



Salem Connection

January 2024

Salem Lutheran Church 21276 Archibald Road PO Box 100 Deerwood MN 56444
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Welcome to the start of a new year! Like a blank page in a notebook or a fresh blanket of snow just waiting for a sled, this new year is full of possibilities! Whether you come at it with a “new year, new me” dream or a realist’s down-to-earth perspective, we all have the opportunity to start fresh.

We start each year with the church season of Epiphany (January 6 up to Ash Wednesday every year). It’s a season of recognizing Jesus for who he is: God with us. Magi bring gifts, the Spirit descends in his baptism, he welcomes nobodies to his inner circle, and moves in this world with an authority that surprises everyone. As the Gospel of John puts it, Jesus is “the true light that came down from heaven.” (John 1)

John continues that this Light of God’s love came to shine in this world, but the world doesn’t recognize it. It’s corrupted by selfishness and despair. More of the same isn’t going to fix things. Like Martin Luther King Jr stated, “Darkness cannot drive out darkness: only light can do that. Hate cannot drive out hate: only love can do that.” We have the opportunity to share in being God’s light in a darkened world. It’s a big task, but Scripture informs how we go about it:

Consider others better than yourself. Philippians 2:3

Forgive one another. Ephesians 4:32

Love one another. John 13:34

Be kind and compassionate to one another. Ephesians 4:32

Everyone should be quick to listen, slow to speak, and slow to become angry. James 1:19

Treat others as you would want to be treated. Luke 6:31

Have the mind of Christ. Philippians 2:5

Remember kindness leads to repentance. Romans 2:4

Keep your tongue from evil and your lips from speaking deceit. Psalm 34:13

Honor everyone. 1 Peter 2:17

Don’t use foul or abusive language. Let everything you say be good and helpful so that your words will be an encouragement to those who hear them. Ephesians 4:29

Love one another with brotherly affection. Outdo one another in showing honor. Romans 12:10

“As God’s chosen ones, holy and beloved, clothe yourselves with compassion, kindness, humility, meekness, and patience. Bear with one another and, if anyone has a complaint against another, forgive each other; just as the Lord has forgiven you, so you also must forgive. Above all, clothe yourselves with love, which binds everything together in perfect harmony. And let the peace of Christ rule in your hearts, to which indeed you were called in the one body. And be thankful.” Colossians 3:12-14

May 2024 be blessed by the one who
draws near to us with the Light and Hope of Christ!

~Pastor Amanda



Faith Formation!

Kids Club January 10th!

Salem's after school program, "Kids Club" is for 3-6 graders and takes place the second Wednesday of each month.

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 these hobbies and interests with the youth of our congregation and community. If interested in sharing your passion with these aspiring little minds please contact the Church office and we will get you the information needed to help and participate!



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.

Sunday School Schedule

Starting back up on January 7th

Each Sunday at 9:50a.m.

New Year, New Women's Bible Study!

For those who expressed interest in joining a women's bible study group that meets at a different time than the previously established group, the planning is in process and will be starting soon! Keep an eye on your email and in the announcements in the upcoming weeks to see the day and time this bible study will begin!



Faith and Coffee?

Sunday morning fellowship is a perfect time to talk through what God brought to your attention in worship. Grab a cup, a treat, and finish this sentence, "Today I noticed..."



Men's Retreat Registration Now Open

This year's men's retreat is taking place July 8th through July 11th! Registration is now open and ends March 1st, 2024.

If you are interested in registering or learning more there are paper copies in the kiosk in the Narthex as well as on our website!

Worship Notes at Salem

Thank you to those serving in January:

READERS

7 Ken Stebbins

14 _____

21 _____

28 _____

USHERS

7 Joel Huntley, Ed & Sherri Godfrey

14 Randy Holmwig, Herb & Barb Schoon, Mark Boike

21 Roger & Marlene Prill, Nory and Peggy Hunze

28 Clark and Joyce Marshall, Chuck Lubowitz,
Karla Peterson

COMMUNION SERVERS

7 Lynn Hansen, Warren Balfany, _____

14 _____, _____, _____

21 _____, _____, _____

28 _____, _____, _____

OFFERING COUNTERS

Lori Holmwig and Jeff Mitchell

January Worship Schedule

7 8:00a.m. Choir Practice
8:30a.m. Praise Team Practice
9:00a.m. Worship-Epiphany

14 8:00a.m. Choir Practice
8:30a.m. Praise Team Practice
9:00a.m. Worship

21 8:00a.m. Choir Practice
8:30a.m. Praise Team Practice
9:00a.m. Worship

28 8:00a.m. Choir Practice
8:30a.m. Praise Team Practice
9:00a.m. Worship

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.

Heartwood Bible Study

The monthly Bible study at Heartwood will take place on January 8th at 1:00p.m.

These studies include Communion, so invite others along!



Interested in reading for Sunday service, serving Communion or being an offering counter?

We are looking for members of the congregation to help with parts of Worship. Sign-ups for readers and Communion servers are both available on the kiosk in the Narthex.

Offering Counters switch at the beginning of each new month, we have counters for January but are looking for two individuals to sign-up for the upcoming months!

Listed below is the Meals on Wheels and CRMC Worship Schedule for January-May of the dates and times Salem will be hosting those events.

Meals on Wheels takes place on Thursdays

CRMC Worship takes place on Sundays at 1:30p.m.

These events take place each Sunday and Thursday each week of the 12 months of the year, listed to the right are the times Salem is hosting.

Month	CRMC Worship	Meals on Wheels
February	Sunday 2/11	Thursday 2/15
March/April	Sunday 3/31	Thursday 4/4
May	Sunday 5/19	Thursday 5/23

Special Celebrations in January



1	Mason DeCent	13	Mark Boike
3	Carla Barker	14	Gregory Reed
	Noah Couhlin	15	Marlene Raadt
	Shelby Olson		John Zender
4	Rick Blomberg	16	Kay Cooper
	Nathan Perpich	17	Elle Chileen
5	Jo Blanich		Carole Houghton
8	Dylan Ficklin	19	Cindy Sykes
	Laura Martin		Joseph Zontelli
9	Tom Reek	23	Chuck Lubowitz
10	Mariah Bodle	24	Ed Godfrey
11	Peggy Hunze	25	Ron Meyer



1	Steve and Joan Haglund
7	Greg and Diane Meyer
10	Tim and Cindy Foote

Save the Date!

- ◇ 7 Epiphany Celebration
- ◇ 10 Kids Club 3:15-5:00p.m.



New Year, New Council

Meet your new Church Council Members as well as the new Outreach Governing Board Members

Council Members

Mark Boike	President	Mailbox #56
Lynn Hansen	Vice President	Mailbox #78
Sherri Godfrey	Treasurer	Mailbox #92
Tina Royer	Secretary	Mailbox #135
Don Hales		Mailbox #211
Peter MacKay		Mailbox #136
Nathan VanRisseghem		Mailbox #282
Sylvia Hoge		Mailbox #57
Julie Fritz		Mailbox #297
Pastor Amanda Kempthorne		
Jason Kempthorne		

OGB Members

Randy Sykes	President	Mailbox #111
Cathy Aykens	Financial	Mailbox #95
Kay Bendorf		Mailbox #16
Diane Boike		Mailbox #56
Linda Sudman		Mailbox #33
Pastor Amanda Kempthorne		
Jason Kempthorne		
Sherri Godfrey	Council Rep.	

Summerfest Recap

Summerfest Net Income- \$19,884.49
 Put Towards Building Fund- \$10,293.85
 Put Towards Outreach- \$9,590.64

No Summerfest in 2024

Deerwood Civic and Commerce will not be hosting a Summerfest event in 2024.
 Salem has the opportunity to imagine a new way to reach the community!

Caring for One Another



Photos of the newly baptized Maya Hajder and her family!



Holiday and thank you letter from the family

Dear Salem Community,
Thank you for welcoming our daughter into the Salem community & being a part of her baptism. Although we live in the cities, Salem feels like home. I grew up visiting Salem on holidays with family from the area. I was baptized there, & so many of our family members had an important faith journey at Salem. The kindness each and everyone of you showed our daughters is so heartwarming.
To those of you that contributed towards Her baptism keepsakes, Thank you. It puts tears to our eyes knowing how much everyone cares about Maya & her journey of faith & being a child of God.

Note from Beth and Betty Lavan

Dear Salem Church Family,

Our family thanks you for all the prayers with the sudden passing of Tom. Thank you for food, cards, phone calls and visits. The memorial gifts will be given to Salem's Music Ministry. Tom ran the soundboard at Our Savior's Lutheran Church in Cloquet, MN for many years.

God Bless,

Beth, Betty and Family

Dear Salem & S.S. Children,
Thank you so much for the lovely poinsettia. Its beautiful red flowers brightens our days & gives us the days we much remembering that always "God is with us."
Blessings!
Donna, Mark & Ben Sanderson
P.S. Thanks to Pastor Amanda for the nice visit.

Poinsettia Thank You and Christmas Card from Donna Sanderson

A message from DeMar Wanstrom

"Merry Christmas to my Salem Family,
I miss you all!"

Salem,
Thank you for awarding me the 1,000 dollar scholarship! It will help me in my journey to completing my degree at Bemidji State. I really appreciate the help. Have a merry Christmas!
- Ethan Kunz

Thank you from Memorial Scholarship Recipient

Salem Lutheran Church Council Meeting Minutes

November 21, 2023, 6:30 pm

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: Pastor Amanda Kempthorne, Lynn Hanson, Jason Kempthorne, Peter MacKay, Sherri Godfrey, Julie Fritz, Sylvia Hoge, Nathan VanRisseghem, Tina Royer

Members absent: Mark Boike, Don Hales

Opening Devotion and Prayer by Pastor Amanda

Welcome New Council Members: Julie Fritz, Sylvia Hoge, Nathan VanRisseghem. Discussion of all members stating who they are, why they are a part of Salem and Council, and why they enjoy membership in Salem.

Duties of Council:

- Expectations

- Financial Oversight

- Conflict of Interest

- Council Job Descriptions

Executive Committee Roles and Officer Elections:

- President-Mark Boike

- Vice President-Lynn Hanson

- Treasurer-Sherri Godfrey

- Secretary-Tina Royer

Motion made and seconded to approve the slate of officers named for the 2023-2024 year. MSC
Salem Lutheran Church designates the four members of the Executive Council as signers of banking accounts. All previously named signers will be removed from this role.

Approval of Minutes:

Motion to approve minutes of October 2023, Council meeting. MSC

Treasurer's Report: Explained the various financial reports and how to read them. Additional training will be provided so each council member has a working understanding of how the various budgets operate, what the different columns mean, and how to understand the asset/liability relationship and its importance to church finances.

Motion to approve October 2023 Treasurer's Report. MSC.

Pastor's Report: Pastor Amanda informed members that her reports describe her recent past, present, and future actions and responsibilities. A Thanksgiving service is planned for Wednesday, then Advent begins December 3. Due to small numbers of Sunday School students, the children will assist with the December 17 service, and the 4th Sunday of Advent is also Christmas Eve. That day the 9:00 am service will be held, with Christmas Eve services set for 3:00 and 5:00 pm. January marks the start of Confirmation.

(Continued on the next page)

Outreach Report:

The Mustard Seed is preparing for “Taste of Christmas”, which will start November 24 & 25 this year. The Seed is on track to surpass projected sales.

Salem West has assisted over 500 referrals from various social service agencies, serving 946 individuals, and totaling at least 14,000 volunteer hours. The Outreach Impact Report is posted on a bulletin board by the Social Hall and shows more than \$240,000 has been allocated to the communities Salem serves. If Salem West volunteer hours and donations were paid ministries, calculations would put them at \$678,000+.

Jail Ministries-This year Outreach is offering pizza parties to inmates and giving them \$10 gift cards to offer family members Christmas gifts.

Committee Reports: Church Council members will be serving on committees as follows

Capital Appeal – Lynn Hansen. Meets quarterly or as needed. Will meet with hired consultants to plan through 2025.

Columbarium – Don Hales. Meets 2X/year to determine policies and availability of sites. Also responsible for ensuring courtyard is maintained.

Facilities – Nate VanRisseghem. Meets quarterly to determine building projects and needs. Randy Holmvig will chair for 2024.

Faith Formation – Sylvia Hoge. Meets 2nd Tuesday of every month from 6:00 – 8:00 pm. Focuses on VBS, Confirmation, Sunday School, and Library.

Memorial – Peter MacKay. Meets as needed and at least 1X/spring to award student scholarships. Will also offer seed money for project proposals from church groups/committees/individuals that support our mission and do not have a ready source of funding.

Stewardship – Lynn Hansen. Meets quarterly. Planning for the year starts in fall by showing how we serve in myriad ways. The primary message that is conveyed is that stewardship is our spiritual response to God by seeing our faith in action.

Technology – Julie Fritz. Rarely meets. This committee determines our technology needs throughout the church and is primarily supported by massively discounted costs from Deerwood Technologies.

Welcome – Tina Royer. Meets as needed. Responsible for New Member Orientation and New Member Sunday and is involved in events and activities that promote Salem. Also plans all-congregation activities that foster sense of community within membership.

Worship and Music – Julie Fritz. Meets 1st Tuesday of every month @ 5:00 pm. Identifies hymns and music appropriate to liturgical season. Sets yearly practice and performance schedule of choir, bells, praise team, and special groups.

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Outreach – Sherri Godfrey. The Outreach Governing Board meets the 3rd Tuesday of every month @ 1:00 pm. Jason and board members are responsible for all aspects of Salem West and Mustard Seed. Issues covered, but not limited to include – long range plans and strategies to achieve them, staffing needs, hours of operation, facilities, protocols for receiving goods and services, grant outreach, community partnerships, and so on.

(Continued on next page)

Unfinished Business:

Review of Annual Meeting – Thank you to Don Hales, Terry Tichenor, Renee Voller and Al Schiffler for their time and leadership as valued members of the council. Terry did an outstanding job of presenting the big picture of the budget and addressed the financial challenges Salem faces moving into 2024. The Salem annual report was requested to be available at this meeting, so will be available in January 2024.

Welcoming New Congregation Members – Glenn & Chrissy Swanson, Julie Fritz, Janine Mattfield, Mike & Katie McCormick. Motion to approve new members. MSC.

Remove from membership by request – Lyle & Mary Lobitz, Larry & Marinell Holst, Harry & Patty Kahnert, Greg and Kathy Meyer, Lisa Slepica.

New Business:

Pastor Amanda Housing Allowance Designation for 2024 – Next month's agenda item.

Summerfest – Deerwood City has canceled it for 2024. Thoughts on how to proceed or replace income. - Budgeted as a \$10,000 income stream. \$5,000 each to Salem church and Salem Outreach. We will address this during the January Visioning process.

January Retreat – To be held on January 6, 2024, 9:00 am – 2:00 pm in the Fellowship Hall. We will work on a new strategic plan. Jason has a survey we can use to involve the congregation. Results will be used in our planning. Motion to present a survey to the congregation to be used in our 2024 strategic planning. MSC.

Christmas Offering Designation – Motion to give loose offering from 3:00 & 5:00 pm Christmas Eve services to Lutheran World Relief. MSC.

Christmas and Staff – Outreach (MS & SW) will be closed December 26 - January 2.

Church offices will be closed Christmas Day, but otherwise open as usual. Motion to pay staff ½ day holiday pay during week of Christmas. MSC.

Publish end of year donations in Connection, etc. - Inform congregation of Salem expenses and income for 2023. If members are using donations and pledges for tax purposes their payments must be into the church offices by December 31, 2023.

SOS – No report

Announcements:

Council has set meetings for the 4th Thursday of every month at 6:30 pm. However, the next scheduled meeting is Saturday, January 6, 2024 at 9:00 am for the purpose of strategic visioning for 2024.

Executive Board will meet on the 3rd Tuesday of every month at 3:00 pm. The next scheduled meeting is Tuesday, December 19th at 3:00 pm.

A motion was made to adjourn at 9:10 pm. MSC

Close in the Lord's Prayer

Respectfully submitted,

Tina Royer

Salem Outreach Governing Board November 28, 2023

Present were Pastor Amanda, Jason Kempthorne, Cathy Aykens, Randy Sykes, Linda Sudman. Absent Kay Bendorf and Diane Boike. Visitor Julie Fritz

MSC: Motion, Seconded, Carried

Opened with prayer by Pastor Amanda.

Secretary's Report was emailed to board members. MSC

Financial Report was over viewed. MSC

Jason: Facebook continues to be with strong engagements. Managers meeting are on Thursday's and morning sales team huddles are helping with communication issues. Bailer is functional and we will start the program in the coming weeks. Blue Caravan was discussed, asked council to consider usage options before sale of vehicle is discussed.

Grants: United Way Client Furniture purchased 42 dressers last month.

Mustard Seed: Sales have already acceded the \$300,000.00 budget. Taste of Christmas sales are going very well.

Salem West Impact Report: We had 64 referrals, filled 42 orders in October. Total of 946 individuals have been helped. In addition to \$300,000 going back into the community with the Mustard Seed sales, \$678,572 for the year of goods given to clients.

Motion was made to elect Randy Sykes as president and Cathy Aykens as treasurer. MSC. The Secretary was tabled until more OGB members were present.

OGB members reviewed confidentiality and conflict of interest policies and all members present signed. They are on file in the church office.

2024 goals were discussed and identified. We will be working toward replacing the suburban and trailer, staffing needs for clothing, shelving in building #3 and additional advertising.

Food packing event will be rescheduled for a late January or February Sunday from 10:30 am till noon.

Crow Wing County Ministry Christmas party is Dec 13.

Volunteer appreciation will be in the spring.

Next meeting will be Dec 19 at 1 pm.

Closed with prayer. Submitted Jason Kempthorne



January

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
31 8:30am Praise Singers Rehearsal 9:00am Worship	1 New Year's Day	2 9:00am Piecemakers 5:00pm Worship and Music Meeting	3 6:30am Women's Bible Study	4	5 8:00am Men's Bible Study	6 Epiphany
7 8:30am Praise Singers Rehearsal 9:00am Worship 10:15am Epiphany Celebration	8 11:00am Staff Meeting 1:00pm Koffee Klatch at Heartwood	9 9:00am Piecemakers 6:00pm Faith Formation	10 6:30am Women's Bible Study	11	12 8:00am Men's Bible Study	13 9:00am Serpent Lake Association Meeting
14 8:30am Praise Singers Rehearsal 9:00am Worship	15 11:00am Catholic Charities Meal Distribution	16 9:00am Piecemakers 1:00pm Outreach Governing Board Meeting 3:00pm Executive Team Meeting	17 6:30am Women's Bible Study	18 6:00pm Cuyuna Range Lions Meeting	19 8:00am Men's Bible Study	20
21 8:30am Praise Singers Rehearsal 9:00am Worship	22 11:00am Staff Meeting	23 9:00am Piecemakers	24 6:30am Women's Bible Study	25 6:30pm Council Meeting	26 8:00am Men's Bible Study	27
28 8:30am Praise Singers Rehearsal 9:00am Worship	29 11:00am Staff Meeting	30 9:00am Piecemakers	31 6:30am Women's Bible Study	1	2 8:00am Men's Bible Study	3

SALEM'S STAFF

Pastor	Amanda Kempthorne	pastoramanda@salemdwd.org
Office Manager	Grace Reininger	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	