

2016 Annual Report Salem Lutheran Church

January 22, 2017

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SALEM LUTHERAN CHURCH ANNUAL MEETING AGENDA

January 22, 2017

Opening Devotion	Romans 13:8-14	Pastor Dave
Approval of Minutes from Annual Congregational Meeting, January 24, 2016		Ryan Konen & Rob Garza
Thanks & Recognitions		Ryan Konen
Introduce Architectural Firm – SFS		Steve Clare/ Ryan Konen
Review of 2016 Financials		BJ Fevold/ Ryan Konen
Election of Council Positions		Renee Loya
Ryan Konen (2 nd 3-year term) Tanya Trana (3-year term)	Greg Beutel (3-year Term)	
Synod Assembly Representatives 2 Delegates needed (1 female, 1 male) Will be held in Kansas City, MO June 8-10 (begins evening of June 8, ends afternoon, June 10)		Pr. Dave
Alternates		
Ministry Highlights & Visioning Video		Pr. Dave
Presentation & Approval of 2017 Budget		Ryan Konen
New Business		
Adjourn	The Lord's Prayer	

NOTE: Quorum will be 58 Confirmed Members (20% of 288– December 31, 2016 membership)

ANNUAL MEETING MINUTES

1/24/2016 - 11:46 a.m.

In Attendance: Quorum will be 62 Confirmed Members (20% of 302 – December 31, 2015 membership)

82 members attending - David Burki motioned and Kathy Hellwege seconded the motion to proceed with the meeting.

President Kristin Burki called the meeting to order.

Council attending: Ryan Konen, Renee Loya, Steve Clare, Rob Garza, Adam Boxberger, Bob Roediger, Chris Wise and Kristin Burki

Opening Devotion: Pastor Dave Whetter - Luke 4:16-21

Meeting Minutes: Rob Garza - Secretary, Kristin Burki - President

Approval of previous minutes: Kristin Burki asked for a motion to approve the 2015 minutes. Vance Thomas pointed out a typo to remove the “K” after the mortgage figure. Dave Burki motioned to approve the minutes with Vance’s correction and Matt Brown second the motion with no abstentions.

Thanks and Recognition: Kristin Burki

Thanked Team leaders and went over the roles of each of the team leaders as they stood in attendance.

Review of 2015 Year- End report: BJ and Ryan Konen (Financial team) Page 10 in the report.

- Total Year-End Income: \$470,393.58
- Total Year-End Expenses: \$567,313.30
- Actual 2015 Deficit: \$96,919.72
- Actual 2015 Deficit, not including Thrivent/Memorials: ~\$61,000

(Deficit in 2015 Budget: \$60,392)

Visioning Video:

Ministry Highlights: Staff

Heather: Went over the programs that went on throughout the year and how everyone always wanted to participate in and how grateful she was.

What she loves the most is to lead the choir.

Heather would love to have a choir room.

Would love to have Chimes again and a room for that.

We have a worship team that is working on adding a 3rd service so the attendance can grow.

John Holt - Children, Youth Ministry - Went through and thanked all of the helpers that helped out throughout the year with all of the trips and events that took place.

What it will take to grow the programs, camps, lock ins, trips etc...

In 2015, added a Wednesday night program for the High School group during Cornerstone and will focus on growing that program.

Would love to have more space for both middle school and high school as these two groups continue to grow in size.

Look at starting a youth band for the year.

ANNUAL MEETING MINUTES (cont.)

Communications – In 2015 focused on developing a fresh look for our bulletin, website, and began a new video ministry.

Meghan Harmison - Adult ministry: Thanked those people who have helped her throughout the year.

40 -50 adults taking part in classes on Sunday mornings during the education hour.

A new refrigerator was donated to Salem by Harvester's for our Pantry Pack Program.

In the future we will need more space to pack bags for the pantry pack to be able to serve more families

Our ministry for Children's Memorial continues to grow and we are having more people volunteer to help.

In 2015 Salem hosted a Reconciling Works Workshop. About 25 people attended this workshop, five of which were Salem members. Participants came from New Mexico, Colorado, Arizona and the Midwest.

Reconciling Works has requested that Salem be a regular host sight which would mean we would host this training once or twice a year for the Midwest.

Lead 4 Change – Salem is part of a four congregation collaborative that is focused on training and developing leaders. The other congregations are St. Mark Hope and Peace, Holy Cross and Good Shepherd. In 2015 the collaborative received \$50,000 grant from the Kansas Leadership Center (KLC) in Wichita. Salem sent 18 people to Wichita to attend the classes.

Election of Council Positions: Kristin Burki - President

Terri Fevold (3-year term) **Lynn Ross** (3-year term), **Matt Brown** (3-year term)

Steve Clare (1-year term, fills position vacated by Meghan Harmison)

Cindy Harmison motioned to approve the positions and Chris Hahn second the motion.

The motion was approved with a unanimous vote.

Synod Assembly Representatives: Kristin Burki

2 Delegates needed (1 female, 1 male) Will be held in Wichita, KS at Hyatt Regency June 2-4 (begins evening of June 2, ends afternoon, June 4)

No one at this time volunteered to go.

Alternates: Dave & Kathy Hellwege volunteered to be the alternates.

Facility Conversation: Ryan Konen and Pastor Dave Whetter

(Remodel/Expand & Relocation options)

Sell our current facility (est. value of \$1,500,000) and pay off debt (est. \$360,000)

Find a temporary place to worship, offer Sunday School and have a mid-week gathering until a suitable location and facility is available to lease or rent with minimal expense.

Focus on ministry and membership growth for a couple of years while finding a more permanent location

Salem would take on more of a missional mindset for a couple of years

Membership will be impacted

Plans over the next 3-6 months

Assemble a team to explore the possibility of relocation and the option to remodel/expand our current campus.

ANNUAL MEETING MINUTES (cont.)

Presentation of the 2016 Budget: BJ Fevold - Finance team leader & Ryan Konen

Total Year-End Income: \$423,980.00

Without Salary Reductions:

Total Year-End Expenses: \$444,490.00

Resulting Deficit: \$18,510.00

With Salary Reductions:

Total Year-End Expenses: \$423,639.86

Resulting Surplus: \$340.14

2016 Balanced Budget Impacts

To Pastor

\$10,971.00 Salary/Housing/SS

\$1,316.52 Retirement Contributions

\$1,484.00 Insurance Contributions

Equates to 15% reduction

To John and Heather:

Total of \$4,828.52 Salary & Benefits

Equates to 3% reduction

(3% reduction to Meghan's Salary & Benefits applied to Growth Fund: \$2,226.00)

Extensive conversation was had about the 2016 balanced budget proposal and there was much discussion about whether or not salary reductions were a good idea, but it was pointed out that the only way a balanced budget could be achieved was that we either received an increase in pledges, or we reduce salaries. Some members requested and a new card to increase their pledges and time was given for those increased pledges to be calculated. In total \$7940 was received in additional pledges during the meeting, resulting in a remaining projected deficit of ~\$10,000.

Ray Wilkins made a motion to approve the balanced budget and Kathy Hellwege seconded the motion. The vote was approved with one No vote and no abstentions. Jen Beutel moved to amend the approved balanced budget with the remaining deficit (approximately \$9000 after the increase in pledges received at the meeting) and, therefore, there would be no salary reductions to the support staff or to Pastor.

The motion was seconded by Laura Balazs; the motion was approved unanimously.

New Business:

There was no new business offered.

Adjourn: Lord's prayer

Jennifer Beutel made a motion to adjourn. Michelle Russell seconded the motion. Meeting was adjourned following Pastor's closing blessing.

Closing blessing: Pastor Dave Whetter - 1:40 p.m.

PASTOR WHETTER'S ANNUAL REPORT

“Besides this, you know what time it is, how it is now the moment for you to wake from sleep.”
Romans 13:11

You all know that I am a huge Cubs fan, so every fall for my entire life, I have optimistically said, “Wait till next year!” As I celebrated the Cubs' World Series win on November 2nd, after a rain delay and ten innings of nail-biting baseball, I can honestly say I also thought about Salem. I thought, “Now it is our time at Salem, too.” Our theme for our Stewardship Campaign in 2016 was “Now is the Time,” and that theme continues for us. After 130 years of doing ministry here at Salem, it seems to me it is truly our time to keep moving forward in our mission.

In 2016, our leadership asked difficult questions of each us: Should we stay? Should we move? In April, we held weekly Town Hall meetings where we talked about what our options might be. In the end, we, as a faith community, agreed that whatever we are going to do in the future, we want to do it here at the corner of Haskins and 92nd Street. Our leadership then went to work figuring out what our next steps should be with our facility. Now, with the help of a group of people we have labeled the “Dream Team,” we have identified an architectural firm to help us determine what we can do with our current facility and what we might need in the future.

While looking at our facilities, our ministries have continued to thrive. Our outreach food ministries are feeding more people than ever. Our teen ministry is larger than ever, and our children's ministries continue to thrive. We have added a 9:15 AM worship offering, and our Wednesday evening ministry, Oasis, is even stronger this year. Our adult ministries are strong, and this year we expanded our visitation ministry, which means more people are being contacted and supported even though they cannot be with us physically. Salem is active in God's mission spreading the gospel and helping transform lives not only within our membership, but in the world around us.

We have many challenges ahead of us that will encourage us to think outside the box and be willing to do some things drastically different. We will need to commit ourselves, our time and our resources fully to God's call for our lives in 2017. As Paul said to the Romans, it is time for us to “wake from our sleep.” I don't know exactly how we will move forward, but I do know that we can overcome our challenges as we continue to “Encounter God, Grow in Faith, and Serve the World.”

Shalom, Pr. Dave

CONGREGATION COUNCIL PRESIDENT REPORT

Blessings Friends,

This past year we accomplished some amazing things. When we had our Council retreat back in February, we asked key leaders to join us. BJ Fevold, Jim Rehor, Jim Roy, along with Council and all of staff met to build upon the visioning plan that Council created throughout 2014 and 2015. Our discussion centered on the future of Salem and the facilities needed to support the mission of our ministries. We examined three options: sell our current facilities and build a new church home, sell our current facility and lease space, or build and expand on our existing campus.

After the group from the retreat went through the exercise, we took the congregation through the same activity by hosting a series of Town Hall meetings. Attendance at the town hall meetings were great and the overwhelming consensus was that the congregation would like to build the future of Salem in the current location near downtown Old Lenexa.

Using the feedback from the Town Hall meetings, your leadership developed a plan that consisted of starting now, connecting with the community, and looking at churches that may be struggling and how we may be able to do ministry together. Those three topics gained the most support from the congregation during the Town Hall meetings, and the first step in that process was to have our ministries create a vision plan. The vision plan for our ministries will be a continuously evolving document, but it will be the foundation for drafting architectural plans that support our ministries. A group of key leaders were identified for taking on the task of selecting an architectural firm prior to this year's annual meeting. This team, known as the 'Dream Team' met with Architectural firms and made a recommendation to Council to move forward with SFS Architecture. The church council unanimously approved of this recommendation.

Additional input from the congregation during the Town Hall meeting was that we wanted to be a community church. It was decided that we should go out into the community and see what the needs were in our surrounding neighborhood. A group of Salem members went door to door in the neighborhoods to connect and try to understand the needs. This input will be an additional data point as we move forward with developing plans for our facility

Lastly, we have had some conversations with neighboring congregations to understand their ministries and see if there are any areas where we may be able to assist or where they may be able to assist us.

Overall, 2016 was a great year for Salem and our ministries. Your continued support will be needed in 2017, as we Imagine Greater and build towards creating the future Salem.

Your friend in Christ,
Ryan Konen
Council President

COUNCIL CANDIDATES BIO'S

Greg Beutel

Jennifer and I started attending Salem in 2006 and officially joined in March of 2007.

I'm currently on the Visitation Team and involved with the men's group, as well as play guitar in the Praise Band.

I've served as the leader of Partnership for Missional Church, the leader of the Visitation Team, member of the Lead4Change committee, Stewardship team, and Communications Team, played guitar for VBS, as well as being involved in other Salem projects and activities.

Born and raised in Chicago but have lived in Kansas City since 1992. We have an 8 year-old daughter Blake, and a 6 year-old son Graham. I'm in marketing and advertising and teach SCUBA diving as a hobby. In December, I received a special advanced certification to teach people with physical and cognitive disabilities how to SCUBA dive.

Ryan Konen

My wife Jenn and I have been married since 2005 and became members of Salem Lutheran in 2009. We have been blessed with three wonderful girls, Leah, Delaney and Kinsley. We searched for a church home for quite a while and were lucky enough to find Salem.

I have served as a member of the church council for the past 3 years and am currently finishing my term as President. I look forward to continuing to help our congregation encounter god, grow in faith and serve the world.

Go Huskers!

Tanya Trana

Paul and I have been members at Salem since 2004 when we moved to the area. We have two children - Ben and Ruby.

Being a member at Salem has led me to be involved in a variety of activities and teams.

I am currently involved as a soundboard operator, sing as part of the choir, and occasional song leader.

I have also served as a VBS volunteer, part of the Long Range Planning team, a member of the Call Committee, previous leader of the Worship Team, and on various teams during Salem's previous capital campaigns.

I have also previously served a term on Salem's council, back in 2010-2012.

AMONG OUR PEOPLE

	2016	2015
Member Households	144	163
Baptized Members	384	383
Confirmed Members	288	302
Students Confirmed	4	4
1st Communion Students	6	6
Weddings Performed	2	3 (2 non-member)
Memorial Services	1	6 (4 non-member)
<i>Attendance Information:</i>		
Avg. Weekly Attendance	165 (307 out of 384 participated in worship)	166 (333 out of 383 participated in worship)
Ash Wednesday	130	95
Avg. Lenten Service	68	64
Maundy Thursday	78	103
Good Friday	102	118
Easter Sunday	Sunrise (15), 330	347
Avg. Advent Service	68	78
Christmas Eve	340 (5pm-176, 7:30pm-116, 10pm-48)	400 (5pm-179, 7:30pm-169, 10pm-52)
<i>Members Received</i>		
Baptized	8 children	10 (8 children, 2 adult)
Affirmations	18 (12 adults, 6 youth)	6 (4 adults, 2 youth)
Transfer In	5 (3 confirmed, 2 non-confirmed)	10 (9 confirmed, 1 non-confirmed)
Re-instated	5 (3 adult, 2 children)	0
<i>Members Released</i>		
Transfer Out	19 (13 confirmed, 6 youth)	2 (2 confirmed)
Removals / Withdrawals	21 (16 confirmed, 5 youth)	23 (15 confirmed, 8 non-confirmed)
Deaths	3 (adults)	1 (confirmed)
Adjustments to Records	+3 baptized, -7 confirmed	

Salem Lutheran Church

Balance Sheet

01/10/2017 07:32 PM

Consolidated - December 2016

Page: 1

	Current Year
ASSETS	
BANK ACCOUNTS	
CHECKING ACCOUNTS	
BMO CHECKING ACCOUNT	
GF Checking Account	-\$10,384.15
GF/Growth Checking	25,431.46
Pr Discretionary Checking	2,556.48
Design Team Checking	742.99
Building Fund Checking	19.36
Growth Appeal Checking	88,000.00
Mem Scholarship-Restrict	2,236.00
Mem Ministry Ckng	37.30
Thrivent Choice Ckng	1,618.79
POHT	5,225.04
Cornerstone Checking	1,192.03
Pantry Pack Checking	8,186.33
VBS Checking	69.97
Teen Fundraising Checking	5,578.08
Salem Sister's Checking	1,582.83
Salem! Men's Checking	1,444.20
KC Service Netwrk Ckng	1,401.94
Hall Estate Checking	31,243.18
Subtotal Bmo Checking Account	166,181.83
Subtotal Checking Accounts	166,181.83
SAVINGS ACCOUNTS	
Thrivent - Mission Fund	20,000.00
Thrivent - Building Fund	17,815.47
Subtotal Savings Accounts	37,815.47
Subtotal Bank Accounts	203,997.30
TOTAL ASSETS	\$203,997.30
LIABILITIES	
CURRENT LIABILITIES	
PAYROLL DEDUCTIONS	
OTHER DEDUCTIONS	
Life Insurance Withheld	-\$14.82
Flex Spending Withheld	188.63
Retirement Withheld	230.51
Subtotal Payroll Deductions	404.32
Subtotal Current Liabilities	404.32
TOTAL LIABILITIES	404.32
FUND BALANCE	
Fund Balance	\$203,592.98
TOTAL EQUITY	203,592.98
TOTAL LIABILITIES AND EQUITY	\$203,997.30

Salem Lutheran Church
Income and Expense Statement

MISSION/OPERATIONS - December 2016

	2017 Annual Budget	2016 Actuals	2016 Budget	2016 Budget Difference	2015 Actuals
INCOME					
CONTRIBUTION INCOME	\$426,100.00	\$417,879.81	\$431,590.00	-\$13,710.19	\$426,819.22
INCOME GIVEN TO 2017 GROWTH	127,700.00				
INTEREST INCOME	0.00	137.02	0.00	\$137.02	206.44
MISCELLANEOUS INCOME	0.00	0.08	0.00	\$0.08	0.03
TOTAL INCOME	553,800.00	418,016.91	431,590.00	-13,573.09	427,025.69
EXPENSES					
FIXED EXPENSES					
PASTORAL STAFF	\$111,014.00	\$108,954.68	\$109,773.00	-\$818.32	\$111,282.39
SUPPORT STAFF	168,633.00	166,705.50	170,322.00	-3,616.50	171,925.47
ADMINISTRATIVE EXPENSE	35,418.15	23,140.06	21,700.00	1,440.06	23,175.67
BUILDING & GROUNDS	166,300.00	54,471.79	52,500.00	1,971.79	108,951.64
Subtotal Fixed Expenses	481,365.15	353,272.03	354,295.00	-1,022.97	415,335.17
MINISTRIES					
STEWARDSHIP	0.00	750.00	500.00	250.00	843.75
COUNCIL	1,350.00	532.86	500.00	32.86	781.00
WELCOME TEAM MINISTRY	0.00	97.92	0.00	97.92	0.00
CORNERSTONE / OASIS	1,500.00	4,940.32	3,500.00	1,440.32	3,902.76
BENEVOLENCE	24,550.00	22,799.83	28,750.00	-5,950.17	34,488.19
MISSIONS DEPARTMENT	2,000.00	0.00	0.00	0.00	0.00
PANTRY PACK	0.00	13,304.44	8,000.00	5,304.44	8,329.62
NURSERY	150.00	179.89	0.00	179.89	0.00
CHILDREN'S MINISTRIES	3,350.00	2,733.18	3,925.00	-1,191.82	3,968.04
VBS	1,100.00	804.81	2,500.00	-1,695.19	3,004.41
TEEN MINISTRY	33,500.00	19,187.08	25,900.00	-6,712.92	17,116.58
ALTAR GUILD	2,040.00	2,237.87	2,000.00	237.87	1,815.26
WORSHIP & MUSIC	3,970.00	4,237.62	4,020.00	217.62	3,854.61
FELLOWSHIP / EVANGILISM	1,800.00	1,399.02	2,200.00	-800.98	2,349.06
OUTREACH	750.00	1,288.61	250.00	1,038.61	2,641.97
CONFERENCES & CONVENTION	1,150.00	1,333.56	2,350.00	-1,016.44	783.99
GENERAL MINISTRY EXPENSE	340.00	176.94	400.00	-223.06	408.27
MISCELLANEOUS	0.00	1.43	0.00	1.43	84.00
Subtotal Ministries	77,550.00	76,005.38	84,795.00	-8,789.62	84,371.51
TOTAL EXPENSES	558,915.15	429,277.41	439,090.00	-9,812.59	499,706.68
TRANSFER ACCOUNTS					
TRANSFER TO OTHER FUNDS	\$0.00	-\$13,540.12	\$0.00	-\$13,540.12	-\$14,660.12
TRANSFER FROM OTHER FUNDS	0.00	13,540.12	0.00	13,540.12	78,205.73
TRANSFER FROM GROWTH	25,431.46				
TOTAL TRANSFERS	25,431.46	0.00	0.00	25,531.46	63,545.61
EXCESS INCOME\EXPENSES	-\$5,115.15	-\$11,260.50	-\$26,390.00	\$40,660.96	-\$9,135.38
					(deficit)

Salem Lutheran Church
Income and Expense Statement

GROWTH FUND December 2016

	2017 Annual Budget	2016 Actual	2016 Budget	YTD Budget Difference	2015 Actual
INCOME					
CONTRIBUTION INCOME	\$0.00	\$94,264.09	\$122,176.00	-\$27,911.91	\$123,730.20
TOTAL INCOME	0.00	94,264.09	122,176.00	-27,911.91	123,730.20
EXPENSES					
SUPPORT STAFF	\$55,323.00	\$54,463.01	\$55,126.00	-\$662.99	\$40,822.92
BUILDING & GROUNDS	0.00	56,364.00	56,400.00	-36.00	0.00
MINISTRIES		1,350.02	4,050.00	-2,699.98	1,789.30
ADULT MINISTRIES	10,986.00	5,540.76	6,600.00	-1,059.24	946.29
Subtotal Ministries	10,986.00	6,890.78	10,650.00	-3,759.22	2,735.59
TOTAL EXPENSES	66,309.00	117,717.79	122,176.00	-4,458.21	43,558.51
TRANSFER ACCOUNTS					
TRANSFER TO MISSION FUND	-\$25,431.46	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL TRANSFERS	-25,431.46	0.00	0.00	0.00	0.00
EXCESS INCOME\EXPENSES	-\$66,309.00	-\$23,453.70	\$0.00	-\$49,885.16	\$80,171.69

2016 Director of Adult Ministries and Outreach

- A Women's Book Study was offered over the summer and women were able to come together for conversation and support.
- DABS has a great consistent attendance and the fellowship and study of the group has been amazing. They have also helped in various areas with meals, Sunday School and service opportunities.
- Adult Sunday School has been lay led and Pastor led. We have had many options and have consistently had attendance between 10-20 each Sunday.
- Oasis has been a change this year in our Wednesday night offerings. There have been multiple groups meeting with good attendance each Wednesday (Choir, Confirmation, Adult Education, High School and Children's Ministry). Adult education has had a consistent attendance between 10-15. Oasis serve nights have been attended by adults and children and we have provided a great space for service to take place on an inter-generational level.
- Pantry Pack and Children's Memorial have engaged new volunteers and continued to serve those facing food insecurity. Children's Memorial has worked to create a menu for the year and Pantry Pack has worked to create multiple ways to serve the community as well as engage the Salem community through Oasis and Advent services.
- This position has also allowed for us to be involved in Caring for Kids through Rosehill and we have been able to continue to build our relationship with Rosehill Elementary. We served a dinner to the Rosehill community over the winter break.
- The Welcome Team has been working this year to identify their new role after Reconciling Works. The team has some exciting changes in store for 2017.
- Fellowship has worked hard to create a welcoming atmosphere with the Salem Café as well as multiple potlucks and meals provided to the community. Dinner 4 8 has added two more groups this year for a total of 9 groups meeting this year. The softball game had some great changes this year with a new location, an EmCee, great potluck and a presence in a new community.
- Lead4Change has been a way for the community to collaborate with other congregations and help develop leadership. The team has worked hard this year to understand their role and create new ways for people to engage in leadership heading in to 2017.
- Kansas City Service Network went on a Mission Trip this year and had over 20 people involved. 4 Lutheran churches in the KC Metro area went on the trip and built relationships with a Lutheran Church in Garden City.
- Men's Ministry and Women's Ministry both continue to gather monthly. Men's Ministry helped tremendously with grounds/building maintenance throughout the year as well as putting the manger up and helping the design team. Women's Ministry continues to meet socially once a month with various activities and various hosts. Women's Bible Study continues to meet as well as book club and they gathered multiple gifts for MLM.

Meghan Harmison

2016 Director of Worship Ministry

Thank you for allowing me to serve as your worship and music director! I am so grateful for the dedicated volunteers of all ages who joyfully provide music in each service Sunday and Wednesday evenings. Here are some highlights from 2016:

- Children's musicals: Tale of the Three Trees during Lent, Samson summer musical camp, Christmas program
- 4th-6th graders lead Oasis worship Wednesday evenings
- Middle and high school youth led the passion reading on Palm Sunday, planned and led a fantastic youth service in September, and a different group of youth leads in worship every month
- We added an intimate sunrise service Easter morning, the first one in ten years
- Our choir performed Amazing Love on Good Friday and Joy! Christmas cantata, joined by youth and new members, and enriched our worship with beautiful music all year

The worship team planned new meaningful ways to connect during worship all year, and began our Simple and Gathered worship service January 8, 2017.

Heather Lewis

2016 Director of Youth Ministry and Communications

9th–12th Grade

Weekly Events (Hang-Nites)

Salem 9th – 12th grade students gathered three Sunday evenings each month for fun, service, and faith sharing at Salem and at partner congregations. Each event was different as our teens gathered with Salem students and friends, with KCLYC churches, and Salem with Holy Cross. We will continue to offer meaningful opportunities for our senior high youth to build community, grow in their faith, and share God's love.

Sunday Morning

Senior high students gathered each Sunday morning for breakfast and discussion. Students shared their highs and lows for the week and focused on relevant faith issues and current events. The topic list was created by our students and everyone brought their unique perspective to a different topic each week. I want to give a special thanks to our adult leaders and the families who supplied breakfast each week.

Senior High Leaders

Many of our Senior high students feel called to serve in various ministries here at Salem and beyond. Some of the ministries they serve include confirmation, nursery or childcare, worship leader, and VBS to name a few. We will continue to give our senior high youth opportunities to share their gifts in meaningful ways.

KCLYC (Kansas City Lutheran Youth Coalition)

KCLYC is a collaboration of Lutheran churches in the Kansas City metro. Youth and adults from area churches gather monthly for fellowship, service, and worship. Each month we gathered at a different congregation to build up the body of Christ. Our KCLYC leadership team is made up of youth representatives from each of the congregations that act as a steering committee and creative body.

Summer Mission Trip

This past July our senior high students traveled to Milwaukee, WI and partnered with All Peoples Church. All Peoples is a vibrant Lutheran congregation located in the heart of the African American community on the North side of the city. We built incredible relationships and learned about the real issues facing their community. We accomplished several projects in partnership with the senior high students from All Peoples. It was an incredible week that was life changing to so many.

7th–8th Grade

Confirmation

Salem's confirmation program combines a large and small group learning experience each Wednesday evening throughout the school year. We create our own curriculum in partnership with Holy Cross Lutheran Church. Each unit is broken into four sessions including a teaching session, group project session, project presentation session, and parent student night. We strive to offer a safe and healthy space for our middle school youth to build relationships and explore their faith. I want to thank our awesome adult leaders who walk with our students each week!

Sunday Morning

Middle School students gathered each Sunday morning for breakfast and discussion. They shared their highs and lows for the week and focused on relevant faith issues and current

2016 Director of Youth Ministry and Communications (cont.)

events. The topic list was created by our students and everyone brought their unique perspective to a different topic each week. I want to give a special thanks to our adult leaders and the families who supplied breakfast each week.

KCLYC Events

Together with other congregations in the area, our middle schoolers participated in fun activities, service, and friendship building. We went tubing at Snow Creek, played trampoline dodgeball, and much more. Parents and students gathered quarterly to focus on relevant issues facing middle school youth and their families.

Confirmation Winter Retreat

Our confirmation group headed to Tall Oaks retreat center with our partner Holy Cross Lutheran for our annual retreat. This year's retreat centered around group building and the topic "Who Am I." We spent time discerning "Who God calls us to be" which can be difficult to hear with all of the negative messages around us. All involved enjoyed a wonderful overnight connecting with each other and God.

Confirmation Summer Camp

Middle school youth from KCLYC congregations journeyed to Rainbow Trail Lutheran Camp in the beautiful Colorado Rockies. Our youth spent a week building community as they participated in high ropes, hikes, games, campfires, worship, rafting and many other activities. Confirmation camp had such a huge impact on our youth and adult leaders as they experienced Christ in an incredible way.

Communication

Communication Team

Our new communication team continues to evaluate Salem's current and future communication needs. Our goal is to share Salem's mission with both members and the wider community. Our first major project will be a complete remodel of the website beginning in early 2017.

Worship Slides

We added announcement slides on Sunday morning to help further inform the congregation of upcoming activities and events.

Bulletin & Newsletter Changes

We have been working to simplify both the bulletin and the e-newsletter.

SALEM MINISTRY TEAM CHART

Worship Core Team

- **Worship Development (Heather Lewis):** creating inspirational and meaningful worship.
- **Altar Care (Inga Barringer & Paula Dougherty):** preparing and presenting the sacramental elements for worship.
- **Worship Volunteers (Heather Lewis):** recruiting, training, and scheduling all worship volunteers.
- **Music Ministry (Heather Lewis):** creating musical opportunities for all ages.

Children, Youth & Family Ministries Core Team

- **Children's Ministry (Open):** creating ministry opportunities for pre-K through 6th grade children and families
- **Student Ministry (John Holt):** creating ministry opportunities for 7th- through 12th-grade students and families
- **Oasis (Meghan Harmison):** creating midweek opportunities for all ages for a meal, education, and worship
- **Safe Sanctuary (Cindy Harmison & John Holt):** creating policies and procedures to safeguard our children and volunteers
- **Welcome (Open):** creating opportunities for Salem to be an inclusive church

Adult Ministries Core Team

- **Women's Ministry (Sisters – Kathy Kostroske & Meghan Harmison):** creating meaningful ministry opportunities for adult women
- **Men's Ministry (Mike Kostroske):** creating meaningful ministry opportunities for adult men
- **Salem Seniors (Terry Love):** creating meaningful ministry opportunities for those over 50

Fellowship Core Team

- **Advent & Lenten Wednesday Meals (Open):** providing food & fellowship through festival seasons
- **Salem Café (Kari Holt):** providing food and hospitality on Sunday mornings
- **Mission Partner Lunch & Reception (Tracy Anderson):** providing food and fellowship for new members
- **Fellowship Events (Kari Holt):** creating opportunities for all ages to share in community
- **Small Group Ministries (Kari Holt):** creating opportunities for small groups to share in community

SALEM MINISTRY TEAM CHART

Service & Outreach Core Team

- **KC Service Network (Joyce Benedict):** multi-congregational collaborative focused on community service
- **Children's Memorial Meal Ministry (Lorel Brown & Colleen Hall):** meal ministry outreach program with partner church
- **Pantry Pack Ministry (Charlotte Wallenburg):** preparing and distributing pantry packs to feed the hungry
- **Benevolence (Bob Roediger):** gathering and directing congregational resources to make a difference
- **Meal Ministry (Barb Higgins):** providing meals for shut-ins and those affected by illness or a family death
- **Visitation Ministry (Jill Whetter):** bringing fellowship and provide communion to those unable to attend weekly ministry at Salem
- **Meals on Wheels (Roxann Quarnstrom):** providing volunteers for Jo Co & Olathe

Facilities Core Team

- **Building Maintenance (Mike Dougherty):** providing ongoing maintenance for all Salem buildings
- **Grounds Maintenance (Mike Dougherty):** providing ongoing maintenance for all Salem grounds
- **Maintenance Contracts (Mike Dougherty):** managing all current and future maintenance contracts
- **Long-Term Maintenance & Improvements (Mike Dougherty):** providing a long-term vision for maintenance and improvements of the Salem Campus
- **Capital Improvements (Mike Dougherty):** creating long range plans for capital improvements
- **Design Team (Open):** inspiring the congregation by preserving and enhancing the facilities

Administration Core Team

- **Finance Team (Open):** manage the current and future financial needs of Salem.
- **Human Resources Team (David Quarnstrom):** manage the current and future staffing need of Salem
- **Communication & Technology Team (John Holt):** creating effective and inspiring communication to Salem and beyond. Manage and update all Salem equipment and technology.
- **Stewardship Team (Jim Roy):** inspiring our congregation to share their gifts with the world.
- **Past Presidents (Jen Beutel):** gathering former council presidents to address specific long-range needs
- **Church Council (Ryan Konen):** inspiring our community to be actively involved in God's mission

2016 MINISTRY TEAM HIGHLIGHTS

Adult Ministries

Seniors Serving Salem Ministry:

I am going to have to put the Seniors Serving Salem on hiatus for awhile. Our numbers have been dwindling for a year or so. Now, there are only Carol and I, Bev and Don Knudtson, and Doris King - about five of us with occasionally others like Joyce, Janice or Gail. We are beginning to get less participation, and most cannot make field trips anymore. We had a huge variety of programs and presentations that were well received. We will probably give the remaining ministry funds to the Pastor's Discretionary Fund or the church. There is a few hundred dollars in the account. We have had a great ministry over the years.

We might still all get-together in the future for lunch or something like that. I have greatly enjoyed being President of the Seniors. We have had fun, great fellowship, and wonderful experiences. We all still love our church!!

Sincerely,

Terry Love

Adult Ministries:

Highlights can be found on the Director of Adult Ministry & Outreach on page 13.

Service & Outreach Ministries

KC Service Network, Children's Memorial, and Pantry Pack Program:

Ministry highlights can be found on the Director of Adult Ministry & Outreach on page 13.

Visitation Ministry:

The Visitation Team consists of Joyce Benedict, Greg Beutel, Kari Holt, Pat Olinger, Bob and Julie Roediger, Jodi Schade, and myself.

As an extension of pastoral visits, we endeavor to pray, call and/or visit those hospitalized, homebound, and in care facilities, and we offer communion if requested. The team makes 8 and 10 visits per month. I mention the members above so that you can feel free to ask any of us for a visit for yourself or someone you know.

Respectfully submitted,

Jill Whetter, team leader

2016 MINISTRY TEAM HIGHLIGHTS (cont.)

Children, Youth & Family Ministries

Oasis and Welcoming Ministry:

Highlights can be found on the Director of Adult Ministry & Outreach on page 13.

Student Ministry:

Highlights can be found on the Director of Youth Ministry on page 15.

Children's Ministry:

The Children's Ministry Team works hard to provide all children birth-6th grade a fun learning environment that allows them to grow in their faith. Below are some Highlights:

- This year's Sunday School theme was "Love, Pray & Serve" and our attendance was again excellent. This year's Sunday School Offering was donated to our pantry pack program to purchase gallons of milk for families in need.
- This year's Vacation Bible School included over 50 children and more than 35 adult volunteers. All participants received a meal, participated in games, crafts, music, and worship. This year VBS changed from a 5 day event to a 4 day event. This change proved to be very successful.
- In September all 3 year olds starting Sunday School received a new bible. All 3rd graders received a new bible following an multi-week exploration of the bible led by Pastor Dave.
- Our nursery continues to provide excellent care for our little ones each week.

Fellowship Ministries

Fellowship:

Looking back and remembering some of the 2016 events we have been part of:

- In October, over 50 Salem adults and kids celebrated a fun afternoon of softball, food and laughs at Swarner Park. Some played ball, and others cheered from the bleachers. We had a couple of EmCee's (Pastor Dave and John) to keep everyone laughing. The afternoon ended with a potluck lunch.
- Salem has started it's 3rd year of Dinner 4 Eight social groups. This year we have increased to 7 groups meeting regularly. These groups consist of all ages of adults, including some with children too. We love knowing that new friendships and connections have come from people meeting in Dinner 4 Eight!
- We appreciate the volunteers with smiling, hospitable faces welcoming guests down to the Salem Cafe every Sunday morning. They keep the coffee, juice and snacks full and ready for the taking.

2016 MINISTRY HIGHLIGHTS (cont.)

Facilities Ministries

Dream Team

- This team was formed to interview and recommend an architectural firm to the Salem Church Council to perform a Facilities Feasibility study and then create a Master Plan for Salem Lutheran Church.
- Team members are Sarah Edeal, Anika Roy, Don Knutson, Nicholas Wallenburg, Lorel Brown, Danielle Boxberger, Dave Bowen and Steve Clare.
 - Facilities Feasibility Study/Master Plan Development process is on schedule and an architectural firm has been approved by the council.
 - Five firms were contacted via letter about their interest in doing this for Salem.
 - Two firms replied and submitted an RFP (Request for Proposal).
 - Both firms were interviewed in December, 2016
 - SFS Architecture was selected.
 - Salem Dream Team has received a proposed agreement from SFS and the team is in the process of reviewing it.

Property Team

- Property team members worked very well together addressing numerous items/issues throughout 2016.
- Salem Cleanup day was held, November 12, 2016:
Numerous members participated. Landscape maintenance was performed as well as gutter and downspout cleaning. Koinonia Hall storage area was cleaned out and organized.
- Professional pruning contract projects were performed to address, storm damage, safety issues and general aesthetic and beautification benefits of the numerous trees on the campus.
- Koinonia Hall (re) roofing project completed during 2016.
- Sanctuary building water drainage issues being examined and addressed.
- ***A major goal/dream to accomplish during 2017, will be to address and resolve the Sanctuary building drainage and water issues.***

Design Team Ministry:

In 2016, the members of the Design Team seasonally decorated the sanctuary and narthex. We endeavor to envision future needs of our sanctuary, Luther Hall and Koinonia Hall. We continue to offer input when asked by other Salem teams. It is the mission of the Design Team to preserve and enhance our worship surroundings for all to Encounter God, Grow in Faith and Serve the World.

Respectfully submitted

Jill Whetter

2016 MINISTRY HIGHLIGHTS (cont.)

Administration Ministries

Finance Team:

- Collaborated with Holy Cross for completing each other's financial audit. Salem reviewed their books, they reviewed our books.
- Assisted Council by helping to Track the Income and attended Council meetings to provide financial status and answer inquiries.
- Investigated other means for making donations – eventually added the Give+Mobile app to menu of giving options and setting up Salem for the AmazonSmile program.
- Completed security audit, created an Information Security Policy and reviewed the security of Salem's website.
- Updated Salem's bank account signature card assignments.
- Assisted in draft of the 2017 budget
- Assisted in tracking benevolence giving.
- Assisted in means to track and facilitate Salem's Seminary Scholarship.
- Discussed a request that large teams have a treasurer and monitor budgets monthly.

Communication & Technology Ministry:

Highlights can be found on the Director of Youth Ministry on page 15.

Church Council:

Highlights can be found on the Council Report on page 7.

Worship Ministries

Worship Ministry:

Highlights can be found on the Director of Worship on page 14.

2016 PHOTO ALBUM



2016 PHOTO ALBUM

