thursday of the month (February 7 and 28) at 3:30 PM. Contact Linda Curson at lcurson@me.com or (319) 651-8029 to help serve.

Winter Weather Alert

With winter here, and the snow, ice, and severe cold making travel treacherous, we offer this reminder. If events are canceled at Salem due to safety concerns, it will be posted on our website, (www.salemchurchcr.com) and Facebook page (www.facebook.com/salem.cr) as well as on the TV channels KCRG (9), KWWL (7), and KGAN (2).

In general, when the Cedar Rapids Public Schools cancel due to dangerous weather conditions, Salem will also cancel activities.



State of the Church 2019 (continued from page 2)

We get closer to that amount when we include what was given for our building (\$79,000) and mission projects (\$20,000). But our giving is still about \$125,000 less than what it should be and hundreds of thousands less than what it could be.

Can you imagine what we could do if we funded our ministry like that? Yes, of course, we could pay staff and quickly pay off our mortgage (now under \$1 million), but more importantly, we could make so much more of a difference in the world with this kind of intentional giving. Please do the math so you know how much you give in proportion to your income.



Send. After reaching people, connecting and forming them, we intentionally send people outside the church again, bringing the process full circle back to “reach.” This time, though, as we go out we do good and make a difference in the world.

In addition to our regular giving, we gave about \$24,268 to apportionments, supporting the ministry and mission of The United Methodist Church beyond the local church here and around the world. We also supported our own mission projects, financially and tangibly. With our monthly mission focuses, we gave blessing bags for shelters, school and health kits, hats and mittens, and children’s books, as well as \$20,000 for mission projects beyond Salem, locally and globally.

There are many of us individually who serve many different places beyond the wall of Salem. We also have a few specific places where together we have given our time and help to our community: serving meals at Green Square on Thursdays, reading with children in local schools, and serving with Matthew 25 in one of their many projects.

Our goal in reaching out to new people, connecting them to Jesus and the body of

Christ, and forming them in the way of Jesus, is to send them into the world to live lives of love, justice, beauty, and service, making a difference in this world that God so loves. Like our financial giving, this is an area where we’re doing all right but we could do much better.

Perhaps we just need better organization. Our new Service Coordinator, Jodi Anderson, is in place to help us discover our spiritual gifts and find a place to serve in the church and beyond in the world. Where are you serving at Salem and beyond in the world?

Looking ahead. The reality is that we are facing changes ahead. The world behind us is much different than the world ahead of us. And the special General Conference at the end of February could potentially bring change to The United Methodist Church and therefore to Salem.

This “state of the church” reveals that in some ways we have grown and been quite fruitful while in other ways we have struggled. That’s okay. Participating in God’s mission is a journey. There is nothing more important on the face of the earth. We aren’t merely about propping up an organization. We are the church, the body of Christ, proclaiming all that God has done in Jesus. We are God’s plan for blessing this world that God created, for showing the world how to live, and for helping to make the world good again as it was in the original creation.

Thank you for being a part of Salem! Would you consider where you are engaged in all of this? How are you reaching out to others to invite them to Salem? What is your habit of gathering for worship? Where are you connected in a small group? What percentage of your income are you giving? How are you serving in the church and beyond in the world? We are the body of Christ together. We are Jesus in the world, and this is a grand adventure.

Grace and peace to you,

John Louk



United Methodist Men

United Methodist Men's Breakfast is Saturday, February 2 at 8 AM in Fellowship Hall. All men are invited for fellowship and breakfast. Please make your reservations by calling Jeff Cook at (319) 393-9180.

Mark Minger



UMM Soup and Sandwich Supper



Plan to Attend the UMM Soup Supper Thursday, February 21, from 5-7 PM in Fellowship Hall. Treat yourself and your family to a delicious homemade meal hosted by the United Methodist Men of Salem. More details will be coming soon. Invite your friends!

Cards and Fellowship

Come and enjoy an afternoon with your Christian friends! Cards and Fellowship meets the last Tuesday of the month in Fellowship Hall. Come at 12:30 PM for a potluck, followed by devotions and games, usually a hot UNO game, also Royal Rummy and Kings in the Corner. If you would like to try another game, please bring it and directions and we will join in.

Everyone is welcome so invite friends and relatives. The food is delicious! Love to see you all!



All Golden Agers Welcome!

Golden Links will meet on Wednesday, February 20 at 12 PM at Pizza Ranch (2450 Westdale Drive SW). Joan Erbe will be the speaker. Please join us! Call Josie Lanz (319) 362-3859 or Judy Thomas (319) 390-6574 for more information.

United Methodist Women

Sarah Circle will be meeting on Thursday, February 14 at 9:30 AM in Fellowship Hall. Hostess will be Kathy Schooley.

Doris Holst, President

Rachel Circle will be meeting on Friday, February 8 at 1:00 PM at Scooter's (2300 Edgewood Rd SW, Cedar Rapids).



Women's Care Group



The Women's Care Group meets monthly to encourage and care for one another and to extend that care beyond the walls of Salem. Please plan to join us Sunday, February 3 at 12:30 PM in Fellowship Hall. We will be working on Valentines for nursing homes. All are welcome to join us. For more information contact Susan Lillard at (319) 693-3797.

Confirmation Celebration



We celebrated baptism and confirmation for eight students on January 27. Pictured with Pastor John Louk in the front row (left to right): Grace Archambeau, Clarissa Brownfield-Casey, and Lucia Salazar; in the back row (left to right): Ethan Tjaden, Alyssa Cashen, Casie Meyer, Taygen Goodwin, and Wyatt Tjaden.

Town Hall Meeting Feb. 10 Regarding Our Way Forward

The United Methodist Church is having a special General Conference February 23-26 to determine our way forward in the midst of our differences around human sexuality. Salem hosted Bishop Laurie Haller this past September for a district conversation about our way forward. Now we're going to host a town hall meeting for our congregation in Fellowship Hall on Sunday, February 10, beginning at noon with a light lunch provided (free will offering). The meeting will begin about 12:30 PM. We'll discuss the



options being presented to the UMC special General Conference, February 23-26, and potential outcomes for Salem. This will be a time to learn, ask questions, and talk with one another.

Mission Focus: Justice For Our Neighbors (JFON)

Joni Salazar

Justice For Our Neighbors (JFON) is a mission/ministry that welcomes immigrants by providing affordable, high quality immigration legal services to low-income immigrants; engaging in advocacy for immigrant rights; offering education to communities of faith and the public. With new threats of deportation, more and more families are asking for legal advice because of programs such as DACA. Together and individually, our support makes a difference as the program depends on generous financial support. The program is one of the Iowa United Methodist Church's Advance Specials #375. Immigrants make appointments with attorneys about their status and next steps. Attorneys are paid a missionary salary plus expenses. For additional ways to help please contact Dorothy or Dave Higdon at (319) 294-1161 or d.higdon39@gmail.com. For stories of some of the lives JFON has impacted, please visit www.iowajfon.com.



Outreach Team - Valentine's Bags for Children in Area Hospitals



Join the Outreach Team in sharing Valentine's Day wishes with children in area hospitals. Show your love by placing cards or individually wrapped treats in the bags located in Fellowship Hall, by February 10. Please note: No treats with nuts, to ensure the safety of children who may have nut allergies. For additional information, please contact Kassey Foster at (319) 429-5774 or kasseyfitness@gmail.com.

United Methodist Women Birthday Celebration

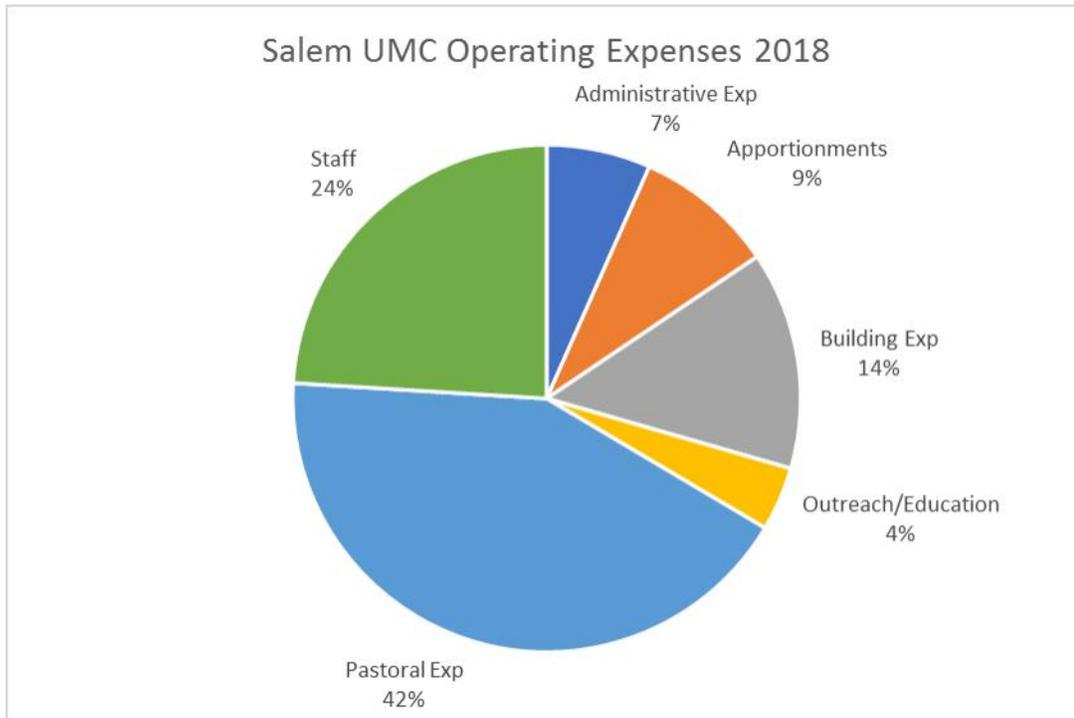
For 150 years, United Methodist Women have evolved to become the largest women's faith-based service and advocacy organization, underwriting programs that provide life-changing opportunities for women, children and youth! To observe that dedication, on Sunday, March 3, we are having a "birthday celebration" at Salem. The guest speaker for both services will be Barbara Oakland,



president of the East Central District UMW. Women will be participating in the worship services. Come and share in our observance of "United Methodist Women: Faith, Hope and Love in Action."

Operating Budget Report – Year ended 2018

2018 was a challenging year for Salem’s finances, yet your generosity allowed us to end the year “in the black”. We took in enough income to cover our ongoing expenses and pay 40% of our apportionment categories of Conference Missions and Conference Ministries, which was originally budgeted at 70%. The pie chart shows where we spent \$271,956 in 2018.



Administrative Expenses (\$18,025) include worship and office supplies, internet, telephone, postage, advertising and website.

Apportionments (\$24,268) include 100% of General Church and District Asking; 40% of Conference Missions and Conference Ministries.

Building Expenses (\$37,804) include insurance, utilities, lawn care, snow removal, maintenance and repairs and janitorial supplies

Outreach/Education (\$11,092) includes Africa University scholarships, Sunday school and VBS supplies, local outreach projects, and support of mission projects.

Pastoral Expenses (\$115,430) include pastor’s salary, housing allowance, mileage, continuing education, accountable reimbursement, and employer portion of pension and health insurance.

Staff Expenses (\$65,336) include wages for staff, worker’s compensation, and payroll taxes.

If you have any questions or would like further information, please contact the church treasurer, Linda Curson, at (319) 651-8029 or at financeoffice@salemchurchcr.com.

Report of the Leadership Board

Following the subcommittee meeting at 5:15, the full board met at 5:40 PM. Chair Troy Bergmann shared a story that occurred at school recently that reminded him that as bad as you may think things are for you, there are some that have it worse. He appreciated the Board's ability to consistently remain positive and even when faced with tough decisions. The Board then welcomed one of our new members who will be serving with the Trustee sub-committee, Jeremy Hague. Dave Clark, who was unable to be present, will be asked to join the Stewardship sub-committee.

Treasurer's Report – Linda Curson reported on the income and expenses for the year 2018. Salem continues to be blessed by the financial support of its congregation; however, income for 2018 was approximately \$27,000 less than year 2017. Salem was able to pay 40% of the apportionments for 2018 and will continue to attempt increasing it's contributions via apportionments for 2019. A pie chart Linda developed will be published in the Forecaster. The recent Generation to Generation campaign was fruitful yielding 77 household pledges for \$186,650. Nearly \$20,000 more than was pledged in 2018.

Leadership Training – Pastor John then lead the Board in leadership training which consisted of information on Salem's structure and leadership dynamics as well as a reminder of Leadership Board expectations. The Board will continue with leadership training by brining a one sentence job description for our individual roles on the board to the next meeting as well as studying the book "Lasting Impact: 7 Powerful Conversations That Will Help Your Church Grow."

A Way Forward Discussion - Due to conflicts in scheduling the town hall meeting has been rescheduled for Sunday, February, 10, 2019 at 12:30 PM with a light lunch being provided at noon (free will offering).

General Discussion Item – The Board approved use of the church for an additional day of senior gaming to take place on Thursdays in the future. The Board also discussed recent changes made to the worship bulletin.

Trustees – Committee members shared that their big projects for 2019 will be audio/visual upgrades, a new mower, and finishing the drive way at the north-west corner of the parking lot. They also shared proposals for fixing the lights in the parking lot as a way to fix electrical

Meeting Notes 1-15-19

issues being experience. The Trustees will also share information regarding lighting improvements to the church to light the steeple, and replace the wood light pole in the parking lot with a metal pole. A lock up schedule through May was also discussed.

Stewardship – Dave Davis will complete an audit on the 2018 financial books which is due at the end of February. Dave will share his findings with the Leadership Board at their February meeting. In 2019, the Stewardship Committee will develop a third capital campaign to begin in the final quarter.

SPRC – An employee handbook will be completed in the first quarter of 2019. Salem is in need of leadership in the areas of hospitality (ushers, parking lots attendants, safety team, welcome team, fellowship time, etc.) and children's discipleship. Plans are in motion to gather data to figure out how to respond.

Closing – Troy Bergmann closed with prayer and the meeting was adjourned at 8:10 PM.





February 2019 Forecaster

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RETURN SERVICE REQUESTED

**Salem's mission is to make disciples of Jesus Christ for the transformation of the world.
"connecting people, building community, transforming lives through Jesus"**

Salem's Sunday Morning Schedule

9:00 AM	Modern Worship	Sanctuary
10:00 AM	Fellowship Time	Fellowship Hall
10:10 AM	Children and Adult Sunday School	Lower Level
11:00 AM	Traditional Worship	Sanctuary

Nursery for infants through 4-year-olds is available on the Lower Level during worship services and Sunday School.

Salem Office hours: Monday—Thursday 9 AM to 4 PM
(closed standard holidays)

