

# Salem Connection

## October 2022



Salem Lutheran Church 21276 Archibald Road PO Box 100 Deerwood MN 56444  
Phone: 218.534.3309 Email: [office@salemwd.org](mailto:office@salemwd.org) Website: [www.salemwd.org](http://www.salemwd.org)  
Facebook: [www.facebook.com/salemlutheranchurchdeerwood](https://www.facebook.com/salemlutheranchurchdeerwood)  
Instagram: @salemlutherandwdmn



There's an article in every issue of "Living Lutheran" magazine that I always gravitate to. They interview different people from ELCA congregations across the nation about their lives, how they see God, and why they are Lutheran.

It occurred to me while leading the first new member orientation on Sept 25 that I was sharing with everyone my "why Lutheran" story – directly from the pages of Luther's Small Catechism.

I grew up in the Lutheran church, baptized at age 2 when my parents figured they should probably get me to church. I went to Sunday school and Confirmation classes and by the time I was a teen, we were in church at least twice a week (which was 30 minutes from our home). When my parents contemplated finding a closer church, I protested: St. John's was *our* church, *our* community! And later, it was there that my pastor and youth director first spoke the words: "have you thought about being a pastor?" But that's a story for another newsletter...

I'm a Christian because I've been created by a loving God, claimed by the love and forgiveness of Christ, and called and enlightened by the Spirit. I'm a Lutheran because of the way this church emphasizes the grace of God that meets us in our places of longing and despair and calls even these places blessed. God doesn't shy away from brokenness and pain, and having everything lined up and perfect doesn't mean we are any closer to God. In our baptisms, God claims us and simply promises to be with us through everything.

Luther wrote that we "cannot by our own strength or reason believe in Jesus Christ, nor come to him; but the Holy Spirit calls and enlightens" us and guides us into faith. God is always the first one to make a move – searching us out, calling us to belief, and guiding us into faith. Our only job is to grab hold of God's outstretched promises and join God in transformative work.

Lutherans live with paradoxes: we are perfect saints because of Christ and at the same time are sinners who can't choose the right way (go read Romans 7 for more on this). We meet God through law and gospel – both the rules and standards God sets up for us that usually makes us feel guilty for not following them and the good news (gospel) that God does what we're not able to do, freeing us from guilt and fear and shame.

All the good things we do then, aren't to earn God's love or get closer to God. Our good works (helping others, reading the Bible, making friends, participating in our world) come out of grateful hearts in response to God's work within us.

There's more – so much more – that nourishes my soul with this rich way of thinking about God. Don't worry, you'll hear more in sermons and conversation and on Reformation Sundays (October 30 this year).

But what about you? Why are you a Lutheran?

Saved by God's grace, through faith,  
~Pastor Amanda



# Special Notes at Salem

Thank you to those SERVING in October:

## READERS

Oct. 9, Nancy Meyer

Oct. 16, Jim Rude

Oct. 23, Glenn Sues

Oct. 30, Nancy Meyer

## USHERS

Randy Holmwig, Mark Boike, Chuck Lubowitz & Karla Peterson

Roger & Marlene Prill, Clark & Joyce Marshall

Nory & Peggy Hunze, Clark & Joyce Marshall

Becki Zender, Roger & Marlene Prill

## COMMUNION SET and CLEAN UP

Oct. 2 Nory & Peggy Hunze

Oct. 9

Oct. 16

Oct. 23

Oct. 30

## SERVERS

DeMar Wanstrom, Glenn Sues, Wayne Brezina

Nancy & Ron Meyer, DeMar Wanstrom

DeMar Wanstrom, Glenn Sues, Carol Brezina

Glenn Sues, DeMar Wanstrom, (*need 1*)

Lynn Hansen, (*need 2*)

## OFFERING COUNTERS for the month:

Lori Holmwig & Jeff Mitchell

## Koffee Klatch at Heartwood

Salem's monthly Koffee Klatch Bible Study will be on Monday, October 10 at 1:00p.m.



## Scrip Orders

Don't forget to drop off your scrip orders on Sunday, October 9 if you want to receive your gift cards this month!



THANK  
you

**Terry & Judy Fields** wish to thank our Salem Family for all the prayers and support given to us after the death of our son, Bruce. Pastor Amanda and you have been very comforting in so many ways in helping us through this unexpected sadness. Love and God bless!



Blake wanted to say thank you to the quilters at [Salem Lutheran Church](#)!! He absolutely loves his first quilt! It means the world to us and we are so thankful to be part of such an amazing congregation!! We can't wait to introduce him to you all!! And thank you so very much for all of the continued prayers as he grows and gets healthier!!

## From the Salem Library

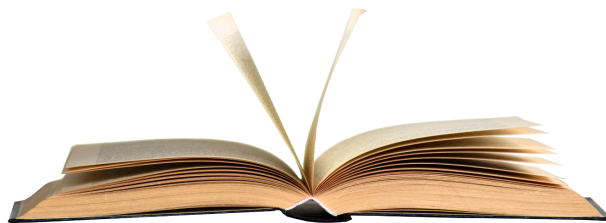
October is a time to enjoy reading as daylight hours are shorter. As we focus on Martin Luther and the Reformation, you may want to check out books about the foundations of our faith.

Newer members and visitors may want to use the Outreach Resources shelf to the left of the fireplace. Outreach Resources are available for use as long as needed and should be returned at that time. One does not need to check these items out so confidentiality is maintained. Resources are available for grief, addiction, physical and mental health, decisions and choices, and other topics.

We have received additional books by Max Lucado from John and Elaine Greene. We will be adding them to our collection along with other recent donations.

If you wish to donate books to the Salem Library, **please leave a note clearly indicating that the items are for the library and who they are from so we can acknowledge the gifts.** If you wish to have them back or want them to be donated elsewhere if they are duplicates or do not fit the Salem Library Selection Policy, please indicate that as well. When we receive duplicates of books that we already have, we put them in the giveaway box, donate them to other church libraries, or to the Mustard Seed.

Happy Reading.



## Trunks for Treats!

Halloween night! Monday, October 31, 4:30-6:00

This is a fun Salem tradition and if you haven't participated in the past, stop by and see what you have been missing!! Free hot dogs and hot cocoa will be served in the fellowship hall, with candy inside and outside. You can light a candle in memory of a loved one and learn about All Saints Eve. You are invited to dress up (optional) and have some fun (not optional)!

Volunteers are needed to help decorate, serve food, welcome people and hand out candy. Sign up to decorate your vehicle and pass out candy outside, or sign up to decorate a table inside and hand out your treats in our warm, dry fellowship hall! In years past, we have had approximately 200-250 trick or treaters visit the parking lot. There is a sign-up sheet in the narthex if you would like to help. Candy donations are needed and appreciated as well. If you are able to donate some candy, please place it in the collection box located in the narthex. Contact Kris Schmidt 218-851-1362 with questions.

If you have children or grandchildren trick or treating this year, please stop by for hotdogs, cocoa and candy!



# Faith Formation



Don't forget **Confirmation classes** are currently being held on Wednesday evenings from 6:30-7:45p.m.

## Special Celebrations in October

### NEW MEMBER WELCOME

We are welcoming 7 households into our congregation on Sunday, October 9 during worship! Stop by the New Member bulletin board on the way to the Fellowship Hall and get familiar with their faces and read a bit about their interests.

These people are excited to be part of Salem's ministries and community. Let's make sure the church is packed with warm, welcoming smiles! Stick around after worship that day for cake and conversation.



## VOLUNTEER APPRECIATION DINNER

As a thank you for the time, talents, and energy you put into the Salem Lutheran, Salem West, and Mustard Seed Ministries please join us for a special Volunteer Appreciation Dinner.

Tuesday, October 11th 2022  
Salem Lutheran Church Fellowship Hall  
5:30 p.m. Program at 6:00 p.m.  
Special Guest from Crow Wing Co. Social Services

**RSVP** for the Volunteer Appreciation Dinner on the signup sheet in the narthex, by calling the office or going to the link on our website, [www.salemdwd.org](http://www.salemdwd.org)

### Fall Cleanup Day!

Come help keep our church home looking fabulous by helping clean and prep for the colder months on:

**Wednesday, October 26 at 8:00a.m.**



## COUNCIL MEMBERS

Warren Balfany	612-790-6651
Mark Boike	218-349-2234
Don Hales, Vice President	320-267-7770
Peter MacKay	218-851-5601
Terry Tichenor, Treasurer	781-223-0258
Jena Reed, Secretary	218-670-0499
Al Schiffler	21-527-0086
Paul Tesdahl, President	218-851-6646
Renee Voller	763-242-6382

## 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!

If you would like to help with this worthwhile ministry, please give me a call or text. Thanks again.  
Carol Malek 218-820-3329



### STAFF

Pastor  
Office Manager  
Financial Manager  
Praise Team Coordinators  
Pianist/Organist  
Salem Ringers &  
Choir Director  
Director of Outreach  
Mustard Seed Manager  
Mustard Seed Asst Manager  
Mustard Seed Asst Manager  
Salem WEST Manager  
Building & Grounds Manager  
Cleaning Service

Amanda Kempthorne [pastoramanda@salemdwd.org](mailto:pastoramanda@salemdwd.org)  
Laura Martin [office@salemdwd.org](mailto:office@salemdwd.org)  
Ruth Blum [finance@salemdwd.org](mailto:finance@salemdwd.org)  
Becky Klingelhofer and Noreen Steinbrecher  
Becky Klingelhofer  
  
Kevin Edstrom [kevin7903@hotmail.com](mailto:kevin7903@hotmail.com)  
Jason Kempthorne [outreach@salemdwd.org](mailto:outreach@salemdwd.org)  
Jacob Walker [mustardseed@salemdwd.org](mailto:mustardseed@salemdwd.org)  
Bev Kunz  
Debbie Olson

[facilities@salemdwd.org](mailto:facilities@salemdwd.org)

4 & 47 Cleaning



- |                               |                      |                     |
|-------------------------------|----------------------|---------------------|
| 2 Tim & Kim Coughlin          | 1 Jerome Lerom       | 11 Lynn Hansen      |
| 7 Ron & Laura Martin          | Josh Voller          | 12 Mary Huntley     |
| 10 Tim & Nancy Herberg        | 2 Shirley Huxford    | Brad Johnson        |
| 11 Jason & Amanda Kempthorne  | Tracy Perpich        | Shirley Midthun     |
| 12 Bruce & Connie Lou Swanson | Jon Ross             | 14 Kris Davis       |
| 14 Pete & Laura Newton        | Rick Stirewalt       | Dean Hansen         |
| Dean & Pat Sylvester          | Jack Voller          | Josef Slepica       |
| 15 Myron & Shirley Midthun    | 4 Abigail Reed       | 16 Mina Nystrom     |
| 18 Mark & Diane Boike         | Dean Sylvester       | 20 Steve Thomas     |
| Cecil & Barbara Schmidt       | 5 Kris Schmidt       | 21 Eleanor Petersen |
|                               | 6 Carole Nystrom     | 22 Gary Guida       |
|                               | Polly Pflepsen       | 25 Axel Novak       |
|                               | 7 Connie Lou Swanson | 28 Jan Danger       |
|                               | 8 Diane Meyer        | Barb Schoon         |
|                               | DeMar Wanstrom       | 29 Marlee Zender    |
|                               | 10 Michele Muggli    |                     |

**Salem Lutheran Church**  
**Council Meeting Minutes from August 25, 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:** Al Schiffler, Paul Tesdahl, Warren Balfany, Terry Tichenor, Don Hales, Mark Boike, Pastor Amanda, Jason Kempthorne, Jena Reed, Renee Voller, Peter MacKay

### **Call to Order**

### **Opening Prayer by Pastor Amanda**

### **Approval of Minutes**

**Motion:** Approve minutes of the July 28, 2022 Council meeting. **MSC.**

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

End of Summer Bash went well, held in the Fellowship hall due to weather.

Working a lot on administration items right now.

Clay has resigned and we're looking at a full custodian at 25 hrs/week, and then let the cleaning service go. We have several qualified candidates.

### **Treasurer's Report**

Terry Tichenor presented the treasurer's report.

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

Federal Program CARE Act ERC – Salem received \$136,466.40 minus 10%. This pertains to wages for years 2020 and 2021.

**Motion:** Put \$59,598.84 into line 2900 for the Church and \$69,180.80 into line 2910 for Outreach. **MSC.**

### **Outreach Report**

Spray foam being done.

Roof still leaking. Going to spray a silicone liner.

OGB purchased a box truck. The Ford Transit is being sold.

OGB did a program review last meeting.

### **Committee Reports**

Columbarium: Mark noted that no funding will be needed in the 2023 budget.

Technology: No update.

Capital Appeal: Paul noted there will be a meeting on Sept. 19<sup>th</sup>. Capital Appeal team will need to decide if we can still add the extra ~\$15K each month to the mortgage payment.

Facilities/Kitchen: Al noted that they are trying to put a stainless strip along steps to stop the tripping/falls.

Faith Formation/Youth: Renee noted that they are gearing up for Sunday school. There will be a backpack blessing and a Sunday Rally. We are getting the Kids Club going again, the first Wednesday of each month.

Day Care: Paul noted that this will be taken off the agenda, but we will be open to future Day Care if the Council gets any inquiries. Pastor Amanda will put together a newsletter article.

Memorial: Peter noted that no funding will be needed in the 2023 budget.

Outreach Board: Nothing additional.

Stewardship: Pastor Amanda noted that Rally Sunday is also Time & Talent Sunday. Pledge cards are due Sept. 25<sup>th</sup>.

Welcome: Pastor Amanda noted that New Member Classes will be Sept. 25<sup>th</sup> and Oct. 2<sup>nd</sup>, for an hour after worship. New member Sunday will be Oct. 9<sup>th</sup>. Clarified Welcome Team responsibilities.

Worship & Music: Pastor Amanda noted that the schedule for special music is set. The Cantata will return this year! Oct. 23<sup>rd</sup> first rehearsal. Dec. 11<sup>th</sup> performance.

## **Unfinished Business**

Reducing the cost of mattress disposal: Due to the unavailability of the person to talk to the last couple of weeks, Don will meet with him next week.

June Council decision to move \$5K from Summerfest funds line 2370 to Operating Reserves line 2910 was done, and done correctly.

Update on Salem's Insurance review: The subcommittee members Jason Kempthorne, Bev Kuntz, Laura Martin, Jeff Mitchel and Steve Pauly talked with 3 businesses and will get the quotes to the Council for the Oct. Meeting. A decision is needed before Dec. 12<sup>th</sup> as that is when the current insurance ends.

FYI – Pastor Amanda said that she has received most of the committees' Time and Talent information.

Transitioning timeline for Pastor Amanda's Salem position: Discussed several options on how to proceed.

**Motion:** Our first priority is to hire a 6 month contract Pastor as soon as practical to help Pastor Amanda, while we figure out what the next steps are. **MSC.**

**Motion:** Establish a subgroup that will identify qualifications for a contract Pastor and look at the financial considerations of this. **MSC.**

**Action:** The subgroup, Mark Boike – lead, and Pastor Amanda will form the group and come to the Sept. meeting with updates.

Follow-up to June SOS regarding the heaviness of rest room doors in the Fellowship hallway: The doors have been adjusted and feedback given.

Outreach's Sustainability Plan: Additional feedback was given. There will be a joint meeting of the OGB and Council on Sept. 8<sup>th</sup> to review comments regarding the Sustainability Plan.

Stewardship plan: Budget work starting. CWG meeting next week.

Kennedy Niska's request to use a room at Salem one late afternoon a week, 4-6pm starting in January. Paul noted there are no insurance issues with this.

**Motion:** Allow Kennedy Niska to utilize a room at the Church for lessons. **MSC.**

## **New Business**

FYI: Bridgett Quast has been hired to replace the previous manager at Salem West. She is doing ok.

Summerfest funds for 2022 was discussed.

**Motion:** 100% of the funds the Church received via food sales and 50% of the silent auction proceeds will be used for Capital Appeal. 50% of the silent auction proceeds will go to Outreach Summerfest line 2370. **MSC.**

Volunteer Appreciation Dinner was proposed.

**Motion:** Volunteer Appreciation Dinner cost will be split between the Church and Outreach budgets. It will be held sometime in October. **MSC.**

**Amended Motion:** Up to \$1500 from the Summerfest funds will be used for the Volunteer Appreciation Dinner instead of Capital Appeal. **MSC.**

Summerfest 2021 funds

**Motion:** Take \$5k from the 2021 Summerfest proceeds from Operating Reserves and put it towards the Capital Appeal. **Motion Failed.** (Can be used for other pressing purposes.)

Parking lot agreement between Salem Lutheran Church and Deerwood Bank – ongoing.

Stewardship: What do we put on the pledge cards that go in the mail on Sept 13<sup>th</sup>?

After lengthy discussion: Council has decided to *substantially* support Outreach this year.

Because the budget is not finished yet, a number cannot be given at this time.

Pastor will report back to Stewardship that we will financially support Outreach.

## Announcements

**The Council would like to recognize and thank all those who helped plan, set-up and in any way volunteered to help with Summerfest!! THANK YOU!! AMAZING JOB!!**

The council would like to thank Sheltered Reality for their participation in our service and note that they would consider coming back next year.

The joint Council/OGB meeting will be on September 8, 2022 at 6:30pm in the Fellowship Hall.

The next regularly scheduled Exec. Team meeting will be September 20, 2022, at 3:00pm in the conference room.

The next regularly scheduled Council meeting will be on September 22, 2022, at 5:30pm in the conference room.

## Meeting Adjourned

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

Closed with the Lord's Prayer.

Prepared by: Jena Reed

## Salem Outreach Governing Board August 16, 2022

Present were: Pastor Amanda, Cathy Aykens, Jason Kempthorne, Chuck Lubowitz, Ron Martin, Sandy Kretlow, Raye Cragun, Paul Tesdahl. Absent was Jacob Walker.

MSC: Motion, Seconded, and Carried.

Pastor Amanda opened with prayer.

Secretary's Report was sent out to each one. MSC

Financial Report: Cathy went over the financials. The rummage sale over Summerfest weekend total was \$2695.19. Scrip orders were \$59.60. Dunk tank made \$276.01 minus expenses. MSC

Jason: Facebook stats have increased views and sales at the store. We have a new employee at SW, Bridgett Quist which starts on August 17. She will be the new Donation and Delivery Manager. She will be working with the volunteers.

Terry Tichenor will be picking up the Box truck at Mankato on Monday the 22.

We have received two sets of shelving from Dollar General. We have placed one at the MS. The other one waits to be used at a later date.

Phase I is continuing. Foam insulation will start on August 24 and August 31. We have to foam in phases as we move items from one side to the other.

Grant Reports: ELCA Hunger remains the same. Initiative Foundation is at \$70,000.00. United Way balance is \$6431.40. Brainerd Lakes Community Foundation balance is \$6311.81. Emergency Food and Shelter Program is still being worked on. Otto Bremmer Trust is still under review.

Great to see volunteers coming back at to SW especially in the laundry area.

Special thanks to Jake and his crew for setting up the tent for Summerfest. Great job done!

Colored tags are working. Last week for Summerfest we did \$8500.00 in sales. The tent sale went great at MS.

Phase I we will be getting a bid for Heat and plumbing. We are in the process of putting up new light fixtures in the back room at SW.

Consultation Report: We were to read his report. Some of his suggestions are great, but we will look at what applies to us.



Phase II: Our hours may change when we move MS to SW. We should upgrade our software for POS. We would use a colored bar code system for everything.

We could shop furniture in the future from Building II.

Listening Sessions: Overall we had a lot of positive feedback once people understood where we were coming from. One person summed it up as follows: Jesus said the “poor will always be among you” and if we’re no longer able to serve because our doors are closed we have failed to do the ministry Jesus has called us to do. If we have an option to make some changes and continue our calling to “love one another” then we have no choice but to continue to serve Christ as we have been called. We have been given this ministry by the grace of God and cannot lose heart, it’s on the side of the building and Salem West T Shirts. (reference to the Salem West theme Verse: Therefore, since through God’s mercy we have this ministry, we do not lose heart. 2 Corinthians 4:1).

Joint Council Meeting and OGB will be September 8 at 6:30pm. We will address how we will move forward.

If and when the MS is sold the fund will go to Outreach. It would have to be used for renovations at SW. Legally we don’t have any ties to the Memorial at the MS parking lot. A motion was made to: 1. Move Mustard Seed to SW, 2. Sell Property on Forest Drive with or without parking lot, 3. GAP funding for the move from MS. MSC

Prayer by Amanda that our decisions will be guided by God to make the right choice for now even if we have to let go of what is precious to us.

Motion to sell the Ford Transit for not less than \$10,000.00. We will be putting it out at SW to sell. MSC

Needs bids for snow removal for next year.

Next meeting will be September 20, 2022 at 12:30 pm.

Closed with Lord’s Prayer.

Submitted by Sandy Kretlow, Secretary

## **Director of Outreach Report 9/16/22**

### **Improve internal communication:**

Staff continue to meet weekly to communicate concerns and update between locations.

### **Improve External Communication**

Facebook Mustard Seed – Working with Jake to increase reach and impressions to drive new customers.

Stats Last 28 days: Reach 13,924. Page Views 2,757 (Up 59%). Audience: 2,132 Facebook, 403 Instagram

Stats Prior 28 days: Reach 22,028 . Page Views 1,153. Audience: 1,904 Facebook, 387

Instagram

▪

Audience Jan 1, 2022: 1,535 Facebook 318 Instagram.

### **Improve Fiscal Management**

Working with leadership to determine next steps to contact local businesses and the bank regarding Sept 8<sup>th</sup> Joint meeting.

### **Donor Development**

## Refine Programs

Spray Foam Completed!

Clothing Sort station is set up with new concept.

Sort Tables are being researched. Consultant Ben will be on site late September. We will discuss at that time.

Box Truck has arrived

## Volunteer Development

The Continuous Improvement program participants have identified standardized procedure structure as their working goal for the session.

## OGB Active Grants Report 9/1/22:

<p><b>ELCA Hunger – Lunch Bunch Program</b></p> <p>Awarded \$10,000 Grant Balance <u>\$ 9,527.79</u></p> <p><b>Next Actions:</b> 2021 Grant report is due 3/1/22. Final report has been submitted 2/3/22. Final Report has not been accepted by grantor at date of this report.</p>
<p><b>Initiative Foundation – Transformative Funding for NPO</b></p> <p>Award 75,000 Grant Balance: 65,882</p> <p><b>Next Action:</b> Final Report due 6/7/23.</p>
<p><b>United Way FY22 (7/22-6/23) – Furniture &amp; Bedding</b></p> <p>Awarded \$7,500 Remaining Balance \$ 5,384</p> <p><b>Next Action:</b> 5 Volunteer Hours. Mid Cycle report in 1/31/23.</p>
<p><b>Brainerd Lakes Community Foundation – Rural Poverty 7/22 – 6/23 – Vehicle Fuel &amp; Maintenance</b></p> <p>Awarded \$7,000 Remaining Balance \$ 5,831.81 <b>Next Action:</b></p>
<p><b>EFSP (Emergency Food &amp; Shelter Program) – 2022 Lunch Bunch. \$3 per served meal. ☐</b></p> <p>Awarded \$3,000 5/5/22</p> <p><b>Next Action:</b> Payment Requested.</p>
<p><b>Otto Bremmer Trust (pallet racking) - \$65,000 ☐</b></p> <p>Grant under review.</p>

## Program Report 9/1/22

Volunteer Hours August:

West : 514.5                      MS: 758                      Quilting: 162    LB: 87.5

Total : Month: 1,522              YTD: 7,338

Service Report August: Laundry: 611                      Referrals: 58              Deliveries: 28              Pickups: 25    YTD

Completed Referrals: 262



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
25 8:00am Choir Rehearsal 9:00am Worship / Sunday School/ Pledge Sunday 10:30am New Member Orientation	26 3:00pm Staff Meeting 5:00pm Salem Ringers Rehearsal	27 9:00am Piecemakers	28 6:30am Women's Bible Study 6:30pm Confirmation Classes	29	30 8:00am Men's Bible Study	1
2 <b>World Communion Sunday</b> 8:00am Choir Rehearsal 9:00am Worship / Sunday School 1:30pm Care Center Worship	3 3:00pm Staff Meeting 5:00pm Salem Ringers Rehearsal	4 9:00am Piecemakers 5:00pm Worship and Music Meeting	5 6:30am Women's Bible Study 6:30pm Confirmation Classes	6 10:30am Salem Deliv- ers Meals on Wheels	7 8:00am Men's Bible Study	8 9:00am Serpent Lake Association Meeting
9 8:00am Choir Rehearsal 9:00am Worship / Sunday School	10 <b>Columbus Day</b> 1:00pm Koffee Klatch at Heartwood 3:00pm Staff Meeting 5:00pm Salem Ringers	11 9:00am Piecemakers 5:30pm Volunteer Appreciation Dinner 6:00pm Faith For- mation	12 6:30am Women's Bible Study 6:30pm Confirmation Classes	13	14 Women's Retreat 8:00am Men's Bible Study	15 Women's Retreat
16 Women's Retreat 8:00am Choir Rehearsal 9:00am Worship / Sunday School	17 3:00pm Staff Meeting 5:00pm Salem Ringers Rehearsal	18 9:00am Piecemakers 1:00pm Outreach Governing Board Meeting 3:00pm Executive	19 6:30am Women's Bible Study 6:30pm Confirmation Classes	20 10:00am Stewardship Meeting 6:00pm Cuyuna Range Lions Meeting	21 8:00am Men's Bible Study	22
23 8:00am Choir Rehearsal 9:00am Worship / Sunday School 3:30p.m. Cantata Practice	24 3:00pm Staff Meeting 5:00pm Salem Ringers Rehearsal	25 9:00am Piecemakers 2:00pm Welcome Team Meeting	26 6:30am Women's Bible Study 6:30pm Confirmation Classes	27 5:30pm Council Meet- ing	28 8:00am Men's Bible Study	29
30 <b>Reformation Sunday</b> 8:00am Choir Rehearsal 9:00am Worship / Sunday School/ Bibles to Children	31 <b>Reformation Day</b> 3:00pm Staff Meeting 4:30pm Trunks for Treats 5:00pm Salem Ringers	1 <b>All Saints Day</b> 9:00am Piecemakers 5:00pm Worship and Music Meeting	2 6:30am Women's Bible Study 6:30pm Confirmation Classes	3	4 8:00am Men's Bible Study	5



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30 <b>Reformation Sunday</b> 8:00am Choir Rehearsal 9:00am Worship / Sunday School	31 <b>Reformation Day</b> 3:00pm Staff Meeting 4:30pm Trunks for Treats 5:00pm Salem Ringers Rehearsal	1 <b>All Saints Day</b> 9:00am Piecemakers 5:00pm Worship and Music Meeting	2 6:30am Women's Bible Study 6:30pm Confirmation Classes	3	4 8:00am Men's Bible Study	5
6 <b>Daylight-Saving Time Ends</b> 8:00am Choir Rehearsal 9:00am Worship / Sunday School	7 3:00pm Staff Meeting 5:00pm Salem Ringers Rehearsal	8 9:00am Piecemakers 6:00pm Faith For- mation	9 6:30am Women's Bible Study 6:30pm Confirmation Classes	10	11 <b>Veterans Day</b> 8:00am Men's Bible Study	12 9:00am Serpent Lake Association Meeting