

SALEM LUTHERAN CHURCH

ANNUAL REPORT OF 2019

**Salem Lutheran Church
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SALEM LUTHERAN CHURCH STAFF

Mike Briggs	Pastor
Tammy Martin	Office Manager
Chanda DeVilliers	Financial Manager
Glen Helm	Facilities Coordinator
Kennedy Niska	Choir Director
Kevin Edstrom	Handbell Choir Director
Becky Klingelhofer	Organist/Pianist and Praise Team Director
Noreen Steinbrecher	Praise Team Director
Don Hales	Director of Outreach
Deb Selk	The Mustard Seed Manager
Julie Fritz	The Mustard Seed Assistant Manager
Joey Serfling	The Mustard Seed Assistant
Dee Dee Frahm	Salem Outreach Facilitator
Steve Weishalla	Salem West Delivery Director

VOLUNTEER MINISTRY COORDINATORS

Sherri Godfrey & Kathi Sharp	Kitchen Coordinators
Meriellen Pisarek	Control Booth & Website
Jessica Jones	Cradle Roll
Kim Coughlin/Sherri Godfrey	Wedding Coordinators
Barb Schiffler	Altar Care
Nancy Meyer	Communion servers & Readers
Roger Prill	Ushers
Marlene Prill, Sandy Kretlow	Care & Share
Meriellen Pisarek	Technology Team

CONGREGATION COUNCIL

Each Congregation Council member is elected to a 3 year term and may be elected to a second, consecutive 3 year term. The four Council officers and the Pastor make up the Executive Team.

Council Member	Position	Year Elected	Council Term #	Term Expires
Briggs, Pastor Mike				
Carlson, Mark	President	2017	1	2020
Frahm, Jake		2018	1	2021
Peggy Blistain		2019	1	2022
Huntley, Joel		2015	1	2021
Mitchell, Jeff	VP	2018	1	2021
Tracy Perpich	Secretary	2019	1	2020
Paul Tesdahl		2019	1	2022
Tichenor, Terry	Treasurer	2017	1	2020
Jena Reed		2019	1	2022

(Tracy Perpich is serving one year team is completing the term for John Wojciak)

MEMORIAL FUND COMMITTEE

Each Memorial Fund Committee member is elected to a 3 year term and may be elected to a second, consecutive 3 year term.

<u>MEMBER</u>	<u>TERM #</u>	<u>TERM EXPIRES</u>
Cathy Aykens	2	2022
Mary Erickson	2	2021
Myrna Nelson	1	2020
Marlene Prill	1	2021
Debbie MacKay	1	2022
Lisa Slepica	2	2020

OUTREACH GOVERNING BOARD

Each member of this board is elected to a 3 year term and may be elected to a second, consecutive 3 year term.

<u>MEMBER</u>	<u>TERM</u>	<u>YEAR ELECTED</u>	<u>TERM EXPIRES</u>
Don Hales – Director of Outreach			
Kim Coughlin	1 (3 yr.)	2018	2021
Joyce Kohnen	1 (1 yr.)	2019	2020
Noreen Steinbrecher	1 (3 yr.)	2018	2021
Cathy Aykens	1 (3 yr.)	2019	2022
Chuck Lubowitz	1 (3 yr.)	2019	2022

Terry Tichenor – Council Representative, voting member
(Joyce Kohnen is completing a 3 yr. term vacated by Bev Kunz)

SYNOD ASSEMBLY VOTING MEMBERS

Jerry & Shirley Huxford – visitors in 2019, voting members in 2020

VOYAGEURS LUTHERAN MINISTRY DELEGATES

Kris Schmidt
Dee Dee Frahm

NOMINATING COMMITTEE

Jan Danger, Nancy Johnson, Bev Kunz, Barb Schoon, Herb Schoon, Ken Stebbins

AVERAGE WEEKLY WORSHIP ATTENDANCE in 2019: 144

† PASTORAL ACTS 2019

BAPTISMS

Nathan Charles Perpich
Colton Richard Jones

NEW MEMBERS

Darrin & Melissa Deseth, Emmet, Owen, and Abe
Faith Fageroos & Ryan Brovold, Hunter Johnson
Megan Felthous & Bryan Syrstad
Tracy Perpich and Nathan
Sandra Tietz
Warren Balfany
Annette Larson

AFFIRMATION OF BAPTISM

Barrett Rezac
Emmet Deseth
Brandon Kunz
Owen Deseth
Abe Deseth

FUNERALS

Paul Olson
Eldon Reeves
Jim Bendorf
Jerry Pflapsen
Scott Bundy
Myrt Bollenbacher
David Olson
Cleone McGillivray
Eileen Harrison
Dan Goodwin
Rena McCaill
George Pettersen

PASTOR'S REPORT

The first thing I want to say is, "Thank You!" Thank you for your generosity serving our Lord, sharing your time, talents and treasure in ministry here. It is truly remarkable what you do every day! Welcome Team sends a list of activities to visitors and new members to give them ministries where they might participate. Listen to just a partial list of what you are doing:

There's the choir, bells, and praise band. Folks can volunteer at Salem West and/or Mustard Seed. There are dinner and a movie nights the 3rd Tues. of the month, quilting with the Piecemakers and knitting with In Stitches on Tuesdays, Men's Bible study on Fridays, Women's Bible study on Wednesdays and Coffee Klatch Bible study at Heartwood the 4th Friday at 1pm. Folks can help lead worship at Crosby Nursing Home or help deliver Meals on Wheels.

Kid's Club meets Wednesdays during the school year, as do confirmation classes. During Lent there's Wed. worship & lunch at noon, Wed. supper and worship at 5:30, and 1st Communion classes on Sundays.

Salem offers dynamite VBS in June, and prepares 100 sack lunches every Friday during the summer for Lunch Bunch. There's a Camp-out near Walker in June, a Men's Fishing Retreat at Lake Kabetogama in July, Bible camp for youth and families all summer, and a Women's Bay Lake Retreat in October.

The whole community's invited to Summerfest in August (which you work on all year long), Trunks for Treats in October, a Community Thanksgiving Dinner in November and an Advent Dinner in December, not to mention Volunteer Appreciation Dinners in May & Oct.

You do all that in addition to wedding and funeral ministries, maintaining the building and property, welcoming visitors and new members, supporting a missionary in Liberia, a camp in Honduras, a meal center in Brainerd, a Habitat for Humanity build in Deerwood and so much more.

It is remarkable what you do every day. Thank you!

2019 has been a year of transition. In the last 16 months or so Salem lost well over 50 years of institutional memory and experience as staff members moved on to new chapters in their lives. But new people have stepped in and are doing excellent work, Kennedy with the choir, Tammy in the office, Chanda as financial manager, Mark & Debbi as custodians, Don as director of outreach, Steve and Erica at Salem West, and Julie, Bev, and Joey at Mustard Seed. Be sure to thank them for their work!

Special thanks to Faith Formation for stepping up to continue Sunday school, Kid's Club, and other ministries in the absence of staff leadership. VBS was the big one. One month before VBS they found out that VLM had to cancel all Day Camps due to lack of employees. The volunteers flew into action, pulled it all together and did a magnificent job.

Over 30 years ago Salem adopted a mission statement:

We exist to:

Welcome people to Jesus Christ,

Equip people with a faith that works in their lives, and

Send people into the world in Jesus' name.

Our mission statement helps us to remember why we're here. It helps us keep the main thing the main thing!

Two years ago Salem adopted a 5 Year Action Plan:

"In addition to maintaining ministries and programs that are working well, Salem members identified 4 areas of ministries they felt God calling us to concentrate on in the next 5 years. (Evangelism, Youth & Family, Adult Faith Formation, Stewardship) In response to our changing world Salem's council, committees, and individuals, are encouraged to engage in faith-filled experiments, to try at least 2 new ministry ideas per year."

In the last 2 years there have been many faith-filled experiments in ministry! There's a new Kid's Club, a Grief Group, speakers for the organ. We swapped preachers for Lent and summer creation care. Groups created letters for new arrivals in town and pew cards welcoming parents and small children. We tried going to 1 worship service, took confirmands to camp and synod gatherings, advertised at Back to School Night, and had one of our youth (Jasmine Siliznoff) elected to the NE-MN Synod Lutheran Youth Organization (LYO).

Not all experiments are successful, of course, but we learn from all of them. Thank you for sharing your energy and creativity! I look forward to another year of innovative faith-filled experiments in ministry!

In all of the work we do together, we rest in the promises of our Lord to make it prosper. Jesus said in John 15: *“I am the vine, you are the branches. The one who abides in me and I in them, he it is that bears much fruit, for apart from me you can do nothing... You did not choose me, but I chose you and appointed you that you should go and bear fruit and that your fruit should abide; so that whatever you ask the Father in my name, he may give it to you.”*

Father, bless these your people here at Salem. Bless their efforts and the ministries in this place. Let them prosper and be all to your service and your glory. In Jesus’ name. Amen.

- Pastor Mike Briggs

Salem’s Mission

9/29/17

We exist to

- Welcome** people to Jesus Christ,
- Equip** people with a faith that works in their lives, and
- Send** people into the world in Jesus’ name.

Salem’s Guiding Principles

1. Jesus is our Lord and Savior. (Philippians 2:5-10)
2. Every person is a beloved child of God. (Acts 10:34-36, 15:13-19)
3. We seek to grow as disciples of Jesus. (Acts 16:5)
4. The Spirit calls us to step out in faith. (Acts 10:9-16, 19-20, 28-29, 16:9-10))
5. We serve God by serving all without distinction. (Matthew 25:37-40)

Salem’s 5 Year Action Plan

In addition to maintaining ministries and programs that are working well, Salem members identified 4 areas of ministry they felt God calling us to concentrate on in the next 5 years. In response to our changing world Salem’s council, teams, committees, and individuals are encouraged to engage in faith-filled experiments, to try at least 2 new ministry ideas per year from the list below or from their own ideas.

Evangelism: How do we “**Welcome people to Jesus?**” Some ideas include:

- Reach out to the neighborhood with faith
 - o Pray for the unchurched and events outside our walls during worship
 - o During worship, 2 times per year, train all Salem members to welcome and engage newcomers
 - o Create at least 2 outdoor public worship services per year.
 - o Sponsor events to which the entire community is invited such as open gym nights at the Auditorium, etc.

- Create “Rock the House” worship experiences
- Reach out to those who’ve fallen away
 - Make contact with members who’ve been absent 4 consecutive weeks
- Reach out to the next generation
 - Sponsor at least 4 inter-generational faith events per year
 - Nurture mentor relationships in FINK, Sunday school, etc.
 - Create an “Every Kid Goes To Camp” culture, and full camperships to make it possible
- Reach out to New Members
 - Create and distribute welcome gifts to 1st and 2nd time visitors
 - Enlist and train “befrienders” who will journey with new members for 1 year
 - Quickly incorporate new members into small groups, studies, and activities that fit their interests and abilities
- Study other churches to learn best practices

Youth & Family Ministry – How do we **Welcome** and **Equip** Youth in new and compelling ways. Some ideas include:

- Mountain bike ministry
 - Bike clinic & blessings
 - Intergenerational rides
 - Multiple church events
 - Extra bikes for those who don’t have a bike
- Mini Series that appeal to youth
- Create Youth friendly culture and worship
 - Empower and train youth to lead all parts of worship
 - Incorporate smart phones and social media into communications, study and worship
- Reach out to Young adults
 - Monthly Beer & Hymns or Wine & Word events at a local establishment
 - Coffee shop
 - Create online worship opportunities
 - Create a Salem App for smart phones
- Reach out to Families
 - Create a small group for Moms
 - Use the popularity of, and information from, VBS to draw families
 - Encourage and promote “Faith 5” family devotion time
 - Create a Pre-school
 - Experiment with new ways to equip busy families with a faith that works in their 24/7 lives

Adult Faith Formation – How do we **Equip people with a faith** that encourages personal and corporate growth and knowledge of Jesus? Some ideas include:

- Create a congregation wide small group series for Lent or another season
- Create 2 new confidential focused prayer groups
- Create monthly Adult Sunday School/Forums with guest speakers/presenters
- Enlist 4 Salem members per year to attend Lay School of Theology
- Promote/initiate/develop in-home Bible study/small groups

Stewardship – How do we **Equip people** with a generous faith and **Send people** to serve God with everything they have? Some ideas include:

- Offer an annual “Financial Peace University” style course
- Enlist Salem members to tell “Why I give” faith stories during offering time quarterly or monthly
- Teach about money without asking for any at least 2 times per year using the principles: 1) It all belongs to God, 2) I am a steward, 3) How I live with money is a faith issue
- Create a menu of ways to give that are convenient for 21st century Christians such as credit/debit card kiosks or online apps for electronic giving
- Develop planned gift education programs

WOMEN’S RETREAT ~ Karla Peterson

Thirty four women attended the 2019 Annual Women's Retreat October 11-13 on Church Island, Bay Lake. Joining the Salem women were 17 women from First Lutheran Church in St. Paul. This was the 28th year for our retreat with the past 11 at Bay Lake Camp. This year's theme was “Never Lose Your Sense of Wonder” led by Pastor Chris Olson Binge, senior pastor of First Lutheran Church of St. Paul. Pastor Chris drew upon resources from books like *Sleeping with Bread*, the practice of *Lectio Divina* to help us discover God's invitation to love, our memories of play and even a bit of rap music! We sang, danced, created projects, had quiet time for reflection and enjoyed socializing with old and newly made friends. Tasty snacks and the wonderful fall inspired meals prepared by the Bay Lake Camp staff fueled our journey of wonder. Beautiful fall colors beckoned from windows and paths. A frosting of snow courtesy of chilly temperatures added to the wonder while jackets, gloves and hats kept us warm. Evaluation responses reported the weekend was well received, and plans are already being made for next year’s retreat set for the second weekend in October, 2020. We have room for more women, so please consider joining us next year!

MEN’S RETREAT ~ Gary Guida

Well, 2019 is here and we all have new calendars. This is the time for penciling in the dates of the 2019 men’s retreat to keep those days open for this annual event. Days are getting longer and soft water will be here before you know it.

This year’s Salem Men’s Retreat will take place July 15th through July 18. Our good friends at Kec’s Kove on beautiful Lake Kabetogema will host our group once again. Their hospitality has been unequalled for

the past number of years and that keeps us coming back for more. If you have never gone to our retreat at Kab, you will be in for a great treat. Our evening bible discussions have been very casual and usually led by our pastor. I, for one, am inspired and blessed with new insights and inspirations after each trip.

As in the past, we encourage members to invite non Salem-ites to attend. The “Send” part of our Welcome, Equip and Send motto is evidenced when we take our faith into the community and promote the word to others.

So, mark your calendars with the dates July 15-18 filled in for Men’s Retreat. Registration forms will soon be available on line (for our snowbirds) and at the kiosk in the Narthex. Soft water is just around the corner. Until then, sweet dreams of walleye, northern, bass and perhaps a monster sturgeon bending your rods and stretching your six pound test lines. \$50.00 will reserve your place on this much anticipated event.

If you are at all curious about this much anticipated time of fellowship and fishing, talk to any of our past retreat participants. They will be happy to share their experience. Mark your calendars and plan on attending!

Salem’s Retreat Committee

FAITH FORMATION TEAM

In the absence of a Children's Ministry Coordinator, the Faith Formation Team has planned and carried out faith formation activities with volunteers.

Prayer Buddies – adult members pray for children in the congregation. We currently have 12 Prayer Buddies praying for twelve children.

Vacation Bible School in June was a success because so many volunteers stepped forward when VLM was not able to come. Plans are being made to have VLM lead Vacation Bible School this year.

VLM Camps – Dee Dee Frahm and Kris Schmidt are our delegates this year. More information on Camp Sunday and registration will be coming soon.

Trunks for Treats was very popular this year with over 200 participants. We had businesses join us in providing treats. Thank you to all who helped.

Kids Club continues to be our largest regular activity with approximately 18 kids each time. Volunteers plan and supervise learning activities, Bible lessons, snacks, games and outdoor time for children in our congregation and community.

Sunday school is available during worship so that children can attend church with their families and get a lesson based on the “one room school” combining all ages.

Four students were confirmed last spring. We have six young adults participating this year and three new families are represented.

Six students and adult chaperones went bowling and shared pizza last spring. Another bowling night is being planned for this year.

Kids Bible Sunday is coming up on February 9th for 4th, 5th, and 6th graders who have not yet received Bibles.

A Ski Trip is in the planning stage for this winter.

A Youth Works Mission Trip is being organized for this summer.

Confirmation students will be meeting with Faith Mentors during Lent.

We really appreciate the volunteers who make these opportunities happen. Thank you so much for sharing your time and talents.

FACILITIES TEAM

Our team, the custodian, and many volunteers have been busy this past year working on many projects to take care of maintenance and repair of our facility.

Here are some of the larger items that have been done at Salem in the last year.

- (1) Volunteer patching and repainting of some of our damaged sanctuary walls.
- (2) Volunteer building and painting new organ speaker platform in sanctuary sacristy.
- (3) Volunteers filling in for custodian cleaning and snow shoveling duties for Glen's vacations and emergency surgery. (thank you Mark and Debbi for taking on our temporary custodian job)
- (4) Volunteer replaced boards on our benches in the columbarium area.
- (5) Many Volunteers doing the annual spring and fall cleanup of both inside and outside of our church.
- (6) Having contractor repair damaged dumpster area fence.
- (7) Having contractors repair parking lot blacktop.
- (8) Having contractor paint new striping on parking lot.
- (9) Volunteers planting flowers and tending them all summer.
- (10) Volunteers installed chair rails on back wing wall of sanctuary.
- (11) Volunteers have been working on Salem LED sign project.

Salem team wants to thank all that have helped improve and maintain our facility. (JOB WELL DONE)

OUTREACH

Greetings from the Outreach Community. Therefore, having this ministry by the mercy of God, we do not lose heart.

It has been a very busy and rewarding year, here are some of the things Outreach is involved in:

Deliveries to families 645

Individuals touched by these deliveries 1,200

Loads of laundry over 4,000

Summer Fest

Lunch Bunch

Soup Kitchen

Diaper ministry

Clothing ministry

Quilting ministry

Jail ministry

Teen Challenge

Honduras mission

Our church touches over 10,000 people per year. FANTASTIC!

In February we went to Honduras and distributed 460 pairs of shoes and met a missionary who is building homes for people who are in desperate need of housing, this appears to be the path that we will following for the foreseeable future.

In July we celebrated ten years at the Mustard Seed. June saw us break ground for the addition at the store and we opened in October.

I want to thank our wonderful volunteers, staff and every person of this congregation who so willing supports the work that Jesus gave us.

To the world you are just one person, but to one person you could be the world!

God's love and peace!

Don

SALEM LED SIGN UPDATE

The LED sign committee has been working thru 2019 on possible designs, locations and pricing. We have worked with Albrecht Sign Company from Fridley Minnesota. They have given us some designs that would incorporate our existing Salem granite sign. Their pricing came in over our budget and also would have include some Salem volunteer labor.

With that and the fact that we would need another company's input on possible designs, locations and pricing. We are presently working with Ross Louis Sign Company out of Bemidji Minnesota with their proposal. (This is the company that built and installed the LED sign for Bethlehem Lutheran Church, which is located on hwy. 210, by Cub.)

Our committee goal is to have this phase completed by spring so that our new LED sign can be installed this coming summer.

LED sign committee (Ernie Erickson, Harry Kahnert, Helen Ryan, Pat Sylvester, Kay Cooper)

LIBRARY TEAM

The Salem Library looks out into the Memorial Garden and has a cozy fireplace with chairs for reading and relaxing. In addition to over 2000 books, there are videos, DVDs, CDs, audio books, and games available for check out.

We have a great variety of reading material in the library – something for everyone's reading tastes: Bibles, Biographies, Devotionals, Christian Life, Fiction, Church History, Young Adult, Children's Books, Music, Movies, and Games.

A collection of Outreach Resources deal with sensitive topics – grief, addiction, mental health, cancer, etc. These are on a shelf labeled Outreach Resources to the left of the fireplace. To respect privacy, these resources do not need to be signed out. There is not a time limit. They may be taken out when needed and returned.

Checking out library materials: Your library check out is an honor system. After you select a book, video, DVD, CD, or game, please write your first and last name on the card from the pocket on the item to be checked out. Stamp or write the date due on the card and date due slip. Please leave the card in the file on the desk. You may keep a book for up to 4 weeks and other materials for one week. Please place your returns in the basket so the cards can be put back and the items put away in their correct location.

The Salem Library continues to be blessed with gifts, donations, and memorials. There is a selection policy to help with the purchase of new items and weeding of old. We accept suggestions and donations to buy new books. We will also look over books that you may want to give away and decide if they are

appropriate for the Salem Library. If we have duplicates or do not need them, they are donated to other libraries, the Little Free Libraries, the jail ministry, or the Mustard Seed.

WELCOME TEAM

Members: Pastor Mike, Jan Danger, Becky Guida, Jeff Mitchell (Council Representative), Tina Royer, Kristy Tesdahl

Pastor Mike invited us to begin a “Welcome Team” in 2018 to be active in welcoming people interested in joining Salem Lutheran, help them through the process, and making the event significant. We also were charged to plan events for our congregation that would be social, getting people acquainted.

In 2019, we became an “official” committee by the Salem Church Council that would be added to the church budget. To date, we have assisted in welcoming 15 new members. We give “new members” a gift bag upon joining, plan a reception with cake & coffee the day they join, present them with a boutonniere, and take their pictures to be shared on the bulletin board near Fellowship Hall. We also prepare gift bags that are on Welcome Table for visitors to our services.

We have taken welcome baskets containing Deerwood products and information to three new businesses in Deerwood: Whistling Pete Embroidery, Bill & Sherry Reffel owners; Raymond James Financial Services, Connie Wicktor, Gina Corrow & Ron Bardine; and Dollar General, Manager Carmen. They were very well received.

More projects:

- Through Crow Wing & Aitkin Counties we have attained names & addresses of new residents in the area, sent them a letter of welcome and inviting them to worship with us as well as a list of the activities in our church. We have contacted the Cuyuna Range Chamber & CI Courier for assistance in new residents as well
- Prepared and laminated letters to parents of small children to know we accept and rejoice having children in our midst, not to worry, and placed letter in pews.
- Had a “Song & Suds” Event at the Cuyuna Brewery inviting members, friends & neighbors to play Trivia, sing and share stories. A second social event is being planned for this spring.

We welcome anyone to join our team who would enjoy working on these events and projects with us. New ideas are appreciated. ~ Kristy Tesdahl

MEMORIAL COMMITTEE

This year we approved paying for part of the special Easter Music Trumpeter and continued with the Augsburg *Word in Season* devotionals. We awarded 5 campership scholarships and three \$500. Scholarships to the three High School seniors who applied. These will be paid out in December.

SALEM LUTHERAN CHURCH COUNCIL MEETING MINUTES OF NOVEMBER 19, 2019

Council Mission Statement: "We exist, with God's help, to provide leadership for the Salem Lutheran Church congregation".

Present: Ken Stebbins, Di Hein, Meriellen Pisarek, Pastor Mike Briggs, Terry Tichenor, Jeff Mitchell, Jake Frahm. Also present was Chanda DeVilliers, Finance Manager.

Absent: Mark Carlson and Joel Huntley.

Opening Prayer was led by Pastor Mike.

Approval of Minutes:

- A motion to approve the minutes from the Council meeting on October 17, 2019, was seconded.
- Motion carried.

Treasurer's Report:

- Council had lengthy discussion regarding the proposed 2020 Budget. Motion to accept proposed budget for presentation to the congregation for final approval was seconded. Motion carried.

Pastor's Report:

- On November 3rd, 2019, 13 people in 5 households who had joined Salem were publicly recognized.
- Kid's Club is up and running and is having a great turnout.
- 2020 Estimate of Giving Cards were returned on Consecration Sunday with 79 estimates of giving plus 25 units using Simply Giving. Last year there were 116 estimates of giving plus Simply Giving.
- The 2019 Nominating Committee has found candidates for all the open positions. Some positions have only as many candidates as openings.

Committee Reports:

- Reports were received and reviewed.

Unfinished Business

- Mark Carlson is working with the Bank to obtain the renewal of the parking lot agreement.
- Update from the Security Team. They met with Midwest Security and liked what they heard. The team will be meeting to discuss the next steps.

New Business

- Discussion was held regarding procedures for the Budget Meeting on November 27th and the Budget Meeting on December 8th. Counters for annual meeting will be Ken Stebbins and Meriellen Pisarek.
- Council discussed the Christmas offering designation. Motion that the Christmas offering goes 50% to Voyageurs Lutheran Ministry and 50% to our Missionary was seconded. Motion carried.

Meeting was adjourned.

- The next regular meeting will be on December 19, 2019 at 6:00 p.m. at Salem Lutheran Church.

- Closed with the Lord's Prayer.

Respectfully submitted by Meriellen Pisarek, Secretary

SALEM LUTHERAN CHURCH ~ ANNUAL MEETING OF THE CONGREGATION

December 8, 2019

(The congregation will vote on the approval of these minutes at the 2020 Annual Meeting)

Call to Order & Establish a Quorum: The meeting was called to order by Council President Di Hein, a quorum was confirmed.

Opening Devotions: Pastor Mike opened with a prayer.

Rules and Procedures of Meeting: Rules and procedures for the meeting were reviewed. Motion to follow the rules and procedures was seconded, carried.

Approval of December 2, 2018 Annual Congregation Meeting Minutes: Motion to approve the minutes from the December 2, 2018 Annual Congregation Meeting was seconded, carried.

Approval of May 5, 2019 Special Congregation Meeting Minutes: Motion to approve the minutes from the May 5, 2019 Special Congregation Meeting was seconded, carried.

Nominations and Elections: Ballots were distributed. Council President asked for any other nominations from the floor. Hearing none--Motion to close the nominations was seconded, carried.

Election Results:

Council: Peggy Blistain, Paul Tesdahl, and Jena Reed. 1 year term: Tracy Perpich.

Outreach Governing Board: Cathy Aykens, Chuck Lubowitz. 1 year term: Joyce Kohlen.

Memorial Committee: Debbie Mackay, Helen Ryan

Synod Assembly: Female: Marlee Zender

Youth: Jasmine Siliznoff

Male: None

VLM Delegates: Dee Dee Frahm, Kris Schmidt

Nominating Committee: Jan Danger, Nancy Johnson, Bev Kunz, Barb Schoen, Herb Schoen, Ken Stebbins

Motion to approve the election results was seconded, carried.

Motion to destroy the ballots was seconded, carried.

2019 Budget: Council Treasurer Terry Tichenor, briefly reviewed the budget with the Congregation. Motion to adopt the budget was seconded, carried.

Remarks and comments about 2019 were made by Pastor Mike, Director of Salem Outreach, Don Hales and 2019 Council President Di Hein.

Introduction of 2020 Council President Mark Carlson.

Motion to adjourn meeting was seconded, carried.
 Respectfully submitted, Meriellen J. Pisarek, Council Secretary

2019 Financial reports

SALEM LUTHERAN CHURCH			
2019 Summerfest Recap - Final			
Activity/Booth	Income	Expense	Net Proceeds
Silent Auction	\$ 19,955.00	\$ (746.42)	\$ 19,208.58
<i>Note: Expenses are for advertising/tents/misc</i>			
Food Booths	\$ 3,417.54	\$ (742.79)	\$ 2,674.75
Rummage Sale at MS	\$ 2,117.77		\$ 2,117.77
Member Gifts	\$ 292.00	\$ -	\$ 292.00
Temp Tatoo's (Youth Fund Raiser)	\$ 60.93	\$ -	\$ 60.93
TOTALS	\$ 25,843.24	\$ (1,489.21)	\$ 24,354.03
BEGINNING BALANCE from 2018 for 2019			\$ 750.00
		Net Proceeds	\$ 25,104.03
		Less Youth Fund Raiser	\$ (149.20)
		Less for MS Auction	\$ (2,111.77)
		Less Bal for 2019	\$ (750.00)
		Total being split*	\$ 22,093.06
*Summerfest Proceeds Divided per Council Minutes May 2019:			
1/2 Salem Outreach	\$ 11,046.53		
1/2 Building Fund (Debt Reduction)	\$ 11,046.53		

**SALEM LUTHERAN CHURCH
MEMORIAL FUND COMMITTEE
Dedicated Account
December 31, 2019**

Dedicated Account Balance 1/1/19 **\$ 35,013.93**

Receipts:

Schwanke Trust	\$	6,607.78	
Memorial - J. Pflapsen	\$	1,065.00	
Memorial - R. Hanson	\$	600.00	
Memorial - M. Bollenbocher	\$	125.00	
Memorial - K. Henda	\$	100.00	
Memorial - G. Mcbroom	\$	50.00	
Memorial - C. McGillivray	\$	100.00	
Memorial - D. Goodwin	\$	310.00	
Honorarium - G. Guida Brother	\$	25.00	
			\$ 8,982.78

Disbursements:

Augsburg - Word in Season	\$	(121.20)	
Transfer to pay for the easter Trumpet	\$	(1,000.00)	
			\$ (1,121.20)
Ending Dedicated Account Balance 12/31/19	\$		42,875.51

As of 12/31/2019 The American Funds, Gustavus Adolphus Scholarship, was valued at \$14,980.48
(\$10,000 is to be used for the sign fund per council minutes)

As of 12/31/2019 The Fidelity investment, Endowment Fund, was valued at \$5,547.58

As of 12/31/19 The Lois E. Berg Youth CD was valued at \$2,817.22

Salem Lutheran Church
Dedicated Accounts - Balance Sheet
As of December 31, 2019

	100 Church	200 Salem Outreach	210 Salem Outreach Grants	300 M. Seed	TOTAL
ASSETS					
Current Assets					
Checking/Savings					
1000 - Main Checking Account	19,766.34	0.00	0.00	0.00	19,766.34
1100 - Savings Account	263,173.56	0.00	0.00	0.00	263,173.56
1200 - Building Savings Accounts					
1210 - DWD Bank Building Savings	157,420.48	50.00	0.00	0.00	157,470.48
1220 - MIF Bank Building Savings	81,728.01	0.00	0.00	0.00	81,728.01
Total 1200 - Building Savings Accounts	239,148.49	50.00	0.00	0.00	239,198.49
1310 - Social Min Savings Account	0.00	113,984.60	24,804.35	6,423.45	145,212.40
1315 - Cash Drawer	0.00	0.00	0.00	400.00	400.00
1390 - Investment Accounts					
1391 - Fidelity - Endowment	5,601.25	0.00	0.00	0.00	5,601.25
1392 - American Funds - Scholarship	14,980.48	0.00	0.00	0.00	14,980.48
1393 - L.Berg Youth CD	2,817.22	0.00	0.00	0.00	2,817.22
1394 - Salem Cmty Outreach Invest Fund	0.00	566,484.74	0.00	0.00	566,484.74
1395 - Brainerd Community Foundation	0.00	120,739.19	0.00	0.00	120,739.19
Total 1390 - Investment Accounts	23,398.95	689,223.93	0.00	0.00	712,622.88
Total Checking/Savings	545,487.34	803,258.53	24,804.35	6,823.45	1,380,373.67
Total Current Assets	545,487.34	803,258.53	24,804.35	6,823.45	1,380,373.67
TOTAL ASSETS	545,487.34	803,258.53	24,804.35	6,823.45	1,380,373.67
LIABILITIES & EQUITY					
Liabilities					
Current Liabilities					
Accounts Payable					
2000 - Accounts Payable	2,073.00	(683.70)	130.98	735.48	2,255.76
Total Accounts Payable	2,073.00	(683.70)	130.98	735.48	2,255.76
Other Current Liabilities					
2020 - Sales Tax Payable	0.00	0.00	0.00	1,372.72	1,372.72
2100 - Payroll Liabilities					
2101 - Federal Withholding Payable	165.26	477.00	0.00	(48.00)	594.26
2102 - FICA Tax Payable	576.08	736.84	0.00	303.42	1,616.34
2103 - Medicare Tax Payable	222.24	7.72	0.00	70.96	300.92
2110 - State Withholding Payable	(175.00)	178.00	0.00	140.00	143.00
2115 - Child Support Payable	0.00	120.00	0.00	0.00	120.00
2125 - FSA Payable	433.32	0.00	0.00	0.00	433.32
2130 - Other Deduction Payable	294.00	0.00	0.00	0.00	294.00
Total 2100 - Payroll Liabilities	1,515.90	1,519.56	0.00	466.38	3,501.84

Salem Lutheran Church - Salem Outreach - Mustard Seed
Operating Funds Statement
 January through December 2019

	Salem Lutheran Church		Salem Outreach		Mustard Seed	
	2019 Adopted Budget	2019 Actual Jan- Dec	2019 Adopted Budget	2019 Actual Jan- Dec	2019 Adopted Budget	2019 Actual Jan- Dec
Income						
4000 · Offerings						
4001 · Envelope Offering +	\$ 330,783.00	\$ 299,814.88	\$ -	\$ -	\$ -	\$ -
4005 · Envelope Offering - Restricted ++	\$ 92,303.00	\$ 98,291.10	\$ -	\$ -	\$ -	\$ -
4010 · Loose Offering +	\$ 8,000.00	\$ 9,795.00	\$ -	\$ -	\$ -	\$ -
4015 · Children's Ministry *	\$ 300.00	\$ 525.85	\$ -	\$ -	\$ -	\$ -
4020 · Lenten Offering *	\$ 3,500.00	\$ 2,217.66	\$ -	\$ -	\$ -	\$ -
4025 · Thanksgiving Offering *	\$ 900.00	\$ 325.00	\$ -	\$ -	\$ -	\$ -
4035 · Christmas Offering Present Year *	\$ 1,500.00	\$ 2,582.25	\$ -	\$ -	\$ -	\$ -
4500 · Social Ministry Income						
4510 · Soc. Min Prior Year Carry Forward	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
4520 · Social Ministry	\$ -	\$ 50.00	\$ 14,000.00	\$ 15,022.93	\$ -	\$ -
4525 · Scrip Sales	\$ -	\$ -	\$ 600.00	\$ 494.46		
4530 · Mustard Seed Proceeds *	\$ -	\$ -	\$ 92,103.00	\$ 100,660.50	\$ -	\$ -
4535 · Transfer Proceeds Out *	\$ -	\$ -		\$ -	\$ (92,103.00)	\$ (100,660.50)
4570 · Grant Income	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
4800 · Mustard Seed Income						
4820 · Non Taxable 4840 Taxable Sales	\$ -	\$ -	\$ -	\$ -	\$ 224,500.00	\$ 217,625.91
4900 · Other Income						
4905 · Coffee Hour +	\$ 2,100.00	\$ 2,150.02	\$ -	\$ -	\$ -	\$ -
4910 · Interest / Service Charge +	\$ 150.00	\$ 118.90	\$ 700.00	\$ 343.35	\$ 2,806.00	\$ (3,074.11)
4920 · Reserves	\$ -	\$ -	\$ 26,062.00	\$ -	\$ -	\$ -
4930 · Insurance Funds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
4940 · Miscellaneous Income	\$ 700.00	\$ 3,799.00	\$ 50,000.00	\$ 50,628.53	\$ -	\$ -
Total Income	\$ 440,236.00	\$ 419,669.66	\$ 183,465.00	\$ 167,149.77	\$ 135,203.00	\$ 113,891.30

OPERATING FUNDS STATEMENT continued

JANUARY – DECEMBER 2019

Expense

7000 • Benevolences

7001 • Synod ELCA (7.5% income with +)

7005 • Non Synod (7.5% income with ++)

7015 • Conference Synod Offering

7020 • Heartland Conference Support

7025 • Children's Ministry *

7030 • Lenten Offering *

7033 • Thanksgiving Offering *

7037 • Christmas Current Year *

7100 • Operating Expenses

7105 • Office Expense

7110 • Office Equipment

7115 • Professional Fees

7120 • Technology AV

7125 • Technology Computers (Mtn/Repair)

7130 • Telecommunications

7140 • Advertising / Publicity

7150 • Merchandise Expense

7200 • Property / Building Expenses

7205 • Maintenance

7210 • Utilities

7215 • Garbage Disposal

7220 • Building Repairs

7223 • Building Improvements

7225 • Building Rental

7230 • Property Taxes

\$ 25,577.00	\$ 18,859.66	\$ -	\$ -	\$ -	\$ -
\$ 6,923.00	\$ 6,132.88	\$ -	\$ -	\$ -	\$ -
\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
\$ 140.00	\$ 108.50	\$ -	\$ -	\$ -	\$ -
\$ 300.00	\$ 263.76	\$ -	\$ -	\$ -	\$ -
\$ 3,500.00	\$ 2,217.66	\$ -	\$ -	\$ -	\$ -
\$ 900.00	\$ -	\$ -	\$ -	\$ -	\$ -
\$ 1,500.00	\$ -	\$ -	\$ -	\$ -	\$ -
\$ 8,600.00	\$ 6,791.78	\$ 1,500.00	\$ 2,160.94	\$ 3,000.00	\$ 3,283.74
\$ 1,500.00	\$ -	\$ -	\$ -	\$ 3,000.00	\$ -
\$ 4,000.00	\$ 2,360.50	\$ 1,750.00	\$ 550.00	\$ 1,750.00	\$ -
\$ 2,000.00	\$ 323.60	\$ -	\$ -	\$ -	\$ -
\$ 400.00	\$ 1,070.15	\$ 200.00	\$ 733.50	\$ 350.00	\$ 75.00
\$ 4,400.00	\$ 3,904.36	\$ 3,400.00	\$ 3,481.89	\$ 2,100.00	\$ 2,103.23
\$ 1,000.00	\$ 960.33	\$ 100.00	\$ 805.28	\$ 650.00	\$ 505.57
\$ -	\$ -	\$ -	\$ -	\$ 9,500.00	\$ 10,127.77
\$ 8,800.00	\$ 7,772.98	\$ 4,000.00	\$ 7,403.87	\$ 3,100.00	\$ 2,199.98
\$ 21,000.00	\$ 17,618.35	\$ 4,900.00	\$ 5,078.55	\$ 5,000.00	\$ 4,414.02
\$ 800.00	\$ 831.38	\$ 8,000.00	\$ 11,231.96	\$ 780.00	\$ 818.20
\$ 1,800.00	\$ -	\$ 1,500.00	\$ 581.07	\$ 1,000.00	\$ -
\$ -	\$ -	\$ -	\$ -	\$ -	\$ 170.53
\$ -	\$ -	\$ 660.00	\$ 660.00	\$ -	\$ -
\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ -	\$ 398.00

OPERATING FUNDS STATEMENT continued

JANUARY – DECEMBER 2019

	Salem Lutheran Church		Salem Outreach		Mustard Seed	
	2019 Adopted Budget	2019 Actual Jan- Dec	2019 Adopted Budget	2019 Actual Jan- Dec	2019 Adopted Budget	2019 Actual Jan- Dec
7300 · Insurance Expenses						
7310 · Property / Liability Insurance	\$ 4,833.00	\$ 4,330.36	\$ 3,703.00	\$ 5,494.48	\$ 1,678.00	\$ 1,438.13
7315 · Umbrella Insurance	\$ 269.00	\$ 246.62	\$ 269.00	\$ 246.62	\$ 269.00	\$ 246.62
7320 · Vehicle Insurance	\$ -	\$ -	\$ 4,568.00	\$ 4,126.50	\$ -	\$ -
7330 · Worker's Compensation	\$ 2,942.00	\$ 2,083.53	\$ 1,803.00	\$ 1,369.74	\$ 1,403.00	\$ 1,144.24
7400 · Education Expense						
7410 · Adult Education	\$ 250.00	\$ 241.13	\$ -	\$ -	\$ -	\$ -
7420 · Children's Education	\$ 4,060.00	\$ 115.93	\$ -	\$ -	\$ -	\$ -
7430 · Confirmation	\$ 850.00	\$ 601.73	\$ -	\$ -	\$ -	\$ -
7440 · Youth Ministry	\$ 830.00	\$ 261.04	\$ -	\$ -	\$ -	\$ -
7500 · Programs / Committees						
7505 · Evangelism	\$ 1,000.00	\$ 238.70	\$ -	\$ -	\$ -	\$ -
7510 · Lay Leadership	\$ 1,000.00	\$ -	\$ -	\$ -	\$ -	\$ -
7515 · Library	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7520 · Music	\$ 1,000.00	\$ 735.72	\$ -	\$ -	\$ -	\$ -
7525 · Nursery Attendants	\$ 100.00	\$ -	\$ -	\$ -	\$ -	\$ -
7535 · Stewardship	\$ 400.00	\$ -	\$ -	\$ -	\$ -	\$ -
7540 · Volunteer Appreciation	\$ -	\$ 14.97	\$ 2,200.00	\$ 3,653.81	\$ 1,000.00	\$ 2,175.42
7545 · Women of Salem	\$ 500.00	\$ 26.86	\$ -	\$ -	\$ -	\$ -
7550 · Worship	\$ 3,400.00	\$ 5,094.19	\$ -	\$ -	\$ -	\$ -
7600 · Other Expenses			\$ -	\$ -		
7610 · Coffee Hour	\$ 1,600.00	\$ 468.01	\$ -	\$ -	\$ -	\$ -
7620 · Event Meals			\$ -	\$ 283.84	\$ -	\$ -
7640 · Kitchen Expense	\$ 700.00	\$ 458.92	\$ -	\$ -	\$ -	\$ 30.79
7650 · Lenten Noon Luncheon	\$ -	\$ (89.73)	\$ -	\$ -	\$ -	\$ -
7660 · Ministry Response	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7670 · Miscellaneous	\$ 500.00	\$ 381.06	\$ 300.00	\$ -	\$ 200.00	\$ 500.64
7680 · Synod Assem / Theo Conference	\$ 2,300.00	\$ 2,362.31	\$ -	\$ -	\$ -	\$ -

OPERATING FUNDS STATEMENT continued

JANUARY – DECEMBER 2019

7700 · Vehicle Expenses						
7710 · Vehicle Gas	\$ -	\$ -	\$ 2,000.00	\$ 756.12	\$ -	\$ -
7720 · Vehicle Mtn / Repairs	\$ -	\$ -	\$ 4,900.00	\$ 3,043.10	\$ -	\$ -
7800 · Soc Min - Program Expenses						
7805 · 7840 Client Needs	\$ -	\$ -	\$ -	\$ (1,000.27)	\$ -	\$ -
7850 · Jail Ministry	\$ -	\$ (50.00)	\$ 1,500.00	\$ 1,269.54	\$ -	\$ -
7855 · Salem Saints	\$ -	\$ 369.20	\$ 600.00	\$ 533.37	\$ -	\$ -
7860 · Soup Kitchen	\$ -		\$ 200.00	\$ -	\$ -	\$ 146.57
7865 · Sponsor/Donate Outside Programs	\$ 50,000.00	\$ 50,076.94	\$ 2,500.00	\$ 1,392.00	\$ 90.00	\$ 159.07
7900 · Reserve Expenses						
7901 · Operating Reserve			\$ -		\$ -	\$ -
7905 · Building Mtn Reserve			\$ -	\$ -	\$ -	\$ -
8000 · Wages / Salary Expenses						
Total Wages / Salary Expenses	\$ 274,438.00	\$ 243,128.42	\$ 132,897.00	\$ 142,425.45	\$ 94,721.00	\$ 85,534.38
Total Expense	\$ 444,127.00	\$ 380,326.80	\$ 183,465.00	\$ 196,296.36	\$ 129,591.00	\$ 115,471.90
Net	\$ (3,891.00)	\$ 39,342.86	\$ -	\$ (29,146.59)	\$ 5,612.00	\$ (1,580.60)

+ Figures used to calculate benevolence to the NE MN Synod

++ Figures used to calculate benevolence - non Synod

* In and Out Amounts

Salem Lutheran Church Building Report
Jan 1, 2019 - Dec 31, 2019

Mortgage Report

Original Mortgage Amount	\$ 2,379,965.00
Beginning Mortgage 01/01/19	\$ 1,474,565.76
Mortgage Loan Principal Paid	\$ (69,849.44)
Additional Principal Paid	<u>\$ (59,985.10)</u>
Ending Mortgage 12/31/19	\$ 1,344,731.22
Interest Paid 2019	\$ 66,726.26

Building Fund Report

Beginning Balance 01/01/19		\$ 245,330.09
Income Received		
Pledge	\$ 167,415.00	
SummerFest	\$ 11,686.00	
Memorials / Spec Gifts	\$ 1,865.00	
Thrivent Choice Dollars	\$ 598.50	
Interest	<u>\$ 1,801.20</u>	
Total Income		\$ 183,365.70
Payments		
Mortgage Payments	\$ (130,128.00)	
Additional Principal Pymnts	\$ (54,768.00)	
Capital Appeal Expenses	<u>\$ -</u>	
Total Payments		<u>\$ (184,896.00)</u>
Ending Balance 12/31/19		\$ 243,799.79

	Salem Lutheran Church		Salem Outreach		Mustard Seed	
	2020		2020		2020	
	Proposed		Proposed		Proposed	
	2019 Budget	Budget	2019 Budget	Budget	2019 Budget	Budget
Income						
4000 · Offerings						
4001 · Envelope Offering +	\$ 330,783	\$ 335,409	\$ -	\$ -	\$ -	\$ -
4005 · Envelope Offering - Rest	\$ 92,303	\$ 97,000	\$ -	\$ -	\$ -	\$ -
4010 · Loose Offering +	\$ 8,000	\$ 9,400	\$ -	\$ -	\$ -	\$ -
4015 · Children's Ministry *	\$ 300	\$ 300	\$ -	\$ -	\$ -	\$ -
4020 · Lenten Offering *	\$ 3,500	\$ 2,500	\$ -	\$ -	\$ -	\$ -
4025 · Thanksgiving Offering *	\$ 900	\$ 900	\$ -	\$ -	\$ -	\$ -
4035 · Christmas Offering Pres	\$ 1,500	\$ 1,500	\$ -	\$ -	\$ -	\$ -
4500 · Salem Outreach Income						
4510 · S. Outreach Prior Year C	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
*** 4520 · Salem Outreach	\$ -	\$ -	\$ 14,000	\$ 21,000	\$ -	\$ -
4525 · Scrip Sales	\$ -	\$ -	\$ 600	\$ 400	\$ -	\$ -
** 4530 · Mustard Seed Proceeds	\$ -	\$ -	\$ 92,103	\$ 112,029	\$ -	\$ -
4535 · Transfer Proceeds Out *	\$ -	\$ -	\$ -	\$ -	\$ (92,103)	\$ (112,029)
4570 · Grant Income	\$ -	\$ -		\$ -		
4800 · Mustard Seed Income						
4820 · Non Taxable 4840 Taxab	\$ -	\$ -	\$ -	\$ -	\$ 224,500	\$ 235,000
4900 · Other Income						
4905 · Coffee Hour +	\$ 2,100	\$ 2,200	\$ -	\$ -	\$ -	\$ -
4910 · Interest / Service Charge	\$ 150	\$ 250	\$ 700	\$ 925	\$ (2,806)	\$ (2,806)
4920 · Reserves	\$ -	\$ -	\$ 26,062	\$ 4,500	\$ -	\$ -
4940 · Miscellaneous Income	\$ 700	\$ 700	\$ 50,000	\$ 25,000	\$ -	\$ -
Total Income	\$ 440,236	\$ 450,159	\$ 183,465	\$ 163,854	\$ 129,591	\$ 120,165

Expense

7000 · Benevolences

7001 · Synod ELCA (7.5% income)	\$ 25,577	\$ 26,045	\$ -	\$ -	\$ -	\$ -
7005 · Non Synod (7.5% income)	\$ 6,923	\$ 7,556	\$ -	\$ -	\$ -	\$ -
7015 · Conference Synod Offering	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7020 · Heartland Conference Support	\$ 140	\$ 110	\$ -	\$ -	\$ -	\$ -
7025 · Children's Ministry *	\$ 300	\$ 300	\$ -	\$ -	\$ -	\$ -
7030 · Lenten Offering *	\$ 3,500	\$ 2,500	\$ -	\$ -	\$ -	\$ -
7033 · Thanksgiving Offering *	\$ 900	\$ 900	\$ -	\$ -	\$ -	\$ -
7037 · Christmas Current Year	\$ 1,500	\$ 3,000	\$ -	\$ -	\$ -	\$ -

7100 · Operating Expenses

7105 · Office Expense	\$ 8,600	\$ 7,600	\$ 1,500	\$ 1,600	\$ 3,000	\$ 4,000
7110 · Office Equipment	\$ 1,500	\$ 1,500	\$ -	\$ -	\$ 3,000	\$ 3,000
7115 · Professional Fees	\$ 4,000	\$ 5,000	\$ 1,750	\$ 1,600	\$ 1,750	\$ 2,750
7120 · Technology AV	\$ 2,000	\$ 3,800	\$ -	\$ -	\$ -	\$ -
7125 · Technology Computers	\$ 400	\$ 900	\$ 200	\$ 350	\$ 350	\$ 350
7130 · Telecommunications	\$ 4,400	\$ 4,000	\$ 3,400	\$ 3,400	\$ 2,100	\$ 2,100
7140 · Advertising / Publicity	\$ 1,000	\$ 1,250	\$ 100	\$ 1,000	\$ 650	\$ 650
7150 · Merchandise Expense	\$ -	\$ -	\$ -	\$ -	\$ 9,500	\$ 10,500

7200 · Property / Building Expenses

7205 · Maintenance	\$ 8,800	\$ 8,800	\$ 4,000	\$ 6,500	\$ 3,100	\$ 2,900
7210 · Utilities	\$ 21,000	\$ 21,000	\$ 4,900	\$ 4,900	\$ 5,000	\$ 5,500
7215 · Garbage Disposal	\$ 800	\$ 850	\$ 8,000	\$ 11,000	\$ 780	\$ 880
7220 · Building Repairs	\$ 1,800	\$ 1,800	\$ 1,500	\$ 600	\$ 1,000	\$ 2,300
7223 · Building Improvements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7225 · Building Rental	\$ -	\$ -	\$ 660	\$ 500	\$ -	\$ -
7230 · Property Taxes	\$ 15	\$ 15	\$ 15	\$ 15	\$ -	\$ -

7300 • Insurance Expenses						
7310 • Property / Liability Insurance	\$ 4,833	\$ 4,833	\$ 3,703	\$ 6,130	\$ 1,678	\$ 1,678
7315 • Umbrella Insurance	\$ 269	\$ 269	\$ 269	\$ 269	\$ 269	\$ 269
7320 • Vehicle Insurance	\$ -	\$ -	\$ 4,568	\$ 3,339	\$ -	\$ -
7330 • Worker's Compensation	\$ 2,942	\$ 2,942	\$ 1,803	\$ 1,803	\$ 1,403	\$ 1,403
7400 • Education Expense						
7410 • Adult Education	\$ 250	\$ 300	\$ -	\$ -	\$ -	\$ -
7420 • Children's Education	\$ 4,060	\$ 3,000	\$ -	\$ -	\$ -	\$ -
7430 • Confirmation	\$ 850	\$ 850	\$ -	\$ -	\$ -	\$ -
7440 • Youth Ministry	\$ 830	\$ 830	\$ -	\$ -	\$ -	\$ -
7500 • Programs / Committees						
7505 • Evangelism	\$ 1,000	\$ 1,000	\$ -	\$ -	\$ -	\$ -
7510 • Lay Leadership	\$ 1,000	\$ 1,000	\$ -	\$ -	\$ -	\$ -
7515 • Library	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7520 • Music	\$ 1,000	\$ 1,000	\$ -	\$ -	\$ -	\$ -
7525 • Nursery Attendants	\$ 100	\$ 100	\$ -	\$ -	\$ -	\$ -
7535 • Stewardship	\$ 400	\$ 400	\$ -	\$ -	\$ -	\$ -
7540 • Volunteer Appreciation	\$ -	\$ -	\$ 2,200	\$ 2,600	\$ 1,000	\$ 2,000
7545 • Women of Salem	\$ 500	\$ 500	\$ -	\$ -	\$ -	\$ -
7550 • Worship	\$ 3,400	\$ 4,000	\$ -	\$ -	\$ -	\$ -
7600 • Other Expenses						
7610 • Coffee Hour	\$ 1,600	\$ 1,000	\$ -	\$ -	\$ -	\$ -
7620 • Event Meals	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7640 • Kitchen Expense	\$ 700	\$ 700	\$ -	\$ -	\$ -	\$ -
7650 • Lenten Noon Luncheon	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7660 • Ministry Response	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7670 • Miscellaneous	\$ 500	\$ 500	\$ 300	\$ 300	\$ 200	\$ 225
7680 • Synod Assem / Theo Con	\$ 2,300	\$ 2,400	\$ -	\$ -	\$ -	\$ -

7700 · Vehicle Expenses						
7710 · Vehicle Gas	\$ -	\$ -	\$ 2,000	\$ 1,000	\$ -	\$ -
7720 · Vehicle Mtn / Repairs	\$ -	\$ -	\$ 4,900	\$ 4,900	\$ -	\$ -
7800 · Soc Min - Program Expenses						
7805 · 7840 Client Needs	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7850 · Jail Ministry	\$ -	\$ -	\$ 1,500	\$ 1,500	\$ -	\$ -
7855 · Salem Saints	\$ -	\$ -	\$ 600	\$ 600	\$ -	\$ -
7860 · Soup Kitchen	\$ -	\$ -	\$ 200	\$ 200	\$ 90	\$ 90
7865 · Sponsor/Donate Program	\$ 50,000	\$ 25,000	\$ 2,500	\$ 2,500	\$ -	\$ -
7900 · Reserve Expenses						
7901 · Operating Reserve	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7905 · Building Mtn Reserve			\$ -	\$ -	\$ -	\$ -
8000 · Wages / Salary Expenses						
Total Wages / Salary Expenses	\$ 274,438	\$ 306,906	\$ 133,347	\$ 112,751	\$ 94,721	\$ 79,570
Total Expense	\$ 444,127	\$ 454,456	\$ 183,915	\$ 169,357	\$ 129,591	\$ 120,165
Net	\$ (3,891)	\$ (4,297)	\$ (450)	\$ (5,503)	\$ -	\$ -

** Amt per Terry & Don

** Beauty shop income