

# Salem Lutheran Church

1724—15th Street ❖ Moline, IL 61265



Saturday June 5th, 2021

Congregational Meeting

# Salem Lutheran Church Annual Congregational Meeting

Saturday June 5, 2021

Meeting ID: 961 7339 5911 Passcode: 312911

Call to order.....	Steve Morford
Opening Prayer.....	Pastor Mike Lawyer
Determining Quorum	
Introduction of nominees and Call for any additional Nominations.....	Nominating Committee
Questions and comments on Congregational Reports	
Old Business	
2021 Budget Update.....	Nancy Patterson
New Business	
Nominating Committee.....	Wayne Thompson
Other Business	
Recognition of retiring Council Members.....	Pastor Mike Lawyer
Committee Reports	
Pg 1	Sunday, January 27, 2021 Budget Meeting Minutes.....Rita Gustafson
Pg 2	Pastoral Report.....Pastor Mike Lawyer
Pg 5	Congregational President.....Stephen Morford
Pg 5	Call Committee Report.....Rita Gustafson
Pg 6	Salem- Willard Outreach Project Report.....Bob Stockhecke
Pg 6	Parish Nurse Report.....Melody Schnell
Pg 7	Property Committee Report.....Howard Findahl
Pg 8	Chapel Completion.....Wayne Thompson
Pg 8	Green Team Task Force Report.....Rene Robinson
Pg 8	Youth & Family Ministry Report.....Sally Patterson
Pg 10	Learning Committee Report.....Miranda Luder
Pg 10	Worship Committee Report.....Linda Lundgren
Pg 11	Personnel Committee Report.....Linda Davidson
Pg 11	Congregational Vice President/Social Committee.....Linda Davidson
Pg 12	Witness Committee.....Darlene Hann
Pg 12	Service Committee.....Becky Lueck
Pg 12	Finance Committee.....Dick Castle
Pg 13	Financial Statements
	Stewardship Report.....no report at this time
	Organist Report.....no report at this time
	Ukulele/Drum Circle/Boomwhacker band Report.....no report at this time

# 2021 Nominating Committee

## 2021 Annual Report and Ballot

The following candidates are placed in nomination for the year

### **Congregational Council**

#### Officer – 1 Year Term

President	Rita Gustafson	
Vice President	Linda Davidson	Committee Leader - Social
Secretary	Marti Kernan	Committee Leader - Administration
Treasurer	Nancy Patterson	Committee Leader – Finance

#### Committee Leaders – 2 Year Term

Witness	Darlene Hann	Term ends June 2022
Learning	Miranda Luder	Term ends June 2023
Property	Howard Findahl	Term ends June 2022
Worship	Linda Lundgren	Term ends June 2022
Service	Becky Lueck	Term ends June 2022
Stewardship	Wendy Morrow-Hilton	Term ends June 2022

#### Youth Representative – 1 Year Term

Joshua Morrow	Term ends June 2022
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### **Congregational Committees**

#### Endowment Fund – 3 Year Term

Members	Jon Gustafson	Term ends January 2024
	Linda Ontiveros	Term ends January 2024
	Eileen Prusator	Term ends January 2024
	Denise Gidel	Term ends January 2022
	Ben Leuck	Term ends January 2022

#### Long Range Planning – 5 Year Term

Members	Mitch Bergerson	Term ends June 2023
	Mandy Bergeson	Term ends June 2023
	Lorren Gidel	Term ends June 2024
	Dick Castle	Term ends June 2025
	Margaret Castle	Term ends June 2025
	???	Term ends June 2025

#### Auditing Committee – 3 Year Term

Members	Karin Martin	Term ends January 2024
	Bonnie Lartz	Terms ends January 2024
	Denise Gidel	Term ends January 2022

#### Nominating Committee – 2 Year Term

Members	Wayne Thompson	Term ends June 2022
	Steve Morford	Term ends June 2023
	Linda Lundgren	Term ends June 2022
	Jim Kernan	Term ends June 2023

# BUDGET MEETING MINUTES

Sunday, January 27, 2020  
SALEM LUTHERAN CHURCH BIENNIAL CONGREGATIONAL MEETING  
via Zoom (meeting was recorded)  
January 31, 2021 at 11:00 a.m.

Quorum: A quorum was established. Attending the meeting were Cathy Anderson, Bonnie Casper, Chris Castle, Dick Castle, Margaret Castle, Stephanie Cramer, Linda Davidson, Pete Davidson, Frank Ege, Karen Ege, Denise Gidel, Lorren Gidel, Jon Gustafson, Rita Gustafson, Darlene Hann, Kathy Hotchkiss, Margi Hulsbrink, Jim Kernan, Ben Klocke, Darren Klocke, Jennifer Klocke, Meg Klocke, Bonnie Lartz, Pastor Michael Lawyer, Becky Leuck, Steve Morford, Rene Morford, Nancy Patterson, Sally Patterson, Betty Pevich, Eileen Prusator, Karen Staes, Bob Stockhecke, Nadyne Stockhecke, Deb Thompson, Wayne Thompson, Becky VanErstelve, Donna Weeks, Myron Yoeckel. Joining by telephone were Linda Czupka, Hilda Koska, Larry Ontiveros, Linda Ontiveros, June Piff, Jean Steelman, Claudette Swensson, Don Swensson, Shirley Thurganger and Barb Tillberg.

Call to order: The meeting was called to order at 11:05 a.m. by President Steve Morford. Pastor Lawyer started the meeting with devotions and liturgy. Pastor announced the death of Merlin Swanson and asked the congregation to keep Merlin's family in our prayers.

Minutes: There were two sets of minutes to be approved; the June 7, 2020 meeting and the 12/21/2020 special meeting minutes. Steve Morford asked that Matthew Morrow's name be corrected in the June 7, 2020 minutes. Cathy Anderson moved that the minutes from the past two meetings be accepted as corrected. Myron Yoeckel seconded. The motion carried.

Financial Reports: Nancy Patterson began by going through the financial statements first. She explained the historical report for 2020. The actual figures show a large difference from what we budgeted, which can be attributed to the COVID pandemic. We had budgeted for income of \$227,000, but received only \$185,473.47, a difference of approximately \$44,000. On the expense side, spending was also down considerably due to not being able to meet in person. Even with property spending increasing due to maintenance issues, all departments came in under budget. All of our bills are paid for the year, due in part to PPP funding and pastoral changes. We had budgeted \$229,781 in spending, but spent only \$199,273.70, a difference of approximately \$30,000.

Salem applied for PPP pandemic money and was loaned \$26,552.50. Since we used these funds to pay salaries, this loan should be forgiven by the government. Therefore, when we expected a budget deficit for 2020 of approximately \$2800, we actually ended up with a positive balance of \$12752.27.

Nancy Patterson then moved on to the Financial Secretary report, which shows income detail month by month. We did not meet giving projections during any month this past year.

The Auditor's Report shows the checkbook balance, income and expense summaries and the ending balance in the checkbook. Wayne Thompson inquired about the "other transfers" figure on the Auditor's Report. Nancy Patterson explained that these were funds from congregational groups who have their own money, gave the general fund money so checks could be written on their behalf.

The Organization and Funds report was explained next. Nancy Patterson reminded the congregation that we had merged memorial accounts together this year. Sally Patterson explained that the money in the Youth Fund is earmarked to pay for renovations to the Youth Room.

The Schedule of Loans was explained next. We have a loan from the Mission Investment Fund to pay for the new entryway. We still owe \$32,816.23 on this loan. We also received an EIDL loan from the federal government. This is loan money at an extremely low interest rate to help pay for operating expenses during the pandemic. It is tied to an EIDL grant of \$6000 which will probably be forgiven. Can only be used for operating expenses, not for building improvements. We will have to start repaying the loan in July and have 30 years to pay back the loan.

Nancy Patterson also announced that Salem has applied for and been approved for a second round of PPP funding in the amount of \$26,000 to offset payroll expense. We expect this to be forgiven as well. Myron Yoeckel moved that we accept the financial reports as presented. Karen Ege seconded. The motion carried.

Budget Discussion. Nancy Patterson explained that due to the uncertainty surrounding the pandemic and our pastoral vacancy, the 2021 budget is based upon the actual spending and income for 2020. There have been no significant changes until we get to property. Salem needs to upgrade its computers and internet service so those budget lines have increased.

Our salary line item for Pastor is based on Pastor Lawyer's interim salary. Should we call and receive a new pastor during 2021, we will need to call a new meeting to approve a revised budget to reflect the new salary.

This budget reflects a deficit of \$25,205.

Wayne Thompson asked if any money has been set aside for roof repairs. Nancy Patterson responded that we have not at this time. Steve Morford mentioned that we do have leaks which need repairs and the council will need to discuss this.

Myron Yoeckel called the question. Cathy Anderson moved that we accept the 2021 budget as presented. Linda Lundgren seconded. Dick Castle, who had been tracking the congregational members joining by phone, announced the votes from those members. The motion carried.

Congregational Constitution Update. Pastor Lawyer mentioned that we must undergo an update to our congregational constitution this year. It has not been updated since 2003, and we need to have it up to date before we call a new pastor. Also our tax exempt status is contingent on having an up-to-date constitution. We must follow Synod guidelines and accommodate online services and meetings. The Council will establish a committee who will make edits and bring it to the congregation for approval, hopefully by the June congregational meeting.

Nominating Committee. The nominating will begin its work soon and we have several positions on the Council which need filled. If called upon, please say yes.

Call Committee. The call committee will be sending a survey to the congregation to assist in completing the Ministry Profile. Please take the time to answer and return it.

Adjournment: Becky VanErsteveld moved that the meeting be adjourned at 12:00 noon. Myron Yoeckel seconded. The motion carried. The meeting concluded with the Lord's Prayer.

Respectfully submitted,  
Rita Gustafson, Secretary

## 2021 REPORT OF THE PASTOR

Pastor Lawyer's Annual Report  
June 5, 2021

Dear Sisters and Brothers in Christ,

"Well done, good and faithful servant(s)! You have been faithful with a few things; I will put you in charge of many things. Come and share your master's happiness!" (Matthew 25:21, NIV)

On September 13, Debbie and I began our ministry with you as your interim pastoral family. While being with you has been a blessing to us, it has also been particularly challenging because of the pandemic that has kept us isolated from one another. One of the things I have valued the most in pastoral ministry over the years, is the opportunity to visit and get to know the congregational family. The pandemic compelled me to begin this process at Salem via phone calls and Zoom meetings. In April I began going to see members who reside in nursing homes and assisted living centers. I hope to expand visits to those who are shut-in or home-bound as long as CDC guidelines permit. I'm thankful to God for phones and the internet, but there is nothing better than being able to be with one another in the same physical space.

Salem Lutheran Church, while being a congregation in transition, has continued to be faithful to God in Christ. I thank God for each of you who share in the life and ministries of Salem. Worship, which is at the heart and soul of our life together, was offered online. When I arrived at Salem I led online worship, but leading worship in front of a computer screen is not something I have found easy to do. I am so thankful that we began

in person worship on Sunday mornings in March and on May 1, we also resumed in person Saturday evening worship. But no matter whether we worship online or in person, everything that we do as a congregation begins with worship. In worship we are empowered by God in Christ through the Holy Spirit to be the hands and feet of Jesus. May God continue to bless us as we worship faithfully each week in His name.

On October 18, two of our youth affirmed their baptism: Rebecca Cramer and Joshua Morrow. This service was held in person with the confirmands and their families present in worship. Shortly after I arrived, I began teaching confirmation class to youth who will be confirmed this coming October. I have had to hold these classes over Zoom which has made class difficult. However, I have enjoyed getting to know the class members and their families during this time. I am planning to schedule a time in the summer where I can meet with the students and their families in person. I have always enjoyed working with youth in confirmation.

One aspect of parish ministry that has been difficult for everyone is dealing with the death of loved ones during the pandemic. There has not been a funeral held in the sanctuary at Salem since March of 2020. On May 29 & 30, we held a special service of remembrance and celebration of life in the sanctuary for all those who have died during the pandemic. While dealing with the death of loved ones has been made more difficult for all who continue on in our earthly journeys, we give thanks to God for the promise of eternal life for all those loved ones who have died and who believed and lived in the Lord. We are truly surrounded by a great cloud of witnesses.

I want to say a special thank you to the staff and all the family of Salem for your continued support and work in ministry in the Lord's name. The faithful sharing of your time, talents, and financial support make ministry possible as together we share the Good News of Jesus Christ.

The year ahead of us will bring challenges as well as blessings. We must always keep the Call Committee and Council in prayer as they follow the Lord's guidance in seeking to call a new pastoral family to serve at Salem. In the meantime, we must continue working together through the sharing of our time, talents, and resources in order to carry out the ministries to which God will call us. God has been with the family of Salem since its beginning in 1908, and God in Christ will never forsake us. We must stay focused on Christ and keep Christ in the center of all that we do. May the Holy Spirit guide us and empower us in these endeavors.

In Christ,  
Rev. Dr. Michael R. Lawyer

*Have you not known? Have you not heard? The Lord is the everlasting God, the Creator of the ends of the earth. He does not faint or grow weary; his understanding is unsearchable. He gives power to the faint, and strengthens the powerless. Even youths will faint and be weary, and the young will fall exhausted; but those who wait for the Lord shall renew their strength, they shall mount up with wings like eagles, they shall run and not be weary, they shall walk and not faint. (Isaiah 40: 28-31)*

Pastoral Ministry  
September 13, 2020 – May 31, 2021

### Baptisms

Ainsley Leslie Leuck August 15, 2020

### Affirmation of Baptism – October 18, 2020

Rebecca Lynn Cramer  
Joshua David Morrow

### Funerals (Date of Death Date of Funeral)

Ann T. Robinson	June 18, 2020	TBD
Rose Ann Dahlstrom	July 7, 2020	October 15, 2020
Joann R. DeJonghe	August 17, 2020	No Service Held
Margaret R. Erickson	August 26, 2020	September 26, 2020
Lillian "Sunny" Tedell	October 5, 2020	October 12, 2020
Jack Elwood Dahlstrom	October 9, 2020	October 15, 2020

Christine Ann Gernant October 16, 2020 TBD  
 Joan Bowling November 19, 2020 August 9, 2021  
 Dorothy E. Nystrom December 15, 2020 TBD  
 Merlin S. Swanson January 30, 2021 Feb. 8 & March 2, 2021

Transfers to Other Congregations

Rev. Dr. Randy Willers to St. Matthew in Davenport – he remains an associate member at Salem.

Membership Report

	Baptized	Confirmed
9/13/20	307	260
4/30/21	304	256

Synopsis of Pastoral Ministry  
 September 13, 2020 – April 30, 2021

Visits: 198 Phone Call Visits; 65 In-person Visits

Hospital 17 (Phone calls)  
 Nursing Home/Alternate Living 36 (30 via phone)  
 Shut-ins 39 (Phone calls)  
 Members 103 (70 via phone)  
 Prospective members 4 (2 via phone)  
 Non-members 64 (40 via phone)  
 Total 263 (Phone/In-person)

	Zoom	In-person
Services Conducted	33	9
Eucharist Celebrated	2	3
Classes Taught	34	1
Meetings Attended	81	24
Hours of Pastoral Counseling	35	
Home Communion	0	13
Baptisms	0	0
First Communion	0	0
Weddings	0	0
Funerals	0	4
Transfers Out		1

Other Pastoral Activities

Signed Contract to Serve as Interim Pastor at Salem 9/13  
 Rally Day 9/20  
 Affirmation of Baptism 10/18  
 Veterans Day Facebook Live Presentation 11/11  
 West Conference Pastor Meeting on Zoom 11/19  
 Drive-thru Communion Kit Pick-up 11/22 & 24  
 Thanksgiving Online Worship with Holy Communion 11/25  
 West Conference Pastor Meeting on Zoom 12/17  
 DISH Delivery 12/17  
 Drive-thru Communion Kit Pick-up 12/20  
 West Conference Pastor Meeting on Zoom 1/21  
 Annual Financial Congregation Meeting on Zoom 1/31  
 DISH Delivery 2/11  
 Ash Wednesday In-person Worship with Holy Communion 2/17  
 Moline Pastors Meeting on Zoom 2/17  
 West Conference Pastor Meeting on Zoom 2/18  
 West Conference Meeting on Zoom 3/18  
 NIS Interim Pastor Meeting on Zoom 3/25  
 Drive-thru Palm Branch/Communion Kit Pick-up 3/27  
 Moline Pastor Meeting on Zoom 4/20

# 2021 CONGREGATIONAL PRESIDENT'S REPORT

President of the Church Council  
Annual report to Congregational Meeting  
June, 2021

During the past year Salem operated under rules for existing in and surviving a worldwide pandemic caused by a novel Corona Virus. At the beginning of the year, June 2020, we had already closed the doors to the Sanctuary and moved the services to the outdoor venue of the parking lot. We also recorded the services, usually with only the pastor and an assistant in the Sanctuary and put these recorded services online with Facebook and Youtube for sharing with the rest of the congregation. This turned out to be rather successful, therefore we plan to continue this practice to serve our members who are ill or home-bound. During this year of limited access to the church building we accomplished several upgrades and repairs to the property. We have a new sidewalk, curbing and street surface along the west side of the property. We have a new chapel occupying the old stage area of the fellowship hall. We have new CAT6 network cable leading to each main area of the church including the 3<sup>rd</sup> floor. We have also upgraded and updated the staff support computers to Win 10, improved the memory on several computers, replaced some aging monitors and replaced the secretary's computer with a completely new system. We have located and repaired the leaks in the bell tower and are in the process of repairing the damages to the ceiling that resulted from those leaks. We have located and repaired a large leak in the third floor Sunday school roof and are working to repair the wall damage incurred by that leak. We have improved our maintenance program with the boiler that provides heat to the Sanctuary and should experience fewer heating failures in the future. On May 1 we opened the Sanctuary to services limited in size and in June opened to unlimited attendance with appropriate health safety precautions in place until further notice. The church secretary, Donna Weeks, helped many Salem members arrange appointments for Covid19 vaccinations resulting in a rapid improvement on our congregation's immunity and therefore ability to return safely to the Sanctuary for worship services. During the past year we have been fortunate to have Pastor Mike Lawyer serve as the interim Pastor while we search for a new permanent Pastor. The Search Committee has completed its tasks and has passed its information on to the Synod for further action. This report closes out my third term as president of the council and I look forward to handing the reigns to the next president at the end of the annual meeting in June. I thank each and everyone of you for your support and for giving me the opportunity to serve.

Stephen Morford

## 2021 CALL COMMITTEE REPORT

The Call Committee has met on Monday evenings since we were established. During that time, we have surveyed the congregation (asking the questions the Synod was asking of us) and doing research into demographics to include in the Ministry Site Profile. Additionally, we prayerfully and seriously considered the questions that asked us to describe the climate of Salem Church, the aspirations and hopes of its congregation and the type of pastor that would best serve our community. Now, the Ministry Site Profile is complete and in the hands of the Salem Church Council for comment and approval. Once we receive that approval, it will be submitted to the Synod Office for their comment and approval. After that is complete and the suggested changes have been made, our pastoral opening will be posted to the ELCA call board and the search for a pastor will begin in earnest. The Call Committee knows that the congregation is curious about what is in the Ministry Site Profile. Therefore, in June, the Call Committee plans to hold Zoom cottage meetings (and perhaps a live meeting as well!) at which we can give the congregation the results of the survey and share some of our work. In the meantime, questions may be directed to any member of the Call Committee:

Karen Ege

Jon Gustafson

Rita Gustafson, chair

Wendy Hilton-Morrow

Heather Locander

Rene Morford

Wayne Thompson

# 2021 SALEM-WILLARD OUTREACH PROJECT REPORT

During the summer months of 2020 the Salem-Willard committee with the donations of the congregation collected school supplies for the 2020-2021 school year at Willard school. On August 12, 2019 the school items were delivered to Willard. In cooperation with the Health and Wellness Committee material for masks was purchased and masks were sewn by members of the congregation which were then donated to Willard. Hand sanitizer was also donated to Willard. Treat bags were given to the Willard teachers for Teacher Appreciation Week during the first week of May 2021. Thank you for your support for the past 28 years.

## 2021 PARISH NURSE REPORT

May 2020- April 2021

This past year will be one we will all remember. Covid- 19 has affected everyone's lives in one way or another. I have continued to work from home most of the time since visits were restricted or very limited in places I would go. I did go out to the homes when there were problems that I could not deal with over the phone. There were emergency visits that I needed to make to make sure that these members were getting the care they needed to keep them safe and received the medical care they needed.

VISITS: CHURCH	711	REFERRALS: PASTORAL	198
HOSPITAL	3	PHYSICIAN	23
HOME	52	HEALTH CARE PROFESSIONALS	39
NURSING HOME	9	EMERGENCY ROOM	8
		COMMUNITY RESOURCES	26
PHONE	617	MEETINGS: SUPPORT GROUP	1
OTHER	30	PARISH NURSE	12
HEALTH TEACHING	711	STAFF	11
CASE MANAGEMENT	711	PROVIDED TRANSPORTATION	9
ACCOMPANY	7		
HEALTH TEACHING, MANAGEMENT		711	
EDUCATIONAL PROGRAMS ATTENDED			
STAFF: MET WITH PASTOR RANDY TILL HE RETIRED AND THEN MET OR TALKED TO PASTOR MIKE PER PHONE, TEXT, OR MET IF NEEDED			

NEWSLETTER: WROTE ONE FOR EACH MONTH. TOPICS INCLUDED: YOUR MIND DOES AFFECT YOUR HEALTH, KNOWING HOW THEY START IS KEY TO STOPPING NEXT PANDEMIC, COVID 19 VIRUS HAS CAUSED CHANGES, WAYS TO KEEP YOUR IMMUNE SYSTEM STRONG, INSPIRATIONAL KINDNESS INSPIRATIONAL ROCKS, BE PREPARED, WHO KNOWS WHAT IS GOING TO HAPPEN NEXT? FATIGUE IS SOMETHING WE ALL GET AT ONE TIME OR ANOTHER, HOW TO KEEP CHILDREN HAPPY, HOW TO STAY YONER AS WE GET OLDER, COVID 19 VACCINE INFORMATION, WHAT YOU NEED TO KNOW FOR HOME AND EMERGENCY SITUATIONS, INFLAMMATION-WHAT CAUSES IT, EFFECT IT HAS AND HOW TO REDUCE IT, CLOSET TO CLOSET. ALSO WROTE "FALL" LETTER TO BE SENT OUT WITH GIFT SACKS AND GAVE OUT INSPIRATIONAL VERSE WITH PICTURE TO COLOR FOR MEMBERS ATTENDING EASTER.

PROGRAMS ORGAINZED BY PARISH NURSE: INSPIRATIONAL AND KINDNESS ROCKS PROJECT, ZOOM CLASS OF YOGA

PROJECTS OF PARISH NURSE:

1.The inspirational and kindness rocks were well received and given to members and Captains Table Restaurant for guests, Men's Christian Center, Unity Point Medical workers, Gilda's Club, 2021 Parish Nurse graduates, Dr. Kevin's office, various businesses in the area, individuals who needed some kindness, and many others. Hundreds were given away. Very rewarding project.

2. Donations from Hy-Vee and Jewel provided \$50.00 worth of \$5.00 gift certificates for those needing some help with groceries.

3. Donations requested. Clean and new T- shirts were donated to Men's Christian Care Center by First Presbyterian Church in Coal Valley.
4. Donations requested. Winnies Place was given paper supplies from Salem family.
5. Sent out letters to members who live alone or no family in area requesting health etc. information to use in emergency by pastor or nurse.
6. Gave information to members on how to notify dispatcher police dept. with info needed in case of emergency.
7. Grief books and cards mailed out as needed.

This has been a year that has changed many lives. God has been with us and guided us and He will continue to guide us. May God continue to be with you and be sure to count your blessings. Continue to be kind and share your love with others. It not only helps you stay healthy but aides in the wellbeing of others.

Respectfully submitted,  
Melody Schnell, Parish Nurse

## 2021 PROPERTY COMMITTEE REPORT

What a year - unlike anything we've ever experienced as a Church & as a Nation. But...we kept the grass mowed & did some trimming. Plus, we got a new sidewalk - new planter - new stoops - new curb - and new grass on the west side. It's a new look, and I hope everyone likes it. We also had a lot of new weeds in the new grass. But the Thursday morning crew got most of the weeds pulled - with the help of Nadyne Stockhecke. And Larry Bigelow got some new plants for the new planter - between the 2 west doors.

John Anderson did his usual great work with the flowers around our property. Todd McCurdy took care of our sayings on the Salem sign. Rick Jones helped out on some of our big jobs - taking care of leaves and the branches that are continually falling from our trees. Frank Ege & Jon Whitcomb came in for special jobs whenever they were needed.

Roger Lundgren & Howard Findahl monitored the interior lights & electrical needs.

The outside crew consisted of Larry Bigelow, Bob Stockhecke, Wayne Thompson, and Rick Anthony. They also painted yellow warning stripes in appropriate outside areas in the front & rear of building.

Pete Davidson & Andrew Beierlein were a big help with an electrical problem with the door in the new east foyer. There was a short in the system and they - assisted by Larry Bigelow - got it diagnosed & corrected. It was a major undertaking.

And of course we had boiler issues once cold weather arrived. Steve Morford took the lead on this project. He made many, many trips to Church at all hours. Whenever the temperature in the Sanctuary started going down, he would come to Church to correct the situation. Almost every day for quite awhile. J. L. Brady was our "go to" plumber, but Steve did most of the leg work.

And...our major project was the creation of a Chapel. Pastor Randy & Larry Bigelow - after several discussions with others - chose the stage as the best site. We had a private contractor put up the wall to separate it from the auditorium. And the Thursday morning crew laid the carpet (a big job), installed the baseboards, refinished the pulpit, and many other refinements. It was a big job & took many Thursday mornings to complete the project. Bob Stockhecke, Larry Bigelow, and Rick Anthony did the majority of the work. We hope everyone likes the end result.

Our list of jobs for 2021 include:

- Trim trees & bushes
- Fill hole in alley near north parking lot
- Repaint yellow warning stripes (fading)
- Get a new storage shed for lawnmowers & tools

Respectfully submitted,  
Howard Findahl

## NEW CHAPEL IS COMPLETED

Now that we are using the Church again, I hope you will all take a moment to check out the new Chapel. It's located on the former stage of the auditorium. But it's accessed from the 2 doors in the Narthex & and coat hallway.

Initially the overflow room off the Sanctuary was going to become the Chapel, but there were no air outlets for heat or AC. Larry Bigelow suggested to use the stage, and Pastor Randy agreed it was a good idea. A wall was put up to separate it from the auditorium, with no doorway since we felt accessing it from the Chapel would create a trip hazard.

The new wall received a few coats of paint, and we had our new room. Then - we decided the new Chapel needed some carpet. We decided on carpet squares so save \$\$, since we could do the installation ourselves. Bob Stockhecke & Larry Bigelow did the majority of the carpet laying. Rick Anthony & Larry Bigelow did the majority of the baseboard molding - a harder job than it seems. It was also decided to hang the extra stain glass windows that we had in storage on the interior of the new wall. That idea was Larry Bigelow's & Pastor Randy's. Larry thought lighting the back of the windows with small lights...with a dimmer switch would create a nice effect - and we agreed.

The Thursday morning crew is quite hap with our new Chapel, and we hope you all agree. In its present configuration it will seat 24 people. But the chairs are movable, so they can be rearranged...or removed. Wayne Thompson - Thursday morning crew

## 2021 GREEN TEAM ANNUAL REPORT

This year the Green Team continued its 3rd year of planting, weeding, and mulching several pollinator garden beds at Salem. We brought more iris, hostas, and daffodils into the shade garden by the street. We grew Tickseed, Cosmos, Marigolds, Sunflowers and Zinnias along with annuals Peonies, Iris and Canna Lilies.

We planted the beginnings of many food producing plants, 5 hazelnut bushes and replanted a Sourwood tree, who's Lilly-of-the-valley-like flowers feed the bees their favorite nectar in the late fall. For the first time. Our 2 year old evergreens donated some of their fresh branches to the advent candelabra wreath in the sanctuary.

We continued our seed give away in the fall, harvesting, drying, bagging and labelling all the seeds produced in our garden and affecting them to the congregation for free!

We honored our retiring little librarian, Karen Staes, by giving her library earrings and a scarf to thank her for her time and energy. We welcomed a new little librarian, Deb Lawyer, who's enthusiasm is amazing. Members: Rene Robinson Chair. Steve Morford, Ann O'Klock, Margie Hulsbrink, Deb Lawyer.

## 2021 YOUTH AND FAMILY MINISTRY REPORT

Activities for May '20 – May '21 included Sunday School, God Stars Youth group (3-6th grade), Jr./Sr. High Youth group, DISH program for seniors and homebound members, Covid-19 service projects and "other duties as assigned". Due to Covid-19 pandemic and State restrictions on gatherings, youth group, family programs and drop-in went "online" or outside.

Highlights are as follows:

**Jr./Sr. High Youth Group and God Stars Youth group** (grades 3-6) met in August for a Bike ride. Virtual meetings and online projects listed below.

The **F.I.S.H. Youth group** (Prek thru 2nd grade) has taken a break for the pandemic.

**Vacation Bible School** Due to the COVID-19 pandemic, we regretfully announced that Vacation Bible School will not take place in July. The decision was a hard one and not made lightly but safety was top priority.

**Leadership Lab.** Leadership Lab was held virtually via Zoom in July. Information from the top was confused and late getting out so attendance was low. I was a staff member and attended and taught nightly Zoom classes to high school youth.

The **Beginner's Department** is coordinated by Darla Smith and Marti Kernan. We made the hard decision to take a break due to pandemic and not being able to use the nursery (or church in general).

**Elementary and Jr./Sr. High Sunday School** is coordinated by Miranda Luder and Sally Patterson. We decided on a Hybrid model for Sunday school: Virtual, Outdoor and Drive--thru formats were used. Rally Day (The Pandemic Games) was in-person in Salem's parking lot. 22 attended. We offered something interactive each week for Sunday school. In-person activities included Amazing Race around town (one in Fall and one in Spring, averaged 30 people), Palm Sunday minute to win it program, Sunday School bike ride (22 people), sledding Sunday school (23 people), burning of Palm branches into ashes for next Year's Ash Wednesday service. Sunday Schoolers also made crafts and cards for the DISH program.

**Christmas Program:** We planned virtual Christmas program and had lots of involvement from Salem children/youth. "The A, B, C's of Christmas" with special music from Salem kids was a hit with over 400 views on our social media pages. special music by children included. We had a great turnout of 25 kids participate and special music. Laura Crumbleholme was very helpful in providing music for our program.

**Boomwhacker Band** met outside (outdoors) to learn and video a song for the Christmas program.

**Easter:** Miranda Luder and I prepared 36 paper mache giant easter eggs to stuff with goodies for easter morning at 9:30. We thought this would be safer than an easter egg hunt. Children met on the church stairs (old entrance) and had an object lesson and were handed eggs to take home and open.

**Online Programs:** Due to Covid-19, we had to switch to online programs. We used Zoom to reach out for Sunday School, special holidays and youth group. Also, helped launch our virtual coffee time (for adults and kids) on Sunday mornings.

**Covid-19 Projects:** All church project where people sent in pictures of what they are doing during pandemic as well as a second project on how kids are dealing with school. Posted on Facebook. Salem children/youth made a "graduation prayer" video for graduates. Children made a "Mother's Day" song and video to celebrate moms.

**DISH Program:** Donna Weeks and Sally Patterson coordinated the DISH program which delivers "Covid-19" care packages to Salem elder members that live at home and are in care facilities or nursing homes. We deliver bags every 2 months with snacks, activities, gifts from Sunday schoolers and seasonal treats to 29-34 households. We are thankful for all the many drivers who take the bags where they need to go as well as those who donate snacks and monies to the program.

**Worship Drive-in services:** Assisted Pastor Randy and late Pastor Mike with set-up and prep for each worship service held in the parking lot.

**Confirmation Sunday:** Helped Pastor Mike and Covid team with special confirmation service for Josh Morrow and Becca Cramer and their families.

#### **Family events and extras:**

**Special Drive-thrus:** I helped prepare and "man" almost every special drive-thru at Salem. (ie, Thanksgiving pie and blessing, ashes for Ash Wednesday, communion cups, etc)

**Trunk or Treat (covid style):** Worked with Becky VanErstvelde to coordinate a safe Trunk or Treat. We had special spacing and instructions for trunks and many were thankful.

**CROP walk for Hunger:** worked with Becky Leuck to participate in the virtual CROP walk for hunger. 25 Salem members met at the Ben Butterworth Parkway and raised over \$700.

**Pie Fest -** Helped Donna Weeks get ready for pandemic pie fest. Salem members drove thru the drive thru for communion cups, a blessing and a small individual pie.

**Blessing of Animals** was held in Salem's parking lot on a Sunday afternoon.

**Church Picnic:** will be held at Prospect park with everyone bringing their own food, food service and beverage. Safe games will be played.

**Special thanks** to Miranda Luder for all her leadership and help with the many youth programs. She has been invaluable to Sunday school and youth programs.

I wish to thank all the adults involved in our youth groups, Sunday Schools and special programs. None of these classes/programs could be done without the support and involvement of our congregation and families -- THANKS.

Respectfully submitted, Sally Patterson

## 2021 LEARNING COMMITTEE REPORT

Now that we have completed the 2020-2021 church year, I would like to thank everyone for all of their support in the wonderful things that are happening at Salem. Through a mixture of Zoom, Drive Thru Sunday School, and In Person Sunday School events, the Salem Sunday school program had a very successful year under the capable direction of Sally Patterson, Miranda Luder, Becky VanErstvelde, Mandy Bergeson, Julie McCurdy, and Wendy Morrow. Children and Teens of all ages have had the opportunity to grow their faith with God through the help of many people. Our children are blessed to have such enthusiastic and loving leaders to assist them in their faith walk

Children of all ages had the chance to participate in several different events this year through the help of many parents and helpers. Children had the chance to participate in bike rides along the river, burning of the palms, Amazing Races around the Quad Cities, and a wonderful online ABC Christmas Program. Congregational members and out of town family members were able to watch the video from the comfort of their home. We are so blessed to have a congregation that supports our children in everything they do. It has been a pleasure and a blessing to have been involved with the educational program this year at Salem. I look forward to continuing to help with all things educational. Again, I want to thank everyone who has volunteered in any way to make all of these programs so successful.

Respectfully submitted  
Miranda Luder, Learning Committee Chairman

## 2021 WORSHIP COMMITTEE REPORT

September 2020 – May 2021

The members of the worship committee are Linda Lundgren, Margie Hulsbrink, Rene Robinson-Morford, and Pastor Mike. We meet monthly to oversee the worship ministry of Salem.

The following are highlights of the worship life at Salem over the past nine months:

Worship was recorded each week, since gathering in the sanctuary was not permitted due to the pandemic and CDC guidelines. These weekly recordings were then uploaded to the computer and broadcast over Facebook and YouTube.

Affirmation of Baptism was held in person in the sanctuary on October 18. Only the confirmands and their families were in attendance. Rebecca Cramer and Joshua Morrow made affirmation of their faith.

Thanksgiving Eve worship was recorded for Facebook and YouTube. Holy Communion was celebrated with worshippers sharing the sacrament in their homes.

Christmas Eve worship was recorded and broadcast online, again with holy communion being celebrated as we did at Thanksgiving. A special concert by members of Salem was put together online and shared before the service. The service also included a recorded candle lighting ceremony as participants lit candles in their homes.

Lent: Ash Wednesday worship was held in person at noon and recorded and broadcast online at 7PM. A special drive thru where people could come to receive a container of ashes and communion kits was held for those who would be unable to attend. Mid-week Lenten Worship was recorded each week and broadcast over Facebook and YouTube. Pastor preached each week on "The Seven Last Words of Jesus." This sermon series began on Ash Wednesday and concluded on Good Friday. Maundy Thursday and Good Friday services were recorded and broadcast on Facebook and YouTube.

On Easter Sunday, worship was held outdoors in the parking lot. Holy Communion was shared that morning. It was a beautiful day as we celebrated the resurrection of our Lord.

Beginning in March, Sunday morning worship services were held in person in the sanctuary. CDC guidelines were observed, and attendance was limited to 50 persons. In May, Saturday evening in person wor-

ship was resumed, also following CDC guidelines. We continue to record services which are shared online.

A service of Remembrance and Celebration of Life was held on May 29 & 30. Since the beginning of the pandemic, no funerals were held at Salem. This service provided an opportunity to celebrate the life of the fourteen members of Salem who died during the pandemic as well as other loved ones who made that journey home to heaven. Each worshipper had the opportunity to light a candle in memory of loved ones and the sacrament of holy communion was celebrated.

Laura Crumbleholme, who had served as worship musician at Salem resigned at the end of March. We thank her for her faithful service to the Lord. Debbie Lawyer was hired as the church musician (organist/pianist).

The committee would like to thank everyone who shared special music, both vocal and instrumental, over these past months. The sharing of your musical gifts enhanced our time of worship. We also thank everyone who served as assisting ministers and ushers/greeters.

“Soli Deo Gloria”

## 2021 PERSONNEL COMMITTEE REPORT

Just like all other committees of Salem the Personnel Committee continued to work under different and often difficult conditions. No in person meetings were held and business was completed via phone and computer.

August 30, 2020 was Pastor Randy Willers last service. He was honored with a parking lot service and celebration. We miss him but appreciate the many years he served Salem. Pastor Mike Lawyer is currently serving as our interim pastor. We are blessed to have his leadership and caring concern.

February 23, 2021 the committee received the resignation of our pianist, Laura Crumbleholme. The job application and Organist/Pianist job description were updated. The position was advertised and applications were accepted until March 15. The committee recommended the hiring of Debra Lawyer for Council approval on April 13. Laura did an excellent job of playing for our worship services on Utube and Facebook. She will be missed but has agreed to substitute for us on an as needed basis. The talented Debra Lawyer plays the piano as well as the organ for all of our worship services. Her talents are greatly appreciated by our congregation.

Personnel Committee: Linda Davidson, Jon Gustafson, Marti Kernan, Monika Luder, Nancy Patterson

## 2021 VICE PRESIDENT/SOCIAL COMMITTEE REPORT

All traditional fellowship opportunities at Salem were cancelled during the Pandemic however there were some innovative ways we found to keep in touch.

A new project called DISH was developed in which some of our senior members received little care packages. Thanks to all of those who contributed items, packaged them and delivered them. A special shout out to Donna and Sally for spearheading this project.

In September we “Packed the Parking Lot” to say good-bye to Pastor Randy. There were signs, balloons, cards and lots of smiling faces to show our appreciation for the many years Pastor Randy served our congregation. He will be missed.

The annual picnic was held on May 16 at Prospect Park following Sunday worship. This year everyone brought their own picnic and games were enjoyed.

We are looking forward to opening up and having some of our favorite social activities. If you have any suggestions for us to safely enjoy some good old Salem fellowship, please let us know.

Respectively submitted,  
Linda Davidson-Vice President

## 2021 WITNESS REPORT

During this year of the covid-19 Pandemic, we have not received any new members or held any reception for them.

Pastor Mike has held a class for a potential new member in March of 2021.

Our devotional materials are a standing order which I sent to Salem Automatically. This year a devotional was placed in the DISH deliveries. The extra devotionals were put in the Little Library.

Mrs. Bowman, principal of Willard School, was inform notified about the date and time of our Trunk-or-Treat so that she could tell the Willard families in their newsletter.

It was decided that the DISH program should fall under the witness committee. Some money was added to our budget in case there was a shortfall of donations and items would need to be purchased for those deliveries. Members of this committee have stuffed bas, made deliveries, and donated items and monetary donations to support the outreach to Salem's shut ins.

The Salem-to-Go-Bags that are given to prospective new members have had a roll of Lifesaver Candy added to them. A sticker was placed on the rolls stating the real life save followed by the Bible Verse John 3:16.

Respectfully submitted, Darlene Hahn – chair

Committee Members: Eileen Prusator, Linda Davidson, Margie Hulsbrink, Miranda Luder, and Monika Luder,.

## 2021 SERVICE COMMITTEE REPORT

The Crop Walk was the main event held by the Service Committee. It was held in the fall of 2020. We had a great year despite it being virtual! Salem had a total of 25 walkers (20 who walked together by the river and 5 who did it on their own) and we raised \$710 to provide meals to individuals in our community and across our nation.

## 2021 FINANCE COMMITTEE REPORT

The Finance Committee is composed of the Treasurer, Nancy Patterson; Financial Secretary, Karen Ege; former Treasurers' Darren Klocke and Dick Castle; and Pastor Mike Lawyer. The committee affords each member an opportunity to discuss and resolve financial issues at Salem. The committee meets monthly. Income from the congregation is counted biweekly by an Offering Counting Committee composed of eight loyal volunteers divided into teams of two. We are fortunate to have the following volunteers on our Salem Finance Team: Bonnie Casper, Dick Castle, Darlene Hann, Margie Hulsbrink, Linda Ontiveros, Karen Staes, Bob Stockhecke, and Wayne Thompson. In addition, Bonnie Casper serves as our Memorial Secretary and manages memorial funds given to Salem. She provides monthly reports to the Finance Committee.

With the Church closed this year due to the Pandemic, financial giving decreased. The Committee evaluated the results of the annual Pledging and published information to the congregation to encourage members to Pledge. The Committee wishes to thank those members of Salem who have increased their giving. It has helped the church to meet it's mandatory expenses. The next six months will determine if we can meet the budget projections for this year.

Next year's budget will depend on the outcome of 2021. But the Committee wants to express its gratitude to the Salem members who have faithfully supported our church in the last year during a difficult time for all of us. We only wish that more Salem members would join others in Pledging. Financial Pledging provides important input into the Annual Budget. It is not too late to pledge for 2021. Pledging this year is down appreciably. We realize 2021 has been challenging, but we would be remiss if we did not make everyone aware of where we stand as we move forward. Current Financial Reports are contained in the Annual Congregational Meeting package.

We look forward to seeing you in worship very soon!

Salem Lutheran Church  
2021 Financial Secretary Report

	January	February	March	April	May	June	July	August	September	October	November	December	TOTAL	2020	2019
Weekly Offerings	\$ 14,154	\$ 14,940	\$ 22,470	\$ 14,018	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 63,382	\$ 183,420	\$ 221,040
Holiday Offerings	20	153	503	1,900	-	-	-	-	-	-	-	-	2,576	1,748	3,915
Music Programs	-	7	-	-	-	-	-	-	-	-	-	-	7	38	128
Youth Programs and Sunday School	-	20	17	-	-	-	-	-	-	-	-	-	37	910	2,790
Church Maintenance	7	31	19	32	-	-	-	-	-	-	-	-	89	493	686
Pastor's Discretionary Fund Gifts	-	-	50	-	-	-	-	-	-	-	-	-	50	483	1,130
Benevolence Offerings	20	30	20	37	-	-	-	-	-	-	-	-	107	1,495	2,122
Local and World Hunger	5	5	-	5	-	-	-	-	-	-	-	-	15	139	149
Coffe Hour Donations	-	-	-	-	-	-	-	-	-	-	-	-	-	39	190
Flowers	-	-	-	-	-	-	-	-	-	-	-	-	-	210	710
Interest Income	88	80	-	88	-	-	-	-	-	-	-	-	253	574	641
Miscellaneous	-	-	-	-	-	-	-	-	-	-	-	-	-	95	1,444
Special Fundraiser	-	-	-	-	-	-	-	-	-	-	-	-	-	2,280	1,637
Green Task Force	-	-	-	-	-	-	-	-	-	-	-	-	-	120	50
Health and Wellness / Parish Nurse	-	-	-	-	-	-	-	-	-	-	-	-	-	100	1,500
Other Items	-	-	-	-	-	-	-	-	-	-	-	-	-	173	934
<b>Total Regular Contributions</b>	<b>14,294</b>	<b>15,266</b>	<b>23,079</b>	<b>16,080</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>68,718</b>	<b>194,320</b>	<b>239,068</b>
Memorials Gifts	1,310	695	805	480	-	-	-	-	-	-	-	-	3,300	10,220	3,548
Endowment Gifts	7	2,500	-	7	-	-	-	-	-	-	-	-	2,514	28	78
Building Gifts	-	-	-	-	-	-	-	-	-	-	-	-	-	12,012	1,600
Relief Appeals	-	-	340	440	-	-	-	-	-	-	-	-	780	561	-
Special Appeals	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Special Contributions</b>	<b>1,317</b>	<b>3,195</b>	<b>1,145</b>	<b>937</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>6,594</b>	<b>22,821</b>	<b>7,226</b>
<b>Total Congregational Giving - 2021</b>	<b>\$ 15,611</b>	<b>\$ 18,461</b>	<b>\$ 24,224</b>	<b>\$ 17,017</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 75,312</b>	<b>\$ 217,141</b>	<b>\$ 246,293</b>
<b>Total Regular Contributions - 2021 YTD</b>	<b>\$ 14,294</b>	<b>\$ 29,560</b>	<b>\$ 52,639</b>	<b>\$ 68,718</b>	<b>\$ 68,718</b>	<b>\$ 68,718</b>	<b>\$ 68,718</b>	<b>\$ 68,718</b>	<b>\$ 68,718</b>	<b>\$ 68,718</b>	<b>\$ 68,718</b>	<b>\$ 68,718</b>	<b>\$ 68,718</b>	<b>\$ 68,718</b>	<b>\$ 68,718</b>
<b>Regular Contributions Ahead (behind) Prior Year</b>	<b>\$ (7,501)</b>	<b>\$ (7,324)</b>	<b>\$ (4,328)</b>	<b>\$ 737</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>2020</b>															
Total Regular Contributions	\$ 21,795	\$ 15,086	\$ 17,085	\$ 13,995	\$ 13,776	\$ 22,399	\$ 13,661	\$ 19,112	\$ 11,064	\$ 15,795	\$ 16,671	\$ 13,920	\$ 194,320	\$ 194,320	\$ 194,320
Total Special Contributions	37	-	1,937	1,117	13,023	1,007	715	1,305	440	1,158	835	995	22,821	22,821	22,821
<b>Total Congregational Giving - 2020</b>	<b>\$ 21,852</b>	<b>\$ 15,086</b>	<b>\$ 19,022</b>	<b>\$ 15,112</b>	<b>\$ 26,831</b>	<b>\$ 23,406</b>	<b>\$ 14,376</b>	<b>\$ 20,617</b>	<b>\$ 11,504</b>	<b>\$ 16,913</b>	<b>\$ 17,506</b>	<b>\$ 14,915</b>	<b>\$ 217,141</b>	<b>\$ 217,141</b>	<b>\$ 217,141</b>
<b>Total Regular Contributions - 2020 YTD</b>	<b>\$ 21,795</b>	<b>\$ 36,881</b>	<b>\$ 53,966</b>	<b>\$ 67,962</b>	<b>\$ 81,738</b>	<b>\$ 104,137</b>	<b>\$ 117,798</b>	<b>\$ 136,910</b>	<b>\$ 147,974</b>	<b>\$ 163,729</b>	<b>\$ 180,400</b>	<b>\$ 194,320</b>	<b>\$ 194,320</b>	<b>\$ 194,320</b>	<b>\$ 194,320</b>
<b>2019</b>															
Total Regular Contributions	\$ 14,726	\$ 16,988	\$ 20,393	\$ 27,602	\$ 18,776	\$ 27,830	\$ 14,513	\$ 16,493	\$ 16,387	\$ 16,778	\$ 16,010	\$ 32,372	\$ 239,068	\$ 239,068	\$ 239,068
Total Special Contributions	362	65	20	725	23	-	162	1,635	2,080	137	-	2,015	7,226	7,226	7,226
<b>Total Congregational Giving - 2019</b>	<b>\$ 15,088</b>	<b>\$ 17,053</b>	<b>\$ 20,413</b>	<b>\$ 28,327</b>	<b>\$ 18,801</b>	<b>\$ 27,830</b>	<b>\$ 14,675</b>	<b>\$ 18,128</b>	<b>\$ 18,667</b>	<b>\$ 16,915</b>	<b>\$ 16,010</b>	<b>\$ 34,387</b>	<b>\$ 246,293</b>	<b>\$ 246,293</b>	<b>\$ 246,293</b>
<b>Total Regular Contributions - 2019 YTD</b>	<b>\$ 14,726</b>	<b>\$ 31,714</b>	<b>\$ 52,107</b>	<b>\$ 79,709</b>	<b>\$ 98,485</b>	<b>\$ 126,315</b>	<b>\$ 140,828</b>	<b>\$ 157,321</b>	<b>\$ 173,908</b>	<b>\$ 190,686</b>	<b>\$ 206,696</b>	<b>\$ 239,068</b>	<b>\$ 239,068</b>	<b>\$ 239,068</b>	<b>\$ 239,068</b>

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Cash Basis

**Salem Lutheran Church**  
**Profit & Loss Budget Performance**  
**April 2021**

	<u>Apr 21</u>	<u>Budget</u>	<u>Jan - Apr 21</u>	<u>YTD Budget</u>	<u>Annual Bu...</u>
<b>Ordinary Income/Expense</b>					
<b>Income</b>					
01 - Regular Giving					
01-01 - Weekly Offering	15,200.00	12,850.65	62,888.00	64,131.03	181,582.00
01-03 - Loose Offering	79.00	204.00	119.25	420.00	1,151.00
01-05 - Thrivent Choice	230.00	764.00	1,189.00	1,576.00	1,678.00
01-08 - Special Fundraising	0.00	0.00	0.00	92.00	3,000.00
<b>Total 01 - Regular Giving</b>	<u>15,509.00</u>	<u>13,818.65</u>	<u>64,196.25</u>	<u>66,219.03</u>	<u>187,411.00</u>
06 - Special Giving					
06-99 - Other Donation	0.00		2,500.00		
<b>Total 06 - Special Giving</b>	<u>0.00</u>		<u>2,500.00</u>		
07 - Investment Earnings					
07-01 - Investment Earnings	90.40	85.06	265.51	164.67	589.00
<b>Total 07 - Investment Earnings</b>	<u>90.40</u>	<u>85.06</u>	<u>265.51</u>	<u>164.67</u>	<u>589.00</u>
<b>Total Income</b>	<u>15,599.40</u>	<u>13,903.71</u>	<u>66,961.76</u>	<u>66,383.70</u>	<u>188,000.00</u>
<b>Expense</b>					
02 - External Ministry					
02-01 - Mission Support (Benevolence)					
02-01-1 - Mission Support	0.00	0.00	0.00	0.00	5,250.00
02-01-2 - Giving - Mission Support	-37.00	0.00	-107.00	0.00	0.00
<b>Total 02-01 - Mission Support (Benevolence)</b>	<u>-37.00</u>	<u>0.00</u>	<u>-107.00</u>	<u>0.00</u>	<u>5,250.00</u>
02-02 - Local/Community					
02-02-2 - Churches United	0.00	0.00	0.00	0.00	250.00
02-02-3 - Christian Friendliness	0.00	0.00	0.00	0.00	250.00
<b>Total 02-02 - Local/Community</b>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>500.00</u>
02-03 - Church Agency Specials					
02-03-1 - World Hunger	0.00	0.00	0.00	0.00	250.00
02-03-2 - ELCA Missionary Program	0.00	0.00	0.00	0.00	250.00
<b>Total 02-03 - Church Agency Specials</b>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>500.00</u>
<b>Total 02 - External Ministry</b>	<u>-37.00</u>	<u>0.00</u>	<u>-107.00</u>	<u>0.00</u>	<u>6,250.00</u>
03 - Worship					
03-03-1 - Altar Supplies	68.35	26.00	68.35	104.00	320.00
03-03-2 - Giving - Altar Supplies	0.00	0.00	0.00	0.00	0.00
03-05-1 - Flowers	0.00	75.00	0.00	481.00	1,300.00
03-05-2 - Giving - Flowers	0.00	-75.00	0.00	-481.00	-1,300.00
03-07-1 - Seasonal Decorations	270.00	0.00	578.36	50.00	100.00
03-09-1 - Music & Choir Supplies	0.00	0.00	0.00	0.00	0.00
03-09-2 - Giving - Music	0.00	0.00	-7.00	0.00	0.00
03-11-1 - Special Music & Speakers	0.00	0.00	0.00	0.00	0.00
03-13-1 - Worship Materials	49.93	0.00	559.29	250.00	750.00
03-17-1 - Music License (Copyright)	218.16	0.00	218.16	250.00	850.00
03-19-1 - Organ Maint Contract	0.00	337.50	280.00	675.00	1,350.00
03-21-1 - Piano Maint Contract	0.00	0.00	0.00	142.00	285.00
03-99-1 - Other	0.00	0.00	0.00	0.00	0.00
<b>Total 03 - Worship</b>	<u>606.44</u>	<u>363.50</u>	<u>1,697.16</u>	<u>1,471.00</u>	<u>3,655.00</u>

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**Salem Lutheran Church**  
**Profit & Loss Budget Performance**  
**April 2021**

	Apr 21	Budget	Jan - Apr 21	YTD Budget	Annual Bu...
<b>04 - Learning</b>					
04-01-1 - Sunday School Supplies	0.00	25.00	0.00	100.00	200.00
04-01-2 - Giving - Sunday School	0.00	0.00	-30.00	0.00	0.00
04-03-1 - Summer Programs (VBS/Camps)	0.00	0.00	0.00	0.00	650.00
04-03-2 - Giving - Summer Camps/VBS	0.00	0.00	0.00	0.00	0.00
04-05-1 - Confirmation Expenses	0.00	0.00	0.00	0.00	150.00
04-07-1 - Adult Education	0.00	0.00	0.00	0.00	25.00
04-19-1 - First Communion/First Bibles	0.00	0.00	0.00	0.00	0.00
04-27-1 - Infant Ministry	0.00	0.00	0.00	0.00	0.00
04-29-1 - Bible Studies	0.00	0.00	0.00	0.00	0.00
04-99-1 - Other	0.00	0.00	0.00	0.00	0.00
<b>Total 04 - Learning</b>	<b>0.00</b>	<b>25.00</b>	<b>-30.00</b>	<b>100.00</b>	<b>1,025.00</b>
<b>05 - Witness</b>					
05-01-1 - Evangelism	0.00	0.00	0.00	0.00	0.00
05-07-1 - Devotional Materials	86.00	0.00	86.00	100.00	400.00
05-07-2 - Giving - Devotional Materials	0.00	0.00	0.00	0.00	0.00
05-09-1 - New Member Reception	0.00	0.00	0.00	0.00	100.00
05-11-1 - D.I.S.H Program	0.00	0.00	0.00	25.00	100.00
05-11-2 - Giving - D.I.S.H	0.00	0.00	-60.00	0.00	0.00
05-17-1 - Trunk-or-Treat	0.00	0.00	0.00	0.00	0.00
05-99-1 - Other	0.00	0.00	0.00	0.00	0.00
<b>Total 05 - Witness</b>	<b>86.00</b>	<b>0.00</b>	<b>26.00</b>	<b>125.00</b>	<b>600.00</b>
<b>08 - Service</b>					
08-03-1 - Outreach Meals	0.00	0.00	0.00	0.00	0.00
08-05-1 - Senior Greeting Cards	0.00	0.00	0.00	0.00	0.00
08-07-1 - Pastor's Discretionary Fund	0.00	0.00	0.00	0.00	1,000.00
08-07-2 - Giving - Pastor's Discrec Fund	0.00	0.00	-50.00	0.00	-1,000.00
08-11-1 - Stephen Ministry	0.00	0.00	0.00	0.00	0.00
08-13-1 - Nursery Supplies	0.00	0.00	0.00	0.00	0.00
08-15-1 - Parish Nurse Expenses	179.58	166.00	179.58	664.00	2,000.00
08-15-2 - Giving - Parish Nurse Fundrais	0.00	0.00	0.00	0.00	-1,500.00
08-19-1 - Volunteer Appreciation	0.00	0.00	0.00	0.00	0.00
08-99-1 - Other	0.00	0.00	0.00	0.00	0.00
<b>Total 08 - Service</b>	<b>179.58</b>	<b>166.00</b>	<b>129.58</b>	<b>664.00</b>	<b>500.00</b>
<b>09 - Finance</b>					
09-01-1 - Bank Charges	205.75	138.50	571.41	552.94	1,600.00
09-03-1 - Checks & Deposit Tickets	0.00	0.00	0.00	0.00	100.00
09-09-1 - Memorial Paper & Postage	0.00	0.00	100.00	30.00	100.00
09-99-1 - Other	0.00	0.00	0.00	0.00	0.00
<b>Total 09 - Finance</b>	<b>205.75</b>	<b>138.50</b>	<b>671.41</b>	<b>582.94</b>	<b>1,800.00</b>
<b>10 - Stewardship</b>					
10-01-1 - Every Member Response	0.00	0.00	0.00	0.00	50.00
10-03-1 - Offering Envelopes	0.00	0.00	770.00	0.00	800.00
10-05-1 - Lenton Coin Folders	0.00	0.00	0.00	0.00	0.00
10-99-1 - Other	0.00	0.00	0.00	0.00	0.00
<b>Total 10 - Stewardship</b>	<b>0.00</b>	<b>0.00</b>	<b>770.00</b>	<b>0.00</b>	<b>850.00</b>
<b>11 - Social</b>					
11-01-1 - Coffee Hour Supplies	0.00	0.00	0.00	0.00	0.00
11-01-2 - Giving - Coffee Hour Supplies	0.00	0.00	0.00	0.00	0.00
11-03-1 - Evergreens	0.00	0.00	0.00	0.00	0.00
11-04-1 - Youtherans, Godstar, FISH, WAG	0.00	0.00	0.00	0.00	0.00
11-04-2 - Giving - Youth	0.00	0.00	0.00	0.00	0.00
11-05-1 - Salem Sophomores	0.00	0.00	0.00	0.00	0.00
11-09-1 - Congregational Activities	0.00	0.00	0.00	0.00	0.00
<b>Total 11 - Social</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

3:14 PM  
05/21/21  
Cash Basis

**Salem Lutheran Church**  
**Profit & Loss Budget Performance**  
**April 2021**

	Apr 21	Budget	Jan - Apr 21	YTD Budget	Annual Bu...
<b>12 - Property</b>					
12-01-1 - Custodial Supplies	0.00	100.00	0.00	200.00	550.00
12-03-1 - Equip Repair/Replacement	1,644.12	41.00	1,644.12	164.00	500.00
12-09-1 - New Equipment Purchases	378.63	500.00	378.63	3,000.00	3,000.00
12-11-1 - Building & Grounds Maintenance	468.00	50.00	868.00	200.00	600.00
12-14-1 - Security System Service	0.00	0.00	0.00	0.00	2,200.00
12-15-1 - Trash Service	122.40	65.00	163.20	333.07	950.00
12-18-1 - Elevator Maintenance Contract	556.95	0.00	556.95	529.15	2,200.00
12-19-1 - Heat & A/C Maintenance Contract	0.00	0.00	0.00	0.00	500.00
12-20-1 - Fire Alarm Service Contract	100.00	0.00	100.00	0.00	2,000.00
12-21-1 - Software support	0.00	0.00	0.00	100.00	100.00
12-22-1 - Internet Service	463.90	237.22	927.90	869.22	2,200.00
12-23-1 - Computer Maintenance	0.00	100.00	1,100.00	1,200.00	2,000.00
12-29-1 - Snow Removal	100.00	0.00	860.00	470.00	600.00
12-31-1 - Property & Liability Insurance	824.88	751.86	3,299.52	2,707.44	9,500.00
12-32-1 - Worker's Comp Insurance	0.00	0.00	0.00	450.00	1,100.00
12-33-1 - Inspections	0.00	270.00	320.00	270.00	270.00
12-34-1 - Pest Control	0.00	0.00	0.00	0.00	0.00
12-35-1 - Gas	854.21	790.00	4,392.31	4,746.11	7,800.00
12-37-1 - Electric	213.36	600.62	1,299.58	1,589.50	5,800.00
12-39-1 - Telephone	139.66	200.00	540.14	590.64	2,000.00
12-41-1 - Water	623.43	442.47	1,026.50	990.78	1,800.00
12-43-1 - Custodial Service	144.83	434.50	579.32	1,738.00	5,300.00
12-44-1 - Giving - Church Maintenance	-42.00	0.00	-99.00	0.00	0.00
12-99-1 - Other	0.00	0.00	0.00	0.00	0.00
12-99-2 - Giving - Green Task Force	0.00	0.00	0.00	0.00	0.00
<b>Total 12 - Property</b>	<b>6,592.37</b>	<b>4,582.67</b>	<b>17,957.17</b>	<b>20,147.91</b>	<b>50,970.00</b>
<b>13 - Administration</b>					
13-01-1 - Office Supplies	106.48	125.00	366.97	477.08	1,900.00
13-03-1 - Stationary	0.00	0.00	0.00	0.00	0.00
13-04-1 - Copy Paper	0.00	150.00	0.00	150.00	300.00
13-05-1 - Postage	111.85	0.00	343.65	165.00	900.00
13-09-1 - Copiers & Copy Services	345.94	142.12	685.55	789.27	2,600.00
13-10 - Delegate to Nil Synod	0.00	0.00	0.00	0.00	288.00
13-99-1 - Other	0.00	0.00	0.00	0.00	0.00
<b>Total 13 - Administration</b>	<b>564.27</b>	<b>417.12</b>	<b>1,396.17</b>	<b>1,581.35</b>	<b>5,988.00</b>
<b>14 - Compensation</b>					
14-01-1 - Salary - Senior Pastor	4,100.00	4,100.00	16,400.00	16,400.00	49,200.00
14-03-1 - Salary - Office Secretary	880.00	900.00	3,960.00	3,600.00	10,800.00
14-04-1 - Salary - Organist	400.00	1,000.00	3,100.00	4,000.00	12,000.00
14-06-1 - Salary - Bell Director	0.00	0.00	0.00	0.00	0.00
14-07-1 - Salary - Youth Director	2,372.50	1,186.25	9,490.00	8,303.75	28,470.00
14-07-2 - Giving - Youth Director	-634.00	-634.00	-2,536.00	-2,528.00	-7,600.00
14-13-1 - Salary - Financial Secretary	156.00	0.00	624.00	468.00	1,872.00
14-15-1 - Salary - Treasurer	156.00	0.00	624.00	468.00	1,872.00
14-17-1 - Salary - Parish Nurse	3,575.52	0.00	3,575.52	0.00	14,302.00
14-21-1 - Salary - Nursery Attendant	0.00	80.00	0.00	340.00	1,040.00
14-21-2 - Giving - Nursery Attndt	0.00	0.00	0.00	0.00	0.00
14-25-1 - Pulpit Supply	0.00	0.00	0.00	0.00	800.00
<b>Total 14 - Compensation</b>	<b>11,006.02</b>	<b>6,632.25</b>	<b>35,237.52</b>	<b>31,051.75</b>	<b>112,756.00</b>
<b>15 - Benefits</b>					
15-01-1 - Pension	138.21	188.08	552.84	752.32	2,257.00
15-03-1 - Health Benefits	821.67	771.00	3,271.68	3,084.00	9,252.00
15-05-1 - Social Security - clergy	313.33	313.33	1,253.32	1,253.32	3,760.00
15-07-1 - Social Security - other	303.28	325.00	1,361.56	1,300.00	3,900.00
15-09-1 - Continuing Education	0.00	0.00	0.00	0.00	140.00
15-11-1 - Cell Phone Allowance	60.00	60.00	240.00	240.00	720.00
<b>Total 15 - Benefits</b>	<b>1,636.49</b>	<b>1,657.41</b>	<b>6,679.40</b>	<b>6,629.64</b>	<b>20,029.00</b>

3:14 PM  
 05/21/21  
 Cash Basis

**Salem Lutheran Church**  
**Profit & Loss Budget Performance**  
 April 2021

	<u>Apr 21</u>	<u>Budget</u>	<u>Jan - Apr 21</u>	<u>YTD Budget</u>	<u>Annual Bu...</u>
<b>16 - Staff Expenses</b>					
16-01-1 - Mileage	236.88	0.00	811.50	500.00	2,000.00
16-03-1 - Professional Publications	0.00	0.00	38.71	50.00	200.00
16-99-1 - Other	0.00	50.00	0.00	100.00	150.00
<b>Total 16 - Staff Expenses</b>	<u>236.88</u>	<u>50.00</u>	<u>850.21</u>	<u>650.00</u>	<u>2,350.00</u>
<b>22 - Loan payments</b>	<u>536.00</u>	<u>536.00</u>	<u>2,144.00</u>	<u>2,144.00</u>	<u>6,432.00</u>
<b>Total Expense</b>	<u>21,612.80</u>	<u>14,568.45</u>	<u>67,421.62</u>	<u>65,147.59</u>	<u>213,205.00</u>
<b>Net Ordinary Income</b>	-6,013.40	-664.74	-459.86	1,236.11	-25,205.00
<b>Other Income/Expense</b>					
<b>Other Income</b>					
24 - Forgiven Loan Income	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
<b>Total Other Income</b>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
<b>Net Other Income</b>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
<b>Net Income</b>	<u><u>-6,013.40</u></u>	<u><u>-664.74</u></u>	<u><u>-459.86</u></u>	<u><u>1,236.11</u></u>	<u><u>-25,205.00</u></u>