

# ANNUAL REPORT 2023



Evangelical  
Lutheran Church  
in America



# A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

Over the past year we have continued to experience changes in the world around us. Even as our church finds ways to adapt to this changing world, we find hope in the unchanging and always present promise of God's love through Jesus Christ. We change and adapt not to conform to the world but because we believe that the gift of God's Son is for the world, and that our congregations and worshiping communities are places to gather and be sent into the world, where we will tell the story of God's love in word and deed.

The ministries of our congregations, our synods and the churchwide organization provide ways for the church to move beyond the boundaries of structures and geography and to share God's love with people in our neighborhoods, our cities, our country and beyond. We engage in this ministry knowing that our church walks by faith, trusting in God's promise in the gospel, and that we exist by and for the proclamation of this gospel word. In John 15:5, Jesus reminds us, "I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." We are connected by the promise that we do all through Christ and can do nothing apart from him.

God gives the Holy Spirit, who uses gospel proclamation — in preaching and sacraments, in forgiveness and in healing conversations — to create and sustain this faith. Just as we rely on God to sustain our faith, we rely on each other to sustain the ministries that offer God's love to the world. Through your generosity to each expression

of this church — your congregation, your synod and your churchwide organization — you add to our collective voice proclaiming God's love for all.

I am grateful for your generosity over this last year. My gratitude spreads far beyond your generous financial gifts. You've shared your gifts of time through countless hours of volunteering, serving and accompanying. You've shared the gifts of your voices as we've tried to discover and learn how God is calling us to be the church now and into the future. And, finally, dear church, you have shared the gift of the realness of God's love with the world around you. Be well, dear church, and stand steadfast in the promise of God's love and grace as you take that promise with you into the world.

A handwritten signature of Elizabeth A. Eaton in black ink.

The Rev. Elizabeth A. Eaton  
Presiding Bishop  
Evangelical Lutheran Church in America

---

“I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing.” —John 15:5

---

**Salem Lutheran Church**  
**Annual Meeting**  
**January 28, 2024**

**AGENDA**

**Opening Hymn – *Son of God, Eternal Savior***

**Opening Liturgy**

**Covenant**

**Minutes**

**Greetings from:**

**Pastor Agripa Mgya (Magome)**

**Pastor Patricia Zepeda Rep. (RefugeCity)**

**Pastor Fernando Vega (Amor y Esperanza Pentecostal)**

**Salem Mission Statement**

**Grounded in Scripture, we seek to Nurture  
the Faith and to Proclaim Christ's Love in  
Word and Deed to each other and our  
neighbors near and far.**

**Remarks: Pastor Aaron Holmgren**

**Endowment Fund Allocations**

**Changes to Constitution**

**Budget**

**Election of officers, Council members,  
representatives, and delegates**

**Recognition: out-going Council**

**Special Acknowledgements**

**Brainstorming (and ideas) for  
Youth and Youth Person**

**Other Business**

**Closing Song - *We Are Marching***

**Closing Prayer**

**Adjournment**

**Salem Lutheran Church  
Congregational Covenant**

**In this congregation,**

1. We value and care for each other.
2. We communicate respectfully, and with humility, and keep all members of the congregation and staff informed.
3. We resolve our disagreements in a healthy, Christian manner.
4. We respect our leaders while holding them accountable.
5. We seek to grow in faith and love.
6. In response to God's love and saving grace, we reach out to our neighbors near and far.

**We ask God to help and guide us to do these things.**

# ANNUAL CONGREGATIONAL MEETING

## OPENING LITURGY

### Son of God, Eternal Savior

Recognizing that our faith is a living, busy, active and mighty thing, may the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with each of you.

**And also with you.**

Teach us to love you with all our heart, soul, mind and strength.

**Receive our prayer, O God.**

Descend on our hearts, that we may love others in the ways Jesus loves us.

**Receive our prayer, O God.**

Empower us to be enthusiastic in pursuing your vision for our congregation.

**Receive our prayer, O God.**

Move us to engage issues in our community in Christlike ways, and to pursue deep and authentic relationships with those with whom we serve and partner.

**Receive our prayer, O God.**

Strengthen us to face the barriers we encounter in doing your work, learning to work with others amid disagreement.

**Receive our prayer, O God.**

Give us the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.

**Receive our prayer, O God.**

Guide us to be a healthy congregation that learns from its failures as well as its successes and offers wisdom to others.

**Receive our prayer, O God.**

As we strive to become the church that we proclaim to be, raise up leaders who focus on the gospel of freedom, forgiveness and reconciliation as given to us through God's indescribable act of love in the death and resurrection of Jesus Christ. Renew us daily in our baptism, that we may discover vitality in our relationships with you, each other and those we serve in the world.

**Amen.**

1 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,  
2 As you, Lord, have lived for oth - ers, so may we for oth - ers live.  
3 Come, O Christ, and reign a - mong us, King of love and Prince of peace;  
4 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,

Word made flesh, whose birth a - mong us hal - lows all our hu - man race,  
Free - ly have your gifts been grant - ed; free - ly may your ser - vants give.  
hush the storm of strife and pas - sion, bid its cru - el dis - cords cease.  
Word made flesh, whose birth a - mong us hal - lows all our hu - man race:

you our head, who, throned in glo - ry, for your own will ev - er plead:  
Yours the gold and yours the sil - ver, yours the wealth of land and sea;  
By your pa - tient years of toil - ing, by your si - lent hours of pain,  
by your pray - ing, by your will - ing that your peo - ple should be one,

fill us with your love and pit - y, heal our wrong, and help our need.  
we but stew - ards of your boun - ty held in sol - emn trust will be.  
quench our fe - vered thirst of plea - sure, stem our self - ish greed of gain.  
grant, oh, grant our hope's fru - i - tion: here on earth your will be done.

Evangelical Lutheran Worship, 655

Text: Somerset C. Lowry

Music: IN BABILONE, Oude en Nieuwe Hollandse Boerenlities en Contradansen, 1710;  
arr. Julius Röntgen

Text and music are in the public domain. May be reproduced without restriction.

**Salem Lutheran Church  
Annual Report 2024  
Table of Contents**

**MISSION STATEMENT**

|                   |   |
|-------------------|---|
| Council and Staff | 2 |
|-------------------|---|

**ANNUAL MEETING**

|   |     |
|---|-----|
| Attendance and Minutes of January 29, 2023 Annual Meeting | 3-5 |
|---|-----|

**SYNOD, PASTORAL STAFF, COUNCIL REPORTS**

|                                     |       |
|-------------------------------------|-------|
| Bishop Patricia Lull                | 6-8   |
| Rev. Aaron Holmgren                 | 9-10  |
| Jack Schlukebier, Council President | 11-12 |

**COMMITTEE REPORTS**

|                                |              |
|--------------------------------|--------------|
| Worship and Music Committee    | 13           |
| Evangelism Committee           | 14           |
| Riverside Innovation Hub       | 15-20        |
| Health Ministry                | 21           |
| Salem Lutheran Church Women    | 22           |
| Endowment Fund Committee       | 23           |
| Stewardship Committee          | 24-25        |
| Missions Committee             | 26-28        |
| Education Committee            | 29           |
| Youth and Family Committee     | 30           |
| Youth Task Force               | 31           |
| Property and Finance Committee | 32-33        |
| Personnel Committee            | 34           |
| Financial Report               | 35           |
| Proposed 2024 Budget           | 36-38        |
| 2023 Budget Reports            | 39-44        |
| <b>STATISTICS</b>              | <b>45-46</b> |
| <b>STAY CONNECTED</b>          | <b>47</b>    |

## **Salem Mission Statement**

**Grounded in Scripture, we seek to Nurture the Faith and to Proclaim Christ's Love in Word and Deed to each other and our neighbors near and far.**

### **2023 Council and Staff**

#### **Council**

|                          |                           |
|--------------------------|---------------------------|
| President                | Jack Schlukebier          |
| Vice President           | Julie Reed                |
| Secretary                | Nancy Wyatt               |
| Finance Secretary        | Ellen Marty/Mark Schmidt* |
| Evangelism Liaison       | Elaine Hause*             |
| Stewardship Liaison      | Bekah Elling              |
| Missions Liaison         | Norma Johannsen           |
| Youth and Family Liaison | Phil Barker               |
| Education Liaison        | Carol Olson               |

\*(Mark Schmidt took on the role of Interim Finance Secretary for part of the year, Elaine Hause resigned in December)

#### **Staff**

|                          |                     |
|--------------------------|---------------------|
| Pastor                   | Rev. Aaron Holmgren |
| Administrative Secretary | Michelle Rodriguez  |
| Parish Nurse             | Debbie Lee          |
| Chancel Choir Director   | Carl Lipke          |
| Organist                 | Judy Belland        |
| Hand Bell Director       | Keith Irwin         |

**Salem Lutheran Church, West St Paul, MN**  
**Annual Meeting Minutes (Attendance)**  
**Sunday, January 29, 2023**  
**10:45 am**

- |                          |                           |
|--------------------------|---------------------------|
| 1. Barker, Cynthia       | 43. Reed, Scott           |
| 2. Barker, Phil          | 44. Schlakebier, Jack     |
| 3. Bartel, Judy          | 45. Schmidt, Mark – ZOOM  |
| 4. Bartlett, Jeanette    | 46. Schmidt, Nancy        |
| 5. Belland, Judy         | 47. Sell, Janet           |
| 6. Berg, JR              | 48. Telleson, Kay         |
| 7. Buck, Jim             | 49. Vining-Berg, Mary Lou |
| 8. Christiansen, Arlene  | 50. Wakeen, Jack          |
| 9. Degler, Ade           | 51. Wakeen, Pam           |
| 10. Degler, Jane         | 52. Wilczyk, Johni        |
| 11. Elling, Bekah -ZOOM  | 53. Woken, Beverly        |
| 12. French, Bill -ZOOM   | 54. Wyatt, Nancy          |
| 13. Gaines, Chris        | 55. Wyatt, Paul           |
| 14. Gaines, Elizabeth    |                           |
| 15. Gaines, Matt         |                           |
| 16. Graves, Alice        |                           |
| 17. Hause, Clyde         |                           |
| 18. Hause, Elaine        |                           |
| 19. Hedger, Judy         |                           |
| 20. Hofbauer, Debra      |                           |
| 21. Holmgren, Aaron      |                           |
| 22. Holmgren, Abbe -ZOOM |                           |
| 23. Horner, Ted          |                           |
| 24. Johannsen, Norma     |                           |
| 25. Johannsen, Paul      |                           |
| 26. Kastner, Nancy       |                           |
| 27. Klegin, Audrey       |                           |
| 28. Larson, Arlyn        |                           |
| 29. Lee, Debra           |                           |
| 30. Lemke, Arthur        |                           |
| 31. Lipke, Carl          |                           |
| 32. Malone, Ryan         |                           |
| 33. Marty, Ellen         |                           |
| 34. Miller, Clayton      |                           |
| 35. Nelson, Johanna      |                           |
| 36. Nelson, Judy         |                           |
| 37. Nesdahl, Louise      |                           |
| 38. Nesdahl, Milton      |                           |
| 39. Olson, Carol         |                           |
| 40. Olson, Keith -ZOOM   |                           |
| 41. Pemberton, Lana      |                           |
| 42. Reed, Julie          |                           |

**Salem Lutheran Church, West St Paul, MN**  
**Minutes of Annual Congregational Meeting**  
**Sunday, January 29, 2023**  
**10:45 am**

Present: 55 congregational members (both in person & via Zoom)

The meeting was called to order by President Jack Schlukebier at 10:50 am. Pastor Holmgren led the Opening Liturgy and the singing of "Spirit of God, Descend upon My Heart". The Covenant was read together by each table group reading one line. The minutes from last year's Annual Meeting were reviewed. Debbie Lee was at the meeting but her name was not recorded. Her name was added. Updated minutes were approved unanimously.

Judy Nelson expressed thanks from the Klondike Kates for the use of Salem's facilities. Mary Lou Vining-Berg read greetings from Pastor Agripa Mgaya in Magome. Pastor Patricia Zepeda from RefugeCity, Pastor Fernando Vega from Amor y Esperanza and Pastor Sam Butler and his wife, Valerie, from Church of the Living God presented greetings and thanks to Salem and told us a little about their churches and their activities.

Pastor Holmgren presented some comments and thanked people for watching his videos sent out via email to tell us more about the preparations for the annual meeting. Elaine Hause made a Committee Presentation with an open invitation to congregation members to join committees. The Missions Committee presented a video of the Youth Choir in Magome singing to Salem.

Kay Tellekson presented the proposed Endowment Fund allocation totaling \$7,819 to be distributed as follows and called for its acceptance and approval:

- ◇ Mission Category: help with youth and/or pastor traveling to Magome - \$2,000
- ◇ Community Category: for supplies for outreach groups such as "God's Work, Our Hands" personal care kits -\$1,500
- ◇ Property Category: Upgrade lighting to LED - \$2,400
- ◇ Stewardship Committee: \$300
- ◇ General Fund: \$1,619

Congregation vote to accept and approve the proposed allocation passed.

A motion was made by Clyde Hause, seconded by Artie Lemke, to delete the following statement from the Endowment Addendum to the Constitution: "Additionally, all non-designated gifts and bequests to Salem with a value of more than five thousand dollars (\$5,000.00) shall be added to and become part of the Fund."

Motion passed unanimously.

Ellen Marty presented the proposed 2023 budget of \$256,130. After discussion and explanation, Pastor Holmgren made a motion to accept the proposed budget. Artie Lemke seconded.

Discussion continued with a concern from Kay Tellekson that we should be tithing 10% to our benevolence funds. Elaine Hause looked at all the things we give to, including in the restricted accounts, and found we are actually giving over 20% to various groups, missions, benevolences and outside projects. After some discussion, Ellen said she will start keeping track of these groups listed differently (in restricted accounts) to show exactly how much is funded in total. Pastor Holmgren mentioned Mission vs Vision and said there will be a benevolence of the month all year to bring attention and increase giving to each one adding to what is budgeted. Janet Sell said the Missions Committee decides which organizations/missions get the amount budgeted for benevolence. Jim Buck said we are within 1% of our budget. If we get more we can pay more.

Motion to accept and approve the proposed 2023 budget passed with only one nay.



**Salem Lutheran Church, West St Paul, MN**  
**Minutes of Annual Congregational Meeting - Cont'd**  
**Sunday, January 29, 2023 - 10:45 am**

The Nominations Committee presented a ballot for Council officers and members, positions of Committee members, representatives, and delegates. Artie Lemke nominated Nancy Wyatt for secretary, Elaine Hause seconded. Nancy Wyatt's name was added to the ballot.

Clyde Hause asked that his name be withdrawn from the Nominating Committee. Clyde's name was removed from the ballot. Louise Nesdahl withdrew her name from the St. Paul Synod Assembly Delegates. Louise's name was removed from the ballot. Nancy Wyatt nominated Debbie Lee as a delegate to the St. Paul Area Synod Assembly. Debbie's name was added to the ballot.

Arlyn Larson moved to close nominations and cast a unanimous vote for all nominees on the ballot. Art Lemke seconded the motion. The motion passed unanimously.

Elected to office or positions were:

Jack Schlukebier - President

Nancy Wyatt - Secretary

Elaine Hause - Council member, Evangelism Committee Liaison

Rebekah Elling - Council member, Stewardship Committee Liaison

Norma Johannsen - Council member, Missions Committee Liaison

Lana Pemberton - Personnel Committee

Lana Pemberton - Endowment Committee

Judy Schlukebier - Endowment Committee

JR Berg - Endowment Committee

Jack Schlukebier - Interfaith Action Representative

Mary Lou Vining-Berg - Interfaith Action Representative

Rebekah Elling - Nominating Committee

Paul Wyatt - Nominating Committee

Johni Wilczyk - Nominating Committee

Keith Olson - St Paul Area Synod Assembly delegate

Debbie Lee - St. Paul Area Synod Assembly delegate

Debbie Lee - Lyngblomsten delegate

Nancy Schmidt - Lyngblomsten delegate

Art Lemke - Lyngblomsten delegate

Jack called for public recognition and thanks to Nancy Wyatt and Arlyn Larson for all they do behind the scenes. Arlyn Larson recognized the Putzers and their leader Jack Schlukebier. Appreciation went out to Bruegger's Bagels for their donation to our meeting. A special thanks and appreciation was given to Michelle Rodriguez for all she does in the office. Carol Olson gave her appreciation for all the congregation does for the church.

The assembled members broke into table groups to brainstorm ideas and visions for the future. Each group presented their list. The meeting ended with the singing of "We are Marching in the Light of God".

Phil Barker offered the closing prayer.

Lana Pemberton moved to adjourn. Seconded by Arlyn Larson. Motion passed.

Meeting adjourned at 1:15 pm.

Respectfully submitted,

Julie Reed and Jack Schlukebier

Acting Secretaries

Approved by Council Feb. 20th, 2023

## **Annual Report 2023 Annual Report Bishop Patricia Lull**

*You crown the year with your goodness, and your paths overflow with plenty.  
Psalm 65:11 (ELW)*

The year 2023 brought us again to in-person worship and events after the long disruption of the COVID-19 pandemic. What we did not do as a synod was to return to everything as it had been before. Recognizing that God always calls us forward into a new future, congregations discovered myriad ways to build on the lessons and new practices learned during the pandemic. Likewise, the synod embraced new ways of doing familiar things and experimented with new ideas and programs.

Here are some highlights of the investment of time and energy by the synod office during 2023. All these are made possible because of the generous financial support that passes from congregations to the synod. Thank you for helping us be a church together as we all find ways to be faithful to our callings in a changing and complex world.

An undeniable highlight was the presentation of a check for \$1,000,000 to Lutheran Social Service of Minnesota during Synod Assembly last May. The check is for renovations to a building that will house the Families Together East Side Preschool on the lower level of Grace Lutheran Church in St. Paul. This partnership is one of the pillars of The Planting Hope Campaign, which has raised \$1,473,861 to date at the end of December 2023. This is one half of our overall campaign goal.

In addition to this transformational work with LSS-MN, in 2023 we also launched the first summer of paid internships, funded through The Planting Hope Campaign. From June through August, nine young adults served in a variety of congregations and Lutheran agencies. We are grateful for the work of Pastor Bristol Reading (St. Luke, St. Paul) in overseeing this project. Also, we gave significant financial support to congregational vitality through the campaign. Those investments are detailed later in this report.

Alongside the work of The Planting Hope Campaign, congregations like yours continue to contribute toward our budget of \$1,885,000 in mission support. Fiscal Year 2023 ends on January 31, 2024 and we hope to be at the goal by then. Again, thank you for seeing how your congregation's work is supported and expanded through our common funding of synod and ELCA churchwide ministries. Despite needing to navigate new realities in a post-pandemic world, God continues to crown our efforts with God's abundance. The synod's financial work is guided by David Roinas.

During 2023 there were 28 persons in the candidacy process, preparing to serve the wider church as pastors or deacons. Currently, 22 persons are serving their first call in the Saint Paul Area Synod. They also participate in a structured program of First Call Theological Education (FCTE). Both candidacy work and FCTE are led by Deacon Krista Lind. This past year two candidates received calls in other synods. As you might imagine, this work is important for the church today and for the church in the coming years. ‘

Candidates ordained in 2023 include Pastor Jennifer Luong, Pastor Jua Jay Her, Pastor Carrie Stiles, Pastor Amy Vigesaa, Pastor Reed Fowler, Deacon Katherine Lindberg. We also received Pastor Stanley Ayashim, recently ordained in the Lutheran Church of Christ in Nigeria, as a first call pastor through our partnership with the Lutheran World Federation. We welcome these seven new rostered ministers.

In addition to first call candidates, the synod staff works with call committees in more than two dozen congregations each year. In addition, the call manual was revised this past year and new protocols were developed to assist congregations to be open and ready to receive candidates who are persons of color or from the LGBTQIA community. As a synod, we know how important the gifts of all leaders are to the work of God's church.

## **Annual Report 2023 Annual Report - Cont'd Bishop Patricia Lull**

During times of transition, the synod finds pastors and deacons to serve in interim roles. Those serving in interim ministry meet monthly for prayer, mutual support and learning and are directed by Rolf Lowenberg-DeBoer. With Rachel Holsten, front office administrator and registrar, Rolf coordinated the Tool Kit for Congregational Leaders in February, which brought together 165 participants from 52 congregations. The two most attended workshops addressed issues of racism and implicit bias, issues which matter to all of us in this synod. In 2023, the synod also inaugurated the Deeper Dive series, a Zoom gathering for presidents and vice presidents. Twenty-four congregations participated in this inaugural series of monthly leadership training and support.

The synod also provides other initiatives to address congregational vitality. These workshops, which include Tools for the Church, Spiritual Gifts, Stewardship for All Seasons, Building a Culture of Generosity, and Liberating Structures, are led by Pastor Justin Grimm and members of the vitality team. In 2023, participants numbered more than 300.

Serving as mission developers and redevelopers during 2023 were Pastor Liz Eide, Lutheran Church of Peace; Pastor Jon Yurk, Christ the Servant; Pastor Thomas Tsen, Minnesota Faith Chinese; Pastor Dale Stiles, St. Paul in Wyoming; Pastor William Siong and Pastor Jua Jay Her at Eternal Flame; Pastor Gilo Agwa, Foundation of Life; Pastor Jodi Houge, Humble Walk; Deacon Kari Olson, Shobi's Table; and Pastor Ana Becerra, Cristo Rey. Pastors Ben and Kristen Eisele (Farmington Lutheran) completed an exploration for mission possibilities in Rosemount. When asked what is new (or renewed) in this synod, it's easy to see fresh ideas in all these settings.

During 2023 church groups were again able to travel to our partner churches in Guatemala and Tanzania. Five congregational groups were hosted by the Iglesia Luterana Agustina de Guatemala (ILAG). Two members of the Guatemala Committee, Janet Metcalfe and Jennifer Reinhardt, participated in an ELCA Global Mission international consultation in November. In 2023, 200 individuals from 16 congregations, nine affiliate organizations and two colleges traveled to the Iringa Diocese. As bishop, I was also thankful to be with our partners in Tanzania this past November.

The generosity of members of the synod supports our global companions with scholarships, emergency aid, congregation-to-congregation partnerships, and through prayer. Staff members Kirsten Levorson and Susan Seidel oversee the work of Bega Kwa Bega, which we undertake with our siblings in Tanzania.

A grant from Lilly Endowment Inc. allowed additional opportunities for pastors to be well equipped for today's challenges. Synod pastors of color and the synod program staff participated in a facilitated retreat in Sedona, Ariz., in February. In addition, this past year 19 pastors, deacons, mentors, and a facilitator were a part of the Second Act cohort for rostered ministers in their fourth through tenth years of service. Our Lilly grant programs are directed by Leslie Ortiz.

Behind the scenes, Mary Smith oversaw the launch of our new website ([spas-elca.org](https://spas-elca.org)), along with 51 editions of the weekly News and Events newsletter, 40 companion synod newsletters, 300 social media posts, and other essential communication from the synod. (You can sign up to receive our newsletters at [spas-elca.org/subscribe-to-synod-news](https://spas-elca.org/subscribe-to-synod-news).)

With all this creative work of the synod staff, you may wonder what the bishop does. As bishop, I work on governance with the Synod Council and Executive Committee, as well as meeting with the finance committee. I ordain new pastors and deacons and preach regularly (29 times in congregations, synod and churchwide events in 2023). I help plan the Bishop's Theological Conference and gatherings of the ministerium. I represent the synod on institutional boards and at ecumenical and inter-religious gatherings. I am a member of the Conference of Bishops and through 2023 served as a liaison bishop on the ELCA Church Council, as well as co-chairing the Lutheran-Catholic Dialogue. I work with congregations in times of conflict and oversee the discipline of rostered ministers, when needed. Best of all, I serve as a pastor for the pastors and deacons in this synod, meeting regularly with individual leaders.

**Annual Report**  
**2023 Annual Report - Cont'd**  
**Bishop Patricia Lull**

If you have visited the synod office, you know that we are not a large-scale operation; but if you think about the range of ministry we do together in this synod, you know our collective impact is mighty. We can do so much because of the dedicated talent of the individuals on the synod staff. I am grateful for all that Rachel, Mary, David, Kirsten, Susan, Rolf, Justin, Krista and Leslie have accomplished this past year. I am also grateful for the work Ryan and Astine Bose did in the first half of the year as our short-term volunteers in Iringa. I hope you will join me in thanking the synod staff when you see or speak to them.

Yours in God's service,  
Bishop Patricia Lull

## **Annual Report Pastor's Report Pastor Aaron Holmgren**

Beloved Siblings in Christ,

Grace and peace to you from God our Creator, Redeemer, and Sanctifier, who makes all things new. I am thankful for the Spirit's sustaining grace and Christ's abiding presence supporting us in all that we have done and all that we may do here at Salem. This past year has been a time of continued learning and growing together as we share in this faith that God has given us.

2023 was a year where tradition met experimentation. Being the first full year together as we tried to stretch beyond the pandemic's long shadow, we brought back some beloved activities, we said goodbye to some traditions, and we tried some new things. I especially enjoyed being a part of Salem's/St. Stephen's Vacation Bible School this year being hosted in our building for the first time in several years. Some new events included the Family Reunion Sunday, the Saturday Morning Bible Study Series, the West St. Paul Days' Parade, the Campfire Sing-along, the Beer, Burgers, and Hymn nights, and the Longest Night Service (last year was only streamed due to weather), just to name a few. We also experimented with a form of yearlong stewardship with our focus on the many different benevolences that Salem has supported throughout the years. And we tried a unique style of Stewardship Campaign with the narrative budget and SLC pledge drive skits.

Not all these events, traditions, and experiments went off without a hitch, but that does not mean God's work was not present. In fact, if one person was deeply moved, found immense joy, or was comforted by any activities that we hosted or participated in over the past year there is reason to rejoice and be glad for all the work that you all have done to make that possible. The time and gifts we share as the means of God's grace continue to ripple in ways we may never know or see and so for all of you who make up the congregation of Salem, I say thank you. Truly, if I were much better at writing Thank You cards, I would never have time for anything else, as I think through all the people who give of themselves for the work and worship of Salem.

In my personal ministry this past year I have focused on expanding the voices and perspectives I draw from in my preaching and teaching. I picked up several new commentaries and books that are written by people who do not share my experiences in life, helping me to see Scripture anew through their wisdom and insights. I have also enjoyed settling into the life of the St. Paul Area synod. Participating in Synod Assembly, conference gatherings, synod worship opportunities, retreats, and training, I have met so many amazing colleagues and neighbors. This work we do at Salem is not siloed off or exclusive. We share so many struggles and joys with our neighboring congregations and it brings me consolation to know that our concerns and our goals are mirrored throughout our synod. I hope to continue to foster and build relationships with our ministerial partners and neighboring congregations.

Together at Salem we have welcomed three new members, witnessed the giving of new Bibles to our youngest siblings in Christ, supported each other through hospital stays and long recoveries, held funerals for three long time members, and gathered for many moments of fellowship, faith, and food, over the past year. Though held outside of Salem's building, I also presided over a Fort Snelling interment for a member, and I had the joy of officiating the marriage of a couple from the Salem family.

Looking forward, I am intrigued about our shared involvement with St. Stephen's Riverside Innovation Hub group through a member here at Salem and the insights which may grow out of that. I am also excited about our continued dedication to developing youth and family activities and what moments may grow from this work. These and many other experiments and conversations will stretch, challenge, and point us in directions we may not yet see the ending too, but I trust that the Spirit is present to guide our discernment. Let us give thanks to God for all the wonderful gifts that have been given and let us continue to trust in this mission that Jesus Christ has given us to share!



**Annual Report  
Pastor's Report - Cont'd  
Pastor Aaron Holmgren**

I also am looking forward to continuing our ever-deepening relationship with Scripture and our faith, through adult forums, novel studies, and worship experiences throughout the year. In all things may God alone be given the glory.

Your Sibling in Christ,  
Rev. Aaron Holmgren

**Annual Report  
Church Council  
Jack Schlukebier, President**

Salem Friends,

It is with Joy and Thanksgiving that we enter a new year at Salem.

2023 has been a full and rich year for us. We have expanded many ministries and revised others. Our campus has grown to include a labyrinth in our front yard which is being used by the community.

Our staff has done marvelous work this year. We are blessed with a dynamic and Christ centered Pastor – Aaron Holmgren. We are also blessed with a highly professional, wonderful Administrative Secretary who keeps things moving – Michelle Rodriguez. Our choir has been outstanding under the terrific leadership of Carl Lipke and our two bell choirs continue to enrich us under the superb direction of Keith Irwin. One of our secret treasures is Judy Belland on the organ and piano. Our worship services are rich and meaningful because of the work of these fine folks.

Your Church Council continues to work diligently moving the Vision and Mission of Salem forward. They are a hard-working group and deserve your thanks. The many committees of Salem have kept us involved in our church and our community. The Property and Finance Committee has worked especially hard keeping our aging building functioning. A new finance team has gotten our books in good order and kept us solvent.

We continue to serve God's people as we host 3 congregations within our building – RefugeCity, Amor y Esperanza and Church of the Living God. This year we were packed with folks here to enjoy the concerts of The River Heights Chorale and the Century College Community Choir.

Our Blood Drives have been successful as people came to Salem to help our neighbors. Our Parish Nurse, Debbie Lee, has done a great job watching over the flock at Salem. She saw to the training of ushers and others on CPR and use of the AED device. She continues to monitor our blood pressure from her office on Sundays. We reached out to people facing homelessness through our "God's Work, Our Hands" project which put over 40 personal hygiene and comfort packs into the hands of people struggling with life issues. Our support of Neighborsinc. and Moreland Elementary school has been vigorous, while we continue serving God's people with "Feed My Starving Children" and "Loaves and Fishes."

At Easter time we brought about 200 community folks (young and old) into Salem for a highly successful "Family Fun" event. And, an enthusiastic and successful VBS experience was provided by Salem this year to over 15 kids from the community. Our Youth Task Force is energetically moving ahead with ideas for programs for our Youth. Our collaboration with St. Stephen's continues with Faith Formation classes and activities, like Christmas caroling, to the benefit of our youth. Men from Salem meet every other Friday with men from St. Stephen's for a Bible discussion and breakfast.

After a highly successful Mission Trip to Magome we have continued to "reach out to our neighbors near and far" by generously sponsoring students in Magome, Tanzania, and San Lucas Toliman, Guatemala. We are in constant contact with Pastor Agripa and our companion congregation in Magome. They continue to grow and are most appreciative of the support from Salem. This year saw the completion of the "Water Project" which now brings clean water to 26 locations in the village of Magome. Last month they put a new and taller roof on their main sanctuary.

We have had three great sessions of "Beer, Burgers and Hymns" led by Pastor Holmgren at Gallagher's with folks from St. Stephen's. This Summer we gathered for a Salem Family Reunion and saw some old friends. On August 1<sup>st</sup> we hosted a National Night Out gathering with our neighbors. In September we had a very enjoyable bonfire and sing-along on the Salem front yard and in October we held our annual Trunk or Treat event with over 125 kids and family members in our parking lot. During Advent we enjoyed a special Christmas Tea.

**Annual Report  
Church Council - Cont'd  
Jack Schlukebier, President**

A Landscape group keeps our campus looking great while a group of Putzers keep things repaired, replaced, painted and accessible. The OWLS provide a host of activities for older Salemites. Planning has already begun for active summer Youth programs and activities. There will be many challenges ahead. Much will be asked of us.

That's OK, we serve the Lord.

Respectfully submitted,  
Jack Schlukebier, President

## **Annual Report**

### **Worship and Music Committee**

#### **Pastor Aaron Holmgren, Chair**

In 2023, the Worship and Music Committee is grateful to report that we had a relatively “normal” year of worship here at Salem. This was the first full year with Pastor Aaron, as well as the first full year since 2020 without any major pandemic/snow related calculations/interruptions. In retrospect it was nice to return to some of the old cycles and traditions of the liturgy. We were also able to host a Longest Night service on December 21<sup>st</sup> and Pastor Aaron began offering a weekly Wednesday morning prayer service.

For our Lenten services Pastor Aaron and the Committee led us through “How Can We Keep from Singing” where members of the congregation shared stories on their favorite hymns of faith. We are grateful for all those who shared their stories and songs with the community. Another hymn themed event this year was our Stewardship campaign. The Worship and Music Committee worked with the Stewardship Committee to include the congregation’s top twelve favorite hymns through the month of October.

Our Bell Director Keith continued to stretch and challenge the Jubilee Ringers with inspiring pieces – “Beach Side Stomp” a particular favorite of the year. Keith also continued to train and instruct newer ringers through thoughtful and accessible programming with the Learner Bells.

Our Choir Director Carl and the Chancel Choir provided consistent “Calls to Worship,” thematic anthems, and a powerful Cantata for the Good Friday service. Director Carl also continued to recruit and schedule gifted musicians for the summer’s special music offerings and Christmas Eve.

Judy Belland provided countless moments of ministry on the piano and organ through her preludes, postludes, accompaniments, and special offerings for Sunday worship, funerals, high holy days, and Lenten evenings. One of many highlights this year was a collaboration between the bell choir and the organ for special music on a Sunday.

Behind the scenes Nancy Wyatt coordinated and constructed the paraments, communion vessels, and seasonal decorations throughout the year. The surrounding candles of All Saints and the festive fullness of Christmas Eve are two examples of her continued gifted work.

The committee would like to thank our Administrative Secretary Michelle, who made many of our vision’s realities through her skilled work day in and day out. Beyond the committee members themselves there were also ushers, special musicians, communion assistants, readers, streaming technicians, acolytes, choir members, and speakers, who shared their gifts, talents, passions, and time, to help us all raise our bodies, minds, spirits, and voices, in praise and thanksgiving to our loving God. For these individuals and families, the committee shares their endless thanks.

The Worship and Music Committee would also like to thank Nancy Wyatt and all those who usher, assist in communion, live-stream, run the sound booth, read, and acolyte. These skills bring God’s word and promise to our eyes and ears from the paraments to prayers led.

The Worship and Music Committee is looking forward to another year of prayer and praise to our God here at Salem. May we continue to strive to nurture the faith and proclaim the Gospel of Christ’s love in all we do.

Soli Deo Gloria,  
Rev. Aaron Holmgren (Chair of the Worship and Music Committee)  
Judy Belland  
Carl Lipke  
Keith Irwin  
Nancy Wyatt

## **Annual Report Evangelism Committee**

A new church Directory is being worked on. Training on how to connect with visitors was conducted in Fellowship Hall. Salem literature was delivered to some apartments on Robert Street. A highly successful Easter Family Fun event was held on the day before Easter with over 200 from community attending.

A Labyrinth was constructed on the front lawn to include benches and trees, shrubs, and a Kasota stone marked with "May all who walk here have peace" inscribed. The Labyrinth was dedicated on September 17th at a ceremony attended by congregation members, a City Council member, former members, members of the construction company and officials from the grant agency.

A Church Family Reunion and Potluck was held June 11th. This was a joyous event. For National Night Out on August 1st, we hosted over 50 community folks for a night of ice cream, fellowship and games. A Trunk or Treat event was held on October 28. Over 125 members and community people attended.

The Used Clothing Sale on August 25<sup>th</sup> and 26<sup>th</sup> brought many community people in to the church. Almost \$1,500 was raised with part of the proceeds going to Ukraine support.

Post cards about Advent and Christmas services were produced and distributed to members and some apartment buildings in the area.

Elaine Hause served as Council Liaison and Chairperson of the Evangelism Committee.

Respectfully Submitted,  
Jack Schlukebier, Council President



# **Annual Report**

## **Riverside Innovation Hub**

### **Rebekah Elling, Salem Representative**

Members: Pastor Tim Thompson, Team Lead; Lindsay Bjerke, Byron Dockter, Rebekah Elling, Doug Fortin, Tim Gibson, Garrett Masters

Cohort Facilitator: Geoffrey Gill

Cohort 3: St. Stephens/Salem, Christ on Capitol Hill, St. Barnabus

#### **Overview**

St. Stephens was accepted into Augsburg's Riverside Innovation Hub program. St. Stephens has generously offered a spot on their team for a representative of Salem. The collaboration between St. Stephens and Salem is unique, this is an additional way we can work together for the benefit of our respective neighbors as well as the benefit of our community as a whole.

#### What is the Riverside Innovation Hub?

The Riverside Innovation Hub, an initiative of Augsburg's Christensen Center for Vocation, works alongside local congregations seeking to become Public Churches. A public church is committed to *place based vocational discernment in the public square for the common good*. In other words, our partner churches are pursuing God's call for them to be in a relationship with their local neighborhoods in ways that bring flourishing and life.

The Learning Community consists of teams from the congregations that were accepted into the program. The majority are from the twin cities, some from greater Minnesota and from other states as well. This is a two year program that will conclude in the fall of 2025.

Pre-Work: In preparation for this program each team member listened to a podcast on the frame that the next two years will be grounded in: 'God has always been calling the church beyond its walls for the sake of the neighbor's wellbeing.' Each member spent some time catching this vision of a creative and redeeming God who is calling us to move out of our buildings and into our neighborhoods. If you would like to listen to this podcast you can search online for "At the table, Christian Community for the Common Good, podcast hosted by Nicholas Tangen" The episode we listened to was Season 1 Episode 4 "Looking for Gifts: A conversation with Pastor Michael Maher."

Church in the Public Square program created by Jeremy Myers, rostered Deacon with the ELCA and Christensen Chair of Religion and Vocation at Augsburg University. The name "Riverside" comes from Ezekiel 47, Ezekiel's vision of a river flowing from the temple, growing deeper and wider, flourishing the riverside by bringing the good news.

#### *Place based vocational discernment in the public square for the common good*

Place Based: our unique community

Vocational Discernment: what/who God is calling us to be

In the Public Square: where we live our lives

For the Common Good: mutual flourishing

#### What is the Public Church?

A church that prioritizes their neighbor through relational engagement. Viewing our neighbors as equal to ourselves and not determining what our needs, instead allowing our neighbor to tell us what they need. The Public Church is not about increasing attendance, membership or income.

## Annual Report Riverside Innovation Hub - Cont'd Rebekah Elling, Salem Representative

Jubilee-Innovation is accepting your limits as your whole self with your neighbor, asking the question “I’m okay and how do we do this together.”

*“When [we] speak of the jubilee it is essential to have before [us] the concrete situation that one is experiencing: debts, poverty, unemployment, violence, discrimination, exclusion, conflicts, sorrow, dehumanizing consumerism, the lethargy of the churches. For the jubilee is the good news that supposedly puts an end to the reality of suffering and dehumanization. If we speak of jubilee in a generic sense, the injustice is hidden and the jubilee loses its power and ceases to be jubilee.” Elsa Tamez, Mexican theologian and biblical scholar*

### Learning is split into seasons

- Orientation: August-December 2023
- Accompaniment: January-May 2024
- Interpretation: June-September 2024
- Discernment: October 2024-January 2025
- Proclamation: January-May 2025
- Sustainability: June-August 2025
- Celebration: September 2025

Each season includes a large group learning event, cohort gatherings, team meetings and reading/viewing/exploration/practice homework

### Certificate in Public Ministry Leadership

Riverside Innovation Hub is offering a pilot certificate in Public Ministry Leadership upon completion of the learning events, meetings and additional homework assignments. There is also a pilot certificate program for the church, identifying the congregation as “The Public Church.”

### **Cultural Humility**

Mele Murals Documentary “A story about the transformative power of art through the unlikely union of graffiti and ancient Hawaiian culture.” The team watched this documentary together and had a group discussion about how we might apply this framework to our neighborhood. The documentary covered the process of accompaniment, interpretation, discernment and proclamation that occurred throughout the project. The primary takeaway at this time is being mindful of how we engage with our neighbors to be fully present in creating a meaningful relationship that promotes positive change.

Sacred Sites Tour Rev. Jim Bear Jacobs led the teams on a Sacred Sites Tour that focused on the power of healing stories. The tour offered an opportunity to learn about Minnesota history from a Native perspective through story-telling and experiencing the sites in silence / meditation / reflection. In order to have “place-based discernment” it is important to know the story of the land we are on. If you would like to attend a Sacred Sites Tour you can sign up online: <https://www.mnchurches.org/what-we-do/healing-minnesota-stories>

### Cultural Humility Education Event

Presented by Just Move <https://www.justmoveculture.com/>

# Annual Report

## Riverside Innovation Hub - Cont'd

### Rebekah Elling, Salem Representative

Cultural Humility Requires:

- Transparency- direct why you want information
- Reciprocity- sharing information back
- Inquiry- accompaniment

*Be curious - "what's that about?" "what's the difference?"*

*Culture* - People who have figured out how to do life together

- It is: Learned, Shared and Unspoken
- When culture is so deep that it is unnamed and unrecognized it becomes weaponized
- As a church we need to be mindful of how our culture reads scripture, not all cultures share the same take-away from scripture

*Intercultural Competence* - capability to shift cultural perspective and adapt/bridge behavior to cultural commonality and difference

*Diversity Dimensions* - what and how it shapes my lens

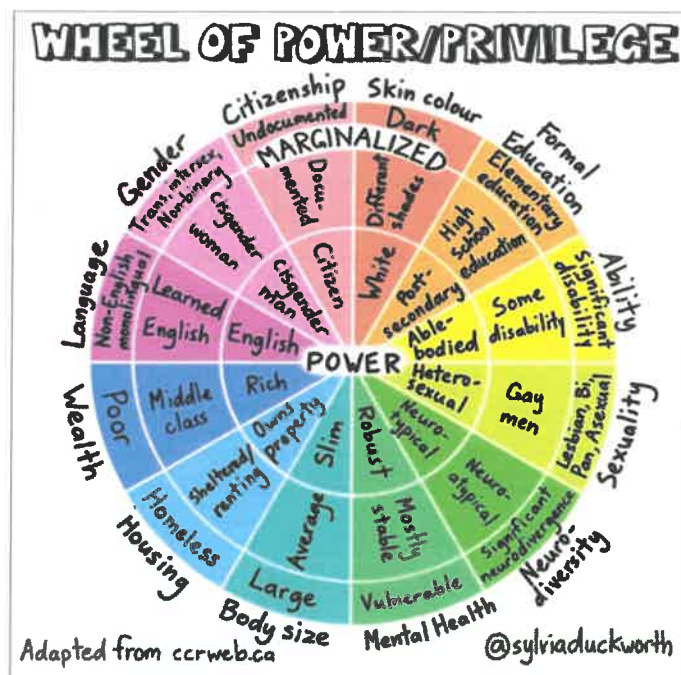
- Cultural Lenses: Age, gender identity, abilities/disabilities, nationality, sexual orientation, hometown roots, education, politics, race language, economic status, work experiences, family background, religion, ethnicity
- What lenses are we aware of in ourselves? What lenses do we think about the least and how can we be more mindful of those lenses?

Example: Being left handed in a right handed world

*Power* - the ability to act

*Dominant Culture* - those who have access to the most power within a context (right handed identities)

*Wheel of Power/Privilege*-the closer you are to the center of the wheel the more privilege you have



**Annual Report  
Riverside Innovation Hub - Cont'd  
Rebekah Elling, Salem Representative**

*From Power Over to Power With*

Sources of Power

- Human Resources (who we know)
- Material Resources (what we have)
- Authority/Legitimacy (rank/position we have)
- Skills/Knowledge (what we know)
- Psychological Factors (how we influence)
- Sanctions (how we incentivize behavior)
- Identity Privilege (how we are perceived)
- Inner Power (who we turn to for strength)
- Cultural Power (who we have learned from)

*Power Identification* - What is the “dominant” identity of St. Stephen’s/Salem and our neighborhood (the people with the most power to accomplish what they want to accomplish with the least amount of barriers). Write that identity in the first column. Think about your own identity and write it into the second column. If the “dominant identity” and your identity are the same, put a “1” in column three. Count up all of the points in column three and put the total in the last row.

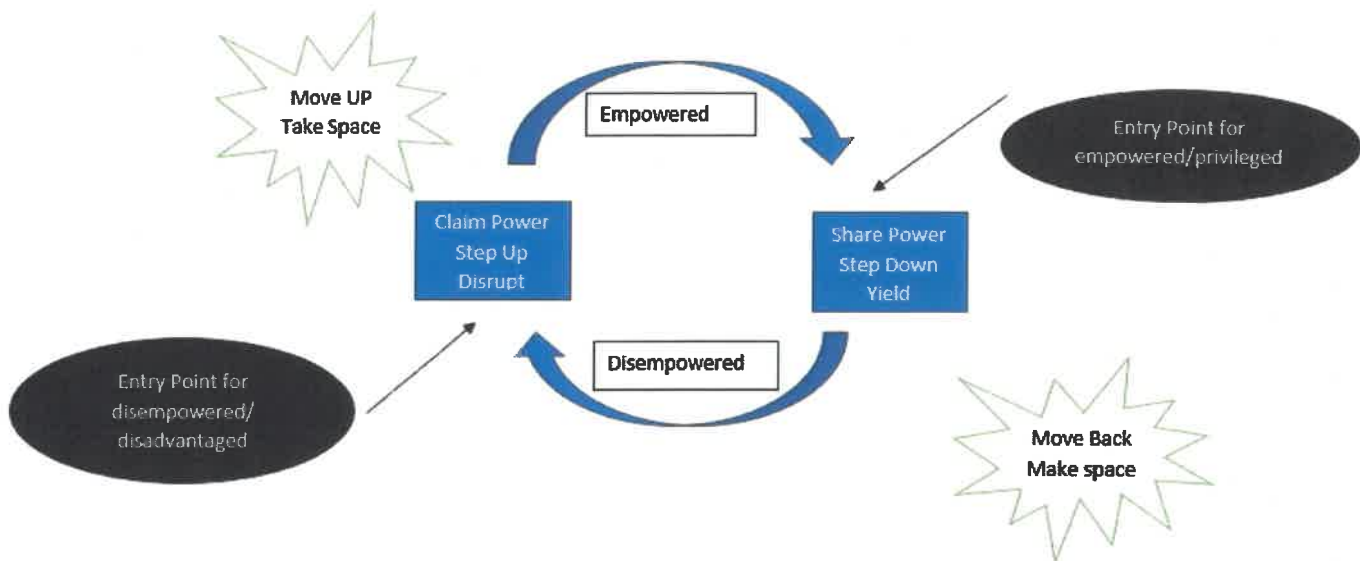
|                         | Dominant Identity | My Identity | Power Point |
|-------------------------|-------------------|-------------|-------------|
| Example: Race           | White             | White       | 1           |
| Family Background       |                   |             |             |
| Education               |                   |             |             |
| Racial Identity         |                   |             |             |
| Gender Identity         |                   |             |             |
| Religion                |                   |             |             |
| Age                     |                   |             |             |
| Abilities/Disabilities  |                   |             |             |
| Economic Status         |                   |             |             |
| Sexual Orientation      |                   |             |             |
| Ethnicity               |                   |             |             |
| Language                |                   |             |             |
| Home/Geographical roots |                   |             |             |
| Total:                  |                   |             |             |

# Annual Report

## Riverside Innovation Hub - Cont'd

### Rebekah Elling, Salem Representative

#### *Dance of Power With:*



#### Examples of the dance of power

- Inclusion Riders  
Chadwick Boseman and Sienna Miller <https://www.bbc.com/news/entertainment-arts-54337525>
- Kamala Harris "Excuse me, I was speaking" <https://time.com/5898144/men-interrupting-women/>
- Attributive Echoing - using your own power to uplift disempowered/disadvantaged persons by crediting their work
- SURJ and BLM protesters <https://surj.org/>

#### *Micro-inclusions*

- Instead of microaggressions, mindfully using micro-inclusions "Beloved child of God, You Matter."
- Instead of ladies and gentlemen - beloved
- Instead of Male/Female voices - low and high voices

#### **Neighborhood Prayer Walk**

A half mile radius around each church was used to define St. Stephen's and Salem's neighborhood and used for a neighborhood prayer walk. The information gathered during this walk will be collected and analyzed by the St. Stephens/Salem team and will be used to inform our work as we begin the Accompaniment phase of learning. Due to severe cold temperatures this was modified to a prayer drive.

The practice of a neighborhood prayer walk uses the Ignatian Awareness Examen, a contemplative prayer exercise. The Awareness Examen guides you through an examination of your day as you prayerfully seek moments of desolation and moments of consolation.

- Moments of desolation are times of sorrow, brokenness, fear, anxiety, etc.
- Moments of consolation are times of hope, healing, courage, peace, etc.

This framework was used as members walked/drove through Salem's neighborhood, asking God to show us the places of desolation and consolation in our neighborhood.



**Annual Report**  
**Riverside Innovation Hub - Cont'd**  
**Rebekah Elling, Salem Representative**

Upcoming events:

1/27/2024 Accompaniment learning event

5/1/2024 Interpretation learning event

What does this all mean? TLDR: St. Stephens and Salem are part of a two-year learning cohort that focuses on how we can bring the good news to our neighbors through an approach of creating meaningful relationships with our neighbors and working collaboratively on creating the common good.

Respectfully submitted,  
Rebekah Elling, Riverside Innovation Hub (Salem Representative)

**Annual Report  
Health Ministry  
Debbie Lee, Parish Nurse**

As a Parish Nurse, I serve congregational members in the health of the body, mind, and spirit. Activities include blood pressure checks, which have been infrequent due to other church activities and my own scheduling issues.

Health Ministry Team met 3 times this year to plan events and coordinate volunteers for the blood drive. We had two blood drives this year in May and November. We participated in a packing and sorting event for Global Health Ministries along with other congregational members.

I presented at one adult forum on confidentiality and vulnerable adults and the new Salem vulnerable adult policy was reviewed. In addition, a training was facilitated by South Metro Fire on the new AED and hands-only CPR.

After, consulting with Pastor Aaron, it was decided that the Visitation Team will be disbanded and that visitation will be done by Pastor Aaron and myself. We have a wonderful group of people that visit, send cards and letters and bring meals on an informal basis. I visit 2-3 people per month in person and/or by phone. Visits are documented by Pastor Aaron and myself on a spreadsheet, so we are able to make sure members are getting regular visits.

I am at church most Sundays, including active participation in other church activities, such as choir, Faith Formation, FMSC, Loaves and Fishes, Trunk or Treat, Christmas Tea, and Education Committee Chair.

Continuing education activities include monthly School for Lay Ministry and Coaching training Segment One and Two through Luther Seminary and one retreat this year.

Respectfully Submitted,  
Debbie Lee, Parish Nurse

**Annual Report**  
**Salem Lutheran Church Women (Elizabeth Circle)**  
**Mary Lou Vining-Berg, Chairperson**

The Elizabeth Circle has been meeting on the Second Wednesday of the month in the Fireside room. We use the Gather Magazine as our Bible Study and occasionally we go out for lunch.

We participated in a Used Clothing Sales again this year. The sale raised about \$1500 again this year.

We decided not to have a Cookie Walk this year.

We donated \$300 for God's Work, Our Hands. Along with money we received from the Endowment fund, we bought enough supplies to fill 48 care bags to distribute to people facing homelessness.

We served 3 funeral luncheons this year.

The checking account has a balance of \$1510. 08, the savings account has \$1414.55 and our sunshine fund has \$348.50. Families contributed \$350 to the SLCA for serving funeral lunches this year. Thank you.

Respectfully submitted,  
Mary Lou Vining-Berg, Chair

# **Annual Report Endowment Fund Committee Kay Tellekson, Chair**

## **Why have an Endowment Fund?**

The Endowment Fund Committee gives members of Salem a way for each of us to be stewards of our earthly gifts – beyond our day-to-day and weekly offerings – and even beyond our earthly lives. It promotes responsible Christian stewardship of people's accumulated assets and enhances the outreach ministry of this congregation.

Almost every year, the Endowment Fund Committee accepts applications to use up to 4% of the year's earnings from the fund. Members apply for those funds using the criteria listed below. Those applications have included some of the following projects. The amount has ranged from about \$6,500 to \$10,000.

Examples of support through the Endowment Fund:

- Sanctuary lights
- Camperships
- Repair of Outside Globe Lights
- Debt Reduction
- Salem Gardens
- Magome
- Gilda's Fund
- Cement to repair the sinkhole outsider kitchen door
- Guatemala
- Parish Nurse Training
- Pastor's Emergency Fund
- Urban Ventures

The Bylaws determine how to distribute 4% of the interest from the fund.

20% is to support the mission of Salem, the ELCA, and the Saint Paul Area Synod.

20% is to support community outreach groups and agencies who help people in need as well as Salem's Pastor's Emergency Fund.

20% is to support Salem's property needs and debt reduction.

40% is distributed to any of the above areas, as directed by the Endowment Fund Committee.

Funds generally aren't used for line items in the general budget. Instead, the gifts go to applications that will fund special projects.

If, at any time, the committee believes that Salem is in a dire situation that could mean the closing of the congregation, the committee can suspend the rules about disbursement of funds and recommend allocating the entire 4% of the income or even the principal from the Fund. That could be used to keep the congregation alive.

**The Endowment Fund Committee presents a motion that the following requests for funds be approved at the Annual Meeting.**

### **Total: \$7,389 (100%)**

#### **Mission - \$2,517 (34.1%)**

Magome Travel - \$2,000  
Shobi's Table - \$517

#### **Outreach into Community - \$2,600 (35.2%)**

Loaves and Fishes - \$2,000  
Jazz Concerts - \$600  
Faith Formation - \$0 (budget)  
Care Bags Event - \$0 (not needed, funded)

#### **Property - \$2,272 (30.7%)**

New Hymnals - \$975  
Bell Music, Registration - \$797  
Events Placemats - \$300  
Lenten Suppers - \$200  
Building Sign - \$0 (council bequest fund)

Respectfully Submitted by the Endowment Fund Committee,  
Judy Schluebier  
Lana Pemberton  
JR Berg  
Nancy Wyatt  
Kay Tellekson

## **Annual Report Stewardship Committee Kay Tellekson, Chair**

Members: Kay Tellekson, chair; Rebekah Elling, liaison; Pastor Aaron Holmgren, Jack Schlukerbier

Stewardship is part of everything we do at Salem, the work described in this report was made possible through collaboration with other committees. Salem's vision statement regarding stewardship is as follows:

*"To practice good stewardship of all our resources, including our people, our building, our finances, and our environment"*

### **Stewardship of Our People**

Near the end of 2023 the St. Paul Regional Water Services reported that it found elevated levels of lead in the water. Many of the homes in Salem's neighborhood were impacted by this with no specific time for this to be resolved. Through a Thrivent action grant we were able to offer water filters to the households that were impacted by this. This was focused on the homes within a 2 block radius from the church.

### **Stewardship of Our Finances**

At the last annual meeting the budget included \$10,000 towards benevolences with an agreement that the Stewardship Committee would coordinate efforts to increase giving to our mission partners. We lifted up our mission partners through "Mission of the Month." The stewardship committee reviewed this approach and has decided to discontinue this in 2024.

### **Stewardship of the Environment**

Earth Day was recognized during and after the service on April 28<sup>th</sup>. Bee Lawn seeds were sprinkled on a barren patch of our lawn by members. This was planned in collaboration with the Evangelism Committee.

### **Annual Stewardship Drive**

"SLC Pledge Drive" was focused on a satirical approach to the pledge drives on MPR and PBS. Pastor Aaron created a narrative budget highlighting where money from each dollar goes in a church year, this was presented through brief "radio shows" during the service. Each week featured a different area that the budget supports (Worship, Education, Evangelism and Fellowship). SLC bags were created by Nancy Wyatt and given to those who submitted their pledge cards early. The third week of the pledge drive an anonymous donor agreed to match any pledges that came in during that week, up to \$10,000.

Stewardship coordinated with the finance committee to have a minimum amount from the budget that would be given to benevolences so members could make an informed decision with their pledge. Benevolences will receive at least \$10,000, the disbursement of these funds will be coordinated by the Missions Committee. In an effort to garner excitement around the pledge drive and continuing with the radio broadcast theme, members were invited to vote for their top 12 hymns. Each week during the pledge drive the worship songs featured the most popular Salem hymns, counting down to the most popular one on the final week of the pledge drive.

To respect privacy of the pledges given only the Pastor and members of the finance team had access to the completed pledge cards. The overall number of pledges received was similar to last year.



**Annual Report**  
**Stewardship Committee - Cont'd**  
**Kay Tellekson, Chair**

**2024 Stewardship**

The Stewardship Committee will be focusing on environmental stewardship through the exploration of solar energy for our building. We have also discussed incorporating a sustainability focus as part of the lent season.

Respectfully submitted,  
Rebekah Elling, Council Liaison

**Annual Report  
Missions Committee  
Mary Lou Vining-Berg, Chair**

Members: Mary Lou Vining-Berg - Chair, Kay Tellekson, Debbie Lee, JR Berg, Lana Pemberton, Norma Johannsen, Paul Wyatt, Judy Schlukebier, Jack Schlukebier

**Activities:**

Provided financial support to St. Paul Area Synod, Lyngblomsten, Project Home, Mobile Meals, Companion Congregation in Magome, ILAG Guatemala, Interfaith Action of Greater St. Paul, and Loaves and Fishes through the regular budget.

Conducted Benevolence of the Month Campaign to raise additional funds for these selected benevolences: Project Home (\$956), Camp WAPO (\$255), Mobile Meals (\$125), Loaves and Fishes (\$275), Magome (\$849), Lutheran Social Services (\$245) and Lyngblomsten (\$190).

Conducted 4 Feed My Children sessions at Eagan location.

Planned and conducted “God’s Work, Our Hands” activity. Packed and distributed 48 individual personal comfort and hygiene kits to people facing homelessness.

Assisted in planning, preparing and fundraising for July 16<sup>th</sup> - August 2<sup>nd</sup> Mission Trip to Magome, Tanzania. 15 people went on Mission Trip – 10 being Salem members.

Conducted Scholarship Drive for students at San Lucas Toliman, Guatemala, and Magome, Tanzania. Raised and delivered \$2,770 for San Lucas, and \$10,350 for Magome. Received letters from sponsored students in Guatemala.

Conducted ZOOM meetings with Pastor Agripa and church leaders in Magome. Received videos and pictures from Pastor Agripa of activities in Magome. Sent video link for our Easter and Christmas services to Magome. They can view these on the computer we brought them.

Magome sponsored students are:

|                      |                  |                      |
|----------------------|------------------|----------------------|
| Aden Matagi          | Grainesi Tula    | Nasra Shabani        |
| Adlamu Mwitula       | Hamza Msungu     | Neema Mwakipokile    |
| Ainuliwe Kihongosi   | Haruma Mkakatu   | Prosper Mwitula      |
| Anastansia Kihongosi | Ida Mgohamwende  | Rodrick Mazengo      |
| Beneth Mwenzegule    | Iklam Mwenzegule | Saitonga Maidonejiga |
| Boiza Mgaya          | Isaya Chalamila  | Sesi Mtenga          |
| Catherine Sanga      | Julieth Magubika | Steven Mbwelwa       |
| Evaneth Mgohamwende  | Lilian Chaula    | Yunesi Msuva         |
| Gidion Mang’ulisa    | Lucy Magubika    | Zera Mgaya           |

**Annual Report**  
**Missions Committee - Cont'd**  
**Mary Lou Vining-Berg, Chair**

**2023 Salem Mission Trip to Magome Report**

**Mission Trip participants:**

Kyle Atkinson  
JR Berg  
Hailey French  
Jackie Larson  
Ryan Maylone  
Lana Pemberton  
Jared Pixley  
Kay Tellekson  
Judy Schlukebier  
Jack Schlukebier  
Jenny Schlukebier  
Sadie Schlukebier  
Jason Schlukebier  
Sam Schlukebier  
Janet Sell

**Salem Mission Trip Activities**

Escorted into Magome by motor bike parade with villagers lining the road. Were honored guests at Ceremony at Magome Church. Attended Sunday worship services at Magome Church, presented gifts from Salem including soccer balls, quilts, and food

Visited Iringa Diocese Headquarters – got briefing from Rev. Lusungu Msigwa and staff members

Visited Ikelamo Preaching Point – singing and dancing, presented gifts from Salem

Visited Salem Preaching Point – singing and dancing, presented gifts from Salem

Visited Magome Clinic – presented 3 duffle bags of medical supplies

Visited Magome Primary School – sing and dance, presented educational supplies and soccer balls

Visited home being built for Evangelist at Magome

Toured avocado fields, toured Water Project – got info briefing, visited some water project sites and main collection station - 26 village sites

Spent evenings in church office singing hymns with Magome members

Visited Lutangilo Secondary School – singing and dancing, tour, visited with sponsored students, had lunch with teachers, presented educational supplies, many sports jerseys and shorts and soccer balls

Visited Dabaga Secondary School – visited with sponsored students and teachers, presented educational supplies

Visited Pomerini (Pommern) Secondary School – tour facilities, singing and dancing, visited with sponsored student, presented educational supplies

Visited Huruma Orphanage - tour, singing and dancing, played with kids, presented gifts, gave 200,000 TSh

Toured the Neema Craft Center which provides people with disabilities with vocational training

**Annual Report**  
**Missions Committee - Cont'd**  
**Mary Lou Vining-Berg, Chair**

Toured University of Iringa

Visited Lutheran “cathedral” in Iringa, saw Samwell Kasuga (former Pastor at Magome)

Presented financial gifts from Salem to Magome parish

Met with Pastor Agripa and Partnership Committee, received Magome Report of present situation and plans for future. Spent time with various groups of people in Magome singing and dancing

**After our visit:**

Since our visit, the Congregation has repaired the damaged wall at the rear of the church and put a new, higher roof over the main sanctuary.

Respectfully submitted,  
Jack Schlukebier

**Annual Report  
Education Committee  
Carol Olson, Council Liaison**

Dear Salem Congregation,

The Education Committee has consisted of our committee leader Debbie Lee and Carol Olson (Council Liaison) for the 2023 year.

We are still partnered with St. Stephens and together educate and nourish the faith of our youth and young adults through the Wednesday Faith Formation classes offered at St. Stephens every Wednesday night and dinner/event night every third Thursday of the month held at Salem.

We have had a Faith Formation Sunday school on the fourth Sunday of the month with four youth attending. We are adding another class on the second Sunday of the month. With connecting to some of our Wednesday participants during the Christmas Program we are hoping to increase our numbers.

Vacation Bible School was held at Salem in June this year with 25-30 adults and children in attendance. Our theme was "Tree of Healing". We are discussing new ways to support our congregation and neighborhood families to create a program that will better serve them. We are adding a new summer afternoon or evening event one day a week throughout the summer to keep kids involved and active and Salem.

We helped out at the National Night Out in August, it was a great success with 50 plus of our congregation and neighbors in attendance. Games, ice cream, and a visit from our West St. Paul Police and Fire Department.

We helped out at the Trunk or Treat at the end of October and had kids from our neighborhood and from blocks away lined up to see our great display of decorated trunks and to get some treats.

The Thanksgiving Pie Social was held in November with a wide variety of pies and great conversation. The Christmas Program was also held on December 17 with our Faith Formation Sunday school kids, young adults, and adults participating. A Christmas Tea was held afterwards down in the Fellowship Hall.

Adult forums were held after church during the year with many topics being discussed.

We hope that you will continue to support the events and activities that we provide to Salem and our community and please feel free to give suggestions if you would like us to try something new.

Respectfully submitted,  
Carol Olson, Education Council Liaison

**Annual Report**  
**Youth and Family Committee**  
**Deb Hofbauer, Chair**

This past year has been a good one for Youth and Family. We have spent time talking about the direction that our committee should go. We started off the year by adding a Faith Formation Sunday once per month here at Salem. This was our attempt to reach out to the Youth here at our church only. Our numbers ranged from 2-6 kids at any given time. It was decided at the end of the year to add an additional Sunday so now Faith Formation happens on the 2<sup>nd</sup> and 4<sup>th</sup> Sunday of every month.

Our committee worked together with other committees throughout the year as well. We were part of the Easter Egg Hunt and games that were held inside at Salem last April. The Youth and Family committee also hosted an Easter continental breakfast after Easter Sunday service.

Other activities that we hosted or were part of were: The West St. Paul Parade in which we marched and handed out candy and pencils with our Salem logo on them, National Night Out, Trunk or Treat, and then the Christmas program.

We also worked in conjunction with the Education committee on VBS this past summer.

We have offered some young adult activities as well such as a campfire at Carol's, corn maze, bowling, and an all church sing along. Pam Wakeen is taking the lead on young adult events as she has a child involved in that age group. We are also working on activities that will be offered to all congregational members.

Jack has started a Youth Task Force committee that many of the Youth and Family committee members are part of, in order for us to take a look at the direction Salem needs to go for future events and planning.

I want to say thank-you to everyone involved and for all of the support and help with all of the events and planning that has happened this past year. I ask God to keep guiding us as we move forward to 2024.

God's peace and blessings to all,  
Deb Hofbauer and the Youth and Family Committee

## **Annual Report Youth Task Force**

Members: Carol Olson, Debbie Lee, Julie Reed, Rebekah Elling, Phil Barker, Elaine Hause, Deb Hofbauer, Bill French, Vickie French, Ryan Maylone, Hailey French, Pam Wakeen, Jared Pixley, Jenny Burket, Matt Gaines, Elizabeth Gaines, Kay Tellekson, Pastor Aaron Holmgren, Jack Schlukerbier, chair

### **Assumptions and working definitions:**

Identified Youth subsets:

Pre-school – 5<sup>th</sup> grade, Confirmation aged (6-8th grade), 9<sup>th</sup> grade thru high school graduation, Young Adults (18 and above)

Salem Youth are Youth with present or historical ties to Salem membership. Youth in Salem neighborhood are considered part of outreach for youth programs.

### **The term Salem community has two categories:**

**Salem Physical Neighborhood** - Area bounded by Annapolis, Delaware, Wentworth, Hwy 52  
**The Membership**

### **The demographic situation-**

Demographics of area are shown in past MSP and INFO sheet from a Synod work shop and demographic info sent recently to members.

### **Programs/activities for Youth we now offer and conduct (solely or collaboratively)**

Vacation Bible School (15-17 attendees)  
Faith Formation at St. Stephen's on Wednesday 5:30-7:00 pm (4 Salem kids enrolled)  
Twice a Month Faith Formation Family Sunday at Salem – beginning in Jan.  
Once a month Faith Formation Dinner and Activity Night at Salem  
Young Adult occasional activities  
Easter Family Fun (250 attendees)  
Trunk or Trick (100-150 attendees)  
Christmas Program  
Learner Bells  
National Night Out (Youth invited to participate with community)  
Campfire Sing-a-long (Youth invited to participate with other members and community)  
Variation of Wacky Wednesday in planning stage

### **Resources Available:**

Large, beautiful campus, rooms on 1<sup>st</sup> & 2<sup>nd</sup> floor, spacious Fellowship Hall, spacious sanctuary, Youth Fund, Bequest Restricted Fund, numerous volunteers, many supplies, many games and toys, dedicated Youth Room.

Task Force gathered input from Salem members at a "Talk About It" session Nov. 26<sup>th</sup>.  
Task Force made recommendations/suggestions to Youth and Family Committee for programs/events.  
Task Force is considering recommending the hiring of a part-time or full-time Youth Person (Director).  
Task Force is considering recommending a Parent Share and Care group to meet on Saturdays.  
Task Force is contributing to the design of this year's VBS.

Respectfully Submitted,  
Jack Schlukerbier, Chair

**Annual Report**  
**Property and Finance Committee**  
**Nancy Schmidt, Chair**

*"Alone we can do so little; together we can do so much." Helen Keller*

I would like to thank everyone behind the scenes who assists this committee with Property and Finance work, too many names to mention, you're very much appreciated!! A special thank you to Arlyn Larson, who is available to meet with contractors during the day, who we've had to call upon many times, for the many little things he does for our church property and grounds. Another shout out to JR Berg for his hard work on projects scheduled and unscheduled!!! Everyone has been a tremendous contributor to this committee, those named and the other many people that have lent a helping hand. The Salem Putzer's also need to be mentioned for volunteering their time and efforts to repair/replace general everyday things they do on a monthly basis, to keep our church building and property in tip top shape.

The following projects and/or work were completed in 2023 as listed below:

- **Enerchange Lighting Project** – This project has been completed! All light bulbs throughout the church, except for the Sanctuary, have been replaced with LED light bulbs. This was a cost saving project and to change from regular fluorescent bulbs to LED. Thank you to Arlyn Larson for meeting and working with Enerchange throughout this project. We also received rebates for this project from Xcel Energy.
- **Exterior Structural Repair to Corner Brick Wall by Kitchen Door** – This project has been completed. The brick wall, which was deteriorating and causing a structural issue has been repaired and repainted. A thank you to Clyde and Elaine Hause for contacting and working with a foundation expert so we could get this project completed!
- **Spring/Fall Clean-Up Days** – Clean-up days were scheduled, and work completed. Thank you to the Putzer's and volunteers who helped to clean things up for the spring and fall.
- **New Bulbs Installed for Altar Area** – New bulbs were installed on the right side of the altar. Many were burnt out.
- **Labyrinth Installation** – A Labyrinth was installed on the church grounds. This was made possible by a grant that Elaine Hause had applied for and won. The Property and Finance Committee worked with Elaine on this project. It's a great addition to our campus.
- **Tree Removal** – Two large pine trees that were dying and diseased were removed from our lawn, which helped make way for the Labyrinth.
- **New Tree Planting on Campus** – Again, Elaine Hause worked with the Property and Finance Committee to plan out, purchase and plant new trees on our campus, making our lawn and landscaping look even better than before!!! Each of the new trees are drought resistant and need little maintenance. This project was paid for by the Landscaping Committee.
- **Exterior Pole Lighting Repairs** – JR Berg completed putting new light fixtures and globes on the pole lights located by the Narthex doors on the Bernard St. side of church.
- **Furnace/Air Conditioner Unit Replacement** – The main floor furnace located by the church office door needed to be replaced, as parts were no longer available to make the necessary repairs (it started leaking). The furnace was old. Because of the age of the old furnace, a number of things needed to be brought up to code when the new furnace was installed. The furnace replacement was completed in November 2023. The Central A/C unit outside the Pastor's office also needs to be replaced, as this is also old, and had to be replaced as the furnace and A/C unit run together. The A/C unit will be replaced come spring 2024.



**Annual Report**  
**Property and Operations Committee - Cont'd**  
**Nancy Schmidt, Chair**

- **Annual RPZ Test/Repairs Completed** – The annual State of Minnesota RPZ test was completed, however, valves needed to be replaced as we failed the test twice. The old piping and valves, which were original to the building started to leak and needed replacing. Once new piping and valves were installed, we passed the RPZ test.
- **Exterior Building Light Replacements** – Affordable Electric will be replacing the light fixture on the building located above the handicap parking spaces.
- **Annual Sprinkler System Test** – The required annual testing of our Sprinkler System was completed by Summit Fire, and all was good! We passed with no problems.
- **Finance Reports** – Reports were reviewed and discussed as they pertained to our committee and the budget as a whole.
- **B & J Maintenance** – B & J continues to do well in keeping our building clean etc., especially with the added outside organizations using our building. They will continue to be our contractors for 2024.
- **Redden Brothers Lawn Maintenance and Snow Removal** – Redden Brothers and team have been doing a great job of keeping our grounds mowed and providing snow removal on all our walkways and entryways, doing a fabulous job. Redden Brothers will remain our snow contractor for 2024. The lawn contract will be discussed come spring; hope they will remain as our contractor caring for the lawn.
- **NatureView Parking Lot Snow Removal** – We continue to have a successful contractor cleaning and removing snow from our parking lot. Always been available for funerals and special needs in regard to the parking lot being cleaned of snow and spreading sand for ice issues.
- **Interim Financial Secretary** – Mark Schmidt has been our Interim Financial Secretary since the officer position was vacated. We would like to thank Mark for his personal time and effort to keep Salem finances in order, attend meetings, etc., we appreciated and are very thankful for his willingness to take on this position on an interim basis! We will be electing a new Financial Secretary at the Annual meeting. Mark's term expires on January 28<sup>th</sup>, when the newly elected officer begins their term on the Church Council.

Respectfully submitted,  
Nancy Schmidt, Chair

**Annual Report**  
**Personnel Committee**  
**Lana Pemberton, Chair**

The Personnel Committee is responsible for developing personnel policies and position descriptions and for supporting all staff, including meeting annually with each staff member, reviewing compensation packages, and serving as a resource for resolving work-related or interpersonal conflicts. The Personnel Committee also assists with hiring when requested and investigating complaints when necessary.

During 2023 the Personnel Committee:

- Met with each staff member to discuss their employment, including any concerns
- Recognized each staff member on their birthday to show our appreciation for their work at Salem
- Completed the Parish Nurse position description
- Updated all employee agreements
- Worked with Payroll for 2023 staff compensation updates
- Ensured all staff performance reviews were completed
- Participated in Pastor's performance review (two members in accordance with Salem's Constitution and Bylaws)
- Formalized tracking the Pastor's vacation time
- Started formalizing personnel file management
- Reviewed staff compensation and benefits packages
- Selected a benefits plan at Portico
- Prepared and submitted a Personnel budget for 2024

Salem is blessed to have the staff we have to support our mission. Please extend your thanks to them when you see them.

Respectfully submitted,  
Lana Pemberton, Chair

**Annual Report  
Financial Report  
Mark Schmidt - Interim Financial Secretary**

Salem Lutheran Church ended fiscal year 2023 with positive operating results in the general and restricted funds. In spite of inflation, Net Operating Income exceeded expenses by \$16,528. This can be attributed to the receipt of non-recurring gifts/bequests and the fact that spending was \$15,933 less than budget for the year. The surplus balances in 2023 will be applied to the expected deficit in 2024.

The Endowment Fund continues to grow as a result of positive investment returns and market value appreciation. Based on the available fund balance, Salem has received a distribution from the Endowment fund in 2023 to Offset non budget expenditures. Surplus funds will continue to be distributed in accordance with Endowment Fund by-laws.

It should be noted that 2023 was a year of transition for the volunteers in the office, count crews and finance teams. Your assistance, hard work, and diligence made my transition to Interim Financial Secretary seamless and will lay the groundwork for my replacement in 2024.

Respectfully submitted,  
Mark Schmidt, Interim Financial Secretary

**Salem Lutheran Church  
Proposed 2024 Budget**

*Cash Basis (Unaudited)*

|  | <b>Actual<br/>2023</b> | <b>Proposed<br/>2024</b> | <b>Change from<br/>Prior Year</b> |
|--|------------------------|--------------------------|-----------------------------------|
| <b><u>Income:</u></b>                      |                        |                          |                                   |
| Contributions and Pledges                  | \$ 240,151             | \$ 200,000               | \$ (40,151)                       |
| Undesignated memorials                     | 1,643                  | 1,300                    | (343)                             |
| Special Holiday Gifts (Easter, Christmas)  | 3,564                  | 3,000                    | (564)                             |
| Facility Use Donations                     | 8,700                  | 8,000                    | (700)                             |
| Misc other (Thrivent, Endowment fund gift) | 2,637                  | 2,100                    | (537)                             |
| Total Income                               | \$ 256,695             | \$ 214,400               | \$ (42,295)                       |
| <b><u>Expenses:</u></b>                    |                        |                          |                                   |
| Worship Supplies and Misc.                 | 686                    | 850                      | 164                               |
| Professional books & Resources             | -                      | 100                      | 100                               |
| Sound Board Maintenance                    | -                      | 300                      | 300                               |
| Guest Preachers                            | 200                    | 600                      | 400                               |
| Worship                                    | 886                    | 1,850                    | 964                               |
| Piano, Organ Maint.                        | 420                    | 450                      | 30                                |
| Bell Maintenance                           | -                      | 100                      | 100                               |
| Guest Musicians                            | 475                    | 500                      | 25                                |
| Choir Music Supplies                       | 200                    | 250                      | 50                                |
| Copyright Expense, CCLI & CVL              | 269                    | 300                      | 31                                |
| Substitute Organists                       | 300                    | 450                      | 150                               |
| Music Ministry                             | 1,664                  | 2,050                    | 386                               |
| Total worship and Music                    | 2,550                  | 3,900                    | 1,350                             |
| Adult Education                            | -                      |                          |                                   |
| Synod Convention                           | 165                    | 200                      | 35                                |
| Dues & Publications                        | 937                    | 785                      | (152)                             |
| Education Committee                        | 1,102                  | 985                      | (117)                             |
| Service charge                             | 102                    | -                        | (102)                             |
| Youth and Family Expense                   | 151                    | 300                      | 149                               |
| Youth and Family Expense                   | 253                    | 300                      | 47                                |
| Property and Finance                       |                        |                          |                                   |
| Copier cost                                | 3,676                  | 3,300                    | (376)                             |
| Personnel - Background checks              | 20                     | 40                       | 20                                |
| Office Supplies and Maintenance            | 668                    | 1,300                    | 632                               |
| Postage                                    | 902                    | 1,000                    | 98                                |
| Telephone and DSL Line                     | 2,397                  | 2,500                    | 103                               |
| Computer Costs                             | -                      | -                        | -                                 |
| Software Upgrades and Licenses             | 1,884                  | 2,100                    | 216                               |
| Property & Finance Office Administration   | 9,547                  | 10,240                   | 693                               |
| Equipment                                  | -                      | 300                      | 300                               |

**Salem Lutheran Church  
Proposed 2024 Budget**

**Cash Basis (Unaudited)**

|   | <b>Actual</b><br><b>2023</b> | <b>Proposed</b><br><b>2024</b> | <b>Change from</b><br><b>Prior Year</b> |
|---|------------------------------|--------------------------------|---|
| Insurance                                   | 12,881                       | 14,000                         | 1,119                                   |
| Supplies and Property maintenance           | 591                          | 1,100                          | 509                                     |
| Snow removal and lawn care                  | 8,083                        | 9,000                          | 917                                     |
| Utilities                                   | 24,469                       | 26,500                         | 2,031                                   |
| Building Improvements/Supplies              | 1,636                        | 2,000                          | 364                                     |
| Kitchen Equipment and Supplies              | 761                          | 1,000                          | 239                                     |
| Contracted repairs and maintenance services | 9,668                        | 10,000                         | 332                                     |
| Custodial Service                           | 9,436                        | 10,800                         | 1,364                                   |
| Property - Building and Grounds             | <u>67,525</u>                | <u>74,700</u>                  | <u>7,175</u>                            |
| Finance software                            | -                            | 900                            | 900                                     |
| Checks                                      | -                            | 300                            | 300                                     |
| Bank Charges and Service Fees               | -                            | -                              | -                                       |
| Vanco                                       | 880                          | 780                            | (100)                                   |
| Old National On Point Fee                   | 543                          | 200                            | (343)                                   |
| Credit card Fees                            | 141                          | 200                            | 59                                      |
| Bank Service Fees - other                   | 73                           | -                              | (73)                                    |
| Finance Admin and Fees                      | <u>1,637</u>                 | <u>2,380</u>                   | <u>743</u>                              |
| Church Soc Sec Contributions                | 3,365                        | 3,500                          | 135                                     |
| Church Medicare contributions               | 787                          | 825                            | 38                                      |
| Gross Pay                                   | 101,557                      | 106,000                        | 4,443                                   |
| Housing Allowance (paid to employee)        | 30,000                       | 30,000                         | -                                       |
| Pensions                                    | 8,125                        | 8,750                          | 625                                     |
| Continuing Education                        | 666                          | 800                            | 134                                     |
| Travel Reimbursement                        | -                            | 1,000                          | 1,000                                   |
| Workers Compensation Insurance              | 2,944                        | 3,000                          | 56                                      |
| Personnel - Other                           | 2,263                        | 3,100                          | 837                                     |
| Other staff expenses                        | 31                           | -                              | (31)                                    |
| Health Ministry                             | <u>195</u>                   | <u>750</u>                     | <u>555</u>                              |
| Property and Finance - Personnel            | 149,933                      | 157,725                        | 7,792                                   |
| Evangelism (stewardship expenses)           |                              | 100                            | 100                                     |
| ELCA Synodical Support                      | 3,000                        | 6,000                          | 3,000                                   |
| Lyngblomsten Home                           | 100                          | 200                            | 100                                     |
| Project Home                                | 100                          | 200                            | 100                                     |
| Mobile meals                                | 100                          | 200                            | 100                                     |
| Companion Congregation - Tanzania           | -                            | 2,000                          | 2,000                                   |
| ILAG Guatemala                              | 3,770                        | 1,000                          | (2,770)                                 |
| Interfaith Action Council                   | 100                          | 200                            | 100                                     |
| Camp WAPO                                   | -                            | -                              | -                                       |
| Loaves and Fishes                           | <u>-</u>                     | <u>200</u>                     | <u>200</u>                              |
| Missions/Benevolences                       | 7,170                        | 10,000                         | 2,830                                   |

**Salem Lutheran Church  
Proposed 2024 Budget**

*Cash Basis (Unaudited)*

|                                  | <b>Actual</b><br><b><u>2023</u></b> | <b>Proposed</b><br><b><u>2024</u></b> | <b>Change from</b><br><b><u>Prior Year</u></b> |
|----------------------------------|-------------------------------------|---------------------------------------|--|
| Evangelism/Membership            | -                                   | 100                                   | 100  |
| Fellowship                       | 12                                  | 200                                   | 188  |
| Fellowship Special Events        | 49                                  | 300                                   | 251  |
| Publicity                        | -                                   | 700                                   | 700  |
| Loaves and Fishes Food Purchases | <u>389</u>                          | <u>700</u>                            | <u>311</u>                                     |
| Evangelism/Missions              | 450                                 | 2,000                                 | 1,550  |
|                                  | <u>-</u>                            |                                       |  |
| <b>Total Expense</b>             | <b><u>\$ 240,167</u></b>            | <b><u>\$ 262,330</u></b>              | <b><u>\$ 22,163</u></b>                        |
| <b>Operating Income (Loss)</b>   | <b><u>\$ 16,528</u></b>             | <b><u>\$ (47,930)</u></b>             | <b><u>\$ (64,458)</u></b>                      |
| Other income                     | <u>19,569</u>                       | <u>25</u>                             | <u>(19,544)</u>                                |
| <b>Net Income (loss)</b>         | <b><u>\$ 36,097</u></b>             | <b><u>\$ (47,905)</u></b>             | <b><u>\$ (84,002)</u></b>                      |

**Salem Lutheran Church  
Activity Report Budget vs Actual  
December 2023**

*Cash Basis (Unaudited)*

|  | <b>Actual<br/>2023</b> | <b>Budget<br/>2023</b> | <b>Variance<br/>Pos<br/>(Neg)</b> |
|--|------------------------|------------------------|-----------------------------------|
| <b><u>Income:</u></b>                      |                        |                        |                                   |
| Contributions and Pledges                  | \$ 240,151             | \$ 217,000             | \$ 23,151                         |
| Undesignated memorials                     | 1,643                  | 6,000                  | (4,357)                           |
| Special Holiday Gifts (Easter, Christmas)  | 3,564                  | 3,000                  | 564                               |
| Facility Use Donations                     | 8,700                  | 8,000                  | 700                               |
| Misc other (Thrivent, Endowment fund gift) | 2,637                  | 250                    | 2,387                             |
| Total Income                               | <u>\$ 256,695</u>      | <u>\$ 234,250</u>      | <u>\$ 22,445</u>                  |
| <b><u>Expenses:</u></b>                    |                        |                        |                                   |
| Worship Supplies and Misc.                 | 686                    | 750                    | 64                                |
| Professional books & Resources             | -                      | 250                    | 250                               |
| Sound Board Maintenance                    | -                      | 300                    | 300                               |
| Guest Preachers                            | 200                    | 600                    | 400                               |
| Worship                                    | <u>886</u>             | <u>1,900</u>           | <u>1,014</u>                      |
| Piano, Organ Maint.                        | 420                    | 400                    | (20)                              |
| Bell Maintenance                           | -                      | 100                    | 100                               |
| Guest Musicians                            | 475                    | 500                    | 25                                |
| Choir Music Supplies                       | 200                    | 200                    | -                                 |
| Copyright Expense, CCLI & CVL              | 269                    | 400                    | 131                               |
| Substitute Organists                       | 300                    | 450                    | 150                               |
| Music Ministry                             | <u>1,664</u>           | <u>2,050</u>           | <u>386</u>                        |
| Total worship and Music                    | 2,550                  | 3,950                  | 1,400                             |
| Adult Education                            | -                      | 500                    | 500                               |
| Synod Convention                           | 165                    | 200                    | 35                                |
| Dues & Publications                        | 937                    | 785                    | (152)                             |
| Education Committee                        | <u>1,102</u>           | <u>1,485</u>           | <u>383</u>                        |
| Service charge                             | 102                    | -                      | (102)                             |
| Youth and Family Expense                   | 151                    | 100                    | (51)                              |
| Youth and Family Expense                   | <u>253</u>             | <u>100</u>             | <u>(153)</u>                      |
| Property and Finance                       |                        |                        |                                   |
| Copier cost                                | 3,676                  | 3,000                  | (676)                             |
| Personnel - Background checks              | 20                     |                        | (20)                              |
| Office Supplies and Maintenance            | 668                    | 1,200                  | 532                               |
| Postage                                    | 902                    | 1,000                  | 98                                |
| Telephone and DSL Line                     | 2,397                  | 2,500                  | 103                               |
| Computer Costs                             | -                      | -                      | -                                 |

**Salem Lutheran Church**  
**Activity Report Budget vs Actual**  
**December 2023**

**Cash Basis (Unaudited)**

|   | <b>Actual</b> | <b>Budget</b> | <b>Variance</b>      |
|---|---------------|---------------|----------------------|
|   | <b>2023</b>   | <b>2023</b>   | <b>Pos<br/>(Neg)</b> |
| Software Upgrades and Licenses              | 1,884         | 1,500         | (384)                |
| Property & Finance Office Administration    | 9,547         | 9,200         | (347)                |
| Equipment                                   | -             | 350           | 350                  |
| Insurance                                   | 12,881        | 14,000        | 1,119                |
| Supplies and Property maintenance           | 591           | 1,250         | 659                  |
| Snow removal and lawn care                  | 8,083         | 7,000         | (1,083)              |
| Utilities                                   | 24,469        | 23,000        | (1,469)              |
| Building Improvements/Supplies              | 1,636         | 2,000         | 364                  |
| Kitchen Equipment and Supplies              | 761           | 1,000         | 239                  |
| Contracted repairs and maintenance services | 9,668         | 10,000        | 332                  |
| Custodial Service                           | 9,436         | 11,800        | 2,364                |
| Property - Building and Grounds             | 67,525        | 70,400        | 2,875                |
| Finance software                            | -             | 504           | 504                  |
| Checks                                      | -             | 300           | 300                  |
| Bank Charges and Service Fees               | -             | -             | -                    |
| Vanco                                       | 880           | 780           | (100)                |
| Old National On Point Fee                   | 543           | 180           | (363)                |
| Credit card Fees                            | 141           | 240           | 99                   |
| Bank Service Fees - other                   | 73            | -             | (73)                 |
| Finance Admin and Fees                      | 1,637         | 2,004         | 367                  |
| Church Soc Sec Contributions                | 3,365         | 3,529         | 164                  |
| Church Medicare contributions               | 787           | 825           | 38                   |
| Gross Pay                                   | 101,557       | 104,199       | 2,642                |
| Housing Allowance (paid to employee)        | 30,000        | 30,000        | -                    |
| Pensions                                    | 8,125         | 9,042         | 917                  |
| Continuing Education                        | 666           | 796           | 130                  |
| Travel Reimbursement                        | -             | 1,000         | 1,000                |
| Workers Compensation Insurance              | 2,944         | 3,000         | 56                   |
| Personnel - Other                           | 2,263         | 3,100         | 837                  |
| Other staff expenses                        | 31            | -             | (31)                 |
| Health Ministry                             | 195           | 500           | 305                  |
| Property and Finance - Personnel            | 149,933       | 155,991       | 6,058                |
| Evangelism (stewardship expenses)           | -             | 100           | 100                  |
| ELCA Synodical Support                      | 3,000         | 6,000         | 3,000                |
| Lyngblomsten Home                           | 100           | 200           | 100                  |
| Project Home                                | 100           | 200           | 100                  |



**Salem Lutheran Church  
Activity Report Budget vs Actual  
December 2023**

*Cash Basis (Unaudited)*

|                                   | <b>Actual</b><br><b>2023</b> | <b>Budget</b><br><b>2023</b> | <b>Variance</b><br><b>Pos</b><br><b>(Neg)</b> |
|-----------------------------------|------------------------------|------------------------------|---|
| Mobile meals                      | 100                          | 200                          | 100   |
| Companion Congregation - Tanzania | -                            | 2,000                        | 2,000   |
| ILAG Guatemala                    | 3,770                        | 1,000                        | (2,770)                                       |
| Interfaith Action Council         | 100                          | 200                          | 100   |
| Camp WAPO                         | -                            | -                            | -   |
| Loaves and Fishes                 | -                            | 200                          | 200   |
| Missions/Benevolences             | 7,170                        | 10,000                       | 2,830   |
| Evangelism/Membership             | -                            | 100                          | 100   |
| Fellowship                        | 12                           | 200                          | 188   |
| Fellowship Special Events         | 49                           | 300                          | 251   |
| Publicity                         | -                            | 800                          | 800   |
| Loaves and Fishes Food Purchases  | 389                          | 1,500                        | 1,111   |
| Evangelism/Missions               | 450                          | 2,900                        | 2,450   |
|                                   | -                            | -                            | -   |
| <b>Total Expense</b>              | <b>\$ 240,167</b>            | <b>\$ 256,130</b>            | <b>\$ 15,963</b>                              |
| <b>Operating Income (Loss)</b>    | <b>\$ 16,528</b>             | <b>\$ (21,880)</b>           | <b>\$ 38,408</b>                              |
| <b>Other income</b>               | <b>19,569</b>                | <b>19,530</b>                | <b>(39)</b>                                   |
| <b>Net Income (loss)</b>          | <b>\$ 36,097</b>             | <b>\$ (2,350)</b>            | <b>\$ 38,369</b>                              |

**Salem Lutheran Church**  
**Statement of Financial Position (Balance Sheet)**  
**As of December 31, 2023**

**Cash Basis (Unaudited)**

|   | <u>Dec. 31, 2023</u>       | <u>Dec. 31, 2022</u>       |
|---|----------------------------|----------------------------|
| <b>ASSETS</b>                           |                            |                            |
| <b>Current Assets</b>                   |                            |                            |
| Checking/Savings                        |                            |                            |
| 1000 · Checking General Heritage -1625  | 75,765.47                  | 60,886.91                  |
| 1005 · Checking Restricted - 7084       | 25,931.58                  | 35,589.77                  |
| 1020 · Savings-Restricted 9042          | 110,553.71                 | 38,518.51                  |
| <b>Total Checking/Savings</b>           | <u>212,250.76</u>          | <u>134,995.19</u>          |
| Other Current Assets                    |                            |                            |
| 1040 · Refunds receivable               | 0.00                       | 0.00                       |
| <b>Total Other Current Assets</b>       | <u>0.00</u>                | <u>0.00</u>                |
| <b>Total Current Assets</b>             | 212,250.76                 | 134,995.19                 |
| <b>Fixed Assets</b>                     |                            |                            |
| 1500 · Church Building                  | 4,738,100.00               | 4,738,100.00               |
| 1501 · Building Improvements            | 825,501.41                 | 825,501.41                 |
| 1503 · Church Land                      | 750,000.00                 | 750,000.00                 |
| 1510 · Furnishings & Equip - Sanctuary  | 298,995.00                 | 298,995.00                 |
| 1515 · Furnishings & Equip - CE         | 34,950.00                  | 34,950.00                  |
| 1520 · Furnishings & Equip - Office     | 81,220.00                  | 81,220.00                  |
| 1525 · Kitchen Equipment                | 77,085.00                  | 77,085.00                  |
| 1530 · Tower and Bell                   | 124,465.00                 | 124,465.00                 |
| <b>Total Fixed Assets</b>               | <u>6,930,316.41</u>        | <u>6,930,316.41</u>        |
| <b>Other Assets</b>                     |                            |                            |
| 1025 · Certificate of Dep - Restricted  | 25,000.00                  | 0.00                       |
| 1100 · Endowment Invested Funds         | 196,305.52                 | 168,470.78                 |
| <b>Total Other Assets</b>               | <u>221,305.52</u>          | <u>168,470.78</u>          |
| <b>TOTAL ASSETS</b>                     | <u><u>7,363,872.69</u></u> | <u><u>7,233,782.38</u></u> |
| <b>LIABILITIES &amp; EQUITY</b>         |                            |                            |
| <b>Liabilities</b>                      |                            |                            |
| <b>Current Liabilities</b>              |                            |                            |
| Accounts Payable                        |                            |                            |
| 20000 · Accounts Payable                | -641.50                    | 0.00                       |
| <b>Total Accounts Payable</b>           | <u>-641.50</u>             | <u>0.00</u>                |
| Other Current Liabilities               |                            |                            |
| 2005 Payable to Building Fund           | 5,725.00                   | 612.00                     |
| 2006 Payable - Other Restricted         | 528.50                     | 2,186.00                   |
| 2040 - Deferred donations and revenues  |                            | 4,660.00                   |
| 2100 · Payroll Liabilities              |                            |                            |
| 2105 · Payroll-Social Security          | 517.79                     | 493.95                     |
| 2110 · Payroll-FWH                      | 226.00                     | 226.00                     |
| 2115 · Payroll-MCARE                    | 121.08                     | 115.52                     |
| 2117 · Payroll-SWHMN                    | 64.00                      | 64.00                      |
| <b>Total 2100 · Payroll Liabilities</b> | <u>928.87</u>              | <u>899.47</u>              |
| <b>Total Other Current Liabilities</b>  | <u>7,182.37</u>            | <u>8,357.47</u>            |
| <b>Total Current Liabilities</b>        | <u>6,540.87</u>            | <u>8,357.47</u>            |
| <b>Total Liabilities</b>                | 6,540.87                   | 8,357.47                   |

**Salem Lutheran Church**  
**Statement of Financial Position (Balance Sheet)**  
**As of December 31, 2023**

**Cash Basis (Unaudited)**

|  | <u>Dec. 31, 2023</u> | <u>Dec. 31, 2022</u> |
|--|----------------------|----------------------|
| <b>Equity</b>                          |                      |                      |
| 3000 · Opening Bal Equity              | 6,076,290.96         | 6,076,290.96         |
| 3100 · Restricted Funds                |                      |                      |
| 3102 · Bequest Holding Account         | 106,835.14           | 19,530.47            |
| 3110 · Thrivent Donations              | 40.00                |                      |
| 3105 · Endowment Fund Holding Account  |                      | 0.00                 |
| 3115 · Altar Flower Fund               | -92.99               | 1,234.12             |
| 3120 · Altar Care                      | 140.00               | 100.00               |
| 3122 · Art Fund                        | 363.29               | 363.29               |
| 3125 · Bell Choir Fund                 | 340.22               | 340.22               |
| 3128 · Benevolences 2022               | 50.00                | 1,450.00             |
| 3129 · Benevolences 2023               | 355.00               | 0.00                 |
| 3130 · Sunday School Fund              | 80.99                | 80.99                |
| 3135 · Building Fund                   | 3,479.32             | 8,822.24             |
| 3140 · Camperships - Local             | 2,564.53             | 3,294.53             |
| 3142 · Chancel Choir Music Fund        | 249.71               | 598.84               |
| 3150 · Adult Christian Education       | 186.27               | 186.27               |
| 3153 · Faith Formation                 | 187.96               | 0.00                 |
| 3155 · Cookie Walk Fund                |                      | 535.20               |
| 3160 · Quilter Fund                    | 136.01               | 136.01               |
| 3168 · Feed My Starving Children       | 12.52                | 12.52                |
| 3170 · Garage Sale Fund                | 684.30               | 0.00                 |
| 3172 · Ministry Support Fund           | 1,301.00             | 765.80               |
| 3175 · Gene Sell Memorial Scholarship  | 4,337.48             | 4,337.48             |
| 3178 · God's Work - Our Hands          | 757.91               | 0.00                 |
| 3180 · Guatemala Mission Fund          | 1,035.00             | 1,035.00             |
| 3185 · Guatemala Scholarship fund      | 2,745.00             | 0.00                 |
| 3190 · Disaster Relief Fund            | 100.00               | 100.00               |
| 3195 · Health Ministry                 | 716.61               | 716.61               |
| 3214 · Labryinth Project               | -2,960.67            | 0.00                 |
| 3215 · Landscaping Fund                | 2,656.00             | 0.00                 |
| 3220 · Loaves & Fishes Fund            | 2,589.52             | 734.19               |
| 3221 · Lutheran Social Services        |                      |                      |
| 3225 · Lenten Supper Fund              | 2.19                 | 0.00                 |
| 3228 · Lyngblomsten Foundation         |                      |                      |
| 3230 · Magome Scholarship Fund         | 0.00                 | 0.00                 |
| 3235 · Magome General Fund             | 313.36               | 1,244.07             |
| 3236 · Magome Travel Fund              | 0.00                 | 3,000.00             |
| 3239 · Music Ministry Fund             | 230.00               | 230.00               |
| 3240 · Neighbors Food Shelf Fund       | 55.00                | 224.05               |
| 3245 · Pastor's Emergency Fund         | 6,258.75             | 3,547.49             |
| 3250 · Pastor's Personal Use Fund      | 155.03               | 155.03               |
| 3255 · Stewardship Fund                | 300.00               | 0.00                 |
| 3260 · Youth Events Fund               | -229.05              | 365.82               |
| 3265 · Youth Fund                      | 7,003.14             | 7,288.34             |
| 3300 · Monthly Benevolence-Unnamed - M |                      |                      |

**Salem Lutheran Church**  
**Statement of Financial Position (Balance Sheet)**  
**As of December 31, 2023**

**Cash Basis (Unaudited)**

|                                       | <u>Dec. 31, 2023</u>       | <u>Dec. 31, 2022</u>       |
|---------------------------------------|----------------------------|----------------------------|
| 3301 · Camp Wapo - M                  |                            |                            |
| 3302 - Magome - M                     | 0.00                       |                            |
| 3304 · Lutheran Social Services - M   |                            |                            |
| 3305 - Lyngblomsten - M               |                            |                            |
| 3306 - Mobile Meals - M               | 125.00                     | 0.00                       |
| 3307 - Loaves & Fishes - M            | 275.00                     | 0.00                       |
| 3500 · Endowment Funds                |                            |                            |
| 3501 · Endowment Principle            | 101,685.00                 | 101,685.00                 |
| 3502 · Endowment Earnings             | 94,620.52                  | 66,785.78                  |
| Total 3500 · Endowment Funds          | <u>196,305.52</u>          | <u>168,470.78</u>          |
| Total 3100 - Restricted Funds         | 339,684.06                 | 228,899.36                 |
| 3900 - Retained Earnings              | 905,259.47                 | 899,939.76                 |
| Net Income                            | <u>36,097.33</u>           | <u>20,294.83</u>           |
| Total Equity                          | <u>7,357,331.82</u>        | <u>7,225,424.91</u>        |
| <b>TOTAL LIABILITIES &amp; EQUITY</b> | <u><b>7,363,872.69</b></u> | <u><b>7,233,782.38</b></u> |

## 2023 PASTORAL ACTS/STATISTICS FOR:

### BAPTISMS

NONE

### CONFIRMATIONS

Jacob Taulman 10/29/23 (M)

### NEW MEMBERS (AFFIRMATIONS OF FAITH)

Jill Kretsinger 05/21/23  
 Ginny Hanson 05/21/23  
 Jim Hanson 05/21/23

### MARRIAGES Member (M) & Non-member (NM)

Alyssa and Darshawn Moore (NM) 10/14/23

### DEATHS Member (M) & Non-member (NM)

Jack Garner (M) 3/17/23  
 Lars Myran (M) 3/17/23  
 Mary Jensen (M) 8/2/23  
 James Clemens (M) 11/4/23

## Attendance Statistics for 2023

|            | 2018 | 2019 | 2020 | 2021        | 2022        | 2023        |
|------------|------|------|------|-------------|-------------|-------------|
| January    | 388  | 330  | 313  | 394*        | O-247/I-224 | I-280/O-258 |
| February   | 634  | 248  | 332  | 516*        | O-194/I-196 | I-294/O-197 |
| March      | 743  | 496  | 796* | 632*        | O-387/I-358 | I-486/O-478 |
| April      | 545  | 657  | 633* | 704*        | O-418/I-367 | I-357/O-299 |
| May        | 394  | 334  | 513* | O-412/I-108 | O-367/I-314 | I-220/O-179 |
| June*      | 283  | 423  | 365* | O-240/I-130 | O-160/I-210 | I-241/O-159 |
| July*      | 417  | 298  | 340* | O-156/I-172 | O-223/I-231 | I-249/O-223 |
| August*    | 362  | 341  | 340* | O-289/I-254 | O-227/I-172 | I-198/O-343 |
| September* | 476  | 368  | 416* | O-214/I-184 | O-175/I-191 | I-182/O-190 |
| October*   | 371  | 283  | 406* | O-207/I-242 | O-217/I-260 | I-271/O-239 |
| November*  | 468  | 341  | 560* | O-263/I-258 | O-200/I-256 | I-272/O-218 |
| December*  | 703  | 629  | 842* | O-350/I-328 | O-328/I-317 | I-372/O-352 |

\*Counts based on number of views of the Worship Services on YouTube.

**I - In person**

**O - Online**

## 2023 MEMBERSHIP STATISTICS

| BY ACCESSION (+)                              | BAPTIZED | CONFIRMED |
|---|----------|-----------|
| By Baptism for Children and Adults            | 0        | 1         |
| By Transfer/Affirmation of Faith/Reactivation | 0        | 3         |

---

|        |   |   |
|--------|---|---|
| TOTALS | 0 | 4 |
|--------|---|---|

| BY LOSSES (-)            | BAPTIZED | CONFIRMED |
|--------------------------|----------|-----------|
| By Transfer              | 10       | 10        |
| By Death                 | 4        | 4         |
| Inactive/Withdrawn/Other | 10       | 10        |

|        |    |    |
|--------|----|----|
| TOTALS | 24 | 24 |
|--------|----|----|

|  | BAPTIZED | CONFIRMED |
|--|----------|-----------|
| Total Membership 12/31/22              | 630      | 472       |
| January - December 2023 Accessions     | 0        | +4        |
| January – December 2023 Losses         | -24      | -24       |
| <br>MEMBERSHIP AS OF DECEMBER 31, 2023 | <br>606  | <br>452   |

# *Let's Stay Connected!*

**WE LOOK FORWARD TO SEEING YOU AT WORSHIP BUT REMEMBER THAT YOU CAN JOIN ONLINE TOO IF YOU'RE UNABLE TO WORSHIP IN PERSON!**

**[WWW.SALEMLUTH.ORG/ONLINE WORSHIP](http://WWW.SALEMLUTH.ORG/ONLINE_WORSHIP)**

**FACEBOOK: SALEM LUTHERAN CHURCH WEST ST. PAUL**

**BE SURE TO LOOK FOR THE WEEKLY PASTORAL MESSAGE AND  
E-MAIL ANNOUNCEMENTS ON  
WEDNESDAYS!**



# We Are Marching in the Light of God



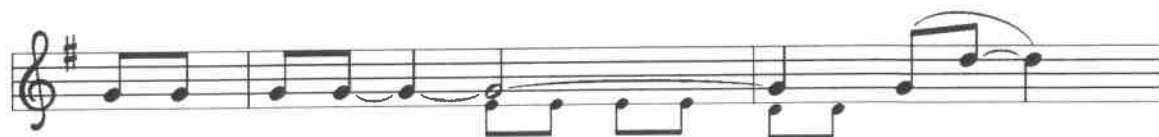
Si - ya - hamb' e - ku - kha - nyen' kwen - khos', si - ya - hamb' e - ku - kha -  
We are march - ing in the light of God, we are march - ing in the



nyen' kwen - khos'. Si - ya - hamb' e - ku - kha - nyen' kwen - khos',  
light of God. We are march - ing in the light of God,



si - ya - hamb' e - ku - kha - nyen' kwen - khos'.  
we are march - ing in the light of God.



Si - ya - ham - ba (ham - ba, si - ya - ham - ba) OO  
We are march - ing (march - ing, we are march - ing) OO



si - ya - hamb' e - ku - kha - nyen' kwen - khos'.  
we are march - ing in the light of God.



Si - ya - ham - ba (ham - ba, si - ya - ham - ba) OO  
We are march - ing (march - ing, we are march - ing) OO



si - ya - hamb' e - ku - kha - nyen' kwen - khos'.  
we are march - ing in the light of God.

*Additional stanzas ad lib.:*

We are dancing ...

We are praying ...

We are singing ...

Text: South African traditional; tr. Freedom Is Coming, 1984

Music: SIYAHAMBA, South African traditional

Tr. © 1984 Utryck, admin. Walton Music Corp.

Duplication in any form prohibited without permission or valid license from copyright administrator.





Through your generosity, God is at work across the ELCA. A portion of your offering, called Mission Support, advances the ministry of our church, helping the ELCA nurture Christian community, raise up leaders, serve our neighbors and strive for justice. Read stories and learn more at [ELCA.org/SOFIA](https://elca.org/SOFIA).



Evangelical  
Lutheran Church  
in America