

# 2021 Annual Report Salem Lutheran Church

January 30, 2022

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# SALEM LUTHERAN CHURCH ANNUAL MEETING AGENDA

January 30, 2022

Opening Devotion	Pastor Jon Brudvig
Approval of Minutes from Annual Congregational Meeting, January 31, 2021	Tanya Trana
Approval of Minutes from Special Congregational Meeting, February 28, 2021	Tanya Trana
Thanks & Recognitions	Tanya Trana
Review of 2021 Financials	Lynn Ross
Election of Council Positions	Vance Thomas
• Lorel Brown	
Election of Endowment Committee Members	Vance Thomas
• David Edeal	
• Tim Rehder	
Presentation & Approval of 2022 Budget	Lynn Ross & Vance Thomas
New Business	Vance Thomas
• Synod Assembly Representatives, June 9-11, 2022 in Olathe	Pastor Jon Brudvig
◇ Two adult representatives	
◇ One youth representative	
◇ + 2 alternates	
Next Steps	Vance Thomas
• Stewardship Ministry	
• Visioning and Planning	
Adjourn, The Lord's Prayer	Vance Thomas

## NOTES:

- Due to the coronavirus pandemic this is a hybrid meeting with both in-person and virtual attendees. 20% of voting members constitutes a quorum and will be determined from in-person and identified virtual participants.
- All voting will be by written ballot and require a simple majority of votes for approval.
- Ballots cast by virtual attendees will be accepted at Koinonia Hall until 3:00 p.m. today, January 30, 2022.

# SALEM LUTHERAN CHURCH ANNUAL MEETING MINUTES

January 31, 2021

## Opening Prayer and Devotion — Ephesians 4:11-16

Pastor Cynthia

11:02 am, approximately, the meeting began with a devotional, reading of the scripture. It was not audible on the Zoom recording until 11:09. A prayer of intercession was offered by Pastor Cynthia Schnaath for the church to be unified in Christ, to welcome new partners into our ministry, and have confidence in the grace of God.

## Voting Instructions

Lynn Ross

Instructions were given for voting with paper ballots made available in the sanctuary, by download from the church website, and on paper at the church office. All ballots are due by 5:00pm on February 8<sup>th</sup> at the church office.

## Call for Quorum

Lynn Ross

There are 150 members eligible to vote; quorum is 20% which is 30. A quorum was established of 47 in attendance in person and online during the meeting, per report of Greg Beutel.

## Review of 2020 Annual Meeting Minutes

Lynn Ross

The minutes were read from the Annual Congregational Meeting, January 26, 2020. No corrections were suggested from the congregation. Approval of the minutes is an item up for vote on the ballot.

## Thanks & Recognitions

Lynn Ross

Thanks were expressed to the congregation as a whole, for stepping up in dealing with the many challenges of the pandemic, and moving from one location we occupied for over 100 years to a new space. Also, thanks were offered to the staff with the move. In particular, Heather Lewis made an amazing seamless transition from weekly in-person worship to online worship, and a number of special services. Pastor Cynthia has also done a great deal for worship online and in person.

The Pantry Pack Team, Fellowship Team, Gathering Table Team, Transition Team, and Call Committee were recognized as adapting and doing well in their ministries despite moving and dealing with other changes brought by the pandemic. Thanks were offered to Joyce Benedict, who served as treasurer. Kathy Kostroske is stepping down from financial secretary after 13 years. Her service is much appreciated. Janice VanLaningham has agreed to step in as financial secretary.

## Review of 2020 Financial Reports

Joyce Benedict

Highlights of the budget process, allocation of funds in sale proceeds of our previous facilities, the General Mission Fund, the Endowment Fund, and the new Meredith Ministry Fund were reviewed. The great news is we finished in the black, with a positive balance in our general fund, which has not been true for several years.

A question was asked from the congregation, "Are the proceeds from the PPP loan included in income?" It does not. It is shown as a \$40,000 liability on our balance sheet. It should be entirely forgiven at which time it will be shown as income. It was used entirely for payroll, and one month's rent.

## Election of Council Positions

Lynn Ross

Two vacancies occurred on the Council when Tracy Anderson and Scott Hahn resigned. Greg Beutel and Jaime Dougherty agreed to fulfill the rest of their terms, but they still need to be elected by the congregation. Dave Bowen has also agreed to serve a three-year term. We actually have two other vacancies. No nominations were made from the floor.

Jim Rehor, Danielle Atzeni, and Adam Boxberger have finished their three-year terms. Thanks were offered to them, and to Tracy Anderson and Scott Hahn for their service.

- Greg Beutel (Year 3, of 3-year term)
- Jaime Dougherty (Year 3, of 3-year term)
- Dave Bowen (3-year term)
- (vacant)
- (vacant)

(continued on next page)

# Annual Meeting Minutes (cont.)

Synod Assembly Representatives, Virtual, June 4-5

Pastor Cynthia

- Larry and Peggy Beerbohm
- Youth representative
- + 2 alternates (Joyce Benedict has agreed to be an alternate; the other alternate opening should be a man.)

## Endowment Fund and Bylaws

Jim Nicholson

The current status of the Endowment Fund and bylaws were reviewed.

Chris Hahn said, "I'm very concerned we don't have age diversity in the members [on the committee]. We need younger members, because they are the future of Salem." Jim answered, "That's a valid concern. I tried to ensure we have both male and female representation. There will be an opening in the future, since Joan and I will be moving to Florida later this year."

Jim Nicholson moved to accept the proposed bylaws, Kathy Hellwege seconded. Voting to approve the bylaws and the endowment committee members is on the ballot.

## Election of Endowment Committee Members

Lynn Ross

- Jen Beutel
- Jim Nicholson
- Jim Rehor

They will decide which of them wants to take 1-year, 2-year, and 3-year terms.

## Call Committee Update

Cindy Harmison

The Call Committee is composed of Cindy Harmison, Peggy Beerbohm, Kris Burki, Jared Heald, Jim Roy, Zach Wallenburg, and Steve Wise. They have been working with Bishop Susan Candea and Pastor Susan Langhauser, our Call Process Administrator. From the call process several candidates were interviewed. The committee enthusiastically and unanimously recommended a candidate, and the Church Council approved, but we cannot yet make the candidate's name public as final details are pending. If approved by the congregation, we expect the new pastor to start with us in April, sometime after Easter.

## Presentation & Approval of 2021 Budget

Lynn Ross & Tanya Trana

The 2021 budget was reviewed concerning assumptions about offering income, tithe [to the Synod], staff salaries, and reduced activity levels in the first part of the year. More details were presented in the budget documents presented. Approval of the budget is on the ballot for approval.

The extraordinary time commitment and service of Lynn Ross in the past year as Council president was recognized.

## Stewardship Campaign

Tanya Trana

The stewardship campaign is titled "Living a Generous Life," due to kick off February 15<sup>th</sup>. Commitment Sunday will be February 28<sup>th</sup>.

## Adjourn, The Lord's Prayer

Tanya Trana

Lynn Ross moved to adjourn, Greg Beutel seconded. Tanya Trana called the meeting as adjourned. The meeting concluded with the Lord's Prayer at 11:56 am.

## NOTES:

- Due to the coronavirus pandemic this is a hybrid meeting with both in-person and virtual attendees. 20% of voting members constitutes a quorum and was determined from in-person and identified virtual participants online at the time of the meeting.
- All voting will be by written ballot and require a simple majority of votes for approval.
- Ballots should be submitted to the church office by 5:00pm February 8, 2021.

## Special Congregational Meeting Sunday, February 28, 2021

A special congregational meeting was held on February 28, 2021, to vote on the following two resolutions:

1. Shall Rev. Jon L. Brudvig be called to serve as minister of Word and Sacrament of Salem Lutheran Church, Lenexa, Kansas? (Requires a two-thirds majority for approval.)

Yes: \_\_\_\_\_ No: \_\_\_\_\_ Abstain: \_\_\_\_\_

2. Shall the congregation council be authorized to negotiate the compensation package with Rev. Jon L. Brudvig? (Requires a simple majority for approval).

Yes: \_\_\_\_\_ No: \_\_\_\_\_ Abstain: \_\_\_\_\_

Council President Tanya Trana called the meeting to order at 8:45 a.m.

It was announced that quorum will be established when votes are validated and counted after the meeting adjourns at 1 p.m. Quorum is 30 for the business of this meeting to be valid.

Pastor Cynthia Schnaath offered up an opening prayer.

Following the opening prayer, Tanya Trana read the voting instructions and the two resolutions on the ballot for the congregational vote. As a reminder, no other business of the church is allowed to be discussed at this meeting.

Tanya Trana asked if there was any further discussion and offered up comments related to possible discussion topics:

- expected start date timeline is end of April/early May
- there is nothing to disclose on the compensation package at this time

Voting is allowed at the chapel until 1 p.m.

Voting is allowed at K-Hall from 11 a.m. to 1 p.m.

The special meeting will be adjourned at 1 p.m. No votes will be accepted at either location after 1 p.m.

Council President Tanya Trana provided the same information a second time at 10:25 a.m., which was at the close of the second service.

During open discussion after the second service, Kathy Hellwege thanked the Call Committee for the additional Meet & Greet opportunities with Pastor Jon that took place over the weekend of Feb. 20-21.

Voting continued.

Council President Tanya Trana adjourned the meeting at 1 p.m.

# Pastor's Annual Report

*The light shines in the darkness, and the darkness did not overcome it. ~ John 1:5*

The time after Epiphany is a wondrous time of recognizing the in-breaking of God's radiant presence. It's also a time for new beginnings and new life. Take, for example, the aftermath of the May 2011 tornado that tore through Joplin, Missouri. Pastor Bill Pape was serving there at the time and the tornado obliterated his church. Later, while crews cleaned debris from the site, all but one of Pastor Pape's stoles and chasubles were recovered. Though smudged by the storm's wreckage, Pastor Pape did not want to clean the clerical vestments. The dirt and debris clinging to the garments testified to the reality of new life emerging out of the destruction. The stains, in his view, should be remembered and not wiped away only to be forgotten. Pastor Pape's chasubles (purchased with gift money received during his time at Salem), a testament to the Spirit's life-giving and renewing work, are being donated to Salem Lutheran Church. Hopefully, the smudged garments will serve as lasting symbols of the new life that is taking root in our congregation, too.

The signs of rebirth are all around us. During 2021 we celebrated several ministry milestones as we transitioned to in-person worship services at Central Seminary while still recording and livestreaming worship services for those joining us remotely. Other accomplishments include calling a new pastor, welcoming 11 new ministry partners, receiving 5 newly baptized, and reviving several of our beloved ministries: children's Sunday school, adult Bible study, women's Bible study, DABS, middle school and youth ministries, Confirmation ministry, a midweek noon adult education series, Fellowship of the Vine, and monthly men's breakfasts. Because of your generosity, we also continued to serve our neighbors through shared ministries and financial gifts — including the Pantry Pack program, Eileen's Place (a supportive housing project of Metro Lutheran Ministry), the Gathering Table, HopeBUILDERS, Hollis Renewal Center, and sponsorship of Cub Scout Pack 3298. During the year representatives from Salem also helped launch the Good Faith Network (formerly known as the Johnson County Interfaith Justice Organization), an interfaith organization in Johnson County working on addressing issues of homelessness and mental health. Moving forward, I, and your elected leadership, are committed to working collaboratively and prayerfully in the coming year to involve the congregation in conversations regarding core values, mission, and strategic planning.

Scripture teaches us that life "in Christ" always leads us through death to life. It's a journey that involves dying and rising with Christ. Having been raised to new life "in Christ" in Holy Baptism, we no longer live for ourselves, but for Christ and our neighbor. The result is new life, new opportunities, and new possibilities. While it is only natural to grieve the loss of what was, Christians who believe in the resurrection, that God brings life out of death, also trust that something new will emerge out of the old. ELCA Presiding Bishop Elizabeth Eaton writes, "I believe we are on the brink of this new thing that God is bringing about. We don't need to see how it will all unfold. We just need to be ready and willing to answer God's call and be shaped by the Spirit."

Yes, there is uncertainty and worry about the future. Many of us know this reality all too well. But we also trust that amid the chaos and uncertainty there is Jesus, the crucified and risen One, who promises to be with us always.

In Christ's Peace,  
Pastor Jon

# Congregational Council President's Report

Greetings Brothers and Sisters in Christ,

On the path ahead of us, there are always new challenges. I am thankful that God's grace is always over us in our calling to navigate the course together, share with one another, and live through the generosity that God has provided to our lives. Together we are called to live into our mission: Encounter God, Grow in Faith, and Serve the World.

As I pause to reflect on all that God has provided to Salem, some great milestones come to mind.

The start of 2021 was quiet, but quickly moved into an uphill trajectory.

We gradually moved back into in-person activities with the January Annual Meeting and resumed in-person worship in February.

Throughout much of February we saw the peak of the Call Committee's efforts with the recommendation of Pastor Jon Brudvig as Salem's next pastor. In-person and remote meet and greet opportunities with Pastor Jon took place with an air of mutual anticipation and excitement. At the end of February, a Special Congregational Meeting was held. Our faith community called Pastor Jon to work with us in mission. Pastor Jon has brought such wonderful gifts to Salem with relevant interpretations of the Word during worship, a sharing and learning focus in adult Sunday school, and an active presence that touches our faith community during the week.

Sincere thanks are lifted up to the Call Committee and for all their work in 2020 and 2021: Cindy Harmison, chair; Peggy Beerbohm; Kris Burki; Jared Heald; Jim Roy; Zachary Wallenburg; and Steve Wise. Thank you for representing Salem during the call process.

As 2021 progressed, our steps forward and collective strides continued as we continued living into our mission.

As we seek to experience and **Encounter God**, staff and volunteers have contributed a large degree of consistency in our chapel worship and gathering space as we come together for services.

With the additional use of the seminary library spaces, we have been able to expand into nursery and multiple Sunday school spaces. Additionally, with choir activities in the chapel and fellowship activities in the narthex, all these connection points allow us to **Grow in Faith** and interact with one another.

Pantry Pack, small meeting groups, council, and staff continue to utilize the Koinonia Hall fellowship hall space with **Serve the World** outreach and **Grow in Faith** fellowship activities.

Our online worship presence continues to evolve, and our church's digital front door continues to advance because of volunteer and staff involvement and support in synod grant monies and matching funds. This online expression of Salem shares **Encounter God** worship activities, **Grow in Faith** through the spoken Word, and **Serve the World** outreach to others through digital spaces.

What do you see when you pause to reflect on all that God has provided?

As we move into 2022, God's abundance will still be in us and around us as we navigate the new and different challenges on our path. As we move forward together, I give thanks for you and the blessings you bring to this faith community.

With praise and thanksgiving,  
Tanya Trana  
Outgoing Council President

## Council Candidates Bios

### Lorel Brown

I am not sure how long I have been a member of Salem, but my best guess is since 2009 or so. I do know why I joined. My oldest daughter, Ruth, spent the first Sunday we visited bouncing up and down in the pew and repeatedly touching the very nice woman in front of us. I was counting the minutes until I could disappear, never to return, but when the postlude started, that lovely woman turned around with a big smile for Ruth and me both and said, "You have a lovely voice; I hope you'll sing in the choir with us." (I've forever been thankful for Lindsey Moloney's warm welcome that day. I knew immediately we had found a desperately needed home.)



Within this faith community since then, I married Matt Brown, baptized our youngest child, saw two of our daughters confirmed, and watched all of them and our remaining daughter and son perform in countless Christmas programs and musicals. I've taught Sunday school, headed up Vacation Bible School, sung in the choir, served as a song leader in worship, and been a Pantry Pack volunteer. I currently lead the Children's Ministry Team and head up our efforts to provide meals at the Gathering Table.

Matt and I head up a messy, chaotic, beautiful, and fun blended family of five kids: Ruth (23), Mimi (18), Libby (18), Garrett (15), and Nora (10). We keep pretty busy with kids' activities here and in St. Louis, where Mimi and Garrett live primarily with their mom.

I was raised a Lutheran in St. Louis and central Illinois, and then overseas in Frankfurt, Germany, where my dad was transferred with his company when I was 9 years old. I graduated from the University of Missouri with a journalism degree and spent nine years at the ELCA churchwide offices in Chicago, working for *The Lutheran* magazine before moving to Kansas City. I now work as an art director for an advertising agency. I remain connected to the churchwide community through my freelance work, designing the alumni magazine of the Lutheran School of Theology at Chicago.

In my vast amounts of free time (ha ha), I enjoy reading, baking, cooking, cross-stitch, playing board games with my kids (and Matt, when we can twist his arm), and embarrassing my kids while cheering for them at various sporting events.

I'm excited by the opportunity to serve on Council as we continue to live out our purpose in this world God calls us to serve.

## AMONG OUR PEOPLE

	2021	2020
<b>Member Households</b>	121 (6 inactive)	138 (5 inactive)
<b>Baptized Members</b>	316	330
<b>Confirmed Members</b>	244	262
<b>Students Confirmed</b>	2	4
<b>1st Communion Students</b>	2	5
<b>Weddings Performed</b>	0	0
<b>Memorial Services</b>	4	0
<i>Attendance Information:</i>		
<b>Avg. Weekly Attendance (in-person)</b>	63 (185 out of 316 participated in worship)	81 (207 out of 332 participated in worship)
<b>Avg. Weekly Attendance (online)</b>	111	317
<b>Ash Wednesday</b>	33 (only evening service; no Glitter Ash service held)	93 (15 at Glitter Ash and 78 at evening service)
<b>Avg. Lenten Service</b>	(attendance not recorded)	(attendance not recorded)
<b>Maundy Thursday</b>	27	(attendance not recorded)
<b>Good Friday</b>	28	(attendance not recorded)
<b>Easter Sunday</b>	In-person: 31 trad., 59 cont. Online: 57 trad., 64 cont.	(attendance not recorded)
<b>Avg. Advent Service</b>	(attendance not recorded)	(49 for online Holden Evening Prayer)
<b>Christmas Eve</b>	In-person: 92 trad., 52 cont. Online: 65 trad., 66 cont.	(online only) 189 traditional, 222 contemporary
<i>Members Received</i>		
<b>Baptized</b>	4 members, 1 non-member	3 children
<b>Affirmations</b>	5 confirmed, 1 youth	0 confirmed, 0 youth
<b>Transfer In</b>	3 (3 confirmed, 0 youth)	1 (1 confirmed, 0 youth)
<b>Re-instated</b>	0	1 confirmed
<i>Members Released</i>		
<b>Transfer Out</b>	0	3 (3 confirmed, 0 youth)
<b>Removals / Withdrawals</b>	26 (26 confirmed, 0 youth)	13 (10 confirmed, 3 youth)
<b>Deaths</b>	3 adults	3 adults
<b>Adjustments to Records</b>	1	none

Salem Lutheran Church  
**Balance Sheet**  
Consolidated - December 2021

Current Year

ASSETS		
BANK ACCOUNTS		
CHECKING ACCOUNTS		
BMO CHECKING ACCOUNT		
	Pr Discretionary Checking	\$7,326.30
	Design Team Checking	84.83
	Endowment Fund Checking	26,282.06
	Building Fund Checking	14,829.51
	Mem Fund General Checking	1,651.56
	Mem Scholarship Ckng	600.00
	Mem Ministry Ckng	96.04
	Mem Facility Ckng	3,057.98
	Thrivent Choice Ckng	3,249.00
	Pantry Pack Checking	16,573.80
	Children's Other Ckng	5.00
	VBS Checking	225.97
	Teen Fundraising Checking	1,715.90
	Salem Sister's Checking	820.03
	Salem' Men's Checking	882.21
	Altar Guild Checking	48.44
	Altar Guild - Restricted	868.58
	KC Service Netwrk Ckng	197.42
	Hope Builders Ckng	200.00
	Hall Estate Checking	11,145.65
	Meredith Ministry Checkin	16,197.09
	Subtotal Checking Accounts	<u>106,057.37</u>
SAVINGS ACCOUNTS		
	Thrivent - Mission Fund	20,000.00
	Thrivent - Building Fund	27,642.36
	Subtotal Savings Accounts	<u>47,642.36</u>
	Subtotal Bank Accounts	153,699.73
INVESTMENTS		
ENDOWMENT FUNDS		
	ENDOWMENT FUND OF ELCA	670,540.22
	MEREDITH MINISTRY FUND	212,109.19
	Subtotal Investments	<u>882,649.41</u>
<b>TOTAL ASSETS</b>		<u><u>\$1,036,349.14</u></u>
FUND BALANCE		
	Fund Balance	\$1,036,349.14
<b>TOTAL EQUITY</b>		1,036,349.14
<b>TOTAL LIABILITIES AND EQUITY</b>		<u><u>\$1,036,349.14</u></u>

Salem Lutheran Church  
Income and Expense Statement

Consolidated SUMMARY - December 2021

	2021 Year to Date	2021 Annual Budget	2021 YTD Budget Difference	2020 Year to Date	2022 Annual Budget
INCOME					
CONTRIBUTION INCOME	239,506.33	280,000.00	(40,493.67)	269,103.73	280,000.00
DESIGNATED CONTRIBUTIONS	10,318.94	850.00	9,468.94	210,518.73	800.00
INTEREST INCOME	151,404.45	15,000.00	136,404.45	41,851.26	11,000.00
MISCELLANEOUS INCOME	48,007.50	0.00	48,007.50	7,237.10	0.00
<b>TOTAL INCOME</b>	<b>449,237.22</b>	<b>295,850.00</b>	<b>153,387.22</b>	<b>528,710.82</b>	<b>291,800.00</b>
EXPENSES					
FIXED EXPENSES					
PASTORAL STAFF	109,712.49	99,682.90	(10,029.59)	95,320.47	116,920.64
SUPPORT STAFF	95,482.03	105,730.72	10,248.69	99,632.39	95,933.48
ADMINISTRATIVE EXPENSE	19,000.77	33,420.00	14,419.23	17,831.55	23,000.00
BUILDING & GROUNDS	17,238.05	34,395.00	17,156.95	111,663.16	37,270.00
BUILDING FUND PROJECTS	174.00	22,300.00	22,126.00	3,950.70	14,829.00
<b>Subtotal Fixed Expenses</b>	<b>241,607.34</b>	<b>295,528.62</b>	<b>53,921.28</b>	<b>328,398.27</b>	<b>287,953.12</b>
MEMORIALS	500.00	500.00	0.00	9,467.02	500.00
COUNCIL	0.00	500.00	500.00	0.00	500.00
BENEVOLENCE	36,195.00	25,760.00	(10,435.00)	26,795.36	24,735.00
THRIVENT CHOICE	529.00	0.00	(529.00)	392.75	0.00
PANTRY PACK	790.14	0.00	(790.14)	5,652.80	0.00
NURSERY	0.00	200.00	200.00	79.55	200.00
CHILDREN'S MINISTRIES	54.86	750.00	695.14	559.84	750.00
VBS	0.00	2,600.00	2,600.00	0.00	2,600.00
TEEN MINISTRY	1,587.40	4,000.00	2,412.60	2,882.37	4,000.00
SALEM SISTERS	514.03	0.00	(514.03)	157.41	0.00
MEN'S MINISTRY	100.00	0.00	(100.00)	58.99	0.00
ADULT MINISTRIES	215.00	500.00	285.00	567.99	500.00
ALTAR GUILD	555.87	1,150.00	594.13	731.83	900.00
WORSHIP & MUSIC	3,764.87	4,150.00	385.13	3,546.48	4,150.00
FELLOWSHIP / EVANGELISM	851.56	2,385.00	1,533.44	535.21	2,385.00
OUTREACH	1,248.22	5,500.00	4,251.78	2,588.36	2,000.00
OUTREACH MISSION MINISTRY	2,500.00	0.00	(2,500.00)	0.00	0.00
CONFERENCES & CONVENTION	195.00	575.00	380.00	0.00	825.00
GENERAL MINISTRY EXPENSE	364.80	240.00	(124.80)	284.25	250.00
MEREDITH FUND EXPENSE	7,570.71	0.00	(7,570.71)	1,240.80	0.00
<b>Subtotal Ministries &amp; Memorials</b>	<b>57,536.46</b>	<b>48,810.00</b>	<b>(8,726.46)</b>	<b>55,541.01</b>	<b>44,295.00</b>
<b>TOTAL EXPENSES</b>	<b>299,143.80</b>	<b>344,338.62</b>	<b>45,194.82</b>	<b>383,939.28</b>	<b>332,248.12</b>
<b>EXCESS INCOME/EXPENSES</b>	<b>150,093.42</b>	<b>(48,488.62)</b>	<b>108,192.40</b>	<b>144,771.54</b>	<b>(40,448.12)</b>
Less Cash on Hand:					
		Dec. Bal			
Endowment Checking		26,282.06			0.00
Building fund		14,829.51			14,829.00
Scholarship Fund		600.00			500.00
Hall Estate Checking		11,145.65			11,145.65
Meredith Ministry checking		16,197.09			12,435.00
Cash Flow Balance					(1,538.47)
Additional Resources:					
Thrivent Mutual Funds	47,642.36				
Endowment Fund	670,540.22				
Meredith Invested Fund	212,109.19				
	<u>930,291.77</u>				

# SALEM MINISTRY TEAM CHART

## ADMIN – Staff, Property, Finance (Council Partners – TBA)

- o **Building & Grounds Maintenance (Mike Dougherty):** providing ongoing maintenance for all Salem buildings and grounds, managing all current and future maintenance contracts
- o **Long-Term Maintenance & Improvements (OPEN):** 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 **Finance Team (Lynn Ross):** managing the current and future financial needs of Salem
- o **Stewardship Team (OPEN):** inspiring our congregation to share their gifts with the world
- o **Benevolence (Bob Roediger):** gathering and directing congregational resources to make a difference
- o **Communication & Technology Team (Shari Van Baale):** creating effective and inspiring communication to Salem and beyond
- 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 (OPEN):** managing the current and future staffing needs of Salem
- o **Endowment Committee (Jen Beutel):** managing use of Endowment Fund, from which distributions are made for ministry
- o **Pastor (Mutual Ministry Team):** works with the pastor to anticipate and to respond to ministry needs and opportunities

## ENCOUNTERING GOD - Worship (Council Partners – TBA)

- o **Worship Development (Heather Lewis):** creating inspirational and meaningful worship
- o **Altar Care (Paula Dougherty):** preparing and presenting the sacramental elements for worship
- o **Worship Volunteers (Heather Lewis):** recruiting, training, and scheduling all worship volunteers
- o **Music Ministry (Heather Lewis):** creating musical opportunities for all ages
- o **Design Team (Steve Wise):** inspiring the congregation by preserving and enhancing the facilities

(continued on next page)

## SALEM MINISTRY TEAM CHART (cont.)

### SERVE THE WORLD – Outreach (Council Partners – TBA)

- **Outreach Team (OPEN)** – coordinate street teams and other outreach events
- **Gathering Table Meal (Lorel Brown)**: meal ministry outreach program with partner church
- **Pantry Pack (OPEN)**: 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 (OPEN)**: providing volunteers for Jo Co and Olathe
- **Good Faith Network (Renee Loya)**: interfaith network of faith communities in Johnson County
- **HopeBUILDERS (B.J. Fevold)**: Volunteers offer home repair assistance and help homeowners regain hope that their community cares about them

### GROW IN FAITH - Education (Council Partners – TBA)

- **Advent & Lenten Wednesday Meals (Jarred Schubert)**: providing food and fellowship through festival seasons
- **Salem Café (Jarred Schubert)**: providing food and hospitality on Sunday mornings
- **Mission Partner Lunch & Reception (OPEN)**: providing food and fellowship for new members
- **Fellowship Events (Jarred Schubert)**: creating opportunities for all ages to share in community
- **Small Group Ministries (Jarred Schubert)**: creating opportunities for small groups to share in community
- **Children's Ministry (Lorel Brown)**: creating ministry opportunities for pre-K through 5<sup>th</sup> grade children and families
- **Student Ministry (Lisa Taylor)**: creating ministry opportunities for 6<sup>th</sup>- through 12<sup>th</sup>-grade students and families
- **Safe Sanctuary (Cindy Harmison)**: creating policies and procedures to safeguard our children and volunteers
- **Women's Ministry: creating meaningful opportunities for adult women**
  - **Fellowship of the Vine (Angela Osheim & Chris Wise)**: building friendship through social events
  - **Book Club (Kathy Kostroske)**: reading and discussion of all types of literature
  - **Thursday Morning Bible Study (Cheryl Padgett & Joyce Benedict)**: weekly study and discussion
- **Men's Ministry: creating meaningful opportunities for adult men**
  - **Men's Breakfast (Greg Beutel)**: monthly meeting for fellowship/breakfast
  - **DABS – Dudes Afraid Bible Study (Jim Roy)**: exploring faith and enjoying fellowship
- **Salem Seniors (Terry Love)**: creating meaningful ministry opportunities for those over 50
- **Adult Education (OPEN)**: opportunities for adults to enrich faith

# 2020 MINISTRY TEAM HIGHLIGHTS

## Administrative

### Finance Team

The Finance Team's primary objectives are to report on Salem's financial results; ensure financial policies are adhered to, including the management of designated funds; and making recommendations to leaders regarding financial resources. We work with 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 accurately record the offering and make sure the proceeds get to the bank. Many thanks to Joyce Benedict, David Hellwege, Merilynn Hovell, Ryan Konen, B.J. Fevold, Terri Fevold, and Jarred Schubert for serving in this vital way.

Our treasurer, Joyce Benedict, and Financial Secretary, Janice VanLaningham, *each* spend several hours a week ensuring financial records of expenditures and contributions are complete and correct. These volunteers are absolutely indispensable.

#### Financial notes for 2021

- The Payroll Protection loan received in 2020 as part of the government's COVID-19 relief package was forgiven in 2021 (\$48K).
- 2021 was a second year of limited programming due to the COVID-19 pandemic, which resulted in lower-than-expected costs for ministries and programs. Despite that, expenses outpaced income for the year, and money from the Hall Estate was utilized to meet obligations (\$20K).
- The number of givers steadily increased during the year, a hopeful indication that participation and programming will recover post-pandemic.

Many thanks to Joyce Benedict, Janice VanLaningham, Ryan Konan, Scot Harmison, and our council partner, Vance Thomas, for serving on the Finance Team in 2021.

— *Submitted by Lynn Ross*

## Administrative (cont.)

### Benevolence

In 2021, Salem committed 8% of the offering to mission.

The following were representative of our giving:

	Tithe (8%)	Other
Central States Synod	\$18,535	
Harvesters	\$1,150	
Hollis Renewal Center	\$1,139	
HopeBUILDERS	\$1,150	\$3,500
Metro Lutheran Ministries — Eileen's Place	\$1,139	
Total	\$23,113	\$3,500

**Total Benevolence**

**\$26,613**

Thank you for your giving.

— *Submitted by Bob Roediger and Lynn Ross*

### Endowment Committee

The Endowment Team's purpose is to oversee the Endowment Fund, including providing recommendations for use of the earnings. The team is composed of Jim Rehor, Dave Edeal, and Jen Beutel. Ministry Teams can request funds that are in alignment with Salem's goals and needs.

— *Submitted by Jen Beutel*

## Director of Worship and Music Heather Lewis

I continue to be amazed and grateful as Salem's congregation has adapted to many changes in this second year of a global pandemic.

We began 2021 with worship online only, and in February were able to come back together in the beautiful Baugh-Marshall Chapel in Central Seminary. We had a meaningful Holy Week in March, with 21 youth providing a virtual reading of the passion scripture, celebrating our second graders' First Communion on Maundy Thursday, a beautiful candlelight Good Friday service with special music and readings, and a glorious Easter Sunday and send-off for our interim pastor, Cynthia Schnaath. In May we welcomed Pastor Jon Brudvig to Salem with great excitement! I am so grateful to Vance Thomas who took over recording worship in the same month, which has now expanded to livestreaming.



In the summer we brought lectors and acolytes back into worship, and began passing the offering plate with special music, ensembles, and dancing. We had a fun fall kickoff in August, and began Sunday school and choir in September for the first time since March 2020! Remembering that we weren't able to meet together at all during Advent and Christmas in 2020, there was so much joy in December 2021: lovely Holden Evening Prayer Advent services were celebrated the first three Wednesday evenings in December, the adult choir had 29 singers for their *Joy!* Christmas cantata, including six youth, and 10 children presented *The Real Christmas Story* with special music and dancing.



Thank you so much to all who have faithfully assisted in worship with electronics, readings, leading music, greeting, lighting candles, altar care, decorating the chapel, and providing beverages and treats for fellowship. My Salem family has given me much joy and comfort during this year and every year, and I am grateful to serve you.



In Christ's love,  
Heather Lewis  
Director of Music and Worship



# Worship Ministries

## Altar Care

Altar Care is still using our COVID-19 protocol to keep everyone safe when serving Communion.

- Discontinued the use of the common cup
- Separated the cups of wine and juice in the trays so they could be picked up without touching the other cups
- Participants pick up their own cup of wine or juice from the trays
- Pastor serves the wafers — gluten-free wafers are picked up by the recipient to avoid cross-contamination



We continue to use our own paraments and candles to decorate the altar, which gives the church some continuity in the beautiful chapel where we worship. We still sell Easter lilies and poinsettias to decorate our worship space at Easter and Christmas.

We are truly appreciate Heather's continued efforts for our altar group and our church. We are also very thankful for Pastor Jon's support and are happy that he and his family have joined us. We are also very excited to see the increase in the number of people attending our services!



— Submitted by Paula Dougherty



## 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 (40 on Saturday, and then we leave enough food to serve another 40 people on Sunday after worship).

Salem's volunteers donate roughly \$5,500 in meals each 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 served sack lunches outdoors per Gathering Table guidelines for the first half of 2021. In June, we were able to start serving hot meals indoors again. The Gathering Table required guests to be vaccinated and to wear masks, and we have required the same of volunteers who serve. We do provide to-go meals outside for unvaccinated guests, as well.

In December, we used memorial funds to purchase some food items in order to provide a holiday meal. We served turkey with cranberry sauce, mashed potatoes, stuffing, gravy, green beans, and an assortment of pies for dessert. We set the tables with festive tablecloths and plates and served guests at the tables. The event was very well-received, and we've already been asked to do it again next year! We'll have to make sure to order more chocolate silk pie next year; it was VERY popular.



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



## Service & Outreach Ministries (cont.)

### Pantry Pack Program

During 2021, Salem's Pantry Pack Program continued to provide groceries to those in need in our Lenexa community. We served 25-35 families per week. Each family was offered a bag of non-perishable groceries, fresh fruits and vegetables, breads, and desserts at every distribution. Occasionally we are able to offer milk and meat, as well. We had several special distributions over the course of the year that provided, Easter baskets, toiletries, school supplies, and Thanksgiving and Christmas meals.



We continue to be a Harvesters agency. Our relationship with Harvesters has allowed us to meet the increased need in the community without a big increase in capital outlay. During the global pandemic, various government programs and philanthropical organizations have helped Harvesters make the process a little easier on small food pantries like ours. They have committed to a no-processing fee through June 2022.



Salem's Pantry Pack program remains committed to serving food to those in need in 2022. We would love for you to help! We always welcome volunteers at our weekly distributions. We are also currently in need of a special projects coordinator to help with the logistics of special distributions though out the year. Please reach out to a Pantry Pack team member for more information.



Respectfully submitted,  
Charlotte Wallenburg



# Education

## Fellowship

- Resumed regularly meetings and held our first Fall Family Fun event in October
- Excited to have Salem Café fully running again on Sundays
- Hosted many small celebrations after church with special treats
- Keeping fingers crossed we can continue to do more large events going into 2022



— Submitted by Jarred Schubert



## Salem Men

The Salem men held a hangout by the firepit outside of Koinonia Hall in April. It was a good chance to reconnect with an evening of fellowship.

The men's group resumed their monthly breakfasts in August, organized by Greg Beutel. They typically meet on the first Saturday of the month at 8:00 a.m. at The Big Biscuit in Shawnee.



## Education (cont.)

### Salem Women

**Fellowship of the Vine:** This women's social group has continued to work on building relationships with each other despite the challenging first half of the year with the pandemic. We try to plan different types of activities, such as getting together to share a meal, having a cookie exchange at Christmas-time, and painting signs for our homes. We are hoping that in 2022 we can start regularly planning events each month again and that all women in our congregation feel welcome to join us!

— Submitted by Chris Wise and Angela Osheim



**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. Following safety guidelines, we still continue to meet each month during COVID.



— Submitted by Kathy Kostroske

**Bible Study:** Our group consists of an average of 10 women. We meet at Koinonia Hall on Thursday mornings at 9:30 for about 90 minutes from September through May. We invite anyone to join us as we gather to learn, grow, and change into a deeper understanding of God's truth. We are a group that strives for everyone to feel safe with each other — safe to ask, think, question, and share our lives with our loving, Heavenly Father. Our Bible studies vary and everyone is encouraged to share what they would like to study.

— Submitted by Cheryl Padgett

## Education (cont.)

### Children's Ministry

The work of Salem's Children's Ministry Team touches the lives of our youngest members from birth through 5th 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 2021, we were challenged again (and still!) by the COVID-19 pandemic. We suspended most children's ministries through August 2021. In August, the team decided to move ahead with Sunday school for the fall in a new format to accommodate the special needs of this year. We've held Sunday school in one, all-ages group and explored various Bible stories through activities in drama, music, games, cooking, and art projects. We met outside for as long as the weather allowed, and we continued to meet indoors in as open a space as possible and distanced as much as possible. All children and adults have been required to wear masks.

Despite challenging times, it has been a joy to get to know the kids on a more intimate basis. We've had an average of 6-7 kids each Sunday. We've had 5-6 rotating adult volunteers with whom it has been a joy to work.

We continue to evaluate the appropriate time to restart other children's ministries, such as third-grade Bible and First Communion classes. With COVID cases surging, we're holding off for now on scheduling those.

The Children's Ministry Team thanks all the adults who have engaged in ministry with our kids in 2021. It takes a village in any year to provide the time and space and connection our kids need to grow in faith and serve God in so many ways. This year, I continue to appreciate the support of team members as we navigate tough decisions in another unprecedented year.

— Submitted by Lorel Brown



## Education (cont.)

### Student Ministry

High school and middle school met in person this year. It was good to get reacquainted.

High school was led by parent volunteers

- In Sunday school we discovered the tie between Old Testament, New Testament, and current day
- We had hang nights each month
- 1 youth went to Tomah Shinga for the Collective service trip



Middle school Sunday school was led by Janet Loos and Confirmation by Pastor Jon.

- In Sunday school they learned about Old Testament characters
- Confirmation typically met twice a month on Sunday evenings
- 4 youth went to Rainbow Trail

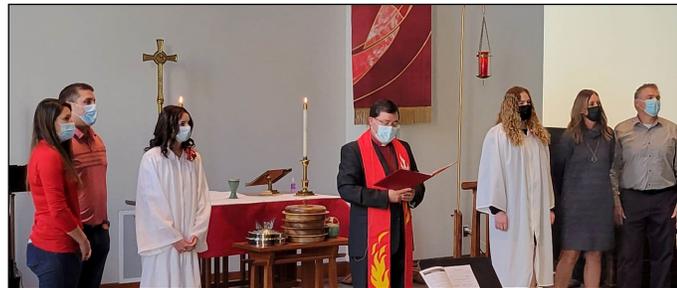


### Events

- 2 youth confirmed
- 8 youth graduated
- Packed snack bags for Ronald McDonald House
- Packed Christmas boxes for Pantry Pack
- Went to Sporting KC game with Collective
- Went to pumpkin patch



— Submitted by Lisa Taylor



# 2021 in pictures

