



# Salem Connection

## October 2023

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)  
Facebook: [www.facebook.com/salemlutheranchurchdeerwood](https://www.facebook.com/salemlutheranchurchdeerwood)



Why Lutheran? This month we will celebrate the Reformation – Martin Luther’s work to re-form his beloved Catholic church. It’s the perfect time to reflect on the ways that God is forming us in the image of Christ.

I love hearing people’s faith stories – the journey they’ve gone on in encountering God, understanding God’s work in their hearts, and how believing shapes their lives. Figuring out what matters in our life and especially asking “why Lutheran” is a great question, and its answer matters very deeply. Unfortunately, it’s not a question we ask very often at all. Why Lutheran?

I think my number one reason that I’m a Lutheran is because it’s big enough to include even me. Too many times the church (in general) closes its doors to people. Someone’s not perfect enough, doesn’t believe the exact same way, thinks too much, questions too much, lives a certain way, is the ‘wrong’ gender, you name it. But the Lutheran church flings the doors wide open and works to tear down the barriers that we as humans inflict on connecting with God. It means I can ask the questions and learn from people I disagree with – even on important matters – because by listening, I can learn more about the God who created and sustains every breath for all of us.

For me, being Lutheran is about believing in the big story of faith found in the Bible. It is *my* story, the story of my neighbors, and *God’s* story of how he meets us in our brokenness and walks along side us. That big book tells me how God provides for me, how God puts up with my stubbornness, how much of my complaining God can take, and the kind of abundant life God hopes for me.

For me, being Lutheran means we recognize that God is working in this world at this very second, and we are called to be part of “thy will be done” on earth now, not just to escape into heaven. I get to live out the hope and love of God, sharing forgiveness and my possessions, bringing healing and comfort to people who are hurting.

For me, being Lutheran means trusting that God isn’t a “Man with a Plan” that controls my life or shows up to fix everything, but instead is willing to live, rejoice, mourn, suffer, and even die with us when we are in utter despair. A God whose best image isn’t an old man on a throne or a triumphant soldier, but a pierced Man, dying on a cross for his friends—and for the ones who hung him there.

Being Lutheran isn’t something that just happens on a Sunday morning or when I’m praying, but also when I’m grocery shopping, or talking to people, or raising my boys, or mowing my lawn, or going for a walk, or being a wife. Belief in God is not separable from my every-moment life, faith permeates every part of who I am.

But most of all, being Lutheran means I acknowledge that I need God. For all my best efforts, I still can’t get things right on a consistent basis. I need God, because I also contribute to the brokenness that surrounds me. For me, being Lutheran is trusting that this God who I put my faith in came (and keeps coming) FOR ME – and for you!

Why are you Lutheran?

Saved by Grace, Faith, and Scripture alone,  
(The reformation cry: sola gratia, sola fide, sola scriptura!)  
~Pastor Amanda



# Faith Formation!

## Kids Club starts up October 11!

Salem's after school program, "Kids Club" is for 3-6 graders and takes place the second Wednesday of each month. Weather permitting, on Wednesday, October 11 we will head over to the Deerwood Park for snack, games, and challenges that remind us we don't have to figure out everything on our own.

We are looking for adults to share their hobbies, skills, or crafts with these upper-elementary age children in January through May. Consider sharing your knowledge of baking, beekeeping, dog training, quilting, bird houses, woodworking, syrup making, snow shoeing, and much more. Additional enthusiastic adults are needed to help with supervision and to serve snacks. Please check your calendars and let us know when you are available.



## Sunday School is in full swing!

Sunday School materials will be emailed at the end of each week for families who may not be able to attend on Sunday morning. Sunday school gathers at the conclusion of worship which not only helps children experience all of worship (they absorb more than you know!) but to also give their parents some precious time to connect with other adults.

## Trunks 4 Treats - All Hallow's Eve, October 31 from 4:30—6:00p.m.

Dress up yourself and your vehicle and meet in Salem's parking lot to welcome and bless families in the community with a safe trick-or-treating experience including free hot dogs, cocoa, gifts, and a special way to honor the saints who now rest in God's mercy.

Sign up on the orange papers to bring candy, decorate your vehicle and/or the church, serve a meal, or otherwise participate in this late afternoon ministry!

## It's time for a... Reformation Celebration

Join us Sunday, October 29 for a special worship and stay for the all-inclusive celebration with Reformation-themed games and prizes!

Can you throw the indulgence in the trash? What about pin the thesis on the door? Or, test your knowledge of Lutheran Theology with a Catechism Relay. Stick around for some fun learning together!!

We will share in a potluck after the games have ended, please bring some food to share.

### Sunday School Schedule

October 1, 8, 15

No Sunday school, MEA on Oct 22

October 29 Intergenerational Event:  
Reformation Celebration!

November 5, 12, 19 (break on Nov 26)

December 3, 10

Christmas Program is December 17

# Salem Photo Directory

It's been 6 years since our last photo directory and we have new faces and names to learn!

Photographer extraordinaire, Kevin Johnson (Noreen's brother), has offered his services at no cost to Salem so we can have professional photos!

Kevin will be taking pictures Sunday, October 15 through Wednesday, October 18 by appointment. Look for the sign-up on the kiosk. Animals are welcome in these photos, please choose a weekday slot.

Of course, you may choose to submit your own photo—shoulders up, please—and send it to [office@salemdwd.org](mailto:office@salemdwd.org) by October 20th.

This project is not in 2023's budget, so if you'd like to support the printing costs of the new directory, place "directory" in the memo. Thank you! SMILE BIG!

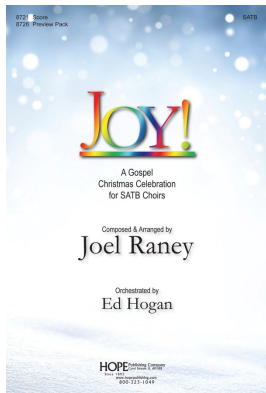


# Christmas Cantata

Calling all singers from the church and entire community!

Time to let the JOY out! Our cantata is made of 6 songs that tell the Christmas story.

We will practice Sunday afternoons at 3:00p.m. beginning October 15.



# Raise Right Orders

Support Salem Outreach with the purchases you already make! Purchase a gift card for many local businesses and a percentage comes to Outreach.

Order forms are due October 1!



# New Member Orientation

Interested in knowing more about Salem and meeting others? Join us for two orientations:

October 15: get-to-know-you, and get-to-know-Lutheran-theology

October 22: get-to-know-Salem with specifics about different ministries and things you'll hear about.

## These are open to anyone!

- current members,
- those interested in membership,
- those who want to know more!



If you're interested in joining Salem's mission to welcome, equip, and send, we will hold new member welcome on Sunday, October 29 in worship.

# Memorial Committee Scholarships

It is with great joy that the Memorial Committee invites members of Salem to dream big and start something new! We have a significant amount of funds to be used for secondary school scholarships and camper scholarships (camperships), but we also support men's and women's retreats, special projects, and new ministry ideas for Salem.

If you would like to take us up on the challenge to create something at Salem, write up your plan or idea and request an amount and send it to [office@salemdwd.org](mailto:office@salemdwd.org). The Memorial Committee will take it up with prayer and be happy to get you started. We're glad to put these funds to work for the glory of God!

# Save the Date!

- ◇ Kids Club Resumes on Wed, Oct 11
- ◇ Reformation Celebration, Oct 29
- ◇ Annual Meeting, November 12
- ◇ Parent's Nite Off, November 14
- ◇ Christmas Cantata, December 10

# Worship Notes at Salem

## Thank you to those serving in October:

### READERS

- 1** Shirley Midthun
- 8** Kay Bendorf
- 15** Erik Christenson
- 22** Nory Hunze
- 29** Tina Royer

### USHERS

- 1** Joel Huntley, Ed & Sherri Godfrey
- 8** Chuck Lubowitz & Karla Peterson, Randy Holmwig, Mark Boike
- 15** Roger & Marlene Prill, Clark & Joyce Marshall
- 22** Nory & Peggy Hunze, Barb & Herb Schoon
- 29** Raye and John Cragun, Becki Zender

### COMMUNION SERVERS

No Communion first two Sundays

**15**

**22**

**29**

### OFFERING COUNTERS

\_\_\_\_\_ and \_\_\_\_\_

*2 counters  
needed for  
October  
offering*

## October Worship Schedule

- 1** 8:30a.m. Praise Team Practice  
9:00a.m. Worship  
Guest preacher Erin Anderson
- 8** 8:00a.m. Choir Practice  
8:30a.m. Praise Team Practice  
8:50a.m. Hymn Sing  
9:00a.m. Worship with Choir  
Guest preacher Gary Guida
- 15** 8:00a.m. Choir Practice  
8:30a.m. Praise Team Practice  
9:00a.m. Worship with Handbells
- 22** 8:00a.m. Choir Practice  
8:30a.m. Praise Team Practice  
8:50a.m. Hymn Sing  
9:00a.m. Worship with Choir
- 29** 8:00a.m. Choir Practice  
8:30a.m. Praise Team Practice  
9:00a.m. Reformation Worship  
10:00a.m. Budget Presentation  
10:20a.m. Reformation Party

## Music Schedule:

Choir sings on 2<sup>nd</sup> and 4<sup>th</sup> Sundays  
**practice Sundays at 8:00a.m.**

Handbells play on 3<sup>rd</sup> Sundays  
**practice Wednesdays at 5p.m.**



## Heartwood Worship

Join the mighty worshipping community at Heartwood on 5th Sundays when Pastor Amanda leads worship! At 2:00p.m., residents gather in the large meeting room down the hallway to the right. You'll see familiar faces from Salem and keep up connections with our dear members.

## Koffee Klatch

The monthly Bible study at Heartwood will meet October 9 at 1:00p.m.

These studies include Communion, so invite others along!



# Capital Appeal: 2 year update and celebration



Two years ago, we embarked upon a Capital Appeal to continue reducing the debt on our building mortgage. The effort was a success with countless hours of hard work and dedication put forth by our volunteers and Capital Appeal Committee. We are grateful for the commitment made by many who gave their financial resources, but also their time, talents, and prayers.

To celebrate this occasion, we will give a financial update at Service on Sunday, October 15 followed by a brownie social as we continue Stepping Forward in Faith. This will also be an opportunity to recognize and thank all those who have played a vital role in the mortgage reduction campaign.

Thank you once again to all who have contributed to this appeal and past appeals. Because of your generosity, Salem members and guests have been able to use our beautiful facilities in Welcoming-Equipping-Sending in Jesus' name. We continue to make progress towards becoming debt free. For those who have not yet given or previously made a one-time commitment, please consider a financial commitment to mark this second anniversary.

## Planning for 2024

Council has made the decision to move our Annual Meeting to November 12 to better include those who travel to warmer places, and to ease some burden on the busy holiday season. With the changed meeting date, our timeline for preparing a budget has been updated to the following:

September 28 - Council receives the Budget draft and review expenses and income projections.

October 3 - Executive Council meets to re-work budget based on feedback, sends budget back to committees, OGB, and Council

Final approval of the budget: October 17 - OGB meeting; October 26 - Council meeting

Budget will be presented to the congregation on Sundays, October 29 and November 5 after worship

\* no changes can be made after this presentation until a motion is made at the annual meeting

### **Sunday, November 12 - Annual Meeting of the Congregation to approve budget and elect leadership**

Thank you for taking an interested in Salem's faithful use of finances! If you have any questions or feedback on this shift in the budgeting process, we are happy to hear it!

Please contact Council President Don Hales or Pastor Amanda



# Salem News and Greetings

Welcome  
to  
Grace  
Reininger!



Grace joined the staff of Salem Lutheran Church at the end of September as our Office Manager! She brings experience in creating visual displays, managing calendars, and organizing information. She will be an amazing asset to Salem!

Grace grew up in a small town in central Wisconsin and recently graduated from Winona State University with a Communication Studies major. With family in the cities and family friends in the area, she is well supported as she gets started at Salem. Stop by and say hi, but give us a while before you ask a bunch of questions!

Notes for those giving a portion of their finances in and act of trust and love for God:

- ◇ 3rd Quarter giving statements will be in your Salem mailbox by mid-October
- ◇ If you missed Consecration Sunday when we "set aside" our giving intent for 2024, you can pick up a yellow card at the usher stand and submit to the church office by the end of October
- ◇ Salem is ordering 2024 offering envelopes soon! Let Aimee know of any changes in your use of these envelopes by Monday, October 9

## A Greeting from DeMar Wanstrom

All is going fine here—my dog Sozo keeps me rising in the a.m. for a walk at 5:30a.m. Such a great "rescue dog."

Miss all in Salem: Pastor and Bible Study. Love singing, serving Communion, reading Scripture! Will I ever return to you and "live" in Christ again!?—to see!

In Christ!

DeMar Wanstrom

## Special Celebrations in October



**BIRTHDAYS  
THIS MONTH**

8 Diane Meyer  
DeMar Wanstrom  
10 Michelle Muggli

1 Jerry Lerom	11 Lynn Hansen
Josh Voller	12 Mary Huntley
2 Shirley Huxford	Brad Johnson
Tracy Perpich	Shirley Midthun
Jon Ross	14 Kris Davis
Rick Stirewalt	Dean Hansen
Jack Voller	21 Eleanor Pettersen
4 Dean Sylvester	22 Gary Guida
5 Kris Schmidt	25 Axel Novak
6 Carole Nystrom	26 Kennedy Niska
Polly Pflepsen	28 Jan Danger
7 Shelley Midthun	Barb Schoon
Connie Lou Swanson	30 Anya Novak
	31 Mike Bodle



2 Tim & Kim Coughlin
7 Ron & Laura Martin
10 Tim & Nancy Herberg
11 Jason & Amanda Kempthorne
12 Bruce & Connie Lou Swanson
14 Pete & Laura Newton
Dean & Pat Sylvester
15 Myron & Shirley Midthun
18 Mark & Diane Boike
Cecil & Barb Schmidt

# **Salem Outreach Governing Board Minutes**

August 18, 2023

Present were Pastor Amanda, Jason Kempthorne, Cathy Aykens, Kay Bendorf, Mark and Diane Boike, Sandy Kretlow. Randy Sykes.

MSC: Motion, Seconded, Carried

Open with prayer by Pastor Amanda.

Secretary's Report: Sent out to each one. MSC

Financial Report: Reviewed, MSC

We have hired Carrie to work in the warehouse.

They are coming out to figure out the placement of the bailer on August 21st.

Sent in for the final request for \$2000.00 payment from EFSP grant for Lunch Bunch.

Check the bulletin board for Salem West impact statement.

Garage Sale was down a little probably due to lack of advertising and road construction.

A motion was made to use Labor Reserve funds #2802 (\$21,885.46) towards the parking lot payment and balance from the operating reserves. Total \$148,076.00

A motion was made to request the dividend from the Initiative Foundation Trust for \$36,000.00 before the end of the year. MSC

Discussed Summerfest. Jason made notes to bring back to Summerfest committee.

2023 Compensation Working Group needs two volunteers to meet this fall.

Kay Bendorf and Cathy Aykens volunteered.

2024 Budget Goals to think about Staffing issues, Replacement of Suburban and trailer, and washing machines.

Closed with prayer. Next meeting Sept 19.

Submitted by Sandy Kretlow, Secretary

# Salem Lutheran Church Church Council Minutes August 24, 2023

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 Amanda, Don Hales, Mark Boike, Lynn Hansen, Peter MacKay, Sherri Godfrey, Al Schiffler, Renee Voller, Tina Royer, Terry Tichenor and Jason Kempthorne.

## Call to Order

## Prayer by Pastor Amanda

**Approval of Agenda**     **Motion:** Approve the Agenda for the August Council meeting. **MSC**

## Approval of Minutes

**Motion:** Approve minutes of the July 2023 Council meeting as corrected. **MSC** (Copy of corrected minutes are attached.)

## Approval of July Financials:

Terry presented the financial report as of July. He stated that the benevolences have not been paid for the last few months and he will work with Aimee to get them paid up to date.

**Motion:** Approve the July 2023 Financial Report as presented. **MSC**

## Pastor Amanda's Report (covering June, July, August)

We welcomed 9 new members to Salem in June: Ron Sikkema and Audrey Ebert, Jon Danger, Mark and Cindy Larson, Gretchen Nelson and Jaxon, and Curt and Sylvia Hoge. **Motion:** Welcome new members to Salem. **MSC**

We also had 1 baptism, 2 funerals and 21 pastoral visits.

Personnel - Dan Quinn, Facilities Coordinator is working fewer hours as his schedule with his full-time employer has changed. We are currently using 4&47 for cleaning and Dan is concentrating on maintenance issues. I have spent time with training for the new Finance Manager, Aimee Watson. I have also hired and trained Jazmine Siliznoff who worked in the office for the summer.

We are advertising the Office Manager position and will begin interviews the first week of September.

Fall programming: encouraging volunteers for faith formation ministries, planning Confirmation and Intergenerational event for Reformation Sunday (same as budget presentation day)

Stewardship letters along with pledge cards will be going out to the congregation. We plan to mail those with the quarterly giving statements.

Nomination Team has met and is working. They will reconvene in early September.

Compensation Working Group and Budget meetings are taking place.

Delegate: review of each financial category for proper allocation of spending

Delegate: visitation schedule for home communion visitors

The Women's Retreat in October has no coordinator – unsure if it will happen.

## Outreach Report – Jason

We received our second grant of \$2,000.00 for Lunch Bunch.

They are coming out to determine the placement of the bailer and it should be installed the end of October.

Garage sale was down slightly do to lack of advertising and road construction.

The parking lot is complete and payment will come from Labor Reserve Funds #2802 (21,885.46) and the remainder from operating reserves with the total being \$148,076.00.

Sales at Mustard Seed continue to increase so it appears that the move has been beneficial. We have great access during the construction of the round a bout so don't expect that to be an issue.

Kay Bendorf and Cathy Aykens will serve on the Compensation Working Group as the 2 representatives from OGB.

Our wish list at this time is to replace the suburban and replace washing machines.

(continued on next page)



## Summerfest – Jason

Lack of help, planning and early execution. If we plan to continue Summerfest, we will need people to step up and assist with planning and execution.

Jason provided a report with information compiled from Summerfest and ideas for next year.

The total income was \$21,915.75 with expenses of \$2,640.43 for a net income of \$19,275.32. There are a couple of items that have not been picked up and paid for so the total may increase slightly.

## Old Business

Don presented the budgeting calendar with the following change being made: September 24<sup>th</sup>, return pledge cards during worship.

Rally Sunday is September 10<sup>th</sup> - Sunday schools starts.

Parents night out was August 22<sup>nd</sup>. 8 children attended, some not from Salem. The children made cookies and had a great time. Thank you to Pastor Amanda, the Hales and Godfreys. 2 couples are needed for the 6-8 pm event on November 14<sup>th</sup>. Announcements to invite will be on Reformation Sunday and at Trunks for Treats.

Compensation Working Group will meet after Labor Day.

Offering Counters – Don brought up what the Council discussed and moved on at the July Council meeting. It was also brought up that historically, Salem practiced the concept that the church minister should not know who is giving and how much. But we acted on the motion without hearing Pastor Amanda's perspective. She stated that she doesn't need to be involved in counting offering, but it is important that she is aware of who is giving and individual giving patterns so that she can respond to gifts and/or deviations from the evangelical and caring view.

## New Business:

Review membership - Went through the church directory and Pastor Amanda identified those she doesn't recognize or hasn't met. Asked Council members to help her by introducing them while at church or talking/calling them to encourage them back to church. If in-person doesn't work, then the next best thing is an email or text.

## Committee Reports

- Capital Appeal – Lynn: Next meeting is in September.
- Columbarium – Mark: NR, but a panel was sent in for engraving and still waiting on it.
- Facilities – Al: No report
- Faith Formation – Renee: Rally Sunday, September 10<sup>th</sup>. Will be coordinating an intergenerational activity on October 29
- Memorial – Peter: The committee received one application for the \$500 scholarship, and was pleased with the application contents and the student!
- Stewardship – Sherri: Next meeting is September 5<sup>th</sup>.
- Technology – Terry: No report
- Welcome – Tina: No report
- Worship and Music – Tina: \$1,800 was spent on organ repair, which is a temporary repair. The organ is 33 years old and we are in need of a new one. The committee will bring forth a request to purchase a new one at a cost of about \$30,000.

**SOS** – There was an email sent to Pastor Amanda with request to share it with the Council. After deliberation and careful consideration of the concerns raised, it was decided that Pastor Amanda will thank the concerned parishioner for sharing their thoughts and views with us.

The next Church Council Meeting is Thursday, September 28th at 5:00 p.m.

The next Executive Team Meeting is Tuesday, September 19th at 3:00 p.m.

**Meeting Adjourned**      **Motion:** Motion to adjourn. **MSC**

**Pastor Amanda closed in prayer**

Prepared by: Sherri Godfrey (Thank you to Tina Royer for covering the portion of the meeting that I missed due to another obligation.)



# October

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<b>1</b> <b>World Communion Sunday</b> 8:00am Choir Rehearsal 8:30am Praise Singers Rehearsal 9:00am Worship 9:50am Sunday School	<b>2</b> 11:00am Staff Meeting	<b>3</b> 9:00am Piecemakers 5:00pm Worship and Music Meeting	<b>4</b> 6:30am Women's Bible Study 5:00pm Salem Ringers Practice	<b>5</b>	<b>6</b> 8:00am Men's Bible Study 4:00pm Women's Retreat at Bay Lake Island	<b>7</b> Women's Retreat at Bay Lake Island
<b>8</b> Women's Retreat at Bay Lake Island 8:00am Choir Rehearsal 8:30am Praise Singers Rehearsal 8:50am Hymn Sing 9:00am Worship 9:50am Sunday School	<b>9</b> 11:00am Staff Meeting 1:00pm Koffee Klatch at Heartwood	<b>10</b> 9:00am Piecemakers 6:00pm Faith Formation	<b>11</b> 6:30am Women's Bible Study 3:15pm Kids Club! 5:00pm Salem Ringers Practice	<b>12</b>	<b>13</b> 8:00am Men's Bible Study 9:00am Salem West Rummage Sale	<b>14</b> 9:00am Salem West Rummage Sale 9:00am Serpent Lake Association Meeting
<b>15</b> 8:00am Choir Rehearsal 8:30am Praise Singers Rehearsal 9:00am Worship 9:50am Sunday School 10:20am New Member Orientation	<b>16</b> 11:00am Catholic Charities Meal Distribution	<b>17</b> 9:00am Piecemakers 1:00pm Outreach Governing Board Meeting 3:00pm Executive Team Meeting	<b>18</b> 6:30am Women's Bible Study 5:00pm Salem Ringers Practice	<b>19</b> 6:00pm Cuyuna Range Lions Meeting	<b>20</b> 8:00am Men's Bible Study	<b>21</b>
<b>22</b> 8:00am Choir Rehearsal 8:30am Praise Singers Rehearsal 8:50am Hymn Sing 9:00am Worship 10:20am New Member Orientation	<b>23</b> 11:00am Staff Meeting	<b>24</b> 9:00am Piecemakers	<b>25</b> 6:30am Women's Bible Study 5:00pm Salem Ringers Practice	<b>26</b> 5:00pm Council Meeting	<b>27</b> 8:00am Men's Bible Study	<b>28</b> 8:00am Fall Clean-up
<b>29</b> <b>Reformation Sunday</b> 8:00am Choir Rehearsal 8:30am Praise Singers Rehearsal 9:00am Worship 10:20am Reformation Celebration	<b>30</b> 11:00am Staff Meeting	<b>31</b> <b>Reformation Day</b> 9:00am Piecemakers 4:00pm Trunks 4 Treats	<b>1</b> <b>All Saints Day</b> 6:30am Women's Bible Study 5:00pm Salem Ringers Practice	<b>2</b>	<b>3</b> 8:00am Men's Bible Study	<b>4</b>

## SALEM'S STAFF

Pastor	Amanda Kempthorne	<a href="mailto:pastoramanda@salemldwd.org">pastoramanda@salemldwd.org</a>
Office Manager	Grace Reininger	<a href="mailto:office@salemldwd.org">office@salemldwd.org</a>
Financial Manager	Aimee Watson	<a href="mailto:finance@salemldwd.org">finance@salemldwd.org</a>
Praise Team Coordinators	Becky Klingelhofer and Noreen Steinbrecher	
Pianist/Organist	Becky Klingelhofer	
Salem Ringers & Choir Director	Kevin Edstrom	<a href="mailto:kevin7903@hotmail.com">kevin7903@hotmail.com</a>
Building & Grounds	Dan Quinn	<a href="mailto:facilities@salemldwd.org">facilities@salemldwd.org</a>
Cleaning Team	4 & 47 Cleaners, Aitkin	
Director of Outreach	Jason Kempthorne	<a href="mailto:outreach@salemldwd.org">outreach@salemldwd.org</a>
Mustard Seed Manager	Jacob Walker	<a href="mailto:mustardseed@salemldwd.org">mustardseed@salemldwd.org</a>
Seed and Donation Manager	Holly Willert	<a href="mailto:west@salemldwd.org">west@salemldwd.org</a>
Mustard Seed Team Lead	Debbie Olson	