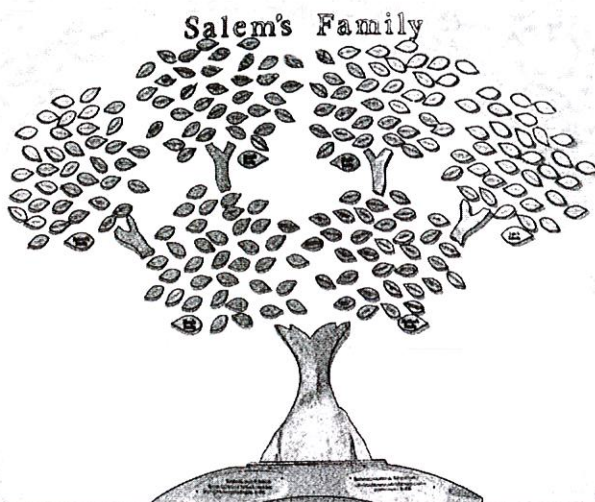


**Salem
Lutheran
Church ELCA**
Montevideo, Minnesota
slcmonte.org



Salem Lutheran Church, ELCA

Montevideo, Minnesota

2021 ANNUAL REPORT

Meeting January 23, 2022



ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY

Litany

Today our congregation gathers in prayer and hope to begin another year of ministry. We bring with us the memory of a year like no other, even as we move into a future that we cannot yet imagine. Yet even now, as in every age, God is our refuge and strength. In times of plenty and want, in times of conflict and peace, in times of growing and pruning, we remember:

God has called us for such a time as this.

We remember the past year with lament and gratitude. We have lost so much, and so much still feels uncertain. We have also witnessed God's hand at work in new and unexpected ways. We delight at hidden seeds bearing surprising and wonderful fruit. When our own resources fail, when we cannot predict the future, when we must rely on God alone, we remember:

God has called us for such a time as this.

We celebrate this moment and the many ways God has held us together as a community. We give thanks for the gift of our church building and the welcome it provides, even as we bless God for the marvel of technology and the new bonds of connection it makes possible. When our bodies need sanctuary, when our minds need expanding, when your grace must transcend our limitations, we remember:

God has called us for such a time as this.

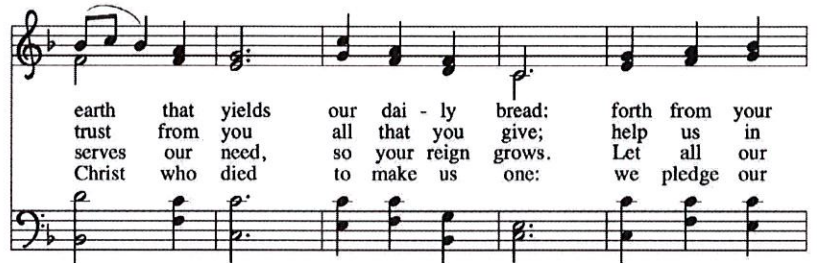
We look ahead to the road we will travel together this year. We anticipate and receive with joy the new gifts God's love has planned. We pray for the grace to let go of what has served its holy purpose. When we are trailblazers or followers, when we are seekers or visionaries, when we must walk by faith and not by sight, we remember:

God has called us for such a time as this.

And so we pray: Grace our meeting, O God, with the gift of your Holy Spirit: the Spirit who has guided the church from the beginning, the Spirit of our risen Lord Jesus, the Spirit who sends us as healers and restorers of your beloved world. You are the source of our life together. You are the rock and cornerstone.

You have called us for such a time as this.

God of the Fertile Fields



All Creation Sings #1063

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Music: ITALIAN HYMN, Felice de Giardini, in the public domain.

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**O God,
you have called your servants
to ventures of which we cannot see the ending,
by paths as yet untrodden,
through perils unknown.
Give us faith to go out with good courage,
not knowing where we go,
but only that your hand is leading us
and your love supporting us;
through Jesus Christ our Lord.
Amen. (ELW, p. 317)**

(YEAR END 2020) SALEM STAFF, COUNCIL & COMMITTEES

Salem Staff

Pastor Matt Philaya
Amy Hamilton – *Office Admin.*
Kurt Hoehne – *Custodian*
Amanda Blom – *Finance Sec.*
Jackie Lindvall – *Treasurer*
Diane Schulte – *Organist*

Council

Ron DeJong– Pres. (20)
Jonathan Schiller – V.P. (21)
David Eekhoff – Sec. (23)
Kyle Goslee (20)
Steve Heggstad (21)
Stacey Hoidal (21)
Danielle Saeger (20)
Diane Schulte (20)
Bridget Johnson (23)
Samantha Seeman (23)

Nominating Committee

Leanne Anderson (20)
Kayla Brown (20)
Dave Goddard (20)

Auditing Committee

Mary Saeger (23)
Roger Tilberg (23)

Christian Ed. Committee

(Faith Enrichment)

Bridget Johnson – Liaison

Endowment Fund

Ron DeJong – Liaison
Paul Anderson (21)
Joel Boldenow (20)
Jay Brown (22)

Evangelism Committee

(Outreach & Service)

Danielle Saeger – Liaison

Green Lake Lutheran

Ministries – Liaison

Melanie Van Hon (20)

Memorial Committee

Roger Tilberg
Joel Boldenow
Carman Mills

Property Committee

Steve Heggstad – Liaison
Neil Schmidt (20)

Scholarship Fund

Jane Boldenow (22)
Merideth Brown (22)
Todd Osman (22)
Greg Schwaegerl (22)

Social Ministry Team

(Fellowship & Service)

Stacey Hoidal – Liaison
Dori Bechtle (22)
Colleen Kahler (22)
Robin Schwaegerl (20)

Stewardship Committee

(Financial)

Jonathan Schiller – Liaison
Jeff Anderson (20)
Joe Helgeson (22)
Steve Kubista (20)
Glen Moe (20)

Strombeck Cemetery

Kathy Leindecker – Sec. (22)
Tom Leindecker (22)
Kevin Nordstrom (22)
Joe Schultz (22)

Worship & Music

Committee

Diane Schulte – Liaison
Leanne Anderson (23)
Jeri Blom (23)
Dave Goddard (22)
Kurt Hoehne (23)
Kim Osman (22)

Youth (Youth & Family)

Kyle Goslee - Liaison

(YEAR END 2021) SALEM STAFF, COUNCIL & COMMITTEES

Salem Staff

Pastor Matt Philaya
Amy Hamilton – *Office Admin.*
Kurt Hoehne – *Custodian*
Amanda Blom – *Finance Sec.*
Jackie Lindvall – *Treasurer*
Diane Schulte – *Organist*

Council

David Eekhoff – President (22)
Jonathan Schiller – V.P. (21)
Kurt Hoehne – Secretary (23)
Steve Heggstad (21)
Stacey Hoidal (21)
Bridget Johnson (22)
Dave Johnson (23)
Cory Olson (23)
Samantha Seeman (22)

Nominating Committee

Ron DeJong (20)
Danielle Saeger (20)
Diane Schulte (20)

Auditing Committee

Mary Saeger (23)
Roger Tilberg (23)

Faith Enrichment (Education)

Committee

Bridget Johnson - Liaison
Char Dahl (23)
Samantha Seeman (23)

Endowment Fund

Liaison*

Paul Anderson (21)
Jay Brown (23)
Judy Johnson (23)

Service/Social Ministry

Liaison*

Dori Bechtle (23)
Colleen Kahler (23)
Robin Schwaegerl (23)

Green Lake Lutheran Ministries

Memorial Committee

Joel Boldenow
Carman Mills
Roger Tilberg

Property Committee

Steve Heggstad - Liaison
Cory Olson (23)
Roger Tilberg (23)

*Liaison not currently assigned

Scholarship Fund

Liaison*

Jane Boldenow (22)
Merideth Brown (22)
Todd Osman (22)
Greg Schwaegerl (22)

Outreach/Fellowship

Stacey Hoidal – Liaison

Stewardship

Jonathan Schiller – Liaison
Jeff Anderson (23)
Ron DeJong (23)
Joe Helgeson (22)
Glen Moe (23)

Strombeck Cemetery

Kathy Leindecker – Sec.
Aaron Blom
Tom Leindecker
Kevin Nordstrom
Joe Schultz

Worship & Music Committee

Kurt Hoehne – Liaison
Leanne Anderson (23)
Jeri Blom (23)
Kurt Hoehne (23)
Dave Goddard (23)
Kim Osman (23)

ANNUAL MEETING AGENDA

January 23, 2022

1. Call to order/Determine quorum
Twenty-five voting members shall constitute a quorum
2. Opening Prayer – Pastor Matt
3. Secretary's Report
Review Minutes of the Annual Meeting – January 31, 2021
4. President's Report
Introduction of the Council
Committee Reports
5. Pastor's Report
6. 2021 Year End Financial Report
7. Proposed Budget for 2022
Presentation
Discussion
Vote
8. Endowment Fund Report
9. Recognition of Retiring Church Council Members
10. Elections – Nominating Committee
11. Acknowledgements and Closing Remarks – President
12. Closing Prayer – Pastor
13. Adjournment

2020 ANNUAL MEETING MINUTES: January 31, 2021

President Ron DeJong called the annual meeting to order.

Dave Eekhoff: Read the Secretary Report.

Ron DeJong: Read the Executive Committee Report, Auditing Committee Report and Introduced the Council Members.

Pastor Matt: Talked about the St. Martin's Fund, partnering with Baxter and Saron Lutheran Churches, Tithe.ly for giving, 40 Days of Giving, Clean up at Strombeck Cemetery, Scholarships, New Signs at Salem, July Pie Day, Roofing Project, Friday Morning Coffee Group, Weekly eNews, Luminary Sales for Relay for Life, Community Breakfast, Green Lake Bible Camp Donations, Technology Grant, Holy Trinity Relief Fund, New Signage above Front Doors, Faith Formation classes online, Santa Lucia, and Close the Gap.

Ron DeJong: Discussed the Roof Project

Jonathan Schiller: Gave the Budget Report Joe Schultz moved to accept the Budget Report, seconded by Glen Moe

Ron DeJong: Vote to accept ballot Glen Moe moved to accept, seconded by Jeff Anderson

Carman Mills asked about how to get people back in the church.

Ron DeJong: Acknowledgements, Closing Comments

Pastor Matt: Closing Prayer

Motion to Adjourn: Jeff Anderson, Seconded by Joe Schultz

Minutes submitted by Dave Eekhoff

Executive Committee Report

The Executive Committee is made up of Pastor Matt Philaya, President Dave Eekhoff, Vice President Jonathan Schiller, and Secretary Kurt Hoehne. This group has been heading up Salem Lutheran Church council meetings for the year 2021.

This last year the church council has discussed and overseen the new roof shingles project. We have been implementing Synod recommendation with some modifications to conduct a safe distance due to Covid. We have set up equipment to conduct church services via Zoom. We came up with some seating arrangements that have allowed Salem members to return to in house services as small groups and are looking at what we can do to make it better. There has been discussion about changes to the constitution that are needed. We have discussed and are looking for ideas on growing the church, bringing in new members, how to conduct Sunday School safely in regard to Covid. We have discussed future projects, like a new furnace, replacement of exterior windows and trim and new seating in the Sanctuary.

As we move forward into the year 2022, we will be bringing the new ways of ministry and spreading God's word. Together we will achieve our goals and be strong followers of God.

Sincerely Submitted,

Your Council President
Dave Eekhoff

Memorials for 2021	
Beginning Balance	\$4,458.25
Additions:	
Florence Emery	\$25.00
Arls Tilberg - Landscaping and Roof	\$5,000.00
Iona Rigge	\$200.00
Ruby Flickinger	\$10.00
Ruby Flickinger - Strombeck	\$15.00
Ruby Flickinger	\$100.00
Karen Mohagen - Coffee Maker	\$2,500.00
Total	\$7,850.00
Expenditures:	
Palms	-\$44.25
Chalices and Patens	-\$504.90
Strombeck	-\$190.00
Landscaping	-\$500.00
Coffee Maker	-\$1,929.00
Total	-\$3,168.15
Ending Balance	\$9,140.10

Worship and Music Committee

Members of the committee were Leanne Anderson, Jeri Blom, Dave Goddard, Kurt Hoehne, Kim Osman, and Diane Schulte

The Board of Worship and Music shall supervise everything pertaining to the worship and cultural life of this congregation. The board is responsible for:

- Assisting ushers and altar guild as needed.
- Scheduling of lay readers and lay assistants.
- Arranging of communion assistants.
- Arranging for special music.
- Selecting and ordering general music supplies.
- Making decisions on worship changes.
- Assisting in the planning of special services (upon request).
- Maintaining musical instruments as needed.
- Making recommendations on sponsoring special concerts or visiting musical groups.

The Worship and Music Committee once again took on the challenge that the pandemic has created by being creative when planning worship services for 2021. Zoom and in-person worship options have been offered and appears that both options are welcomed by everyone and allow for each family to attend worship as they wish. In 2021, a new Paschal candle was purchased, and new candles were purchased for the altar. Thank you to Pastor Matt and Matt Brown for building the holders for the altar candles. For most of 2021, communion has been served with individual cups of grape juice and a wafer, however, Salem also purchased new pouring chalices for communion. The pouring chalices have been used on a few occasions, but due to the pandemic, the individual cups have continued to be used. Rally Sunday had a slight change to its name in 2021 to "Welcome Back Sunday." Activities were planned for families and it felt good to have a nice turnout in church for these activities. The Advent and Christmas season welcomed a beautiful, new Christmas Tree in the front of the church. The Worship and Music Committee continues to be responsible for lay reader assignments each Sunday.

We also want to express our thanks to organist/pianist Diane Schulte, to pianist Kim Osman, to guitarist and worship leader Thomas Philaya, Merideth Brown who directs the hand bell choir, Kim Osman who directs the senior choir, video technician Kurt Hoehne and to Pastor Matt, Diane Schulte and Amy Hamilton for organizing each Sunday's worship service for Zoom viewers and those attending in person.

Thank you to members of the Worship and Music Committee for their time and effort in 2021.

If you have comments or suggestions on our worship and music ministry, please feel free to share them with a committee member.

Respectfully Submitted,
Worship & Music Committee Members

Scholarship Fund

The Salem Lutheran Scholarship task force is comprised of Jane Boldenow, Merideth Brown, Todd Osman, and Greg Schwegerl. Over the past several years, funds have been raised and available to recognize several recipients due to the support of this program by members of this congregation. We are very appreciative of the donations that have been received to date, and we will continue to look for ways to raise funding in support of scholarships well into the future.

Submitted by Todd Osman

Evangelism Committee & Social Ministry Team Report

While various forms of evangelism and social ministry took place in the lives of Salem members as they lived out their faith, the formal programming of activities and events were limited due to the pandemic in 2021.

Church Property Committee

Salem had a good year in terms of property upkeep and repair. We completely paid off the \$48,000 roof debt. The next project is replacing the furnace and air conditioning in the south addition main floor of the building. This project was postponed until the spring of 2022 to allow time for the roof to be paid off. Some landscaping was done to replace shrubs on the north side and also to address drainage issues with the planting area on the south side of the building.

Submitted by Steve Heggstad and Dave Johnson

Strombeck Cemetery

Strombeck Cemetery:

We had three burials this past year, Ruby Flickinger, Percy Flickinger & Erwin Strommer.

We want to thank everyone who made a donation or sent a memorial to the cemetery, your support is greatly appreciated.

We also want to thank everyone who helped with the clean up and removal of trees at the cemetery this year.

Members of the Cemetery Committee are: Tom & Kathy Leindecker, Kevin Nordstrom & Joe Schultz.

FINANCIAL REPORT:

December 31, 2020 Balance \$17,777.04

Memorials/Donations 1,165.00

Sold plots. 500.00

Interest 175.99

Total Revenue 1,840.99

Expenses. (383.46)

December 31, 2021 Balance \$19,234.57

Respectfully submitted,

Kathy Leindecker, Secretary/Treasurer

Salem Christian Education Committee Report

The Salem Christian Education Committee started 2021 holding Sunday School on Wednesday evenings, with certain grades alternating per week. There were, on average, 2-4 kids per class. This fall Pastor Matt started a family based Sunday school after worship each week.

Submitted by Bridget Johnson

Pastor Report

Pastor Matt Philaya

2021 Annual Report – Salem Lutheran Church

2021 Highlights

Isaiah 43:1-2; 18-19

But now thus says the Lord,

he who created you, O Jacob,

he who formed you, O Israel:

Do not fear, for I have redeemed you;

I have called you by name, you are mine.

2 When you pass through the waters, I will be with you;

and through the rivers, they shall not overwhelm you;

when you walk through fire you shall not be burned,

and the flame shall not consume you.

18 Do not remember the former things, or consider the things of old.

19 I am about to do a new thing;

now it springs forth, do you not perceive it?

I will make a way in the wilderness and rivers in the desert.

The year twenty twenty one was a year where in the midst of a global pandemic the Holy Spirit seemed to use the experience as a blessing. Adaptations that might otherwise be difficult became opportunities “let some things go other things can grow”. We may not be as big or as busy as we once were, but we still have a stories to share about our ministry from this unusual year.

Hybrid Worship – Attending worship in person may always be preferable because of the opportunity for face-to-face interaction. However, the pandemic has provided us with the continued opportunity develop a method for folks to attend worship live online or by phone. As opposed to simply watching a worship service, the “hybrid” model invites those attending online to actively participate in real time with those in person. I am thankful that Salem members have graciously allowed this format to be a part of our ministry and worship culture.

Synod Assembly Online – Salem Voting Members Dave and Judy Johnson attended the 2021 SWMN Synod Assembly which was held online June 6, 11 & 12. Because there was also a synod bishop election, the event needed to be split over two weekends to allow for nominations and time in between for background checks and other matters. Dave and Judy were among the hundreds of participants from our synod who participated in the assembly in this way.

Bishop Dee Pederson Elected – Bp. Dee is the first female bishop of the SWMN Synod, who follows Bp. Jon Anderson who served multiple terms totaling 18 years. Bp. Dee formerly served the SWMN Synod as Director of Evangelical Mission, and came to Salem to lead a visioning workshop in January of 2020.

Pouring Chalices For Communion – Among other adaptations to our worship as a result of the pandemic, we also introduced pouring chalices for communion in 2021. This provided us with the opportunity to come forward to receive communion for a few months until needing to return to the disposable juice/wine packets. The pouring chalice will replace the intinction method as a more sanitary option, also allowing recipients to receive a cup rather than simply dip a wafer.

Altar Guild “Reboot” – A special thank you goes out to Leanne Anderson and Ardy Spray for time and effort put in to take inventory of, clean out, and organize the sacristy. The different colored paraments, the banners, communion supplies, candle oil, the Advent Wreath - all of it needed to be gone through. Leanne and Ardy have now also reorganized the altar guild so that more volunteers can take part.

Strombeck Church Model Permanently Displayed – Most folks reading this may know the story of Strombeck Church, the congregation of Swedish immigrants who founded Salem, and eventually joined with Salem in the 1940's. A handful of people remain who recall the Strombeck Church from their childhood. Salem member Lavonne Schultz and her husband Earl, who have been gone for a number of years now, built a scale model of the Strombeck Church entirely from Lavonne's memory. This model sat in storage upstairs for many years until this past summer, when family members of Lavonne and Earl built a moveable lighted display case for the model. This display case can now sit in the front entry, or at the entrance to the sanctuary.

Ice Cream Social – With the pandemic, the Ice Cream Social was cancelled in 2020, but was able to be held as an outdoor event on Sunday, July 18, of 2021. Thank you to Salem members who took the time to organize this and make it happen.

"Welcome Back Sunday" – Our traditional "Rally Sunday" became "Welcome Back Sunday" on September 12. This slight change of theme reflected Salem member's longing to return to a routine of in-person worship attendance during the winter months.

Sunday School – For the record, "Sunday School" for the fall of 2021 was led by me using a family based model in the sanctuary after worship. For each session I introduced the lesson to the families attending, and each family would work together on the lesson and art project that went with it. This worked well for those participating. I have also had a few parents who have sought out resources for doing their own home-based Sunday School model, which I think is fantastic. Faith teaching is not one-size fits all, and a more customized "equipping" approach is likely to be the future trend.

2022 ELCA National Youth Gathering – Ninth grader Hallie Helgeson and tenth grader Kiya Blom are Salem youth members, and will be attending the ELCA National Youth Gathering July 24-28, 2022. They have been preparing for this event with Carman Mills who will attend as one of the adult leaders. Salem is partnering with Our Savior's of Montevideo to attend this event.

Confirmation – A special thank you goes out to Carman Mills and Esther Mills for once again teaching the grades 7-9 confirmation program here at Salem. I have been doing some teaching of the ninth grade class with Esther, although she and Carman have organized and facilitated most all of it. They have also incorporated a number of Salem adults to be paired up with the confirmation students as mentors. Thank you as well to those volunteer mentors for their time and energy.

Joint Thanksgiving Eve Service With Baxter and Saron – Some things are more fun to do with the neighbors, and one of those is the annual Thanksgiving Eve service. This service is dwindling in attendance for Salem and other churches individually, but provides a great way to partner with other congregations. Thank you to Pr. Matt Danielson for inviting us to join them at Baxter on Thanksgiving Eve 2021.

Festival of Santa Lucia – Salem's annual Advent tradition of the Swedish festival of Santa Lucia resumed its place on our December 2021 calendar after a cancelled year due to the pandemic. Swedish folks musicians Ross Sutter, Cheryl Paschke, and Marya Hart came once again to provide music for our worship service and the festivities afterward.

Multi-Generational Christmas Program – When you cannot do what you normally do, you can do something different. This was the case for us this year with the annual Sunday School Christmas program. With the pandemic adversely affecting our Sunday School attendance this year, we chose to hold a Christmas Program that involved members of all ages. Through this customized version of Lessons and Carols, quite a variety Salem members took part in readings or musical selections for this program. Participants included families with young children, to confirmation students and mentors, to senior members Salem.

Roof Debt Paid Off – Thank you to members of Salem who contributed to our \$48,000 re-shingling debt with which we started 2021, allowing us to pay this off in the course of one year. Thank you also to Paul Anderson, who gently and persistently worked with me to produce a series of video updates that helped to keep this matter a priority for 2021.

New Coffee Maker – Someday somebody WILL ask “When did we get the new coffee maker?” The answer is December of 2021. It is a BUNN commercial coffee maker just right for the quantities made and frequency of use by volunteers at Salem. Thank you to Rick Mohagen for this purchase in memory of his wife Karen.

We remember in peace the following members of Salem who passed away in 2021:

Ruby Flickinger
Betty Shelstad
Zachary DeJong
Karen Mohagen
Catherine Bendickson

In 2021 we were able to hold funerals once again in the sanctuary.

We remember in celebration the one baptism we had at Salem in 2021:

Talitha Pieh – The one and only baptism I have done with a family over the internet for grandparents, family, and sponsors who were off site! This was also done because of the pandemic.

Thank you, Lord Jesus, for the many blessings you have shared among us in 2021. By your grace may your light lead us to follow you through 2022!

MP
Pr. Matt Philaya

Membership Statistics 2021

New Member Sunday, December 5, 2021

- Tom and Diane Ellingboe

Baptisms

- 2/18/2021 Talitha Pieh

Funerals

- 5/1/2021 Ruby Flickinger
- 5/21/2021 Betty Shelstad
- 6/16/2021 Zachary DeJong
- 10/29/2021 Karen Mohagen
- 11/4/2021 Catherine Bendickson

Membership

Total Membership as of December 31, 2020
516

Gains

Children Baptized	1
Received by Transfer	2

Losses

Deceased	5
Removed by Transfer	2

Total Membership as of December 31, 2021 **512**

Worship Attendance in 2021

Worship attendance numbers were divided among in-person attendance, livestream viewers, and those who viewed the recorded services on our website or on the local access channel. For this reason, it is difficult to get an accurate count. Despite the pandemic, in-person worship attendance remained an option throughout 2021, with the vast majority attending via livestream through Holy Week. Easter Sunday through spring and again in the fall saw in-person attendance numbers gradually increase.

Estimated Attendance via Livestream Before Easter Sunday:

30-40 devices (1-2 people per device)

Estimated Attendance After Easter Sunday:

35-45 in-person most Sundays
About 12-15 devices via livestream

December 2021 Attendance:

85 in person Santa Lucia
98 in-person Christmas Program 2021
116 in-person Christmas Eve 2021

	2018	2019	2020	2021	2021 Budget	2022 Budget
INCOME						
STEWARDSHIP - PLEDGED & UNPLEDGED	\$148,010	\$157,376	\$140,472	\$141,381	\$164,116	\$166,822
CASH (UNDESIGNATED)	\$1,244	\$1,527	\$523	\$1,188	\$500	\$1,200
MATCHING GIFTS			\$11,290			
TOTAL	\$149,254	\$158,903	\$152,285	\$142,569	\$164,616	\$168,022
 LENT	 \$1,013	 \$901	 \$664	 \$250	 \$1,000	 \$700
EASTER	\$461	\$595	\$520	\$170	\$700	\$700
THANKSGIVING	\$255	\$427	\$200	\$235	\$350	\$250
CHRISTMAS	\$1,205	\$1,425	\$1,645	\$1,145	\$1,500	\$1,500
TOTAL	\$2,934	\$3,348	\$3,029	\$1,800	\$3,550	\$3,150
 TOTAL OFFERINGS	 \$152,188	 \$162,251	 \$155,314	 \$144,369	 \$168,166	 \$171,172
 ENVELOPES	 \$84	 \$45	 \$72	 \$10	 \$50	 \$-
MISC INCOME	\$29	\$71	\$55	\$68	\$50	\$70
TOTAL	\$113	\$116	\$127	\$78	\$100	\$70
 TOTAL INCOME	 \$152,302	 \$162,367	 \$155,442	 \$144,447	 \$168,266	 \$171,242
 EXPENSES						
SYNOD	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000
GREEN LAKE BIBLE CAMP (DUES)	\$600	\$600	\$600	\$600	\$600	\$600
LAC QUI PARLE CONFERENCE	\$200	\$200	\$200	\$200	\$200	\$200
SYNOD ASSEMBLY	\$615	\$635	\$-	\$435	\$650	\$650
TOTAL	\$7,415	\$7,435	\$6,800	\$7,235	\$7,450	\$7,450
 PASTOR'S SALARY	 \$42,219	 \$40,127	 \$45,684	 \$47,339	 \$47,339	 \$49,027
HEALTH & LIFE	\$20,355	\$21,652	\$12,479	\$12,576	\$12,576	\$13,131
HOUSING ALLOWANCE	\$18,000	\$18,000	\$18,000	\$18,000	\$18,000	\$18,000
FICA - PASTOR	\$4,607	\$4,447	\$4,872	\$4,998	\$4,998	\$5,120
PENSION	\$6,483	\$6,483	\$6,483	\$6,483	\$6,480	\$7,215
CAR ALLOWANCE	\$638	\$-	\$-		\$1,500	\$1,500
TECHNOLOGY TOOLS	\$667	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
CONTINUING EDUCATION	\$1,635	\$747	\$31	\$55	\$1,500	\$1,500
TOTAL	\$94,604	\$92,455	\$88,549	\$90,451	\$93,393	\$96,493
 SECRETARY SALARY	 \$11,748	 \$12,034	 \$6,197	 \$742	 \$6,375	 \$6,694
ORGANISTS SALARY	\$4,500	\$7,300	\$1,200	\$5,067	\$6,700	\$7,035
CUSTODIAN SALARY	\$9,800	\$10,094	\$10,094	\$4,806	\$10,094	\$10,599
FINANCIAL SECRETARY	\$500	\$500	\$500	\$500	\$500	\$500
TREASURER	\$500	\$500	\$500	\$500	\$500	\$500
FICA-SECRETARY	\$899	\$921	\$474	\$(58)	\$488	\$512
FICA-CUSTODIAN	\$750	\$772	\$772	\$161	\$772	\$811

FICA-ORGANISTS			\$69	\$362	\$513	\$538
TOTAL	\$28,696	\$32,121	\$19,807	\$12,079	\$25,942	\$27,189
SUBSTITUTE PASTORS	\$1,087	\$-	\$-	\$750	\$500	\$750
CHOIR MUSIC	\$-	\$70	\$-		\$100	\$100
ALTAR GUILD	\$1,445	\$956	\$120	\$435	\$500	\$500
OTHER WORSHIP	\$1,527	\$1,256	\$562	\$1,713	\$1,000	\$2,500
SANTA LUCIA		\$71	\$300	\$740	\$1,000	\$1,000
2020 MINISTRY DEVELOPMENT				\$107	\$5,000	\$2,500
TOTAL	\$4,059	\$2,353	\$982	\$3,745	\$8,100	\$7,350
CHRIST IN OUR HOME	\$256	\$288	\$216	\$216	\$300	\$250
SUNDAY SCHOOL	\$1,006	\$1,179	\$1,107	\$669	\$1,300	\$1,000
CONFIRMATION INSTRUCTION	\$70	\$1,241	\$619	\$483	\$500	\$500
ADULT & NEW MEMBER EDUCATION	\$(75)	\$80	\$-		\$80	\$50
TOTAL	\$1,257	\$2,788	\$1,942	\$1,369	\$2,180	\$1,800
ADVERTISING						
OFFERING ENVELOPES	\$427	\$407	\$382	\$360	\$400	\$-
OFFICE SUPPLIES/REPAIR	\$5,364	\$5,231	\$4,249	\$2,411	\$4,000	\$3,500
POSTAGE	\$1,037	\$991	\$745	\$370	\$1,000	\$750
MISCELLANEOUS	\$65	\$95	\$31		\$100	\$100
VANCO CHARGES	\$214	\$205	\$126			\$-
TECHNOLOGY EXPENSE			\$2,889	\$2,848	\$2,500	\$3,000
TITHELY CHARGES			\$273	\$186	\$400	\$250
TOTAL	\$7,719	\$7,389	\$8,824	\$6,590	\$8,800	\$8,050
TELEPHONE	\$1,779	\$1,874	\$1,082	\$1,365	\$1,320	\$1,860
HEAT	\$4,120	\$4,316	\$3,410	\$3,289	\$3,825	\$5,500
ELECTRICITY	\$7,494	\$6,934	\$4,236	\$4,602	\$6,375	\$5,750
WATER & TRASH	\$1,516	\$1,504	\$1,456	\$1,451	\$1,600	\$1,600
SNOW REMOVAL	\$1,458	\$1,281	\$845	\$604	\$1,500	\$1,000
WORKER'S COMP	\$255	\$1,719	\$468	\$847	\$802	\$900
PROPERTY INSURANCE	\$6,403	\$6,261	\$5,136	\$5,469	\$6,179	\$5,500
SUPPLIES	\$732	\$755	\$626	\$752	\$800	\$800
TOTAL	\$23,756	\$24,642	\$17,259	\$18,378	\$22,401	\$22,910
TOTAL EXPENSES	\$167,506	\$169,183	\$144,163	\$139,847	\$168,266	\$171,242
NET INCOME (EXPENSE)	\$(15,204)	\$(6,816)	\$11,278	\$4,600	\$-	\$-

2021 Assets and Liabilities

Cash	Ending Balance Dec 2020	Income	Expenses	Other Cash Receipts	Other Cash Disbursements	Ending Balance Dec 2021
General	6844.62	144,446.53	-	7,061.28	-6406.31	12,099.54
Building	3827.01		139,846.58	2,655.00	-1483.09	4,998.92
Roof	5734.51			43,292.53	-49027.04	0.00
Memorials	4458.25			7,850.00	-3168.15	9,140.10
The Table	346.94					346.94
Capital Improvements	3104.01			8,750.00	-335.00	11,519.01
Thrivent Choice Dollars	427.00			291.00		718.00
SOS Fund	3729.75			1,164.00	-1286.09	3,607.66
Camp Scholarship Fund	113.12					113.12
Stewardship Fund	1507.82					1,507.82
Sr Scholarship Fund	9756.00				-500.00	9,256.00
Chimes Fund	1069.50					1,069.50
Youth Fund	2544.22			301.00		2,845.22
Chili Fund	882.23					882.23
Endowment Fund	0.00			700.00	-700.00	0.00
Bell Fund	250.00					250.00
Property Projects	197.28			1,027.04	-99.85	1,124.47
Total Cash In Bank	44,792.26	144,446.53	-	73,091.85	-63,005.53	59,478.53

Other Assets	Ending Balance Dec 2020	Earned Income	Gifts			Ending Balance Dec 2021
Endowment Fund	36476.54	5930.02	700.00			43,106.56
Edward D Jones	721.20	371.31				1,092.51
CD for Carillon Repair	3247.51	17.91				3,265.42
Total Other Assets	40445.25	6,319.24	700.00			47,464.49

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ON NEXT
PAGE

Liabilities	Ending Balance Dec 2020	Withheld	Received	Payments		Ending Balance Dec 2021
FICA Taxes	508.10	2978.78		-2573.50		913.38
Flex Withheld	0.00	1200.00		-1200.00		0.00
Insurance Withheld	0.00	480.72		-480.72		0.00
Disaster Relief	0.00					0.00
Hunger Appeal	0.00					0.00
Loan - Roof				-		
	0.00		48000.00	48000.00		0.00
To Be Reimbursed:						
Decorations	0.00		445.00	-445.00		0.00
Youth Gathering	0.00		300.00	-300.00		0.00
St Martins Fund	0.00		573.00	-573.00		0.00
CCLI Overpayment	0.00		184.00	-184.00		0.00
Backpack						
Program	55.80		165.00	-220.80		0.00
Strombeck	15.00		40.00	-55.00		0.00
Giving Tree	50.00			-50.00		0.00
Food Baskets	0.00		210.00			210.00
Food Shelf	0.00		55.00	-55.00		0.00
Technology Grant	269.29			-269.29		0.00
Total Liabilities				-		
	898.19	4659.50	49972.00	54406.31		1123.38

**SALEM LUTHERAN CHURCH ENDOWMENT FUND COMMITTEE
ANNUAL REPORT TO THE CONGREGATION
JANUARY 2022**

...enhancing the mission of SLC

...expanding a vision of stewardship

...responding to important needs and new ministry opportunities

Your SLC Endowment Fund exists for the purposes listed above. In 2021 grants were awarded in support of youth attending Bible camp.

...invitations and thanks

In 2022 we invite Salem member groups or individuals to consider requesting financial support of their efforts to enhance, expand, or respond to opportunities in ministry. Our story and grant application form are found on the SLC website under the MEMBER RESOURCES tab in the ENDOWMENT folder.

We invite your gifts to the Salem Endowment Fund in any size and at any time. We are grateful for both the generous legacy gifts of our founders and for the faithful periodic offerings earmarked for the Endowment Fund given with regular offerings— \$700 in 2021. THANK YOU.

Thanks to Paul Anderson for his service to the SLC Endowment.

...and the numbers

Assets of the SLC Endowment Fund are held in the ELCA Endowment Fund and in the ELCA Mission Investment Fund. Periodic offerings earmarked for the SLC Endowment Fund are held in the SLC general fund until transferred to the Endowment Fund in June and December of each year.

Account Balances

ELCA Mission Investment Fund	\$3,878.94 (12/31/20)	*\$2,993.45 (11/30/2021)
ELCA Endowment Fund A	\$36,104.61 (12/31/20)	* \$40,113.11 (9/30/2021)

2021 Grants

Bible camp	\$400	*Report submitted prior to audit and receipt of 2021 year end reports from ELCA MIF and the ELCA Endowment Fund A.
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Respectfully submitted,
Jay Brown, Judy Johnson, and Paul Anderson
Pr. Matt, SLC Council Liaison

2021 SALEM LUTHERAN CHURCH ACKNOWLEDGES

As Salem Lutheran Church has reviewed the 2021 program year and is preparing for and entering 2022, it wishes to acknowledge the following.

1. That we thank God for his everlasting, steadfast love, for his Son, for his gifts of the Spirit, and for his daily blessings.
2. That we recognize and thank all members who have given of their time and talents over the past year and that we encourage all members to faithfully and prayerfully serve the Lord Jesus Christ through his church.
3. That we give thanks for Pastor Matt and his family for their dedicated service to our congregation.
4. That we thank the following Church Council members who are going off council at this time: Steve Heggstad, Stacy Hoidal, and Samantha Seeman.
5. That the Church Council will continue to faithfully provide leadership and support for Salem's ministry to the community and the rest of God's world.
6. That we will continue to support our youth in an effort to provide education and a connection that is rooted in the Christian faith. In addition, we will continue to support and encourage each other in faithfully carrying out this ministry
7. That, as servants in a shared ministry, we continue to make use of the Servants of Salem program as a way to organize our servant volunteer ministry. Our prayer is that all members of Salem would feel welcome and involved in a way that matches their abilities and desires.
8. That we offer special thanks to all the musicians and vocalists who have served our church in the past year; Kim Osman, choir director; Merideth Brown, bells director; Diane Schulte, organist/accompanist; Kurt Hoehne, custodian; Jackie Lindvall, Treasurer; Amanda Blom, Financial Secretary; Amy Hamilton, Church office administrator. We also thank Dori Bechtle, Myra Anderson, Judy Johnson, and Steve Heggstad for their work outdoors to beautify the Salem property.
9. That we express thanks to the congregation for their financial support of Salem's ministry and for the faithfulness shown by their giving of time and talents. We are grateful to the families who gave to Salem through wills and memorials. We are thankful for the paying off of the roof work debt in 2021.
10. That the Salem Lutheran Church Council will be empowered to approve the minutes of the annual meeting.



Southwestern Minnesota Synod
Evangelical Lutheran Church in America
God's work. Our hands.

Bishop's 2021 Annual Report

Rev. Dee Pederson, D.Min.

"God has placed us in cities, farms, and towns together....
The Risen Christ surprises us as we plant God's Word in the world....
By God's grace, together we have what we need."

These words from our synod mission statement provide both grounding and direction as we complete a year of significant change and look ahead to the future. And first I want to say **Thank You!** for your congregation's participation and leadership, and for your partnership with one another across our synod. I am inspired by your witness to Jesus Christ and grateful for your dedication! As I share this first annual report, there are key insights in this statement that I want to lift up.

God. I know: that is not a surprising place to begin, is it? But all too often, we do not begin with God or God's Word; we begin with us. Or me. And given the year we have just been through, that is understandable. There are so many concerns that weigh on our hearts. We have mourned the loss of loved ones, struggled with pandemic protocols and illness, seen our kids be on-again off-again with their schools, navigated worship and devotions online, worried about attendance and offering, waited for a pastor to come to lead us. But during challenging times especially, it is vital to begin with God, just as the stories of God's Word do:

- *In the beginning God created.* - Genesis 1:1
- *In the beginning was the Word.* - John 1:1
- *The grace of the Lord Jesus be with all the saints. Amen.* - Revelation 22:21

As we consider how much the world has changed in the last 2 years, and as we consider the challenges our congregations and communities face in greater Minnesota right now, it is easy to get stuck on us and our problems.

Yet your congregation is not here by chance. It is God who planted you where you are – whether that was 155 years ago, 45, or 5. You have been baptized into the Holy Trinity, who now sends you to serve each other and your community for a time such as this. God is calling you. The Risen Christ does surprise us as we plant God's Word. God's grace will provide what you need. *"It is the Lord your God who goes with you. And God will not forsake you or leave you."* (Deut. 31:6).

Together. "Synod" literally means "walking together." Planted in cities, open rural country, and towns, no two of our congregations are identical; we are different from each other. We have different histories and traditions. That can lead us to think that because we may not have certain things in common, that we don't need each other. After serving in this Office for only 4 months, I have been blessed to see the varieties of gifts the Spirit has poured out on each of our congregations and rostered ministers. And one of the things the pandemic has taught us is that we are better together. This year we have discovered that "togetherness" in new and important ways:

- Presidents & lay leaders making connections and sharing best practices as they meet together.
- Rostered ministers forming long and lasting relationships via zoom, in person, in text studies, and conference gatherings for support, encouragement, and prayer.
- Neighboring congregations meeting together to explore how they might share ministry programming and pastoral care and leadership.

Together, your synod staff has been walking with you as we have been in a time of transition:

- I am so grateful for the leadership of Bishop Jon Anderson over these past 18 years. His legacy provides such a strong foundation for this synod as I have begun to serve in this new role.
- Synod Minister Pr. Stephen Cook will continue to serve in his call as pastoral staff and will relate to conferences in the northern tier of the synod.
- Synod Administrative Staff includes Tammy Schacher - Executive Assistant to the Bishop, Office Manager, and Call Process Administrator; Kristin Bakeberg – Communications Coordinator; Maggie Berggren – Administrative Assistant; Carla Klawitter – Temporary Administrative Assistant.
- Transition Synod Ministers Pr. Dwaine Bruns, Pr. Art Wiese, Pr. Stephen Rasmusson, and former Synod Staff member Pr. Linda Pedersen – sustained conference call processes and will conclude their transitional ministry at the end of January.
- Gifts of Grace staff Pr. Andrew Hermodson-Olsen and Pr. Kelly France.
- Pr. Keith Pearson, ELCA Planned Giving Coordinator – a position funded by the ELCA and deployed in the synod.
- Sister Sarah Hausken - now serving with the churchwide Deaconess Community after working with our synod for 21 years.
- Pr. Troy Pflibsen – Director for Evangelical Mission (D.E.M.) – a position funded by the ELCA and deployed in our synod.
- Pr. Heather Culuris, joining our pastoral staff January 1, 2022, will relate to conferences in the southern tier of the synod.

Together, your staff team has been doing a fantastic job of focusing on candidacy, interim ministries, call process, and the leadership transition. At the present time, there are 54 out of 230 congregations that are in some point of transition – the highest number ever. If you know someone in your congregation who has the gifts for full or part-time ministry, please be bold enough to encourage them; it may be the Spirit's way of calling forth a new leader. And if you have a rostered minister leading your congregation right now, please express your appreciation to them and let them know you are grateful for their ministry.

*By God's grace, together
we have what we need.*

I return to the place I began: gratitude. Thank you for your continuing and generous financial gifts for Mission Support that sustain the ministries of this synod and our many partners locally and around the globe. We are grateful to all who have shared gifts for Gifts of Grace that enhance the financial well-being of our rostered leaders. In addition, this year Lilly Endowment, Inc. has awarded us a new grant that will assist rostered ministers impacted financially by the pandemic, as well as assisting congregations who will explore partnerships with neighboring churches. During a change in leadership, I am grateful for the staff and governance leaders who have ensured that we enter 2022 on a solid place financially and begin a process of envisioning how God's mission is leading us in new ways into the future.

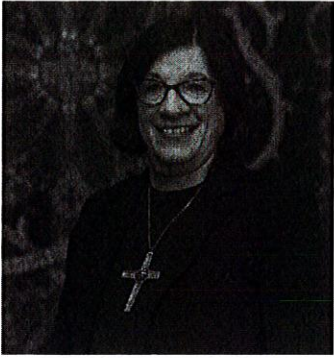
Finally, thank you for your prayers as I begin serving in the Office of the Bishop. I have been overwhelmed by the power of your prayers and encouragement during these first four months of leadership and pray that I serve you and God's mission well as the synod's pastor. Know that you are in my prayers and in my heart. Know that I welcome and seek your ideas, feedback, visits, conversations, and insights as I begin the responsibilities of this ministry. I give thanks that, by God's grace, together we have what we need.

Now to God who by the power at work within us is able to accomplish abundantly far more than all we can ask or imagine, to God be glory in the church and in Christ Jesus to all generations, forever and ever. Amen. – Eph. 3:20-21

Respectfully submitted,

Rev. Dee Pederson, D.Min.

Serving as Bishop of the Southwestern Minnesota Synod, ELCA



A MESSAGE FROM ELCA PRESIDING BISHOP

*Elizabeth
Eaton*

Dear friends in Christ,

The last year has been one of adapting and learning. In many places we have seen vibrant and vital ministry spring forth from changes made due to the pandemic. Digital worship opportunities have introduced to our congregations people who may never have walked into one of our buildings. Many congregations have found new ways to invite people to share their generosity through online giving. And many ministries have found just how vital they are as they continue to serve alongside people in their communities.

The first chapter of James, verse 17, reminds us that "Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change." Yes, this has been a season of change, but Scripture also reminds us that we serve a generous, steadfast God.

While we stay rooted in God's enduring, unchanging promise, God also gives us the gifts of creativity and learning. Across all three expressions of the church we have used those gifts to serve God, love our neighbor and share the good news of Jesus Christ. In this time of change, we have opened our arms wider to meet people where they are, living into the reality that we are not defined or confined by the four walls of our buildings.

Through all this, I am so grateful for your generous sharing of creativity, time, talents and resources. All good gifts do come from God, and we are called to share and use those gifts. We have and will continue to answer that call. There is still much change and learning to come, but God's steadfast love energizes us for the work God is still doing in the world through this church.

Elizabeth A. Eaton

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

"Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change."



2021 Congregational Report

We are absolutely blessed to report that Green Lake Lutheran Ministries had a fantastic year! With the return of summer camp, increased retreat ministries, exciting projects completed, and giant dreams for the future, we have so much to be excited about and thankful for!

In this report, you will find a brief summary of our year, but please watch for our official Annual Report. This will be mailed out to congregations in January, before our Annual Meeting on February 8, 2022.

Program Ministry

What a healing experience it was to be back around the campfire with kids from across the state this past summer! After cancelling the 2020 summer camp season, which paused an over 80 year tradition of running onsite summer camp ministry, there was an overwhelming joy that came with welcoming the first groups of campers back to camp. With COVID still being a significant and serious presence in our collective lives, we planned for roughly 50% of our record breaking numbers in 2019, but exceeded those numbers by almost 20%! And the 7 layers of risk mitigation put in place to keep campers and staff safe worked - no reported COVID cases from campers or within our staff teams!

2021 also marked the return of our programmed retreat schedule. We have hosted confirmation retreats, service weekends, crafting groups, elementary mini camps, a new grandparent and grandchild program, women's retreats, men's retreats, and so much more! The variety of faith-based and Christ-centered groups that returned to each of our three sites this year has been so joyful.

And lastly, our Dinner Theater was brought back in person this year! Guests enjoyed a four course dinner with over four dozen made from scratch menu items, while being entertained and inspired by a wonderful play and choral production by Dave Eliason and Brian Pearson. Although all was done in a modified format limiting numbers and risk, to see the community come together back at camp was incredible. Thank you to the dozens of volunteers who help share the Gospel in such a unique way, each year!

Properties

All three of the sites had projects happening in 2021. A signature project that was finished this year was the remodeling of two cottages located at Shores of St. Andrew Bible Camp. Both cabins were rented out by staff alumni, pastors, church groups, and families all summer and well into the fall. And we can't wait to host some of our own program groups this winter and in the year ahead! At Camp House, we were blessed by a volunteer group who replaced the Lodge's shingles with a new steel roof and significant work on the baseball field commenced. At Green Lake Bible Camp, we had various infrastructure projects that really added up - water heaters, furnaces, well house remodels, septic work, staining, painting, and so much more.

We are so blessed to have such talented property staff and volunteers.

Financial Position

Although our year end financials are not finalized as of the writing of this report, we are projecting that we will finish the year strong without having to take on the debt which was approved for general operations at the 2020 Annual Meeting. Summer camp, retreat, and fundraising income have all exceeded expectations! Thank you all for the incredible support!

Water's Edge Strategic Process

At our Annual Meeting in February, we will be sharing the final report from our pre-campaign work which will include updated master site plans, concept drawings for key buildings, and a recommendation for the corporation to consider regarding a capital campaign.

We feel so great about where we are in this process!

Closing

As we consider the year ahead, we have so many reasons to be optimistic about what is to come. We expect that as was the case in 2021, we will again take another step forward in regaining our footing before the shutdowns of 2020. It is clear that our style of ministry is still incredibly relevant and needed in this ever changing world.

The format of this report doesn't allow near the space needed to process the entire year nor thank all that contributed to its success. The almost 200 congregations and thousands of people who are connected to this organization are a special group. Thank you so much for partnering with us again this year as we share (together) the life-changing love of Jesus in vibrant settings in community and creation!

Gratefully,

A handwritten signature in black ink, appearing to read 'Travis Aufderheide', written over a light blue horizontal line.

Travis Aufderheide
Executive Director
Green Lake Lutheran Ministries

For a digital copy of this report, you may download a copy at www.gllm.org/promotional-materials

Change and the need for creativity have become constants over the last year and a half in many aspects of life, including the church. This was the case for **Living Christ Lutheran Church** in Flagstaff, Ariz., even before a global pandemic caused many of us to rethink what it means to be church. Generosity from all three expressions of the ELCA (the churchwide organization, the Grand Canyon Synod and members of Living Christ) helped turn a congregation “on the road out of town, near the mall” into an online presence reaching over 500 people a week from Phoenix to the Philippines. (Read more about Living Christ in the current issue of “**Stories of Faith in Action**” at [ELCA.org/SOFIA](https://elca.org/SOFIA).)

Many other congregations have found new ways to connect both when in-person worship was impossible and when congregations began to return to their sanctuaries. Generosity, especially through Mission Support, helped us find and support these new ways of being connected. Early in the pandemic, ELCA Worship launched the “Worship in the Home” webpage, with Scripture, hymn links, prayers and reflections for each

Sunday. These resources were and continue to be used in congregations across the ELCA—even at **Sitka Lutheran Church** in Alaska, whose members printed and hand-delivered “Worship in the Home” resources to fellow members without internet access.

Change and creativity have taught us many things. As Pastor Sandra Rudd of Sitka Lutheran Church noted, “The pandemic was a stark illustration of the fact that the church is not a building. A lot of people say that, but we didn’t fully know it until we didn’t have a building to use. We learned that there are many ways to be connected as the church.” Throughout the pandemic, the ELCA has changed and adapted, doing ministry in new and creative ways, because of the generosity of its members. Even now, you may be gathering in a new way for your annual meeting, to discern how you will steward the gifts shared generously with your congregation to do ministry in your community and beyond. As you have these important conversations, remember that your gifts of time, talent and resources have helped create new spaces beyond our walls and buildings where we continue to worship, serve and love God and each other.

ANNUAL REPORT

2021