

2018 Annual Report Salem Lutheran Church

January 27, 2019

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SALEM LUTHERAN CHURCH ANNUAL MEETING AGENDA

OUR FUTURE STARTS TODAY!

January 27, 2019

Opening Devotion	Matthew 16:19-22	Pastor Dave
Approval of Minutes from Annual Congregational Meeting, January 28, 2018		Tanya & Greg
Thanks & Recognitions		Tanya
Review of 2018 Financials		Lynn
Election of Council Positions		Greg
• Tracy Anderson (3-year term)		
• Scott Hahn (3-year term)		
• Lynn Ross (2 nd 3-year term)		
Synod Assembly Representatives		Pastor Dave
2 Delegates needed (1 female, 1 male)		
Will be held Overland Park, KS		
June 6-8 (begins evening of June 7, ends afternoon of June 8)		
Alternates		
Ministry Highlights and Visioning		Pastor Dave
Narthex Update		Ryan
Presentation and Approval of 2019 Budget		Lynn & Greg
Next Steps		Greg
• February 16 Leaders' Retreat		
• Reviewing and Updating Constitution By-Laws		
New Business		Greg
Adjourn	The Lord's Prayer	

NOTE: 20% of voting members constitutes a quorum. All votes today require a simple majority vote of those voting members present and voting.

2018 Annual Congregational Meeting

January 28, 2018

Meeting was called to order at 11:47 a.m. by Renee Loya

Devotion provided by Pastor Dave Whetter, Isaiah 40:27-31

Approval of minutes

- Congregational Meeting, January 22, 2017 were read; Lorel Brown moved to approve, corrections were noted by Joyce Benedict. A motion to approve the amended minutes was made by Jen Beutel. Minutes were approved as amended.
- Scot Harmison moved to approve the June 18 minutes of the Special Congregational Meeting. Minutes were approved.

Thanks and Recognition

- Thanks to Tim Rehder for serving 12 years as treasurer.

SFS & Property Plan Brief Update from Lorel Brown, Don Knutson, Dave Bowen, and Ryan Konen

- Process, evaluate state of current building, determine short-term and long-term needs, recommended Master Plan based on the current campus and program needs.
- Comment from Marty Taylor — the numbers provided by SFS are really a best guess. Believes some of the information is inaccurate. We should be able to be able to build a new church for about \$4 million.
- Reminder that the Dream Team was focused on what could be done in this location.
- What would we need to do to bring building to code to sell? Could sell as is.
- We needed this information to move forward.

Review of 2017 Financials

Moved by Bob Roediger to accept 2017 financials. Motion passed.

Election of Council Representatives

The slate of officers was presented

- Adam Boxberger for a three-year term
- Scott Hahn to complete final year of a three-year term
- Jim Rehor for a three-year term

Moved by Joyce Benedict to accept the slate of officers. Motion passed.

Synod Assembly Representatives

Pastor asked for volunteers (1 male, one female). Chris and Paula Hahn volunteered to go

There were no volunteers to serve as Alternates

Ministry Highlights video

Presentation and Approval of the 2018 Budget

- Jim Nicholson move to approve the budget as presented, Jen Beutel seconded.
- There was discussion and many expressed disappointment in cutting staff.
- Jim Roy call for a vote, Jim Clark seconded.
- Motion passed.

Next Steps

- Mortgage Campaign — details will be coming.
- Facility plans — Council will go back to the “green dot report” and will begin exploring other facility options .

Annual Meeting Minutes (cont.)

Closing thoughts

- Reminder that membership needs to grow and to be invitational.
- This is a special place and not like other communities and we need to talk about.
- We need to be willing to keep trying new things.
- Invite a friend.

Jen Beutel moved to adjourn Ryan Konen seconded. Meeting adjourned at 1:35 p.m.

Special Congregational Meeting November 11, 2018

A special congregational meeting was held on November 11, 2018, to vote on the following resolution:

To authorize Council to sell the Sanctuary Building, Luther Hall, and the associated land (at 9135 Haskins and 9143 Haskins, respectively) to Narthex Properties, LLC, and authorizing Council to negotiate the sale price and all conditions of sale including lease terms for the buildings.

Vote (circle choice): For Resolution Against Resolution Abstention

Note: This vote requires a simple majority from a quorum of 62 voting members.

- Council President Tanya Trana called the meeting to order at 11:44 a.m. on November 11, 2018.
- Council members established that there was a quorum of confirmed members present.
- Tanya read the motion to the congregation. Jennifer Beutel made a motion to approve the resolution, Chris Hahn seconded the motion.
- Tanya opened the motion up to discussion from the congregation. Several questions or statements were made.
 - ◊ Does Council recommend this option over other options that have been proposed in the past? Tanya: Yes
 - ◊ This motion just gives Council the ability to negotiate terms of a sale of the properties to Narthex, correct? Tanya: Yes
 - ◊ Judy Chappell shared a reading with the congregation.
- Paper ballots were distributed, counted, and had the following results out of the 98 total votes casts:
 - ◊ For the Resolution: 67
 - ◊ Against the Resolution: 26
 - ◊ Abstained from the Resolution: 5
- With this result the motion passed.
- Jennifer Beutel made a motion to adjourn, Lorel Brown seconded. Motion passed.

Pastor Whetter's Annual Report

Do not be conformed to this world, but be transformed by the renewing of your minds, so that you may discern what is the will of God — what is good and acceptable and perfect. Romans 12:2

Although much of our time and energy was focused on facilities and what to do with them in 2018, our ministries thrived. I would love to talk about each and every one of them, but instead, I invite you to read the reports of those ministries that have submitted them, as I know you will find them inspiring. 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.

As I noted above, for the past three years, we have spent an enormous amount of time trying to figure out how to manage our facility needs while at the same time focus on what God is calling us to do in mission. Unfortunately, many times these two things have pulled us in different directions and our struggles have continued.

2018 was an especially difficult year concerning finances. Although we did a great job of holding down our expenses, our income was down substantially from 2017, and we needed to make some difficult decisions.

We had to reduce staff in 2018, and so we had to eliminate the position of Director of Adult Ministries and Outreach, a position served by Meghan Harmison. Shortly after we did that, John Holt, our Director of Teen Ministry and Communications, resigned. In an effort to ensure that we had key areas of our ministries covered, we created a new position in June that now oversees both the teen and outreach ministries. Emily Nelson Dixon is our Director of Teen Ministries and Outreach. As hard as these changes were, I believe, moving forward, we are in a good position.

In addition to these changes, Kathy Kostroske, our Office Administrator since 2007, retired, and Mikki Lawrence is our new Office Administrator. Kathy was instrumental in helping us create an electronic database system, and she created the office system now in use. Kathy will be missed, although she hasn't gone far, as she will still continue to be our Financial Secretary, which is a volunteer position.

For over 135 years, Salem has been a faith community that has sought to serve the world at our same location. Our facilities have served us well, even though at times they seem to be holding us back. In 2018, we received an offer from a company called Narthex to purchase our sanctuary and Luther Hall for \$1,000,000. On January 13, 2019, Salem voted to accept their offer and, after everything is finalized, we will begin to lease the sanctuary and Luther Hall from them. Narthex has agreed to do some significant upgrades to both facilities. The sale to Narthex will enable us do what I believe God is calling us to do — focus on ministry, serving the world, and community growth, which is probably the hardest work we have ever done.

As we look to 2019, I believe our biggest challenge will be growing our community. This will include constantly improving and revising what we are currently doing, but the most important thing we can do to grow is **INVITE** others to come and be a part of our faith community. Over and over, I am told by many of you that you are here because of this faith community and a positive worship experience — not because of a building, not because of a denomination, but you are here because people are open, welcoming, and affirming, they accept you as you are, they care for you, which is exactly what Christ calls us to do. It seems that is what the world is looking for, a Christ-centered community, and we have it here, so let's share it! Imagine what would happen if each family here invited one new family to come and be part of Salem Lutheran Church in 2019.

As I said, in 2019, we have many challenges ahead of us that will require 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 2019.

I don't have all the answers today, but I do know that if we work together, we can overcome our challenges as we continue to "Encounter God, Grow in Faith, and Serve the World."

Shalom, Pr. Dave

Congregational Council President's Report

Greetings Friends,

2018 has been a year of God's amazing work through our hands!

Council started the year by identifying four areas of focus:

- **Mortgage Fund Appeal** — raise funds to sustain mortgage payments as outlined in the budget
- **Current Facilities** — validate the SFS proposal and investigate current property values and marketability
- **Relocation** — investigate costs, obstacles, and options that may exist related to relocating
- **Growth & Outreach** — in serving our mission, identify ways to engage others and positively impact lives

The **mortgage fund appeal** kicked off in the second quarter, and the generosity of this congregation shows that funds are still incoming.

The faith community came together for multiple updates to hear about and discuss the research that had been completed pertaining to gathering information on the **current facilities evaluations and relocation options**. Additional community conversations took place by sharing details on new developments and financial research that was completed throughout the year.

- At the May congregational update, Council presented supplemental evaluations of the property work estimates and three relocation options. At that time, Council presented a recommendation to sell and relocate.
- Council brought the faith community together for an August congregational update to explain the details of the mortgage restructure and Narthex offer, two options received over the summer allowing for us to stay in our current location.
- Late summer and fall town hall meetings were held to discuss and reviewing the financial impacts of the four different choices before us: status quo with maintenance, borrow money, mortgage restructure, sell and lease back.
- Council still recommends selling and has put forth a motion to sell the Sanctuary and Luther Hall buildings and properties to Narthex. We will finalize our vote on January 13, 2019.

Through the course of the year, many volunteers have participated in various **growth and outreach** avenues. Executing and living our mission requires our individual and collective actions.

- In September we participated in the ELCA's Day of Service, partnering with Shawnee Mission Unitarian Universalist Church in Lenexa and St. Mark's Hope and Peace in Kansas City, MO. We executed God's work with our hands with various service projects across multiple communities. It was wonderful to see so many helping hands volunteering with activities that included a supporting a clothing pantry, cleaning within homes, weeding in a community garden, and sprucing up the landscape at St. Mark's.



(continued on next page)

Congregational Council President's Report (continued)

- Salem's presence on social media expanded this year to now include a YouTube channel and Instagram, supplementing our visibility already existing on Facebook and Twitter. A "Like" or "Share" is a simple way to spread the word about what Salem's faith community is up to.
- Salem is in the process of diving back into our written ministry plan. As conversations continue, consider identifying what you are passionate about and what small steps you might take to make your passion a reality.
- In what other ways can we refresh, change up, or grow our ministries? That's for all of us to work on together.

A very special thank you to Salem's staff for all the support they have provided to Council this year.

It has been an honor to work with this year's Council members: Greg Beutel, Ryan Konen, Danielle Atzeni, Adam Boxberger, Matt Brown, Scott Hahn, Jim Rehor, Lynn Ross, and Pastor Dave. Thank you all for your hard work, dedication, and consistency.

Thank you to the congregation for participating and being present the various times Council has communicated with you. Your continued presence and support are so very important as we continue to be the thriving and active faith community God calls us to be.

Overall, 2018 was a year of change and challenges. Our growth takes place in the challenges. I am proud of how Salem has executed drastically different this year. We are all better for it. Let's keep it going.

With thanksgiving and praise,
Tanya Trana



Council Candidates Bios

Tracy Anderson (3-year term)

I have attended Salem for 19 years. In that time, I have served as Youth Director, leader of Fellowship, member of Worship and Music Team, and director of VBS. I have taken part in countless activities, photographed members for the directory and during events, led the Angels' Chorus, and been a long-time choir member. I teach and coach at the middle school level, work as a fitness instructor in Olathe, and am an avid runner. My children, Caroline and Joe, have been a part of this congregation since they were born. I will do my best to represent the members of Salem and support our mission.



Scott Hahn (3-year term)

I have been attending Salem since I was a little kid. At the conclusion of my confirmation classes I became a member. After attending college, I came back to worship at Salem regularly with my family: L'Eryn, Triniti, and Greyson.

I just finished serving a one-year term on Council. I also participate regularly in DABS, Dinner 4 Eight, and VBS, and help out in service by ushering, greeting, and assisting with communion. It is through these ministries that I am able to be a part of the Salem community and get to know our members.



I am the one always in KU attire!
ROCK CHALK!

Lynn Ross (2nd 3-year term)

I have been a member at Salem since moving to the area in 2003. While at Salem I have been a member of the Long Range Planning Team, Parish Education, the Communication Team, and Finance Team; I've served as Sunday School Superintendent, Sunday School Teacher, Youth Trip Chaperone, Communion Server, Worship Coordinator, and most recently as a member of Council. I am employed at Sprint working in governance & finance. I live in Lenexa with two dogs and have two grown children.

I am excited about Salem's future and look forward to being a part of the growth and changes ahead.



AMONG OUR PEOPLE

	2018	2017
Member Households	153 (12 inactive)	161 (12 inactive)
Baptized Members	350	389
Confirmed Members	278	294
Students Confirmed	10	7
1st Communion Students	10	0
Weddings Performed	3	3
Memorial Services	4	6
<i>Attendance Information:</i>		
Avg. Weekly Attendance	154 (306 out of 350 participated in worship)	162 (293 out of 389 participated in worship)
Ash Wednesday	123	104
Avg. Lenten Service	59	68
Maundy Thursday	124	68
Good Friday	131	131
Easter Sunday	Sunrise (4), 330	Sunrise (18), 341
Avg. Advent Service	44	42
Christmas Eve	308 (5 p.m.-143 7:30 p.m.-107, 10 p.m.-58)	283 (5 p.m.-116, 7:30 p.m.-121, 10 p.m.-46)
<i>Members Received</i>		
Baptized	8 children / 1 adult	0 children
Affirmations	2 adults	18 (12 adults, 8 youth)
Transfer In	2 adults (both confirmed)	11 (9 confirmed, 2 non-confirmed)
Re-instated	0	1 (1 adult, 0 children)
<i>Members Released</i>		
Transfer Out	11 (10 confirmed, 1 youth)	5 (5 confirmed, 0 youth)
Removals / Withdrawals	34 (31 confirmed, 3 youth)	7 (7 confirmed, 0 youth)
Deaths	3 (adults)	4 (adults)
Adjustments to Records	-1 baptized / 14 confirmed	0

Salem Lutheran Church
Balance Sheet
Consolidated - December 2018

Current Year

ASSETS		
BANK ACCOUNTS		
CHECKING ACCOUNTS		
	BMO CHECKING ACCOUNT	
	GF Checking Account	-\$2,585.21
	Pr Discretionary Checking	2,350.08
	Design Team Checking	1,355.05
	Building Fund Checking	25,970.22
	Growth Appeal Checking	13,485.12
	Mem Fund General Checking	2,950.97
	Mem Scholarship Ckng	50.00
	Mem Scholarship-Restrict	1,136.00
	Mem Facility Ckng	12,025.00
	Thrivent Choice Ckng	2,088.72
	Oasis Checking	254.18
	Pantry Pack Checking	10,930.99
	Teen Fundraising Checking	5,741.33
	Salem Sister's Checking	1,230.18
	Salem' Men's Checking	951.20
	Altar Guild Checking	175.53
	KC Service Netwrk Ckng	197.42
	Hope Builders Ckng	200.00
	Hall Estate Checking	31,243.18
	Subtotal Bmo Checking Account	109,749.96
	Subtotal Checking Accounts	109,749.96
SAVINGS ACCOUNTS		
	Thrivent - Mission Fund	20,000.00
	Thrivent - Building Fund	19,899.15
	Subtotal Savings Accounts	39,899.15
	Subtotal Bank Accounts	149,649.11
PREPAIDS		
	PREPAID - MISC	210.00
	TOTAL ASSETS	\$149,859.11
FUND BALANCE		
	Fund Balance	\$149,859.11
	TOTAL EQUITY	149,859.11
	TOTAL LIABILITIES AND EQUITY	\$149,859.11

Salem Lutheran Church
Income and Expense Statement

Consolidated Operations & Building - December 2018

	Year to Date	Annual Budget	YTD Budget Difference	Next Year Annual Budget
INCOME				
CONTRIBUTION INCOME	368,010.55	410,000.00	(41,989.45)	422,000.00
GROWTH FUND INCOME	9,639.00	0.00	9,639.00	0.00
2018 MORTGAGE SPECIAL APPEAL	44,165.00	50,000.00	(5,835.00)	0.00
DESIGNATED CONTRIBUTIONS	26,884.14	20,624.97	6,259.17	3,000.00
INTEREST INCOME	338.99	0.00	338.99	0.00
MISCELLANEOUS INCOME	150.63	0.00	150.63	0.00
TOTAL INCOME	449,188.31	480,624.97	(31,436.66)	425,000.00
EXPENSES				
FIXED EXPENSES				
PASTORAL STAFF	113,201.59	116,538.00	3,336.41	119,762.00
SUPPORT STAFF	162,037.20	174,813.98	12,776.78	153,465.00
ADMINISTRATIVE EXPENSE	21,943.44	24,450.00	2,506.56	25,825.00
BUILDING & GROUNDS	105,673.97	134,800.00	29,126.03	149,215.00
BUILDING FUND PROJECTS	0.00	0.00	0.00	25,500.00
Subtotal Fixed Expenses	402,856.20	450,601.98	47,745.78	473,767.00
MINISTRIES				
COUNCIL	680.00	1,350.00	670.00	1,350.00
OASIS	2,536.99	2,500.00	(36.99)	0.00
BENEVOLENCE	31,507.34	32,200.00	692.66	31,650.00
PANTRY PACK	7,500.50	0.00	(7,500.50)	0.00
NURSERY	0.00	350.00	350.00	350.00
CHILDREN'S MINISTRIES	2,165.40	3,550.00	1,384.60	3,550.00
VBS	816.59	2,500.00	1,683.41	2,500.00
TEEN MINISTRY	8,798.03	26,755.00	17,956.97	6,000.00
SALEM SISTERS	215.36	2,700.00	2,484.64	0.00
MEN'S MINISTRY	100.00	1,000.00	900.00	0.00
ADULT MINISTRIES	441.49	3,200.00	2,758.51	700.00
ALTAR GUILD	1,684.95	2,040.00	355.05	2,250.00
WORSHIP & MUSIC	2,546.11	3,850.00	1,303.89	4,150.00
FELLOWSHIP / EVANGILISM	2,045.03	1,300.00	(745.03)	1,300.00
OUTREACH	2,767.47	1,050.00	(1,717.47)	550.00
CONFERENCES & CONVENTION	1,611.35	3,975.00	2,363.65	2,600.00
GENERAL MINISTRY EXPENSE	394.64	400.00	5.36	400.00
MISCELLANEOUS	8.17	0.00	(8.17)	0.00
Subtotal Ministries	65,819.42	88,720.00	22,900.58	57,350.00
TOTAL EXPENSES	468,675.62	539,321.98	70,646.36	531,117.00
EXCESS INCOME\EXPENSES	(16,607.32)	(58,697.01)	42,089.69	(106,117.00)
LESS CASH ON HAND AT 1-1-2019				
GENERAL FUND				(2,585.21)
GROWTH FUND				13,485.12
BUILDING FUND				25,970.22
OASIS FUND				254.18
CASH FROM PROCEEDS OF SALE				40,000.00
CASH FLOW BALANCE				(28,992.69)

Salem Lutheran Church
Income by Year
 January - December

	Year ending Dec 2018	Year ending Dec 2017	Year ending Dec 2016	Year ending Dec 2015	Year ending Dec 2014
INCOME					
CONTRIBUTION INCOME					
General Offering	368,035.55	366,391.48	382,915.87	398,437.40	373,499.99
2015 Growth Appeal	9,639.00	88,975.75	94,264.09	123,643.20	80,094.05
2017 Feasibility Study	0.00	35,879.99	0.00	0.00	0.00
2018 Mortgage Appeal/Capital Campaigns	44,165.00	19.40	36,401.00	760.00	75,810.62
Subtotal Major Contributions	421,839.55	491,266.62	513,580.96	522,840.60	529,404.66
Investment Income	338.99	1,890.35	3,933.70	-524.08	6,693.17
Pantry Pack Revenue	11,006.05	6,791.29	7,049.53	5,501.90	4,247.56
POHT	7,051.27	27,548.88	12,984.03	11,603.24	10,666.77
Memorials & Hall Estate	1,335.97	14,690.00	0.00	25,184.49	66,649.71
Ministries & Designated & Misc	17,630.72	26,471.72	39,061.62	29,517.63	40,430.07
Subtotal Other Income	37,363.00	77,392.24	63,028.88	71,283.18	128,687.28
TOTAL Income	459,202.55	568,658.86	576,609.84	594,123.78	658,091.94

Yearly Statistics

	2018	2017	2016	2015	2014
# Contributors	152	148	151	147	151
# Families	137	144	150	146	151

Finance Team Report

The Finance Ministry Team ensures that Salem uses its financial resources prudently and effectively in support of Salem's ministry teams. The success of the Finance Team is built on the dedication of our volunteers: 2-4 offering counters every Sunday who record the offering and make sure it gets to the bank; Kathy Kostroske as our Financial Secretary, who ensures that your contributions are recorded correctly and receives all bills for submission to be paid; and the Treasurer, who makes sure the bills get paid promptly. Without them, it would be difficult for Salem to operate.

2018 was another challenging year, as our income did not quite cover our expenses. Desired building maintenance was again delayed due to lack of funds. We wrestled with various financing options, including borrowing additional funds, refinancing our existing mortgage, and considering the option for selling our property.

Major highlights from 2018:

- Monitored congregational finances, analysis of financial issues and trends, budget preparation, and recommendations for Council's decisions.
- Developed a finance calendar.

Goals for 2019

- Combining the Finance and Stewardship Teams for more effective ministry.
- Exploring new fundraising activities for sustaining the operations budget.

— Submitted by Joyce Benedict

Director of Worship Ministry *Heather Lewis*

Thank you to our congregation and staff for your enthusiastic support of our music in worship at Salem! I so appreciate the many musicians who give their time and talent weekly in the band and choirs — you are such a blessing to me and this community.

The choir presented the Tenebrae service *Prayers at the Cross* on Good Friday, and the Christmas cantata *Shout the Good News!* during Advent, as well as beautiful anthems every week. Salem's kids presented meaningful moments this year during worship, including the dramatic reading of the Passion on Palm Sunday, *The Bigger They Are* summer musical, the youth-led service in the fall, and the children's Christmas program. Many young singers also led our worship services throughout the year.

I began directing the children's choir this fall, which meets 15 minutes before Sunday school, and have enjoyed enthusiastic participation from our elementary-school kids. A small group played chimes for the children's Christmas program, and I intend to continue to offer opportunities for chimes in worship.

Thank you for allowing me to lead worship and music for this amazing congregation!



Director of Teen Ministries and Outreach

Emily Nelson Dixon

9th-12th Grade

Staff

This year our beloved John Holt had the opportunity to move back to his homeland to serve a church in Minnesota. His time, ministry, and legacy at Salem are very appreciated, and he is missed!

Emily Nelson Dixon joined the team mid-summer to help lead the group. She has done vocational youth ministry for 19 years at churches of varying sizes, and has had a blast getting to know Salem, the youth, the KCLYC group, and the community. She's excited to continue to learn what God has in store for this awesome group of young people at Salem.

Weekly Events (Hang Nights)

Salem 9th-12th grade students gathered three Sunday evenings each month for fun, service, and faith-sharing at Salem and at partner congregations through collaborative relationships. 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, lows, hopes for the week and focused on relevant faith issues and current events. In the fall, we started using a curriculum that follows the lectionary, which led to interesting conversations from Sunday school into worship by studying the same scripture. Each student brings a unique perspective to the different topics each week. A big "thank you" goes out to all of the families who supplied breakfast each week; we wouldn't be able to have that part of the morning (probably the teens' favorite part!) without the generous weekly donations from our families.

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 in which they serve include nursery or child care, worship leadership, Pantry Pack, and VBS, to name a few. They also completely led worship one morning on Youth Sunday with confidence and aptitude.



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, who act as a steering committee and creative body.



Senior High Summer Mission Trip

This past July our senior-high students traveled to Minneapolis, MN, in partnership with Redeemer Lutheran Church in downtown Minneapolis. We worked at the church to build a functional courtyard, and restore a huge, beautiful community garden. We painted the house of a retired veteran, and helped prepare a transitional housing shelter for new tenants. It was incredible to watch our young people become close with the people they were serving and those that they were serving alongside. Salem has a lot of be proud of with our teens!

Director of Teen Ministries and Outreach (cont.)

7th-8th Grade

Confirmation

We confirmed 10 students this year! After 2+ years of study, relationship-building, and growing in faith, 10 of our awesome confirmands joined the church in October, and we are better for it as a community!



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 three sessions, including a teaching session, group project session, and a project presentation session.

We strive to offer a safe and healthy space for our middle-school youth to build relationships and explore their faith. A big thanks goes to our awesome adult leader, Charlotte Wallenburg.

Sunday Morning

Middle-school students gathered each Sunday morning for breakfast and discussion. They shared their highs, lows, and hopes for the week, and in the fall, we started using a curriculum that follows the lectionary, which led to interesting conversations from Sunday school into worship by studying the same scripture. Each student brought their unique perspective to the different topic each week. Huge thanks to our faithful adult leaders, Susanne Neely and Lynn Ross — and also those 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. Our students enjoyed a lock-in, trampoline dodge ball, game night, and much more. Parents and students gathered quarterly to focus on relevant issues facing middle-school youth and their families, such as technology safety.



Confirmation Winter Retreat

Our confirmation group headed to Camp Tomah Shinga for a two-night confirmation retreat. Our focus was on adding spiritual practices into our daily lives. Our young people engaged in yoga and meditation, breath prayers, and a creative spirituality center, and walked a labyrinth. Plus we played, took in some great scenery, drank way too much hot chocolate, and went on many hikes. It was an incredible weekend for bonding and growing in our faith.



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.



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 (Lorel Brown):** creating ministry opportunities for pre-K through 6th grade children and families
- **Student Ministry (Emily Nelson Dixon):** creating ministry opportunities for 7th-through 12th-grade students and families
- **Safe Sanctuary (Cindy Harmison):** creating policies and procedures to safeguard our children and volunteers

Adult Ministries Core Team

- **Women's Ministry (Sisters – Kathy Kostroske & Angela Osheim):** 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 (Tracy Anderson):** providing food & fellowship through festival seasons
- **Salem Café (Pat Olinger & Cheryl Padgett):** providing food and hospitality on Sunday mornings
- **Mission Partner Lunch & Reception (Tracy Anderson):** providing food and fellowship for new members
- **Fellowship Events (Tracy Anderson):** creating opportunities for all ages to share in community
- **Small Group Ministries (Tracy Anderson & Danielle Atzeni):** creating opportunities for small groups to share in community

SALEM MINISTRY TEAM CHART

Service & Outreach Core Team

- **Gathering Table Meal Ministry (Lorel Brown):** meal ministry outreach program with partner church
- **Pantry Pack Ministry (Emily Nelson Dixon):** 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 (Donna Burchfield):** providing volunteers for Johnson County and Olathe

Facilities Core Team

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

Administration Core Team

- **Finance Team (Joyce Benedict):** manage the current and future financial needs of Salem
- **Human Resources Team (OPEN):** manage the current and future staffing need of Salem
- **Communication & Technology Team (Lorel Brown & Shari Van Baale):** 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 (Tanya Trana):** inspiring our community to be actively involved in God's mission

2018 MINISTRY TEAM HIGHLIGHTS

Adult Ministries

Seniors Serving Salem Ministry:

The seniors of Salem had a variety of activities this past year. We got together for about five meals and enjoyed the fellowship of all involved. The highlight of the year was in August when we got together for a meal at the Monticello Historical Station and Museum on 83rd Street. After the wonderful meal, we all took a tour of the museum and learned lots of new information and data on the history of our area. All went away knowing much more about our community, and how important it is. We live in a very historically significant area of the country. Plans are already underway for activities and meals in 2019. Everyone is welcome to join us; however, MOST of us are over age 39!



— Submitter by Terry Love

Salem Women:

Fellowship of the Vine: The women's social group has met once a month for the last year. Salem community members take a month and plan an event for the women of the congregation. We are able to build relationships and catch up with each other once a month. We also combined with the men's Fellowship of the Stein on a few occasions and formed a committee that met to plan the 2019 women's retreat. There are many different types of activities that we take part in and meet the needs of all kinds of interests. In 2019 we will continue to invite more women to be a part of the social events and continue to seek out new opportunities to build relationships.



Book Club: This ministry impacts the lives of those who attend by building relationships with each other, nurturing individual thoughts and ideas, and supporting each other through our ups and downs.

Bible Study: Our Bible Study meets on Thursday mornings at 9:30 a.m. from September through May. This ministry provides spiritual growth, to learn and apply God's word in our daily life, and to grow in a deeper relationship with each other. We are currently studying "The Armor of God," and welcome all women of Salem or friends of Salem to join us on Thursday mornings.

Craft Circle: This group started meeting each month in 2018. This group affects people's lives in the community by letting them know Salem cares through our card outreach (52 cards sent), prayer shawl ministry (57 shawls given), and newborn snugglies (3 given). It is touching to hear how their lives were impacted through the thank-you notes we receive. In 2018 we hosted an Adopt-a-Troop event in November, where 50 cards were made and given to both veterans and the troop Salem adopted. Salem also collected items to support a troop overseas. In spring 2019 we hope to host a Lutheran World Relief school bag project.

Service & Outreach Ministries

Gathering Table:

This ministry is a partnership with many other congregations and the Gathering Table, formerly known as Children's Memorial Lutheran Church, located at 5001 Independence Ave. in Kansas City, MO. Salem's role has been to collect food items and then cook and serve lunch on a Saturday to a group of food-insecure folks in that area once every other month.



Jen Beutel and I spent the first part of 2018 on the steering committee for the Gathering Table, participating in some visioning and planning. This summer, Jen and I both stepped down from the committee, as we felt they were going in directions in which we couldn't offer much help. Instead, we decided to continue our involvement through Salem as before, gathering food and serving a meal 6 times per year on a Saturday. The number of people served has remained fairly steady at around 80 each time.

Salem's volunteers have donated roughly \$5,500 in meals this year. Each time we serve, our serving slots have filled up weeks in advance because so many people want to go down and serve with us. We've revamped the meals we serve to make them more appealing and provide more variety. We always prepare a hot meal, and we've worked in more salads. (The desserts that member Katie Lange prepares are legendary.) Dignity is a big priority for us in the choices we make about what we serve: We prepare only meals that we would prepare for our own families at home.

— Submitted by Lorel Brown



Visitation Ministry:

The Visitation Team consists of Larry and Peggy Beerbohm, Joyce Benedict, Rustin Bolejack, Shanna Brende, Greg Beutel, Karan Haynes, Pam Hedlund, Pat Olinger, Bob and Julie Roediger, and myself. The purpose of our team is to be an extension of the Salem community to those who cannot worship at Salem on a regular basis. In addition to regular pastoral visits, we endeavor to pray for, call, and/or visit those hospitalized, homebound, and in care facilities, and we offer communion if requested. I believe that in 2018 we made the most consistent visits since our team's inception, and we would welcome any members of Salem to join this incredible ministry to make it even better. Please feel free to contact any member of this team if you or someone you know would like a visit.

Respectfully submitted,
Jill Whetter, team leader

Service & Outreach Ministries (cont.)

Pantry Pack Program:

This year Pantry Pack continued to feed our community by serving 1,400 households and providing on average 40 packs a week to families facing food insecurity. Each week, we provide a bag of pantry staples (cereal, beans/rice, etc.) and fresh produce from Harvesters. Pantry Pack collected items for a toiletry bag and school supplies for families in August. We also provided two large boxed meals, including a turkey or chicken for Thanksgiving and Christmas. Boy Scouts and Cub Scouts helped collect donations for the Christmas boxes in 2018. A networking group provided cards to add to the Christmas boxes. The congregation packed the Christmas boxes during Advent worship.



Pantry Pack continues to work closely with the Unitarian church and is still pursuing relationships between other churches/not-for-profits and the community.

This year, one of our regular recipients came in on a Thursday morning and we were excited to see him. He and his family won the visa lottery in their country and were able to come to the United States to pursue a better life. But he and his wife found it difficult to find work, as their professional credentials didn't transfer well to the United States. They found Pantry Pack, and it helped them close the gap of their food needs for their family. That particular morning he came in to tell us that he finally landed a great job! But also, he felt so blessed by Pantry Pack and how it helped his family through their difficult time, that with his very first paycheck, he was making a donation to Pantry Pack to help families like his and help us continue our mission. He was filled with pride, joy, and a deep appreciation. The Pantry Pack volunteers couldn't keep their eyes dry that morning!



We have a few goals for 2019. We'd like to work toward more sustainable funding, and we'd love to grow into other ways we can help our families, and possibly expand our reach. We'd also love to focus, this year, on telling our community the story of our ministry.

— Submitted by Emily Nelson Dixon and the Pantry Pack Team

Benevolence:

In 2018 Salem committed to tithe 7% of the offering to Mission and the Mortgage Appeal. In addition to the tithe there were separate designated gifts from visiting choirs, to our offering at the synod assembly, and Lutheran World Relief. Our Lenten offerings were designated to Pieces of Hope and Synergy Services.

<u>Tithe</u>			
ELCA Synod	\$27,400	\$368,011	Offering to Mission
Hollis Renewal Center	\$1,000	\$44,165	Offering to Mortgage
MLM	\$500	\$412,176	Appeal
Total	\$28,900	\$28,852	Total
			7% of total
<u>Other Gifts</u>			
Wartburg Choir	\$522		
Midland University Choir	\$621		
Central State Synod			
Assembly	\$367		
Lutheran Disaster Relief	\$245		
Pieces of Hope	\$426		
Synergy Services	\$426		
Total	\$2,607		
Total Gifts	\$31,507		

— Submitted by Lynn Ross

Children's Ministry

The work of Salem's children's ministry team touches the lives of our youngest members from birth through 6th grade. From cradle roll to baptism classes to Sunday school to First Communion classes to Vacation Bible School and more, our ministries give us the chance to connect and grow alongside some of our most curious, energetic, and passionate members.

In 2018 we continued our efforts to tweak and improve our rotational Sunday school program. We found the music curriculum from our provider to be not very interesting for our kids, and we missed their musical involvement in worship. We worked together with Heather Lewis to restart the children's choir for preschool through 6th grade, with practices on Sundays from 9:00-9:15 a.m., just before Sunday school. Heather has found the room bursting with kids excited to share their musical talents.



We've also seen a small, steady increase in the number of students joining us for Sunday school. Each week we have the joy of watching about 27-29 kids gather every Sunday and explore Bible stories in ways that are fun, energetic, relevant, and allow kids to use all their senses to learn about their faith. We've struggled at times to fill our short-term adult volunteer roles for rotation leaders. It's a short, three-week commitment, and all curriculum and supplies are provided, so if you have an interest in having some fun with some awesome kids, please contact me by email at lorel.fox@gmail.com or by phone or text at (913) 251-1490.

As part of the new Sunday school program, we have a few Sundays each year where we do something different, an intergenerational event. In 2018, we had two such Sundays. In the spring on Mother's Day, our kids served breakfast to our Salem community in honor of our moms and all the women in our lives who help us grow in faith. In the fall, we had an event for families of all shapes and sizes to get together to make an Advent log together. (An Advent log is like an Advent wreath but using a piece of wood rather than a greenery wreath). About 30 logs were made, with probably 60-70 people involved in the creativity. Many thanks to Matt Brown for picking up donated wood, hauling it home to drill candle holes, and hauling it to church for the event.



Vacation Bible school is always a highlight of our year, drawing 40-45 children and more than 50 adult and middle- and high-school youth volunteers for a week of high-energy learning about the love of Jesus. Everyone makes new friends, deepens existing relationships, and has the opportunity to experience the love of Jesus. This year, Jen Beutel and I wrote our own curriculum around the idea of speaking out, standing out, and stepping out for hungry people. Each night of VBS, we learned more about people living with food insecurity in our communities and how we can help. We made food to be shared through Pantry Pack and also at the Gathering Table, formerly called Children's Memorial. It was a hot, messy week in the kitchen at Salem, but our kids had a great time and learned so much about how God wants us to share what we have with others.



(continued on next page)

Children's Ministry (continued)

Probably the greatest moment for me personally at VBS this year was when talking with three new friends who were visiting Salem for VBS. One of the boys shared with me that he and his siblings had attended another VBS program at another church the week before. I asked him what they did there and how they liked it. He told me some activities he enjoyed, and then he surprised me by saying he was having a much better time at Salem's VBS. (At the time we were standing in the Salem kitchen on a hot July night with an under-performing air conditioner and two ovens on. We were both dripping with sweat!) I asked him why, and I'll never forget his answer, "Everyone has just been so *nice* here. I mean, adults were nice at the other VBS, and some kids, too, but here, it's like we just already really belong here. We're just like everyone else."

For 2019, some goals for our team are:

- Continue having intergenerational events to foster stronger relationships among children and adults of all ages.
- To find ways to engage our younger age groups regularly to encourage relationship building and service among our youngest members. With the discontinuation of Wednesday night activities for kids 6th grade and younger, we see a real need for fellowship events for these age groups.
- Continue to collect feedback about the new Sunday school program and fine tune it as needed.
- Recruit additional team members to enhance our work in all areas.

The Children's Ministry Team thanks all the adults who have engaged in ministry with our kids in 2018. It truly takes a village to provide the time and space and connection our kids need to grow in faith and serve God in so many ways.

— Submitted by Lorel Brown



Facilities Ministries

Design Team:

The Interior Design Team continues to decorate the sanctuary and narthex for each church season. The decorations reinforce the seasonal liturgical message for members with colors, textures, and symbolic elements. We also provide support for ministry teams that have decorating needs.

Our primary goal for 2019 is to continue with seasonal decorating for the church, incorporating unique suggestions from team members. A secondary goal is to develop a resource/guide for team members as a template for colors and elements used in each liturgical season. This will assist us in delegating decorating duties to all team members.



Thank you to all Interior Design Team members that assisted with decorating activities in 2018!

— Submitted by Steve Wise and Jill Whetter

Property Team:

- 1) There were no major Property issues this year. We had the normal maintenance and cleanup issues plus the following:
 - Snow removal as required.
 - Correction of deficiencies identified during annual Lenexa Fire Department inspection.
 - Sanctuary air conditioner coolant recharging during summer.
 - Some water infiltration in the sanctuary building during periods of heavy rain. One very large infiltration due to clogged gutters on the south side of the sanctuary roof.
 - Repairing toilet and leaky water pipe in Luther Hall.
 - Furnace repair in Koinonia Hall.
- 2) We continue to be amazed by mission partners' willingness to participate in our building and grounds cleanup days, as well as help out as needed with various property repairs and maintenance.

As you know, Salem is blessed with some very dedicated individuals. We would like to recognize them for their work and dedication.

- Dave Bowen — continues to keep us in operational mode — handling maintenance items that pop up.
- Mike Dougherty — monitors maintenance contracts.
- Jill Whetter and the Design Team — has a special touch making our buildings inviting, while adding unique presentations of color as our church calendar changes.
- Steve Wise and the Dream Team, who spent countless hours exploring building options.
- Marty Taylor, who helped Jim Rehor explore repair and construction quotes with outside vendors.



We would also like to thank all who contributed time and efforts to maintain our campus and facilities. Many thanks to the people like Gary Johnson, who mowed and monitored our lawn.

This past year, Salem debated alternatives of "what ifs" regarding ownership and property challenges. A lively exchanges of ideas occurred based on quotes and presentations of alternative options of locations, so we tabled and postponed any major efforts until the process plays out.

It appears the majority of our members back the Narthex ownership of Luther Hall and the Sanctuary. When the negotiating of sale and leaseback are complete, we will pursue improvements that we can afford and deem necessary to complete new ministry plans.

Koinoina Hall would continue to be Salem's responsibility. Improvements could potentially be made.

— Submitted by Dave Bowen and Jim Rehor

Fellowship Ministries

Fellowship and Hospitality Team Report:

Our Team's Purpose and Scope: Connecting Through Shared Experiences

We create opportunities for people to connect with one another and to the life and work of Salem Lutheran Church. We have a variety of activities and events through out the year for gathering together. Everyone is welcome.

2018 year in review:

Coffee Fellowship: Every Sunday after both worship services, coffee, hot tea, and water are available with a variety of snacks for a time to socialize in the Salem Café. We want to offer a space where people can enjoy a drink and have conversation together.



Hosted New Member Luncheons and cake receptions throughout the year.

Organized Lent and Advent dinner volunteer groups.

Fall Church Picnic and Softball Game:

Organized, set up, and hosted the Fall Picnic at Swarner Park.



Dinner 4 Eight: Provided sign-ups and organized social dinner groups during the year to provide the opportunity for people to get to know one another. There currently are five groups meeting regularly.



NEW: Happy Hour Hangout: Organized a monthly happy hour hangout, where everyone is welcome, to enjoy fellowship and unwind together.

NEW: Volleyball: While not directly under the Fellowship Team, Salem coordinated its first adult sand volleyball team for the summer and fall. This opportunity to engage with one another in addition to members of the community was a great experience. We look forward to seeing additional teams and sports in the future.



Goals for 2019:

The team would like to continue to provide opportunities to connect through shared experiences, though to do so, is in immediate need of additional volunteers to make this happen. The team's ability to provide and organize fellowship opportunities is dependent on having volunteers who can serve on this committee. We always are looking for new ideas and would welcome anyone who would like to be a part of the team.

— Submitted by Danielle Atzeni