

# **2019 Annual Report**

## **Salem Lutheran Church**

**January 26, 2020**

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# **SALEM LUTHERAN CHURCH**

## **ANNUAL MEETING AGENDA**

**January 26, 2020**

Opening Devotion	2 Corinthians 5:17	Pastor Cynthia
Approval of Minutes from Special Congregational Meeting, January 13, 2019		Greg
Approval of Minutes from Annual Congregational Meeting, January 27, 2019		Greg
Thanks & Recognitions		Greg
Review of 2019 Financials		Lynn
Election of Council Positions		Greg
• Tanya Trana (2nd 3-year term) • Vance Thomas (3-year term) • Ray Burchfield (3-year term)		
Synod Assembly Representatives		Pastor Cynthia
• 2 Delegates needed (1 female, 1 male) + 2 alternates • Will be held in St. Louis, MO June 4-6 (begins evening of June 4, ends afternoon of June 6)		
Ministry Highlights & Visioning		Pastor Cynthia
Presentation & Approval of 2020 Budget		Greg & Lynn
Next Steps		Lynn
• February Planning Meeting • Smaller team meetings • Special Congregational Meeting: Sunday, April 26, 11:45 a.m.		
New Business / Looking Ahead		Lynn
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.

## **Special Congregational Meeting**

### **January 13, 2019**

A special congregational meeting was held on January 13, 2019 to vote on the following resolution:

*To authorize the Council to: (1) sell the sanctuary building, Luther Hall, and the associated land and improvements (at 9135 Haskins and 9143 Haskins, respectively) to Narthex Properties, LLC; (2) negotiate the sale price and all conditions of sale, including lease terms for the buildings; and (3) execute a purchase agreement, lease agreement, and all other documents necessary to carry out the sale.*

*Vote (circle choice):*

*For Resolution*

*Against Resolution*

*Abstention*

Council President Tanya Trana called the meeting to order at 11:45 a.m. A quorum was verified as Council distributed ballots to 113 eligible voting members that were on record.

Pastor Dave opened the meeting up with an opening prayer. Following the opening prayer, Tanya Trana read the motion for the congregational vote.

*Jen Beutel made a motion to accept the motion as written, L'Erynn Hahn seconded the motion.*

Tanya Trana asked if there were any discussion. Jim Rehor discussed the topic of the revote. *Cindy Harmison made a motion to call for a vote. Bob Roediger seconded.*

The motion passed with 89 for, 24 against, and 0 abstentions.

*Joyce Benedict made a motion to adjourn the meeting. Jen Beutel seconded the motion.*

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## **2019 Annual Congregational meeting**

### **January 27, 2019**

Quorum is a minimum of 40. We have approximately 60 for the meeting.

Meeting called to order at 11:49 a.m.

Quorum met.

Pastor Dave opening devotion: Matthew 16:19-22.

#### **Approval of minutes**

Review of meeting minutes. Jen Beutel motioned to approve, Kris Burki seconded.

Lynn Ross motioned to amend, Vance Thomas second edit ... Danielle Atzeni 3-year-term.

Lynn called for vote, Jen Beutel called for vote. Show of hands to amend. Motion passed.

#### **Special Congregational Vote minutes from November 11, 2018**

Lynn Ross motioned, seconded Scott Hahn.

Matt Brown motioned to call vote, Lorel Brown seconded. Show of hands.

Motion passed.

#### **Thanks and recognition**

Thanks to Kathy Kostroske for her years of service.

(continued on next page)

# **Annual Meeting Minutes (cont.)**

## **Review of 2018 financials**

Lynn Ross presented items. Correction was noted in the annual report that the -\$16,607 value should read -\$19,487.

Greg Beutel motioned to accept, Zach Atzeni seconded.

Discussion that the written report will be updated to reflect the difference.

Motion passed.

## **Election of Council Positions**

Ballots distributed

Scott Hahn, 3-year-term

Tracy Anderson, 3-year-term

Lynn Ross, 3-year-term

52 all three, several votes came in for individual candidates and there were three write-in candidates that received a single vote.

## **Synod Assembly**

Representatives needed for June 6-8 (1 female and 1 male). Kris Burki volunteered to be a representative.

## **Contribution trends**

Peak of contributions is 2015.

Pledges for 2019 are down. Not all pledges from 2018 were received.

## **Ministry highlight video for 2018**

How do we thrive and not just survive as a congregation?

## **Annual Budget for 2019**

Budget does not include any raises for staff salaries.

Benevolence to increase from 7% to 7.5%.

Question about men's ministry and Salem Sisters. These are self-sustaining groups and do not typically need much. However, groups could try to utilize Thrivent action teams to raise funds.

Lorel Brown, how do we promote Salem outwardly?

Vance Thomas motioned to approve, Tracy Anderson seconded.

Question about how many members are Thrivent members. The office needs to be called to identify Thrivent members.

Show of hands to approve the budget, 1 opposed, 0 abstained.

Motion passed.

## **Narthex update — Ryan Konen**

Team of Cindy Harmison, Marty Taylor, Jim Rehor, Ryan Konen, and Adam Boxberger.

Purchase agreement details are mostly in place. The lease agreement details are being worked out.

## **Next Steps**

Leaders' retreat on Feb. 16. Leaders and members of the congregation have been invited to attend.

A team has been put together for reviewing our constitution and bylaws.

There was discussion about what changes may be made to the congregation.

## **New Business**

Colleen Hall — reminder of the power of prayer.

Motion to adjourn by Scott Hahn, Scot Harmison seconded. Motion passed.

# **Pastor's Annual Report**

Grace and peace to you in the strong name of Jesus Christ Our Lord. Amen.

For my pastor report this year I would like to break it down in to three parts — blessings, challenges, and goals for the year.

## **Blessings**

- Three months into my interim here at Salem I have gotten to know the routine of the congregation. Sunday mornings I have tried to drop into various classes, listen to the choir practice, visit with people in the Salem Café.
- I also have had the opportunity to participate in the Pantry Pack, the Advent services, committee meetings, staff meetings, and chats with people who just happen to drop into the office. We have had two students confirmed and two baptisms since I have been here, joyful occasions and celebrations for the congregation.
- I have made a few calls on members and been in contact with those who have lost loved ones.
- I am getting used to the pace of the congregation, with it being busier than the rural interims that I have served.
- It has been a blessing to have such a wonderful staff to work with — Mikki and Shari in the office, Heather with worship, Emily with youth and outreach — plus, so many others who are active in the life of the congregation. Truly the congregation is active and has energy.

## **Challenges**

- Although I see people who are active and that the congregation has energy, some of you are wanting more — more people to attend worship; more children in our Sunday school program; more income into the ministry of the congregation. Also, some of you have become weary and worn out. Transitions can be a time to evaluate and look at where we have been, where we are in the present and where we are wanting to be in the future.
- Change is difficult. My style as an interim pastor is different than Pastor Dave, and even other interims you have experienced. So, we need to be patient with one another. We need to listen to one another and walk this journey together. We need to have confidence in the process and faith in a positive outcome.

## **Goals for 2020**

- During the months of February and March we will be having Discernment Discussions, between services and some will be afternoon or evening offsite. The council and I had decided we need a time of listening, hearing people's concerns for the congregation, but also their joys about the ministry here at Salem.
- In the interim process a transformation team will be developed and we will start the work of developmental tasks.

So, I ask for your prayers, your patience, and your willingness to walk together on this journey.

Peace, Pastor Cynthia Schnaath

## Congregational Council President's Report

Greetings brothers and sisters in Christ,

Last year was a year of big decisions and a lot of changes for Salem. Changes that were stressful for some, yet inspiring for others.

The most obvious change was selling the sanctuary and Luther Hall to Narthex. We had owned both buildings since they were built, and the property they sit on since before that. With the changing of society and how people give and worship, coupled with our present budget and looming future expenses, I believe we made the correct decision. As many people said at our various meetings, Salem is about the people.

After the sale to Narthex, many of the much-needed repairs, some that we have been delaying, were completed. This includes visible improvements (such as new sanctuary carpeting and new basement windows in Luther Hall) to the less visible (new sanctuary furnace/AC and repair of the bell tower).

The other big change which is on everyone's mind is the resignation of Pastor Dave as he accepted a position to work with the bishop. Naturally, we will miss him, as he did a lot for Salem. But, this also creates an opportunity for Salem. (*What do you want Salem to be in the future?*) Yet, as the call process starts later this year, we'll need to be patient. Please keep our council members and the call committee in your prayers in 2020.

With Pastor Dave's leaving, more duties were placed on other staff and lay leaders, which put a hold on some of what we hoped to work on this year. It demonstrated how important having a full-time pastor is to a worshiping congregation.

Last fall, an endowment of \$558,000 was created from the proceeds of the sale of our two buildings. We began the process of modifying and updating our constitution. We plan on finishing this in 2020.

In other notes, our new website went live this past fall, with a more modern, easier-to-navigate, visitor-friendly layout. Additionally, we welcomed Pastor Cynthia Schnaath as interim pastor. We all need to utilize the gifts she brings us.

This year brings us even more challenges, as our giving declined. It is council's belief that we cannot continue to afford to occupy the sanctuary and Luther Hall. Even without having to plan for large future maintenance and repair expenses, the size of our congregation and budget don't allow for the annual expenses. As we have discussions throughout the year, we must think not only of how Salem has changed or not changed, but of how much society has changed, and how we should fit within it. My belief is that the positives outweigh the negatives, but I believe we're up for the challenge.

God bless,  
Greg Beutel  
Outgoing Council President.

# Council Candidates Bios

## Tanya Trana (2<sup>nd</sup> 3-year term)

My husband Paul and I have been mission partners at Salem since 2004, when we moved to the area. We have two children — Ben and Ruby.

Being a mission partner at Salem has provided the opportunity to be involved in a variety of activities. I am currently involved as a soundboard operator and sing as part of the choir. I have also been active as a VBS volunteer, part of the Long-range Planning Team, a member of the Call Committee, previous leader of the Worship Team, and served on various teams during Salem's capital campaigns.



I have previously served on Council in 2010-12 and 2017-19. The 2020-22 Council position will be my second consecutive term.

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## Vance Thomas (3-year term)

Our family first attended Salem for Ash Wednesday services in 2014, and we became members later that spring. It was a stressful period for our family, and Salem was, and continues to be, a welcoming, caring, and unassuming community.



I have master's degree in religious studies from the Lutheran School of Theology at Chicago and did Ph.D. work in theology at Marquette University. I have been working at Central Baptist Theological Seminary as the library director for the past 13 years.

I have served on various occasions as lector, usher, communion assistant, and education leader for different age groups, from elementary school to adults.

I look forward to the opportunity to continue to serve at Salem and to help guide its future.

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## Ray Burchfield (3-year term)

I have been a member of Salem Lutheran since 2018. I am active with the music ministry, and my wife Donna is becoming involved with Altar Guild and other activities. I am interested in providing support to the church's mission, and to ensure its success going into the future. I really love how this is a Christ-centered community that is welcoming to all. I love the liturgy in worship, and the many ways we can experience the presence of God and the Holy Spirit.



I was raised in a Christian home, as a Southern Baptist. I made a profession of faith and was baptized at age 10 in Fremont, Nebraska. I fell out of the habit of attending church in my college years. Later, I resumed attending church when our oldest son was born with the encouragement of my wife.

I have been married to my loving wife Donna for 40 years. We have two adult sons, who are both married, and we really enjoy spending time with our two granddaughters. I am a psychologist, practicing in a community mental health center in Lee's Summit. I have been active as an adult leader in the Boy Scouts of America for the past 30 years.

## AMONG OUR PEOPLE

	<b>2019</b>	<b>2018</b>
<b>Member Households</b>	146 (9 inactive)	153 (12 inactive)
<b>Baptized Members</b>	344	350
<b>Confirmed Members</b>	272	278
<b>Students Confirmed</b>	2	10
<b>1st Communion Students</b>	8	10
<b>Weddings Performed</b>	0	3
<b>Memorial Services</b>	2	4
<i><b>Attendance Information:</b></i>		
<b>Avg. Weekly Attendance</b>	133 (303 out of 344 participated in worship)	154 (306 out of 350 participated in worship)
<b>Ash Wednesday</b>	143 (40 at Glitter Ash and 103 at evening service)	123
<b>Avg. Lenten Service</b>	59	59
<b>Maundy Thursday</b>	119	124
<b>Good Friday</b>	112	131
<b>Easter Sunday</b>	Sunrise (9), 277	Sunrise (4), 330
<b>Avg. Advent Service</b>	46	44
<b>Christmas Eve</b>	242 (5 p.m.-111 7:30 p.m.-96, 10 p.m.-35)	308 (5 p.m.-143 7:30 p.m.-107, 10 p.m.-58)
<i><b>Members Received</b></i>		
<b>Baptized</b>	2 children	8 children / 1 adult
<b>Affirmations</b>	4 (3 confirmed, 1 youth)	2 adults
<b>Transfer In</b>	11 (8 confirmed, 3 youth)	2 adults (both confirmed)
<b>Re-instated</b>	2 confirmed	0
<i><b>Members Released</b></i>		
<b>Transfer Out</b>	7 (6 confirmed, 1 youth)	11 (10 confirmed, 1 youth)
<b>Removals / Withdrawals</b>	14 (12 confirmed, 2 youth)	34 (31 confirmed, 3 youth)
<b>Deaths</b>	3 (adults)	3 (adults)
<b>Adjustments to Records</b>	none	-1 baptized / 14 confirmed

*Salem Lutheran Church***Balance Sheet**

Consolidated - December 2019

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Current Year**ASSETS****BANK ACCOUNTS****CHECKING ACCOUNTS****BMO CHECKING ACCOUNT**

GF Checking Account	-\$2,514.40
Pr Discretionary Checking	2,692.68
Design Team Checking	84.83
Endowment Fund Checking	5,328.69
Building Fund Checking	18,614.27
Mem Fund General Checking	1,331.56
Mem Scholarship Ckng	1,600.00
Mem Ministry Ckng	96.04
Mem Facility Ckng	12,025.00
Thrivent Choice Ckng	2,124.65
Pantry Pack Checking	16,412.59
Children's Other Ckng	5.00
VBS Checking	25.97
Teen Fundraising Checking	768.53
Salem Sister's Checking	906.97
Salem' Men's Checking	1,140.20
Altar Guild Checking	102.12
Altar Guild - Restricted	868.58
KC Service Netwrk Ckng	197.42
Hope Builders Ckng	200.00
Property Sale Checking	46,626.27
Hall Estate Checking	31,243.18
 Subtotal Bmo Checking Account	 139,880.15

Subtotal Checking Accounts

139,880.15

**SAVINGS ACCOUNTS**

Thrivent - Mission Fund	20,000.00
Thrivent - Building Fund	23,138.03

Subtotal Savings Accounts

43,138.03

Subtotal Bank Accounts

183,018.18

**PREPAIDS**

PREPAID - MISC	206.00
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**INVESTMENTS****ENDOWMENT FUNDS**

ENDOWMENT FUND OF ELCA	558,210.00
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**TOTAL ASSETS**

\$741,434.18

\$741,434.18**FUND BALANCE**

Fund Balance	\$741,434.18
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**TOTAL EQUITY**

741,434.18

741,434.18**TOTAL LIABILITIES AND EQUITY**

\$741,434.18

\$741,434.18

**Salem Lutheran Church**  
**Income and Expense Statement**

Consolidated - December 2019

	2019 Year to Date	2019 Annual Budget	2019 YTD Budget Difference	2020 Annual Budget	4 Month 2020 Budget
<b>INCOME</b>					
CONTRIBUTION INCOME	337,868.64	422,000.00	(84,131.36)	350,000.00	116,655.00
2018 MORTGAGE SPECIAL APPEAL	295.37	0.00	295.37	0.00	0.00
DESIGNATED CONTRIBUTIONS	39,512.71	3,000.00	36,512.71	1,250.00	400.00
INTEREST INCOME	3,349.72	0.00	3,349.72	0.00	0.00
PROCEEDS OF SALE	778,635.26	0.00	778,635.26	0.00	0.00
ENDOWMENT FUND INCOME	5,328.69	0.00	5,328.69	0.00	0.00
MISCELLANEOUS INCOME	100.97	0.00	100.97	0.00	0.00
<b>TOTAL INCOME</b>	<b>1,165,091.36</b>	<b>425,000.00</b>	<b>740,091.36</b>	<b>351,250.00</b>	<b>117,055.00</b>
<b>EXPENSES</b>					
FIXED EXPENSES					
PASTORAL STAFF	105,229.15	119,762.00	14,532.85	98,069.92	32,689.97
SUPPORT STAFF	157,128.25	153,465.00	(3,663.25)	174,477.37	52,725.79
ADMINISTRATIVE EXPENSE	25,157.92	25,825.00	667.08	23,640.00	7,880.00
BUILDING & GROUNDS	141,212.16	149,215.00	8,002.84	160,175.00	52,973.33
BUILDING FUND PROJECTS	8,000.00	25,500.00	17,500.00	10,500.00	9,000.00
<b>Subtotal Fixed Expenses</b>	<b>436,727.48</b>	<b>473,767.00</b>	<b>37,039.52</b>	<b>466,862.29</b>	<b>155,269.09</b>
MEMORIALS	1,265.93	1,000.00	(265.93)	0.00	0.00
COUNCIL	270.00	1,350.00	1,080.00	500.00	250.00
BENEVOLENCE	88,973.90	31,650.00	(57,323.90)	28,000.00	9,333.33
THRIVENT CHOICE	1,083.07	0.00	(1,083.07)	0.00	0.00
PANTRY PACK	7,585.59	0.00	(7,585.59)	0.00	0.00
NURSERY	0.00	350.00	350.00	200.00	66.67
CHILDREN'S MINISTRIES	1,002.40	3,550.00	2,547.60	1,250.00	416.67
VBS	2,398.08	2,500.00	101.92	2,600.00	0.00
TEEN MINISTRY	18,990.18	6,000.00	(12,990.18)	6,000.00	2,000.00
SALEM SISTERS	2,245.14	0.00	(2,245.14)	0.00	0.00
MEN'S MINISTRY	180.00	0.00	(180.00)	0.00	0.00
ADULT MINISTRIES	49.35	700.00	650.65	500.00	250.00
ALTAR GUILD	1,698.36	2,250.00	551.64	1,250.00	500.00
WORSHIP & MUSIC	3,829.21	4,150.00	320.79	4,150.00	1,383.33
FELLOWSHIP / EVANGELISM	1,201.32	1,300.00	98.68	2,835.00	945.00
OUTREACH	3,828.31	550.00	(3,278.31)	5,350.00	516.67
CONFERENCE & CONVENTION	2,020.37	2,600.00	579.63	2,075.00	0.00
GENERAL MINISTRY EXPENSE	217.60	400.00	182.40	240.00	80.00
<b>Subtotal Ministries &amp; Memorials</b>	<b>136,838.81</b>	<b>58,350.00</b>	<b>(78,488.81)</b>	<b>54,950.00</b>	<b>15,741.67</b>
<b>TOTAL EXPENSES</b>	<b>573,566.29</b>	<b>532,117.00</b>	<b>(41,449.29)</b>	<b>521,812.29</b>	<b>171,010.76</b>
 <b>EXCESS INCOME\EXPENSES</b>	<b>591,525.07</b>	<b>(107,117.00)</b>	<b>781,540.65</b>	<b>(170,562.29)</b>	<b>(53,955.76)</b>
 Less Cash on Hand:					
General Fund				(2,514.40)	(2,514.40)
Building Fund				18,614.27	9,000.00
Hall Estate Fund				31,243.18	7,470.16
Cash from proceeds of sale				40,000.00	40,000.00
 Cash Flow Balance				(83,219.24)	0.00
 Additional Resources:					
Thrivent Mutual Funds		43,138.00			
Endowment Fund		558,210.00			
		601,348.00			

## Finance Team Report

### Finance Team:

The Finance Team's primary objective is to ensure that Salem uses its financial resources prudently and effectively in support of Salem's ministry teams. We also work with other teams as they set goals and budgets for their yearly efforts.

We are fortunate to have dedicated volunteers to keep Salem moving forward in regard to finances:

- Every week, offering counters record the offering and make sure the proceeds get to the bank.
- Kathy Kostroske, as our financial secretary, ensures that your contributions are recorded correctly and sends out statements to the giving units. Kathy also receives invoices and bills for submission to be paid in a timely fashion.
- Joyce Benedict, as the treasurer, spends countless hours performing the accounting functions of Salem. Joyce is instrumental in keeping Salem's committees focused on setting goals and budgets for the upcoming year. Using our PowerChurch software, she also produces numerous financial statements for the Council. Joyce also is head of the Finance Team.

The people listed above keep us from having to hire an accountant to perform these functions. Many churches today have to outsource these functions.

As you know, 2019 was a year of transition. The congregation approved the sale of two of our properties to Narthex, and we then became tenants. Salem did retain possession of Koinonia Hall.

An Endowment Team (Kelly Brende, Jim Nicholson, Jen Thomas, and Stephanie Whitcher) was created to help us manage the proceeds from the sale. This team was asked to produce a framework to keep a portion of the proceeds safe and secure in an uncertain economic environment. The team consists of experienced and talented people dealing with finances and law.

As Pastor Whetter stated in one of his last sermons "Salem is rich". Today we have no debt, an endowment fund, and cash to use in the upcoming years. Salem is also rich in tradition, a congregation in Lenexa for more than 130 years.

Our giving patterns have changed, and we as leaders will be forced to deal with what will become the new normal. Planning for the future will take innovation for us to survive as a stand-alone church.

This year will be a year of new and different challenges; with your help we expect to continue God's work at Salem.

### GOALS FOR 2020

- Work with the Stewardship Team to promote successful campaigns.
- Explore new fundraising activities.
- Analyze the new options for ministry models.

— Submitted by Jim Rehor

(Finance Team Report continued on next page)

## Finance Team Report (cont.)

### Benevolence:

In 2019 Salem committed to tithe 7.5% of the offering to mission. In addition to the tithe, there were several designated gifts from proceeds of the property sale. Lenten offerings went to Hollis and Camp Tomah Shinga, and Advent offerings went to Pantry Pack

#### Tithe

ELCA Synod:	\$20,340	<u>Offering to Mission:</u> \$337,869  <b>9.1% tithe</b> benevolence
Hollis Renewal Center:	\$ 2,000	
MLM:	\$ 1,000	
Gathering Table:	\$ 500	
Oaks Indian Center:	\$ 500	
ELCA (national):	\$ 2,016	
St. Mark Hope and Peace:	\$ 3,554	
CSS Assembly in June:	\$ 1,068	
<hr/>		
<b>Total:</b>	<b>\$30,978</b>	

#### Benevolence from Property Proceeds:

Gathering Table:	\$ 1,000
ELCA (national):	\$ 1,800
ELCA (Synod):	\$46,395
St. Mark Hope and Peace:	\$ 1,800
Oaks Indian Center:	\$ 2,000
Cross-Lines	\$ 2,000
Wounded Warrior Project	\$ 1,000
Lutheran School of Theology	\$ 2,000
<hr/>	
<b>Total:</b>	<b>\$57,995</b>

**Total Benevolence:**      **\$88,973**

— Submitted by Bob Roediger

## 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 adult choir presented the Tenebrae service *It is Finished* on Good Friday, and the Christmas cantata *The Heart of Christmas* 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, *Hey, Joshua!* summer musical, the youth-led service in the fall, and the children's Christmas program, *The Heart of the Story*. The children's choir enthusiastically performs monthly, and many young singers also lead our worship services throughout the year.



### New worship offerings in 2019:

- In addition to our regular evening Ash Wednesday service on March 6, we offered a new and radically inclusive **Glitter+Ash service**, which enabled worshippers to come for a short service during a lunch hour. KCTV-5 and *The Kansas City Star* both did stories on our welcoming of the LGBTQIA community.
- Narthex sponsored **Jeffrey East**, a singer/songwriter from Nashville, to sing in our services June 16 and play a casual concert at 10:30 a.m. after the late service.
- In September we added a **children's moment** in both services to explain the scripture, which gives all of us concepts we can relate to as we listen to the readings and message.
- We created an interactive, family-oriented **Hanging of the Greens service** to celebrate the meaning of our Christmas decorations in the sanctuary Wednesday evening, Dec. 4.
- The 5:00 p.m. **Christmas Eve service was planned and led by our children**. It included dramatic readings of the first Christmas story, handmade puppets, and ornaments given to the congregation, and all worship volunteers were children.



Since Pastor Dave left in August, I have been focusing on easing the transition between pastors by encouraging connection and engagement in worship and fellowship on Sunday mornings. Before Narthex installed carpet in the sanctuary, and with considerable work and dedication by Dave Bowen, Dave Hellwege, and Dave Loya, we expanded our worship band space to be more open and welcoming during worship. The children's moments, Hanging of the Greens, and children-led Christmas eve services were intentionally added to engage our entire church family in worship. We also added a coffee station in the upstairs gathering space to encourage connection right outside of the sanctuary.

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



# **Director of Teen Ministries and Outreach**

***Emily Nelson Dixon***

**9<sup>th</sup>-12<sup>th</sup> Grade**

## **Weekly Events (Hang Nights)**

Salem high-school 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, and hopes for the week, and focused on relevant faith issues and current events. We continued using a curriculum that follows the lectionary, which leads 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 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 that act as a steering committee and creative body.

## **Senior High Summer Mission Trip**

This past July our senior high students traveled to Flint, Michigan, with the KCLYC collaborative group. It was incredible to learn about the water crisis, the history from the industrial boom until now, and how the people there have been affected. We partnered with a neighborhood to clean up their park, and generated enough buzz from the city that they came in to help as well (which hasn't happened for years!). It was incredible to watch our young people realize the difference

they can make and become close with the people they were serving along with their peers. Salem has a lot of be proud of with our teens!



## **Director of Teen Ministries and Outreach (cont.)**

### **6<sup>th</sup>-8<sup>th</sup> Grade**

#### **Confirmation**

We confirmed two students this year. After 2+ years of study, relationship-building, and growing in faith, two 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. 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. Big thanks our awesome adult leaders, Charlotte Wallenburg and Sarah Edeal.

#### **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 continued using a curriculum that follows the lectionary, which leads 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.

#### **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 dodgeball, 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 mediation, breath prayers, mandala meditations, and prayer walks, plus we played, took in some great scenery, ghost hunted in the creepy chapel, 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 (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 5<sup>th</sup> grade children and families
- **Student Ministry (Emily Nelson Dixon)**: creating ministry opportunities for 6th- through 12th-grade students and families
- **Safe Sanctuary (Cindy Harmison & Emily Nelson Dixon)**: creating policies and procedures to safeguard our children and volunteers

## Adult Ministries Core Team

- **Women's Ministry: creating meaningful opportunities for adult women**
  - **Fellowship of the Vine (Angela Osheim)**: building friendship through social events
  - **Book Club (Kathy Kostroske)**: reading and discussion of all types of literature
  - **Craft Circle (Kathy Kostroske)**: creating crafts for outreach programs
  - **Thursday Morning Bible Study (Cheryl Padgett)**: weekly study and discussion
- **Men's Ministry: creating meaningful opportunities for adult men**
  - **Men's Group (Mike Kostroske)**: monthly meeting for fellowship/service projects
  - **DABS – Dudes Afraid Bible Study (Jim Roy)**: exploring faith and enjoying fellowship
- **Salem Seniors (Terry Love)**: creating meaningful ministry opportunities for those over 50
- **Happy Hour Hangout (Tracy Anderson)**: adult social gathering to promote fellowship
- **Adult Education (OPEN)**: opportunities for adult to enrich faith

## Service/Outreach/Evangelism Core Team

- **Outreach Team (OPEN)** – Coordinate Street Teams and other Outreach events
- **Gathering Table Meal (Lorel Brown/Jen Beutel)**: meal ministry outreach program with partner church
- **Pantry Pack (Emily Nelson Dixon)**: preparing/distributing packs to feed the hungry
- **Meal Ministry (Peggy Beerbohm)**: providing meals for shut-ins and those affected by illness or a family death
- **Visitation Ministry (OPEN)**: bringing fellowship and provide communion to those unable to attend weekly ministry at Salem
- **Meals on Wheels (Donna Burchfield)**: providing volunteers for Jo Co and Olathe

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# SALEM MINISTRY TEAM CHART (cont.)

## Fellowship Core Team

- o **Advent & Lenten Wednesday Meals (Jarred Schubert)**: providing food and fellowship through festival seasons
- o **Salem Café (Pat Olinger & Cheryl Padgett)**: providing food and hospitality on Sunday mornings
- o **Mission Partner Lunch & Reception (Tracy Anderson)**: providing food and fellowship for new members
- o **Fellowship Events (Jarred Schubert)**: creating opportunities for all ages to share in community
- o **Small Group Ministries (Jarred Schubert & Danielle Atzeni)**: creating opportunities for small groups to share in community

## Properties/Design Core Team

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

## Finance Core Team

- o **Finance Team (Joyce Benedict)**: managing the current and future financial needs of Salem
- o **Stewardship Team (Jim Roy)**: inspiring our congregation to share their gifts with the world
- o **Benevolence (Bob Roediger)**: gathering and directing congregational resources to make a difference

## Communications and Technology

- o **Communication & Technology Team (Danielle Atzeni & Shari Van Baale)**: creating effective and inspiring communication to Salem and beyond

## Administrative Team

- o **Volunteer Coordinator (Lisa Taylor)**: works with staff to fill volunteer needs
- o **Past Presidents (Jen Beutel)**: former council presidents to address specific long-range needs
- o **Human Resources Team (Cindy Harmison)**: managing the current and future staffing needs of Salem
- o **Pastor**: working with Pastor on goals and initiatives

# 2019 MINISTRY TEAM HIGHLIGHTS

## Adult Ministries

### Salem Women:

**Fellowship of the Vine:** The women's social group has met once a month over the last year. We continue to work on building relationships with each other and strive to have different people take turns in planning activities. In March we had a retreat, with our theme being Women with Purpose; we made necklaces and bracelets for the mothers who receive Pantry Packs in our community using money from Thrivent. We try to plan different types of activities — just getting together to share a meal, playing music bingo at a winery, and going to Theatre in the Park to take in a local performance are just a few from last year. In 2020, we hope that more women can join us as we continue to enjoy fun and fellowship opportunities with each and every amazing woman in our congregation!

— Submitted by Chris Wise



**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. This year at our Christmas gathering we had a book gift exchange, along with watching the DVD of the book.

— Submitted by Kathy Kostroske

**Bible Study:** Our Bible Study meets on Thursday mornings at 9:30 a.m. from September through May. This ministry provides spiritual growth, an opportunity to learn and apply God's word in our daily life, and a time of fellowship to grow in relationship with our sisters. We spent the majority of 2019 studying the book of Revelation and will be studying 2 Timothy during 2020. All women of Salem and friends of Salem are invited to join us on Thursday mornings.

— Submitted by Joyce Benedict

**Craft Circle:** This group affects people's lives in the community by letting them know Salem cares through our card outreach, prayer shawl ministry, Baptism banners, and newborn Lovie's. It is touching to hear how their lives were impacted through the thank-you notes we receive back.

The Salem Craft Ministry held their first Lutheran World Relief (LWR) School Kit event on both Saturday (May 4) and Sunday (May 5) afternoons, in which we decorated a total of 53 school bags. On Saturday, we had 8 Girl Scout participants from Troop 1963 (including leaders) & two ministry team helpers. Then, on Sunday, we had 11 more Girl Scout participants from the Taylor troop (including leaders), 2 members, and 3 ministry team helpers.



In April Salem collected items to fill the LWR toiletry/school kits for the 2019 Salem fall school Pantry Pack drive. I am always amazed to see the beautifully creative assortment of designs the participants come up with.

— Submitted by Kathy Kostroske

(Adult Ministries continued on next page)

## Adult Ministries (cont.)

### Seniors Serving Salem Ministry:

The Salem Seniors are in semi-retirement, as happens with people over 39 — says Jack Benny. Okay, it is really people over 50. Anyone under 50 probably does not know who Jack Benny is. We meet every third month or so for lunch somewhere. Our favorite location, Perkins on 87th Street, has closed down. We should have another luncheon scheduled shortly after the first of the year.

— Submitted by Terry Love



## Facilities Ministries

### Design Team:

The Interior Design Team assisted Narthex with selection of carpet for the sanctuary and Luther Hall. We continue to decorate the sanctuary to reinforce the seasonal liturgical message for members with colors, textures, and symbolic elements. We have added several new members and continue to search for items that will help us provide a meaningful worship experience.

Goals for 2020 include replacing and adding new front and side banners to represent every liturgical season and adding decorations since our current stock is low. We will continue with regular seasonal decorating with design suggestions from all members and photograph each seasonal decorating approach for future reference. We may also develop a resource/guide for members to allow more people to engage in the activities with minimal direction.

Thank you to everyone that assisted with decorating tasks in 2019!

— Submitted by Steve Wise



(Facilities Ministries continued on next page)

## **Facilities Ministries (cont.)**

### **Property Team:**

Property team activities included the following this year:

- Normal fall and spring lawn cleanup.
- Cleaning gutters on sanctuary building prior to heavy spring and summer rain.
- Normal day-to-day maintenance, HVAC system filter replacement, light bulb replacement, etc.
- Experienced our normal basement moisture problems in the sanctuary during periods of very heavy rain. Narthex installed some new under-floor drainage along the north and south basement walls and an additional sump pump on the south wall. Hopefully this will help reduce the moisture issues.
- Had above average snowfall last January and February, requiring increased snow removal activities.
- The blowers on both of the Koinonia HVAC units had to be replaced this year, one middle of summer and one late fall.

Salem is currently seeking a new team leader for this effort.

We are so blessed to have many dedicated members who have contributed to the needs and maintenance of the facilities.

We need to recognize people who have gone above and beyond to help when the need arises:

- Dave Bowen who has headed up this team these past years. Dave has decided to step down as the lead, yet offered to help when possible.
- Mike Dougherty, who has managed contracts and even fights the weather elements when doing snow removal.
- Gary Johnson, who has faithfully maintained and mowed the grass for years.

Thank you to all who participated when asked as we transitioned to selling real estate to Narthex. As you know, Narthex now maintains the church and Luther Hall properties. Many improvements have been by the new owners. The upgrades were part of the negotiations with Narthex.

Koinonia Hall has been upgraded with new front and back doors. The doors will obviously be more weatherproof, and the front door is now ADA compliant. The back door was also upgraded with a security camera with remote access. Our employees have complained about unwanted visitors.

This will be another year of transition and challenges as we plan for the future. Reduced giving patterns and a pastor vacancy will be confronted as we focus on building affordability.

Details of Salem's responsibilities regarding maintenance are recorded in the commercial lease, which is available in the church office.

— Submitted by Dave Bowen and Jim Rehor

## Service & Outreach Ministries

### Gathering Table:

This ministry is a partnership with many other congregations and the Gathering Table, formerly known as Children's Memorial, located at 5000 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.

We continue to gather food and serve 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 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.

Many new folks and old friends have joined us in serving, including many children. Thank you to our friends at Salem for all the food and support! If you're interested in serving a meal, please don't hesitate to reach out to me by email at [lorel.fox@gmail.com](mailto:lorel.fox@gmail.com) or by phone or text at (913) 205-1599.

— Submitted by Lorel Brown



### 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. 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.

We'd like to continue 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 on telling our community the story of our ministry.



— Submitted by Emily Nelson Dixon and the Pantry Pack Team

## Children's Ministry

The work of Salem's children's ministry team touches the lives of our youngest members from birth through 5<sup>th</sup> grade. From 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 2019 we continued our efforts to provide an engaging Sunday school program through a rotational model. Heather Lewis continues to lead the children's choir for preschool through 5<sup>th</sup> 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.

This year we moved the 6<sup>th</sup> grade students to the middle school Sunday school class after seeing a decreased level of engagement among the 6<sup>th</sup> graders last year. This age group is developmentally more similar to middle schoolers than the younger grades, and our current 6<sup>th</sup> graders have indicated they like the change.

As a result of this change, our Sunday school attendance numbers are smaller this year. Each week we have the joy of watching about 17-18 kids gather and explore Bible stories in ways that are fun, energetic, and relevant, and allow kids to use all their senses to learn about their faith. While we struggled at times last year to fill our short-term adult volunteer roles for rotation leaders, this fall I am happy to report that those roles have filled quickly with awesome adults who are excited to share their faith with our kids. If you have an interest in having some fun with some awesome kids, please contact me by email at [lorel.fox@gmail.com](mailto:lorel.fox@gmail.com) or by phone or text at (913) 205-1599.



As part of our Sunday school program, we have one or two Sundays each year where we do intergenerational events, and this fall we added a few "Service Sundays" in as well. In the spring we had an end-of-year celebration for Sunday school with a quiz bowl, games, and donuts to celebrate all we learned this year. We then had an inter-generational event in November where families of all shapes and sizes created Advent calendars. Our first Service Sunday was held in the fall. Our kids and a few awesome adults made more than 80 scarves that will be shared this month with our friends at the Gathering Table (formerly Children's Memorial).



Vacation Bible School is always a highlight of our year, and this year about 40 children and more than 50 adult and middle- and high-school youth volunteers gathered 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. Our kids had a great time and learned so much about how God wants us to share the love of Jesus with the world around us.



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## Children's Ministry (continued)

With the installation of central air conditioning in Luther Hall, our kids enjoyed their first summer with A/C during VBS! The big move of items upstairs and back again gave our team a chance to do some major spring cleaning, throwing out/donating old and unused items and reorganizing our supply room. Many thanks to the team for their hard work; it is much appreciated!

For 2020, some goals for our team are:

- Continuing to have intergenerational events to foster stronger relationships among children and adults of all ages.
- Continuing "Service Sundays": to help our kids incorporate service into their faith lives.
- To find ways to engage our younger age groups regularly to encourage relationship building and service among our youngest members. This was a goal last year that we didn't get to, but we continue to see a real need for fellowship events for these age groups.
- Continuing 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 2019. 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



## Fellowship Ministries

### Fellowship and Hospitality Team Report:

In 2019 we:

- Kept the Salem Café staffed and mixed in new ideas to serve the congregation
- Hosted a Cinco De Mayo themed bingo night
- Were ready to host a meal after the 4th of July parade (got rained out)
- Coordinated and served at many of Salem's celebrations, like First Communion and New Mission Partner Luncheon



— Submitted by Jarred Schubert

## Worship Ministries

### Altar Care:

Altar Care is crucial to the congregation as we prepare the altar area for all services, including communion and linens.

Our two major projects every year are selling Easter lilies and poinsettias for Christmas to decorate the sanctuary.

Altar Care received a memorial fund from Faye Cobb. To date we have purchased new altar linens, and plan to purchase some new candles for the altar with the funds.



One of our goals in 2020 is to find a better way to display the eternal candle so it's easier to reach for Altar Guild members.



— Submitted by Paula Dougherty