

# SALEM CONNECTION

November 2021



Salem Lutheran Church 21276 Archibald Road PO Box 100 Deerwood MN 56444

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*L to R: Sam Coughlin, Adelaide Lonergan, Walker Jones, Pastor Mike*

*Confirmation Sunday*

*October 17, 2021*



*"For you know the generous act of our Lord Jesus Christ, that though he was rich, yet for your sakes he became poor, so that by his poverty you might become rich."*

*- II Corinthians 8:9*

*You will be enriched in every way for your great generosity, which will produce thanksgiving to God through us; for the rendering of this ministry not only supplies the needs of the saints but also overflows with many thanksgivings to God."*

*- II Corinthians 9:11-12*

We find our deepest joy when we give ourselves away – like our generous Lord did for us. It is how we express what it means to be created in God's image.

Our congregation also exists to give itself away. The ministries we do together in Jesus' name share our Lord's generous love and blessing with the community and the world. This past year people I'd never met thanked me for the incredible experience their kids had at VBS. Single moms wept as they received household furnishings and Christmas gifts for their kids. Sick folks received communion and were lifted up in prayer. Grieving families were consoled and supported. These are just a few of the generous things you did in Jesus' name.

We've just completed a 3-year Capital Appeal for Salem's Building Fund. Thank you for your gifts that will go to pay off Salem's mortgage obligations. Now we turn our attention to our regular offerings which will fund Salem's ministries in 2022.

Spend time the next 2 weeks reflecting on what God is calling us to do as a congregation next year. How will we achieve those ministry goals? Soon you'll receive a 2022 Estimate of Giving Packet. Prayerfully consider how God is calling you to support Salem's ministries. Then fill out the Estimate of Giving Form and bring it to worship on Commitment Sunday, November 14<sup>th</sup>. During that worship service we'll all place our Estimates of Giving on the altar as part of our offering to God.

Thank you for your generosity and for all you do to serve our Lord. I look forward to all that God will do in and through us in the coming year!

*- Pastor Mike*

# CHURCH RECORD UPDATE

*Affirmations of Baptism on October 17, 2021*

**Samuel Jay Coughlin**  
**Walker Jay Jones**  
**Adelaide Jean Lonergan**

*Funerals*

**Delores Jensen**

Graveside Service: October 15, 2021 at Vaale Cemetery

**Eugene (Abe) Abelson**

Funeral: October 16, 2021 at Salem

**Mary Jane Olson**

Funeral will be in Minneapolis in December

**Thank you for your commitment to Salem's Future!**



Many gifts were received to the Capital Appeal. Totals will be shared soon. A special thank you to those who returned their commitment card and the many volunteers who gave of their time!

If you haven't returned your commitment card, please do so as soon as possible. The Capital Appeal Team will be following up with those who we have not heard from. You may also complete the commitment card electronically by doing the following:

1. Visit Salem's website: [www.salemdwd.org](http://www.salemdwd.org)
2. Scroll down the page and click on the button labeled Capital Appeal Commitment Form, located on the left side of the page.
3. Complete the form and click on the Submit button on the bottom of the page.

This information will be sent to Salem's Financial Manager who records all giving. We are moving ever-closer to being mortgage free by 2028! Thanks once again to all who have made a financial commitment to this effort.





## NOVEMBER ANNIVERSARIES

- 19 John & Margo Wojciak (1966)
- 20 Cory & Jacqueline Brix (2008)
- 23 Gary & Carol Malek (1979)
- 24 Greg & Shelly Skeim (1984)
- 27 Ken & Kathy Schultz (1999)
- 28 Tony & Tammy Kimball (1987)

## NOVEMBER BIRTHDAYS

- 3 Wayne Brezina, Nathan Pelant
- 5 Herb Schoon, Becki Zender
- 6 Elaine Greene
- 8 Lois Hicks
- 10 Joel Hartman, Laurie Venter
- 13 Ryley Bartels, Char Hausker, Shirley Ross
- 14 Helen Ryan
- 15 Tammy Kimball
- 19 Owen Deseth, Avery Lonergan
- 22 Noreen Steinbrecher, Tyler Wynn
- 24 Kyle Skeim
- 27 Arlys Wanstrom
- 29 Leah Barnett
- 30 Anjoleena Blood, Shirley Goodwin

## USHERS

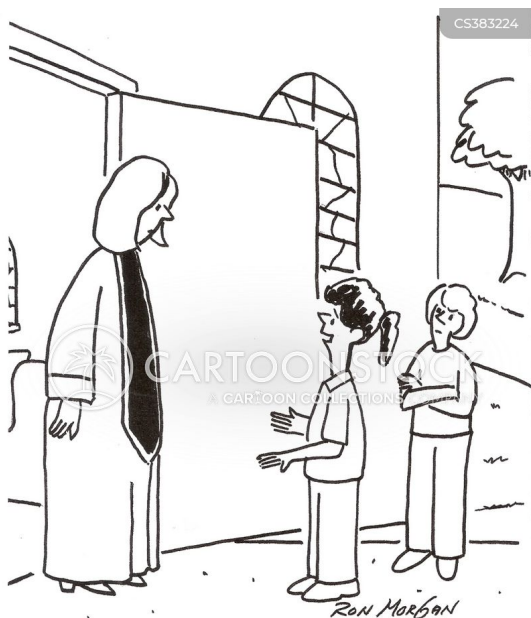
- 11/7 Ed & Sherri Godfrey, John & Margo Wojciak
- 11/14 Mark Boike, Randy Holmwig, Herb & Barb Schoon
- 11/21 Clark & Joyce Marshall, Steve Pauly
- 11/28 Nory & Peggy Hunze, Chuck Lubowitz, Karla Peterson

## COMMUNION SERVERS

***Please sign up in the narthex. There is a sheet on the kiosk. Thank you!***

## READERS

- |             |                 |
|-------------|-----------------|
| November 7  | Glenn Suess     |
| November 14 | Audrey Birkliid |
| November 21 | Nancy Meyer     |
| November 28 | Chuck Lubowitz  |



"Pastor, 'confirmed' means we only have to attend church on Christmas and Easter, right?"



Would you like to learn to **knit or crochet**? Heidi Mitchell has offered to teach us how! If you have interest in this, please contact the church office and offer your opinion about days/times that work the best for you.



*Many thanks for the prayer, cards and visits after the death of my husband, Darrell. As you know, my life has turned inside-out*

*and upside-down. I have moved to Heartwood now, a safe place, easier for me to live. Now a Crosby-ite! I no longer drive due to macular degeneration. Thanks to my son, Ron, for handling all the business. Losses are challenging. With family support and dear friends, I will get through this. Life goes on with my family of Travis, Casey and Steve. May God bless each of you.*

*Carla Barker*

*Mark & I are so appreciative of the words of kindness, in person and in the mail, texts and emails. It helps so much, as you all know, to receive that love and support. My sister Mini leaves a vacancy in our family, but we live in the promise of eternity and seeing loved ones again. Thanks be to God.*

*Debbi Carlson*



## DAILY BIBLE READINGS

- Nov 1 Deuteronomy 6:10-25; Psalm 51; Romans 12:17-21, 13:8-10
- Nov 2 Deuteronomy 28:58—29:1; Psalm 51; Acts 7:17-29
- Nov 3 Micah 6:1-8; Psalm 51; John 13:31-35
- Nov 4 Numbers 36:1-13; Psalm 146; Romans 5:6-11
- Nov 5 Deuteronomy 15:1-11; Psalm 146; Hebrews 9:15-24
- Nov 6 Deuteronomy 24:17-22; Psalm 146; Mark 11:12-14, 20-24
- Nov 7 1 Kings 17:8-16; Psalm 146; Hebrews 9:24-28; Mark 12:38-44
- Nov 8 Ruth 1:1-22; Psalm 94; 1 Timothy 5:1-8
- Nov 9 Ruth 3:14—4:6; Psalm 94; 1 Timothy 5:9-16
- Nov 10 Ruth 4:7-22; Psalm 94; Luke 4:16-30
- Nov 11 Daniel 4:4-18; Psalm 16; 1 Timothy 6:11-21
- Nov 12 Daniel 4:19-27; Psalm 16; Colossians 2:6-15
- Nov 13 Daniel 4:28-37; Psalm 16; Mark 12:1-12
- Nov 14 Daniel 12:1-3; Psalm 16; Hebrews 10:1—14, 19-25; Mark 13:1-8
- Nov 15 Daniel 8:1-14; Psalm 13; Hebrews 10:26-31
- Nov 16 Daniel 8:15-27; Psalm 13; Hebrews 10:32-39
- Nov 17 Zechariah 12:1—13:1; Psalm 13; Mark 13:9-23
- Nov 18 Ezekiel 28:1-10; Psalm 93; Acts 7:54—8:1a
- Nov 19 Ezekiel 28:20-26; Psalm 93; 1 Corinthians 15:20-28
- Nov 20 Daniel 7:1-8, 15-18; Psalm 93; John 3:31-36
- Nov 21 Daniel 7:9-10, 13-14; Psalm 93; Revelation 1:4b-8; John 18:33-37
- Nov 22 Daniel 7:19-27; Psalm 76; Revelation 11:1-14
- Nov 23 Ezekiel 29:1-12; Psalm 76; Revelation 11:15-19
- Nov 24 Ezekiel 30:20-26; Psalm 76; John 16:25-33
- Nov 25 Joel 2:21-27; Psalm 126; 1 Timothy 2:1-7; Matthew 6:25-33
- Nov 26 Nehemiah 9:16-25; Psalm 25:1-10; 1 Thessalonians 5:12-22
- Nov 27 Nehemiah 9:26-31; Psalm 25:1-10; Luke 21:20-24
- Nov 28 Jeremiah 33:14-16; Psalm 25:1-10; 1 Thessalonians 3:9-13; Luke 21:25-36
- Nov 29 Numbers 17:1-11; Psalm 90; 2 Peter 3:1-18
- Nov 30 2 Samuel 7:18-29; Psalm 90; Revelation 22:12-16



# The Taste of Christmas

Coming up at The Mustard Seed: It's almost that time of year again! We have been selling through Halloween décor and costumes like crazy the last couple of weeks. As we near the end of October we look onward, to "A Taste of Christmas." Holiday décor and kitchen items are filling up our basement and they are ready to be sold. The plastic containers for baked goods have just arrived and we can't wait for them to be filled with yummy baked goods! If you are interested at all in volunteering at The Mustard Seed, please stop by and talk to Jake, Bev, or Debbie. We wholeheartedly welcome any additional volunteers through the next few weeks. "A Taste of Christmas" will run all four days of the sales week, November 17-20<sup>th</sup>, 9am-4pm.

## *The Mustard Seed* of Deerwood **THRIFT & GIFTS** *A Ministry of Salem Lutheran Church*



We are happy to announce that The Mustard Seed has received 3<sup>rd</sup> place for "Best Thrift Store in the Brainerd Lakes Area." A HUGE thank you to our volunteers who make everything possible that we do here. We would also thank our local community for supporting us and to the Brainerd Dispatch for presenting this award.

### **Additional Outreach News:**

- Jason Kempthorne has accepted the position of Director of Outreach at Salem. Jason will begin his work on January 1, 2022.
- There will be a BIG SALE at The Mustard Seed November 10-13! Don't miss it!
- Salem WEST has a new employee – Lisa; they are washing clothes at full capacity with new washers – **BUT THEY ARE IN NEED OF DRESSERS!**



November is Picture Book Month. We have a copy of the award winning book, *How to Apologize*, by Minnesota author David LaRochelle as well as a number of other children's books: *God Gave Us Christmas*, *God Gave Us Heaven*, *God Gave Us Two* and *God Gave Us You* by Lisa Tawn Bergren, *What Happens When I talk to God?* by Stormie Omartian, *When God Made Light* and *When I Pray for You* by Matthew Paul Turner, and *When God Created My Toes* by Dandi Daley Mackall on the children's table for checkout. These are recent additions to the Salem Library.

*"Don't judge each day by the harvest you reap but by the seeds that you plant."* – Robert Louis Stevenson. Reading Christians books with young children is a wonder way to plant seeds of faith.

The book, *Love Is the Way—Holding onto Hope in Troubling Times* by Bishop Michael Curry, is available for checkout on the desk.

As we prepare for Thanksgiving, we are thankful for books, music DVDs, movies, and monetary donations to the Salem Library that allow us to expand and update our collection. Have a blessed Thanksgiving.



## Salem's Lil' Free Pantry

Did you know that the Lil' Free Pantry is heading into its second Minnesota winter? The pantry was begun by Salem Youth and is made of recycled material. This ministry is used by the community! Over \$350.00 of groceries have been purchased and many donations of food have been given. THANK YOU to those who have donated and helped. If you are interested in helping with this ministry, please contact Kris Schmidt, 218-851-1362, or the Salem church office.



On October 3<sup>rd</sup> the congregation voted unanimously to call Rev. Amanda Kempthorne to be a pastor at Salem. On Sunday October 17<sup>th</sup> we received word that she had accepted the call! Her last day at Lord of Life in North Pole, Alaska will be November 14<sup>th</sup>. Her boys' last day of school will be December 6<sup>th</sup>, and then they'll begin the long trek to Minnesota. Please keep Pastor Amanda and her family in your prayer as they say, "Good-bye" to their congregation and community, sell their home and many of their belongings, find a new home, pack and move. It's a lot to do in a couple of months!

Pastor Amanda's starting date will be January 1<sup>st</sup>. As we look forward to her arrival we remember the mutual relationship envisioned in her letter of call.

### **Special emphases of the Pastor and special encouragement by the congregation:**

Emphases of the pastor:

- Take the time to know our congregation, youth and families, sharing knowledge and enthusiasm for youth.
- Lead by example through worship, prayer, and Bible studies.
- Get to know the workings and responsibilities of committees and groups.
- Take the time to know the Outreach ministries and how to serve the spiritual needs of those we serve.
- Participate in welcoming teams/committees to reach out and welcome new members.

The congregation will encourage and support this pastor's ministry in the following ways:

- Prayer for the Pastor and family to be welcomed and accepted.
- Pray that the Pastor is filled with wisdom, boldness, and spiritual vitality.
- Willingly volunteer.
- Be open to new ideas.
- Hebrews 13:7 *"Obey your spiritual leaders and do what they say. Their work is to watch over your souls and they are accountable to God. Give them reason to do this with joy and not with sorrow. That would certainly not be for your benefit."*

Thank you to Chuck Lubowitz and the Call Committee, the Executive Team, the Council, and everybody who worked in this effort!





# BELL TOWER

As you have noticed, Salem's long awaited bell tower has arrived! We will dedicate the bell tower in Worship on Sunday, November 14<sup>th</sup>. There will be a brunch following worship that day in the fellowship hall. **EVERYONE is invited!**



## **Please put these meetings on your calendar!**

1. **Information Meeting** for the congregation regarding the 2022 Proposed Budget will be held at 10am on Sunday, **November 21<sup>st</sup>**.
2. **The ANNUAL MEETING of the Congregation** will be December 5<sup>th</sup> following Worship (approx. 10am). Business will include budget approval and election of leaders.

# Bu\$iness

## Salem Lutheran Church

### Financial Results 01/01/2021 - 09/30/2021

	Adopted Annual Budget	Jul - Sep Actual <b>2021</b>	Jul - Aug Prior Year <b>2020</b>
Income	\$462,159.00	\$91,699.38	\$81,583.84
Expense	\$453,459.14	\$89,468.35	\$86,610.50
Net	\$8,699.86	\$2,231.03	<b>\$5,026.66</b>

## Salem Outreach

### Financial Results 01/01/2021 - 09/30/2021

	Adopted Annual Budget	Jul - Sep Actual <b>2021</b>	Jul - Aug Prior Year <b>2020</b>
Income	\$323,019.00	\$75,122.83	\$108,763.16
Expense	\$320,992.58	\$87,766.31	\$ 72,428.81
Net	\$ 2,062.42	<b>\$12,643.48</b>	\$ 36,334.35

## Overview of Mortgage & Building Fund

### September 2021

#### Mortgage

Original Mortgage Amount	\$2,379,965.00
Principal Balance	\$1,091,332.43
Monthly Mortgage Payment (Principal & Interest-effective 06/01/2021)	\$ 8,628.00
Additional Principal Payment	\$ 6,780.00

#### Building Fund

Beginning Balance 01/01/21	\$209,390.13
<b>Income 01/01/21 – 09/30/2021</b>	
Pledges Received	\$84,854.80
Gifts	\$3,702.50
Interest	\$517.01
Paycheck Protection Program	\$22,500.00
From Council	\$5,000.00
<b>Expense 01/01/21 – 09/30/2021</b>	
Mortgage Payment	<b>(\$88,732.00)</b>
Additional Principal	<b>(\$49,980.00)</b>
Capital Appeal (cupcakes)	<b>(\$8,388.78)</b>
<b>Ending Balance 09/30/2021</b>	\$178,863.66

*(The ending building balance is what we have in savings accounts dedicated to the building fund - \$83,000 of this is in a special account which is set aside for any unexpected large building expense or need)*

**Salem Outreach Governing Board October 19,2021**  
**Unapproved Minutes**

Present were: Chuck Lubowitz, Cathy Aykens. Kim Coughlin, Noreen Steinbrecher, Jeff Mitchell, Sandy Kretlow, and Paster Mike.

MSC: Motion Seconded, Carried

Pastor Mike opened with prayer.

Secretary's report was sent out. No changes. MSC

Financials:

Scrip received \$43.30 for the month of September. Next time to order will be October 31 and to be returned by the November 7. We will need to order 125 \$10.00 Target cards for Teen Challenge and 125 \$10.00 Target cards for jail ministry.

We went through line by line. It was noted that line # 7125 will need to be looked at in 3 years. Our operating system at the MS is more than we need.

We are on track for the year for sales at the Mustard Seed.

Grants: Review what each grant was for.

Crow Wing County Covid Grant is for Payroll and utilities

E.W. Hallett Trust Grant is unrestricted

ELCA Grant is for hunger, Money for Honduras for food

Mille Lacs Electric Grant is for gas

United Way Grant is for mattresses, client needs, gas cards

Check on starter kits for cleaning supplies for clients.

Gutters bill came to \$2552.00. Motion was made to pay the difference from previous motion from last month from line #7205. MSC

Motion was made to spend up to \$2000.00 for two new washing machines from Best Buy from line #2910. MSC

We manually installed lint filters on each machine.

Oberg Fence: The fence between MS and Legion was installed on Oct. 25.

Vandalism at Salem West: Someone ran their car into the gate at Salem West. We have a \$5000.00 deductible with insurance. Look into another company to fix fence.

Neuman Roofing are coming to re screw the roof on October 26.

Joey is working every Tuesday at Salem West and balance at MS. No more than 40 hours a week.

Motion was made to pay up to \$9000.00 on a utility vehicle from Hallett Grant Money. MSC

Motion was made to purchase a newer vehicle up to \$18,000.00 from line #2825 and difference from Hallett Funds. MSC

We looked at the budget for next year.

Meeting adjourned

Lords Prayer

Next meeting November 16,2021

Submitted by Sandy Kretlow, secretary.

**Salem Lutheran Church**  
**Council Meeting Minutes from Sept 23, 2021**

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

MSC = The motion was seconded and carried.

**Present:** Jeff Mitchell, Jena Reed, Al Schiffler, Paul Tesdahl, Tracy Perpich, Renee Voller, Warren Balfany, Terry Tichenor, Mark Carlson

**Absent:** Pastor Mike Briggs

**Also Present:** Ruth Blum for the compensation package discussion.

**Call to Order**

**Opening Prayer by Jeff Mitchell**

**Approval of Minutes**

**Motion:** Approve minutes of the August, 2021 Council meeting. **MSC.**

**Motion:** Approve minutes of the September 14, 2021 Special Council meeting. **MSC**

**Compensation Packages**

- Discussed the compensation package for Pastor Amanda Kempthorne. Stressed the need for confidentiality of the call until she accepts it and tells her congregation. Pastor Amanda would like the same basic compensation that she currently has.

**Motion:** Accept the compensation package as discussed for Pastor Amanda Kempthorne. **MSC**

- Discussed the compensation package for Director of Outreach Jason Kempthorne. We are hiring someone with a track record. The Director of Outreach currently reports to the Pastor. With his wife as the Pastor, we need to look at this. We will have about 6 months to figure out the proper person for him to report to.

**Motion:** Accept the compensation package for Jason Kempthorne as Director of Outreach, pending the acceptance of the Call by Pastor Amanda. **MSC**

**Treasurer's Report**

- Treasurer Terry Tichenor reviewed the finances.

**Motion:** Approve the August, 2021 Financial Reports. **MSC.**

**Pastor's Report**

- Pastor Mike was absent, but provided a report.
- Pastor Mike also sent us his letter of resignation.

**Motion:** Accept Pastor Briggs' resignation. **MSC**

**Action:** Jena will get a card for Pastor Mike thanking him for his service to Salem.

**Committee Reports**

- Facilities: Bell Tower will go up first week of October. It will take 2 or 3 days.
- OGB: Steve Pauly is volunteering until we have a new Director of Outreach. He has turned the running of the OGB meetings over to Chuck Lubowitz.



## **Unfinished Business**

- Capital Appeal: Moving forward. Looking at Monday evening Sept. 27th at 6pm for training for those who are delivering/picking up the envelopes.
- Strategic Plan: Need names of congregation members willing to read through the Strategic Plan and give feedback.

**Action:** All: Email Jeff names of people you feel might be willing to read the Strategic Plan and give feedback.

- Constitution: Discussed changes to the Church Constitution. The changes will be made and it will be sent to the Synod before the congregation votes on it.

## **New Business**

- Resignation of Director of Outreach

**Motion:** Accept the letter of resignation from Director of Outreach, Don Hales. **MSC**

- Audit: We need to put the cost of an Audit into the budget for next year.

**Action:** Terry and Paul will get quotes for an auditor.

- Compensation Working Group (CWG): Discussions were held regarding starting the CWG on Monday, Sept. 27th, at 3pm

**Action:** Jeff will send an email to those involved.

## **S.O.S.**

- A discussion was held regarding the concern that there is a lack of contemporary music in our service. There should be a blend of both traditional and contemporary music. The worship committee talks about this at every meeting to ensure both styles are heard. They will also address other options.

**Action:** Jeff or Pastor will get back to the person to discuss it further.

- A discussion was held regarding the question of the resolution of a paid employee not being able to be elected to a position for 3 years after being employed for 2 years or more. The thought behind this is to keep the new employee from being uncomfortable with their predecessor in their business/chain of command.

This will be looked at further to see if it needs to be refined.

## **Discussion**

- Reconciliation needs to be done at the end of the month. Tracy volunteered to run over to the bank to do this.

## **Announcements**

- The next regularly scheduled meeting will be on October 28, 2021, at 6:00 P.M. in the conference room.

## **Meeting Adjourned**

- Prayed the Lord's Prayer.

Prepared by: Jena Reed

# NOVEMBER 2021

## Salem Lutheran Church of Deerwood

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	<b>1</b>	<b>2</b> 9:00 AM Piecemakers 9:00 PM Lefse Prep  12:30 PM Staff Meeting  5:00 PM Worship & Music Comm Mtg	<b>3</b> 6:30 AM Women's Bible Study  5:00 PM Salem Ringers Rehearsal	<b>4</b> 11:00 AM Salem Delivers Meals on Wheels	<b>5</b> 8:00 AM Men's Bible Study	<b>6</b> 10:00 AM Brian Skone Graveside Service
<b>7</b> 8:00 AM Choir Rehearsal 9:00 AM Worship 10:30 AM Nominating Committee Meeting	<b>8</b>	<b>9</b> 9:00 AM Piecemakers  12:30 PM Staff Meeting 6:00 PM Faith Formation Team Meeting	<b>10</b> 6:30 AM Women's Bible Study  3:00 PM Executive Team Meeting 5:00 PM Salem Ringers Rehearsal 6:30 PM Confirmation	<b>11</b>	<b>12</b> 8:00 AM Men's Bible Study	<b>13</b>
<b>14</b> <b>CONSECRATION SUNDAY</b>  8:00 AM Choir Rehearsal 9:00 AM Worship	<b>15</b>	<b>16</b> 9:00 AM Piecemakers  12:30 PM Staff Meeting 1:00 PM Outreach Governing Board Mtg	<b>17</b> 6:30 AM Women's Bible Study  5:00 PM Salem Ringers Rehearsal 6:30 PM Confirmation  <i>Taste of Christmas at The Mustard Seed →</i>	<b>18</b> 9:30 AM Heartland Conference Gathering, Princeton  6:00 PM Lions Meeting  <i>Taste of Christmas at The Mustard Seed →</i>	<b>19</b> 8:00 AM Men's Bible Study  <i>Taste of Christmas at The Mustard Seed →</i>	<b>20</b>  <i>Taste of Christmas at the Mustard Seed, Last Day</i>
<b>21</b> 8:00 AM Choir Rehearsal 9:00 AM Worship  10:00 AM Budget Information Meeting for Congregation	<b>22</b>	<b>23</b> 9:00 AM Piecemakers  12:30 PM Staff Meeting	<b>24</b> 6:30 AM Women's Bible Study  5:00 PM Salem Ringers Rehearsal		<b>26</b> 8:00 AM Men's Bible Study CHURCH OFFICE CLOSED	<b>27</b>
<b>28</b> 8:00 AM Choir Rehearsal 9:00 AM Worship	<b>29</b>	<b>30</b> 9:00 AM Piecemakers 10:00 AM Deck the Halls Decorating at the Church  12:30 PM Staff Meeting				

**STAFF**

Pastor	Michael Briggs	<a href="mailto:pastor@salemdwd.org">pastor@salemdwd.org</a>
Office Manager	Deborah Carlson	<a href="mailto:office@salemdwd.org">office@salemdwd.org</a>
Financial Manager	Ruth Blum	<a href="mailto:finance@salemdwd.org">finance@salemdwd.org</a>
Custodian	Tony Novotny	<a href="mailto:facilities@salemdwd.org">facilities@salemdwd.org</a>
Interim Director of Outreach	Steve Pauly	
Praise Team Coordinators	Becky Klingelhofer, Noreen Steinbrecher	
Pianist/Organist	Becky Klingelhofer	
Salem Ringers Director	Kevin Edstrom	
Choir Director	Kevin Edstrom	
Mustard Seed Manager	Jacob Walker	<a href="mailto:mustardseed@salemdwd.org">mustardseed@salemdwd.org</a>
Mustard Seed Asst Manager	Bev Kunz	
Mustard Seed Asst Manager	Debbie Olson	
Salem WEST Manager	Jadell Hathaway	<a href="mailto:west@salemdwd.org">west@salemdwd.org</a>

**COUNCIL**

Jeff Mitchell, president	218-260-8140
Paul Tesdahl, vice-president	218-546-5036
Jena Reed, secretary	218-670-0499
Terry Tichenor, treasurer	781-223-0258
Warren Balfany	612-790-6651
Pastor Mike Briggs	715-410-5404
Mark Carlson	218-851-7236
Tracy Perpich	218-838-7008
Al Schiffler	218-527-0086
Renee Voller	763-242-6382

## **Unapproved minutes Outreach Governing Board September 15,2021**

Present were: Pastor Mike, Steve Pauly, Jeff Mitchell, Chuck Lubowitz, Cathy Aykens, Kim Coughlin, Noreen Steinbrecher, Jacob Walker, and Sandy Kretlow.

MSC: Motion, Seconded, and Carried

Pastor Mike opened with prayer.

Jacob Walker was present for a short time. He wanted to know the chain of command for which he is supposed to report too. We also talked about communication between Outreach, Church Council and the Mustard Seed.

Through a recent phone call to Oberg Fence was given a go ahead regarding the split rail fence that is going to be put up at Mustard Seed. It will be done before the end of October.

Minutes from August 3,2021 was MSC

Financials: We went over the financial report. Doing OK.

Received a grant from MLEC for \$3000.00 for which we usually use for gas.

Scrip for last month was around \$19.00.

Motion was to increase Tyler's wages by \$2.00. MSC

Steve Pauly is working on a Volunteer Code of Ethics and Job descriptions for director of outreach, managers at Mustard Seed and Salem West and assistant manager at both places.

No garage sale this fall.

Motion was made for gutters and snow rails for SW. A 15' and 20 ' piece on building one and 26' piece on building two not to exceed \$1600.00 from line # 7205. MSC

Motion was made to pay \$125.00 for the sign from K & M signs from line #7140. MSC

Motion was made to pay Deerwood Technology for updating the point of sale at Mustard Seed for \$4420.00. Funds to come from line # 7125 \$350.00, #7110 \$2500.00, and #7105 \$1570.00.

Discussed the wearing of masks at Mustard Seed and Salem West. Steve is going to talk to volunteers and employees.

Volunteers for compensation working group are needed from this group.

Taste of Christmas is coming up soon. We will have Sherri and Kathy bake at church again for our bake sale since COVID is still around.

Meeting adjourned with Lord's Prayer.



Next meeting will be Tuesday October 19, 2021

Submitted by Sandy Kretlow Secretary.

**Salem Lutheran Church**  
**Council Meeting Minutes from July 29, 2021**

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

MSC = The motion was seconded and carried.

**Present:** Pastor Mike Briggs, Jeff Mitchell, Jena Reed, Terry Tichenor, Al Schiffler, Paul Tesdahl, Tracy Perpich, Mark Carlson, Renee Voller

**Also present:** Raye Cragun, Cassie Poppe

**Call to Order**

**Opening Prayer by Pastor Mike**

**Approval of Minutes**

**Motion:** Approve minutes of the June, 2021 Council meeting. **MSC.**

**Daycare Update**

- Cassie and Raye provided an update on the process of setting up a daycare in the church. Cassie described the difference between a center and a home daycare. They will continue with a home daycare set-up, as a daycare center has more rules and more costly. Shooting to open January 1<sup>st</sup>. Fire Marshall approved the facility for a Daycare Center, should we decide to go that way later. We need to look at our insurance to see what is covered and if additional coverage is needed.

**Action:** Terry will check with our insurance agent.

**Treasurer's Report**

- Treasurer Terry Tichenor reviewed financial reports with the Council.

**Motion:** Approve the June, 2021 Financial Reports. **MSC.**

**Pastor's Report**

- Pastor Mike reviewed the past month's ministry highlights.
  - There will be 14 new members received on Sunday, 1 August.
  - No responses from choir director vacancy.
  - Over 40 kids for VBS.
  - He will be on vacation August 16 – 21.

- Pastor led study on *The Post-Quarantine Church*, chapter six.

**Action:** All: Read conclusion of *The Post-Quarantine Church*.

## Committee Reports

- Welcome Committee met for new members being welcomed.
- Worship and Music met. Glad to have communion again.
- Facilities: A couple of congregation members came forward wanting to form a landscaping committee. The idea was discussed and approved.

**Motion:** Approve a \$1500 budget for the couple to proceed. MSC

## Unfinished Business

- Capital Appeal: Paul discussed the proposal from Mark Davy and Associates to run the Capital Appeal for three years for \$20,000. It is a reduction of cost, with Salem picking up some duties.

**Motion:** Accept the Capital Appeal proposal. MSC

- Call Committee: Jeff provided an update from the Call Committee. Additional candidates have expressed interest and site visits have been scheduled.
- Bell Tower: Moving along nicely.

## New Business

- Mortgage payment: Paul discussed the need for approval to continue the \$15,408 payment now that the mortgage has been modified.

**Motion:** Due to the modification of the mortgage loan, continue paying the mortgage payment of \$15,408. MSC

- Strategic Planning: Making progress and continuing to look at strategies and tactics.
- Constitution Review: Mark provided an update on their progress. The plan is to have the plan published prior to the next congregational meeting.
- Glen Helm has submitted his letter of resignation, effective August 10<sup>th</sup>.

**Motion:** Accept Glen's resignation pending reconsideration. MSC

- Tanya Smith resigned. Don has started the process to fill the position.

**Motion:** Accept Tanya's resignation.

- Warren Balfany expressed interest in filling Peggy's vacant position.

**Motion:** Have Warren fill Peggy's position until next Congregational meeting. MSC

## Discussions

- **As a Council, we recognize and say THANK YOU to all VBS organizers and workers for a successful Vacation Bible School!!**

## S.O.S.

- There was concern that the storage in the basement was unsafe. The Fire Marshall inspected this area and found no issues.

## Announcements

- The next regularly scheduled meeting will be on August 19, 2021, at 6:00 P.M. in the conference room.

## Meeting Adjourned

Prayed the Lord's Prayer.

Prepared by: Jena Reed

**Salem Lutheran Church**  
**Council Meeting Minutes from Aug 19, 2021**

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

MSC = The motion was seconded and carried.

**Present:** Jeff Mitchell, Jena Reed, Al Schiffler, Paul Tesdahl, Tracy Perpich, Renee Voller, Warren Balfany

**Absent:** Pastor Mike Briggs, Terry Tichenor, Mark Carlson

**Call to Order**

**Opening Prayer by Jeff Mitchell**

**Welcome Warren Balfany to the Council**

**Approval of Minutes**

**Motion:** Approve minutes of the July, 2021 Council meeting. **MSC.**

**Treasurer's Report**

- Treasurer Terry Tichenor was not present, but sent a review of the finances. Jeff reviewed the report with the Council.

**Motion:** Approve the July, 2021 Financial Reports. **MSC.**

**Pastor's Report**

- Pastor Mike was absent, but provided a report.

**Committee Reports**

- Facilities:
  - The LED lights are in the parking lot and look great!
  - The Midthun's have finished the wiring for the bell tower.
  - The bell tower has not been delivered yet. Hopefully in a week or so. We are ready for it.
  - The test lights in the sanctuary were less light than the original bulbs, so they were removed.
- OGB: The manager at Salem West has been replaced and will start on Monday.

**Unfinished Business**

- Capital Appeal: The team has developed a timeline for the next three years. Moving forward to get the pledge cards to the congregation in September.
- Call Committee: One candidate has visited already. Another will be later this month.
- Summerfest: **Thank you everyone for the donations!** Everything went well, especially since we had less items for the silent auction. The final report will be in mid-September.

### **New Business**

- Strategic Plan: Jeff will email the plan to all Council members.

**Action:** All review the plan by 3 September

- Continuing Resolution: A resolution regarding elected positions for prior church employees was discussed.

**Motion:** Propose a continuing resolution that any employee with 2 years or more of employment, cannot hold an elected position for 3 years following the end of their service. **MSC**

- Compensation Working Group (CWG): Discussion were held regarding the CWG that will start next month.

**Motion:** Paul, Terry and Jeff be members of the CWG and follow a zero based budget process on all budgets. **MSC**

### **Discussions**

- As a Council, we recognize and say **THANK YOU to all those that donated items to the silent auction.**
- Discussion on Deerwood technologies donation of services to the church. Tracy will write a thank you to them.
- Trees are getting large. How do we get them cut back? Something to think about.

### **S.O.S.**

- A discussion was held regarding the concern that we need to attract/keep good employees and we need to aggressively recruit more members, especially young people. Possibly adjusting the salary and benefits for employees will help.  
The council (and CWG) will be looking into this.

### **Announcements**

- The next regularly scheduled meeting will be on September 23, 2021, at 6:00 P.M. in the conference room.

### **Meeting Adjourned**

- Prayed the Lord's Prayer.


Prepared by: Jena Reed



# OCTOBER 2021

## Salem Lutheran Church of Deerwood

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 8:00 AM Men's Bible Study	2
3 7:30 AM Choir Rehearsal 9:00 AM Worship 10:00 AM Special Meeting of the Congregation  <i>Capital Campaign Packet Delivery</i>	4	5 9:00 AM Piecemakers 12:30 AM Staff Mtg  5:00 PM Worship & Music Comm Mtg	6 6:30 AM Women's Bible Study  5:00 PM Salem Ringers Rehearsal 6:30 PM Confirmation	7	8 8:00 AM Men's Bible Study	9 8:00 AM FALL CLEANUP
10 7:30 AM Choir Rehearsal 9:00 AM Worship 10:30 AM Confirmation Service Practice  <i>Capital Campaign Packets will be picked up</i>	11	12 9:00 AM Piecemakers 12:30 AM Staff Mtg  7:00 PM Faith Formation Team Mtg	13 6:30 AM Women's Bible Study  5:00 PM Salem Ringers Rehearsal	14	15 8:00 AM Men's Bible Study  1:00 PM Koffee Klatch at Heartwood	16
17 <b>CONFIRMATION SUNDAY</b> 7:30 AM Choir Rehearsal 8:30 AM Confirmation Photos 9:00 AM Worship/Affirmation of Baptism 10:00 AM Reception in honor of Confirmands	18	19 9:00 AM Piecemakers 12:30 AM Staff Mtg  5:45 PM Capital Appeal Team Mtg 6:00 PM Outreach Governing Board Meeting	20 6:30 AM Women's Bible Study  5:00 PM Salem Ringers Rehearsal	21 9:30 AM Heartland Conference Gathering in Pequot Lakes  6:00 PM Lions Meeting	22 8:00 AM Men's Bible Study	23
24 7:30 AM Choir Rehearsal 9:00 AM Worship	25	26 9:00 AM Piecemakers 12:30 AM Staff Mtg	27 6:30 AM Women's Bible Study  5:00 PM Salem Ringers Rehearsal 6:30 PM Confirmation	28  6:00 PM Council Meeting	29 8:00 AM Men's Bible Study	30

<b>31</b> <b>7:30 AM</b> Choir Rehearsal <b>9:00 AM</b> Worship  <b>1:30 PM</b> Salem Hosts Care Center Worship  <b>4:30-6:00 PM</b> TRUNKS FOR TREATS						
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## **STAFF**

Pastor	Michael Briggs	<a href="mailto:pastor@salemddwd.org">pastor@salemddwd.org</a>
Office Manager	Deborah Carlson	<a href="mailto:office@salemddwd.org">office@salemddwd.org</a>
Financial Manager	Ruth Blum	<a href="mailto:finance@salemddwd.org">finance@salemddwd.org</a>
Custodian	Tony Novotny	<a href="mailto:facilities@salemddwd.org">facilities@salemddwd.org</a>
Interim Director of Outreach	Steve Pauly	
Praise Team Coordinators	Becky Klingelhofer, Noreen Steinbrecher	
Pianist/Organist	Becky Klingelhofer	
Salem Ringers Director	Kevin Edstrom	
Choir Director	Kevin Edstrom	

Mustard Seed Manager	Jacob Walker	<a href="mailto:mustardseed@salemdwd.org">mustardseed@salemdwd.org</a>
Mustard Seed Asst Manager	Bev Kunz	
Mustard Seed Asst Manager	Debbie Olson	
Salem WEST Manager	Jadell Hathaway	<a href="mailto:west@salemdwd.org">west@salemdwd.org</a>

### **COUNCIL**

Jeff Mitchell, president	218-260-8140
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Jena Reed, secretary	218-670-0499
Terry Tichenor, treasurer	781-223-0258
Warren Balfany	612-790-6651
Pastor Mike Briggs	715-410-5404
Mark Carlson	218-851-7236
Tracy Perpich	218-838-7008
Al Schiffler	218-527-0086
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