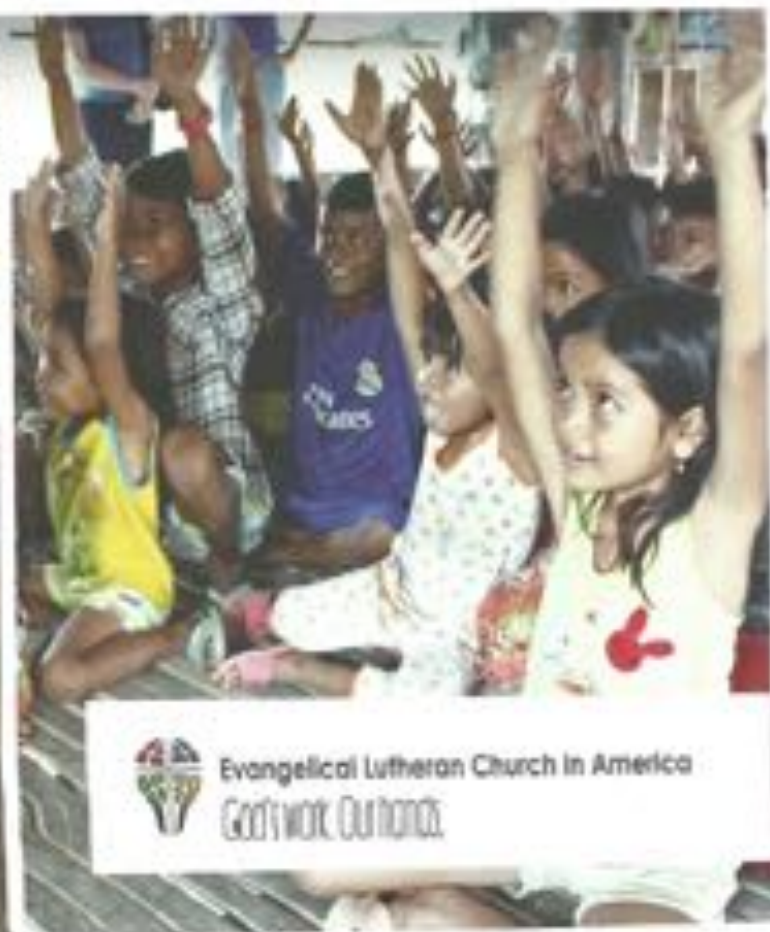




Annual Report

2016



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

A message from
PRESIDING BISHOP
ELIZABETH EATON



Dear sisters and
 brothers in Christ,

The Evangelical Lutheran Church in America (ELCA) is a church striving to grow and thrive in a changing world. As you connect with people in your neighborhoods, workplaces and beyond, you have likely discovered some approaches are more effective than others. In your pursuit of growth, it is often necessary to take risks and leave the comfort of being with "people like you." This means there is an opportunity to offer a radical welcome to all God's children.

Living with a daring confidence in God's grace, we are called forward together in Christ as both servants and leaders to welcome others. In these roles we are called to be spiritually grounded, ecumenically minded, responsible, value-driven, accepting of others, nurturing and together in our efforts to do God's work. These traits help us to be faithful and walk the way of Jesus.

As we accompany each other in this walk, we remember the cross of Christ helps us share our joys, burdens and tears. When your faith community gathers to review progress, you see how God has blessed and challenged your efforts. Through dialogue and discernment, you engage issues that affect your ability to grow and thrive. You make decisions about how to use the gifts entrusted to you to do God's work in and beyond your community. Hopefully, this is also a time you realize you are not alone. You can find courage and hope in seeing the ways God and the people of the ELCA accompany each other in our walk and our work.

Our prayers are with you as you gather to plan and make decisions about how you are called forward together in Christ. May you remember Jesus, who gave his life that you might live.

Walking together and serving Christ,

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

LITANY

Blessed be the Holy Trinity, the one God, the fountain of living water, the rock who gave us birth, our light and our salvation.
Amen.

As servants of Christ, we plant and support new congregations each year; we enable congregations to renew their ministries; we work with ethnic ministries to develop resources and networks for ministry, and we share resources for God's work.
Together, we are partners in ministry.

As partners in ministry, we support The Lutheran World Federation's global communion of churches with more than 80 companion churches in other countries.
Together, we accompany others in doing God's work.

As people who accompany others, we send more than 200 missionaries to more than 40 countries, training leaders and evangelists who will expand ministries.
Together, we equip people to be disciples, evangelists and stewards.

As disciples, we equip God's people across this country to be current and future leaders through our colleges, universities, seminaries and lay ministry schools. We especially support and pray for our more than 3,000 rostered leaders.
Together, we are members in the body of Christ.

As members in the body of Christ, we support congregations and synods with resources to assist in asset-based thinking, planning, operating matters and risk management.
Together, we are stewards of God's gifts.

As stewards, we engage in culture and the world to work for justice. This includes engaging in lively conversation about current social, political, environmental and public issues.
Together, we are advocates of God's work for the sake of the world.

As advocates, we facilitate dialogue and common action among communities of other faiths, seeking unity in faith and life with all Lutherans and our six full communion partners.
Together, we are the Evangelical Lutheran Church in America. A church that shares a living, daring confidence in God's grace.

Let us pray. As we are servants in Christ, partners in ministry, people who accompany others, disciples, members in the body of Christ, stewards and advocates, our faith comes through the good news of Jesus Christ and gives us the freedom and the courage to wonder, discover and boldly participate in what God is up to in the world. May the Holy Spirit continue to guide us and give us strength to always do God's work for the sake of the world.
Amen.

AGENDA

2016 Salem Lutheran Church Annual Meeting

January 29, 2017

1. Opening Devotions
2. Minutes of the 2015 Annual Meeting
3. Reports
 - Pastor's Report
 - Statistical Information
 - Council Report
 - Building Committee
 - Holy Hootenanners
 - Salem Soul Sisters
 - Salem Soul Sisters Financial Report
 - Confirmation
 - Youth Group
 - Sunday School
 - Mount Salem Cemetery
 - Salem Financial Statements
 - Auditor's Report
4. Motion to accept reports and auditor's findings
5. Old Business
6. New Business
 - Budget for 2017
 - Declarations for Council and the 2017 Nominating Committee
 - Other
7. Closing Prayer/Adjournment

Salem Lutheran Church 2702 1st Street, Mahtowa, MN 55707

Annual Meeting Minutes, January 24th 2016

Attendance:

Donita Korpela, Lance Korpela, Brent Speldrich, Dave Eller, Chuck Porter, Sue Zmyslony, Donna Lekander, Marie Nyblom, Jeff Nyblom, Lucas Lekander, Jeff Gilbertson, Erin Langhorst, Zach Langhorst, Sue Gustafson, Roger Gustafson, Pat Butcher, Barry LeBlanc, Earl Erickson, Burton Peterson, Glendora Peterson, Rodney Peterson, Esther Peterson, Gail Peterson, Gloria Soukkala, Doug Soukkala, Donna Myhre, Ed Myhre, Lori Carlson, Ailie Calverly, Jody Eller, Betty Carlson, Gloria Olesiak, Rachel Nelson, Marilyn Estrem, John Estrem, Mindy Malenke, Brooke Anderson, Caleb Anderson, Jason Marsh, Natalie Nynas, Angie Korpela, Jean Hendrickson,

Blessings and opening devotions by Pastor John Estrem

Minutes of the 2015 Annual Meeting: Motion to approve the 2015 annual meeting minutes by Caleb, 2nd by Jeff

Annual Reports and Reviews:

- **Council Report:** Presented by Jason Marsh. The focus of the council has been primarily the transition process and keeping the needs of the church in their focus. Thank you extended to Pastor John and Luke to fill in and all who have helped. Call committee will now start their process as our profile has been submitted.
- **Building Committee Report:** Presented by Brent Speldrich. There have been several improvements to the buildings and grounds. The south side of the church roof, insulation, and many renovations to the Salem Mahtowa Hall. Upcoming projects presented for 2016.
- **Holy Hootenanners:** Presented by Brooke Anderson. The Holy Hoots have had a busy year again. Recording a second CD with many new avenues to promote our CD. They have reached out further to the Cities and Duluth areas this year as well. Proceeds continue to be primarily for Salem Mahtowa Hall renovations.
- **Salem Soul Sisters:** Presented by Sue Gustafson. The Soul Sisters and Salem Sisters have combined now. Planned many fundraiser events and made all the events of the church possible through good coordination. Option of future CPR/AED class can be set up if interest by others. Our AED has monthly checks for maintenance.
- **Soul Sisters Financial Report:** Presented by Esther Peterson the financial funding the Salem Sisters has raised this year.
- **Confirmation:** Presented by Luke Lekander. Pre-confirmation was added this year to meet on Wednesdays. Attendance has been very good and kids are interested in this program and topics of discussion.

- Youth Group: Presented by Donna Leikander. Youth group fundraised money and received grants to complete community projects and many other events. They offered movies in the park and created a prayer Labyrinth behind the Salem Mahtowa Hall. There was good attendance with events. 2016 plan is to go to a mission trip to Nashville for a group of 13 students.
- Sunday School: Presented by Angie Korpela. Holy Moly curriculum has been going well this year. Attendance includes pre-K thru 6th grade. Music by the Hoots with the kids is offered when able.
- Mount Salem Cemetery: Presented by Chuck Porter. Meetings were held two times per year on the cemetery. There was a thank you offered out for the generous donation made this year for our Salem Mahtowa Hall improvements.
- Salem Financial Statements: Presented by Jody Eller. Salem has ended the 2015 year with a positive bottom line. This is primarily due to not having to pay a pastor wages for most of this year. Church and Salem Mahtowa Hall electric and propane expenses were separated on the statement this year.
- Audit committee agrees with all presented reports reviewed. Proposal for developing a form that each committee/group of the organization can keep better reports and book keeping for the auditing committee.

Motion to accept reports and auditor's findings: Motion by Roger Gustafson, 2nd by Susan Zymslony.
Approved

New Business:

- Budget for 2016: Council proposed budget for 2016 was presented. Discussion and questions answered. Motion to accept the budget by Lance Korpela, 2nd by Roger Gustafson. Motion Carried
- Declarations for council and the 2016 Nominating Committee (2 seats available): Thank you was extended to Erin Langhorst for her commitment and completion of a 4 year term. Caleb Anderson has completed a 2 year term.
 - Caleb Anderson – Nominated by Jeff Gilbertson (accepted)
 - Dave Eller – Nominated by Doug Soukkala (accepted)
 - Donna Myhre moves that nominations cease.
 - White Ballot for Dave and Caleb be added to council, **Approved**
- Brooke Anderson has created a new website for the Holy Hootenanners and also for Salem. If any items need to be added to our website, get these items to any council member and/or Brooke. It is important to keep the website current and calendar updated regularly as we are in this call process.

- **Easter Breakfast:** Proposal to not have an Easter breakfast this year but continue to have the Easter Egg Hunt for the Children. Discussion held. Motion by Jean H to table this topic and interested parties go to a council member for decision.
- **Audit committee:** Mindy Malenka, Brooke Anderson will continue. Jean has completed her term.
 - **Angie Korpela – Nominated and Accepted, Approved**

Reminders for the Congregation:

- Go out and invite new families and encourage others to come and visit Salem to see what we are all about.
- A 2016 goal has to be to increase fundraising efforts in order to make our budget next year. This is very important for our stability.

Closing prayer by Pastor John Estrem: Prayers are offered for Esther P, Marvin B, Joanne B and any others that are in need for health and healing.

Motion to adjourn by Erin L, 2nd by Chuck P.

Annual Meeting Pastor's Report

As of the writing of this annual report, I have been pastor serving at Salem Lutheran Church in Mahtowa for five months. Time has flown by! In some ways, I still feel brand new here and just getting started. In other ways, I feel like I've been here a long time.

In the past five months I have been able to experience Salem and its various ministries, some I have gotten to know much better than others. And other ministries and events at Salem I have yet to experience!

What I have experienced at Salem is a congregation that is growing, vibrant, and full of joy. Pr. John Dietz, who came as assistant to the bishop to install me at Salem, said about Salem, "One of the most fun/interesting/vibrant I visited in the last two+years. If what I saw is any indication of the present reality and future possibility of your parish, things will be happening in Mahtowa - in that church - for a long time!" What a great testament to the faithful people of Salem and the work that we do as individuals and as a community to serve God in all that we do!

In 1517 the Rev. Dr. Martin Luther sparked a movement in the church that we now call the Reformation. A time when Martin Luther pushed a button that created a change in the church, a change in how they worshipped, studied scripture, and lived as people of faith in the world. As a result of this Reformation, we find the Lutheran church that has grown and changed over time into the church that we know today.

The church today - Lutheran and the larger Christian church - is finding itself in a new and different world, a globally connected, electronically driven, fast moving 21st century world. The people of Salem have seen a great deal of change just within our lifetimes - we have some people who tell stories of riding their horses to Sunday School, and others who cannot imagine a world before smart cell phones. We have been asking ourselves - what does it mean to be a church today? how can we best reach out to people who need to hear about Jesus' love in their lives? Salem has been asking this question and changing how things are done to find answers. We may never reach a conclusive answer, but we are called to keep trying and trying.

We find ourselves in our own Reformation of sorts, looking back to the Reformation of 1517 for inspiration as to how change can make a huge difference, and looking forward to the ongoing Reformation of 2017. There is evidence all around Salem for the many ways in which Salem has found inspiration for change and a call for new ways to reach out to people and include them in God's family at Salem. Those who have been around for even a half-dozen years can tell stories of how things are different. The children in worship and Sunday school, the vibrant music leadership of Jean, the Hoots, and the occasional special guest musicians. In a time when church membership in the ELCA is declining, Salem's is increasing. The Holy Spirit is constantly at work in, through and around us, constantly renewing our lives, constantly renewing the world, and calling us again and again to hear God's voice speaking to us.

My hope and prayer for Salem is that we continue to live into God's call for us to be a vibrant faith community with our arms constantly outstretched towards those who are not yet part of Salem, towards those who are searching to hear God's message of love and grace for them. I give thanks to God every day for Salem in Mahtowa, thanks that Salem is here, thanks that Salem is a faithful and vibrant congregation, and thanks that I am able to be pastor in this wonderful place.

Statistical Information

Baptisms:

October 23, 2016 - Titus Jurek

October 30, 2016 - Evelyn Anderson

Deaths:

John Lahti - November 19, 2016, Off-site service

Rev. John Estrem - December 1, 2016, Funeral: December 9, 2016 (Non-Member)

Confirmations: 9 confirmands, May 15, 2016

Alison Began, Alexis Bonneville, Mollie Horton, Emily Miletich, Kendal Miletich, Luke Myhre, Gracie Nelson, Kaitlyn Nynas, Makenzee Schleret

Weekly Worship Attendance: 66

Confirmation Report

Confirmation started out the year 2016 with finishing out the school year with 13 youth from Salem in confirmation class, along with youth from Elim - Blackhoof in a year of joint classes. In May, 9 youth affirmed their baptismal vows and professed their faith as their own. Pictured below are the youth who affirmed their faith last May.

Fall 2016, confirmation class started up again with Pastor Beth Potratz, Tammy Schleret and Donita Korpela as the adults regularly leading with 16 - 7th and 8th grade youth in class. The youth are studying from the book "Way to Live" and Martin Luther's Small Catechism - focusing on how God is present and active through stories of teenagers today and on the Lord's Prayer, baptism, and Holy Communion.

In 2017 we look forward to finishing the school year with faith art projects, written faith statements, and four youth who may affirm their baptism in May 2017. Looking to Fall 2017 we anticipate to again have at least 14 youth in confirmation class, and hope to add even more!

*Confirmation Class of 2016:
(from left to right) Luke Myhre,
Kendal Miletich, Makenzee
Schleret, Alexis Bonneville,
Alison Began, Gracie Nelson,
Emily Miletich, Kaitlyn Nynas,
Mollie Horton*



Salem Church Council Report 2016

By Jason Marsh

Living where we do, we are keenly aware of the seasons and the change associated with each. This past year, much like the previous year, the council was focused on helping shepherd the congregation through our own season of change and in 2016 we were blessed with a new pastor. While much of the work of the council this past year has centered on the pastoral call process, there was great deal of time dedicated to the more mundane aspects of keeping things running. There are always bills to pay, finances to manage, events to plan, and business to take care of. But like any good organization, success is really dependent upon everyone and the council would like to extend a big thank you the congregation for really being the ones who kept Salem moving forward. Salem is fortunate to have talented people doing what they do best including dedicated people in Sunday School, Youth Group, Soul Sisters, the Hoots, the Call Committee, and the Men's Group. In each of these areas, capable people served Salem and are the real reason why things have run as well as they have this past year.

The Call Committee, which included two council members, had a busy winter and spring as the search for a new pastor was in full swing. After the committee recommended Pastor Beth, the Church Council handled the administrative tasks of moving the process forward. The congregation voted (virtually) unanimously to extend a call to Pastor Beth Pottratz. The next bridge to cross was finishing the remodeling on the parsonage and a crew of dedicated volunteers, led by the Building Committee, finished the project by summer's end just in time to welcome our new pastor. This past fall has been a season of change as well as Salem transitioned from an interim period to a congregation with a full time pastor.

Looking back at my time on the council, I would like to personally thank those with whom I have served. I have been greatly impressed with the willingness to discuss and tackle tough issues, the commitment to Salem, and the kindness that I have seen exhibited by those on the council. It has truly been one of the best groups with which I have worked. As we look towards the year ahead, we look towards a new season in our church. We will have the opportunity to thrive as a church by remaining faithful to Christ Jesus, dedicated to the gospel, and committed to evangelizing to our neighbors. God Bless.

BUILDING COMMITTEE ANNUAL REPORT

2016 was another productive year for the Building Committee here at Salem. First we would like to thank everyone for their time and patience, hard work, and financial support. Here are some of our projects completed at Salem in 2016.

- Southwest classroom total remodel in the Hall
- Carpet replacement, painting, and furniture in church meeting room and Pastor's office
- Major remodel inside and out to the parsonage building prior to Pastor's arrival
- An additional hot water heater added for more hot water capacity during large events at the Hall

We have a number of exciting projects to be completed in the future. One that we hope to accomplish for spring of 2017 is the roof replacement on north side of the church.

We have again seen an increase in rental for the Hall. Thanks again to everyone for helping make these things possible here at Salem.

Building Committee:

Lance Korpela

Brent Speldrich

Holy Hootenanners Annual Report- 2016

The Holy Hootenanners had a very active 2016. Although we didn't have a new album to promote this year, we worked to expand our reach in our area and throughout the state of Minnesota. We continued to lead worship at Salem on the second, third, and fifth Sundays of each month and again traveled to many other churches on the first or fourth Sunday.

Churches we visited this year were: Faith Lutheran in Culver, First Lutheran in Columbia Heights, St. Matthew's Lutheran Church in Esko, Lakeside Methodist in Duluth, Christ Lutheran in Marine on St. Croix, Bethany Lutheran in Cromwell, Gethsemane Lutheran in Hopkins, Atonement Lutheran in St. Cloud, Braham Covenant in Braham, and the House of Mercy in St. Paul.

We also enjoyed performing at various fundraisers in the community in 2016, including the Sarah Hough Memorial Scholarship benefit, the Welcome Home benefit, the Hunter Langhorst Memorial walk, and the Joey Krog benefit.

We were also fortunate to perform at a few summer music festivals this past year. We had outstanding experiences representing Salem at the Bluegrass Festival at Camp Vermillion in Cook, MN, the Wood City Music Festival in Cloquet, and the City on the Hill Music festival at Bayfront Park in Duluth (in front of 5,000 people!)

Other exciting events from 2016 included the release of our first music video, a concert with the Row Family Singers at Teatro Zuccone in Duluth, a performance at Clyde Iron in Duluth as part of the Homegrown Music Festival, a live performance on KBEK radio in Braham, a concert in the theater at Hinckley-Finleyson High School, a concert at the Encore Theater in Cloquet, a performance at the Third Base during Carlton Daze, a performance in the Carlton County Fair grandstand as the opening act for Blind Joe from "The Voice," and of course, the Mahtowa Hootenanny, which was had the best attendance we've had in the four years of the event.

As 2017 begins, we look forward to recording our third album in February, at Pachyderm Recording Studio in Cannon Falls, MN, and the many events that will follow!

Respectfully submitted by Jeff Gilbertson

Salem Soul Sisters 2016 Annual Report

This year we continued to meet the 1st Tues of each month, beginning with a small potluck meal. We do not meet during June- August.

Officers from Sept 2015 – Sept 2016 included: Gloria S. & Pat B., vice presidents: Jody E., treasurer: Angie K., secretary: and Sue G., president. Joanne B. is parish nurse.

Each month's kitchen committee serves coffee and treats for fellowship after church services. We receive offerings each week which goes toward kitchen supplies.

We serve beverages and cake/bars for funerals as well as we also serve catered meals.

Lenten Soup Suppers were shared with Elm Lutheran. We provided and served 3 of the meals.

We helped promote peanut butter donation each week of March for the Moose Lake Food Shelf.

Each year we reevaluate the kitchen committee lists as there are frequent changes of membership, ability to participate and phone numbers.

Fund raisers that we have organized and sponsored include:

- : This summer we provided another successful community pie social.
- : The annual autumn mealball supper.
- : We completed the sale of over 200 plus "Taste of Salem" cookbooks.
- : We provided and served a taco bar & Jean H. organized an auction for Joe Krog benefit.

The fund raisers helped us contribute and purchase the following:

- : Donation of \$300 toward the new organ.
- : Purchased a new oven and washing machine for the parsonage.
- : Bought a plant and cake to welcome Pastor Pottratz.
- : Purchased additional tables, carts and many kitchen items needed for serving.
- : Purchased all kitchen supplies for the church and the Hall kitchens.
- : \$200 medical donation to Amy Alexander (Sue & Ron Bumann's daughter.)
- : Donated money for a Youth group meal after a ski trip.
- : Donated \$100 each to the Cloquet and the Moose Lake food shelves.
- : Purchased poinsettias and wreaths for Christmas decorating at Salem.

In Sept., we elected new officers for Sept. 2016- Sept. 2017. Jean H., president: Sue G., vice pres.: Jody E., treasurer: Pat B., secretary. Joanne B. continues as parish nurse.

In Dec., we voted to change from potluck to coffee & bars; with a Bible study prior to each meeting.

We pray for God's guidance and wisdom during 2017.

Respectfully Submitted by Outgoing Soul Sisters' President,

Susan Gustafson

Salem Soul Sisters
Profit & Loss
January through December 2016

	Jan - Dec 16
Income	
Program Income	
Basement Coffee Offering	325.57
Donations	556.75
Fund Raising Income	
Cookbooks	149.70
Krog Benefit	400.33
Baseball supper	4,824.25
Pie Social	1,221.00
Total Fund Raising Income	6,595.18
Funerals	50.00
Mealing Offering	225.00
Special Events	0.00
Total Program Income	7,703.00
Total Income	7,753.50
Expense	
Equipment and Improvements	
Church	300.00
Parsonage	1,181.27
Salem Hall	481.09
Total Equipment and Improvements	1,962.36
Fund Raising Expense	
Krog Benefit	416.25
Baseball Supper Expense	1,233.75
Total Fund Raising Expense	1,649.50
Misc.	51.00
Missions and Donations	400.21
Operations	
Church Supplies	72.00
Kitchen Supplies	1,204.08
Special Event Expense	307.59
Total Operations	1,584.08
Parish Nurse	106.03
Total Expense	5,850.83
Net Income	1,902.67

Note - Advent Donations
of \$100.00 was
paid in 2017

Parish Nurse - 425.71
Balance



Last year was a year full of activities:

- 1) ski weekend trip/lock-in
- 2) donations/fees/fundraising brought in over \$10,500 for community projects and our mission trip
- 3) 'you've been egged' fundraiser
- 4) 'tag a bag' fundraiser
- 5) Multiple grocery bagging days
- 6) Garage sale fundraiser
- 7) offered movies in the park series
- 8) several community service days
- 9) Mission Trip to Nashville, TN
- 10) multiple lock-ins
- 11) Community Halloween Scavenger Hunt
- 12) community play- 'Christmas on Prosperity Lane'
- 13) youth group weekly meetings
- 14) Christmas Care packages for emerging adults

Thank you for your support. If you have any questions, please contact Donna Lekander at 218-565-8137 or emailing her at donna.lekander@gmail.com or Tim at jessen1@wildblue.net

End of Year Fiscal Report 2016

Account Name: Mahtowa Area Youth Group (Salem/Elm)

Bank Name: Northview Bank of Barnum


Names of persons authorized to make withdrawals: Donna Lekander & Donita Korpela

Starting Balance 2016	\$2,156.96
Total income unrestricted	\$1,925.96
Total income restricted	\$8,807.49
Total expenses	\$9,105.65
Ending balance	\$3,784.76

Bank statements attached? Yes No
 Check register attached? Yes No
 Are there outstanding deposits/checks? Yes No

BEGINNING BALANCE 2016	\$ 2,156.96
Income	
Fundraising	\$1925.96
Collected fees (restricted)	\$468.00
Mission trip (restricted)	\$6981.12
Grants/donations (restricted)	\$1358.37
TOTAL INCOME	\$10,733.45
Expenses	
Fundraising	\$170.00
Basic supplies/food (meetings/lock-ins/parade)	\$182.14
Mission Trip	\$ 7,283.27
Ski Trip	\$505.00
Project: Movies in the Park	\$152.95
Project : Emerging Adult Care Package	\$557.20
Project: Christmas Play (script usage fee)	\$255.09
TOTAL EXPENSES	\$9,105.65
ENDING BALANCE	\$3,784.76

NOTES: We have \$1679.85 in our Missions Fund toward our "local" mission projects for this summer. We also have \$1104.91 in our Projects Fund planning to use it towards a sand volleyball court. And lastly, we have our annual ski trip weekend coming up and we supplement the costs for all those who attend and typically fully scholarship a few youth plus there will be food costs for the lock-in. Typically the ski trip costs about \$500. We also had X2 Thrivent gift cards totaling \$500 for projects not reflected in our balance.

Reported by (Adult):  date: 9/11/17

Reported by (Youth):  date: 1/11/17

Audited by: _____ date: _____

Audited by: _____ date: _____

Audited by: _____ date: _____

**Salem Lutheran Church
Sunday School Report - 2016**

Salem Lutheran Church's Sunday School Program used Holy Moly Curriculum in the spring semester of 2016. We started Sunday School at 10:45 after having treats with the congregation. Class was from 10:45 – 11:30.

As we reconvened in the fall of 2016 we found ourselves amongst change. We welcomed Pastor Beth, a new curriculum and a new Sunday routine. Our new curriculum Whirl, is made by Sparkhouse, which is the same company that makes Holy Moly. This curriculum incorporates the church seasons and aligns with the readings or gospel each week. This makes service more relevant to our Sunday School kids. Starting in the fall of 2016 Sunday School is excused from church service after the communion blessing. This has worked really well. We have snack time at the hall while listening to our reading, watch our movie and break into smaller groups for our lesson. At 11:00 we are joined by Pastor Beth or the Hoots for music until 11:15.

Our average attendance this fall is 13.66. Our largest class was 16 and our smallest was 9. We had 18 classes spring semester and 12 classes fall semester of 2016. Sunday School teachers for the 2016 year are Rachel Nelson and Angie Korpela.

In 2016 Sunday School was involved in the Salem Food Drive held in March, collected Peanut Butter in October and many of our Sunday School kids participated in the Christmas play in December.

We continue to think about opportunities to use our Bella money. Some of our recent ideas are:
Making tie blankets for kids in need.
Helping a local family with their heating bill.
Making a bulk purchase of supplies to be given out to local families in need.
Helping fund a water project.

Salem's kids are generous, loving, faithful, helpful and kind. We are blessed to have each and every one of them.

Respectfully Submitted,

Angie Korpela

January 8, 2017

MOUNT SALEM CEMETERY TREASURERS REPORT 2016

Northview Bank checking end of 12/31/15	\$3,132.81
Income/Lot Sales	1,200.00
Total....	\$4,332.81
Expenses for 2016...	
Lund Lawn Care	800.00
Gravel	1,210.00
Salem Youth	200.00
Memorial Day Speaker	40.00
Lawn Mowing	582.40
Gas/Oil/Parts	242.22
Total Expenses	\$3,074.62
Balance in checking as of 12/31/16	\$1,258.19
Northview Bank savings end of 12/31/2015	\$1,299.63
Interest	1.30
Balance in savings as of 12/31/16	\$1,300.93
Mission Investment Fund #6583	\$9,217.18
Mission Investment Fund #9484	\$15,827.66
Total MIF as of 12/31/16	\$25,044.84

Burials in 2016: Peggy Unkelhaeuser-Alvin Grohek-Ed Ennen

Darrel Porter-John Lahti.

Submitted by: Chuck Porter Sec/Treas Salem Cemetery Board

Salem Lutheran Church
Profit & Loss
January through December 2016

	Jan - Dec 16
Ordinary Income/Expense	
Income	
ANNUAL CHURCH GIVING	
Envelopes (Regular Offering)	70,001.25
Offertory (Loose)	4,881.02
Total ANNUAL CHURCH GIVING	75,786.27
BUILDING INCOME	
Building Fund	835.00
Salem Hall & Church Use	1,113.00
Total BUILDING INCOME	1,948.00
Designated Funds In & Out	
Cash Change	0.00
Church Directory	0.25
Books	0.00
Krog Benefit	0.00
Memorial	0.00
Organ	0.00
Serinary Donation	0.00
Serinary/Scholarship Account	0.00
Soul Sisters	0.00
Youth	0.00
Total Designated Funds In & Out	0.25
EDUCATION INCOME	
Youth Fund	150.00
Total EDUCATION INCOME	150.00
MISSION INCOME	
Cow Cash	415.98
Missions Fund	75.00
Other Donations	58.30
Total MISSION INCOME	547.28
Thrift Choice Dollars	3,154.00
Total Income	80,281.80
Gross Profit	80,281.80
Expense	
BUILDING EXPENSES	
Capital Improvements	8,259.22
Custodian/Cleaning	1,298.12
Electric	
Church Electric	1,902.08
Parsonage Electric	248.87
Salem Hall Electric	1,079.87
Total Electric	3,921.22
Garbage	305.40
Insurance	6,046.24
Propane	
Church	2,442.38
Parsonage	438.11
Salem Hall	1,037.04
Total Propane	4,418.13
Real Estate Taxes	8.00

Salem Lutheran Church
Profit & Loss
January through December 2016

	<u>Jan - Dec 16</u>
Repairs/Maintenance	
Church Repair	918.42
Parsonage Repair	11,452.09
Salem Hall Repair	2,345.85
Total Repairs/Maintenance	<u>14,716.36</u>
Workers Compensation	0.00
Total BUILDING EXPENSES	<u>39,621.69</u>
EDUCATIONAL EXPENSES	
Sunday School/VBS	120.00
Youth	1,565.00
Total EDUCATIONAL EXPENSES	<u>1,685.00</u>
MISSION EXPENSES	
Books/Donation	93.67
Missions & Outreach	90.00
Synod Benevolence	2,500.00
Total MISSION EXPENSES	<u>2,683.67</u>
OPERATING EXPENSES	
Copier Service Agreement	640.18
Employer FICA Match	99.00
Internet	248.99
Office	2,658.90
Total OPERATING EXPENSES	<u>3,646.07</u>
PASTORAL EXPENSES	
ELCA PENSION	1,904.02
FICA Allowance	1,327.66
FSA & Pre-tax Ret Pn. Contribut	144.07
Health & Other Benefits	2,818.03
Housing Equity	571.49
Mileage Reimbursement & Phone	1,160.66
Other Professional Expense	267.34
Wages-Pastor	12,300.95
Total PASTORAL EXPENSES	<u>21,994.42</u>
Salem Hall Purchase	
Interest	2,165.36
Principal	4,834.64
Total Salem Hall Purchase	<u>7,000.00</u>
WORSHIP EXPENSES	
Organ/Piano Repairs	423.33
Supply Pastor	5,025.00
Worship Expense	521.18
Total WORSHIP EXPENSES	<u>5,969.51</u>
Total Expense	<u>82,530.63</u>
Net Ordinary Income	<u>-2,249.03</u>
Net Income	<u>-2,249.03</u>

SALEM LUTHERAN CHURCH
FINANCIAL INFORMATION & BUDGET

As of 12/31/2015

	2013 ACTUAL	2014 ACTUAL	2015 ACTUAL	2016 ACTUAL	2017 PROPOSED
ENVELOPE OFFERING	\$56,022.00	\$71,303.00	\$65,565.00	\$70,904.25	
LOOSE OFFERING	\$9,335.87	\$11,143.67	\$5,721.54	\$4,681.07	
COW CASH				\$416.95	
BUILDING FUND AND BUILDING USE				\$1,645.30	
THRIFT DOLLARS				\$2,154.30	
EDUCATION, YOUTH & MISSION				\$281.30	
DESIGNATED GIVING IN & OUT (see appendix)				\$0.25	
TOTAL INCOME	\$75,357.87	\$82,446.67	\$71,286.54	\$80,281.65	
CAPITAL IMPROVEMENTS					2017 PROPOSED
CUSTODIAN	\$2,274.00	\$1,299.32	\$1,190.89	\$1,300.00	\$1,300.00
ELECTRIC	\$2,727.53	\$3,161.55	\$3,189.37	\$3,500.00	\$3,500.00
GARBAGE	\$215.00	\$355.80	\$396.00	\$393.00	\$393.00
INSURANCE	\$3,940.34	\$9,141.75	\$7,199.79	\$7,000.00	\$7,000.00
PROPANE	\$7,867.37	\$12,780.53	\$10,143.62	\$11,000.00	\$5,000.00
REAL ESTATE TAXES	\$4,116.00	\$6.00	\$6.00	\$6.00	\$6.00
REPAIRS/MAINTENANCE	\$3,083.35	\$16,507.93	\$1,179.82	\$600.00	\$1,000.00
SCHOOL PURCHASE PAYMENTS	\$7,000.00	\$7,000.00	\$7,000.00	\$7,000.00	\$7,000.00
WORKERS COMP INSURANCE	\$452.50	\$166.00	\$0.00	\$729.00	\$0.00
TOTAL BUILDING EXPENSES	\$31,855.09	\$51,332.91	\$45,884.09	\$31,367.60	\$25,158.00
BOOKS & SUPPLIES					
SUNDAY SCHOOL (with 5th Grade)	\$87.00	\$197.95	\$591.14	\$500.00	\$500.00
SYNOD CONVENTIONS & RETREATS	\$1,549.18	\$1,623.45	\$149.12	\$200.00	\$200.00
YOUTH (General)	\$540.00	\$300.00	\$0.00	\$450.00	\$0.00
TOTAL EDUCATION EXPENSES	\$2,976.26	\$6,590.60	\$1,096.00	\$90.00	\$1,565.00
TOTAL EDUCATION EXPENSES	\$5,775.84	\$8,752.04	\$1,836.26	\$1,150.60	\$1,665.00

2017 PROPOSED						
	2013 ACTUAL	2014 ACTUAL	2015 ACTUAL	2016 BUDGET	ACTUAL	2017 PROPOSED
HIGH SCHOOL GRAD. SCHOLARSHIP	\$100.00	\$150.00	\$0.00	\$150.00	\$0.00	\$0.00
SEMINARY (See DESIGNATED IN & OUT)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
MISSIONS & OUTREACH	\$7,002.56	\$2,598.75	\$1,051.52	\$0.00	\$143.57	\$500.00
SYNOUD BENEVOLENCE	\$2,985.00	\$5,216.50	\$2,500.00	\$2,500.00	\$2,500.00	\$2,500.00
TOTAL MISSION EXPENSES	\$5,187.56	\$7,814.25	\$3,551.52	\$2,500.00	\$2,643.57	\$3,000.00
OPERATING EXPENSES						
	2013 ACTUAL	2014 ACTUAL	2015 ACTUAL	2016 BUDGET	ACTUAL	2017 PROPOSED
COPIER SERVICE AGREEMENT	\$519.90	\$540.33	\$493.03	\$500.00	\$490.18	\$700.00
EMPLOYER PAYROLL TAXES	\$681.70	\$84.55	\$91.36	\$100.00	\$99.60	\$100.00
INTERNET SERVICE	\$1,739.87	\$79.99	\$0.00	\$0.00	\$346.96	\$540.00
OFFICE	\$1,146.22	\$2,411.30	\$1,222.92	\$2,000.00	\$2,858.80	\$2,000.00
ORGANIST SALARY	\$1,200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$200.00
POSTAGE	\$25.89	\$0.00	\$0.00	\$50.00	\$0.00	\$100.00
SECRETARY SALARY	\$2,616.00	\$672.00	\$0.00	\$0.00	\$0.00	\$200.00
TELEPHONE	\$842.06	\$881.84	\$77.95	\$0.00	\$0.00	\$0.00
TREASURER SALARY	\$2,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL OPERATING EXPENSES	\$18,811.87	\$4,978.99	\$1,885.26	\$2,650.00	\$3,845.54	\$3,800.00
UTILITY ALLOWANCE						
	2013 ACTUAL	2014 ACTUAL	2015 ACTUAL	2016 BUDGET	ACTUAL	2017 PROPOSED
LUTILITY ALLOWANCE	-	-	\$0.00	\$0.00	\$0.00	\$0.00
ELECTRICITY	\$1,364.27	\$0.00	\$0.00	\$0.00	\$245.67	\$1,000.00
PROPANE	\$1,857.85	\$290.94	\$5.00	\$0.00	\$438.11	\$1,000.00
REPAIRS/MAINTENANCE	\$551.90	\$0.00	\$0.00	\$0.00	\$11,452.09	\$2,000.00
TOTAL PERSONAGE EXPENSES	\$3,773.72	\$380.94	\$5.00	\$0.00	\$12,136.87	\$4,000.00

PASTORAL EXPENSES						
	2013 ACTUAL	2014 ACTUAL	2015 ACTUAL	2016 BUDGET	ACTUAL	2017 PROPOSED
CONTINUING EDUCATION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,000.00
ELCA PENSION	\$6,434.37	\$7,485.18	\$3,558.16	\$6,529.58	\$1,804.92	\$5,849.64
FICA ALLOWANCE	\$3,300.15	\$3,756.74	\$1,195.88	\$3,629.93	\$1,327.66	\$3,779.10
HEALTH & DISABILITY	\$5,140.55	\$2,501.28	\$0.00	\$2,400.00	\$2,918.53	\$7,551.48
HOUSING ALLOWANCE / EQUITY	\$11,151.48	\$11,379.63	\$3,369.20	\$10,950.00	\$571.49	\$1,595.40
MILEAGE & PHONE REIMBURSEMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$1,180.68	\$2,100.00
OTHER PROFESSIONAL EXPENSE	\$292.48	\$36.00	\$0.00	\$0.00	\$411.31	\$500.00
SALARY	\$37,171.27	\$37,002.52	\$11,822.95	\$36,500.00	\$13,350.85	\$38,000.00
TOTAL PASTORAL EXPENSES	\$63,498.30	\$64,085.41	\$19,865.19	\$56,609.52	\$21,565.42	\$68,375.62
WORSHIP EXPENSES						
	2013 ACTUAL	2014 ACTUAL	2015 ACTUAL	2016 BUDGET	ACTUAL	2017 PROPOSED
SUPPLY PASTOR	\$375.00	\$1,300.00	\$5,675.00	\$1,500.00	\$5,025.00	\$900.00
WORSHIP SUPPLIES / ORGAN PIANO MAINT.	\$1,464.49	\$5,672.63	\$1,322.47	\$1,400.00	\$944.51	\$1,500.00
TOTAL WORSHIP EXPENSES	\$1,839.49	\$6,972.63	\$6,997.47	\$2,900.00	\$5,969.51	\$2,400.00
SUMMARY						
TOTAL EXPENSES	\$122,428.67	\$144,474.08	\$79,819.79	\$100,348.52	\$82,539.83	\$101,473.62
TOTAL REGULAR and special GIVING	\$75,357.87	\$129,408.04	\$106,931.62	\$108,348.52	\$80,281.80	
PROFIT/LOSS FOR THE YEAR	\$46,070.80	\$19,066.04	\$26,918.17	\$7,348.00	\$2,258.03	\$0.00

Lord Jesus, You Shall Be My Song

Jésus, je voudrais te chanter

The musical score is written in G major and 4/4 time. It consists of a vocal line and a piano accompaniment line. The piano accompaniment is a simple harmonic accompaniment using chords and single notes. The vocal line has four verses of lyrics. The first verse is in English, and the second is in French. The third and fourth verses are in English. The score ends with a final chord.

1. *Jé - sus, je vou - drais te chan - ter sur ma rou - te;*
1. Lord Je - sus, you shall be my song as I jour - ney;
2. Lord Je - sus, I'll praise you as long as I jour - ney;
3. As long as I live, Je - sus, make me your ser - vant,
4. I fear in the dark and the doubt of my jour - ney;

Jé - sus, je vou - drais t'an - non - cer à mes voi - sies par - tout,
I'll tell ev - ry - bod - y a - bout you wher - ev - er I go;
May all of my joy be a faith - ful re - flec - tion of you,
to car - ry your cross and to share all your bur - dens and tears,
but cour - age will come with the sound of your steps by my side,

car toi seul es la vie et la paix et l'a - mour;
you a - lone are our life and our peace and our love.
May the earth and the sea and the sky join my song,
For you saved me by giv - ing your bod - y and blood,
And with all of the fan - ty you saved by your love,

Jé - sus, je vou - drais te chan - ter sur ma rou - te,
Lord Je - sus, you shall be my song as I jour - ney.
Lord Je - sus, I'll praise you as long as I jour - ney.
As long as I live, Je - sus, make me your ser - vant,
we'll sing to your dawn at the end of our jour - ney.

Think of us in this way, as servants of Christ and stewards of God's mysteries. Moreover, it is required of stewards that they be found trustworthy.

1 Corinthians 4:1-2

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As you gather, the following questions are frequently asked about giving and the work of the church. These may be helpful as your congregation engages in conversation about how to grow and thrive in the future.

What is missional giving?

One way individuals and congregations participate in missional giving is when their financial contributions, often called offerings or tithes, to and through their congregation, or other charitable organizations, are intended to do God's work in the world. We believe this work can be done faithfully through ELCA ministries.

Why give?

For some the answer is God first gave to us, thus through our life we have an opportunity to share God's generosity with others. This understanding demonstrates giving is a spiritual issue, not a financial one. For other Lutherans, the answer is also an identity issue. We are faithful Lutherans and this is what we do – share with others. This is not an individual experience only, for we are church together, and through our unified giving we do God's work.

Who gives?

All are invited to give as God has blessed them and as the Spirit moves them.

What to give?

As the apostle Paul wrote of the Christians in Macedonia, "They first gave themselves to the Lord." Through baptism, confirmation and our confessional statements, each person first gives of themselves to God. Within each person's faith walk, they are asked to give of their time, talents and resources. This can take many forms.

How much to give?

We teach to grow toward a tithe (10 percent of household income), to a tithe and beyond a tithe as God has blessed you. This may also apply to one's time.

When to give?

Individuals and congregations are encouraged to give regularly. The practice of "first fruits" giving, sharing a portion of God's blessings when they are received, is encouraged. This may be weekly, monthly or quarterly. There are also times for special giving. This is often in response to specific needs or opportunities. There are also times for planned gifts. This is often for major projects or at the end of life. All these forms of giving are encouraged.

Where to give?

Most supporters of the ELCA do the majority of their giving to and through their congregation. When growing toward and beyond a tithe, giving to all charitable organizations is considered.

How to give?

All regular giving received by ELCA congregations is considered undesignated. This means the dollars received can be used as determined by a missional budget or expense plan approved by a quorum of the membership and as managed by elected leaders. An increasing percentage of total giving to congregations is being designated for specific purposes. While we appreciate and celebrate all giving and respect the wishes of the donor, we also trust members and elected leaders to make financial decisions that support God's work in and beyond the local community, both in the present and for the future.

What is Mission Support?

This is the portion of your congregation's regular financial offering that is shared with your synod. The synod then shares a percentage for God's work that we do together through our ELCA churchwide organizations, both domestically and globally.

