



Salem Connection

September 2023

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Dear Partners in ministry of Salem Lutheran,

Thank you for your faithful partnership as we carry on the work of Salem Lutheran Church and Outreach. Together we are helping extend the kingdom of God in our community.

So far this year, offerings and gifts have been significantly lower than last year. With this slower start, we have our work cut out to meet the financial goals that enable the incredible ministry here at Salem. Together we can do it, but we all need to be in this together to be successful with our goals and end the year well. It is worth celebrating that the support for the Capital Appeal is maintaining at the adjusted mortgage payment of \$9,000 per month.

Take stock a moment and reflect on how you have supported the ministries of Salem Church and Outreach. Just what happens in these ministries?

- Children are learning the stories of faith in Sunday school and Vacation Bible School, and connecting with caring adults also through Kids Club and Parent's Night Off, that will shape how they understand God's love and welcome.
- Gatherings that support meaningful study of Scripture for men, women, for teens, and the entire congregation!
- People are invited and welcomed into God's presence through the Word, through music, through the Means of Grace (Baptism and Communion) and we are bound together into one community grounded in Christ.
- We celebrate God's work done by our hands and hearts, recognizing that the church is not one person, but many, all working for the glory of God.
- We have shifted the entire outlook for the future of our Outreach ministries and expanded the ability to serve more families both in store size and efficiency.

Your giving is what creates these opportunities – and so much more – for us to welcome people to Christ, to equip people with a faith that works in their lives, and to send people into the world with the same love and grace of Christ.

Thank you for your dedication to this work. Thank you for showing that this faith community called Salem, matters to you. Thank you for trusting God and living with generosity.

It was Council's 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. (I'm already praying our hunters will bag their deer in the first week!) With the changed meeting date, our timeline for preparing a budget has shortened. Consecration Sunday will be at the end of September. I invite you to take an estimate of giving form from the usher stand and return it Sunday, September 24. I understand this is very early in the year, but we appreciate these estimates so we can make faithful decisions about 2024's budget.

Be assured your generous response to God's love and grace through your offerings to Salem are deeply appreciated. The Lord is using your gifts to share the love of God in Christ Jesus with people within and outside this church.

Sincerely in Christ's love,
Pastor Amanda

Faith Formation!

We are beginning an exciting time as we start this new school year.

Rally Sunday will be September 10 with a backpack blessing for students and the installation of our Sunday School teachers for this year. We are so blessed to have this dedicated team of volunteers who take turns to gather our children each week to watch a lesson, discuss God's message for us and share a fun activity or craft. If you are interested in joining these people (Marlene, Raye, Whitney and Kris) talk to them. September 17 will be the first regular Sunday School session.



Kid's Club needs you! Kid's Club after school program for 3-6 graders will meet on the second Wednesday of each month beginning in October. It's a 2 hour block to introduce young children to things they may have never seen or considered. Pastor Amanda helps reflect on how our whole lives can serve God and our neighbors—not just Sunday morning.

Please consider sharing a hobby, skill, or craft with our upper-elementary age children. In the past, adults have shared their knowledge of baking, beekeeping, dog training, quilting, bird houses, woodworking, syrup making, snow shoeing, games, crafts and much more. If you are not interested in leading an activity, 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.

This year we are planning one Intergenerational Event each quarter. The first will be on Reformation Sunday (October 29) and the second on Epiphany. Watch for more information and plan to stay after worship and participate. If you have an idea for spring that you would like to do, please let us know.

The Sunday School teachers are planning activities for our children during the Annual Meeting on November 12.

The Faith Formation Team
(Pastor Amanda, Raye Cragun, Whitney Fischer, Lynn Hansen, Marlene Prill, Kris Schmidt, and Renee Voller)

Prayer Buddies!

Help our children grow in faith and be part of the community that supports them by committing to pray for a child at Salem and write them notes throughout the year. Sign up using a Prayer Buddy card on Rally Sunday, September 10.

Sunday School Schedule

September 17 and 24
October 1, 8, 15 (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

Summerfest Recap

Thank you to everyone who volunteered to make 2023 a success. For those who rolled meatballs, flipped lefse, set up tents and tables, kept order in the chaos that is the silent auction, and donated items, Salem could not have pulled off such a great event without your help. All in all, over 465 volunteer hours went into Summerfest, Thank you!

A special thank you for those in a leadership position. To Sherri and Kathi for their work leading the kitchen, Paul and Al for auction prep work, to the Salem West delivery crews for picking up auction items, and Barb and Herb for their work on the food booth setup and organization, Thank you!



Salem served 440 meatballs, 198 lefse, and 163 ice cream sundaes. There were 167 auction items, the donated baskets and homemade craft items were a great success. Preliminary income figures from Summerfest Food Booths total \$3,876 and the Silent Auction received \$14,511.



The final report will be made available on request from the church office. The leadership team identified 20 recommendations as we look forward to next year. Some of the highlighted recommendations are:

- To keep the focus on Church outreach rather than focus on fundraising. The auction is ok but not drawing in or keeping the attention of the local community members. The focus should shift to what the Church can offer to the local community.
- Open the church doors and allow people to set foot into the church. We need to be welcoming and open, allowing people to explore the facilities and see if they would like to return on Sunday for worship.
- Baskets and gift cards were very well received on the auction. This is an area of potential growth for the auction.
- The Auction is too much for a single person to orchestrate. A team must be formed in the spring to identify, ask, and follow up with local business, organizations, and members to identify valuable auction items.
- The Mustard Seed was not present this year at Summerfest. It was presented that maybe a large tent be placed in the south side of the church lot and the Mustard Seed sell items from a booth there.
- There is a lack of willing leaders to step up, organize and conduct day of volunteers willing to work. The future success of this event hinges on leadership volunteers' willingness to work ahead of the event to share input and ideas for the future.
- It was recommended by current 2023 leaders, that the lack of leadership for this event be addressed at the annual meeting of the congregation.
- It's been observed that the auction over the years doesn't draw in or hold the attention of the passer by. People will look at the items and move on throughout the rest of the street fair. The church should think of way to offer activities, music, bounce houses, or entertainment to encourage the local community to stay longer and allow for Salem members to interact with community members allowing for more 1:1 outreach and evangelism. Many ideas were shared around the table and new ideas can be challenging.

The planning team is looking for additional help to reimagine what Summerfest at Salem looks like. The current plan is to continue to meet as we look at ways to improve Salem's participation in Summerfest. If you would like to be involved in this process, please contact Jason Kempthorne.

Worship Notes at Salem

Thank you to those serving in September:

READERS

- 3** Jim Rude
- 10** Nancy Meyer
- 17** Glenn Suess
- 24** Ken Stebbins

USHERS

- 3** Joel Huntley, Ed & Sherri Godfrey
- 10** Chuck Lubowitz & Karla Peterson, Nory Hunze, Mark Boike
- 17** Roger & Marlene Prill, Clark & Joyce Marshall
- 24** Nory & Peggy Hunze, Barb & Herb Schoon

COMMUNION SERVERS

- 3** Barb & Herb Schoon, (+ one more)
- 10** Shirley & Myron Midthun, (+ one more)
- 17** Glenn Suess, Barb & Herb Schoon
- 24**

OFFERING COUNTERS

Shirley Huxford and _____

September Worship Schedule

- 3** 8:30a.m. Praise Team Practice
9:00a.m. Worship (with the organ)
- 10** 8:00a.m. Choir Practice
8:30a.m. Praise Team Practice
9:00a.m. Worship with Choir
- 17** 8:00a.m. Choir Practice
8:30a.m. Praise Team Practice
9:00a.m. Worship with Handbells
- 24** 8:00a.m. Choir Practice
8:30a.m. Praise Team Practice
9:00a.m. Worship with Choir

Fall Music Schedule:

Choir sings on 2nd and 4th Sundays
practice Sundays at 8:00a.m.

Handbells play on 3rd Sundays
practice Wednesdays at 5p.m.

These groups are open to anyone who would like to make music to the Lord!

CRMC Care Center Worship

Connect with the residents in the Care Center and encourage their faith as we worship together Sunday, September 17 from 1:30-2:00p.m. You could choose to help by bringing residents to worship, serving communion, singing along, or simply by being present.

Meals on Wheels Delivery

The Thursday after CRMC worship is Salem's turn to deliver meals and smiles to our community. Contact Gary Guida or Dean Sylvester to join the crew!



Koffee Klatch

The monthly Bible study at Heartwood will meet September 11 at 1:00p.m.

These studies include Communion, so invite others along!



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:

August: requested budget projections from committees, gather info through September 10

*** if you are on a committee that has not yet discussed ministry in 2024, please gather and do so!***

August 22 - first Compensation Working Group meeting

September 5 - Executive Council holds first Budget planning meeting

* additional meeting after Sept 10 committee needs are submitted

Estimates of Giving will be requested from the congregation mid-September

September 19 - Outreach Governing Board (OGB) receives the 2024 Budget draft

September 28 - Council receives the 2024 Budget draft

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

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



Lunch Bunch nearing the end of its season

At the time of this newsletter, there are still two Fridays that Salem will be providing meals to area children and youth. It has been a wonderful summer with many hands at work in the kitchen. Thank you to all those who stopped in to help prepare.

Look for our ministry summary in October's newsletter!

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 September 3!



Save the Date!

- ◇ September 10, Rally Sunday
- ◇ September 17, Sunday school resumes
- ◇ Kids Club Resumes on Weds, Oct 11
- ◇ Reformation Celebration, Oct 29
- ◇ Annual Meeting, November 12

Connections at Salem

We say every Sunday, “we believe in the communion of saints” - but what does that mean? One of the Holy Spirit’s works is to join us to one another as those who have received God’s mercy. We join in this work as we spend time with one another, get to know one another, and support each other in our lives of faith. Here are a few ways your church is working to build these connections:

Photo Directory

We are creating a photo directory in-house, using our own membership software. Please send in a picture, or look for one of the Sundays we will be taking pictures around the building. Check that your contact information is listed correctly. If you’d like to help organize this project, we could use you!

Home Communion Visitors

Many of our members are not able to make Sunday morning worship, but they are just as much part of the community! Help strengthen their connection both to God and their church by bringing them Communion on a Sunday. A booklet for sharing home Communion is provided, along with support for this important work!

Coffee conversations

Church is the place where we practice our faith so we can use it in the places we go—it’s the safest place to talk and wonder about what God is doing in your life. So instead of the usual small-talk at coffee time, take a step in faith and chat with a saint about what you are learning from God. You’ll see simple starter question prompts on the tables this fall.

Cards for special events

Celebrate one another! Check the list below and drop a card in someone’s church mailbox or wish them joy when you see them in worship. Become a Prayer Buddy and send notes to children. If someone has had a recent loss, send a card—even if it’s months later and you don’t know what to say. These acts of kindness are always appreciated.

Special Celebrations in September



- | | |
|--------------------|--------------------|
| 1 Xavia DeCent | 14 Peggy Blistain |
| 2 Brandon Anderson | Gary Malek |
| 4 Cathy Aykens | 15 Lee Uglem |
| Terry Fields | 16 Betty Lavan |
| Becky Guida | Evan Kempthorne |
| Kristin Peterson | Kade Novak |
| 5 Brandon Kunz | 17 Jack Gavin |
| 6 Brant Lonergan | 18 Kael Novak |
| 10 Dee Chileen | 19 Walker Jones |
| 11 Devan Bartles | 23 Marilyn Holmwig |
| Deanna Olson | Myrna Nelson |
| 12 Nate Kewatt | 24 Madilyn Bodle |
| 13 Susan Erickson | 26 James Call |



- | | |
|----|--------------------------------------|
| 9 | Ed and Sherri Godfrey - 45 years |
| | Rod and Laurie Ogard - 45 years |
| 13 | Nate and April Novak - 15 years |
| 14 | Gary and Becky Guida - 55 years |
| 15 | Louie and Maridee Smilich - 67 years |
| 23 | Rick and Brenda Stirewalt - 56 years |
| 29 | Randy and Lori Holmwig - 44 years |
| 30 | Lee and Ellen Uglem - 45 years |

Salem Outreach Governing Board Minutes

July 18, 2023

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

MSC: Motion, Seconded, Carried.

Open with prayer by Jason Kempthorne.

Secretary's Report: Reviewed from June 12, 2023, MSC

Financial Report: Reviewed, need to check on United Way Grant dollar amount, and Mustard Seed Parking lot fund dollar amount with Amy. MSC

Facebook is reaching around 18,000 people it is down from previous months. EFSP 40 Grant was received.

Bailer Project – was funded- working with Common Goods to source & purchase equipment needs. Hope to start baling this fall. Looked at our sales by categories.

New Business: Summer Parking lot use at the old Mustard Seed for Summerfest. The Cuyuna Lions Booth has already been approved. The new owners of the Mustard Seed want to set up a booth. Motion was made to send them back to the Deerwood Civic & Commerce to get a spot. MSC

Pastor Amanda closed with prayer.

Next meeting will be August 15, 2023 at 1:00 pm

Submitted by Sandy Kretlow, Secretary



Interested in knowing more?

Looking for ways to use your gifts?

Hoping for big things in Salem's future?

Consider joining the leadership of the church!

We rely on members to shape the ministry of Salem Lutheran Church and Outreach! Serving on one of the leadership boards or committees is a great way to give back to this faith community and support our corner of "God's country!"

The Nomination Team will be asking people to consider serving on Council, Outreach Governing Board, the Memorial Committee, as a Synod Assembly Delegate, or as a 2024 Nominations Team member. If you are interested, give it some prayer and let us know if you'd like to be considered by the congregation.

Salem Lutheran Church Church Council Minutes July 27, 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.

- Call to Order

Members present: Don Hales, Terry Tichenor, Lynn Hanson, Jason Kempthorne, Mark Boike, Al Schiffler, Peter MacKay, Tina Royer

Members absent: Pastor Amanda Kempthorne, Sherri Godfrey, Renee Voller

- Opening with Prayer by Don Hales

- Approval of the Agenda

Motion to approve agenda of July 27, 2023, Council meeting. MSC.

- Approval of June 2023 minutes

Motion to approve minutes of June 27, 2023, Council meeting. MSC

- June Financials

Financials: Terry presented the status of Church financials and funds. He reported that several changes/adjustments needed to be made to the reports presented. Corrections were made in the Equity Reserve and in Outreach budgets. Adjustments were also made to Dedicated funds and the amount of “touchable cash” available.

Personnel: Discussion took place regarding updating financial technology and clarifying parameters of the current Finance Director/Office Manager, in light of Ruth's “final” retirement.

Outreach: Salem West and Mustard Seed continue to do well.

Motion to approve July Treasurer's report. MSC.

- Pastor's Report—No report

- Outreach Report/Summerfest

Salem West: Jason reported some changes in staffing, which seem to be working well.

A grant opportunity is being pursued in partnership with Common Goods that will provide equipment and resources to serve a larger number of communities and will also give West another revenue avenue.

Driveway construction nearing completion. A last-minute issue with paving was resolved. Entrance and driveway will be open within the week.

Mustard Seed: This month's sales are down about \$1,000 from July 2022 due to road and driveway construction, but still ahead of projected income.

Summerfest: Jason reported that it is fast approaching and there is still a need for workers and Silent Auction items but is confident everything will fall into place.

-> Security: Becky and Gary Guida will be in their camper to provide general security prior to and during the event.

-> Food: Meatballs, Lefse, Hotdogs, Ice cream sundaes, Brownie Ice cream sundaes, Cookies and Water/Sodas will be available to purchase. A slight uptick in prices – the first in 8 years - Water/Soda will remain the same.

-> There are no Sno Cones this year because there is no profit in selling them.

-> Logistics: Tents and PS system ready to go. The freezer to be moved in place by July 30.

-> All Council members are expected to work in some capacity during Summerfest

Old Business:

- Audit—Tabled until the end of year.

- VBS Update—45-50 children had a great experience! There were problems with technology, but everyone remained flexible and focused on the lessons and activities. There is a need to get younger volunteers who can someday keep the program going and growing.

- Men's Retreat—It is reported that everyone had a very good time, lots of fish were caught, and Sherri made delicious cookies that were offered every day.

- Summer Fest— Food Booth Schedule-there are still a couple of server spots to fill.

New Business:

- Church Budget Calendar: Don presented Salem's 2024 Stewardship and Budgeting process. The planning calendar commences in July 2023 when committees begin budget planning for 2024 needs. The following months, up until November, require the Finance Director, Outreach Director, Pastor Amanda, Salem working committees, and the Church council to identify responsibilities and needs. Required actions will occur and appropriate information will be disseminated to the congregation for general knowledge and/or approval.
-> Please refer to the 2024 Stewardship and Budgeting process document for specifics on CWG, Budget Schedule
- CWG: the group will be formed and hold its initial meeting on August 14. Terry will work with Aimee regarding the compensation package.
- Budget Schedule: Budgets to be turned in to the church office by August 28.
- Nominating Committee: Committee must elect a chair. There are 3 vacancies needing to be filled. Terry Tichenor is required to step down after serving the maximum terms allowed. Renee and Al have each served one full term. Al will step down and Renee needs to be asked if she wishes to serve another term.
- Fall Worship Schedule: The Sunday worship schedule will remain at one 9:00 a.m. service.
- Rally Sunday September 10th – who can we help? This is a national ELCA event. It kicks off the Fall calendar with the start of Sunday School and is also considered a day of service to our community. Several Brainerd churches have a history of involvement, so we have decided to learn from them as we plant the seed of understanding then action in our own congregation. It is like a “Mini Mission Day”, where the service is held along with Sunday School, then an activity of service takes place in the afternoon.
-> Idea for this year: Help with packing meals. Not necessarily on that Sunday, but near Sept. 10 with the understanding it is a part of Rally Sunday.

There was a break in the regular Council meeting to call an Executive meeting.

- Executive Session: Don called an Executive Council session at 5:49 p.m. Motion to approve Executive session. MSC.
- Offering Counters: Motion made that offering is to be counted and deposited on Monday morning. Counters are to be volunteers of the congregation of SLC. If one or both counters are not available then the Financial Manager makes calls to the Executive Team in this order: President, Vice President, Treasurer, Secretary to fill the vacant position(s). No one else is allowed to count the offerings. In the rare case where no one is available, the offerings are to be put in the safe to be deposited the next available day. MSC.
- Mail: Motion made that it is the responsibility of the Finance/Office Manager to pick up the SLC mail. If the manager is not available, the Council Treasurer will assume the responsibility. MSC.
- Motion made to end the Executive Session. MSC at 6:16 p.m.

Committee Reports:

- o None from Columbarium, Faith Formation, Memorial, Stewardship, Technology, nor Worship and Music
- o Capital Appeal – Lynn reported the committee has not yet met to evaluate the current process.
- o Facilities – Al reported the lights in the sanctuary are giving off too much heat. It will take about \$500 to fix them, which will come out of the maintenance budget. Al has been volunteering his time to mow the church lawn.
- o Welcome – Tina reported that Music in the Park was a successful PR event. People came by to pick up brochures, ask questions, get candy, and Mustard Seed coupons.

SOS Submission: A request was made to put a small table in a corner of the women's restroom. Terry offered to get a table and place it in the restroom.

Electronic sign: Please consider asking someone with some creativity and tech savvy to help Pastor Amanda create content and maintain the sign.

Announcements: Next Council Meeting August 24th @ 5pm. Exec Meeting August 15th @ 3pm.


A motion was made to adjourn. MSC

Closing Prayer

Respectfully submitted, Tina Royer substituting for Sherri Godfrey



SEPTEMBER

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
27 8:30am Praise Singers Rehearsal 8:50am Hymn Sing 9:00am Worship	28 11:00am Staff Meeting	29 9:00am Piecemakers	30 6:30am Women's Bible Study	31	1 8:00am Men's Bible Study 9:00am Lunch Bunch Meal Prep	2
3 8:30am Praise Singers Rehearsal 9:00am Worship	4  Labor Day	5 9:00am Piecemakers 5:00pm Worship and Music Meeting	6 6:30am Women's Bible Study 5:00pm Salem Ringers Practice	7	8 8:00am Men's Bible Study	9 9:00am Serpent Lake Association Meeting
10 8:00am Choir Rehearsal 8:30am Praise Singers Rehearsal 9:00am Worship with Choir	11 11:00am Staff Meeting 1:00pm Koffee Klatch at Heartwood	12 9:00am Piecemakers 5:45pm Capital Appeal Team Meeting 6:00pm Faith Formation	13 6:30am Women's Bible Study 5:00pm Salem Ringers Practice	14	15 8:00am Men's Bible Study	16
17 8:00am Choir Rehearsal 8:30am Praise Singers Rehearsal 9:00am Worship 9:50am Sunday School 1:30pm CRMC Care Center Worship	18 11:00am Catholic Charities Meal Distribution	19 9:00am Piecemakers 1:00pm Outreach Governing Board Meeting 3:00pm Executive Team Meeting	20 6:30am Women's Bible Study 5:00pm Salem Ringers Practice	21 10:00am Meals on Wheels 6:00pm Cuyuna Range Lions Meeting	22 8:00am Men's Bible Study	23
24 8:00am Choir Rehearsal 8:30am Praise Singers Rehearsal 9:00am Worship 9:50am Sunday School	25 11:00am Staff Meeting	26 9:00am Piecemakers	27 6:30am Women's Bible Study 5:00pm Salem Ringers Practice	28 5:00pm Council Meeting	29 8:00am Men's Bible Study	30

SALEM'S STAFF

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