

2019 Annual Report Table of Contents

<u>Page #</u>	<u>Content</u>
1	Table of Contents
2 & 3	Message from Synod Bishop
4	Senior Pastor Report
5-6	2018 Annual Meeting Minutes
7	Council President's Report
8	Treasurer's Report
9	Finance Committee
10	Personnel Committee
10	Stewardship Committee
11	Property Committee
12	Nominating Committee
13-15	Foundation Board
16-19	Music and Worship
20	Caring Ministry
21	Youth Ministry
22-23	Sunday School and VBS
24-26	2020 Proposed Budget
27	IT and Social Media Report
28	Santa Lucia
29-35	Mission and Ministry Reports
35	Parochial Report
36	Church Staff Listing

2019-2020 SW MN Synod Bishop Jon Anderson Annual Report

I love this parable.

“Help us to find God,” the disciples asked the elder. “No one can help you to do that,” the elder said. “Why not?” the disciples asked amazed.

“For the same reason that no one can help fish to find the ocean.”

-Joan Chittister

Wisdom Distilled from Daily: Living the Rule of St. Benedict Today – p. 28

The parable reminds us of the incomprehensible mystery, beauty, presence and wonder of God. It calls us to conversion from worshiping a safe, small house idol who does what we need and want, to remind that our God is the creator, redeemer and sanctifier of all that exists. Jesus is the one who reveals God to us most deeply.

In the coming year we will continue to lift up God’s gifts focusing on the cross, where we know God and ourselves most deeply. We will encourage people to attend to their spiritual life knowing that our longing to see our congregations thrive and flourish begins with what is happening in us as we gather to hear the Good News, receive the sacraments, offer our lives back to the one who made and sends us to serve in our personal and communal daily callings

Our synod will focus on God’s call **to deepen congregational vitality** in the coming year. We will invite you to think about what makes a congregation vital? How does God do that? What do we need to encourage? What is unimportant to God? Congregational vitality begins with the deep waters of baptism and God’s grace that calls us to faith. Congregational vitality is reinforced as we gather to hear the Good News and receive the meal of God’s grace and love that comes from outside of us. Congregational vitality sends us to love our neighbors and God’s creation. Congregational vitality inspires us to invite others into the conversation with God and into the community that bears Christ’s name.

We need to notice and receive the gifts of God’s Holy Spirit in our lives and our life together today We also need to remember to lament what has changed. Many of our congregations, our synod, our larger Church body and the Christian movement are facing heavy head winds. We are not the first to experience change in our culture, but it is not easy for leaders or our congregations.

One of our former pastors shared this wisdom from her work with the sick and dying to the challenges of congregations who struggle like we do as individuals to face losses. Pastor Anne Andert used these three questions to claim and lament the transitions of loss.

What is lost? What is left? What is possible? To these three questions, I want to ask this missional question. **“What will serve the Gospel now?”**

Congregational vitality grows out of noticing our assets, noticing our opportunities and then experimenting leaning forward in the hope that grows out of the Story of Jesus and God’s resurrecting grace. God is working in our lives and experience today as well. Our synod will invite congregations into a deep and wide conversations about their health, assets and the mission field where God has placed them.

God calls them to proclaim and live out the Good News we know in Jesus. We will lift up a variety of tools, writings and spiritual practices. For example, we want to invite your congregation to explore the <http://congregationalvitalitysurvey.com/> instrument. We also will share resources to enter into and accelerate the faithful innovation. Congregations are called to...

- a. **Listen** to God, each other, ourselves, and the World
 - b. **Reconnect** with God's story and God's faithfulness
 - c. **Define** the challenges we are facing
 - d. **Reframe** our expectations and goals
 - e. **Cultivate** new ways of being the church through spiritual practices and innovation
- Luther Seminary Faithful Innovation*

Congregational vitality grows out of encouraging and supporting your pastor and lay leadership. Instead of imagining these leaders are replaceable parts who are to be blamed when our congregations struggle, what if we began to imagine and encourage the idea that they are renewable resources who need to have support to serve as your Spiritual Shepherds and of your congregation? This includes encouraging them to make time to preach and teach the faith well. It includes lay people joining with pastors in the joy of pastoral visitation on behalf of the congregation. It means celebrating confirmation guides and teachers as faith formation servants engaging the Bible and the gifts of our tradition so people can better live out their everyday spiritualities. God invites us to have fun, tell holy and powerful stories about our lives. God calls us to share our pain and challenges and walk together in trusting that God is with us. Christ Jesus is out in front of us calling us to follow.

Congregational vitality means moving beyond welcoming people, to actually find ways to invite "new people" into the many doors of a congregation's life. Some will find meaning joining you to serve. Some will enjoy joining you to experience community, fun and laughter. Some will join you to learn about the Christian faith and its connections to the world. Some will come broken, lonely, lost, not sure what drove them into sadness and now towards the light. God's Spirit is working in our midst, in our lives, in our communities and in our world.

Our larger synod and churchwide organization are engaging in important work as well. We are focusing on leadership and congregational vitality which we know begins with the forming of faith at home and in communities. Your churchwide system is working to open more space for innovation, while engaging the challenges of racism, sexism, opening ourselves to create sanctuary and continuing to receive the gifts of women even as we celebrate fifty years of the ordination of women. Your synod sees congregational vitality to include helping congregations listen to their mission context, developing lay and rostered people to guide us into the next chapter of ministry in Jesus name. We are working on encouraging people to consider rostered service.

Your synod office is thankful for your ongoing generosity and support. We are thankful for the servants who serve and those who have dedicated many years of service (Carla Klawitter and Larry Streng, who retired this year). We are also thankful for all the people who are stepping forward to guide your congregation and synod.

*"But strive first for the kingdom of God and his righteousness,
and all these things will be given to you as well." - Matthew 6*



Southwestern Minnesota Synod Evangelical Lutheran Church in America
God's work. Our hands.

Senior Pastor Report 2019

The earth is the LORD's and all that is in it, the world, and those who live in it, (Psalm 24:1).

The Psalmist lovingly reminds us of being a part of God's created story. All things come into and are under God's care. Our church's story is deeply connected to God's care of the world in this time in place. Here we share in reminding the world of God's love. Here we join others in care and prayer. Here we proclaim what we know of God's love in Jesus' name. All this is done out of thanks for God, the creator – *"The earth is the Lord's and all that is in it..."*

In the last year, following *An East Side Story with God and Neighbor*, we have worked on **Welcome**. This included thinking about how we receive visitors and friends into our space. We have been blessed to install new furniture in the gathering area which blessed our fellowship. We are still planning the renewal of our carpet and adding a welcome center for guests and members to easily find and receive the information they need about our church and neighborhood. More to come in the first quarter of 2020!

The second theme of *An East Side Story* was **Inviting**. This word was meant to cover a review of our communication throughout the church in relation to technology. As you can read in the Technology report this has been an exciting year. Thank you to all that helped. You have noticed the updated website, our Facebook presence increase, the TVs in the gathering area, and behind-the-scenes review of our equipment for the staff. We have more to do but are off to a blessed start. Thank you!

The third focus of *An East Side Story* was **Caring**. This included the expansion of our Caring Ministry which walks with our members and community in all of life's journey. A special emphasis was placed on grief and visitation ministries. I can only give thanks for Caring Ministry Coordinator Deb Anderson. She has jumped in and been a partner in sharing God's love for the community. Thank you as well for all those willing to visit, write cards, call, email, and communicate to our members wherever they are. This ministry will continue to grow in the years to come.

I turn now to some future hopes for our parish and some recognitions of where we are already being called. The first is the calling of a faith forming Pastor/Deacon/Lay person to join us. Early in the coming year, we will be working with Salem's Youth, the larger congregation, and our synod to come up with some core hopes of who we are and where we are being called as a discipling community. This person will have a holistic ministry which will include worship, discipleship for our community, and look with the council at our neighborhood for partnership and outreach.

In the last year we have seen the start of Salem's Green Team and will continue to partner with them on creation and life building opportunities. We have recognized and will emphasize our need for growing Adult opportunities beyond our Caring Ministry. And lastly will continue to encourage and expand our forums to include not only religious but community building speakers to show us the world in which we live and where we are intersecting with our neighbors. May God bless our efforts!

Thank you to our Salem Church family for your love, prayer, and partnership in the gospel! *Making Jesus Known* together!

Thank you to all the volunteers! You are a light to the world!

Thank you to the staff for all your work and love often behind the scenes!

And thank you O' God! For the earth is yours and all that is in it!

God be with you,
Pastor Timothy W. Routh, January 2020

2019 Annual Meeting Minutes

Salem Lutheran Church Annual Congregational Meeting January 27, 2019; 11:45 AM – 1:00 PM

Minutes (approved 2/21/19)

Pastor Tim Routh opened the gathering with a prayer.

Call to Order. Pres. Emily Fischer called the meeting to order at 11:55am. After declaring a quorum, she appointed Tellers to tally votes. Ground rules for the meeting were presented.

Larry L. moved approval of the agenda, Mill L. second. Motion passed without objection.

2019 Elections. Debra Carlson, Nominating Committee Coordinator, presented the candidates for Salem Council and Foundation. There were four candidates for the Council seats: Stefan Freeman, Pauline Bratt, Dayton Herbranson, and Tim Backes. Three candidates for the Nominating Committee: Debra Carlson, Lisa Miller, and Lanette Wise. Two candidates for the Foundation: Anthony Farag and Kevin Johnson. No candidates for Synod Assembly. President Fischer opened the floor for nominations. Lori Potter, Kathy St. Martin, and Susan and Dennis Bengston nominated themselves for Synod Assembly. Since there are only allowed three for Synod Assembly, either Susan or Dennis would be an alternate. There were no other nominations from the floor. At this point members voted and Tellers picked up ballots for tabulation.

Carol Voss of the Nominating Committee read the **RESOLUTION of THANKSGIVING for GIFT OF SERVICE:** *These people: Bruce Johnson, Roberta Schiel, and Susan Douma, have graciously given of themselves for the sake of the work of Christ's Kingdom here at Salem Lutheran Church, serving as council members. Therefore, be it resolved, that we, as a congregation called Salem Lutheran Church, do offer thanks and praise to God for the witness and service of these members who have now completed their terms as elected leaders of our congregation.*

Reports.

2018 Financials. Steve Behrenbrinker gave a review of this past year's budget and its approval and looked at the itemized financials. He shared that this last year had some challenges: Salem had to borrow twice from its Working Capital Reserve (savings) account in order to fulfill commitments. However, he also shared some highlights, such as raising over \$50,000 for our organ and reducing our mortgage debt by a significant amount, putting the total under \$100,000.

Ministries. Pastor Tim referred the congregation to the various ministry reports shared in the Annual Report packet that was handed out at the Annual Meeting. He also shared his gratitude towards Dr. Ben Durham, our pastoral intern and his continued ministry at Salem. Pastor Tim also gave thanks to Eric Blake who will be leaving Salem for another calling after over 22 years of ministry.

Salem Foundation. Karla Myers, Salem Foundation's chair, shared that it has not been as successful year as last year. Due to the drop in the stock market, the Foundation has lost money in its investments. However, its savings bonds have had an increase. With this challenge, it was still able to give \$69,700 to various ministries and benevolences. Other highlights of the year included: making updated changes to the by-laws, setting up a tax ID number specifically for Foundation, adopting a gift acceptance policy, continued giving of scholarships to students, and an audit done by Frank Lancorich.

New Business

2019 Ministry Plan & Budget. Steve Behrenbrinker explained the proposed 2019 budget. He noted that this year’s budget is a 5.5% increase from last year’s budget. It defers an audit voted upon by the Council until 2020. It also defers the East Side Story stewardship campaign unless Salem is able to take in more than the approved budget. Summary of the proposed budget is as follows:

Revenue

Contributions	\$586,100
Other Reciepts	\$21,000
<hr/>	
<i>Total Revenue</i>	<i>\$607,100</i>

Expenses

Administrative/Office	\$42,800
Education/Faith Formation	\$19,500
Missions/Community Outreach	\$28,800
Personnel	\$389,550
Property	\$110,150
<u>Worship/Music/Cong. Life</u>	<u>\$16,300</u>
<i>Total Expenses</i>	<i>\$607,100</i>

Brian M. moved to approve the 2019 Budget, Todd T. seconded. Motion passed without objection.

Election Results were reported by President Fischer. She thanked the Tellers and the Nominating Committee for their work.

Council: Stefan Freeman, Pauline Bratt, Dayton Herbranson, and Tim Backes (3 year terms).

Nominating Committee: Debra Carlson, Lisa Miller, and Lanette Wise (3 year terms).

Foundation: Anthony Farag and Kevin Johnson

Synod Assembly: Kathy St. Martin, Lori Potter, and Susan Bengston. Dennis Bengston, alternate (1 year terms)

Kevin J. moved and Janet T. seconded to adjourn the meeting. The motion passed without objection. The meeting adjourned at 12:52 pm.

Respectfully Submitted:

Holly Palmersten
Council Secretary

Council President's Report of 2019

We have had a wonderful year at Salem. Firstly, I need to thank all of you for your prayer and support of our mission. None of the things we've accomplished would have been possible without you.

The biggest accomplishment of the year is the retirement of our mortgage. Through our campaign to retire this debt, you not only supported this desire of the Council, but far surpassed it. We were able to put an additional \$25,000 into an interest-bearing CD in order to earn additional funds.

Our environment went through many changes in 2019. We endured a long summer and fall of road construction on 4th Ave. The road conditions and lighting are now much improved. We will begin having to pay our assessment for these improvements beginning in November of 2020. This past year we have also added improved signage to the interior of our building- helping visitors, guests, and members to better navigate Salem. We had a project to replace the long fluorescent tubes with LED lighting. We have also improved the furniture in our Gathering Area. Every week I see people using the new conversation areas and I hope that you are enjoying the opportunity for fellowship.

The year 2019 brought about some staffing changes, too. We have added Deb Anderson as the Caring Ministry Coordinator, Tom Speckhard as our Director of Worship and Music, and Peter Erickson as our Interim Youth Director. We have seen wonderful growth in the areas of the Caring Ministry and Worship. We look forward to continued service in these areas. Peter has done a wonderful job of helping to continue our youth programming and confirmation as well as helping us to evaluate our needs going forward. We are planning to permanently staff the youth and family programming area in 2020.

The mission of Salem has continued to develop this year. We are telling an East Side Story with God and Neighbor by welcoming many inside our walls through hosting Community Meals, Fare for All, and community speakers like St. Cloud's mayor Dave Kleis. We grew outside our walls, too, by supporting missionaries and causes like the Lenten quilting and the Prayer Shawl Ministry. I pray that 2020 will bring us continued growth in our mission and our faith.

In Christ,

Emily Fischer, Council President

Treasurer's Report

The financial state of Salem Lutheran Church is very good. As you recall in early 2019 Eric Blake, former administrator for Salem resigned and the Treasurer absorbed some of the financial and administrative duties because it was undetermined when and who would fill these responsibilities long-term. The Treasurer received training from Eric on the accounting practices in place. Later we contracted with an employment agency to hire Tammy Sturm as a temporary finance clerk. Due to her great work she also learned the accounting practices and we later hired her as the part-time permanent Finance Clerk. Previously the Kahara Accounting firm was processing our accounts payable and the payroll. We have now purchased software for the Finance Clerk to process all of the Accounts Receivable and Accounts Payable. The Kahara firm is now only processing our payroll. This is saving Salem a significant amount. The beginning balance in the General Fund Account Checkbook as of January 2, 2019 was \$32,355.51. The balance in this account as of December 31, 2019 was \$153,024.69. The Dedicated Account Fund balance as of January 2, 2019 was \$140,845.56. The balance in this account as of December 31, 2019 was \$97,662.09. The total 2019 Annual Income was \$623,565.38 compared to the total 2018 Annual Income of \$601,864.06 a 3.6% increase.

The total 2019 expenses were \$501,724.96 compared to the total 2018 expenses of \$598,558.54, a 16.2% decrease. During the year we have identified and implemented a number of cost saving measures and we will continue to do that in 2020. We have also created a Finance Committee of members that have expertise in finances to assist in developing and maintaining excellent financial practices. The committee will also be conducting an internal audit of the 2019 finances. Reasons for our very good financial status include not being fully staffed during 2019 and paying of the mortgage in April. We have carefully developed a 2020 budget that includes additional staff in 2020. We also deposited funds into two certificates of deposit.

Bremer Certificate of Deposit: \$50,000; opened 5-20-2019; Maturity Date: 3-20-2020 at 2% interest rate

Bremer Certificate of Deposit: \$25,000; Opened 7-12-2019; Maturity Date: 5-12-2020 at 2% interest rate

The following is a comparison of income and expenses between 2018 and 2019.

Total 2019 Budget:	\$607,100.00	Total 2018 Budget:	\$641,460.00
Total Actual 2019 Income:	\$623,565.38	Total Actual 2018 Income:	\$601,864.06
Total Actual 2019 Expenses:	\$501,724.96	Total Actual Expenses:	\$598,558.54
Net Income:	\$121,840.42		\$3,305.52

(includes borrowing from Reserves)

Submitted by Stephen Behrenbrinker, Treasurer

Finance Committee

Finance Committee Report for the 2019 Salem Annual Report

The Finance Committee consists of the following members:

Stefan Freeman, Chairperson; Council Vice President

Stephen Behrenbrinker, Salem Treasurer

Larry Logeman, Congregation Member

Julie Johnson, Congregation Member

Wayne Anderson, Congregation Member

Justin Hauer, Congregation Member

Jan Hallan, Congregation Member

Pastor Tim Routh, Staff

Tammy Sturm, Finance Clerk

The purpose of the Salem Finance Committee is to:

- Review the monthly financial reports generated for the General and Dedicated Accounts of the church and provide input and feedback to the Treasurer, Finance Clerk and staff. This includes monthly income and expense reports.
- Assist in the development and management of the annual operating budget of the church.
- Assist in reviewing and updating Salem's Financial Procedures and Practices
- Assist in procuring or performing an annual audit (internal or external)
- Assist in developing short-term and long-term financial goals for the congregation

The Salem Finance Committee will function as an advisory work group and will report to the Salem Executive Committee and Church Council.

-The committee will communicate via email regularly and meetings will be scheduled by the Treasurer as needed.

The committee participated in the development and review of the proposed 2020 budget and will be facilitating an internal audit during the first quarter 2020.

Submitted by,

Stephen Behrenbrinker

Personnel Committee Report- 2019

Council Representatives: Emily Fischer, Steve Behrenbrinker, Linda Carr

The Personnel Committee had a busy year with finalizing job descriptions for the staff positions at Salem. We worked to make sure we have a common format for the descriptions and common language throughout. I want to extend a big thank you to Karen Fuglie and Dan Weber for serving as congregational representatives to our committee to help in this task. We also are involved in staff reviews.

Respectfully submitted,

Emily Fischer, Council representative to committee

Stewardship Committee Report - 2019

The members of the Stewardship Committee are Stefan Freeman, Linda Carr and Stephen Behrenbrinker. The committee was very active this year with four different stewardship projects; Burn the Mortgage Campaign, Noisy Offering Campaign, the 2020 Pledge Drive and the End of the Year Giving Campaign.

The Burn the Mortgage Campaign was held in the Spring and collected a total of \$74,680.00 in donations. We paid off the mortgage of \$49,557.10 on June 4, 2019 and deposited the balance of \$25,122.90 in a short-term Certificate of Deposit at 2.00% interest rate at Bremer Bank. The maturity date is March 20, 2020 and will be used to buy-down the balance of the street improvement special assessment which totals \$139,534.96 with the first payment due November 2020.

The Noisy Offering campaign was held in November 2019 and collected \$2,737.96 and the proceeds were donated to the Lutheran Disaster Relief Fund.

The 2020 Pledge Drive was also held in November 2019. We collected 88 pledges totaling \$282,000.

The End of the Year Giving Campaign consisted of a letter from Pastor Tim and President Fischer requesting year-end donations. It also included a complimentary calendar thanking members for their generosity all year long.

Submitted by Stephen Behrenbrinker

Salem Property Committee

Property Manager: Earl Kothman

Property Committee: Tim Backes, Kevin Johnson, Dayton Herbranson, Todd Theisen, Mert Thompson

2019 Projects Completed

1. Roof repaired.
2. Sidewalks leveled.
3. Split rail fence along walkway near Riverside Drive replaced.
4. New furniture purchased for the Gathering Area (Loveseats, Chairs, Settee and End Tables).
5. TV monitors for announcements and special occasions/events placed in the Gathering Area.
6. Kitchen range and ovens replaced.
7. Directional signage installed throughout the Church.
8. New Christmas tree purchased for the Sanctuary.
9. LED lightbulbs installed through the building replacing less efficient florescent tubes.
10. Contract signed with Novel Energy to make use of solar gardens, reducing electrical costs.
11. Security light installed in the parking lot near Door B.
12. Carpeting replaced in upstairs classroom.
13. Building Usage Policies and Procedures document updated.

Possible Future Projects

1. Resurface and stripe the parking lot.
2. Update the landscaping and shrubs around the church.
3. Update exterior church sign.
4. Upgrade kitchen range hood and fire suppression system.
5. Complete the renovation of the Gathering Area including new carpeting, coffee area, and welcome center
6. Upgrade security system and cameras.
7. Upgrade sanctuary sound system and make compatible with Bluetooth hearing aids.
8. Re-panel kitchen walls.

Nominating Committee

The Nominating Committee has 5 members in 2019, three members from the congregation (Lisa Miller, Lanette Wise, Debra Carlson), and 2 members appointed by the Council (Pauline Bratt and Kathy St. Martin). The committee's work involves 1) identifying openings and soliciting candidates for Church Council, Foundation Board, and Nominating Committee; 2) contacting candidates to fill identified vacancies; and 3) presenting a ballot of confirmed candidates to the congregation at the Annual Meeting.

Each year 4 church Council member's terms expire. In 2020 all 4 incumbents are in their first term, and 3 of the 4 chose to stand for another 3-year term. Micah Stoeckel has agreed to stand for the open 3-year term council position, and appears on the ballot along with the 3 incumbents April Leeb, Janet Tilstra, and Steven Behrenbrinker.

In March 2019 and again in June 2019 there were resignations from the council. Per the Salem Constitution C12.03, we went back to our congregation-generated candidate list, and Kathy St. Martin agreed to step into the vacancy created by the Holly Palmerston resignation until now, and the constitution also allows for her to stand for service in the 2020 year when the Palmerston term expires 2021. When the Carol Voss resignation happened in June 2019, the Nominating Committee again went back to the remaining names nominated October 2018, and exhausted it without any takers. On the suggestion of Pauline Bratt, council representative to Nominating committee, it was agreed to offer the 6-month remaining term to Susan Douma who had been on council the previous year. She will not stand for another year, and David Leitzman has agreed to stand for the one-year remaining of the Voss term.

There is one vacancy on the Foundation Board, and Jim Ringwald has agreed to stand for that 3-year term.

All three congregational members of the nominating committee have agreed to serve again next year. Any one of us would willingly step down if there are folks interested in serving on the nominating committee. A careful reading of the constitution and by-laws does not reveal any length of term for these positions, nor is there any in the Committee Overview.

--Debra Carlson

Foundation Board

Salem Foundation 2019 Annual Report

The Salem Foundation was established in 1983 to provide support for the charitable, educational and religious purposes of Salem Lutheran Church.

Gifts Received

One gift was received and deposited in 2019 for \$1,000.

2019 Investment Portfolio Performance

	<u>2018</u>		<u>2019</u>	
Net Investment Earnings	\$(83,131)	(8.09%)	\$219,309	23.29%
Savings Bonds earnings	\$ 20,008	4.00%	\$ 19,521	4.00%
Net Earnings	\$(63,123)		\$238,830	

Bremer Portfolio Annualized Returns

2019	23.29%	
3 year	11.31%	
5 year	8.00%	
Since inception in 2001	6.11%	

Andy Anderson Contributions to the Foundation

Wells Fargo is the trust administrator for this estate. Salem receives 10% of the annual allocation from this trust.

2018 \$ 8,125

2019 \$10,950

We were informed in December that beginning February 15, 2020 the monthly allocation will increase to \$1,400.

Foundation budgets for 2019 and 2020 are attached.

Youth allocation in 2020 is \$0 because no request was submitted.

2019 Highlights

- Redeemed \$33,177.60 in Tutch savings bonds
- Awarded 7 Betts and 1 Mohs scholarships
- In October offered an Adult Forum presentation about the Foundation and showcased several grant recipients.
- Provided a \$500 matching gift (the first time the Foundation has done this) to the church for the disaster relief noisy offering
- Awarded over \$75,000 in grants, the biggest budget to date for the Foundation
- Unofficial audit was completed by Frank Loncorich

Thank You to the Foundation Board of Directors: Steve Behrenbrinker-Treasurer, Walter Erickson, Anthony Farag, Karen Fuglie-Vice-President, Kevin Johnson, April Leeb, Pastor Tim Routh, Janet Tilstra-Secretary

Karla Myres
Salem Foundation President

Salem Foundation, Inc. 2019 Actual Spent and 2020 Budget

(A) Mission and Ministry	2019 Actual	2020 Approved
Salem Library	\$400	\$300
Milestone Ministry-First Communion	\$300	\$0
Salem Seminary Assistance Fund	\$500	\$1,000
Wednesday Night Meals	\$200	\$300
Praise Team	\$800	\$0
Sanctuary Choir	\$800	\$0
Adult Forum	\$600	\$2,000
Santa Lucia	\$700	\$800
Handbells	\$1,200	\$0
Prayer Shawls	\$200	\$0
Salem Youth Programming	\$10,000	\$0
Community Meals	\$2,000	\$2,000
Caring Ministry	\$500	\$500
Intern Support	\$1,000	\$0
NEW Requests:		
Salem Kids (3 requests)	\$0	\$1,100
Older Adult Ministry	\$0	\$2,500
Salem East Side Mission	\$0	\$4,000
Pastor Sabbatical	\$0	\$800
TOTAL	\$19,200	\$15,300

(B-1) Local Benevolence

Salvation Army	\$1,500	\$2,000
St. Cloud Crisis Nursery	\$3,000	\$4,000
Anna Marie House	\$1,000	\$1,200
St. Cloud Stand Down	\$ 300	\$500
NAMI St. Cloud	\$400	\$400
Food Baskets for Veterans	\$300	\$500
MLK Service/Celebration SCSU	\$500	\$800
Big Brothers-Big Sisters	\$1,500	\$1,700
Habitat for Humanity	\$3,000	\$4,000
Terebinth Refuge	\$1,100	\$2,000
Great River Chorale	\$100	\$0
Good Samaritan	\$200	\$0
Place of Hope	\$1,000	\$500
Shower the People	\$800	\$1,800
Tri-County Humane Society	\$100	\$0
New Requests		
Lumin Campus Ministry	\$0	\$1,000
Luther Crest Bible Camp	\$0	\$2,000
Juneteenth	\$0	\$200
LSS Refugee Services	\$0	\$1,000
Rice Area Quilting	\$0	\$500
TOTAL	\$14,800	\$24,100

(B-2) Non-Local Benevolence

LWR School Kits	\$900	\$900
LWR Personal Care Kits(Salem)	\$500	\$500
Companion Synod with So. Africa	\$500	\$0
Orango Widows & Orphans	\$800	\$900
Ramas-Vivas-Wolford(L. Johnson)	\$2,000	\$3,000
Helps International Guatemala(L. Johnson)	\$1,000	\$1,000
Outreach Africa	\$1,500	\$0
ELCA Missionary Sveholm(L. Johnson)	\$1,000	\$1,000
YWAM Anders Benoit (L Johnson)	\$1,000	\$1,500
Global Health Ministry(Bandages)	\$500	\$500
Habitat Mission Trip (Julie Johnson)	\$0	\$1,000

New Requests

ELCA Missionary Carol Schwantes	\$0	\$1,000
YWAM Arielle Benoit	\$0	\$1,000
TOTAL	\$9,700	\$12,300

(C) Capital Improvements	\$12,000	\$12,000
TOTAL	\$12,000	\$12,000

(D) Designated Funds Student Scholarships

Mohs Scholarships	\$500	\$500
Betts Scholarships	\$7,000	10,000
TOTAL	\$7,500	\$10,500

(E) Foundation Expenses

TOTAL	\$1,086.12	\$2,000
--------------	-------------------	----------------

GRAND TOTAL 2019 Budget \$69,700.00
2019 Actual Spent \$64,286.12

Approved 2020 Budget: \$76,200

Music and Worship Annual Report

We are blessed to have a very gifted and dedicated group of individuals who lead and participate in the music here at Salem. I will give a brief overview statement and then we will include individual reports from each group.

We continue to reap the rewards of the restoration work we did on the organ. What a blessing to have Charles Echols and Mark Froland playing the organ here at our church. They are the backbone of the music at the 8:30 Service and we thank them for all the beautiful hymns, liturgy, and special music they have given us this year. We look forward to many more inspiring music works in the future. I know I personally look forward to the organ postlude every week.

A heartfelt thank you to Lori Potter for her inspiring work with the handbell groups again this year. The Hallelujah Handbells and Heavenly Metal bell groups continue to be the envy of the St cloud area. When she took the youth handbell group out to participate in concerts with choir groups of the area countless people came up to me praising the group and asking how we did it. The answer of course is you just need a Lori Potter.

Lori Carr continues to lead the youth praise group Wired with great success. She is a gifted and dedicated leader I join with the whole congregation of Salem in thanking her for all she does. The group is a gifted group of individuals who give many hours of extra time and effort help in the spiritual growth of their peers. We are blessed to have such a vibrant group among the youth of Salem.

Sharon Litzau has graciously agreed to head up the projection team for the worship services. Her dedication and problem-solving abilities are extremely valuable to the community of Salem. She has done an amazing job training a group of wonderful parishioners for projection at both the 8:30 and 10:30 services. They include Kristina Verstyak, Doug Yager and Dayton Herbranson. Our thanks go out to all of them for volunteering their time and effort to enhance the worship experience of the congregation. We are still hoping to find more volunteers in order to insure coverage of services throughout the year.

I am privileged to work with the wonderful people of the Sanctuary Choir and Praise Team as their director. Each group does a wonderful job working to grow their strengths in service of the congregation. They rehearse very hard in an attempt to deepen the congregations understanding of the scriptures and sermon each Sunday.

Goals for the worship and music area of Salem include but are not limited to:
Continue to increase efficiency and communication for the logistical parts of the Music Program. This includes special music occasions such as weddings and funerals.
Invite Musicians of the greater St Cloud Area to share their gifts with Salem

Find New ways of sharing our musical gifts with our St cloud neighbors

Continue to encourage members of the congregation and community to consider involvement in these groups.

I am blessed to be working with such a wonderful group of individuals.

In Christ,
Tom Speckhard

2019 - HANDBELL ANNUAL REPORT

Salem finished the ringing season in May with three handbell groups: Hallelujah Handbells (adults), Heavenly Metal (Jr/Sr high), and Rockin' Ringers (elementary school). As we entered the new ringing season in September, the young ringers' groups were merged into one due to not enough ringers for two groups ranging from grades 4-12. This has posed a challenge to find music that the younger ringers are able to play plus keep the high school ringers challenged. So far I believe I have met that challenge.

We rehearse on Wednesday evening and each group plays an average of one Sunday per month arriving for run-throughs at 7:30am and play at both services.

In January, the community handbell group, River City Bronze, comprised of ringers from six different churches presented our first concert. Four ringers from Salem were part of this group. Lori Potter was one of the three ringer/directors. It was enjoyed by all and plans are in the works to bring the group together again in the spring of 2020.

In July, Lori Potter attended the National Handbell Festival in St. Louis, MO. This is always a wonderful event for classes, concerts, listening to new music, and reconnecting with friends from across the nation.

December brought the annual Santa Lucia Festival of Lights at which the Hallelujah Handbells provided prelude, offering, and postlude music.

The Salem Ringers are members of the Handbell Musicians of America, Area 7, which includes Minnesota, Wisconsin, North Dakota, South Dakota, and Manitoba.

I continue to catalog and update the handbell music using Excel spreadsheets and file cabinets.

As a director, I am blessed to have such dedicated ringers and parents. Thank you to all of them and to the congregation for all the support and appreciation of our hard work.

Ring to the Lord!!

Lori Potter
Salem Handbell Director

PRAISE TEAM REPORT

We are grateful for the opportunity to serve God by singing His praises with a singing congregation. Music is chosen in an attempt to deepen the congregation's understanding of the scriptures and the sermon message at the 10:30 service. We continue to rehearse on Wednesday evenings from 7:45 to 8:30 or 9pm depending on the week and 9:30am Sunday mornings. We have several instrumentalists in the band who rotate weeks or add in when possible in order to accommodate the busy schedules of our members. Due to scheduling difficulties, we still mainly rehearse the band and singers separately. The team has achieved a great deal even with this schedule. We work to accommodate the busy schedules of modern families. This has created challenges but has allowed us to keep Praise team members active and involved in sharing their gifts with the congregation. We are learning new music on a regular basis as well as working to bring life to old favorites. As always we are very thankful for the pianist of the group Patty Jenson. Patty's dedication, energy and kind spirit are among the Praise Teams greatest assets. Also thanks to Jane Borron for her help with cataloging our music. She is often the glue that helps keep us on track.

We are always open to new singers and instrumentalists and have added new members over the past year. We are still trying to recruit instrumentalists who are 20 and older for those Sundays when there are youth events and many of our instrumentalists are not available. We at times add paid professional musician to our group which has been very beneficial to the Praise Team and congregation alike. We are grateful for the opportunity to use our gifts to praise God and look forward to another year of leading the contemporary music for the 10:30am service. I am blessed to work with this group of people who are so open to God's Holy Spirit as they humbly offer their musical gifts in support of the 10:30 worship service.

In Christ, Thomas Speckhard

SANCTUARY CHOIR REPORT

The Sanctuary Choir continues to lead the musical worship, primarily at the 8:30am service. Music is chosen in an attempt to deepen the congregation's understanding of the scriptures and the sermon message. We have a strong core of singers whose dedication over the years has built up the ensemble to the high standards we enjoy today. We continue to enjoy welcoming new members. Singing in the choir is part of the members stewardship and worship. Special thanks goes out to Chriss Ann Johnson, our choir librarian for all of her extra work keeping us all in line with our music. I want to personally thank her for her organizing skills and for being a wonderful sounding board for any concerns I may need to discuss. Thank you also to Patty Jenson, our accompanist. She is a tireless worker and joyful spirit to have at rehearsal.

We continue to rehearse Wednesday evenings from 6:15 to 7:30pm. From September through May we sing at the 8:30am services 2 or 3 times per month. The group meets to warm up and rehearse at 8:00am on those mornings. In trying to work with people's busy schedules, we welcome those who want to share their musical gifts as schedules permit. Throughout the year we include both professional and accomplished amateur instrumentalists to enrich the experience of the congregation in reflecting on God's word. In this spirit we will continue to try to have a small chamber orchestra for the 8:30 Easter Service. It is a blessing to work as Sanctuary Choir director at Salem and to be able to work with such sensitive and dedicated musicians in God's service.

In Christ, Thomas Speckhard

WIRED (SR High Youth Band)

Mission: Wired is a Salem Senior High Youth-led worship leading team whose purpose is to bring others into meaningful worship and stronger relationship with a Living God and His Son Jesus Christ while growing in faith and love together.

Vision: As individuals, each of us will strive to worship God every day through the way we live, by staying grounded in the Word and being present in practice. As a group, we strive to praise God in the most heartfelt, humble, musically excellent way possible. We are committed to God, to each other, and to growing both musically and spiritually.

Values: We treasure the gifts God has given each of us and try to be good stewards of the time, talents and resources each of us brings to the group.

Overview: Wired joyously leads a time of praise and worship on Wednesday nights during lent, and Wednesday nights at least one per month for Youth Group, and provides all music for the junior/senior high Fall Retreat.

To start the 2019-2020 year, we had a Saturday retreat to unite and work on music for Fall Retreat. It was a great way to start the year!

We have a 7 member team of youth this year and they have been introducing new songs in order to enhance the worship experience.

The Wired adult leader this year is Lori Carr. I want to offer my sincere thanks to the parents of Wired members, as well as to the congregation for their continued prayers and support of this ministry.

In Him, Lori Carr (*Wired Adult Leader*)

Salem's Caring Ministry

Salem's Caring Ministry was formed about 2 years ago in an effort to support pastoral care and reach out to our Salem family in times of need; especially during and after hospitalization, a death, or isolation from our Salem Church community.

We function under the supervision of Pastor Tim Routh. Our work is confidential, and we are blessed to currently have nine active, caring and dedicated volunteers on the Caring Ministry Team. We have met monthly to study and support one another as we gain knowledge and skills from materials of the Stephen Ministry.

As we become aware of a Caring Ministry need, a team member is matched with that individual. Our team members also bring Communion to those not able to attend church.

The Salem's Caring Ministry once again sponsored a lovely Service of Healing and Remembrance for those with grief and loss. This is the third time we have offered it and we thank Deb Peterson for her expertise and leadership in providing this service.

We have reached out to and served many individuals over the past 2 years. It is an honor and pleasure to support the people we visit.

If you are interested in joining our team, or feel the need for this ministry, please contact Deb A or Pastor Tim at 320-252-1625.

Thank you for your prayers, encouragement and financial support.

Thanks also to the Salem Foundation for the 2018-2020 financial grants.

In His Service with the Caring Ministry Team,

Deb Anderson, Coordinator

deb@salemstcloud.org

Youth and Family Ministry – 2019 Report

2019 was both a time of significant change and hope for youth and family ministry at Salem Lutheran Church. With the departure of youth and family staff in early 2019, there was a gap of both ministry engagement and clarity about the future of youth ministry. In late summer and early fall, I had the opportunity to have good conversations with families, adults and students.

There were some prevailing feelings:

- Grief about the transition and some lingering confusion
- A deep desire to support young people in our ministry practices
- A desire to walk intentionally and carefully when planning
- Hope for the future

The fall began with a meeting in August with HS students and adult leaders to think, dream and plan for youth group this fall/winter.

Here is some program highlights from youth group:

- Practicing worship liturgy and traditions by building on WIRED nights
- Developing a theme about listening (to God, to the world, to each other) focused on living in the tension we experience on a daily basis
- Inviting Kim Olstad to facilitate a process of respectful conversations to build skills of listening and asking questions
- A fall retreat with 35+ students and adults. WIRED provided worship leadership, students engaged in the word, and lots of games and good food were enjoyed despite the rainy weather
- Youth group created welcome baskets for the family supported by SLC through Habitat for Humanity
- Youth group participated in Christmas decorating and Santa Lucia

This winter, the hope is to lay some groundwork for summer prior to Pete's departure. Here are things being worked on or planned:

- Winter retreat (January 17-20)
- A plan for Lent worship
- A plan for summer camping and program opportunities
- Work with the council to engage the congregation in a staffing model for YF ministry

All of this work in the interim has been fueled by love – which hopes all things, believes all things, and endures all things. May God's love dwelling in us strengthen and encourage us in all things.

Many thanks to the dedicated adult and student leaders who have worked so hard to create consistency and meaning in this year of transition! You are blessed to be a blessing. Peace and Promise,

Pete Erickson, Interim Youth Ministry Director

Sunday School and VBS

Salem's Kids serves children of Salem in Preschool - 6th grade. Currently 35 kids are registered and attending on a regular basis.

I've adjusted the curriculum this year after talking with our teachers and observing that the DigIn curriculum just wasn't interesting or varied enough for our kids. This year we've returned to some successful programs used in the past.

PreK-K is using Play 'n Worship which takes our youngest kids through a weekly bible story in a fun and interactive nature.

1st/2nd and 3rd/4th is using Travel Guide to the Fruit of the Spirit. Each week they explore how to be strong in the decisions they make and live out the Fruit of the Spirit in their daily lives.

Club 5/6 is engaging in deeper conversations in their more relaxed pre-teen setting with the Grapple Jr. curriculum.

Milestone Ministries continue to be a vital part of our programming. I have the pleasure of leading families through special instructions prior to the milestone celebrations during church services. This year, Pastor Tim allowed me the honor of leading our families through the First Communion milestone. We have chosen to open this milestone up to all children in 1st grade and older who feel ready to participate in the milestone. On November 24th, we had 11 children participate in this very important milestone.

In January, we celebrate all those baptized in 2019 by gifting them with a beginner bible or devotional.

In March, our 3rd graders will attend the Hands-On bible classes and receive their bibles!

Our 6th graders will be celebrated in May as they complete Salem's Kids and prepare to move on to Confirmation!

Vacation Bible School was held in July this year, our theme was Roar and everyone had an amazing week learning how Life is Wild and God is Good. There were 23 children enrolled in this VBS this year with 16 incredibly loving and dedicated volunteers. Evening VBS has been a positive change for many, but I will be sending out a survey this year to try and find the best solution for the majority regarding time of VBS (morning/evening) and time of summer. My hope is to find the best fit that allows for as many of Salem's Kids and our community members to attend as possible!

Parent and volunteer communication has been provided through a monthly newsletter, email, phone calls, and information handed out in class and through our Facebook page and updates on the Salem website.

A large project continued from last year, and spearheaded by Katie Stoeckel has been cleaning and organizing the resource room. This has been a huge undertaking and I am incredibly grateful for Katie, Alicia Brott, Eva Stoeckel and Ethan Stoeckel who have done an amazing amount of work. It makes planning and preparing for our lessons each week much easier when I can find everything!

I am incredibly grateful for all those who have chosen to volunteer with our Sunday school program this year. The children are so blessed to be surrounded by so many loving and caring adults that truly shine with God's Love.

Thank you for supporting Children's ministries at Salem.

Jodi Burling, Sunday School Coordinator

Current Registration - 35 kids

Volunteers

Preschool/Kindergarten - Juliet Brambrink, Amanda Yager

1st/2nd Grade - Drew Burling, Lindsay Shwantes

3rd/4th Grade - Stacey Sheetz

Club 5/6 - Julie Stoeckel, Micah Stoeckel

Substitutes - Jenny & David Russell, Sarah Welch

Giving

Operation Christmas Child - 50 boxes packed and delivered to the local OCC drop off location

Offering supports child from Compassion International

Donation to Shower the People

Blessing Bags made for Shower the People, donation of extra supplies

VBS offering to Water for Tanzania and Eastside Boys and Girls Club

2020 Proposed Budget - Steve Behrenbrinker

	2019 Budget	2019 YTD (as of 12/31/2019)	2020 Proposed	Regular Budget Comments
<u>Contributions</u>				
General Contributions	\$558,500.00	\$583,185.00	\$564,000.00	1% increase \$5,500
Loose Offering	\$8,500.00	\$7,979.07	\$8,500.00	
Lenten/easter Offerings	\$8,000.00	\$6,414.60	\$7,000.00	
Thanksgiving Offering	\$3,000.00	\$16.00	\$3,000.00	
Christmas Offering	\$2,500.00	\$5,063.73	\$2,500.00	
Radio Fund Receipts	\$3,600.00	\$3,225.00	\$3,600.00	
Communion, Bulletins, Flowers	\$2,000.00	\$1,945.00	\$2,000.00	
Total Contributions	\$586,100.00	\$607,828.40	\$590,600.00	
<u>Other Receipts</u>				
Church Usage	\$3,000.00	\$3,145.00	\$3,000.00	
Reimbursements	\$6,000.00	\$7,477.13	\$6,000.00	
Dedicated Mission Support	\$2,000.00	\$217.00	\$0.00	
Other Receipts	\$10,000.00	\$4,897.85	\$10,000.00	non-member checks
Total Other Receipts	\$21,000.00	\$15,736.98	\$19,000.00	
Total Receipts	\$607,100.00	\$623,565.38	\$609,600.00	
<u>Administrative Expenses</u>				
Office Expenses	\$19,000.00	\$21,973.38	\$19,000.00	-
Telephone Expense	\$4,400.00	\$3,377.56	\$4,000.00	
Postage Expense	\$3,700.00	\$2,723.30	\$3,700.00	
Netgain Computer Contract	\$4,200.00	\$4,101.12	\$4,200.00	Netgain server \$4,100 2019
Accounting Service	\$9,500.00	\$4,813.30	\$2,000.00	Kahara \$150/mo 2019
Pledge Envelopes	\$1,200.00	\$1,106.96	\$1,200.00	
Miscellaneous Expenses	\$500.00	\$1,470.47	\$2,000.00	
Background Checks	\$300.00	\$0.00	\$300.00	
Audit	\$0.00	\$0.00	\$0.00	2019audit to be completed by Finance Com
Total Administration/office	\$42,800.00	\$39,566.09	\$36,400.00	

	2019 Budget	2019 YTD (as of 12/31/2019)	2020 Proposed	
Young Adults Ministry	\$1,000.00	\$617.91	\$0.00	(SNAS)
Confirmation	\$500.00	\$180.33	\$500.00	
Youth and Family Ministry	\$7,500.00	\$4,688.65	\$7,500.00	formerly youth
Yourth and Family Transportation	\$7,500.00	\$2,191.41	\$7,500.00	Formerly Youth
Sunday School-(preschool)	\$2,200.00	\$1,854.89	\$2,200.00	
Adult Education	\$500.00	(\$82.40)	\$2,000.00	
Library/Archives	\$300.00	\$483.04	\$300.00	
Total Education/Faith Formation	\$19,500.00	\$9,933.83	\$20,000.00	
<u>Missions/Comm. Outreach</u>	-	-	-	
Synod Benevolence	\$10,000.00	\$10,000.00	\$15,000.00	
Local Benevolence	\$7,000.00	\$6,999.00	\$7,000.00	
Radio Broadcast	\$4,500.00	\$4,500.00	\$4,500.00	
Media Outreach (publicity)	\$1,700.00	\$1,349.12	\$1,700.00	
Global Mission	\$4,000.00	\$1,000.00	\$1,000.00	Svehold ministry
Synod Assembly	\$1,000.00	\$874.10	\$1,000.00	
Great River Conference	\$600.00	\$483.00	\$600.00	
Stewardship	\$0.00		\$500.00	
Eastside Story	\$0.00		\$10,000.00	
Total Missions/Comm. Outreach	\$28,800.00	\$25,205.22	\$41,300.00	
	2019 Budget	2019 YTD (as of 12/31/2019)	2020 Proposed	
<u>Personnel Expenses</u>				
Salaries & Wages	\$260,000.00	\$220,436.15	\$275,000.00	add FT associate for 9 mos + 3% COL*
FICA	\$16,100.00	\$13,169.19	\$17,000.00	
Housing Allowance	\$14,700.00	\$14,409.64	\$14,700.00	*subject to adjust
Pension/medical/dental/life	\$70,000.00	\$53,448.59	\$70,000.00	
Travel	\$9,000.00	\$5,423.37	\$9,000.00	
Continuing Education	\$4,000.00	\$2,527.30	\$4,000.00	
Casual Labor	\$2,250.00	\$17,777.59	\$5,000.00	interserve \$1,950/mo Wacosa
Pulpit Supply	\$500.00	\$1,100.00	\$1,500.00	*subject to adjust
Pastoral Support/Sabbatical Fund	\$13,000.00	\$2,448.64	\$500.00	
Total Personnel	\$389,550.00	\$330,740.47	\$396,700.00	

<u>Property Expenses</u>				
Insurance	\$10,500.00	\$10,284.25	\$10,500.00	
Mortgage Payment-princ. & Int.	\$53,000.00	\$21,602.10	\$0.00	
Electricity	\$21,000.00	\$19,358.41	\$21,000.00	
Water & Sewer	\$1,650.00	\$1,539.08	\$1,700.00	
Maintenance/property	\$24,000.00	\$28,301.85	\$24,000.00	Incl.2 mo spec assmt + bulb pmts of \$195/mo
Property Accrual Account	\$0.00		\$10,000.00	
Narhex Refresh	\$0.00		\$29,900.00	flexible amount to balance budget
Total Property Expenses	\$110,150.00	\$81,085.69	\$97,100.00	
<u>Worship/Music/Cong Life</u>				
Worship Supplies	\$8,000.00	\$6,257.06	\$8,000.00	
Organ/piano Maintenance	\$2,000.00	\$1,045.38	\$2,800.00	
Sanctuary Choir	\$1,500.00	\$1,769.31	\$1,500.00	
Handbell Choirs	\$500.00	\$853.94	\$500.00	
Praise Team	\$1,500.00	\$994.51	\$1,500.00	
Music Support	\$0.00		\$2,800.00	T Speckhard request for additional musicians
Wired Youth Worship Team	\$300.00	\$300.00	\$300.00	
Handbell Maintenance	\$2,000.00	\$3,698.46	\$700.00	
Stewardship	\$500.00	\$275.00		
Total Worship/Music/Cong Life	\$16,300.00	\$15,193.66	\$18,100.00	
Total Expenses	\$607,100.00	\$501,724.96	\$609,600.00	
NET Income	\$0.00	\$121,840.42	\$0.00	
NET Income Actual				

IT and Social Media Report - Jodi Burling

In the fall of 2019, a technology team was formed to address several areas of concern regarding technology at Salem.

There are two primary teams: communications and systems.

The communication team includes Jodi Burling, Julie Johnson, Phil Rogholt and Janet Tilstra and has focused on streamlining communication for Salem members.

This has included:

- An update and revisions to our website, www.salemstcloud.org
- Regular updates to our facebook page
- Moving forms into digital formats, including foundation requests, time and talent form and scholarship applications.
- Adding email sign up to website to collect member's email addresses.
- Beginning in Winter 2020, newsletter will be sent out electronically to all members who opt-in on our church website.

The systems team has been reviewing software and hardware systems to make recommended changes, updated and purchases.

This has included:

- Removing bulletin board/glass case in welcome center and replacing with screens to run bulletin updates and church news.
- Reviewed staff computers
- Laptop computers purchased to replace desktop computers for Jodi Burling and Tom Speckhard

71stth ANNUAL SANTA LUCIA FESTIVAL OF LIGHTS - 2019

The Santa Lucia Festival of Lights celebrated its 71st year with the crowning of Drew Burling as St. Lucia and Ethan Logeman as St. Knut. Salem member Alena Inoyatova was the speaker. Her presentation of Christmas in Russia was moving and heartfelt. 2018 Santa Lucia Taylor Gessner, relayed how she spent her year as Lucia. We had 200 in attendance and 180 for breakfast. It was a beautiful morning at Salem.

A huge Thank You to our youth that were involved, the 2019 readers were Carl Shobe and Hudsyn Gessner; Tärnors were Katie & Eva Stoeckel, Hudsyn Gessner, Sarah Doroff June Wilson, & Abby Tingblad. Star Boys were Memphis and Chase Adamek-Lyon; Ushers were Micah & Ethan Stoeckel, The always enjoyable Tomtens were Sophie Fischer and Greta Schwantes.

Thank you for the wonderful music from Lori Potter and the Hallelujah Handbells, Swedish soloist Chris Ann Johnson, and pianist Patty Jensen. Michael Zellgert accompanied the piano with his violin and it was beautiful.

2019 was a wonderful year for cookie bakers! The committee moved to online signups for bakers and our numbers increased! Thank you to all the wonderful bakers who make breakfast tasty! We also purchased 60 pounds of potato sausage 180 oranges, lingonberries, and Suft. Our Wednesday baking night in the Salem kitchen was wonderful. Many hands rolled out dozens of lefse, spritz and krumkake. Thank you to the Wilson and Yaeger families plus Renee Kaluza for all their hard work.

The committee also continues to deliver or have members deliver programs and cookies to our homebound Salem members who are unable to drive or attend the festival. These individuals were delighted with the visits and the cookies. Thank you to Deb Anderson and Julie Johnson for the many deliveries. The Scandinavian Gift Shop out of Alexandria who sold their wares as well as Tracy Birr who sold her tasty and popular Almond Cakes and lefse. The Sons of Norway also had a table of information to share. Our Scandinavian market continues to grow each year.

Susan and myself could not pull off this huge event without our excellent committee chairs: Nancy Street & Joy & Bill Palmquist run the kitchen, Kathy St. Martin helps with any task we assign, Deb Carlson – decorations chair, and Sarah Theisen – publicity. We cannot forget to mention Rita Doroff and the Micah & Julie Stoeckel family without their many many volunteer hours on many tasks made all our workloads lighter.

We appreciate all the offerings that were received during the service, and financial support from both the Salem Foundation and others that love this wonderful event at Salem. The committee ordered a new sanctuary Christmas tree that filled the space this year! Thank you to property committee for the financial support of this purchase.

One final thank you. The Youth Group was a tremendous help this year. Moving all the round tables and chairs, decorating, hauling trees up. They were just fabulous and turned a 3-4 hour job into 1 hour. It was just awesome to have their help this year. Thank you again to all who helped in big and small ways. It's a wonderful and light filled event that fills our heart with the Christmas spirit.

Susan Shobe & Julie Johnson, Santa Lucia Co-chairs

Mission and Ministry Reports

Global Health Ministries (Helping the Hands that Heal)

Global Health Ministries was formed in 1987 in Bloomington, MN, to support any Lutheran Group that offers to support to medical work overseas. It provides funds for overseas Lutheran Health Care projects to gather and ship medical supplies and equipment and to recruit long and short term health care workers. Bandages are badly needed in these clinics, primarily in Africa and India.

The Salem bandage makes meet each Wednesday at 11:00am to make badly needed bandages from donated white sheets. Now thousands of bandages have been delivered by our members to the GHM warehouse in Minneapolis.

It is a faithful and hardworking group and we welcome new members.

Green Team Report

A fledgling Salem Green Team organized itself April 28, 2019 in an Adult Forum. It is an active adjunct to the ELCA Lutherans Restoring Creation grassroots movement promoting Care for Creation.

To date the team has:

- *implemented the kitchen committee's recommendation to eliminate styrofoam cups from Salem's use;
- *worked on inventory of Salem's resource use to date;
- *Adult Forum for personal responsibility regarding waste September 29, 2019
- *introduced use of compostable and recyclable single use cups, plates, and utensils at the August Picnic Worship and the November Pie Fest;

Goals for 2020 include:

- *conducting a Waste Audit;
- *work with a local Girl Scout troop on a Community Garden;
- *possible Creation Care covenant at worship service near Earth Day;
- *plantings after boulevard work;
- *expand team to include Master Gardener and Arborist.

2019 WOMEN'S BIBLE STUDY CIRCLES AND GROUPS

Three groups of women met monthly for Bible study and fellowship either at Salem or in homes. Members took turns leading the discussions and hosting the meetings.

Lydia Circle meets the third Wednesday morning of each month. It gave money to the Anna Marie House. Its leader is Sally Koester.

Hannah Circle meets at in the gathering area on the third Tuesday of each month. It used the Gather Magazine Bible studies. It provided homemade treats for the coffee time on the first Sunday of each month and gave the money to a designated needy project. Circle contacts are Joyce Wilson and Joan West.

These groups were encouraged to participate in the Convention of the Southwest Synod Women of the ELCA, in the fall and spring gatherings of the Great River Conference, and other activities of the Women of the ELCA.

Respectfully submitted,

Joyce Wilson

LWR SCHOOL KITS

Salem members also gave items and funds for 602 LWR School Kits including the 120 made by Ann Olson and her granddaughters. The Foundation gave \$750 for this project and postage to send the kits to their final destinations. The online Tracker informed us that the kits were sent to Honduras

Respectfully submitted,

Joyce Wilson

2019 World Day of Prayer Annual Report

The 2019 event about Solvenia was on March 1 at St. Augustine Church along with 7 other churches. It is an international event that unites Protestant, Roman Catholic, Orthodox and other Christian women and men in 179 countries.

Spoken in hundreds of languages and dialects, it strives to bring 'informed prayer and prayer fun action,' (WDP motto) to life in our communities and world to bring about peace and justice."

The March 2020 observance written by the women of the Zimbabwe. The theme is "Rise! Take your Mat and Walk." Watch for more details.

Respectfully submitted,

Joyce Wilson

LIBRARY/ARCHIVES

The library added 64 books in 2019.

Circulation numbers are as follows:

Adult Books – 135

Children's Books – 52

Children's DVD's – 23

Thanks to everyone who donated books and materials. It is very much appreciated. Books that are duplicated or cannot be used are donated. Recommendations and suggestions are always welcome.

In September the library sponsored a Special Story Time for children and parents. Thanks to Jane Odgers for presenting the book "Sammy and His Shepherd" written by Susan Hunt. Everyone enjoyed refreshments and a gift bag thanks to Thrivent Financial.

Sunday mornings are a good time to browse our collection. It's a quiet place to relax and a good time for families to look through books on our children's bookshelves and check out what's new on our library cart.

We thank the Salem Foundation for generously supporting our library and the Salem Church Council for money from the general fund.

We would also like to thank everyone who has used the library and extend a sincere welcome to all to visit our wonderful facility.

Respectfully submitted,

Salem Library Committee

Suki Zellgert

Carolyn Tobiassen

Barbara Herbranson

Fare for All Food – The Food Group

2019 was another successful year serving households of all income levels in the St. Cloud metro area. The months of April, November and December led the way with the very popular Holiday Packs featuring turkeys and hams. Additionally each month there is a “Hot Buy” item or two, sometime including vegetables grown on the Food Groups own farm located in the Twin Cities Metro Area.

We were honored to have retired and now volunteer Scott serve as the Fare for All’s on-site representative in November while regular Lindsey was attending a seminar. Chris continues to deliver and set-up the products and most months helps along the distribution line or runs carts. We really appreciate the dedication and enthusiasm of our Food Group Fare for All partners and the quality, very reasonably priced food products provided.

The success of the Salem sponsored Fare for All program continues to be due to the many dedicated, efficient volunteers that come out each month to register purchasers, manage the cashier line, record the sales, collect the funds, monitor the free bread table, fill and load the purchased items and the check to make sure the items purchased are correct. Last but certainly not least are the shopping cart pushers whether in rain, snow or sunshine accompany the purchaser to their vehicle and help load.

A shout out and word of thanks to Viv for making sure Fare for All dates and product information is placed in the bulletins and projected on the overhead screens; to Earl and Eddy for the setup, take down and the following day cleanup. Earl and Eddy also serve as cart pushers.

Several times this past year the “Shoe Bus” was also on site and will continue to be in 2020. Look for announced dates that will be published in the bulletin. The Shoe Bus features footwear of all sizes for sale to anyone. Adult shoes \$10 for new shoes and \$5 for gently used; Children shoes \$5 for new and \$2 for gently used.

New volunteers are welcome and much appreciated. A volunteer signup sheet is in the Gathering Area for the two Sundays preceding each month’s Fare for All or, signup in the Sanctuary pew black book.

As always thanks goes out to everyone for all the support in making the Fare for All program the success it is!

Wendy Shaler

Local Program Coordinator

85+ BIRTHDAY CELEBRATIONS

Thirty-nine volunteers were scheduled to individually meet with or send cards to 47 members who are 85 years old or older. The volunteers did something special for and appropriate to the needs of each of these members on or near his/her birthday and sometimes met with them more often. The program continues. Respectfully submitted, Joyce Wilson

LWR PERSONAL CARE KITS

One hundred LWR Personal Care Kits were assembled and packed, delivered to the LWR Warehouse and distributed from there to people in need throughout the world. Many donated to this project including the Salem Foundation.

Prayer Shawl Ministry

2019 was a very busy and exciting year for our ministry. We did not have the Mitten Tree but spent some time making lap blankets for our Veterans. We delivered nine to the local VA hospital.

Our priority is still our prayer shawls and 33 were given this year along with 14 pocket prayer squares.

Our prayer is that you will consider giving a prayer shawl or pocket prayer square to someone you know who is going through an illness or a difficult time for comfort knowing that many prayers were said during and after its completion. You are also encouraged to give one for a milestone birthday, graduation or other important event.

We are passionate about Making Jesus Known through our ministry. We invite all to join us on Thursday afternoons in the church library from 1-3pm. Expert or novice all are welcome and needed to continue our ministry. We are excited to have you join us. Please feel free to contact any of us for more information. Thank you for your encouragement and continued support of our ministry.

Barb, Karen, Darlene, Sherry, Kathy and Linda

Safety and Security Committee Report

The Safety and Security Committee addressed several issues at Salem this year. We sponsored two training sessions for the ushers with emphasis on medical emergencies and overall safety at church.

The speakers included Gregg Zastow from the St. Cloud Fire Department and a safety officer from the St. Cloud Police force. We updated the safety procedure manual, and have it distributed throughout the building.

We put together an Usher Box that is located in the copy room that includes identification badges, first aid kits and safety procedure manuals for the usher's use. The sessions were well attended by many ushers. To address ongoing safety concerns Salem hired Darin Jahnke to be the safety officer on Sunday mornings and we hired long-time member Bruce Mohs to be the safety officer on Wednesday evenings.

This has gone well and we will continue this into 2020. We also reviewed the fire extinguishers and AED equipment in the building to make sure they were working properly.

One goal in 2020 is to present a safety training session for all members as an adult forum and possible consider offering a CPR class for members if there is interest.

Submitted by Stephen Behrenbrinker

Lutheran World Relief Quilt Project

As in 11 years, quilts were assembled during the Lenten season, on Wednesdays during Lent. About 25 members gather in the basement to layer and tie them together with crochet thread.

Members then take them home to bind the edges together which completes the 60x80" quilt which is distributed to those in need around the world. In 2019, we completed 189 quilts. Of those 18 were purchased by members for \$50 each.

This money is used for shipping costs and buying materials for the next year. There also were 3 quilts which were sold via silent bids. These were beautifully created pieces given by our members.

Finally, 171 quilts were transported to the St. Paul LWR warehouse for distribution. Thanks be to God for our who members sew, tie, buy, and transport these items of warmth and comfort for our brothers and sisters in Christ. We are blessed to be a blessing...God's Work, Our Hands. Joan West

Community Meals

God provided generously in 2019 With Abundant Blessings for Community Meals by providing the necessary “ingredients “ to keep Salem’s Mission healthy and growing.

In 2019 approximately 60 community neighbors entered Salem’s doors on the 2nd & 4th Sun of each month for our Mission Meal and God’s Word - a 13 % increase in attendance over 2018.

Thank you to the following :

- ...Our devoted volunteers who share their compassion and talents
-Salem’s financial support
-Salem’s appreciation for the mission
- God, for carrying us

Thank you to All who have made this Blessing possible.

We anxiously await the Church members participation as we enter 2020. It is our opportunity to change lives and do Gods work in our community with passion and love.

Susan Seldeen, Community Meal Coordinator

Parochial Report

New Members: 6
Marriages: 1
Funerals: 5

Confirmed: 7
Baptisms: 4
Dismissals (Transfers): 27

Average weekly attendance: 213

Church Staff Listing

Pastor Tim Routh – Senior Pastor

Email: pastortim@salemstcloud.org

Finance Office – Tammy Sturm

Email: finance@salemstcloud.org

Viv Kloskin – Administrative Assistant

Email: viv@salemstcloud.org

Tom Speckhard – Director of Worship & Music

Email: tomspeck@salemstcloud.org

Jodi Burling – Children’s Ministry Coordinator & IT

Email: Jodi@salemstcloud.org

Deb Anderson – Caring Ministry Coordinator

Email: Deb@salemstcloud.org

Peter Erickson – Interim Youth Director

Email: Pete@salemstcloud.org

Earl Kothman – Property Manager

Eddy Setterholm –Property Assistant

Charles Echols – Organist (Primary)

Email: cechols@stcloudstate.edu

Mark Froland – Organist (Secondary)

Email: merkamerk@hotmail.com

Lori Potter – Handbells Coordinator

Email: ljpottern@yahoo.com

Patty Jensen – Accompanist Sanctuary Choir & Praise Team

Email: pljensen519@yahoo.com