



Salem Connection

March 2024

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My, my, it has been quite an odd winter. I know many of your joints are giving thanks for the milder temps and your backs giving thanks for the lack of snowfall. But this gal misses winter. I miss the crunch of snow underfoot (or under snowmachine track!) I miss watching my dog bound around searching for the ball that sunk into the snow. I miss sledding down the hill with the kids.

There are some things we count as “givens” in life – such as seasons in Minnesota. We expect to find fulfilling work. We expect friends and family to be around when we need them. We expect health. We expect happiness. But when these things we expect don’t come through for us, it can be staggering.

There are large groups of people that wrongly think: If I believe more, if I pray more, then God will get me out of this. God will get me out of this addiction, out of the consequences of my actions, God will fix everything if I just believe more.

But our faith is not escapism from this life. It is an embrace of it. Jesus was fully human, embracing all of who and what we are as people walking around on earth. He knew betrayal and personal attacks, he knew hunger and exhaustion, he knew sickness and cramped muscles. Being fully God didn’t exclude him from any of it. He took the bad with the good – death and taxes included.

When these difficulties of life get the best of us, our faith teaches us to trust that God is working and with us in the middle of it all. When storms arose, God brought out peace. When people attacked, God provided a safe way through. When there wasn’t enough, God made five loaves and two fish stretch – and stretch – and stretch. When we can do nothing to change our ways, or dig out of an addiction, or find hope, God makes a way.

Wherever we expect death, God brings out life. It’s the story of the cross. It’s the story of every work Jesus did on other’s behalf. It’s the story of your faith.

From Romans 6: “As surely as we died with Christ, we believe we will also live with him. We know that death no longer has any power over Christ. He died and was raised to life, never again to die. When Christ died, he died for sin once and for all. But now he is alive, and he lives only for God. In the same way, you must think of yourselves as dead to the power of sin. But Christ Jesus has given life to you, and you live for God.”

May God surprise you with life where you least expect it.

Peace,

~Pastor Amanda



Faith Formation!

Kids Club March 13th!

Salem's after school program, "Kids Club" is for 3-6 graders and takes place the second Wednesday of each month. [Click here to register online!](#)

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 Schedule

Each Sunday at 9:50a.m.

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.

VBS Dates!

Mark your calendars for
Vacation Bible School!
July 15th-18th, Monday-Thursday!



New Member Information!

If you or someone you know is interested in becoming a member here at Salem Lutheran, we are so excited to have new members joining the congregation and here is some information for those interested!

The Welcome Team here at Salem has met and is working hard on planning the next round of new member orientation!

What is new member orientation?

With any new experience it is important to know the history and what to look forward to when joining any group or congregation! The new member orientation is just that, getting to learn about Salem and its rich history and what you have to look forward to when becoming a member!

If you have been filling out the sheet that is in your bulletin Sunday mornings, we are excited to welcome you as new members come April! Those who have filled out the information have been contacted and we will continue to be in contact to ensure you are reminded of those dates as they get closer!

When is new member orientation?

New member orientation will take place after all of the Easter festivities come to a close. This means that it will commence in April, there will be two dates of new member classes, or orientation, then a Sunday that is set for new member recognition.

The dates for new member orientation are: April 14th and 21st, following directly after Worship

New Member Recognition Sunday: April 28th during 9:00a.m. worship

More details to come, be sure to list your phone number or email for office contact use!

Council Plans and Goals

Salem Lutheran Church Deerwood 2024-2029 Strategic Plan

Vision Statement
"WELCOME, EQUIP, and SEND."
Mission
We exist to WELCOME people into Jesus Christ, EQUIP people with faith that works in their lives, and SEND people into the world in Jesus' name.

2024 -2029 Objectives and Initiatives	
Long Term Strategy Objectives	Short-term Initiatives or Projects
<u>Objectives</u>	<u>2024 Initiatives & Priorities</u>
Member / Community 1. Increase church visibility in community. 2. Engage individuals in ministry needs. 3. Improve music participation & quality.	High Priority <ul style="list-style-type: none"> - Engage lay-leaders in all areas of ministry. - Reactivate dormant ministry teams / leaders using the T&T Survey. - Define Congregational Care Team responsibilities. - Work with music staff to increase participation and find appropriate practice times. 1 hour practices midweek. Medium Priority <ul style="list-style-type: none"> - Complete external audit on 2023 financials & Current P&P. - Quarterly Stewardship events to encourage giving to general fund and mortgage accounts. - 180 day unrestricted cash reserves. - Recruit & Train 3 -4 home communion teams. - Create 2 mini-series for adult education. Low Priority <ul style="list-style-type: none"> - Engage local community through marketing and outreach campaign. - Include Mission statement on all external communication including newsletter, bulletin, giving statements, etc. - Involve different groups in worship leadership. - Explore different style of music, worship order, liturgical settings. - % after worship listening sessions with council & Budget updates. - Council updates in Newsletter monthly. (Presidents notes)
Stewardship 4. Reduce organizational risk 5. Increase financial revenue. 6. Present a united vision and articulated mission.	
Ministry Offerings 7. Develop Congregational Care Ministry. 8. Activate Lay-led volunteer teams. 9. Develop Adult Education Opportunities. 10. Develop Creative worship experiences. 11. Incorporate doctrine and basic Christian teaching into worship and education opportunities.	
Leadership and Growth 12. Improve internal communication of Council Activities. 13. Strengthen Leadership.	

Lent 2024: The Faithful Promises of God

Lent 2024 Worship Schedule

Date	Mid-day Worship	Evening Worship at Salem
March 13	Salem Lutheran, Deerwood "I AM the light of the world"	Pastor Rebecca Hinz Bethlehem, Aitkin The Renaming of Abram and Sarai
March 20	Lifespring, Crosby "I AM the way and the truth and the life"	Pastor Steven Teff Bethel, Palisade A New Heart

Join us Wednesdays at 12:00p.m. for a rotating mid-day worship discussing an "I AM..." statement, with a light lunch to follow then at Salem at 5:15pm for a meal and 6:30pm for worship with Holden Evening Prayer and the Faithful Promises of God.

Check out our website for more information and descriptions of each service and set intention!

[Click Here to read more!](#)

Holy Week 2024

Palm Sunday

March 24
9:00a.m. Worship

Maundy Thursday

March 28
6:30p.m. Worship



Good Friday

March 29
6:30p.m. Worship

Easter Sunday

March 31
8:00a.m. & 9:30a.m.
Worship

Join us for Worship during Holy Week!

Here is the full Holy Week Schedule for here at Salem Lutheran!

First Communion

If your child is showing interest in Communion, it may be time to teach them about this gift of grace! It's Pastor Amanda's preference to commune anyone who holds out their hands, regardless of age. Luther wrote that we are well-prepared if we believe in the promise of this meal, that it is "for you" - "for the words 'for you' require simply a believing heart."

It's also solid Lutheran theology to continue asking questions and dig deeper into our faith - so these Communion classes are open to everyone who would like to attend! This will be an interactive, tasting, baking, questioning class.

Meet in the Fellowship Hall on Thursdays March 14 and 21 from 6-7:00pm. Those celebrating First Communion will receive on March 28 at the Maundy Thursday worship (arrive at 6pm)

Worship Notes at Salem

Thank you to those serving in March:

READERS

- 3** Gary Guida
- 10** MN Teen Challenge
- 17** Ken Stebbins
- 24** *Palm Sunday*
Warren Balfany
- 31** *Easter*
8:00a.m. Peggy Blistain
9:30a.m. _____

USHERS

- 3** Ed & Sherri Godfrey, Curt and Sylvia Hoge
- 10** Randy Holmvig, Herb & Barb Schoon, Mark Boike
- 17** Roger & Marlene Prill, Clark and Joyce Marshall
- 24** Nory and Peggy Hunze, Chuck Lubowitz,
Karla Peterson
- 31** *Easter*
8:00a.m.
9:30a.m.

COMMUNION SERVERS

- 3** Gary and Becky Guida, Ron Sikkema
- 10** Evan Kempthorne, Nancy Johnson, Kim Coughlin
- 17** Glenn Suess, _____, _____
- 24** _____, _____, _____
- 31** *Easter*
8:00a.m. _____, _____, _____
9:30a.m. _____, _____, _____

OFFERING COUNTERS

Diane Hein and Gary Guida

March Worship Schedule

- 3** 8:00a.m. Choir Practice
8:30a.m. Praise Team Practice
9:00a.m. Worship
- 10** 8:00a.m. Choir Practice
8:30a.m. Praise Team Practice
9:00a.m. Worship-MN Teen Challenge
- 17** 8:00a.m. Choir Practice
8:30a.m. Praise Team Practice
9:00a.m. Worship
- 24** 8:00a.m. Choir Practice
8:30a.m. Praise Team Practice
9:00a.m. Worship-Palm Sunday
- 31** 8:00a.m. Worship-Easter Sunday
9:30a.m. Worship-Easter Sunday

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 February 12th at
1:00p.m.

These studies include Communion, so
invite others along!



Look at the next page for the Wednesday evening Lent Worship Schedule and 2024 Holy Week Schedule!

Faith and Fellowship

Women's Bible Study

Each Wednesday at 3:00p.m.

This group would focus on studying the book titled, "When Women Pray."

They will be meeting in the large classroom down the education wing. Any and all women are welcome and encouraged to join!

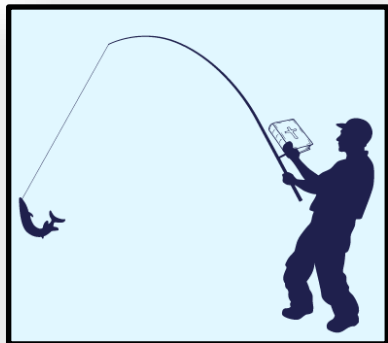


Men's Retreat Registration is Still Open

This years men's retreat is taking place July 8th through July 11th!

Registration is still open!

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!



[Click here to register online!](#)

VBS Meeting

Join us for a short meeting after worship on Sunday, March 17th to learn about our 2024 VBS theme and chat with other VBS volunteers and coordinators!

This meeting is for past as well as NEW and/or interested volunteers. We would love to see you there if you plan to volunteer this year! New members are encouraged to attend to hear about this exciting ministry at Salem that brings in anywhere from 40-60 kids from the community and beyond. We will be making some changes to the schedule this year- the biggest change being the switch to a 4-day (Mon-Thurs) VBS week. We are hoping that this change will allow more families and more volunteers to join us for the week during such a busy time of summer!
Hope to see you at the meeting!!"

VBS Volunteer Meeting

Sunday, March 17th after Worship

HELP FILL OUR FOOD PANTRY

If you have extra canned or dry goods at your house or would like to go out and purchase items to help fill the food pantry here at Salem, the shelves are feeling a bit empty!



Special Celebrations in March



1	Alice Neibergs	18	Natalie Gavin
3	Craig Henningson		Marlene Prill
4	Annette Olson		LeRoy Ryan
6	Les Chileen	20	Cory Brix
7	Amanda Kempthorne	21	Erik Christenson
	Louie Smilich		Barbara Schiffler
	Emberly Voller	22	Emmet Deseth
10	Sue Stromberg	23	Parker Perpich
12	Randy Holmvig	25	Abe Deseth
	Rad Royer		Sandra Tietz
	Les Taylor	30	Richard Hicks
15	Renee Gilmer		Marcia Tweed
	Ken Stebbins	31	Nancy Pelant
16	Rod Ogard		Pam Prenevost
	Al Schiffler		



3	Wayne and Joyce Kohnen
12	Mike and Katie McCormick
20	Clark and Joyce Marshall

Save the Date!

◇ 13	Kids Club
◇ 24	Palm Sunday
◇ 28	Maundy Thursday
◇ 29	Good Friday
◇ 31	Easter Sunday



Caring for One Another

Greetings to all at Salem, Miss you all!
- In Christ, DeMar Wanstrom

The Isle Area Food Shelf thanks you for your support! "We are excited to share Gods Love through your generous gift!"
- The Volunteers of Isle area!

Financial Updates

Salem Lutheran Church Profit & Loss January 2024

	100 Church	150 Building	TOTAL
Ordinary Income/Expense			
Income			
4000 - Offerings	31,912.04	0.00	31,912.04
4100 - Building Fund	0.00	10,582.20	10,582.20
4900 - Other Income	1,803.26	156.99	1,960.25
Total Income	33,715.30	10,739.19	44,454.49
Expense			
	29,314.13	9,000.00	38,314.13
Net Income	4,401.17	1,739.19	6,140.36

Information Provided by
Aimee Watson, Financial Manager here at Salem

Scholarships

The Salem Memorial committee offers scholarships for 1st year, post secondary education students attending either vocational/technical programs or college/university programs? Scholarships are also available for non-traditional students.
Contact the church office for an application.

Email: office@salemdwd.org

Phone: (218) 534-3309

Salem Outreach Governing Board January 16th, 2024

Present: Pastor Amanda, Jason Kempthorne, Kay Bendorf, Sherri Godfrey, Linda Sudman, Randy Sykes, Cathy Aykens. Absent: Diane Boike. Guest Mark Boike.

MSC: Motion, Seconded, Carried.

Opened with a prayer by Pastor Amanda.

Secretary report was emailed to board members. MSC

Motion was made and seconded to elect Linda Sudman as secretary. MSC

Financial report was approved. MSC

Jason is to work with Aimee to finalize the annual report which is due at the end of January.

Mustard Seed: Mustard Seed Sales went very well. The income of \$388,432 exceeded the budget numbers for 2023.

Salem West Impact Report for December and the Year End: For December, we had 43 referrals and completed 38 orders. 99 people were helped in December. For the year we had 644 referrals and completed 469 orders. We helped 1156 individuals in 2023. We contributed \$302,585 worth of goods to our clients in the community during 2023.

Motion to sell Blue Dodge Caravan, or trade for another delivery vehicle. MSC.

Discussion regarding the Chocolate Extravaganza Honduras fundraiser, in 2025, it will become a fundraiser for general missions. Motion to change the Chocolate Extravaganza from specifically a Honduras fundraiser to a general mission fundraiser. MSC

Discussion of Jason Kempthorne to be on the radio to talk about our Outreach Program and what it has done for our community.

The Clothing Bailer is doing well. To date we have recycled 30,000 lbs of clothing in Nov and Dec. We get 12 cents per pound.

New hire, Chrissy Swanson at Salem West. She will be working part time in the clothing area.

Teen Challenge Pancake Breakfast date still needs to be scheduled. Pastor Amanda is working on setting a date for their visit.

Volunteer Appreciation is looking to be scheduled at the end of April.

Next meeting will be February 20th

Closing Prayer

Adjourn

Salem Lutheran Church Council Meeting Minutes

January 25, 2024, 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, Mark Boike, Lynn Hansen, Jason Kempthorne, Nathan VanRisseghem, Peter MacKay, Julie Fritz, Don Hales, Tina Royer Members absent: Sherri Godfrey, Sylvia Hoge

Opening Devotion and Prayer by Pastor Amanda

SOS Announcement: None

Approval of Agenda: MSC

Approval of Minutes: Motion to approve minutes of December 2023, Council meeting as corrected. MSC

Treasurer's Report:

- o Motion to approve January 2024 Treasurer's Report. MSC.

Pastor's Report: Present and future actions and responsibilities.

- o Vacation- January 29-February 4. Guest preacher will conduct service.
- o Battery is out of AED, needs to be replaced. Battery is expensive, defib. is old. Time to buy a new one?

Perhaps this is a request that the Memorial committee could consider. Will continue to research options.

- o Lenten activity planning in full swing.

Outreach Report:

o Salem West assisted 644 referrals from various social service agencies, serving 1156 individuals, and totaling at least 20,000+ volunteer hours. If Salem West volunteer hours and donations were paid ministries, calculations would put them at \$302,000 (goods) and \$800,000 (labor).

- o Chocolate Extravaganza fundraiser monies will go to Honduras.
- o This month the new bailer recycled 30,000 lbs. of clothes.
- o A part-time hire for the Mustard Seed will work with the clothing department.

Old Business

Pastor Amanda 2024 Housing Designation

- o Pastor Amanda designates \$45,000 of cash salary toward 2024 Housing Allowance.

Retreat: Set goals from Strategic Plan- Jason indicated that we will set 2 goals under each identified objective.

- o Please refer to document at end of meeting minutes.

Parent's Night Off, Next Date o Sometime in March or April. Announcements during services and in bulletin will ask adults to volunteer.

Summerfest-Discussion on other ideas that included:

- o Hold something at Salem West during Crosby Heritage Days
- o Battle of the Bands with Raffle(s) and Dinner o Event 2x/yr. that includes dinner and various types of raffles.
- o These ideas, and any others, will be fleshed out by the February meeting.

(Continued on the next page)

Audit

- o Received call back from Clifton, Allen, Larson CPA's. 3 proposal's were offered that ranged from full service smorgasbord of coverage to consulting services only. Prices of the proposals were: Plan A- Comprehensive Audit \$20,000-\$30,000, Plan B- An audit consisting of financials, practices and policies, and specific areas of concern \$12,000-\$18,000, Plan C- Focus on set number of specific areas of concern \$7,500-\$10,000.

- o Mark and Aimee will continue to seek additional sources that could better fit our needs. The audit is scheduled to begin in July.

- o Our version of Quick Books is too old to support new revisions, so we must consider updating the system.

New Business:

Easter Worship Times

- o 8:00 am and 9:30 am Sunday, March 31, 2024.

Donor Thank You's sent:

- o We have been remiss in sending thank you letters to donors of OGB and the Church. We need to set a threshold of how much money given will trigger a thank you response to donors. It was discussed and decided upon that \$100 of special gifts donations (excluding offering) will be sent a card/letter of thanks signed by the OGB or Council, depending on the nature of the gift. In the interim 60 days, Aimee will send a letter of thanks. This requires policy and cultural change to work. Amended MSC

Lent Schedule: February 14-March 20, 2024

- o Ash Wednesday and every Wednesday in Lent, services are at 6:30, with a meal and dessert prior to the service.

- o Salem hosts the Crosby Ministerial Lent Worship and Meal at noon on Wednesday, March 13th.
- o Holy Week is March 24th-30th.

Committee Reports:

- o Capital Appeal – Lynn Hansen. Committee decided to keep mortgage payments at \$9,000 per month, and will make payments beyond that, if funds are available. This will be re-evaluated in April.

- Planned Giving - A future presentation will be made to the congregation.

- Another person is needed for the team.

- o Columbarium – Don Hales. NR o Facilities – Nate VanRisseghem. NR

- o Faith Formation – Next meeting is beginning of February.

- o Memorial – Peter MacKay. Peter will bring AED issue and potential AED expenditures to committee. Also questioned if thank you notes/letters are policy or practices.

- o Stewardship – Lynn Hansen. Time & Talent forms will be updated and ready for use by September.

- o Technology – Julie Fritz. NR o Welcome – Tina Royer. Next meeting is January 31st at 2pm.

- o Worship and Music – Julie Fritz. Committee has a facilities issue, whereby the LED lights are not bright enough. We could also use track lighting in other spots of the choir area.

- o Outreach – Sherri Godfrey/Jason Kempthorne

SOS: nothing submitted.

Announcements: o Executive Board meeting- February 13 at 3:00pm.

- o Council meeting- February 22 at 6:30pm.

A motion was made to adjourn at 8:35pm. MSC Close in the Lord's Prayer

Respectfully submitted, Tina Royer



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
25 8:30am Praise Singers Rehearsal 9:00am Worship	26	27 9:00am Piecemakers	28 3:00pm Women's Bible Study 5:00pm Salem Ringers	29	1 World Day of Prayer 8:00am Men's Bible Study	2
3 8:30am Praise Singers Rehearsal 9:00am Worship	4	5 9:00am Piecemakers 5:00pm Worship and Music Meeting	6 3:00pm Women's Bible Study 5:00pm Salem Ringers 5:15pm Meal 6:30pm Worship	7	8 8:00am Men's Bible Study	9 9:00am Serpent Lake Association Meeting
10 8:30am Praise Singers Rehearsal 9:00am Worship with MN Teen Challenge	11 1:00pm Koffee Klatch at Heartwood	12 9:00am Piecemakers 6:00pm Faith Formation	13 12:00pm Lent Community Worship 3:00pm Women's Bible Study 3:20pm Kids Club 5:00pm Salem Ringers 5:15pm Meal 6:30pm Worship	14 6:00pm First Communion Class	15 8:00am Men's Bible Study	16
17 8:30am Praise Singers Rehearsal 9:00am Worship 10:00am Block Party Planning 10:00am VBS Planning 1:00pm Drum Group Practice	18 11:00am Catholic Charities Meal Distribution	19 9:00am Piecemakers 1:00pm Outreach Governing Board Meeting 3:00pm Executive Team Meeting	20 3:00pm Women's Bible Study 5:00pm Salem Ringers 5:15pm Meal 6:30pm Worship	21 6:00pm Cuyuna Range Lions Meeting 6:00pm First Communion Class	22 8:00am Men's Bible Study	23 11:00am Funeral for Nancy Schmidt
24 Palm Sunday 8:30am Praise Singers Rehearsal 9:00am Worship	25	26 9:00am Piecemakers 6:30pm Council Meeting	27 3:00pm Women's Bible Study 5:00pm Salem Ringers	28 Maundy Thursday 6:30pm Worship	29 Good Friday 8:00am Men's Bible Study 6:30pm Worship	30
31 Easter Sunday 8:00am Easter Service 9:30am Easter Service	1 Office Closed	2 9:00am Piecemakers 5:00pm Worship and Music Meeting	3 3:00pm Women's Bible Study 5:00pm Salem Ringers	4	5 8:00am Men's Bible Study	6