

# Salem Covenant Church Annual Report 2015-2016



connect · grow · go



# 2016 ANNUAL REPORT

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Salem Covenant Church  
Annual Meeting  
Wednesday, July 13, 2016  
7:00 p.m.

## AGENDA

Call to Order	Karla Walker, Chair
Adoption of Agenda	
Opening Song	
Opening Thoughts and Prayer	Rev. Mark Pattie, Senior Pastor
Approve Minutes of 2016 Semiannual Meeting	
New Business	
Denominational Reports	
Evangelical Covenant Church Annual Meeting	Steve Walker
Ministry Reflections	
JOURNEYS for adults 50+	Sue Poston
Health Ministries	Natalie Norman
Treasurer's Report	
Recommendations Requiring Congregational Action	
New Members	
Budget for Fiscal Year 2016-2017	
Election of Church Leadership	
Recognition of Retiring Church Leadership	
Closing Song	
Closing Prayer	Rev. Alice Johnson, Executive Pastor

Salem Covenant Church  
**SEMIANNUAL MEETING MINUTES**  
January 14, 2016

**The mission of Salem Covenant Church is to inspire and equip all generations to:  
CONNECT • GROW • GO**

**Call to Order:**

Church Chairperson Karla Walker called the meeting to order at 6:33 p.m.

**Adoption of Agenda:**

Motion to approve the agenda. MSC.

**Opening Thoughts and Prayer:**

Senior Pastor Mark Pattie shared thoughts from Lamentations 3:22-23:

Because of the Lord's great love we are not consumed, for his compassions never fail.  
They are new every morning; great is your faithfulness.

Pastor Mark invited all of us to reflect on where we have seen the steadfast love of the Lord moving in our lives. Looking back on the blessings of the past half-year of the church, the congregation has stepped up, continuing to provide love and care to each other. It has been remarkable to see the people of Salem coming together to put on the amazing ministries that take place here. We continue to live expectantly, looking for God's new mercies, in the coming year.

**Opening Song:**

Cindy Reents lead the gathering in singing Hymn #98, *The Steadfast Love of the Lord*.

**Approve Minutes of 2015 Annual Meeting:**

Motion to approve the minutes from the 2015 Annual Meeting on July 14, 2015, with minor typographical edits. MSC.

**New Member Vote:**

Karla Walker presented a motion from the Leadership Team to approve fourteen new candidates for church membership: Jared Eliason, Tanya Eliason, Patricia L. Johnson, Thomas W. Johnson, David Kozamchak, Laura Kozamchak, Benjamin Krull, Cynthia Krull, Amy Nastrom-Norlander, David Shirley, Walter Sundberg, Linnae Wagner, Paul Wagner, and Scott Wohnoutka. MSC.

**Treasurer's Report:**

Marcy Toensing presented the Financial Report for the first 6 months of fiscal 2015. Year-to-date income is \$775,000, which is \$49,000 below our budgeted income year to date of \$824,000, about 6%. This level of giving is behind last year's giving year-to-date by \$2,000. Expenses year-to-date are \$733,000, compared to budgeted expenses of \$777,000, a favorable variance of \$44,000. As of 12/31/2015, income exceeded expenditures resulting in a net income of \$42,000. Additional details can be found in the Fiscal Year 2016 Semiannual Financial Report.

Marcy Toensing reported the estimated cost of the Total Capital Projects Planned as \$1,160,000. The commitments to Capital Campaign were \$680,000. \$692,804 has been received as of 12/31/15. An additional \$494,863 was borrowed from National Covenant Properties to cover the cost for capital improvements. Disbursements made from Capital Campaign funds through 12/31/15 are \$555,928; remaining balance is \$136,876. Accounting for the few remaining projects on the approved capital campaign project list, an estimated \$72,000 excess is in the Capital Campaign fund. This excess is secondary to completed projects coming in under budget and to giving in excess of commitments.

Motion from the Leadership Team to add upstairs main bathroom remodel to the list of approved Capital Campaign projects. MSC.

**Selection of Delegates to Northwest Conference and ECC Annual Meetings:**

Motion to empower the Leadership Team to elect delegates to the Northwest Conference and ECC 2016 Annual Meetings. MSC.

**Ministry Reflections**

**Connecting Ministries: Mick Stoffel**

Mick shared about the activities of the Connecting Ministries Team. He shared that the goal of their team is to plan fun events to make Salem feel like home, as well as to be a good presence in the outside neighborhood and community. The members of this team provide church greeters, coffee, cookies, and treats on a weekly basis. Special projects and activities that occur throughout the year include: A Taste of Salem, Outdoor Baptism, Fall Kick-Off, Trunk or Treat, Salem 101, and Fika. He also extended an invitation to join the team and to help with weekly coffee making, serving, and clean-up.

**Strategic Planning Task Force Update:**

Karla Walker shared the final strategic planning initiatives and objectives that were approved by the Leadership Team. The two initiatives: 1) Older Adults Ministries and 2) Children, Youth, and Family Ministries, continue to be on the forefront of Salem's vision for furthering our mission as a church.

**Closing Song and Prayer:**

The gathering sang hymn #580, *God Bless Your Church with Strength*.

Pastor Jonna Fantz closed in prayer.

The meeting was adjourned at 7:37 p.m.

Respectfully submitted,  
Kirsten Babb

# MARK PATTIE III SENIOR PASTOR

*You did not choose me but I chose you.  
And I appointed you to go and bear fruit, fruit that will last.*

John 15:16

The 2015-2016 fiscal year has been yet another significant year of growth in the life and ministry of our congregation. Strategic decisions discerned the year before, thanks to the work of our Long Range Planning Task Force, were acted upon. Among the steps taken:

- We formed a Spiritual Formation staff team under Pastor Alice Johnson's leadership to design and implement a comprehensive, integrated pathway to more effectively and consistently lead people, from youngest to oldest, to come to new life in Christ and to grow to live and serve as his disciples.
- We strengthened our Children and Family Ministry by inviting Katie Gehrz to serve as Elementary Director, Hannah Jacobsen as Early Childhood Director, and Shelli Streeper as Children and Family Activity Director to support our Family Ministries.
- We took first steps in establishing a new ministry to encourage people fifty years of age and older to "Connect, Grow, and Go" as disciples of Jesus. With Pastor Jonna Fantz as the staff leader and Sue Poston as the chairperson of this new, energetic, and fun-loving ministry team, the group chose the title JOURNEYS for adults 50+, and is looking to better serve and engage this growing demographic population in ministry.
- We redeveloped our web page, communication, and marketing efforts, including reformatting our newsletter the *Salem Scene*, so that we could better share stories and pictures of the great things happening in and through Salem's ministries.
- This reworking of our web and communication efforts led us to change the three words of our mission tag line to, as noted above, "Connect, Grow, and Go." The full version of the mission statement can be found on the following page.
- We finished our three-year Capital Campaign in May and will complete the many projects the campaign made possible this summer as we upgrade the bathrooms in the Narthex area and make them handicapped accessible. Thank you, thank you, to the many who gave so generously to help us make our facilities, from our Sanctuary and Gym to our meeting and classrooms, better able to support our growing ministries.



salem-covenant.church

I could go on. It has been a great year of moving forward in mission and examples of vitality abound. Our Adult Sunday School program experienced its highest attendance in the past ten years with glowing feedback regularly coming my way regarding the exceptional level of teaching that people are receiving. Our Wednesday evening AWANA program continues to thrive with attendance four to five times what it was just three years ago. Vacation Bible School this June was well attended and wonderfully well-staffed and supported. Our Family Ministry programs continue to provide tremendous opportunities for parents to connect with each other on Sunday mornings and through the week as we support them in their critical, God-given roles as the key disciple-makers of their children. Family Camp at Covenant Pines had its highest attendance in years with many newer families participating. I'm seeing far more children than ever coming up for Sunday morning Children's Messages and then going on to participate in Children's Worship. Overall worship attendance has grown, as well. There is much to celebrate and be thankful for.

The movement of God's Spirit among us is evident and I am excited as we continue forward to fulfill the mission God has entrusted to us. Through the years, God has blessed us with a wonderful staff and great lay leadership, as well as a full cadre of people who simply love to serve Christ, his church, and our neighbors in his name. That blessing of great partners in ministry continues, even as some of the people in various roles change from time to time. This June, we said goodbye to Pastor Ben Pease who served first as our Youth and then as our Youth and Ministry Deployment Pastor over the past eleven years. We thank God for Ben's ministry and pray with a sense of hopeful expectation for him and his family, as well as for Salem and our Youth, Missions, and Service ministries. Further back in the year, we also offered thanks to Beth Anderson as she stepped out of her role as Faith Community Nurse and then, more recently, we welcomed Kathy Welte into that position. It has been exciting to see her step into that role with such a willing and capable spirit and a new Health Ministry Team being formed with her as staff leader and Elaine Green as chairperson. In the area of Children and Family Ministries, we extended our deep appreciation to Anne-Britt Mulberry who had served as an assistant in that area as she moved on to other opportunities and we welcomed Katie Gehrz, Hannah Jacobson, and Shelli Streeper into their new roles. I am truly grateful to be a part of such a gifted, caring, devoted, and downright fun staff team here at Salem.

As we look back at the past year, I want to express my gratitude to our congregation, Leadership Team, and particularly Pastor Alice Johnson, Pastor Jonna Fantz, and our Church Chairperson, Karla Walker. It is a joy and privilege to serve as Senior Pastor at Salem and, to be honest, as I've told many a friend, it is amply challenging, as well. I am so thankful for the wise counsel, support, and faithful partnership in ministry that is so consistently and generously extended to me by so many. I thank you, and I thank God.

As I look ahead, it is with great excitement. As Jesus makes clear in the verse quoted at the beginning of this report, we are called together to do far more than simply celebrate and enjoy the love of God among ourselves. As people of faith, we can hardly do otherwise, but if our faith is real, we can't help but also give ourselves fully and courageously to the task of sharing that love with others. This coming year, our theme will be "Making Disciples Who Make a Difference." It is a way of stating our deep-seated commitment to not just making disciples who come to Salem and fill our worship services, classes, and programs, but making disciples who respond to Jesus' call, actively engage in serving in our ministries and beyond, use their God-given passions and gifts to love and benefit others, and by God's grace make the difference we have been appointed to make, bearing good and lasting fruit for God's glory and neighbor's good.

To God be the glory.

*The mission of Salem Covenant Church is to inspire and equip all generations to ...  
CONNECT with God, one another, and God's good purposes in the world;  
GROW in love, maturity, and fruitfulness as the people they were created to be; and  
GO to celebrate and share the love of God in ministry, mission, and life.*

Everything we do is aimed toward that goal.

# ALICE JOHNSON

## CHILDREN AND FAMILY/EXECUTIVE PASTOR

### Ministry Areas

- Children and Family
- Finance
- Administrative Services
- Properties
- Congregational Care/Health

### Goals for 2015-2016

- Implementation of Security Check-in System for Children
- Re-organization of Children's Ministry Staffing
- Development of a Spiritual Formation Team
- New Website
- Completion of Personnel Policy

### Ministry Highlights



AWANA Clubs at Salem

Children and Family Ministry continues to be buzzing with activity. We have experienced numerical growth on Sunday mornings and Wednesday evenings. AWANA is averaging more than 100 children each week with 60% of these children coming from the community. As we work with so many children we are becoming more and more aware of our need to continue the development of our ministry to children with special needs so that all are welcomed and able to participate in what we offer. We are also pleased that Kid Check, our new security check-in system is in place. This is just one more tool to help us keep children safe as they participate in various ministries.



Children at the World Vision Experience

One of the great joys of this past year is the addition of staff to Children and Family Ministry as Katie Gehrz, Elementary Director, and Shelli Streeper, Family Activity Director began their positions in the fall of 2015. Serving alongside Hannah Jacobson, Early Childhood Director, they are creating challenging, developmentally appropriate, spiritually nurturing, fun experiences for our children. This includes ministries like: family events, Movement Monday, Tumbling Thursday, a children's component to the World Vision Experience Salem hosted in the fall, children's activity during Fika as well as Advent, and Lenten resources for families.

In September 2015, Salem launched a new website, salem-covenant.church. Financed through the Capital Campaign, Heather Brumbaugh, Communications Coordinator worked with Malley Design to develop

the custom site. The scope of the project included a logo refresh, welcome video and more. This site has been a great tool for reaching out to the community as well as communicating within the congregation.

One of the initiatives coming out of the Strategic Planning Task Force was that Salem will have a comprehensive, integrated ministry for children, youth, and families that will foster relationships among participants and in the north metro communities where Salem families reside. To further develop this initiative, we have created a Spiritual Formation Team comprised of staff members in children and family, youth, and adult ministry. As this team has begun their work, they have been reading some books, attending a seminar, and discussing what a disciple of Christ should know, do, and be. Following the compilation of this material, we will be develop a spiritual formation plan for all ages that fits the culture of who Salem is.

It is an exciting time of ministry at Salem and a privilege to partner with all of you.

# JONNA FANTZ

## OUTREACH AND COMMUNITY LIFE PASTOR

### Ministry Areas

- Adult Sunday School
- Archives
- Connecting Ministries
- Contemporary Worship
- JOURNEYS for adults 50+
- Membership
- Men's Ministry
- Prayer Ministry
- Senior Fellowship
- Small Groups
- Wednesday Bible Studies
- Women's Events
- Women's Fellowship Groups

### Goals for 2015-2016

- An Outreach Event to our community.
- Rework the Smörgåsbord.
- Wednesday Night Bible Study Offerings.
- Sermon Series at strategic times for our preaching schedule.
- Encourage the development of a new Women's Ministry Team.
- Continue serving ongoing ministries.

### Ministry Highlights

2015-2016 was such an exciting year at Salem. It was a year of new events and new ministry teams and increasing vitality for many established ministries. I have had the chance to work with an array of gifted and passionate leaders. Salem just keeps getting better and better.

We have a new ministry team called **JOURNEYS for adults 50+**. They are focusing ministry on a growing demographic in our community and in our church. They formed an eleven-person team, and plunged into education and discussion to begin to discern where God is calling Salem in this new year.

Our **Men's Ministry Team** hosted the first couples event this spring focused on building up and strengthening marriages. It was a resounding success with over 40 couples gathering for an evening of dessert and hearing an inspiring story and challenge of the power of God in marriage. A call to care for the marriages of Salem was clearly issued. It will be exciting in the future to see where this call leads us.

Our **Adult Sunday School** had the largest participation on record. The team has designed wonderful classes, selected excellent speakers, and runs a tight ship on Sunday mornings, which has made our Adult Sunday School one of the premier educational experiences in the Twin Cities. We are so fortunate to have this level of excellence and a team so committed to us thinking deeply and well about our faith and our world.

Our **Prayer Team** sculpted a truly powerful event in the Seven Days of Prayer to launch our Lenten Journey. Focused on the cross and designed thematically to help people engage the cross, the experience had an impact that was exponential for participants. A special thanks is owed to Jeff Goodrich who created a center-of-the-room cross to pray at, and small crosses for people to take. His artistry was a true gift to Salem.

Our **Connecting Ministries Team** had a boom year this year. They invited the community to come to a Salem hosted Trunk or Treat event that saw close to 500 people with 40 trunks on display. It was an amazing night of connection to our community. The team reworked the Smörgåsbord into the Fika which was a stunning success as we saw hundreds more people enjoy the beauty of our Swedish heritage in food, décor, and music. Our church looked so gorgeous for the Christmas Season. That team also launched the Tables of Nine experience which saw people who call Salem their church home, eating in each other's homes and forming new connections and friendships. They finished the year with the largest Family Camp ever. That Family Camp team is to be applauded for all its wonderful work and recruiting.

So much vitality! So much good news! So much to thank our God for!

# YOUTH AND MINISTRY DEPLOYMENT

## Youth Ministry Highlights



CHIC (Covenant High in Christ) 2015

### CHIC

39 Students, 6 leaders, and 8 volunteers headed to the University of Knoxville, Tennessee last summer for the amazing Covenant triennial event called CHIC (Covenant High In Christ) with 6,000+ youth. This was a jam packed week of inspirational speakers, bands, base camps, bonding relationships, and white water rafting to finish it off. CHIC is a place where you are on a spiritual high all week long. They help teach and equip the students to bring what they have learned home and live it out in their day to day lives.

### MOVE

Mission Outreach Venture Experience is a Northwest Conference two-day event held annually in the spring at Minnehaha Academy. We spent Friday night worshiping and listening to a speaker, Hector Saucedo, who had also spoken at CHIC last summer. On Saturday, church groups were sent out to serve somewhere in the city of Minneapolis. MOVE focuses on outreach and teaching about issues that our city is dealing with.

## Service Highlights



Community Garden located on west lawn

The Ministry Team has gone through some reorganization this year and has welcomed four new members. We are excited about the opportunities as we seek to reach out to our neighbors.

Community Garden—A group of individuals have gathered to establish a community garden that will provide fresh produce for distribution through the Ralph Reeder Food Shelf.

Serving Meals—We were able to prepare and serve meals to the homeless at First Covenant four times this year and Loaves and Fishes six times this year. In conjunction with Men's Ministry we partnered with Living Hope Ministries to assist in their building renovation.

## Missions Highlights



World Vision Experience Planning Team

In September 2015, Salem hosted a 4-day, World Vision Experience which drew attention to abused and neglected children throughout the world. 41 children received sponsors. In addition, 24 Syrian refugees were sponsored. One time gifts of \$2,570 were received.

We have had the privilege of supporting several Salem members going on short term mission trips in the United States and around the world and to welcome Salem-supported missionaries Kristi Byford, Asia; and Nils and Ericka Clausen, Mexico, while they have been on home assignment. A Second Sunday Lunch also gave us the opportunity to raise funds for improvements at KICY radio station in Alaska. We also completed the payment of our five year, \$17,000 commitment to the Congo Clinic Initiative.

The Missions Ministry Team also partnered with Children's Ministry in their VBS missions project which was to raise awareness and funding for clean water here in the States as well as in Africa.

## JAMES L. ANDERSON VISITATION PASTOR

“And whatever you do, whether in word or deed,  
do it all in the name of the Lord Jesus, giving thanks to God the Father through him.”

Colossians 5:17

### Ministry Area

- Congregational Care

When I was a college student, Rev. Norbert Johnson, father of Salem’s former pastor Don Johnson, invited me to visit older church members with him on several occasions. I will never forget a nugget of wisdom he left with me on one of those visits. “As pastors,” he said, “we are not only invited, but expected to be there with people at some of the most profound moments in their lives: births, deaths, weddings, illness, and aging.” And then he concluded, “What an honor that is.”

This past year I have been honored to visit with many of you at hospitals, care centers, individual homes, and at Salem on Sunday mornings. But what has also impressed me this past year is the number of ways, large and small, that your words and deeds minister to one another. I have seen it in the caring concerns and prayers offered at the Wednesday morning Bible Study. I have seen it in the number of volunteers working with children in AWANA (where I was privileged to be the teacher of my grandson’s 4- and 5-year-old Cubbie group).

I have seen it in the Caring Friends program where individuals befriend those who are homebound. I have seen it in handshakes and smiles and words of welcome to those who are new to Salem. I have seen it in the caring, Christ-centered staff as they support one another and work with the congregation to minister in so many areas inside and outside the church walls. Let us all give thanks for the words and deeds of this congregation as we lift them up to the glory of God.



Caring Friends Team

This past year there were two main goals for congregational care. The first was to reorganize a rotation for regular visitation of those with particular needs: hospitalizations, care center residents, homebound,

and those who are grieving. The second goal was to orient Kathy Welte, our new Faith Community Nurse, to her new responsibilities. What a privilege to work with Kathy in her new role. Together we accomplished the first goal, though we are always looking for feedback on how we can do a better job. As for the second goal, Kathy brings a wealth of experience in care and organizational ability. We have made visits together and she has taken initiative in many areas of care for our congregation. It has been a privilege for me to work alongside Kathy.

Once again, in the words of Pastor Norbert Johnson, “what an honor it is” to serve the congregation of Salem Covenant Church in word and deed, in the name of our Lord Jesus and in all things giving thanks to God.

# KATHY WELTE, R.N. FAITH COMMUNITY NURSE

## Ministry Area

- Congregational health & wellness

## Ministry Highlights

I so appreciate the opportunity to have served as Salem Covenant Church's Faith Community Nurse since November 2015. I have continued the past active association as a member of the Faith Community Nurse Program offered through Unity Hospital, which is a great source of resources and connections for parish nurses. This has been a year of continued focus on opportunities to promote health and wellness consistent with past programs.

## Programs and activities included:

- Caring Friends—17 volunteers have regular contact with congregational members
- Grief Recovery Support Group
- Flu Clinic
- Foot Care Clinic—offered twice a month
- Visitation for people in the hospital or residential facilities (in collaboration with the Visitation Pastor)
- Blood Drive
- Blood Pressure Screenings
- *Planning Your Legacy* sessions through Adult Sunday School
- Health information promotion and individual visits about health topics with Faith Community Nurse
- CPR training for ushers

## Creation of a new Health Ministry Team

A new team of seven members with healthcare backgrounds or interests was created in April. The chairperson is Elaine Green. This team will support program development for 2016-2017 consistent with results from the Health Needs Assessment Survey that was administered to the congregation in May. There were over 170 responses representing all ages of congregational members. Questions related to respondent demographics, health status, and interest in learning about various health topics and potential opportunities to connect with others around individual topics. The goal is to develop health wellness programs on a quarterly basis starting in the fall in addition to continuing the on-going programs and activities.

# NORM BLAGMAN DIRECTOR OF CONTEMPORARY WORSHIP ARTS

## Ministry Areas

### Contemporary Worship

- Volunteer and paid musicians
- Sound and PowerPoint techs

## Goals for 2015-2016

- Increase and deepen the worship experience with video, PowerPoint, music, and aesthetics
- More volunteer involvement in all aspects of ministry
- Include Doxology and Sanctuary Choir in worship services
- Incorporate brass into the service
- Training for sound and PowerPoint techs
- Deepen the worship experience through engaging more of our senses—smell, touch, visually, and sounds
- Develop monthly schedule that will ensure Doxology's participation. Carrie Ann Krause, the director of Doxology, has also agreed to be a part of the worship team
- PowerPoint techs
- Find volunteers to participate in all areas of service

## Ministry Highlights

- With the flip of the Gym, building of platforms, installation of new lighting, and hanging of drapes and curtains, our service has a more inviting feel for the worship experience while also improving the sound and look of the room.
- The number of attendees has increased over the year.
- Continuing to tap into worship music from the Blues, Gospel, Latin, Funk, Pop, and Rock.
- Adding a string section to the worship experience (once a month) has added a dimension of richness.



Contemporary Worship Rehearsal  
for Easter Sunday



Message for Children  
in Contemporary Worship

# CINDY REENTS MUSIC COORDINATOR

## Ministry Area

- Music Ministry (traditional)
  - Jonathan Veenker/Sanctuary Choir
  - Carrie Krause/Praise Singers and Doxology
  - Kirsten Griebenow/Joy Singers
  - Lynn Miller/Bells of Glory and Salem Handbell Ensemble
  - Sonja Grimes/God's Children Sing
  - Warren Starr/Wind Ensemble
  - Stuart Opel/Swedish Singers

## Our vision as a ministry team for the 2015-2016 fiscal year has been:

- to draw together people of all ages to utilize their musical talents to honor and praise God;
- to develop and sharpen music skills to higher levels of excellence while humbly giving praise only to God;
- to explore and utilize a variety of styles and genres, from ancient to future, that demonstrate the greatness of God;
- to find joy and spiritual encouragement working with each other and sharing the gift of music in worship and other opportunities for ministry, both within and outside of Salem.

## Goals for 2015-2016

- Continue to nurture a beginner handbell choir.
- Continue to look for opportunities for the various musical groups to collaborate in ministry (e.g. all choirs—children, youth, adult—collaborate in a service).
- Continue to provide opportunities for string players and other instrumentalists.
- Continue to provide high quality musical experiences for the people of Salem—participants and recipients.
- More participation in the Contemporary Service by our musical groups.
- Continue faithful attention to the maintenance and care of our instruments and music libraries.
- Continue to brainstorm as to how to draw new musicians into our groups. Try the “Second Sunday” summer choir again, etc.
- Continue to encourage creative worship participation by each of the musical ensembles.

## Ministry Highlights



The Bells of Glory have continued to grow as players under the direction of Lynn Miller. The young players are honing the fundamentals of bell ringing as well as working as a “team.” BOG has led in worship 3-4 times during this year including participation in the Christmas Concert and Palm Sunday worship services. In addition, the group attended KidsRing 2016 with clinician Don Felling. There has also been a smooth transition in the leadership of the Salem Handbell Ensemble with Lynn accepting the director position in August 2015. The Handbell Ensemble participated in services each month, growing musically this year with challenging repertoire.



Doxology is a strong and dedicated group of youth musicians under Carrie Krause's direction. The choir leads in worship services 4-5 times during the year in addition to presenting their annual concert, “Doxology Dessert.” The Praise Singers love hymns and the hymnal in general. They learn a “hymn of the month” so they use their hymnals every week. The Praise Singers lead in the worship services about 3-4 times per year. We loved it when the Praise Singers led the Psalter in worship twice this year. The Joy Singers are a small but strong group. They sing in the worship services about 3-4 times each year and are singing challenging 3-part music. We are grateful to Sonja Grimes for her leadership of God's Children Sing. She teaches our youngest musicians the value and love of music.

The Sanctuary Choir continues to flourish under Jonathan Veenker. An exceptionally dedicated group of people, the Sanctuary Choir assists in leading worship faithfully week by week, including the high festival days of Christmas Eve, Good Friday, and Easter. We are grateful for their humble servant spirits. It was fun to gather for two Sundays during the summer months to lead in worship! New singers were able to join with the choir for a one-time commitment and it was good to see the choir loft filled with singers!



Our Wind Ensemble plays twice a year and provides an intergenerational musical opportunity for our Salem wind players. We are grateful to our talented brass players who collaborate in the Traditional Services about twice in the fall and twice in the spring. A string quartet added to the beauty of our Good Friday Tenebrae Service, “Service of the Nails.” We are able to collaborate with other solo instruments as needed for choral anthems, etc. The immense amount and variety of musical talent at Salem, including vocal soloists, instrumentalists, pianists, is amazing. Our worship is enriched through their sharing of their musical gifts and God is glorified!



The Christmas concert in December provided a platform for collaboration among all of our ensembles. The Bells of Glory, Praise Singers, Joy Singers, Doxology, Sanctuary Choir, Handbell Ensemble, and Wind Ensemble joined forces to present “Let No Tongue on Earth Be Silent.” Many different combinations of singers and instrumentalists were featured in this concert. The final number in the concert involved ALL musicians (thanks to Jon Veenker’s amazing arranging abilities)! The Swedish Singers and the String Band were part of the new December celebration which replaced the former Smörgåsbord—Fika! The Swedish Singers have grown and flourished with Stuart Opel in leadership, faithfully learning the “language of heaven,” and continuing to uphold the strong Swedish Christmas hymnody.



Sadly, we have accepted Carrie Krause’s resignation as director of the Praise Singers. Carrie has led the Praise Singers choir with creativity, love, and a high level of musicianship. She has instilled in the children a love of hymns and their role as leaders in the worship service. We will miss her in that role but are happy that she will continue working with our Doxology choir.



The music ministry staff is grateful to you—the Salem congregation—and the pastoral staff for their support and encouragement throughout the year. It is a privilege and joy to be in musical ministry with you.



# PAM CARLSON SALEM PRESCHOOL DIRECTOR

## Goals for 2015-2016

- School readiness skills will be taught through books, music, games, science, play, and art.
- We hope to share God's love and message to our students and their families. If they are looking for a church home we will encourage them to join our Salem family.
- Our Tuesday, Thursday afternoon class will be expanded to include a supervised lunch hour from 11:30-12:30. Class will follow from 12:30-3:00 with a program that will include guest specialists and a curriculum that supplements the morning programs.

## Ministry Highlights



Each season of the year includes many special activities at our preschool. Let's begin with our summer program 2015. It is always exciting when the New Brighton police officers come to school. Last summer they came to our bike rodeo held in the church parking lot. The officers helped instruct the students on bike safety. This included interpreting road signs, wearing helmets, and safe places to bike.



In the summer and fall our students harvested the vegetables they planted in our preschool garden. We donated our produce to the Ralph Reeder Food Shelf to help needy families. As a result we were awarded the Minnesota Food Share's "Harvest Campaign Golden Beet Award" for donating 80 pounds of food! Another fall highlight was our Halloween celebration at school and, of course, the Trunk or Treat night sponsored by Salem.

Winter has so many special holidays but the new exciting event last year was the arrival of Mr. Freeze from 3M, otherwise known as Mick Stoffel. Mick had the children engaged, laughing and, in some cases, nervous, as he froze marshmallows, pounded rubber nails into a board with a banana, and made pots of mysterious steam, all in the name of science! That was so exciting!



When spring came our way we invited Britt Gangeness to Preschool. Britt works for the Minnesota Pollution Control Agency. Knowing that all of us want to continue to have clean water for drinking, swimming, fishing, bathing for years to come, Britt helped us think of ways we can keep our rivers and lakes clean. Whether we are old or young it is our job to help!

Preschool has had a good year! We are thankful that Salem envisioned creating a preschool program many years ago. It has blessed thousands of children in our community. We look forward to continuing this tradition for many years!

## Other Salem Highlights from 2015-2016



Bible Sunday for Grades 1 and 2  
in November 2015



Kickoff Sunday in September 2015



Annual Arts and Crafts Fair  
in November 2015



Trunk-or-Treat  
held in Salem's parking lot in October 2015



Fika in December 2015  
featuring the Salem String Band and the Swedish Singers

## **LEADERSHIP TEAM (LT)**

### **KARLA WALKER, CHAIRPERSON**

First of all, thank you, friends, for your continued support and encouragement of the Leadership Team. We covet your prayers as we seek to ably represent you and to follow God's will for our congregation.

**In this year after adopting our two strategic initiatives, significant progress has been made towards our goals.**

- We are so blessed to have the leadership of Sue Poston and Pastor Jonna Fantz for our older adult ministry initiative, recently named JOURNEYS for adults 50+. Thanks to all who participated in the survey to help them develop and implement this ministry.
- Our children, youth, and family initiative is being tackled by our Christian Formation team led by Pastor Alice Johnson. Many thanks to Pastor Alice, Pastor Jonna Fantz, Pastor Ben Pease, and Katie Gehrz for their contributions towards this initiative.

#### **Other Church Business Highlights**

- Throughout the year, the Leadership Team reviewed financial reports and heard ministry updates from Pastors Mark and Alice.
- The Leadership Team participated in a visioning retreat, beginning to think about “the next big thing.” Our strategic distinctives of worship, Christian formation, and meaningful relationships were affirmed.
- Staffing structure was reviewed and reconfigured to better serve Salem's ministries.
- The Stewardship Team hosted a successful Commitment Sunday.
- Pastor Mark regularly reported on progress of his professional goals for the year; the Leadership Team completed his annual performance review.
- Eight students were confirmed after three years of study, memory work, and service. Their papers on the Foundations of Faith questions were incredible. Grace Lamprecht perfectly summed up Confirmation as she was interviewed by Denise Shannon: “What I like best about Confirmation is sitting at the table with my friends,” and, “I learned in Confirmation that I can know in my brain and I can know in my heart that Jesus loves me.”
- A North Park University Church Matching Grant was awarded to Emma Shannon.
- A Legacy Fund for estate gifts was recommended by the Finance Team and approved by the Leadership Team.
- The Leadership Team hosted a reception for Pastor Ben Pease. We are so grateful for Ben's 11 years of service at Salem.
- Pastor Mark Pattie, Dean Erickson, Steve Walker, and Karla Walker served as Salem's delegates at the Evangelical Covenant Church Annual Meeting in Phoenix, Arizona.
- The Leadership Team bid farewell to three members who faithfully completed their terms of service: Martin Anderson, Kirsten Babb, and Wayne Carlson.

Throughout this year, many members of Salem have been studying the book of Revelation with Bible Study Fellowship (BSF). I was particularly struck by the theme of awesomeness beyond our understanding—how indescribably enormous our sin must be, how God's grace is even more immense, how incredible heaven will be. I was reminded that God's plans for his saints, for Salem Covenant Church, are awesome beyond our understanding. Please join me in praying that each of us, that Salem, be used by God in ways we can only imagine.

In closing, I want to thank our pastoral staff for their able leadership and shepherding of this congregation. A special expression of appreciation is extended to Martin Anderson, Kirsten Babb, and Wayne Carlson—thank you for your faithfulness to God's call to leadership. Thank you, also, to all of Salem's staff members and many volunteers for all you do to serve the Leadership Team, the congregation, and those beyond our doors.

Leadership Team Members:

Martin Anderson (Corporate Secretary and Financial Liaison)  
Kirsten Babb (Recording Secretary)  
Wayne Carlson  
Erica Crone  
David Erickson

Rev. Alice Johnson (Executive Pastor)  
Rev. Mark Pattie (Senior Pastor)  
Denise Shannon (Vice Chairperson)  
Mick Stoffel  
Karla Walker (Chairperson)

*Grace to you and peace from God our Father and the Lord Jesus Christ.*  
Philippians 1:2

# Vital Signs at Salem 2015-2016

Membership on July 1, 2015	957
Members received	38
Members transferred or resigned	7
Members lost through death	17

**Membership on June 30, 2016 971**

## 38 New Members

Jared Eliason	Miriam Hill	Ben Krull	Zachary Sigler
Tanya Eliason	Benjamin Holsten	Cynthia Krull	Walter Sundberg
Greg Engelke	Joshua Holsten	Amy Nastrom-Nordlander	Blake Van Guilder
Paula Engelke	Nathanael Holsten	Mark Pattie IV	Darlene VanOrsow
Katie Gehrz	Hannah Jacobson	Chad Pearson	David VanOrsow
Ann Gentry	Darlien Johnson	Rachel Pearson	Linnae Wagner
Dale Gentry	Patricia Johnson	Ethan Scheibe	Paul Wagner
Jane Hansen	Thomas Johnson	David Shirley	Scott Wohnoutka
Andrew Hill	David Kozamchak	Jeffery Streeper	
Grace Hill	Laura Kozamchak	Shelli Streeper	

## 17 Members passed on to their Eternal Home

June Abrahamson	Lloyd Collings	Lorraine Johnson
Donald I. Anderson	Allan Conklin	Robert Maxton
Ivert Anderson	Richard Ernst	Grace Nelson
Lloyd Anderson	Edna Georgius	Mark Sjoblom
B. Niles Batdorf	Jeanette Janecek	Richard Sjoblom
Joan Brandt	Harriet Johnson	

## 7 Members transferred or resigned

John Brady
Ruth Ann Brady
Gretchen Goulette
Carol J. Pederson
Glenn W. Pederson
Gerald Peterson
Barbara Trostad-Peterson



## 5 Children Born to Members

Tyler Tobias Crone
Finley Paul Joseph Dolan
Zachary Edward Frank
Adjah James Krull
Roman Michael Pearson

## 1 Child Adopted by Members

Maddalyn Leslie Lamprecht
---------------------------

## 6 Children Baptized

Molly Sue Campbell  
 Norah Joe Campbell  
 Finley Paul Joseph Dolan  
 Desirae Ann Ferguson  
 Zachary Edward Frank  
 Roman Michael Pearson



## 5 Children Dedicated

Kensington Marie Bros  
 Mason Robert Bros  
 Teagan Michelle Bros  
 Eleanor Jean Hill  
 Levi Verdoorn

## 2 Marriages

Joseph Collins and Cheryl Erickson  
 Noelle (Topitzhofer) and Thomas Fields



## 8 Students Confirmed in Faith on May 22, 2016

Madelyn Blake  
 Henry Fahnbulleh  
 Holden Hammerlund  
 Christian Jacobs  
 Brenner Klein  
 Grace Lamprecht  
 Charles Mortenson  
 Anna Pearson

## Sunday Worship Average Attendance

	1 <sup>st</sup> Trad	2 <sup>nd</sup> Trad (Summer Trad)	Contemporary
July 2015		275	174
August		269	197
September	146	228	188
October	160	229	169
November	160	283	193
December	170	376	182
January 2016	137	242	160
February	139	243	194
March	151	353	217
April	149	233	220
May	146	268	169
June		284	194



## 125<sup>TH</sup> ANNIVERSARY CAPITAL CAMPAIGN Update as of June 30, 2016

Total Capital Projects Planned	\$1,160,000
Commitments to Capital Campaign	\$ 680,000
Gifts received designated to Capital Campaign as of 6/30/16	\$ 696,004
Disbursements made from Capital Campaign funds through 6/30/16	<u>\$ 588,479</u>
Capital Improvements Fund Balance as of 6/30/16	\$ 107,525
Borrowed funds from National Covenant Properties for Capital Projects (Kitchen renovation, Gym roof, parking lot lights, security cameras)	\$ 494,863

### Capital Projects completed as of June 30, 2016:

Kitchen renovation  
 Organ refurbishment in Sanctuary  
 Air conditioning in Gym, Kitchen, and lower level  
 Roof replacement over Gym  
 Purchase of new bus for transportation needs  
 Parking lot lighting improvements  
 Security system upgrade and additional cameras throughout building and parking lot  
 Nursery remodel  
 Speakers, projector, sound equipment, screen, curtains, and lighting upgrades in Gym for Contemporary Worship  
 Carpet in lower level (preschool rooms and hallway) and upper level offices  
 Upgraded Wi-Fi access throughout building  
 Parking lot asphalt repairs and concrete exit  
 Safety rails installed in parking lot and Sanctuary  
 New furniture and technology upgrades in Hermundslie Lounge  
 Narthex improvements, including signage and monitors  
 Purchase of new chairs for Choir Loft in Sanctuary  
 Lighting upgrade in Sanctuary  
 Purchase of chairs and tables for use around building  
 Painting of rooms and hallways in lower level  
 Website redesign and brand refresh  
 Hearing Loop in Sanctuary  
 Replacement of pew cushions and tile floor in Sanctuary  
 Blinds in Fellowship Hall  
 Christian education equipment and technology purchases

### Projects yet to complete:

Building emergency systems  
 Wood platform replacement in Sanctuary  
 Bathroom remodel on main level

# 2017 BUDGET SUMMARY

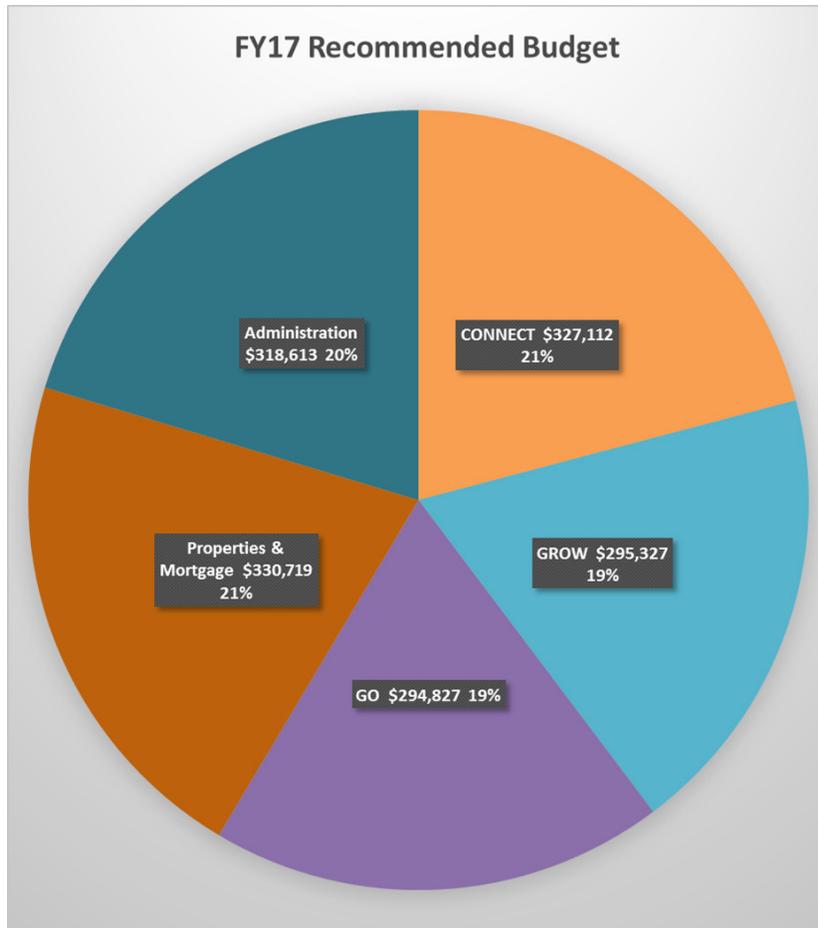
The budget for Fiscal Year 2017 (FY17) was established as a collaborative effort between the Leadership Team, the Church staff and the various ministry teams. It is based upon an estimation of the fixed financial needs and the intent to support our mission:

**To inspire and equip all generations to . . .**  
**Connect** with God, one another, and God's good purposes in the world;  
**Grow** in love, maturity, and fruitfulness as the people they were created to be; and  
**Go** to celebrate and share the love of God in ministry, mission, and life.

The proposed budget is about \$1,567,000. This represents a 4% increase over projected FY16 Actual Income.

### Key Anchors and Priorities for Ministry Development at Salem for FY17:

- Vibrant Worship and Music Ministries that overflow into all of life:  
Continued support of excellence and growth in all worship services.
- Christian Formation that equips people of all ages to live and serve as faithful, fruitful followers of Jesus Christ.  
Support identified strategic emphasis on coordination and development of Children, Youth, and Family Ministries and of Fifty-Plus Ministries.
- Fostering grace-filled, grace-extending relationships that are nurtured within, extending outward from, and inviting others into a Christ-centered, intergenerational community.  
Support outreach and marketing efforts to the community beyond Salem.



**Salem Covenant Church  
Budget by Ministry Team  
For the year ending June 30, 2017**

**Inspiring and equipping all generations to -- CONNECT, GROW, and GO -- celebrating God's love and sharing it with joy!**

	2014 Actual	2015 Actual	2016 Budget	2017 RECOMMENDED Budget
<b>CONNECT</b>				
Worship Support	3,117	5,511	4,170	4,830
Contemporary Worship	3,290	1,745	3,000	700
Music	12,017	12,106	14,700	11,960
Connecting Ministries	1,974	7,818	8,980	9,095
Personnel Expenses	263,087	294,209	303,666	300,527
Total Drawing	283,485	321,389	334,516	327,112
<b>GROW</b>				
Prayer	-	-	190	1,190
Small Groups	-	-	1,300	1,200
Adults	1,509	1,000	1,100	700
Youth	13,930	13,048	13,950	11,650
Children	19,092	20,491	26,625	21,600
Stewardship	-	-	2,000	2,000
Personnel Expenses	297,148	239,077	271,611	256,987
Total Developing	331,679	273,616	316,776	295,327
<b>GO</b>				
Health Ministries	1,522	581	1,401	1,700
Service	5,700	6,218	6,365	6,250
Compassion, Mercy & Justice	6,750	-	-	-
Missions	77,635	77,106	68,785	77,000
Covenant Denomination Giving	117,822	123,119	119,375	115,866
Personnel Expenses	68,555	78,901	92,646	94,011
Total Deploying	277,984	285,925	288,572	294,827
<b>Properties &amp; Mortgage</b>				
Properties	156,833	150,908	158,075	145,000
Mortgage	101,765	59,700	59,700	59,700
Personnel Expenses	93,004	123,813	114,109	126,019
Total Properties & Mortgage	351,602	334,421	331,884	330,719
<b>Administration</b>				
Finance	25,597	18,775	18,550	19,205
Administrative Services	69,763	66,193	60,470	58,365
Leadership Team	5,862	11,153	12,700	9,910
Personnel Expenses	141,748	193,514	211,180	231,133
Total Administration	242,970	289,635	302,900	318,613
<b>Grand Total</b>	<b>1,487,720</b>	<b>1,504,986</b>	<b>1,574,648</b>	<b>1,566,597</b>





**salem**  
COVENANT CHURCH

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