



Salem Connection

November 2025

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What communities are you part of? We've got parent groups and town events, neighborhoods and sports teams, Lions and Legion organizations (oh my!), and small groups of friends. It's easy to see how some of these communities are formed. We gather around common interests, shared experience, and similar concerns; humans gravitate toward like-minded people.

Some of these communities don't require much of us. Our neighborhood is one example – we are part of that community simply because our house is next to someone else's. Same with sports – we cheer together, we face defeat together, but when the game is over the community disbands. We can choose how involved we want to be: do you wave at neighbors or stop and talk? Do you high five the people in the bleachers or keep your attention on the court?

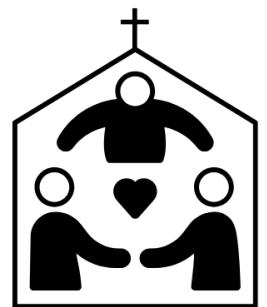
Being part of this faith community operates in much the same way. We are gathered by a common story in the death and resurrection of Jesus Christ and common trust that God is working to make all things new – including us! We gather each week to let that hope sink into our souls and then go back into the world God loves with that message for all of our communities.

It's also up to us how involved we want to be in this faith community. Some sign on for leadership, while others are ready to rest from their labors. But I'll tell you the same thing I tell new members in our orientation to the community: church is what you make it. If you want your faith community to be grounded in the Scriptures, *you* need to study your Bible. If you want your faith community to be welcoming, *you* need to greet people and get to know them (and do your best to remember their names). If you want your faith community to be prayer-ful, *you* need to be a person who devotes time to talking with God. If you want your faith community to matter outside these walls, *you* need to serve your neighbors with the same love Jesus showed (and tell these neighbors about the reason why you serve!)

This faith community is what you make it, dear siblings in Christ. As Romans 12 encourages us, "Let love be genuine; hate what is evil; hold fast to what is good; love one another with mutual affection; outdo one another in showing honor. Do not lag in zeal; be ardent in spirit; serve the Lord. Rejoice in hope; be patient in affliction; persevere in prayer. Contribute to the needs of the saints; pursue hospitality to strangers." (and more!)

Thank you for being part of this community of faith at Salem.
It is a joy to grow with you in faith, hope, and love.

~Pastor Amanda



Salem's Annual Meeting will take place after worship on Sunday, November 9th. Business shall be the election of leaders, stories about Salem's ministries, and setting next year's budget.

Worship Notes at Salem

Thank you to those serving in November:

READERS

- 2** Ken Stebbins
9 Shirley Midthun
16 Tina Royer
23 Ken Stebbins
30 _____

Reader needed for
Wednesday, Nov 26
Thanksgiving worship

USHERS

- 2** Mark & Cindy Larson, Curt & Sylvia Hoge
9 Randy Holmwig, Herb & Barb Schoon, Mark Boike
16 Clark & Joyce Marshall, Roger & Marlene Prill
23 Nory & Peggy Hunze, Chuck Lubowitz & Karla Peterson
30 John & Raye Cragun, Becki Zender, Rod Ogard

COMMUNION SERVERS

- 2** Janet Niemann, Warren Balfany, Lynn Hansen
9 Ken Stebbins, Myron & Shirley Midthun
16 Tina Royer, _____, _____
23 _____, _____, _____
30 _____, _____, _____

DON'T MAKE US PASS
THE CLIP-BOARD!
Please sign up
on the kiosk.

OFFERING COUNTERS

Lori Holmwig & Ann Zillmer — thank you both!

November Worship Schedule

- 2** 9:00a.m. All Saints Sunday
Pop-Up Choir
9 9:00a.m. Traditional Worship
Choir
16 9:00a.m. Praise Worship
Handbells
23 9:00a.m. Traditional Worship
Choir
30 9:00a.m. Advent Begins
5th Sunday Worship

Fall Music Schedule:

Every Wednesday:
Bells practice at 5:30p.m.
Choir at 6:15p.m.
Praise Team at 7:00p.m.

Choir will sing in worship the second and fourth Sundays of each month.
Bells will ring in worship the third Sunday.
The Pop-Up Choir, also known as the volunteer choir, sings the first Sunday.

Heartwood Ministries

Pastor is leading worship at Heartwood Care Center on Sunday, Nov 9 at 1:30p.m.
The monthly Bible study will take place on Monday, November 10 at 1:00p.m.

Thanksgiving Worship at Salem

Gather at Salem to give thanks to God this Thanksgiving eve:

Wednesday, November 26 at 6:30p.m.

Worship is a blend of song, prayer, and reflection on the abundant blessings given to us. In gratitude, we will share our offerings with Lutheran World Relief, that others may know God's care when there may be little to be thankful for.

Songs of the Season

Join Salem for our annual presentation of "Songs of the Season," formerly called a Cantata. This year Salem will be performing Music of Hope and Joy! Practice is every Sunday at 3:30p.m. All are invited to join and we encourage you to invite friends, the more voices the better!

Performances are Dec 13 at 3:30p.m., Sunday Dec 14 at 9:00a.m. worship and at Heartwood at 1:30p.m.

We look forward to sharing the lessons, prayers, joy and music that this upcoming season holds!

Faith Formation!

Sunday School Schedule

Each Sunday at 9:50a.m. for about 30 minutes
Open to children age 3-12

Registration forms are at the usher stand—and
let us know if you'd like a prayer buddy!

Kids Club Nov 12 3:15-5:00p.m.

If you've got connections with 3-6th graders, send them our way! We start with snacks and check-ins, move to our topic, and close with games!

We are looking for volunteers to introduce their hobbies to these young people!

Confirmation Update!

Your students are about half-way through learning about the 10 Commandments! Did you know there's two different ways they are numbered? Catholics and Lutherans use Augustine's numbering that sees "you shall have no other gods" and "do not make a graven image" as the first commandment., while keeping coveting of neighbor's spouse and neighbor's stuff as very different things! Now you know!

Wednesdays at 6:00p.m.

Mentor night is November 12!

Adult Faith Formation

Women's Bible Study, Wednesdays at 3:00p.m.

Men's Bible Study, Fridays at 8:00a.m.

Both of these take place every week!
If you are looking to join a Bible Study, there is always room for one more at the table!

January Class!

We are looking ahead at 2026's open calendar in January and taking suggestions for a congregation class! What would you like to learn about - Bible stories? Faith and life questions? Prayer practices? Get your requests and suggestions to Pastor Amanda via email, a note, or write it on your worship communication card and drop it in the offering plate. Thanks for your ideas!

Spiritual Gifts Team

First, a thank you! Your church leaders are grateful for your intentions of giving in 2026. Dedicating your gifts to support this church is a spiritual practice, challenging you to trust God in all things!

Everybody Matters - "Tithes"

Genesis 14:18-20 Then Melchizedek king of Salem brought out bread and wine. He was priest of God Most High, and he blessed Abram saying, "Blessed be Abram by God Most High, Creator of heaven and earth. And blessed be God Most High, who delivered your enemies into your hand." Then Abram gave him a tenth of everything.

I Corinthians 9:13-14 Don't you know that those who work in the temple get their food from the temple, and those who serve the altar share in what is offered on the altar? In the same way, the Lord has commanded that those who teach the gospel should receive their living from the gospel.

There are many more references in both the Old and the New Testament regarding tithing. The neglect of this duty was sternly rebuked by the prophets Amos and Malachi. Christians are encouraged to go beyond tithing to share the blessing bestowed by a generous and loving heavenly Father.

Special Celebrations in November



- | | | |
|---------------------|---------------------|-------------------------|
| 11 Roger Johnson | 22 Karen Ritter | |
| 13 Ryley Bartels | Noreen Steinbrecher | 20 Cory & Jackie Brix |
| Char Hausker | | 23 Gary & Carol Malek |
| Shirley Ross | 24 Kyle Skeim | 24 Greg & Shelly Skeim |
| 14 Helen Ryan | 27 Audrey Ebert | 28 Tony & Tammy Kimball |
| 15 Tammy Kimball | 27 Drake Heffner | 30 Julie & Kevin Fritz |
| 17 Jason Kempthorne | 29 Leah Barnett | |
| 19 Owen Deseth | | |
| Janet Niemann | | |

We welcomed new members!

Salem extends a warm welcome to our new members, David and Gina Frank, Jason and Sarah Brunko and Binny and Signey, Denny Langsworthy, Nathan Grunzke, and Jerry and Toni Cassady! At the annual meeting, please pick up your directory update stickers and be sure to meet these fine folk!

Looking to strengthen your connection with fellow members of the congregation?

Use the church mailboxes!

Write a Birthday or Anniversary card!

Write a welcome note! Pick a household to pray for each week, and let them know you did!

Community Thanksgiving Meal

Community Thanksgiving Meal

Wednesday, November 12th

12:00-2:00p.m.



RSVP needed!
Call the church office
(218) 381-2100
or sign up on the kiosk

Join us for our annual meal!

A special thank you to Sherri Godfrey and Kathi Sharp for hosting their final Thanksgiving Meal for Salem!

You can be part of this event! Sign up on the kiosk to help serve those with mobility difficulties, welcome the vans of care center residents, or help clean up after. It is a gift to care for our neighbors this way!

Set up helpers arrive at 10:00a.m.

Servers/Greeters at 11:30a.m.

Clean-up helpers arrive at 12:30p.m.

Mustard Seed — Taste of Christmas!



Nativities, Christmas houses, and jingle bells!
Oh my!

Be part of the fun of the biggest Christmas sale in the Cuyuna Lakes! Set up Monday November 17 as we clear the old merchandise and turn the Seed into Christmas town. Stay as long as you're able!



Once all is set up, be sure to stop by and shop!
Thank you for supporting our Outreach Ministries!

Weather Cancellation Policy

Adopted by Council February 23, 2023



WEATHER CANCELTION POLICY **For Salem Lutheran Church and Salem Outreach**

1. First and foremost: If the weather is bad enough to question whether or not Worship is canceled, please err on the side of safety and stay at home.
2. The Pastor or Council President will determine church closures. The Director of Outreach or Council President will determine outreach closures.
3. In the case of inclement weather on a weekend, the decision about worship cancellation will be made by 7:00 a.m. Sunday morning.
4. The Pastor will make changes to the church phone message, website, and social media (Facebook and Instagram).
5. People in the congregation are encouraged to call the church for a voicemail message or check online church communications (listed in 3) for weather related announcements.
6. Each group (Quilters, Bible Study Group, Committee, etc) is responsible for informing the group of cancelations due to the weather.

Council President's Note

Greetings Salem family,

This is my last message to you as the Salem Council President. It has been a busy year for our congregation as we continued to live out our Mission to **Welcome** people to Jesus Christ, **Equip** them with a faith that works in their lives, and **Send** them into the world in Jesus' name. Thank you to all of you who have generously supported the church financially, shared your time and talents to enrich the lives of our church family, community, and the world.

Our goal has been to keep you informed about the decisions and challenges that the Council has addressed. Thank you for attending meetings, reading the Connection, e-news and announcements. On October 25, and November 2, you will have time to see the proposed budget to support our Mission and Ministry for 2026 and ask questions that you may have.

Please make plans to attend the annual meeting of our congregation on November 9. This is an opportunity to vote for the people who will serve and lead this congregation in the coming year and to approve the 2026 budget.

I want to thank Tina Royer and Sherri Godfrey who have served with me the last three years on this Council as well as the other Council members who will continue to serve out the 2nd and 3rd years of their terms.

We have had the opportunity to welcome new members. Please get to know them as friends and partners in our mission. Sadly, we have also said goodbye to longtime members who served in many ways through many years. They will be missed. All Saints Sunday and our Reformation Celebration provide the chance to reflect on our rich heritage.

November and December are favorite months in the church year as we Give Thanks for all of our blessings and the Advent season when we anticipate and again welcome the Christ Child into our hearts and lives. Please take advantage of the Community Thanksgiving worship service on November 26 at Salem, the Songs of the Season music December 13 and 14, and Christmas Eve worship at Salem at 3 PM and 5 PM on December 24.

Lynn Hansen, President of the Salem Lutheran Church Council

Welcome and Hospitality

Greetings to you from the Salem Welcome Committee!

The Salem Lutheran Church mission statement says that: We exist to **Welcome** people to Jesus Christ, **Equip** them with a faith that works in their lives, and to **Send** them into the world in Jesus' name.

The Welcome committee uses a multi-pronged approach to fulfill Salem's mission and takes this responsibility very seriously. We work to welcome new members, keep our church in the public eye, and support new and established members as they become, or continue, to learn and grow through the ministries of our congregation. We work to help make learning about Salem and getting to know each other interesting and fun!

Hospitality is an important way to welcome people to our church and community. Hospitality serves an important role that **all members** of the congregation share. Everyone is assigned to a **Care & Share** team that provides: treats for Coffee hour, Food and Service at funerals, and a variety of needs for Special events that we host. We are asking everyone when asked by a Care & Share team leader to volunteer, offer to serve, and/or provide needed items whenever you can. This is how we care for each other in our church family and community. If we all participate and do our share, it is not a burden for anyone.

Please and Thank You! The Welcome Committee

Salem Outreach Governing Board – September 16, 2025

Present were: Jason Kempthorne, Randy Sykes, Mark Boike, Linda Sudman, Cathy Aykens and Nancy Tighe, Kay Bendorf and Pastor Amanda Kempthorne arrived for the last half hour of the meeting.

Guest: Jake Walker

MSC: Motion was made, seconded motion carried to start the meeting.

Opened with a prayer by Cathy Aykens

Secretary's report was emailed to board members. Changes to the secretary report; the date on the next board meeting is to state September 16th, 2025, not September 19th, 2025. Add Kay Bendorf to the meeting and not just Bendorf. Cathy Aykens approved the changes to the secretary's report. Kay Bendorf seconded the approval.

The financial report was approved. MSC. Motion of approval was made by Mark Boike and seconded by Cathy Aykens.

Mustard Seed: sales for August 2025 were \$61,795.00.

Salem West Impact Report for August: 52 referrals and 36 completed orders. A total of 75 individuals were helped. Total volunteer hours for August were 1,503.

There has been \$292,045 in goods delivered to the community YTD.

The in-kind impact is \$627,546.54 YTD.

Mustard Seed Report: Jake

Sales are up. Customer round up to the nearest dollar is up as well.

Jake reports the donations are still coming in, which is good for this time of year. We still need to recruit more volunteers. Many of our volunteers will be leaving for the winter. Karla and Brandy no longer work at the Mustard Seed. Looking to hire a cashier to replace Brandy's position.

Time to put out the Halloween décor, and then Thanksgiving stuff will be put out the following week.

Facebook followers continue to grow. We are at 3,534 followers on Facebook and 571 Instagram followers.

New Business:

MN Teen Challenge – Oct 5th Outreach will host a pancake breakfast at Salem Lutheran Church.

Volunteers are needed to help with the breakfast.

Electronic sign out in the front of the Mustard Seed/ Salem West store – Jason Kempthorne went over 3 proposals to replace the Mustard Seed / Salem West sign that is out in front of the store. A vote was taken, and the OGB decided to go with the RHL digital sign company out of St. Cloud. The cost of the digital sign is \$38,000. This will include the electrical hookup, the removal of the old sign and a 5-year warranty of the sign. A motion was made by Cathy Aykens and seconded by Nancy Tighe to use the money out of 1310-Social Ministry Savings to help pay for the sign. Social Ministry Savings 1310 currently has \$162,111.20 in this fund.

Yamaha Rhino Sale- Salem Outreach has a side-by-side that is no longer in use. The skidloader is taking care of all the needs. A motion was made by Cathy Aykens and seconded by Mark Boike to sell the Yamaha Rhino. The selling price for the Rhino is \$4,500.

Manage garbage bill- Jason Kempthorne went over the need for a garbage crusher/shredder. It is a machine that crushes and grinds up mattresses, furniture, and large plastic items. This grinder could help reduce the amount of garbage and dumpster space. We will look into fundraising or grant money to help fund this.

(continued)

Outreach Gov Board minutes continued

Old Business:

Sherri Godfrey and Kathy will no longer be servicing our food and kitchen needs for the church. Their service will end at the end of December 2025. We need to get one more volunteer appreciation dinner on the calendar before December 2025.

2026 Budget – A 2nd reading of the budget was reviewed. OGB is awaiting the Council to communicate the church's support for 2026. Table till next meeting

One Name – Table till next meeting

Next OGB Meeting will be on October 21, 2025

Closing Prayer by Pastor Amanda

Adjourn

Salem Lutheran Church Council Meeting Minutes September 25, 2025

We exist with God's help, to provide Leadership for Salem Lutheran Church.

MSC=The motion was seconded and carried.

Call to Order

Members Present: Pastor Amanda Kempthorne, Mark Boike, Lynn Hansen, Don Hales, Nate Van Risseghem, Sylvia Hoge, Tina Royer, Julie Fritz

Members Absent: Alan Niemann, Sherri Godfrey

Opening Prayer: Pastor Amanda

SOS announcement: None

Approval of the Agenda:

Motion to approve the agenda with addition to New Business: Pastor Housing Allowance. MSC

Discussion questions for Chapter 6 of Unlocking Your Church's Invite Culture

Council agreed that our congregation reaches out and does much in the community
Clearwater Camp is having a dinner and comedy group in the future- the goal is to learn about the needs in the area in which you live. Pastor Amanda will update the council when a date is decided.
Anyone can attend.

Week of Service:

Food Packing event: 30% of the worship group did food packing on Sunday
2 people wrote cards
8 new volunteers signed up for Salem West- all from the community
Kids Club arranged flowers and gave to Heartwood

Approval of minutes:

Motion to approve August 28, 2025, meeting minutes. MSC (continued)

Approval of Financials:

100.2200 Building/Grounds and 100.2205 Building Maintenance- Financial manager asked if these could be combined. Pastor Amanda will ask Facilities/Randy Holmwig if he agrees. She will also work with finance manager to review items listed under both and bring to Exec Committee next month.

Adult Education \$702 should be under Worship – will be moved.

Deficit has reduced to \$19, 514.33 YTD

Building Fund deficit has decreased with the Deerwood Days income.

Motion to approve August 2025, financial report. MSC

Pastor's Report – Pastor Amanda

Confirmation began 9/17. 9 students. Still need 2 mentors for the students. Will be discussing the 10 Commandments.

Attended Sourcewell education today 9/25.

Cantata: director ready to advertise. Will schedule a performance at Heartwood on a Sunday at 2:00pm.

Preparing for Women's Retreat Oct 3-5. 20 participants

Visitation: need to deliver communion to 2 more people.

Thanksgiving worship- Already confirmed with Cascade, it's Salem's year to host on Wednesday evening at 6:30pm.

Worship opportunity: creating accessible worship for those with intellectual or developmental disabilities: Discussing the need with a group home. Slowly looking into this.

Outreach Report -Mark

2 staff left for other jobs. 1 no longer working there.

MN adult and teen challenge Oct. 5. Pancake Breakfast by Outreach

The Board approved the purchase of an electronic sign and overhead building sign.

West is selling the side by side.

Jason is looking at options to make garbage smaller.

Reviewed the budget.

Committee Reports:

Capital Appeal –October 19 is the 1-year anniversary of the campaign. Ice cream sundaes will be served. Looking at refinancing the mortgage which needs to be done in April 2026- Next meeting Jan. 13

Faith Formation –Met in Sept: worked on budget, confirmation, trunks and treats, and kids club. October 7 is the next meeting.

Welcome- Orientation classes Oct 12 and 19. Welcome new members on Oct. 26. There will be cake at coffee time.

Compensation Work Group- Had their final meeting and completed their work once the decision about the Praise Team singing 24 weeks instead of 52 weeks was made.

Unfinished Business:

HR Training- Training is out of our budget. Exec Committee decided that the employee policy manual will be reviewed at the first Exec Committee meeting each year. Pastor Amanda contacted Sourcewell for possible purchase of a one-time curriculum. Julie found two books on HR for churches but doesn't know if they are good. She will review.

(continued)

Kitchen Coordinator position - Pastor Amanda and Julie Fritz contacted area churches to find out how they manage funerals and other meals. All have volunteers who serve meals, but the food is catered in from Super 1, or other caterers. For funerals, the funeral home orders for the family. The council agreed that Salem would work with the funeral home to order food for funerals. If Salem has a meal for other reasons, it will be catered. Care and Share will continue to provide volunteers when needed.

Nominating Committee- have started meetings and have brainstormed ideas. Calls are being made. Oct 2 is the next meeting.

New Business:

Thanksgiving offering/Worship plan- Worship will be at Salem at 6:30pm, Wednesday night. Will ask Cascade their ideas for worship plan. Will advertise that other churches can participate beyond Cascade and Salem.

Motion to give Thanksgiving Offering go to Lutheran World Relief- MSC. Will let other churches know.

Weather Cancellation Policy - Reviewed and will be published in October and November Connections. Will post on slides in church.

Fall Clean-up Day- Pastor Amanda will ask Facilities when they plan on a cleanup day.

Pastor Housing Allowance:

Motion was made to update the pastor's housing allowance: Housing Allowance for Pastor Amanda Kempthorne during 2025 was designated at \$45,000, is now updated to \$51,423.30 for pay periods occurring in October through December of 2025. MSC

Budget:

Motion: for any restricted funds purchases, the amount is moved to a general account and noted that it is a revenue and then expense in the profit/loss statement. MSC.

Budget has been reviewed and will be finalized

Portico Pastor's Insurance: Policy names have changed. **Motion to approve insurance: Select Co-pay 2000 equivalent to the previous gold plus plan. MSC**

Announcements:

Consecration Sunday October 12- Lynn will read a message to remind people Sept 28 and Julie will read a message Oct. 5.

Executive Team Meeting: Tuesday October 14, 2025, 3:00pm

Next Council Meeting: Thursday October 23, 2025, 6:30pm

A motion was made to adjourn at 8:31pm.

Closed in Prayer.

Respectfully submitted,

Julie Fritz



November

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
26 Reformation Sunday 9:00am Worship 9:50am Sunday School 1:00pm Cuyuna Range Lions Meeting 3:30pm Songs of the Season Practice	27	28 9:00am Piecemakers	29 3:00pm Women's Bible Study 5:30pm Salem Ringers 6:00pm Confirmation 6:15pm Choir Practice	30	31 Reformation Day 8:00am Men's Bible Study 4:30pm Trunks 4 Treats	1 All Saints Day
2 9:00am Worship 9:50am Sunday School 10:15am Budget Presentation 3:30pm Songs of the Season Practice	3	4 9:00am Piecemakers 5:00pm Worship and Music Meeting 6:00pm Faith Formation meeting	5 3:00pm Women's Bible Study 5:30pm Salem Ringers 6:00pm Confirmation 6:15pm Choir Practice 7:00pm Praise Team Practice	6 11:30am Catholic Charities Meal Distribution	7 8:00am Men's Bible Study	8 9:00am Serpent Lake Association Meeting
9 9:00am Worship 9:50am Sunday School 10:15am Annual Meeting 3:30pm Songs of the Season Practice	10 1:00pm Bible Study at Heartwood	11 9:00am Piecemakers	12 12:00pm Thanksgiving Community Meal 3:00pm Women's Bible Study 3:15pm Kids Club 5:30pm Salem Ringers 6:00pm Confirmation 6:15pm Choir Practice 7:00pm Praise Team Practice	13	14 8:00am Men's Bible Study	15
16 9:00am Worship 9:50am Sunday School 3:30pm Songs of the Season Practice	17 Taste of Christmas Set Up 4:00pm Drum Group Practice	18 9:00am Piecemakers 1:00pm Outreach Governing Board Meeting 3:00pm Executive Team Meeting	19 3:00pm Women's Bible Study 5:30pm Salem Ringers 6:00pm Confirmation 6:15pm Choir Practice 7:00pm Praise Team Practice	20 6:00pm Cuyuna Range Lions Meeting	21 8:00am Men's Bible Study	22
23 9:00am Worship 9:50am Sunday School 3:30pm Songs of the Season Practice	24	25 9:00am Piecemakers 6:30pm Council Meeting	26 3:00pm Women's Bible Study 6:30pm Thanksgiving Eve Worship	27 Office Closed Thanksgiving Day	28 Office Closed	29
30 Advent 9:00am Worship 9:50am Sunday School 3:30pm Songs of the Season Practice	1	2 9:00am Piecemakers 5:00pm Worship and Music Meeting 6:00pm Faith Formation	3 3:00pm Women's Bible Study 5:30pm Salem Ringers 6:00pm Confirmation 6:15pm Choir Practice 7:00pm Praise Team Practice	4 11:30am Catholic Charities Meal Distribution	5 8:00am Men's Bible Study	6