

# SALEM CONNECTION

## MAY 2022



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

Phone: 218.534.3309

Email: [office@salemldwd.org](mailto:office@salemldwd.org)

Website: [www.salemldwd.org](http://www.salemldwd.org)



*"I thank my God every time I remember you. In all my prayers for you, I always pray with joy because of your partnership in the gospel from the first day until now, being confident of this, that the One who began a good work in you will carry it on to completion until the day of Christ Jesus."*

- *Philippians 1:3-6*

Paul wrote his letter to the church in Philippi, Greece around 61 A.D. to thank the Philippians for a gift they had sent with one of their members, and to encourage them in their faith. The young Philippian congregation was the first church Paul helped establish on the European continent. They had been a great encouragement to Paul and enjoyed a special relationship with him. Paul's letter lifts up the real joy of the Christian life. It has been called Paul's letter of joy. Yet he wrote it from a Roman prison! I'm not sure any letter I wrote from prison would be called my "letter of joy."

Joy in the New Testament is more than happiness. Joy runs deeper and stronger than happiness because it is not dependent on the circumstances of our life. Joy is a result of experiencing God's grace. It is the quiet, confident assurance of God's love and presence in our lives no matter what is happening. Whether we are at the pinnacle of success or in the depths of prison we have deep joy because our Lord is walking with us, working through us, guiding and guarding us. Happiness depends on what's happening. Joy comes from being held by our Lord.

As Randy and I come to the end of our time at Salem and move to retirement in Alexandria, Paul's words reflect so many of our thoughts and feelings as we think about the many blessings we've experienced here. I am so thankful to have had the chance to serve with you as pastor. God has used Salem's gifted and talented and faith filled people to Welcome, Equip, and Send all sorts of people in Jesus' name, and to make a huge difference in this community. What could be better than being a part of that?

The hard part is that now we will separate, and I will no longer be your pastor. There is grief in this, a grief that reflects the ministry we've shared as we served our Lord together. A difficult part of a

healthy transition means I cannot return for official actions, such as baptisms, weddings, or funerals. It also means that I would not agree to preside over these kinds of pastoral events away from the church if they involve Salem members. It is a difficult but important practice. Therefore I ask your help with this. It is important because as Pastor Amanda and other new leaders enter Salem's life and take on the mantle of ministry they need your ardent prayers and full support – just as you gave them to me. A healthy transition to new leadership is so important for the ongoing life and health of the congregation. I will do my best to follow healthy transition boundaries, even though it is also difficult for me. And I will keep you in my prayers, always.

We have a few weeks left now, and I intend to continue to savor the time with you. In the end, I give thanks for you as Paul did for the Philippians: *"I thank my God every time I remember you, constantly praying with joy in every one of my prayers for all of you, because of your sharing in the gospel from the first day until now. I am confident of this, that the One who began a good work among you will bring it to completion by the day of Jesus Christ."* *-Philippians 1:3-6*

With gratefulness to God and to you,  
your co-worker in Christ,  
Pastor Mike



### **FAREWELL EVENT FOR PASTOR MIKE!!!**

Please come and enjoy brunch following worship on Sunday, **May 22nd**. The 'Farewell Team' has put together a short program (roast?) directly after the meal. *Pastor Mike's last Sunday at Salem is May 29<sup>th</sup>. He and Randy are headed for a home*

*that they own near Alexandria. We wish them a happy and restful retirement. We will miss you, Pastor Mike!*

Farewell Team: Warren Balfany, Debbi Carlson, Sandy Kretlow, Kathi Sharp, Noreen Steinbrecher



*Peace, people of Salem, God's peace be with you all.*

*We are on the edge of a time of transition at Salem, and peace is sometimes the last thing on our minds. Most people don't like change. The stress makes us act out of character: we over-engage, we rush through decisions, we get anxious and agitated, or we simply disappear until things settle down.*

*These are all natural responses to change, and the grief that goes with it. But even if it's normal, it doesn't necessarily feel good, so we do what we can to move quickly through the in-betweens of life.*

*God offers us a different way – straight through the middle of the uncertainty – with the assurance that God never leaves us abandoned. I invite you to live fully in each moment of these next months. Don't let worry crowd your thoughts. Trust that God is with us in this moment, and will be with us in the next one too. More thoughts on this next month. For now, peace. God's got us.*

*~Pastor Amanda*

## **Sunday School Experiment**

Faith Formation will be experimenting with a shift in our Sunday school practice from April 27-May 15. Instead of children leaving at the beginning of worship, we want them



to participate in more of worship, to hear special music and the Scriptures being read, to sing and pray with the community. The children's message will immediately follow the reading of the Gospel, followed by the sermon. **Sunday**

**school will begin right after children receive Communion**, giving their parents a few kid-free minutes for fellowship and our teachers more time to engage them in the lesson that day.

You can help our experiment by welcoming their wiggles as opportunities to practice grace. Help our little ones know they belong in God's house the whole time they are here! When the experiment is done, we'd love to know your experience – it will help us make decisions about the fall.

**THE CONFIRMATION END-OF-YEAR PARTY** will be on Wed. May 4<sup>th</sup> from 6:30-8:00 p.m. Parents, siblings, and mentors are invited to come celebrate the year we've had together. Bring an indoor or outdoor game and a dish to pass.

**GRADUATE RECOGNITION SUNDAY** is May 15<sup>th</sup>. Salem's 4 graduating seniors will receive a blanket and be blessed as they step into the next phase of their journeys. They are:

Taylor Bordwell

Abigail Chileen

Barrett Rezac

Jasmine Siliznoff

Please keep Salem's graduating seniors in your prayers as they take this important step.

**THE KOFFEE KLATCH** is at Heartwood on the 3<sup>rd</sup> Monday of the month at 1pm (please note the change to Monday). All are invited to come join the Bible study and the conversation. The next gathering will be Monday May 16<sup>th</sup> at 1:00 pm.

**THE MONTHLY HEARTLAND CONFERENCE PASTOR'S MEETING** was at Salem on April 21<sup>st</sup>. The Heartland Conference includes ELCA churches from Pine River to Little Falls, and MacGregor to Princeton. Colleagues gather for fellowship, worship, a business meeting and lunch. Thank you to Joyce Marshall for leading music and to Sherri Godfrey and Kathi Sharp for serving the meal!

**THE NE-MN SYNOD ASSEMBLY** was April 29-May 1 at Cragun's. Salem's voting delegates were Tim & Kim Coughlin, Pr. Mike and Pr. Amanda. Myron & Shirley Midthun attended as visitors and will be next year's voting delegates. Be sure to ask them about their experience and their sense of the issues facing our Synod.

**SALEM'S NEW BUILDING & GROUNDS MANAGER** is Clayton "Clay" Emilienberg. He comes with a host of experience in everything from auto mechanics to farm management. He will be working about 10 hours per week, plus special events like weddings and funerals. Be sure to welcome Clay to Salem!

## SERVING IN MAY:

### READERS

May 1 Lynn Hansen  
May 8 Nancy Meyer  
May 15 Nancy Meyer  
May 22 Glenn Suess  
May 29 Warren Balfany

### USHERS

Ed & Sherri Godfrey  
Mark Boike, Randy Holmwig, Herb & Barb Schoon  
Clark & Joyce Marshall, Becki Zender  
Nory & Peggy Hunze, Chuck Lubowitz, Karla Peterson  
Jan Danger, Roger & Marlene Prill, Becki Zender

*Please note: Nory & Peggy Hunze will serve communion on May 1<sup>st</sup> (thank you!). All other Sundays in May need to be covered. Thanks in advance for filling that need!*



### May

1 Delylah Voller  
4 David Steinke  
5 April Novak, Nancy Schmidt  
6 Jim Rude  
13 Jason Holmwig, Rick Johnson  
16 Elaine Dahlquist  
17 Joey Serfling, Bruce Swanson  
18 Jean Shermock  
20 Elizabeth Gavin  
22 Ashley Meyer, Glenn Suess  
23 Jonathan Kempthorne  
25 Annette Larson  
27 Tim Coughlin  
28 Wendy Christenson  
30 Glen Knutson, Peter MacKay,  
Donna Sanderson  
31 Raye Cragun, Nancy Johnson

## Happy Anniversary!!

### MAY ANNIVERSARIES

7 Chuck & Char Hausker (1988)  
8 Les & Shirley Taylor (1955)  
16 Glenn Suess & Ruth Helgesen (1992)  
17 Dick & Lois Hicks (1975)  
20 Greg & Jena Reed (1994)  
25 DeMar & Arlys Wanstrom (1962)  
28 Terry & Judy Fields (1960)  
29 Claude & Renee Gilmer (1998)

**April 18 Warren Balfany & Lynn Hansen (2020)** *(missed last month!)*

Cascade United Methodist Church is in need of a part-time Administrative Assistant/Treasurer. Qualifications: General office duties plus financial services; Church Windows database program. Computer skills and fund-based accounting necessary. Approximately 15 hrs per week. Send resume to Cascade UMC, PO Box 127, Deerwood, 56444.

## SHARING BREAD SOUP KITCHEN

Salem continues to provide a meal at the Sharing Bread Soup Kitchen in Brainerd on the second Tuesday of each month. Thanks to those who have volunteered! The Shermocks are helping the Maleks. In May, Myrna Nelson, Elsa Ray and the awesome Knief gang have volunteered. If you would like to help with this worthwhile ministry, please give me a call or text. Thanks again.

Carol Malek  
218-820-3329



*Thank  
You!*



*Thanks to all* who contributed to the bake sale at The Mustard Seed. It was a great success. Thanks!

*The Mustard Seed crew*

*Dear Friends, We are truly thankful for your support of Midwives For Haiti. Your donations make a difference! Thanks to you, we are delivering another year of vital programs in Haiti. We are honored that you have chosen to help build a brighter future for the mothers of Haiti. Thank you.*

*Jane Drichta, Executive Director, Midwives For Haiti*

*Thank you for the lovely Easter lily from the church. It is a special time of year and we miss seeing all the lilies that proclaim that our sins are forgiven by our Blessed Lord. Happy Easter!*

*Love, Donna & Jerry Sanderson*

*Dear Salem Lutheran Church,*

*Thank you so much for the beautiful Easter lily and appreciated also was the Christian messenger, Judy Fields. God bless you all this wonderful time of Christ's resurrection!*

*Barbara Abelson*

*Salem – Thank you for the lovely Easter lily. It is Easter here now.*

*Teddy Skattum*

*Thank you so much for the beautiful Easter lily. What a beautiful way to celebrate our Lord's resurrection!*

*Randy Briggs*

(thank you notes, continued)

Thank you for the beautiful Easter lily. It helps remind me of all of you every time I look at it. Thank you also for continuing to keep me in your thoughts and prayers. God be with all of us.  
Lenore McBroom

Thanks for the beautiful lilies. Every time I walk by them in our home I think of the amazing people at Salem. God bless.  
John & Elaine Greene

*Special thanks to those who donated the funds for Easter lilies for decoration in the sanctuary and special thanks to the volunteers who delivered them to people who are dear to us.*

Donated by:

- ☼ *Kay Bendorf, in memory of Jim Bendorf, Albert & Ruth Bendorf, Harold & Doris Wobig*
- ☼ *Audrey Birkliid, in memory of Lee Birkliid*
- ☼ *Ruth Blum, in memory of her husband and her parents*
- ☼ *Mike & Randy Briggs, in honor of Matthew and Luke Briggs, Jason Briggs and shut-ins*
- ☼ *Mark & Debbi Carlson, in memory of Mini Williams*
- ☼ *Kris Davis in memory of her dad, Harlan Hill*
- ☼ *Randy & Lori Holmwig, in memory of Stan & Laverne Holmwig, David & Audrey Hall*
- ☼ *Jason & Jessica Jones, in memory of Noel "Buzz" Jones and Brenda Leino*
- ☼ *Wayne & Joyce Kohnen, for the Outreach Ministry and in memory of their parents*
- ☼ *Sandy Kretlow, in memory of Ron Kretlow and parents*
- ☼ *Bev Kunz and family, in memory of Dick Kunz*
- ☼ *Beth and Betty Lavan in memory of Gene Lavan, Carol Lyon, Neil Woodward*
- ☼ *Jerry & Ruth Lerom in memory of their parents and their grandson*
- ☼ *Clark & Joyce Marshall, in memory of parents, and Joyce's brothers Gerald and Robert*
- ☼ *Myrna Nelson, in memory of Jim Nelson and their parents*
- ☼ *Rod & Laurie Ogard, in memory of their son David*
- ☼ *Deanna Olson and family, in memory of Archie Olson and their parents*
- ☼ *Marlene Raadt, in memory of Clayton Highum and Ken Raadt*
- ☼ *Carol Gerber and Elsa Ray, in memory of Martin & LaFern Linberg*
- ☼ *Elsa Ray and Lance and Shelly in memory of Doug Ray*
- ☼ *Al & Kathi Sharp in memory of Kathi's dad Derald Landrus, granddaughter Mia Schommer, and Al's brother Kevin Sharp.*
- ☼ *Ken & Linda Stebbins, in memory of parents and grandparents and Liam David Anderson*
- ☼ *Dean & Pat Sylvester, in honor of Jim, Don, Janet, Marilyn and Peggy*
- ☼ *Joe & Nancy Tighe, in memory of Ruth & George Hagen, Larry & Helen Tighe and Thomas Tighe*
- ☼ *Steve & Arnita Zierke, in memory of Bettijane & Don Zierke, Lawrence Abear and Lori Abear*

## Capital Appeal Update



In October 2021, Salem conducted a Capital Appeal to reduce the debt on our building mortgage. The effort was a success with many in the congregation making financial commitments as well as giving of their time through volunteering. We thank the volunteers and donors once again for their contributions to this important effort.

The updated Capital Appeal numbers:

- Total Amount Pledged: \$373,622.00
- Total Amount Received: \$ 85,185.50

We plan to update the congregation throughout the three-year pledge process, which will end in December, 2024. The Capital Appeal Team encourages everyone to keep up to date on your pledges. If you have not yet contributed, please know that additional funding is still needed to get closer to eliminating the mortgage. Please visit [www.salemdwd.org/capital-appeal/](http://www.salemdwd.org/capital-appeal/) for more information.

Salem's mortgage is now under \$1 million! We are looking forward now when it comes to the mortgage and hope to be debt-free by 2028. Thank you for your help and interest in the Stepping Forward in Faith Campaign!

## Salem Lutheran Church Operating Fund

### Financial Results Jan – Mar (YTD)

|         | Adopted Annual Budget | YTD Actual 2022 | YTD Prior Year 2021 |
|---------|-----------------------|-----------------|---------------------|
| Income  | \$466,507.98          | \$100,151.78    | \$93,839.64         |
| Expense | \$466,507.98          | \$118,712.61    | \$93,463.85         |
| Net     | \$0                   | \$(18,500.83)   | \$ 375.79           |

## Salem Outreach

### Financial Results 01/01/2022 – 03/31/2022

|         | Adopted Annual Budget | YTD Actual 2022 | YTD Prior Year 2021 |
|---------|-----------------------|-----------------|---------------------|
| Income  | \$248,019.92          | \$41,988.68     | \$21,366.13         |
| Expense | \$248,019.92          | \$63,074.39     | \$30,849.28         |
| Net     | \$0                   | \$(21,085.71)   | \$( 9,483.15)       |

## Overview of Mortgage & Building Fund

### March 2022

#### Mortgage

|  |                |
|--|----------------|
| Original Mortgage Amount   | \$2,379,964.75 |
| Principal Balance  | \$997,169.36   |
| Monthly Mortgage Payment (Principal & Interest-effective 06/01/2021) | \$ 8,628.00    |
| Additional Principal Payment   | \$ 6,780.00    |

#### Building Fund

|                                    |               |
|------------------------------------|---------------|
| Beginning Balance 01/01/22         | \$198,842.81  |
| <b>Income 01/01/22 – 03/31/22</b>  |               |
| Pledges Received                   | \$35,272.50   |
| Gifts                              | \$1,405.00    |
| Interest                           | \$106.49      |
| <b>Expense 01/01/22 – 03/31/22</b> |               |
| Mortgage Payment                   | \$(25,884.00) |
| Additional Principal               | \$(20,340.00) |
| Capital Appeal                     | \$(4,000.00)  |
| <b>Ending Balance 03/31/2022</b>   | \$185,402.80  |

*(The ending building balance is what we have in savings accounts dedicated to the building fund.) Complete financials are available by contacting Ruth Blum at the church office. Questions can be directed to Council President Paul Tesdahl or Financial Manager Ruth Blum.*





**Pastor Amanda and the First Communion Class participants making communion bread for Maundy Thursday.**

We welcome into table fellowship these students of Holy Communion:

- † Madellyn Monnier
- † George Knutson
- † Henry Knutson
- † Jack Voller
- † Gwendolyn Voller
- † Delylah Voller
- † Jonathan Kempthorne
- † Evan Kempthorne



**PLEASE WELCOME** Salem's new Office Manager, Laura Martin!

*"I married my best friend, Ron, in 2009 and currently have six grandchildren and two sons (our daughter passed away from cancer several years ago). In the past, I've held numerous positions in office management and customer service. My hobbies include painting, graphic design, embroidery, gardening, reading and fishing."*

*Laura's first day in the office is May 9<sup>th</sup>.*

## Lunch Bunch

Lunch Bunch is returning for summer 2022 and we need your help. This year Outreach is collecting shelf stable items to help pack lunches. Our goal this year is to serve 1,000 double meals. What is a double meal? Because we distribute on Friday we hope to pack enough food for a Saturday Meal for the families. This means we will need at minimum 2,000 individual bags of chips, granola bars, fruit cups, cheese and crackers, individually packaged cookies and rice Krispy bars, peanut butter and jelly, and other items. Please place your donations of shelf stable items into the Lunch Bunch cart in the Church Narthex! Each week starting the end of May an announcement will be made for additional items needed, please watch the bulletin for more information!



## SPECIAL THANKS

An amazing team of Kitchen Coordinators Sherri and Kathi, Care & Share Unit Teams and other volunteers served 48 hours in the month of April, before, during and after the funerals and the Heartland Conference Gathering at Salem. The Salem Staff and congregation say, THANKS!



## Volunteer Opportunity

Salem West is looking for a Laundry volunteer to help over the summer months. As donations pick up, clothing donations often double. In past years this has created a mountain of clothing that we cannot get to until the fall. Often times these items have spoiled with mold and mildew. The Laundry volunteer position will help keep our 4 sets of washers spinning all summer. If you are interested or need more information please contact Jade at 218-534-4962.

## Continuous Improvement Program Opportunity

The Outreach Governing Board has seized the opportunity to participate in a new program from the Initiative foundation. The goal of this program is to look at internal processes in our donation sorting and processing methods to look for inefficiencies and maybe a better way of doing things. The goal of the program is to provide local nonprofits with methods & tools, helping them improve & sustain mission and operations. This is a cohort-based training series of six half-day modules, some delivered in-person and some online. The program includes training, but also peer-to-peer sharing as well as action-oriented improvement and a “capstone” project that is customized to each Non Profit Partner. Here is where Outreach needs your help. We are looking for a team of 3-4 people to participate along with the staff on this project. The meetings are once a month starting June 9 - November 10. If you are interested or want more information about the sessions, please contact Jason at 218-381-2130 or [Outreach@salemdwd.org](mailto:Outreach@salemdwd.org)

## Jason Kempthorne

Director of Outreach

A little rain won't stop us!!

Thanks to all the helping hands that came for the Spring Clean-up on Friday, April 29<sup>th</sup>!





←←←Who is this hooded raker??



## Salem Outreach Governing Board Meeting March 15,2022

Present were Pastor Mike, Paul Tesdahl, Jason Kempthorne, Mark Carlson, Chuck Lubowitz, Jacob Walker, Sandy Kretlow, Jadell Horner, Pastor Amanda, Absent was Teppi Bundy and Cathy Aykens.

MSC: Motion, Seconded, Carried

Pastor Mike opened with prayer.

Secretary Report: Secretary report was sent out. MSC

### Financial Report:

Jason reported that the Mustard Seed is down a little in sales from the same time last year.

Scrip sales are up.

### Jason's Report:

We have been advertising on Facebook. We have reached a lot more people. Good engagement, comments and Shares.

We have added smoke detectors to the buildings.

We want to make sure we have clear paths both and the MS and SW.

Motion was made to have Jade, Jake, and Tyler take a 10 hour OSHA training course at \$50.00 per person. Should be a budget item. MSC

Motion to fix the Caravan's Liftgate Lift Support for \$277.53 - \$16.01 tax= \$230.071 from line # 7720. MSC

### Mustard Seed Report:

We have been restructuring the store, condensing toys and fair trade. We have a new jewelry display unit.

### Salem West:

Donation are slowly increasing. Plan on advertising for more donations. Plans in the near future to go to Crow Wing County Social Service and talk to them about what we do, how our system works so we can help more clients.

### New Business:

Chuck plans to make a talk about our budget issues and how we can fund our future at church on Sunday morning.

We had a lengthy discussion on sustainability of Salem Outreach after 2022.

Summer repair list:

Roofing Company is scheduled to return in May. However there is no contract for this work. Chuck will contact for an estimate of the work to be done and report in April.

Closed with prayer by Pastor Amanda.

Next meeting is April 19 at 1:00pm

## Salem Lutheran Church

### Council Meeting Minutes from March 24, 2022

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, Jena Reed, Al Schiffler, Paul Tesdahl, Warren Balfany, Tracy Perpich, Renee Voller, Peter MacKay, Don Hales, Mark Boike, Pastor Amanda, Jason Kempthorne

**Also Present:** Cassie Hecklinger, Ruth Blum, Chuck Lubowitz

#### Call to Order

#### Opening Prayer by Pastor Amanda

#### Approval of Minutes

**Motion:** Approve minutes of the February 24, 2022 Council meeting. **MSC.**

#### Daycare Update

- Cassie and Ruth provided an update for the daycare. Raye Cragun will not be employed by the daycare as it is not financially viable. It will open in mid-September. Cassie is applying for Grants to help with start-up costs.
- Faith Formation team will need to weigh in on space utilization.

**Motion:** The cost will be \$500/month from the Daycare to Salem Lutheran Church for a period of 1 year. **MSC.**

- Note that this cost is to cover the cost of utilities for the Daycare, as calculated by Ruth.

#### Treasurer's Report

- Tracy presented the treasurer's report. Overall, we are doing ok.
- While we are in the red, warmer months will bring less utility costs.
- The Bank takes care of snow removal for the Church parking lot. Salem West and Mustard Seed snow removal costs are high, and we should solicit bids prior to next season to see if we can reduce costs. This will be added to the Agenda in August.

**Motion:** Approve the February 2022 Financial Reports. **MSC.**

#### Follow Up to Salem's Council Retreat

- Pastor Amanda led a discussion regarding the goals from the retreat focusing on the strategies for 2022:
  - Develop vibrant youth and family program that draws people in and helps them grow
  - Seek opportunities to connect with potential members
  - Transform Outreach to be more intentional in serving the spiritual needs of clients
- Goals for Seek Opportunities to connect with potential members:
  - Reinstitute Welcome Committee
  - Contact new residents
  - Continue to use Facebook/Instagram/website
- What are we looking for:
  - New membership

- Having new people involved in the church
- Not always about people, sometimes it's being the place for the community
- How will we know when we are done:
  - 10 new household units by December
  - Review progress every 90 days

### **Pastor Mike's Report**

- There are 4 or 5 seniors this year. Laura Hann usually makes blankets for them.

**Motion:** Provide a devotional to the graduating seniors that is approved and ordered by the pastoral staff.  
**MSC.**

### **Pastor Amanda's Report**

- Building relationships! All help is appreciated! Setting up Meet and Greet Potlucks.
- We are overpaying for our Website. Need to look at options.
- Four applicants for Office Manager – need to look at the position description.
- SLC would like to be involved with the Deerwood Sesquicentennial. In touch with the Mayor for planning.

### **Outreach Report**

- Mustard Seed:
  - Dropped the Fairtrade stuff and doing reorganization.
  - Facebook viewing is way up.
  - A lot of money for Honduras from the Bake Sale.
- Salem West:
  - Realized that we don't have any fire detectors! Went out and bought and installed them both at Salem West and the Mustard Seed.
  - Plans in the near future to go to Crow Wing County Social Service and talk to them about what we do and how our system works so we can help more clients.
  - Maintenance of buildings – roof issues. Trying to work this out to bring a recommendation to the Council.
  - Looking at sustainability
- Chuck discussed fundraising to assist with sustainability
  - \$80K fundraising goal
  - Looking at an Outreach tab on Simply Giving
  - Put up a fundraising thermometer in the Narthex
  - Raise the issue of sustainability to the Congregation through Temple Talks.
  - Seek grant opportunities for Salem West

**Motion:** Put a fundraising thermometer in the Narthex to emphasize the need for sustainability, and do quarterly Temple Talks and newsletter articles to reinforce the need for ongoing support and to increase transparency. **MSC.**

### **Committee Reports**

- Capital Appeal: Paul noted that the mortgage started at 6% and is now at 3.625%. Giving in Jan/Feb was fantastic!
- Facilities/Kitchen: Al noted that there is a meeting on Sunday.

- Faith Formation/Youth: Renee noted that VBS will be held July 18 – 22. Doing Easter eggs with the kids for Easter.
- Day Care: Nothing additional.
- Memorial: No update.
- Outreach Board: Nothing additional.
- Stewardship: Warren noted that they are a committee of two!! Warren and Pastor Mike.
- Welcome: Need more people to get interested, introduced, informed, involved and ingrained! Have 14 Welcome Bags ready to go. Need daycare for Easter.
- Worship & Music: We will have beautiful backgrounds on our presentations at Easter.

### **Unfinished Business**

- Masks – we will continue to have masks available to those wanting them.  
**Motion:** Make masks optional starting tomorrow, March 25<sup>th</sup>, 2022. **MSC.**
- Custodian Position: Building and Grounds Maintenance interviews starting soon. Pleased with the cleaning service.
- Operations Manager – still looking. Pastor Amanda leading the team. Need to look at the position description.
- Salem’s Music Team wages  
**Motion:** Give the music team a 2% COLA to their pay to be consistent with other employees. This money will be taken from the facility coordinators line 8130. **MSC.**

### **New Business**

- Summerfest will be August 12 & 13, 2022. We have had two people chair this previously. Al has agreed to help someone, so we need suggestions for a leader.  
**Motion:** Participate in Summerfest 2022. **MSC.**
- Planning team for Pastor Mike’s retirement is in place. His last day will be May 29<sup>th</sup> as he has vacation to use. Official last day is June 30<sup>th</sup>.
- Transition from Pastor Mike to Pastor Amanda – Pastor Amanda does not automatically move into the Senior Pastor position. The Synod will meet with the Council to explain everything. A new Call Process will need to happen.
- Point of information – Certificate of thanks from Northeastern MN Synod – for year 2021
  - Salem’s contribution - \$23,406.05
  - World Hunger - \$180.00
  - Salem’s Missionary - \$2,964.98
- Outreach Building Maintenance – roof maintenance issues. Randy Holmwig and Mark Boike will help Jason identify contractors.  
**Motion:** Give Jason permission to get bids and bring to Exec Team. This includes both roof and water damage. Exec Team will have financial approval. **MSC.**

### **SOS**

- An SOS was submitted asking if we will ever return to songs that everyone knows.
  - Need additional information.
  - Maybe survey the congregation for their favorite hymns/songs?
- Action:** Paul will get with the person to get more information.
- An SOS was submitted regarding the 2021 Annual Report. The financial report for Summerfest showed no expenses.



**Action:** Paul will get with the person to explain that all items were donated, and there were no expenses.

## **Announcements**

- The Council appreciates and thanks Debbi for all she has done for Salem!!!
- The next regularly scheduled Exec. Team meeting will be April 19, 2022, at 3:00pm in the conference room.
- The next regularly scheduled Council meeting will be on April 28, 2022, at 5:30pm in the conference room.
- Thanks to Pastor Mike and Ruth's research regarding additional money from the CARES Act! We should have the money next month.

## **Meeting Adjourned**

**Motion:** To adjourn. **MSC**

- Pastor Mike closed in prayer.

Prepared by: Jena Reed

---

## **STAFF**

|  |  |  |
|--|--|--|
| Pastor                                   | Michael Briggs                             | <a href="mailto:pastor@salemdwd.org">pastor@salemdwd.org</a>             |
| Pastor                                   | Amanda Kempthorne                          | <a href="mailto:pastoramanda@salemdwd.org">pastoramanda@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>           |
| Praise Team Coordinators                 | Becky Klingelhofer,<br>Noreen Steinbrecher |  |
| Pianist/Organist                         | Becky Klingelhofer                         |  |
| Salem Ringers Director and Kevin Edstrom |  |  |
| Choir Director                           |  |  |
| Director of Outreach                     | Jason Kempthorne                           | <a href="mailto:outreach@salemdwd.org">outreach@salemdwd.org</a>         |
| 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 Horner                              | <a href="mailto:west@salemdwd.org">west@salemdwd.org</a>                 |
| Building & Grounds Manager               | Clayton Emilienberg                        | <a href="mailto:facilities@salemdwd.org">facilities@salemdwd.org</a>     |

## **COUNCIL**

|                          |              |
|--------------------------|--------------|
| Warren Balfany           | 612-790-6651 |
| Mark Boike               | 218-349-2234 |
| Don Hales, V.P.          | 320-267-7770 |
| Peter MacKay             | 218-851-5601 |
| Tracy Perpich, Treasurer | 218-838-7008 |
| Jena Reed, Secretary     | 218-670-0499 |
| Al Schiffler             | 218-527-0086 |
| Paul Tesdahl, President  | 218-851-6646 |
| Renee Voller             | 763-242-6382 |



*Piano Concert  
By Brian Billion  
Saturday, May 7, 2022~~7:00 PM  
No Admission Free  
A Freewill Offering will be accepted  
EVERYONE IS WELCOME!*

*Sponsored by St. Joseph's Communion and Liberation group and  
Salem Lutheran Church's Welcome Committee*

# MAY 2022

## Salem Lutheran Church

| Sunday   | Monday  | Tuesday   | Wednesday   | Thursday                                       | Friday   | Saturday   |
|--|---|---|---|--|--|--|
| <b>1</b><br><b>8:00 AM</b> Choir Rehearsal<br><b>9:00 AM</b> Worship/Sunday School   | <b>2</b><br><b>1:00 PM</b> Farewell Team Meeting                | <b>3</b><br><b>9:00 AM</b> Piecemakers<br><b>2:00 PM</b> Staff Meeting<br><b>5:00 PM</b> Worship & Music Committee Mtg                                | <b>4</b><br><b>6:30 AM</b> Women's Bible Study<br><b>5:00 PM</b> Salem Ringers Rehearsal<br><b>6:30 PM</b> Confirmation Picnic (Last session) | <b>5</b>                                       | <b>6</b><br><b>8:00 AM</b> Men's Bible Study   | <b>7</b><br><b>7:00 PM</b> Piano Concert               |
| <b>8</b><br><b>8:00 AM</b> Choir Rehearsal<br><b>9:00 AM</b> Worship/Sunday School   | <b>9</b><br><b>1:00 PM</b> Welcome Team Meeting                 | <b>10</b><br><b>9:00 AM</b> Piecemakers<br><b>2:00 PM</b> Staff Meeting<br><b>6:00 PM</b> Faith Formation Team Mtg                                    | <b>11</b><br><b>6:30 AM</b> Women's Bible Study<br><b>5:00 PM</b> Salem Ringers Rehearsal   | <b>12</b><br><b>9:00 AM</b> Summerfest Meeting | <b>13</b><br><b>8:00 AM</b> Men's Bible Study  | <b>14</b><br><b>9am-2pm</b> Rummage Sale at Salem West |
| <b>15</b><br><b>8:00 AM</b> Choir Rehearsal<br><b>9:00 AM</b> Worship/Sunday School  | <b>16</b>   | <b>17</b><br><b>9:00 AM</b> Piecemakers<br><b>1:00 PM</b> Outreach Governing Board Mtg<br><b>3:00 PM</b> Executive Team Meeting<br><i>Movie Night</i> | <b>18</b><br><b>6:30 AM</b> Women's Bible Study<br><b>5:00 PM</b> Salem Ringers Rehearsal   | <b>19</b>                                      | <b>20</b><br><b>8:00 AM</b> Men's Bible Study<br><b>1:00 PM</b> Koffee Klatch at Heartwood<br><br>June Newsletter Items Needed | <b>21</b>  |
| <b>22</b><br><b>8:00 AM</b> Choir Rehearsal<br><b>9:00 AM</b> Worship/Sunday School<br><b>10:00 AM</b> Farewell Brunch for Pastor Mike | <b>23</b>   | <b>24</b><br><b>9:00 AM</b> Piecemakers<br><b>2:00 PM</b> Staff Meeting   | <b>25</b><br><b>6:30 AM</b> Women's Bible Study<br><b>5:00 PM</b> Salem Ringers Rehearsal   | <b>26</b><br><b>5:30 PM</b> Council            | <b>27</b><br><b>8:00 AM</b> Men's Bible Study  | <b>28</b>  |
| <b>29</b><br><b>9:00 AM</b> Worship  | <b>30</b><br><b>MEMORIAL DAY</b><br><b>CHURCH OFFICE CLOSED</b> | <b>31</b>   |   |  |  |  |

