

NOTES ON THE CONDUCT OF THE MEETING

1. Voting Eligibility --

The Salem Lutheran Church congregational constitution states that only those currently meeting the criteria of "voting members" have the privileges of voice and vote in this, or any, congregational meeting. A voting member is defined as a confirmed member of Salem who has both communed and made a "contribution of record" at least once during the preceding year.

2. Conduct of the meeting --

All meetings of the congregation are conducted according to the latest edition of Robert's Rules of Order, Revised.

3. Discussion --

To be "in order," speakers must limit themselves to discussion of the motion or issue before the house. Technically, discussion must be "on a motion" unless the assembly votes itself a "committee of the whole" for the purpose of free discussion without a motion.

Having noted the above, all should recognize that as a Christian fellowship, the Church is as concerned for people and for persons as it is for procedure. No one should feel they cannot speak because they are not sure if a comment or motion is in order. The Chairman's role is to assist the individual in getting expressed or done what he or she desires, and to facilitate the open discussion of the concerns of the church, while also maintaining order within the rules of proper conduct of the meeting.

PLEASE NOTE: SINCE THESE ANNUAL REPORTS ARE PUBLISHED IN A LIMITED NUMBER, IT IS RECOMMENDED THAT YOU BRING YOUR COPY TO THE ANNUAL MEETING ON SUNDAY, JANUARY 28, 2018. YOU WILL NEED THIS COPY TO MAKE YOUR PARTICIPATION MEANINGFUL. THANK YOU!

REPORT OF THE SENIOR PASTOR

Rev. Richard Wehrs

2017 was a very full year for Salem. There were so many accomplishments that we as a congregation can celebrate; rather than listing them here I'll let you read about them under various headings throughout this report. I continue to marvel at the energy and commitment of our disciple "core" – that 30-40% of our membership that make the bulk of our ministry happen – and the truly remarkable dedication of our staff. Together, these two groups are our "miracle workers" creating opportunities for Christian service, learning, fellowship and worship that make Salem what it is. I can't thank enough those who choose to be involved through countless roles, and incalculable personal sacrifice.

This year has been a year of changes and adjustments, some good, some quite challenging, as together we've worked to come to terms with ever-shifting realities.

As senior pastor, I've had particular interest and involvement in our financial matters, and how they're negatively impacted by the slow decrease in membership and worship attendance. The decrease is largely due to our being an aging congregation, and we've experienced the decline of health and losses to death in some profound ways in the last year. Still others have moved away. In any case, it's genuinely hard to say good-bye to folks who've been active and enthusiastic followers of Christ in our midst.

Ending 2017 with a significant deficit is not only frustrating, but it's also a loud alert that Salem cannot ignore any longer. The past two years would have similar deficits had we not held secondary general fund appeals to cover the shortfalls. In 2017, the hope had been that new growth and new energy would result in additional giving. Unfortunately (and despite a handful of very, very generous individual gifts that truly should be celebrated!), that didn't materialize.

Consider this fact: compared with 1992, in 2017 Salem took in *twice* as much in contributions, from *half* as many households, as we did 25 years ago. Can anyone seriously believe that this is indefinitely sustainable?

In response, the Council is working right now on reducing the operating budget for 2018, and beyond. While that's the fiscally prudent thing to do, I believe there's another extremely important factor that also must be addressed, one that I have brought up over and over and over again during my time here: if we're to be faithful to the mission that Christ has given us, we need to be people of *INVITATION*. To be more specific, the people of Salem simply must embrace the "evangelical" part of its name in sharing the Gospel with those outside its walls.

I'll confess that this has been one of my biggest frustrations at Salem, that despite your pastors' persistent preaching about this, writing about this, talking about this in many settings, most of us flat-out refuse to do what we can to grow our congregation by inviting others. Research is crystal clear on this: person-to-person invitation is *by far* the most effective means for growing a congregation. But most of us won't do it. By our inaction, we're essentially declaring "I don't care if our congregation continues to drift toward decline. I won't be bothered with taking responsibility for its future."

Of course, this attitude not only flies in the face of obvious and quantifiable trajectories of negative growth for Salem, but more importantly, it defies the mission that Jesus himself gave his disciples – including *us*. There's nothing more important than his command, "Go, make disciples."

Sadly, tragically, it's hard to imagine how this unfortunate refusal on our part is going to be changed.

No, these are not new issues; Salem has been talking about these very things for *years*. But that doesn't reduce their urgency. In fact, the urgency is steadily increasing with each passing year. Your collective and individual reluctance to make growth a *personal* priority and (though with some amazing and inspiring exceptions) your overall passive response to the numerical evidence that manifests that failure – diminishing revenue and shrinking worship attendance – are by far my biggest concerns for this congregation as it looks to the future. These are the worries I take with me for Salem as I move on to my new call.

On a brighter note: despite Salem's overall passivity where inviting the community to encounter Christ at Salem is concerned, remarkably enough, some people do find their way through Salem's doors on their own. And what gifts to our congregation these folks have been. One of my biggest regrets at leaving Salem is not having the opportunity to participate further in some very talented, energetic and enthusiastic new members and long-term visitors growing into leadership roles, as I'm certain they will – and indeed, as some already have. I'm excited about their new ideas and passion for the mission we share, and the positive influence they're bound to have on Salem's ministries and congregational culture.

I've tried not to be a Pollyanna during my tenure here, that is, someone who denies that anything's wrong, but my attitude is usually a positive one, and I've tried to be encouraging and up-beat wherever and whenever I could. I strongly believe that positivity and enthusiasm are key to creating a climate that will attract and retain folks to be part of the Salem family, and I hope that Salem will maintain that focus in the months, years and decades ahead. My prayer is that Salem will yet rally itself to be *an inviting church*, offering its rich message of the Gospel in a very public way, and eager to attract and embrace the countless people of the Peoria region who would benefit from God's love through Salem's ministries.

Rev. Richard Wehrs
(*Erstwhile*) Senior Pastor

REPORT OF THE ASSOCIATE PASTOR

Rev. Elise Rothfusz

Dear friends in Christ,

The year 2017, as many of you will recall, was the 500th anniversary of the Reformation. Here at Salem we commemorated this anniversary in worship and through other festivities. During the summer, Pastor Dick and I preached sermon series about the five "solos" (grace alone, faith alone, Word alone, Christ alone, Glory to God alone) of the Reformation, and Martin Luther's explanations of the Ten Commandments. In the fall, our stewardship theme "Signs of Grace – Everywhere" was based on Luther's explanations of the Apostles' Creed, and how much God has given and continues to give us.

The Reformation was a movement that shook and shaped the future of the church and the whole world, really. We know Martin Luther had no intention of creating monumental change in the church; he was pretty conservative. But with other historic influences at work, he played a crucial role in shaping the future of the church's ministry.

And here's the challenge: when we think "reformation," do we think about the future as much as the past? Because we should. We use the word as a noun with a capital "R" and think "historical event." But the intent of reformation is a re-forming for the sake of the future.

If you had been at Salem 100 years ago, almost all the worship would have been in Swedish. The first English service was held on a Sunday night in 1903. It wasn't until 1919 that there were any regularly offered morning services in English. Having all worship services in English didn't happen until 1932; it took nearly 30 years for the transition. It might seem like a no-brainer to us now. Of course they should have had services in English! No doubt there were still those whose native tongue was Swedish, but the time had come to look to the future of the congregation's ministry more than the past.

One hundred years later we live in a *rapidly* changing world that has more ideas and activities vying for people's attention than we can even name. And so we, the body of Christ, and specifically we as Salem, need to be clear about who we are; what our purpose is; and how we plan to invite people into deeper life with Christ. We don't have the luxury of thirty years to decide whether we are tethered to our history or will adapt to ministry needs of the twenty-first century. The decline of church participation – in almost every single branch of American Christianity – has been rapid in the last thirty years. We cannot sit back to see what might happen to us.

Reformation means change. Yes, change can be challenging. The truth is that the world changes. Even our own lives change in ways we don't expect and cannot predict. We cannot prevent things from changing around us, and so we must find ways to be re-formed, flexible and adaptable for ministry.

Pastor Dick's new call to the ELCA Mission Investment Fund is one of those unexpected changes to which we will have to adapt. We know that going through a pastoral transition is not ideal. We also know that we have a God who is in the business of re-forming and renewing again and again and all the time. And so we are not alone in this. God will be working. And we will be listening. And we will be responsive and proactive.

We are called here together to be the Salem congregation. We have much to celebrate in the ministry we have shared this last year. Once again I thank you for the privilege I have of walking with you on your journeys of faith, discovery, sickness and grief. Sharing in ministry

with young and old, teaching, playing and praying together is rich and meaningful. I am thankful for the dedicated staff at Salem, who do so much. I also hope you recognize that the staff is here to facilitate ministry for the congregation. You, the congregation, are the ones who are the face, hands, feet, and heart of Salem; the body of Christ in action. I want to encourage you all to step out in faith and boldly make use of your gifts! God calls and equips the saints, all of us! If you aren't sure how you can offer yourself for Christ's work through Salem, just ask! We can explore that together.

I look forward to continuing in ministry with you and am grateful for God's re-forming activity, even in those times it is unexpected. I offer this prayer, one of my favorites, from the evening prayer service in our worship book:

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.

REPORT OF THE DIRECTOR OF CHILDREN'S, YOUTH & FAMILY MINISTRY

Jill Goldhammer, Associate In Ministry

It continues to be a joy to serve in my call as a Minister of Word and Service with you, specifically as the Director of Children, Youth and Family Ministry at Salem. 2017 was another exciting year and I am happy to share some highlights from children, youth and family ministries below:

Children, Youth and Family Leadership Team

The CYF Leadership Team began meeting monthly in March, 2016 to promote teamwork and continuously improve our delivery of faith formation experiences for children from birth to young adults and their families. I am hopeful we will continue to see innovations in the ways we pass on faith to young people at Salem as a result of this teamwork. I would like to thank the following individuals for contributing so much to this collaborative process and for leading so masterfully their individual areas.

Gretchen Petrakis, Sunday School (Pre-K – 5th Grades)

Kelly Brinkman, Junior High Sunday School & Breaking Bread

Kris Griffith, VBS, Sunday School Music and Special Events/Projects

Rebecca Sipf, 2017 VBS coordinator and young children's ministries

Report on MIDWEEK PROGRAMS

Salem's midweek program, "Breaking Bread," offers the congregation a specific time and place each week to develop Christian relationships and grow together in faith. Breaking Bread meets on Wednesdays from 6-7:00 P.M. for 8 to 10 weeks each semester. The program served approximately 70 people each week and we emphasized a well-rounded menu for both adults and children. Our children's choirs met before dinner at 5:30 PM. We thank Marcia Richardson, Amy Schroeder, and Patrick Jenkins for directing the children's choirs. Some groups including Kappa Chi, Faith for Life and the adult Bible study group "Serendipity" meet after the meal. There is occasionally an activity for children following dinner, however the emphasis is primarily about breaking bread together and building cross-generational relationships through intentional caring conversations around the dinner table.

We thank the many volunteers who help preparing, serving, and cleaning up after meals. We especially thank weekly volunteers Inez Norgard, Kelly Brinkman and Susan Faulkner. Inez comes each week to see that a hearty meal is provided. She assists our guest cooks and other volunteers and provides continuity of leadership in the kitchen for Breaking Bread. Kelly Brinkman has lined up all the menus and meal volunteers for Breaking Bread for the past several years. Kelly "retired" from the role at the end of 2017 and we are looking for a new volunteer to help with some of the planning. Susan Faulkner joined the Breaking Bread team in the fall of 2016 as the program treasurer and bookkeeper. We also thank our 2017 guest cooks: Gretchen Petrakis, Merrell Hickey, Terri Gustafson, Helene Peterson and the ladies of Lydia Circle.

Dining together is a great opportunity to get to know other Salem members and families. You are encouraged to come to dinner at Breaking Bread on any Wednesday during the program year. All are welcome! If you are willing to help with a meal, please contact Jill Goldhammer.

Report on CHILDREN AND FAMILY MINISTRIES

There were many exciting activities for children and families in 2017. Be Like Jesus, our annual 24-hour servant lock-in for 3rd – 6th graders, was hosted by Salem on February 24-25. Many students from Salem participated and invited friends. **50** second through sixth graders, **24** junior high students, and **38** high school and post high students from the Peoria area participated. A big thank you to the many volunteers who helped with Be Like Jesus including the Salem churchmen (breakfast), the Women of Salem, (sack lunches) and several people who used their Thrivent Action benefits for the following community service projects which were completed during the event:

167 Easter baskets for LSSI foster children
180 Buddy bag meals packed
\$250 in supplies for homeless youth program at Children's Home
17 letters created for Guatemala Paso a Paso
20 shoeboxes packed for Operation Christmas Child
\$250 in pet supplies delivered to PAWS
\$250 in books purchased for "Look It's My Book" (33 books)
169 health kits packed for Lutheran World Relief
Quilt Squares for **3** quilts plus extra blocks for LWR
Food for a week packed for **3** families through LWR
104 items purchased for Guatemala missions
19 Bird houses for nursing home residents + **20** Hug cards + **16** Lifesaver cards

The 2018 Be Like Jesus weekend will again be hosted at Salem February 23-24, 2018, and Shawn Smith will return as our guest musician and leader. In November, Salem hosts a similar Be Like Jesus Junior service project day for 1st – 3rd graders.

Other activities for children and families included our annual Way of the Cross, family bowling at the Christian Center in May, the annual pink flower planting party, and the annual Salem Family Thanksgiving Dinner in November. We hosted a summer program for all ages with weekly activities during the months of June and July. Some popular activities included: Kartville, the annual Thrivent Night at Splashdown Water Park, a trip to the Skyzone in Springfield, and our second annual Carnival for Common Place hosted by Salem at the Shoppes at Grand Prairie.

Report of the JUNIOR HIGH MINISTRIES

Our Junior High Ministry group is for 6th, 7th and 8th graders at Salem. In addition to their involvement in weekly Faith for Life classes with the pastors and small group leaders, the junior high students meet monthly for fun, fellowship and service projects. Fellowship highlights from the past year include games at church, bowling and laser tag, Knockerball, and the annual junior high Christmas Party. In May, Pastor Elise and I accompanied **10** Faith for Life students and **5** adults on a day retreat to LOMC which included the camp's team building challenge course,

hiking and archery. Focusing on service, 6 Salem students participated in the junior high component of the Be Like Jesus Lock-In. They served at the First Methodist Soup Kitchen in Downtown Peoria, helped at Vacation Bible School, led the annual Way of the Cross at Salem, and helped with games and activities during Salem's Reformation and Christmas celebrations. The junior high group collected and shopped for food and delivered 15 food baskets for their annual Thomas Jefferson Christmas Food Basket project.

A big thank you to Jason and Kelly Brinkman for leading junior high Sunday School as well as the Faith for Life Guides and our pastors for their investment in passing on the faith to junior high students at Salem.

Report of the HIGH SCHOOL MINISTRIES

Kappa Chi had another active year. The year began with weekly planning for the Youth Service. The Youth Service, "What's the Buzz?" was Sunday, February 12, followed by a weekend Synod Youth Retreat at Rend Lake and several Salem high school students serving at the Be Like Jesus Lock-In, all during the month of February!

In the spring, Kappa Chi helped with a Breaking Bread meal and led children's activities at the Way of the Cross. Kappa Chi helped the Salem Churchmen with the Easter Breakfast and we did some fundraising for two Kappa Chi students, Aaron Grebner and Julianna Rees, who participated in a mission trip to Guatemala in the summer along with Julianna's parents, Karen and Dave Rees. Kappa Chi students and adult volunteers served in the Common Place Learning Center summer camp program on the Southside of Peoria for 8 Friday mornings in June and July instead of going on an out-of-state mission trip this summer. 10 high school students spent a week at Leadership Lab and nearly all our Kappa Chi students served as small group leaders at Vacation Bible School.

It is not unusual to have 12-15 students in high school Sunday School on Sunday mornings and I wish to give a huge thank you to Regg Glawe, Dave Griffith and John Sipf for serving as Kappa Chi Sunday School teachers. In addition to great attendance at Sunday School, many of the students meet for dinner together weekly at Breaking Bread. They enjoyed a daytrip to Six Flags, an afternoon of Knockerball this fall, game night at church, a lock-in, and again kicked off the annual Pajama Party service project in November by serving breakfast for dinner at Breaking Bread. They also shopped for and delivered the pajamas collected, and made a lot of apple pies and Christmas cookies.

Out of a total of 20 Kappa Chi students, Salem will be sending 17 youth and 6 adults to the ELCA Youth Gathering in Houston in the summer of 2018. This is the largest group from Salem in the last four Gatherings and presents a significant fundraising challenge. The cost of the trip with this many participants could be as much as \$18,000. We have raised just over \$8000 as of the end of 2017, including \$150 deposits per student participant. We thank you for your support of our fall fundraisers: Prep, Freeze, Cook; Coffee cakes; Apple Pies; and Christmas Cookies & Cookie Jars. You will hear much more about our trip, the city of Houston, the work we will be doing, and how our group is preparing in the coming months.

Cash on hand, January 31, 2017 **150.23**

**Director of Children's, Youth & Family Ministry Addendum:
2016 Financial Report/Salem Youth Ministry Checking Account – Southside Bank**

Beginning Balance, January 1, 2016 418.32

Receipts for the Year

2016 SCRIP Program	10,330.00
Y & F Reimbursement/Budget	429.57
Lab & Camp Scholarships	1000.00
Fundraisers/Donations	7428.65
Activity Fees/Funds collected	3029.70
Schnucks Community Rewards	155.82
Kroger Community Rewards	194.91

Total Receipts for the year 22568.65

Total: 22986.97

Expenditures for the Year:

2016 SCRIP Program	9906.08	(2016 SCRIP Profit = 423.92)
Washington DC Registrations	1583.50	
Summer Trip Travel & Other	1070.98	
Fundraiser expenses	1285.17	
Leadership Lab Registrations	2010.00	
Be Like Jesus	250.00	
Youth Service 2016	292.17	
Synod Gathering @ Rend Lake	530.30	
Synod Gathering @ Carlinville	1108.08	
Family Ministry	150.00	
General CYF Supplies-Food	248.13	
General CYF Supplies-Non-Food	332.66	
Activities	2035.00	
Continuing Ed	129.23	
Miscellaneous	504.05	

Expenditures for the Year: Total 21185.35

Cash on hand, December 28, 2016 **1801.62**

Note: SCRIP Deposit December 29, 2016 2055.00

SCRIP Debit January 2, 2017 1969.23

Cash on hand, January 3, 2017 **1887.32**

REPORT OF THE PARISH NURSE/ WELLNESS COMMITTEE

by Lori Reimer, Parish Nurse

My Parish Nurse activities include:

- Visitation of Salem's members in nursing homes or homebound, whether it is following up on specific needs or just ongoing contact. I am a resource if they had needs of equipment and other items or information for community resources.
- Continue to maintain a rotating visiting schedule for the homebound with both pastors, Director of Senior Ministry and myself, including confidential documentation files about the visits
- I assisted several members with visits to doctor's and other medical appointments, including outpatient surgery; not only as transportation but as part of their health care team. Assisted with medication instruction as well as occasional medication set-ups.
- Regular hospital visits in conjunction with pastors.
- Continued maintenance of AED.
- Visited 2 preschool classes for their "career day" and discussed what nurses do as well as my role as parish nurse.
- Continuing education instruction for the preschool teachers
- Monthly Blood Pressure Screenings the first Sunday of the month between services – approximately 5 members are checked at each of these Sundays. Additional blood pressures are checked throughout the week and other Sundays as requested. Assisted another church with starting a monthly blood pressure screening Sunday.
- Bugle articles addressing health, wellness, and safety issues.
- Keep updated, timely information and brochures in the Parish Nurse office and occasionally on the Welcome Center in the Gallery.
- Successful Blood Drives – Held three times in a calendar year (3rd Monday in Jan, May, Sept), which promotes individuals to give one time in between; this year's drives obtained 31, 22, and 26 units with 22 to 35 people presenting, including several non-Salem members. A special thank-you to everyone who continues to support every drive through donating blood, food, and/or time, but additional help is always welcome.
- Work as part of the Congregational Care Committee, as well as work with Director of Senior Ministry and coordinator of Friendly Visitors with ways to help keep our homebound and seniors more connected to "what's going on at Salem."
- I continue to look for educational opportunities in the Peoriaarea regarding health care issues, not only for myself but to promote to those in the congregation. I network with other Parish Nurses and community agencies and seek other opportunities to promote health and wellness for the congregation in mind, body, and spirit.
- This year I will plan one or two educational sessions in response to last year's congregational assessments. Had about 40 responses with the majority of individuals only wanting a Sunday session.
- A Family Health Fair was held during the Sunday School hour in May; was well received.

REPORT OF THE DIRECTOR OF COMMUNICATIONS

by Meghan Peterson

During 2017, major accomplishments were: implementing rebranding efforts, installation of outdoor directional signage, moving Salem Lutheran Church to utilize online sign-ups, registrations, online payments and updating the Salem Lutheran Church website.

Rebranding Implementation

A new logo was developed and implemented January 2017. Stationery was created for office and marketing purposes. This included letterhead, envelopes, and business cards. The Salem website (www.salemofpeoria.com) was also updated with a new website late December 2017.

Signage Team

I worked with the Signage Team (Chris Cochran, Jason Lantz, Cindy Patterson and Pastor Richard Wehrs) to work out plans for a digital sign that would be included in a possible capital appeal plan or using other funding. The Signage Team also worked to implement new outdoor directional signage, which was installed by Yesco mid-November 2017.

The Bugle

The Bugle, with issue dates on Fridays, is produced weekly, 51 times a year. Deadlines are usually on Tuesdays at noon. It is mailed on Wednesday evening or Thursday morning through the post office (bulk rate) to approximately 335 members and friends. (Preschool parents receive the newsletter.)

On the Thursday prior to issue date, the pdf of the newsletter is posted on the website. On Friday at noon, 177 subscribers received the *Bugle* through the *Bugle Blast* using an email campaign program Mail Chimp. Occasional reminders appear in *The Bugle* about receiving it via email. Extra issues are in the brochure rack on the first floor hallway, and the current issue is posted on the hallway bulletin board each week.

The Bugle Blast

The Bugle Blast is a subscriber-based electronic newsletter that uses a program called "Mail Chimp," which emails *The Bugle*, highlights of Salem events and special news for the coming week. *The Bugle Blast* is also an excellent tool for communicating quick news blasts, such as special announcements, and was also used to communicate information to parents for Vacation Bible School. The open rate for the Bugle Blast is a little above 50%, which is above the industry standard open rate of 26.65%.

The Extra

May 2017, the *Extra* was redesigned as part of the rebranding implementation. I took over creating and printing the *Extra* for each Sunday. The look and feel was redesigned to be similar to other Salem publications.

Special Bulletins and Bulletin CoversI assisted with creating and printing special bulletins specifically for all mid-week Lenten services. I also assisted with special bulletin covers for Easter and Christmas. I also assist Brenda Newcomb with image placement for bulletins as needed.

Salem Website

A new website went live the end of December 2017 with the assistance of Matt Bastian. Implementing a member only portal will take place in 2018. The Salem website continues to be an important communications tool. In addition to posting of *The Bugle*, our pastors' sermon are posted each week. A complete calendar of events is maintained and important news items are listed. The Salem website will have continued updates to its design and content.

SLCTV (the video monitor in the Welcome Center)

Updated each week, SLCTV showcases a slide show, which highlights upcoming events for the week as well as photographs from Salem events.

Social Media

Communication on social media is through Facebook, which continues to grow its activity. The Salem Facebook page was used during the year for timely communications on program items, as well as some inspirational messages. A few postings were selected as paid advertisements to expand communications about the events. Facebook Events were set-up for Salem events (i.e. Thanksgiving Dinner, Christmas Worship, etc.) to better advertise, and utilize Facebook.

The Salem Facebook page continues to grow. It has 285 likes and with your "shares" posts reach many Facebook friends. Sharing posts follows our mission to "Grow People in Christ...to Love & Serve!" Throughout 2017 there were many posts on the Salem Facebook page, and the post that had the highest reach of 1800 people was the June 2 post for Pastor Elise receiving her 20 year anniversary ordination certificate. The average reach for posts with photos is 154 people, and the average reach for posts with links is 140.

Caroline Hartmann volunteered during the summer, and set-up Facebook Group pages for Sunday School, Faith For Life and Kappa Chi programs.

As social media continues to change, I will continue to make changes to our presence online.

SoundCloud

SoundCloud is used to post sermons as well as other special audio recordings. I upload to Sound Cloud on Mondays, and sermons are available for about eight weeks as we utilize the free version of the program. Access to SoundCloud is also found on the Salem webpage. In 2017, there were 357 audio plays.

Multi-media Announcements

During the summer, Caroline Hartmann volunteered and worked under my supervision to create PowerPoint announcements. Caroline put together the slides, and I loaded the presentation onto the laptop every Sunday. It was noted that a few people did not like the multi-media announcements, and just liked the *Extra*. Therefore, since the information that was being communicated on the televisions was overall a duplication of the events and announcements found in the *Bugle* and *Extra* it was determined to discontinue the multi-media announcements in the Fall. In the future, the televisions may be used to display other information as deemed necessary. For example, highlighting a Salem Circle or Ministry Group.

Outdoor Banners

Outdoor banners were created to highlight service times during Lent, Christmas, normal worship times and for Vacation Bible School. In 2018, a banner will be made for Easter services. Outdoor banners are used sparingly as to not to distract or overcrowd the church grounds. In the future, possibly a digital sign would replace all outdoor banners.

Homebound and Funeral Recordings

An audio CD of the Sunday Worship Service is produced and mailed to homebound members upon request. Funeral services are also recorded, and are provided upon request.

Salem Lutheran Preschool

New signage (banner, entrance sign and directional sign) for the Salem Lutheran Preschool was created using a logo that reflected the Salem Lutheran Church brand. This logo was designed by Laura Hartman.

I format the Salem Preschool newsletter each month and then post it on the Salem website for parents to have it available electronically. Special flyers also were made throughout the year advertising Vacation Bible School, Christmas worship and other children's programming including Sprout.

Vacation Bible School

In 2017, I took on a more active role in assisting with Vacation Bible School communications. Postcards were sent to past students and preschool students. I set-up online registration for students and volunteers, and the majority of registrations were online. I maintained the volunteer and student list. I also assisted with designing and distributing the VBS t-shirt. Online announcements for VBS was created and coordinated through Mail Chimp using a VBS distribution list.

Special Events and Ministry Group Publicity

I assist with special events from setting up sign-up sheets, creating logos, designing and displaying posters as well as taking photographs. One of the major special events in 2017 was celebrating the 500th anniversary of the Reformation. A special Reformation events calendar was created to highlight the monthly events. One of the events, Hymns and Beer at the Lindenhof, I coordinated publicity sent via press releases to local Lutheran churches, media contacts and posting on local online calendars.

Bulletin Boards

I organize bulletin boards throughout Salem Lutheran Church, and change them seasonally. Some bulletin boards are maintained directly by ministry groups.

Phones

I set up special worship time announcements on the Nortel phone network. I also assist the office by answering phones when needed.

Other

My position is based on a 20-hour week. I am in the office Monday-Thursday. During the summer of 2017, I condensed my work days to Tuesday-Thursday.

Thank you for the continued support of Pastor Dick, Pastor Elise, Jill Goldhammer and the Salem staff. Thank you to my dedicated Bugle mailing assistants: Kay Bartholomew, Inez Norgard, Deb and Pat Sanders, Jan Saylor, and occasionally Nadine Willems. This team helps me put together the mailing together each week very efficiently. Thank you to the Sign Team: Chris Cochran, Jason Lantz, Cindy Patterson and Pastor Richard Wehrs for your assistance with implementing Salem's rebranding through new signage. Your expertise is greatly appreciated.

I enjoy the opportunity to be a part of the Salem staff and look forward to continue the development of our communications with all your help, input and support.

REPORT OF THE DIRECTOR OF SENIOR MINISTRY

by Joan Creager

2017 was another busy year for the Seniors of Salem – with many miles (and smiles!) on our new Salem bus!

In January, we took our maiden voyage on the bus when we traveled to the Riverfront Museum for a special program and tour of the Titanic exhibit. Afterwards we went to Steak & Shake for lunch. In February, we returned to our Lunch & Learn format for a chili lunch prepared by Bonnie Gallas, followed by a program on Brain Games presented by Salem member, Mary Jane Sterling. Mary Jane is a retired Mathematics professor from Bradley University who has authored several Math Books for Dummies and frequently presents classes at OLLI. She introduced us to some fun exercises for our brains. It was an entertaining afternoon! Also in February, a group of Salem Singers (and some friends) delivered “Singing Valentines” to some Salem couples married 50 years or more. What a fun and joyful way to spend an afternoon!

During the Lenten Season, the Seniors of Salem enjoyed both fellowship and delicious meals at the Lenten lunches served after the midweek Lenten and Maundy Thursday worship services. We are especially grateful to Nadine Willems, who coordinated and prepared many of the lunches this year. Thank you!! In the Spring, the Seniors enjoyed a dessert bar at church and then attended the Morton Civic Chorus concert at Bradley University.

We continued our bus trips in the Summer. In June we went out to lunch at the Garden Restaurant in Lewistown and then visited the Hummingbird Haven in Smithfield, where we learned so much about these amazing creatures. In July, we were again in Lewistown, where we visited the Hallowed Hops Farm as guests of the Kotewa family. We were then even treated to a beer tasting compliments of Leo Vandervlugt! Thank you! In August, the group visited Bishop Hill for lunch and shopping. (Ask Bob Middleton about his “small world connection” with our tour guide that afternoon!) Also, in the Summer the congregation was asked to contribute cards, which were delivered to Major and Ruth Landes on the occasion of their 75th wedding anniversary. What an inspiration they are to us all!

In the Fall, the Seniors enjoyed their annual trip to Tanners Orchard for lunch and, of course, shopping! Also, in the Fall, the Seniors were able to participate in the many programs offered as part of Salem’s celebration of the 500th anniversary of the Reformation. One of those events, Hymns and Beer, was coordinated by the Director of Senior Ministry and hosted by Salem at the German American Society Lindenhof (where they serve real German beer!). Don Bauer, the enthusiastic Director of Music at St. John’s Lutheran Church in Bartonville, was the song leader and there was a special performance by the Salem Men’s Quartet. A special thank you to Meghan Peterson for her great publicity of the event, and to Nadine Willems, who assisted with the table decorations, and Dave Griffith and Jason Lantz, who hauled 100 hymnals back and forth! It was a very successful event with almost 200 people from a variety of Lutheran churches in attendance, and it was even covered in the Peoria Journal Star! We hope to hold another event sometime in the future. Also in November, Senior Ministry and the Congregational Care Committee hosted a reception in honor of Salem’s veterans, and in December the Seniors of Salem enjoyed the fun Advent brunch provided by the Salem Church Women.

In addition to organizing events for the Seniors of Salem, the Director of Senior Ministry is a member of the Congregational Care Committee, attends the monthly Salem communion services at Lutheran Hillside Village, assists the Salem pastors and the Parish Nurse in visiting our homebound members, and continues to coordinate the delivery of holiday gift bags to our homebound members as well. I continue to be so appreciative of the congregation's response to this program, as our bags are filled to overflowing with cards, gifts, and treats; but I am especially appreciative of those who volunteer to deliver these gifts to our Seniors. What a heartwarming experience that can be, and it is so important that these members know that their church remembers and cares for them.

REPORT OF THE DIRECTOR OF MUSIC

by Marcia Richardson

Throughout 2017 Salem's music ministry provided opportunities for children and adults to use their gifts and talents for God's glory.

Sanctuary Bells and Sanctuary Choir provided music for Sunday services.

Music Appreciation Sunday was celebrated on June 4, with all musical groups providing special music.

On August 8, Kurt Haag gave a lovely piano recital attended by a very small audience. On September 17, the third Sunday Praise Team model returned to Salem, with Jason Brinkman leading.

September also brought change to the Sonshine Singers, as Patrick Jenkins took over as director. Rainbow Ringers disbanded.

Learning a new liturgy, the St. Olaf Service, was undertaken by the congregation throughout October and was used through November.

Both the Men's Quartet and Women's Quartet continued to provide beautiful music on many occasions.

The River Valley Brass once again joined our congregation for Easter services as well as Reformation Sunday.

Christmas Eve brought youth providing the prelude for the 4:30 service. Adults of the congregation provided music for the 10:30 service.

The piano and organ continue to be maintained.

Thank you to the leadership of the musical groups here at Salem and thank you to the members of each of the music groups at Salem.

REPORTS OF THE COUNCIL, MINISTRY GROUPS & TEAMS

I. Report of the Congregational Council President

By Regg Glawe, Church Council President

Yet another busy year comes to an end and the excitement and uncertainty of a new year awaits us as a congregation. First and foremost, I'd like to thank Salem's rostered leaders and staff for their dedicated service to Salem. I'd also like to thank, the many, many wonderful people that volunteer their time and talent to daily demonstrate Salem's mission statement, Salem Lutheran Church, Growing People in Christ....to Love & Serve. Finally, thank you to fellow council members for their dedicated and diligent service to the well-being of this congregation.

The council worked through difficult decisions this year. I can assure you that as the council wrestled through these decisions, the health and well-being of the congregation were always in the forefront of the council's thought process. The council was committed to presenting a 2018 balanced, if not surplus, budget to the congregation at this annual meeting. Additionally, the council voted to delay a capital appeal until line of sight towards a balance annual budget could be established.

A small subcommittee of the council studied numerous scenarios to reach a target expense budget that is expected to align with projected 2018 giving. This was a difficult task, I'm thankful that through this team's hard work, they were able to present options for the entire council to consider. Of course, with Pastor Dick's call to serve the national ELCA church, plan A and B were discarded...and plan C is being presented in the form of the proposed 2018 annual budget.

With the adoption of the 2018 budget, the council will consider the option of moving forward with a capital appeal to address Salem's facility maintenance and improvement needs, as presented in the form of recommendations from the facility improvements team. How exciting will it be to be able to demonstrate to a perspective senior pastor Salem's commitment to the future through investment in our facility and ministry?

Finally, thank you Pastor Dick Wehrs for your service to Salem, congratulations on your call to serve the ELCA, and best of luck to you and Liz.

God Bless!

II. Report of the Personnel Committee

By Rev. Richard Wehrs (*Pastor Liaison to Personnel Committee*)

Staff evaluations were conducted and completed in 2017 for Brenda Newcomb, Office Coordinator; Aaron Ganschow, Choir Director; and Marcia Richardson, Director of Music Ministry. Personnel Committee members were Mike Shadley, Council VP; Regg Glawe, Council President; and Senior Pastor Richard Wehrs.

III. Report of the Worship & Music Ministry Group

by Jennifer Wallstedt, Chairperson

The Worship & Music Ministry Group is charged with planning and enhancing the worship experience at Salem. Those serving as part of this group in 2017 included:

Sarah Gonzales (Council liaison)

Paula Sydow (Altar Guild)

Norma Hartman (Secretary and Church Council liaison)

Nadine Willems

Marcia Richardson (Director of Music)

Kirsten Kelly (Altar Guild)

Kim Ascherl

Kelly Brinkman

Janice Lambie

Jennifer Wallstedt (Chairperson through Aug.)

Anitra O'Connor (current Chairperson)

Pastor Richard Wehrs

Pastor Elise Rothfusz

Since this time last year:

1. “ At the Crossroads”, a series of Lenten, Biblical character dialogues, was used for the Wednesday noon and evening services;
2. Jason Brinkman agreed to “experiment” as the Praise Band Coordinator for the 3rd. Sunday Services (contemporary) in April and May after coordinating the Youth Service Praise Band in Feb. He continued coordinating the music and musicians for 3rd. Sunday services through the summer, and then agreed to take this as an ongoing responsibility. Thank you Jason and volunteer musicians;
3. Trends in Easter Sunday Services attendance were discussed. It was decided that in 2018 the traditional 3 Easter services would be combined into 2 services (7:00 and 9:30) with breakfast being served between services and an Easter egg hunt following the second service;
4. There continued to be a positive response to combining two Sunday services to one with the addition of a Wednesday evening service during the summer of 2016. It was decided that we would continue that schedule in the summer of 2017. The Pastors’ sermons focused on the “5 Solas” and the 10 Commandments;
5. Marcia attended a Lutheran Music Convention during the summer, and recommended that we use a new liturgy from St. Olaf College for our celebration of the 500th Anniversary of the Reformation in October. It was decided to gradually familiarize the congregation with this liturgy throughout October;
6. A Thanksgiving Service was held on the same Wednesday as the Salem Family Thanksgiving Dinner;
7. The calendar dictated that in 2017 Christmas fell on a Monday, so the 4th Sunday in Advent was celebrated at a 9:30 combined service. Christmas Eve Services were then held at 4:30 and 10:30. There was only one service at 9:30 on Christmas Day;
8. We decided to continue using homemade (Luther Seminary recipe) bread for communion except when communion is by intinction when the standard, communion wafers will be used;

Thank you to all those who dedicate their time, talents and creativity to enhance our worship experiences here at Salem - to those who sing, play instruments, usher, read lessons, and/or act as acolytes, crucifers, communion assistants, assisting ministers, and sound operators.

IV. Report of the Altar Guild

by Paula Sydow and Kirsten Kelly

The Altar Guild prepares the Sanctuary for all worship settings. The responsibilities include:

- Preparation of Home Communion
- Care of the sacred vessels, altar linens, and candles
- Decorations for church festivals
- Changing altar paraments and banners

Thank you to those who served on Altar Guild in 2017:

Judy Cagle	Suzanne Ligon
Wendy and Kadya Cochran	JoAnn and Paul Misselhorn
Sue Colloton	Sharon Mollenhauer
Suzanne Ellis	Marty Plunkett
Bonnie Gallas	Lori Reimer
Mary Gibson	Dick and Gail Serrahn
Terri Gustafson	Marilyn Setterlund
Sandy and John Harvey	Becky and Jerry Snyder
Tom and Julia Hokanson	Paula and Dave Sydow
Kirsten Kelly	Cindy Turner
Roberta Kessinger	Nadine Willems
Lois Knutson	Gayle and Abby Young
Jeness Schuller	

The Altar Guild also acknowledges the following for their special help:

- *The bakers of Communion bread
- *Sharon Mollenhauer for making baptismal napkins and purificators
- *Gretchen Petrakis for coordinating Christmas decorating/undecorating
- *Terri and Dennis Gustafson for arranging flower displays for Easter, Pentecost, and Christmas
- *Dave Rees for hanging Sanctuary banners
- *Suzanne Ellis for her past leadership

V. Report of Home Communion

by Suzanne Ligon

Home Communion is a program whereby the homebound members of Salem can participate in the sacramental life of the congregation by receiving Holy Communion directly from the Communion Service held at Sunday worship. Visits are made quarterly by trained Communion

assistants. Thank you to the following Eucharistic ministers, who administered Holy Communion in 2017:

Pat Arehart
Joan and Marty Creager
Mary Alice Erickson
Cindy and Bill Fischer
Terri Gustafson
Suzanne and Bill Ligon
Anitra and Rick O'Connor
Helene and Dick Peterson
Lori Reimer
Barb and Caroline Ricketts
Rosemary and Don Swanson
Paula and Dave Sydow
Roxanne and Leo Vandervlugt
Teresa Wright

We welcome all to participate and encourage your consideration of this meaningful service.

VI. Report of Congregational Care Ministry

by Pastor Elise Rothfusz, Committee Chair pro tem

The Congregational Care Ministry Group provides and helps oversee ministries that bring support, encouragement, and fellowship to the Salem congregation. In short, this is the ministry group responsible for making sure we care about one another! The scope of this ministry group is wide: parish nursing, seniors ministry, friendly visitors and home Communion, prayer ministry and prayer chain, bus ministry, funeral luncheons, Sunday coffee hour, fellowship activities, military ministry, and welcoming new disciples at Salem.

Thank you to those who are key people in these ministries and those who attend regular meetings: Joan Creager, Annette Doughty, Mary Alice Erickson, Leah Grebner, Terry Gustafson, Norma Hartman, Merrell Hickey, Helene Peterson, Dave Rees, Lori Reimer, Ann Sterr, David Sterr, and Cindy Turner. Thank you to Suzanne Ellis, who was chair of this ministry group for the first part of the year, but has moved away.

A key need for this ministry group is a new chairperson! This group meets 5-6 times a year, and the chair position primarily involves emailing committee members between meetings, setting an agenda in conjunction with ministry staff, and keeping the committee on track with their goal of helping the congregation know and care for one another. If you can do even two of these things, please talk to Pastor Elise!

We are always on the lookout as well for more bus drivers, either for weekdays (usually transporting our seniors group or preschool children) or for Sunday worship.

This past year Congregational Care has worked to refine our mission, and is excited about a couple new endeavors. The decades-old name "Tri-M" for adult fellowship is being retired, but we are continuing to grow fellowship opportunities for the entire congregation. Thank you to Leah Grebner and Merrell Hickey who are the new coordinators for fellowship activities. While there are no specifically labeled fellowship events in the fall, Congregational Care was aware that there was at least one fellowship opportunity available every month.

We have also been making plans to launch a couple new ways to meet and get to know other Salem disciples over meals and eating. Who doesn't like to eat? You may not see the name "Congregational Care" very often, but know that this group with their many leaders are some of the great wheels behind the scenes in Salem's ministry!

VII. Report of the Prayer Chain

by Norma Hartman, Prayer Chain Coordinator

In I Timothy 2:1 we read:

The first thing I want you to do is pray. Pray every way you know how, for everyone you know. Pray especially for rulers and their governments to rule well so we can be quietly about our business of living simply, in humble contemplation. This is the way our Savior God wants us to live. (The Message Bible)

In James 5:13-14, 16b we read:

Are you hurting? Pray. Do you feel great? Sing. Are you sick? Call the church leaders together to pray and anoint you with oil in the name of the Master. Believing-prayer will heal you, and Jesus will put you on your feet. Pray for each other so that you can live together whole and healed. (The Message Bible)

Prayer is a vital part of our Christian life and the Bible instructs us to pray for each other and for all people. One of the ways the family of Salem does this is through the Salem Prayer Chain. We support each other in good times and bad through the prayer chain with prayers of supplication and of thanksgiving.

There are 107 members on the prayer chain, and the majority receive the prayer requests by email. There are a few members who receive the requests by telephone.

Remember Jesus said, "Where 2 or 3 are gathered in my name, there I will be also." This is certainly true for the prayer chain. People feel comfort and peace knowing others are lifting them and their needs up to our Lord in prayer. As a congregation, we are truly grateful for the dedication the prayer chain members make as prayer warriors for others and for their willingness to offer their time and service in this ministry. A heart felt thank you to each one of you for your service. Thank you very much for being a part of this vital ministry.

I want to thank Natalee Arff and Melissa Metternich for managing the prayer chain when I am out of town or when I am unable to pass the requests on. It is comforting to know that the ministry of the prayer chain continues when I am away. Their assistance is greatly appreciated.

If you want to submit a request to the prayer chain, please call the church office or contact me, Norma Hartman, at 309-240-8387 or email me at nkhartman248@gmail.com. I will then forward the request to the members of the prayer chain. Prayer requests are kept confidential and are passed only to the members of the prayer chain. If you do submit someone else's name for prayer, please make sure it is all right with them to have their name on the prayer chain. We can use first names only if desired, and we can also pray for people anonymously.

I would like to encourage all of you to consider becoming a part of this prayer ministry at Salem. We can always use more people who are willing to say a prayer for others. You will find it will become a very important and rewarding part of your own prayer life. Anyone wishing to join the prayer chain can contact me at the above phone number or email address. You can request to be on the email chain or the telephone chain.

God's grace and peace to all of you.

VIII. Report of Education Ministry Group

by Jason Lantz, Chairman

The following individuals comprise the Educational Ministry Team:

Children's Library	Becky Hagen
Adult Library	Annette Doughty
SPLASH	Roberta Kessinger
Milestone Coordinators	Melissa Aprahamian & Wendy Cochran
Family Ministry	Jill Goldhammer
Vacation Bible School	Rebecca Sipf
Sunday Church School	Gretchen Petrakis
Junior High Sunday School (6 th -8 th Grade)	Kelly and Jason Brinkman
Faith for Life	Pastor Dick Wehrs & Pastor Elise Rothfusz
High School	Dave Griffith, Regg Glawe, John Sipf
Small Group Study	Pastor Elise Rothfusz
Educator at Large	Inez Norgard
Congregational Council Representatives	Jason Lantz, Annette Doughty, Kris Griffith

The individuals listed above provided leadership and devoted significant time and focus to the educational ministries at Salem Lutheran Church. Many thanks to all for their leadership, guidance, care, and commitment! Salem is so blessed to have such wonderful, caring, and devoted leaders who consistently create and deliver engaging programs and activities for the

Salem family. The mission of each of these individual ministries was to be sensitive to the educational needs of the congregation, continually noting traditions and past successes, evaluating individual and group needs, then planning new learning opportunities to grow the congregation's knowledge, faith, and relationships. At monthly committee meetings, events held since the last committee meeting were reviewed and discussed, upcoming events and program changes were announced, and opportunities were discussed.

Gretchen Petrakis began her 25th year as Salem's Sunday School Superintendent. We are very blessed for the creativity, care, and organization that she has devoted to Salem's children for so long. Each year, she develops a focus for the Sunday School year, special family Sunday School events, and the Sunday School Christmas program to name a few of the many things she does. This year's Sunday School Christmas program was outstanding.

This year, many events, activities, and discussions focused on commemorating the 500th year of the Reformation in order to communicate why the Reformation occurred and educate our Salem congregation. Many thanks to the many leaders and participants for organizing these special events.

The spring 2017 semester was the 2nd semester for the "Faith for Life" program – a 3 year program for Salem's 6-8 graders that met on Wednesday evenings and was led by Salem's pastors in a large group setting followed by small group discussions led by Faith for Life guides. Junior High Sunday School continued into 2017 as well. Many thanks to Kelly & Jason Brinkman for expanding their 6th grade Sunday School program to encompass the 7th and 8th grade students.

The Educational Ministry Committee provides an environment and the resources to promote the personal and collective spiritual growth of children, youth, adults, and seniors of Salem Lutheran Church.

IX. Report of the Sunday Church School

by Gretchen Petrakis

Sunday Church School at Salem is possible only because of the dedication of the teachers and staff to the mission of sharing the love of Jesus with children. Classes are provided for children ages 3 years old through 5th grade. Many of the teachers and staff have been teaching Sunday School for years. They are dedicated people who show up every Sunday to share joy and love to the children of Salem.

Salem's Sunday School uses Augsburg Fortress *Witness* as a curriculum. This curriculum offers age level sessions for teachers in the classroom and the take home paper provides families with activities and suggestions to bring the Bible story to life at home. Each semester has 15 core sessions and covers Bible stories from the Old and New Testament, as well as bonus sessions on church life, evangelism, and global connections.

Throughout the year, various group activities are offered in which the entire Salem Family is invited to attend. These cross-generational activities are beneficial to the education of the entire congregation as new revelations occur every time we gather to hear God's word. Connections are made with other members and Salem's youth meet and interact with others in the congregation. Some of the activities include:

Epiphany Celebration: stories are presented from Jesus' birth to his baptism (Simeon and Anna, Wise Men and King Herod, Holy Family's flight to Egypt, Jesus left in the Temple)

Visual Arts Celebration: various themes are chosen to display in photo form with activities and discussions planned. Themes chosen to date: The Lord's Prayer from Luther's Small Catechism, The 23rd Psalm, and the Fruits of the Spirit

Preparing for Lent: family activities and preparing for Lent, Holy Week, and Easter with take home materials

Rally Sunday: Kick off to the Sunday School year. Overall theme to the Sunday School year is introduced and activities are planned around theme

Reformation Celebration: Different activities are used each year to celebrate Martin Luther and the Reformation. Skits, games, stories, Bible trivia, crafts, music, small group activities, family activities have all been used over the years. This year, the entire Salem Family celebrated the 500th Anniversary of the Reformation with worship service, special sermon series, book fair, history of the Reformation during Sunday School opening, Hymns & Beer fellowship, Reformation Fall Festival with food and games, and skit and activities of the Reformers on Reformation Sunday.

Family Advent Celebration: preparing for Advent with activities and take home materials

Christmas Program: Sunday School children present the Christmas story in skit and song

Thank you to the following people who faithfully and dutifully serve as Sunday School teachers, music leaders, and staff:

Jessica Bastian, Sarah Bidne, Joann and Randy Blum, Jason Brinkman, Sarah Gonzales, Kris Griffith, Becky Hagen, Laura Hartman, Karen Holmes, Lisa Janco, Patty and Jason Lantz, Michael Petrakis, Amy Schroder, Wendy Thomasson

X. Report of Vacation Bible School

by Rebecca Sipf, 2017 VBS Coordinator

"Hero Central: Discover Your Strength in God" from Cokesbury was the theme for the 2017 VBS. It was held from Monday, July 31st- Friday August 4th, daily from 9am to noon. 134 students from 3 years old – 6th grade were registered with an average daily attendance of 116. Our students were comprised of Salem member, current or former Salem preschool students and

members from the community at large. We publicized through our website, and various forms of media, including Facebook.

We utilized the help of 96 volunteers, many wearing more than one “cape” during our VBS. There were 37 student volunteers and 59 adult volunteers participating in the VBS program. Many of our volunteers were only able to spend one or two days with us, but they graciously gave those days and were able to make an impact in just a short time. We also had a crew decorating the week prior and volunteers for the “Super Hero sock hop”, the reception and tear down. Our prayer team was active and we had 14 members offer either one or both of their Thrivent Action Teams to VBS and the Carnival. We would not have been able to make it through the week without the numerous donations of supplies, snacks, decorations and the fabulous volunteer treats.

Our daily offering and our in kind offerings were given to Common Place, as well as the Common Place carnival that happened on Saturday. Our “Superhero Sock Hop” happened the Thursday night of VBS this year, and we had volunteers and honored guests from the fire department, police department, nurses, teachers, doctors, clergy, and military veterans, all of whom we recognized for being “everyday superheros” in our lives and showing us Christ’s love in all that they do.

VBS 2018 will be July 30th- August 3rd this year.

XI. Report of “Faith For Life”

By Pastor Dick Wehrs

At this writing, our second full year of the new program is halfway complete. Pastor Elise and Pastor Dick have continued to team-teach the large group portion of the class, with adult leaders Sarah Gonzales, Kim Ascherl, Megan Faulkner, Mike and Brenda Newcomb and Liz Wehrs shepherding the small-group time each week.

This year’s curriculum is focused on the Old Testament. In addition to lessons about key figures and events from the ancient Hebrew and Jewish history, the curriculum also has specific times set aside for Christian service and fellowship activities, which Jill Goldhammer had done an excellent job at spearheading.

Kelly and Jason Brinkman have continued in their excellent work of providing complementary learning at our Faith for Life Sunday morning experience. Their highly creative approach and remarkable dedication to our 6th-8th grade group are immensely appreciated!

Parental priorities in support of this program continue to be the absolute key to its success, and for the most part, parents have been very conscientious about getting students to these Wednesday evening and Sunday morning opportunities for learning.

XII. Report of the Adult Library

by Annette Doughty, Librarian

Salem's Adult Library remains a resource for leaders and other members of the congregation. Reference material and devotional readings are used often; but much other information is available, from parenting help to church history, from biography to wedding ideas. Material is arranged by the Dewey Decimal System, and a card catalog is present for your convenience. Feel free to ask for help in finding what you seek.

Besides regular additions through purchases and much-appreciated donations, we also have a good selection of periodicals which are available to be borrowed. All material may be returned by laying them on the library desk.

The Advent Corner again provided a variety of books and gifts for Salem members to purchase. Thanks to the Salem family shopping with us, the library has money for future purchases.

Both your patronage and your suggestions are most welcome in the library. It is your resource center; we hope to see you there.

XIII. Report of the Community Outreach Ministry Group

By Kelly Brinkman.

Council Representatives – Jessica Bastian, Susan Ross, Dennis Gustafson

Committee Members – Paula Sydow, Judy Cagle, Lois Knutson, John Grabel, Pastor Elise, Bill Ligon

The ELCA uses the phrase “God’s Work. Our Hands.” At Salem, that has been truly evident in 2017 as through the congregation’s financial generosity and active service, we have been able to share the love of God in both our local and global communities. The following is a description of the various outreach projects Salem has been focused on this year along with information about how the congregation has financially assisted partner agencies to help them continue to do their good work in the world.

Thomas Jefferson School

Salem continues its role as an Adopt-a-school partner with Thomas Jefferson school in Peoria. Judy Cagle and Lois Knutson help coordinate Salem’s efforts with this program. Currently, we have 14 classroom volunteers assisting teachers once a week with a variety of tasks. We also have approximately 80 volunteers helping with the pen pal program. This year, Salem pen pals are writing three letters to the third graders at TJ and looking forward to a “Meet the Pen Pal” party in May. In 2017, our involvement included connecting the management of our local Walmart with the administration of TJ to help provide for future needs of the school. Also, Faith for Life students spent time shopping, packing and delivering food baskets to approximately 15

families in need thanks to donations of food from Salem members and Thrivent Action Team grants.

Common Place

Common Place is a not-for-profit community organization that serves the needs of adults and youth on the south side of Peoria through their adult literacy, mentoring, and after school/summer youth tutoring programs. In the summer of 2017, under the leadership of Jill Goldhammer, youth and adults from Salem traveled to Common Place on Fridays in June and July to lead the youth in games and crafts. During the crafting sessions, youth painted rocks with various designs and sayings for a beautiful rock garden installed by the Salem church men on the grounds of Common Place. We hope to continue to partner with Common Place by assisting them with a few of their facility maintenance projects in 2018.

Midwest Food Bank

Midwest food bank is a faith based organization that works to alleviate hunger and poverty by gathering and distributing food donations to not-for-profits and disaster sites without cost to the recipients. Susan Ross and John Grabel help to coordinate Salem's volunteer work at the Peoria MFB location. One Wednesday every other month, 6-8 people from Salem partner with Trinity Lutheran church to serve the needs of MFB. The work ranges in variety from unloading boxes of food to creating Tender Mercies meal packets. This past fall, Salem volunteers were part of the operation loading trucks with goods and food to be distributed in Houston for hurricane relief. As a congregation, we also supplied approximately 40 hygiene kits for the hurricane relief effort. We are blessed to be able to continue this work with MFB in 2018. New volunteers are always welcome.

Bethel United Methodist

Bethel United Methodist is a predominantly African American congregation that we partner with in support of their feeding ministry program that they offer to residents in the area. Salem members have donated nonperishable food items throughout the year which have been delivered to Bethel's food pantry. We are blessed to have Salem members Bill Ligon, Alan Puttcamp, and Jerry Sokolowski assisting with the delivery of food to Bethel. In 2017, along with Salem's financial contribution to Bethel's feeding ministry program, Faith for Life students donated their Sunday offering money of \$147 to also help with the work of the food pantry at Bethel.

Crittenton Garden

The garden at the Crittenton Center provides an educational opportunity for children in the daycare/preschool program to learn more about plants, how they grow, and where our food comes from. Families and staff at the Center are invited to share in the bounty of the spring and summer harvests. Salem is pleased to be an integral part of this program coordinated by Bill Ligon. Each year the garden has seen improvements from the addition of raised beds and fencing around the large garden area to the addition of signs in 2017 to label the various vegetables in the garden. In July, an open house was provided for all to see the garden and enjoy some of its delights. We are grateful to partner not only with Crittenton, but also individuals from Luthy Botanical garden, Bethel United Methodist, Kelly Seed (who helps select seed and plants), Dean Doughty (who helps with the preparation of our garden bed), and the Salem volunteers who help make the planting and harvesting possible.

Center for Prevention of Abuse

The center for prevention of abuse works to provide help and shelter to those facing the challenges of abuse. Maryanne Rastatter, Jill Goldhammer, and the Kappa Chi youth group collected pajamas and financial donations in November to support the Center for Prevention of Abuse

Fair Trade

Fair trade is an organization that works to make trade more fair, and helps to improve working conditions and wages for farmers and workers. Jennifer Gregg and Jennifer Gallas lead this program, and typically sell these products, including coffee, tea, and chocolate, on the first Sunday of each month. Late in the year, a new option for purchasing products with a credit card was introduced.

Missionary Sponsorship

In 2017, the Outreach Ministry team was able to support the missionary endeavors of Team Guatemala and the Ulrich family in Malawi. Team Guatemala included Salem members Dave, Karen, Julianna Rees and Aaron Grebner who traveled with a larger group to work for villages of Guatemala installing concrete floors, stoves, and conducting vacation Bible school. The Ulrich family (Luke is a former Salem member) are in the country of Malawi in Africa doing God's work amongst the people by teaching English and other skills to help improve the lives of the people there. Salem is committed to supporting financially those who are called to share God's love through word and deed in both short and long term missionary commitments. Applications are available from the Outreach Ministry team for those wishing to seek support from Salem's Missionary sponsorship fund for mission trips and missionary experiences.

Outreach Financial Information

The Outreach budget for 2017 was \$13000. This money is used as community benevolence to support local agencies, especially those that we partner with in service. The following is a list of these organizations and the amount Salem gifted.

Lutheran Outdoor Ministry Center (LOMC) - \$1000
Crittenton Centers - \$1000
Thomas Jefferson - \$1000
Common Place - \$1000
Center for Prevention of Abuse - \$1000
Midwest Food Bank - \$1000
Bethel United Methodist Church - \$1000
Lutheran Social Services - \$3500
Lutheran Hillside Village - \$1500
Salvation Army - \$1000

The Outreach Ministry team is also in charge of two line items in Salem's dedicated account. At the end of 2017, "Outreach Projects" had a balance of \$1454.31. During the year we took from this fund to match funds raised at the 2016 Thanksgiving Dinner for ELCA Disaster Response, purchased garden supplies for Crittenton, and donated money for the summer party at Common Place. The other line item is "Missionary Sponsorship." At the end of 2017, this line item had a balance of \$2,000. This past year, two groups applied for funds, Team Guatemala and the Ulrich

family, and we gave \$1000 each to support their missionary endeavors. Both the “Outreach projects” and “Missionary Sponsorship” line items are funded through donations and fundraisers.

In May, the Outreach Ministry Team went through a transition as Bill Ligon stepped down from the role of chairperson and Kelly Brinkman took over the position. Salem, and especially the Outreach Ministry Team, would like to thank Bill for his many years of service as he encouraged our entire congregation to be more active and hands on in our outreach work. We are grateful for Bill’s leadership and appreciate his continued work with our missions ministry and Crittenton garden program.

The Outreach Ministry Team at Salem gives thanks for the many volunteers who have supported our outreach projects and answered the call to do God’s work in the world. We also recognize the individuals who serve beyond our organized programs at Salem. Thank you for your work with local agencies such as Susan G. Komen, Easter Seals, Salvation Army, Look It’s My Book, LSSI just to name a few. Also to those who take a meal to someone during a difficult time, look out for their neighbors, and pray for all in need. We appreciate that as you grow in Christ, you are active in our mission to love and serve.

XIV. Report of the Property and Finance Committee

by Dean Doughty

The following served on the committee in 2017: Scott Faulkner, Keith Erickson, Randy Blum, Rick Lambie, Pastor Wehrs, and myself. Other contributors in support of our mission are the lawn mowing crew of Mike Bohm, Dave Sydow, and Jeff Machacek. Jerry Bastian and sons kept the church warm by jury rigging a system to keep the heating system operating while we awaited parts. In addition we have a crew that checks the lights in and around the church and replaces/repairs as needed. That crew is Earl Gallas, Dick Serrahn, and Warren Hartman. Keith Erickson adopted the outside grounds a few years ago and retired from that function recently. We have replaced him with the Salem Men’s group. Dave Swanson soldiers on as our treasurer and we are grateful for his service and expertise.

Of concern to our committee is the condition of several air conditioning units that have exceeded their anticipated work life, and windows and siding that are in need of replacement or repair in the near future. This is normal for a facility of Salem’s age, but must be addressed in the near future.

If you would like to assist us in either the financial or care and upkeep arena, we would sure like to welcome you to our committee.

XV. Report of the Facilities Team

2017 was a very productive year for this new team. Partnering with Miller Architects & Builders, and informed by the mission assessment process of late 2016 and two predecessor teams, we were able to develop a comprehensive schematic design for addressing a broad spectrum of facilities issues at Salem. These include upgrading some antiquated systems (sanctuary lighting and heating/cooling controls throughout the building, as examples); meeting ADA and other code compliance standards; improving building flow and functioning, improving building finishes, both interior and exterior; and expanding the building to create a new, attractive and welcoming gathering space.

2018 will be a big year as we unveil these plans to the congregation, discuss together our priorities for moving ahead, formalize fundraising targets and conduct an appeal to move forward whatever project may emerge from the next key steps in this process.

Expect more information in the early part of 2018, as work with our architect commences again, and with new team co-chairs, Tim Hickey and Jerry Snyder, officially in place.

XVI. Report of the Memorial Fund Committee

by Roberta Kessinger, Memorial Funds secretary

The following twelve people were memorialized during the year of 2017 with gifts to Salem Lutheran Church:

Steven Bock

Marjorie Fanning

Miriam Fuller

Mildred Getz

Beverly Graves

Berthena Hayes

Robert "Bob" Hornecker

Irvin Ronald Lawfer

Donald Livingstone

John McMickle

Lilas Riddle

Dorothy Ryberg

Salem Lutheran Church purchased the following items with memorials in 2017:

- Window coverings for third floor
- Shelves for third floor
- Choir Alb
- Outdoor directional signage

The Salem bus was purchased on December 14, 2016 for \$64,185.00 with a loan from Memorial Fund. As of December 31, 2017, \$40,000 has been transferred from the Bus Fund to the Memorial Fund leaving a balance due of \$24,185.00.

Cash on hand January 1, 2017	55,641.37
Receipts for year 2017	+ 3,093.00
Transfers to Memorial Fund from Bus Fund to repay loan for purchase of bus	+ <u>40,000.00</u>
Subtotal	98,734.37
Expenses for year 2017	- <u>3,940.36</u>
Cash on hand December 31, 2017	<u>94,794.01</u>

XVII. Report of Salem Endowment Fund Committee

by Ann Sterr, Chairman

The members of the Salem Endowment Committee during 2017 were:

- Pastor Richard Wehrs (V)
 - William Fischer (V) (2) (2019)
 - Earl Gallas (V) (2) (2018)
 - Gretchen Petrakis (V) (1) (2019)
 - Richard Serrahn (V) (1) (2020)
 - Ann Sterr (V) (2) (2018)
 - Robert Middleton advisor to committee
 - Jennifer Gallas (V) (1) (2020)
 - Dean Doughty (V) Property and Finance
 - Dennis Gustafson (V) Committee on Outreach
- (V) indicates voting member (20XX) indicates January year term expires

The committee normally meets on the second Thursday of selected months at 6:45 am. Officers elected for 2017 were as follows: Ann Sterr, Chairman; Dick Serrahn, Treasurer; Bill Fischer as Secretary with Robert Middleton serving as a non-voting Advisor to the committee.

Six new nameplates were added to the Endowment Tree located in the Fellowship Lounge during 2017 due to thoughtful and generous donations. There are now 100 named leaves on the tree, a true milestone in this 500th anniversary year of the Reformation. We would like to thank Earl Gallas who has served two terms as a committee member and has managed the Endowment Tree and all the contributors; and has provided Bugle articles about the Endowment Fund.

The primary purpose of the Endowment Fund is to oversee the investments of the Fund and to determine what charitable contributions are to be made each year. Distributions are made based on the investment returns from the previous year.

The policy of the Endowment Fund is to distribute up to 80% of any cash earnings (i.e. interest and dividends) and up to 50% of the capital growth, yearly. Based on this formula there is

\$23,248.22 available for distribution, traditionally the committee does not award all of the available monies. To protect the Fund from down years and to ensure growth of the principal, a portion will be credited back to the fund. The actual distribution usually occurs about 12 to 13 months after the end of the previous year to allow the committee to determine what charities or programs to fund and at what levels.

As started in 2015, the Endowment Committee includes the fund management of the Bachman Memorial Fund that was set up by the Salem Churchman for scholarships in memory of Pastor John Bachman. While the investments of both funds are collective, there is a separation of the reporting and use.

As a reminder, the Endowment Fund gives us a structured means for persons to exercise stewardship in a way which eternally benefits the Christian community and God's people beyond their lifetime and regular channels of giving. ***You can find more information on gifting monies or stock by reviewing our pamphlet in the pew or asking a Committee member.***

The entities the committee voted to fund for 2017 based on 2016 year-end funds are:

ELCA Disaster Relief - \$2,000
Southside Mission - \$2,000
Midwest Food Bank - \$2,000
Salvation Army - \$1,000
Crittenton Center - \$1,000
Bachman Scholarship - \$1,000
Luther Seminary - \$1,000
Albers Seminary Scholarship - \$1,000
Ella Vandervlugt – Seminary Student - \$1,000
Salem Outreach to support the Ulrich Family - \$1,000
Pediatric Resource Center - \$1,000
Center for Prevention of Abuse - \$1,000
Commonplace - \$1,000
Lutheran Social Services - \$1,000
YMCA - \$500
Quest - \$500

The following is a list of individuals who made donations in 2017 to the Endowment Fund:

Gary & Jeanne Settlund	John & Sharon Mollenhauer
Dick & Gail Serrahn	Kay Peterson
Nadine Willems	Stuart & Lois Pearson
Bruce & Inez Norgard	Pearl Nelson
Keith & Jean Graff	Carol Adams
Cindy Turner	Barb Ricketts
Randy & Mary Hartman	Carl & Helen Buerger
Elizabaeth Hartman	Ronald W. Markle
Marilyn Setterlund	Barbara R. Sprick

Altrust Financial Management, Inc
Walt & Joy Anderson
G. Dean & Ruth Rohweder
Shirley & Gregory Schroeder
Earl & Bonnie Gallas
Clarence & Lois Knutson
Luan Borquist
Dick & Helene Peterson
Glen & Mary Hamilton
Martha Plunkett
Norma & Ron Hartman
George & Teresa Miller
Bill & Mary Ann Welch
Don & Rosemary Swanson

Michael & Janet Baker
Dave & Paula Sydow
Susan & Dennis Wolfe
Alan C. Puttcamp
Ann V. Sterr
Walt & Ruby Chelgren
Bill & Carolyn Duncan
Marty & Lynn Goble
David & Janet Shane
William & Jana Minor
Mr. & Mrs. McGowan
Richard Bock
Robert Bock
Mr. & Mrs. David Boyd
Ruth Bock

The following is a list of those memorialized or honored:

Dean Hainline
Dorothy Ryberg
Floyd Ryberg
Unknown
Marge Fanning
Steve Bock
Robert Hornecker

Thank you to Bill Fischer as Secretary for acknowledging each donation with a Thank You note. Also, thank you to Dick Serrahn as Treasurer for recording each donation, and for coordinating with Earl Gallas for the Endowment Tree.

We would also like to thank Dean Doughty for representing Property and Finance this past year and also Dennis Gustafson for representing Outreach. We appreciate your participation.

Thank you also to Pastor Wehrs for serving on the Committee during his time at Salem.

SALEM GIFT AND ENDOWMENT FUNDS						
2017 FINANCIAL REPORT						
ASSETS		<u>12/31/2016</u>	<u>12/31/2017</u>			
Better Banks - Checking		\$ 2,618	\$ 1,629			
Mission Investment Fund - ELCA		\$ 27,849	\$ 28,064			
Wells Fargo (Dean Investments):						
Cash & Money Fund		\$ 9,165	\$ 14,746			
Equities		\$ 205,173	\$ 221,508			
Bonds		\$ 92,239	\$ 91,730			
Mutual Funds		\$ 9,983	\$ 9,385			
Franklin Templeton		\$ 32,398	\$ 36,569			
	Total Assets	<u>\$ 379,425</u>	<u>\$ 403,630</u>			
MANAGED AUXILIARY FUNDS						
Bachman Scholarship Fund		\$ 22,522	\$ 23,403			
LIABILITIES		\$ -	\$ -			
NET ASSETS		<u>\$ 356,904</u>	<u>\$ 380,226</u>			
YEARLY CHANGE IN ASSETS:						
BEGINNING BALANCE		<u>\$ 379,425</u>				
Gifts Received		\$ 1,933				
Other Deposits		\$ -		Bachman	Endow	Max for
Auxiliary Deposits		\$ (1,000)		<u>Portion</u>	<u>Portion</u>	<u>Percent</u>
Dividends & Interest		\$ 12,170		\$849.53	\$11,320.76	80%
Capital Gains/Losses & Invest. Changes		\$ 32,024		\$1,958.07	\$30,066.41	50%
Endowment Fund Distributions		\$ (8,000)				
Investments Realigned		\$ (7,590)				
Management Fees		\$ (5,285)				
Other Expenses		\$ (49)				
Yearly Activity						
ENDING BALANCE			<u>\$ 403,630</u>			<u>\$24,089.81</u>

XVIII. Report of Salem Lutheran Church Men

By Grant Peterson

For the 2017 year, the Salem Lutheran Church Men Board members were:

Connor Kelly
Rich Thompson – Secretary
Chad Arnold – Vice President
Dave Griffith – Treasurer
Gerry Snyder
Eric Schroeder
John Siph
Grant Peterson – President
Leo Vandervlugt
Adam Sansale

Our Mission Statement:

Building Men’s Faith and Relationships by doing God’s work of service and doing other stuff together for and in the Salem Lutheran Church congregation and the greater community.

For the past year we have continued our support of the Salem Youth, while continuing our acts of service for the congregation and the broader community. Through all of these activities we were able to grow in our relationships with each other and with God, and strengthen the bond between Salem and the broader community.

Some of our activities and highlights for the year include:

In Service of the Salem Church Community:

Be Like Jesus Breakfast
Easter Breakfast
Spring & Fall Work Day
Church Picnic
Reformation Celebration

In Service of Organizations outside of the Salem Church Community:

Loaves & Fish – Spring & Fall
Habitat for Humanity Work Projects
Common Place Meal & Mentoring, Rock Garden Installation

Fun Events

Bracketology for March Madness
Weight Loss Challenge Benefitting Lutheran Hunger Relief
JK Williams Tour / Tasting
Christmas Party / White Elephant Exchange

Enabling Youth Development

Leadership Lab Scholarships – 10 scholarships given
Bachmann Scholarships – Matt Grebner
Guatemala Mission Trip Sponsorship

The Salem Church Men had a great 2017 growing in faith and friendship through service. This was made possible by the support of the men of Salem, and the broader congregation. We ask

that you consider joining our “Drive to 75” campaign, as we seek to involve 75 % of the congregation in giving. These funds allow us to continue with our outreach through activities supporting our congregation, scholarships for our youth, and activities in our broader community.

I also wanted to be sure and thank the 2017 board members for making our time together enjoyable, and putting in the extra effort, time, and thought to make our group stronger. Without your dedication and commitment, our group would not be what it is today!

Salem Church Men 2017 Financial Report
by Dave Griffith, Treasurer

Available Bank Balance January 1, 2017	<u>\$ 9,822.46</u>
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Receipts

Salem Fitness Challenge Contributions	\$ 130.00
Easter Breakfast (Thrivent & In-Kind Contributions)	\$ 254.45
Easter Breakfast Free Will Offering	\$ 512.00
Picnic (Thrivent & In-Kind Contributions)	\$ 655.47
Free Will Offering (Picnic)	\$ 253.00
Drive to 75 Contributions (40 men)	<u>\$ 2,810.00</u>
	\$ 4,614.92

Expenses

ELCA World Hunger	\$ 130.00
Churchmen Annual Meeting Food	\$ 154.63
Easter Breakfast Food	\$ 299.27
Salem Youth Ministry	\$ 512.00
Salem Lutheran - Guatemala Mission Trip	\$ 400.00
Leadership Lab Scholarships	\$ 1,000.00
Churchwide Family Picnic	<u>\$ 1,855.97</u>
	\$ 4,351.87

Available Bank Balance as of December 31, 2017	<u>\$10,085.51</u>
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Bachman Scholarship Fund (with Endowment Committee)

Beginning Balance January 1, 2017	<u>\$22,521.72</u>
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Receipts

Fund investment gain	\$ 1,881.72
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Expenses

Scholarship award

\$ 1,000.00

Ending Balance December 31, 2017

\$23,403.44

XIX. Report of the Women of Salem

by Linda Sedgwick President

Women of Salem(WOS) is an active, vital organization dedicated to empowering and supporting Salem women in their ministry to our church and community. Our pastors and members have provided wonderful support and we will continue to develop spiritual opportunities for the women of Salem Lutheran Church.

Beyond our doors, Women of Salem supports representatives for Lutheran Women of Greater Peoria (Inez Norgard), Church Women United(Luan Borquist) and Lutheran Social Services of Illinois(LSSI)(Paula Sydow).

Women of Salem provides women with bible study, fellowship and service opportunities in 4 circles. All women members of Salem are invited to join a circle at any time during the year!

Lydia, led by Annette Doughty, meets on the 4th Tuesday at 6:30 pm both at church and in members homes. They are using Gather magazine as Bible study. Lydia members donate monthly to support The Children's Home Foster Care program. Funds have been used to purchase car seats, porta cribs, diapers, clothing, etc.

Rebecca, led by Roxanne Vandervlugt and Suzanne Ligon, meets at church on the first Tuesday at 9:15 a.m. They are using the Gather magazine as bible study. Rebecca circle provided cakes and helped with the September birthday party at Lutheran Hillside Village.

Naomi, led by Lori Reimer, meets at church and in homes on the first Wednesday at 6:30 p.m. They are currently using Praying in the Messiness of Life for Bible study. Their study is chosen from various books and DVDs. Naomi coordinates the funeral luncheons with help from other circles and at-large members.

Anna/Esther, led by MaryAlice Erickson, is held at Independence Village and meets on the second Tuesday at 9:30 a.m. They use the Gather for Bible study.

Circles support Salem's shut-ins with cards and gift bags. They also provide devotions, table decorations, favors, service and cleanup for general meetings.

Tables of 8 provide fellowship for ladies around a shared meal. Daytime luncheon groups meet on the 2nd Thursday, 3rd Wednesday and 4th Tuesday. MaryAlice Erickson, Alice Bahnfleth and Cindy Turner coordinate.

The Women of Salem Board met on the 3rd Wednesday of the month at 5pm in the 3rd floor meeting room except for May and July. Each meeting began with a devotion by Roxanne Vandervlugt.

Members of the board includes the officers, the leader of each circle, representatives of LWGP, LSSI, CWU, Quilters, Tables of 8 and Pastor Elise.

In February, Jill Goldhammer requested food for Be Like Jesus. Sarah Gonzalez, treasurer, arranged for units to donate food.

In March, Salem women hosted the World Day of Prayer, a Church Women United's general meeting. Luan Borquist, our delegate, gave special thanks to Pastor Wehrs for providing sound and video support!!

On April 23rd we held our Spring Luncheon. Pastor Wehrs was our guest speaker and gave an art presentation. A big thank you for the delicious luncheon prepared by Helene Peterson and friends. Roxanne Vandervlugt provided devotions. Kim Ascherl donated the beautiful floral arrangements. Our free will offering plus offerings from circles allowed us to donate \$604.00 to Pedal for a Purpose.

Women of Salem provide financial support for different groups as an organization and through circles. In 2017 our primary contributions were collected for LSSI. We are committed to raising money for our scholarship fund for girls to attend Leadership Lab, LOMC and other opportunities. In April, donations to sponsor two girls to the Guatemala Mission were approved (\$800) and donations for two Leadership Lab scholarships (\$400) were also approved.

Quilters rep Anitra O'Connor reported that the ladies finished four quilts for our high school graduates that were presented to them on Recognition Sunday, May 22, 2017. This is a very dedicated group of ladies that works from fall to spring, collecting, cutting, quilting, etc. Quilters met most Wednesdays for coffee, sweets, fellowship and the making of milestone quilts and sanctuary banners. New ladies to work on materials are needed and always welcome!

On April 19th, Lydia Circle prepared and served meals for Breaking Bread. New officers were elected and terms started in July. Linda Sedgwick, President, Lynn Akers, Vice President, Kim Ascherl, Secretary and Phyllis Shadley, Treasurer. Our new nominating chairperson is MaryAlice Erickson. Election for a new president and secretary will be in the spring 2018.

Pastor Elise and Pastor Dick led a summer women's Bible study for three sessions on June 14th, July 12th and August 9th in the morning.

In August, Rebecca Circle provided pies for the Lutheran Hillside Village Ice Cream Social.

September 24th was WELCA Sunday. WOS board members were installed and women of the congregation served as worship assistants and ushers at both services. Kim Ascherl gave the temple talk and talked about our mission. A special WOS survey was created and distributed by Rebecca Sipf to gather information from women members to help us plan for the future.

At our October board meeting Rebecca Sipf gave a report to the board re: the survey. She provided suggestions to better serve all women members of Salem.

In October the Lydia Circle provided a meal for Breaking Bread using a Thrivent Card. The free will offering was given to the Salem Library.

Pastor Elise led the fall WOS Bible study Oct. 25, Nov. 1, and Nov. 8th. The study was on Luther's Small Catechism and coincided with the reformation anniversary.

Our Advent Brunch was held Wed. Dec 13th at 10 a.m. in the Social Hall. A very special thank you to Merrill Hickie who volunteered and prepared a delicious brunch! Susie Bohm provided the Thrivent Card for the meal so that the freewill offering (\$290.00) could be added to the WOS donation to LSSI. We thank Patrick Jenkins who played and sang for us a program of Christmas music. Tables and the social hall were beautifully decorated by Rebecca circle. Naomi provided lovely, felt Christmas tree favors. Thanks to Lydia for serving our meal tableside and cleaning up with the help of Dean Doughty and Mike Bohm.

We follow the Mission Statement of the Women of the Evangelical Lutheran Church in America:
 As a community of women created in the image of God, called to discipleship in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves to grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, the society, and the world.

Report of the Salem Church Women Treasurer for 2017
 by Phyllis Shadley

Balance Forward	\$3,630.02		
INCOME	DECEMBER	YTD	2017 BUDGET
General Meetings	\$ 0.00	\$218.40	\$500.00
Circle Offerings	16.00	989.00	600.00
Misc/Cookbooks	0.00	26.00	200.00
Thankoffering	63.00	803.00	0.00
LSSI (Adv. Brunch	290.00	324.00	0.00
Scholarships	0.00	400.00	0.00
Total Income	\$369.00	\$2,760.40	\$1,300.00
Expenses			
Bible Study Mat.	0.00	79.80	60.00
Church Women United	0.00	50.00	50.00
Gen. Mtg/Program	\$100.00	\$200.00	\$690.00

Misc.	0.00	0.00	200.00
Operating Exp.	0.00	0.00	0.00
WELCA Dues	<u>0.00</u>	250.00	<u>300.00</u>
Total Expenses	\$100.00	\$579.90	\$1,300.00

Checkbook Balance 11/30/2017 \$3,899.02

Thankofferings	\$460.00*(includes LSSI)
Scholarship Fund	\$1,384.15**
WOS	<u>2,054.87</u>
Checkbook Bal.	\$3,899.02

Donations and Gifts

Previous Balance	\$170.00
Income	<u>290.00</u>
Balance on Hand	\$460.00

****Scholarship Fund**

Previous Balance	\$1,184.15
Income	200.00
Expenses	<u>0.00</u>
Balance on Hand	\$1,384.15

Proposed Women of Salem Budget for 2018

INCOME

Circle Offering	\$ 600.00
General Meeting	500.00
MISC (fundraisers)	<u>200.00</u>
TOTAL	\$1,300.00

EXPENSES

General Meetings	\$ 620.00
Church Women United	50.00
WELCA	300.00
Bible Study materials	80.00
Operating Expenses	50.00
MISC	<u>200.00</u>
TOTAL	\$1,300.00

XX. Report of the Salem Lutheran Preschool

by Pam Machacek, Preschool Director

Salem Lutheran Preschool had an enrollment this past year of 52 children. Classes were held for four year olds on M-TH mornings and also Mon-Wed Thurs. afternoons. Classes for three year olds were held on Mon/Wed morning and Tues/Thurs morning. A Friday morning class was also offered for the three year olds as a third day option.

During the year, the four-year olds learned pre-kindergarten skills which included alphabet recognition and sounds, three step directions, math and patterning skills. They also learned manners, how to be a good friend, and other kindergarten readiness requirements. They had a special Thanksgiving program and feast, a Christmas program, a visit from Santa and a graduation program at the end of the year. They learned all of their alphabet letters, numbers, shapes and colors. Field trips were taken to the Peoria Zoo, Forest Park Nature Center, Riverfront Museum and the Children's Playhouse. We even had Wildlife Prairie Park come to see us with various animals. They also took a trip over to Northmoor Elementary School to visit the kindergarten classes and to see a big school. The Salem church bus continues to be a wonderful form of transportation for the preschool to use for their outings and we are very thankful to Jill Goldhammer for taking time out of her schedule to transport us on these trips.

The three-year olds throughout the year learned about their colors, shapes, numbers and how to print their first names. They also worked hard on their fine motor skills by learning to use scissors. We continue to emphasize appropriate social skills and manners at this age level as these little ones are just starting to play with their peers. They enjoyed their holiday parties and a visit from Santa as well as their Christmas program. They also had fun with themes of the week such as a teddy bear tea party, making pizzas, fruits and vegetables, having an indoor snowball fight during winter weather week and having together days with the four and five year olds. During the middle of the year they took a field trip to the Veterinary Clinic during pet week and then went to Fondulac Farm Park and Detweiller Park in the spring. They also enjoyed their end of the year celebration by having a pool party at Salem. Both three and four year olds continue to have parent involvement in their classes with parent helpers, holiday party organizers and also signups for snacks throughout the school year.

Pastor Elise as well as Pastor Dick continued to meet with the children once a month in the Sanctuary. They told the children stories as well as taught them some songs. We are also blessed to have Bonnie Gallas as our Bible story lady. Bonnie comes in to our classrooms once a month and does some simple stories with the children as well as some music and handouts for them to take home. The children seem to really enjoy both of these activities.

Mrs. Lynn Bucher was the Directing Teacher for the four year old programs with Mrs. Rhonda Soendlin as the Assistant Teacher. Mrs. Pam Machacek was the Directing Teacher for the three year old programs as well as the Directing Secretary of the Preschool. Mrs. Lisa Janco was the Assistant Teacher in the three year old classroom. Salem's preschool continues to be a valuable asset to Salem and the community and is currently in its 43rd year of operation.

Members of our Board of Governors are:

Bonnie Gallas	Chairman & Advisor
Sheri Snider	Vice Chairman
Pam Machacek	Directing Secretary
Laura Hartman	Recording Secretary
Jessica Bastian	Hospitality Chairman
Kelly Swanson	Health and Safety Chairman
Wendy Cochran	Publicity Chairman
JoAnn Blum	Finance Chairman

Salem Lutheran Preschool Treasurer's Report

by Pam Machacek

Balance forward	\$32,312.00
Income for the 2016-2017	
School year (7/1/16-6/30/17)	<u>\$73,073.12</u>
Total income on hand	\$105,385.12
Total expenses for the 2016-2017	
School year (7/1/16-6/30/17)	<u>\$64,531.06</u>
*Cash on hand as of June 30, 2017	\$42,854.06

*Of this cash available, \$10,590.00.00 is prepaid tuition and registration for the 2017-2018 school year, which actually makes the cash available \$30,264.06.

**MEMBERSHIP AND ATTENDANCE STATISTICS FOR
2017**

WEEKLY WORSHIP ATTENDANCE 2015-2017

MONTH		<u>2015</u>	<u>2016</u>	2017	MONTH		<u>2015</u>	<u>2016</u>	2017
Jan.	1	182	223	209	July	1	149	190	191
	2	243	191	192		2	197	212	190
	3	244	234	234		3	199	177	190
	4	239	289	235		4	239	264	198
	5		259			5			219
Feb.	1	116	264	248	August	1	209	216	233
	2	340	250	287		2	268	208	206
	3	226	230	197		3	254	202	207
	4	234	239	200		4	232	191	222
	5					5	238		
March	1	173	259	229	Sept.	1	202	156	159
	2	223	246	208		2	253	237	230
	3	227	302	173		3	250	242	233
	4	222	389	227		4	231	212	223
	5	284	284			5			
April	1	427	214	218	Oct.	1	255	195	209
	2	240	234	241		2	235	212	202
	3	255	215	231		3	236	226	232
	4	278	279	2227		4	243	209	252
	5					5			262
May	1	315	243	222	Nov.	1	293	287	235
	2	253	216	201		2	274	253	221
	3	230	244	215		3	246	211	248
	4	261	272	176		4	226	183	197
	5	276	193			5	195		
June	1	186	236	241	Dec.	1	259	204	203
	2	207	194	195		2	249	231	222
	3	247	226	186		3	220	168	252
	4	186	201	192		4	133		93
	5		205			5			92

AVERAGE YEARLY ATTENDANCE

<u>2015</u>	<u>2016</u>	<u>2017</u>
237	226	210

Special Services Attendance for 2017

Christmas Eve Service	217
Christmas Day	40
Ash Wednesday	161
Mid Week Lenten Average	82
Maundy Thursday	125
Good Friday	59
Easter	380
Service of Solace	9

Pastoral Acts

A. Baptisms

1. Adults	1
2. Children	<u>3</u>
Total	4

B. Funerals

1. Members	6
2. Non-Members	<u>0</u>
Total	6

C. Weddings	0
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2017 REPORT OF THE CHURCH TREASURER
by Dave Swanson

	2017 BUDGETED	2017 ACTUAL
CASH RECEIPTS		
<u>BUDGETED INCOME</u>		
<i>Envelopes</i>	\$632,135	\$611,367
<i>2017 contributions rec'd in 2016</i>	365	365
<i>Loose offering</i>	5,610	3,620
<i>Lent/Advent</i>	3,300	2,938
<i>Christmas offering</i>	7,500	394
<i>Vacation Church School</i>	400	1,178
<i>Sunday Church School</i>	400	519
<i>Initial offering</i>	300	209
<i>IRS Payroll Tax Credit</i>	0	758
<i>Checking interest income</i>	200	194
<i>Preschool</i>	900	900
<i>2016 contributions rec'd in 2017</i>	4,100	0
TOTAL BUDGETED INCOME	\$655,210	\$622,442
<u>NON-BUDGETED RECEIPTS</u>		
<i>Memorials</i>		43,093
<i>Benevolence:</i>		
<i>World Hunger</i>		5,753
<i>Pastors' Discretionary Fund</i>		1,414
<i>Dedicated Accounts</i>		
<i>Flowers/books/tapes</i>		3,305
<i>Salem Ministries & Outreach Projects</i>		797
<i>Salem Preschool payroll</i>		56,726
<i>Capital Fund Appeal & Lighting</i>		45,278
<i>Bus Fund</i>		33,631
<i>General Designated for 2018 Received in 2017</i>		19,380
<i>Other</i>		40,935
TOTAL NON-BUDGETED RECEIPTS		250,312
TOTAL INCOME & RECEIPTS		<u><u>\$872,754</u></u>

December 2017 Income/Expense Summary

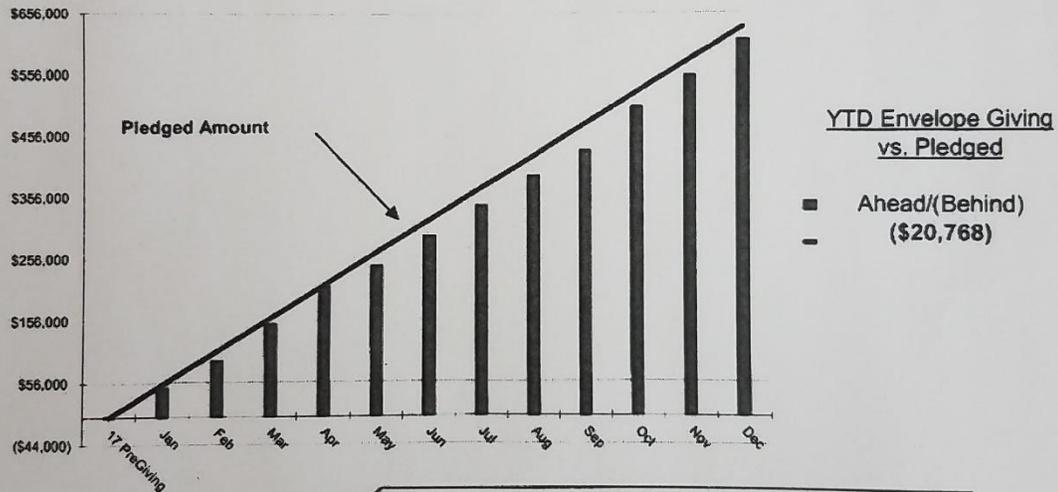
(Supplement to Treasurer's report - see actual report for details)

	Current Month			YTD *		
	Budget	Actual	2016 Act	Budget	Actual	2016 Act
Income:						
General Envelopes	\$52,678	\$58,541	54,039	\$632,500	\$611,732	632,575
Other	\$1,884	\$2,004		\$22,710	\$10,710	
Total Income	\$54,562	\$60,545		\$655,210	\$622,442	

Expenses:					
Ministry Gps	\$4,290	\$474		\$51,475	\$46,576
Synod Benevolence	\$3,583	\$3,584		\$43,000	\$43,008
Facilities	\$8,942	\$8,586		\$107,300	\$127,097
Administrative	\$39,083	\$39,723		\$469,001	\$458,097
Total Expenses	\$55,898	\$52,367		\$670,776	\$674,777

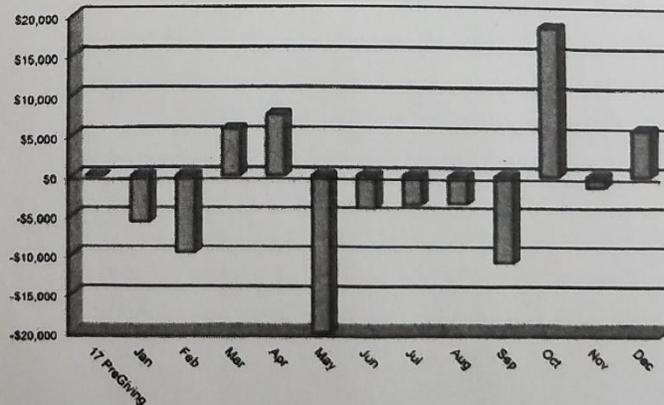
Income less Expenses:					
Ahead (Behind)	(\$1,336)	\$8,179		(\$15,566)	(\$52,335)

* Includes \$365 Year 2017 given in 2016



Monthly Variance from Pledged Envelope Giving

Ahead/(Behind)
\$5,864



Cash Per Balance Sheet	196,253
Less Liabilities and Dedicated	(234,524)
Cash Available for Operations	(38,271)

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Salem Lutheran Church
Statement of Income and Expense by Account
December of Fiscal Year 2017
Responsibility: All
Fund: 01 - Fund 01

Income

Major 00, Group 00 // Minor 10, Budgeted Income

	Current Month				Year-to-date			
	Budget	Actual	%	Remaining	Budget	Actual	%	Remaining
01 - General Envelopes	52,677.88	58,541.44	111.13%	-5,863.56	632,135.00	611,367.04	96.71%	20,767.96
02 - Loose Offerings	467.50	424.60	90.82%	42.90	5,610.00	3,619.92	64.53%	1,990.08
03 - Lent/Advent	275.00	0.00	0.00%	275.00	3,300.00	2,938.00	89.03%	362.00
04 - Christmas Offering	625.00	319.00	51.04%	306.00	7,500.00	394.00	5.25%	7,106.00
05 - Vacation Church School	0.00	0.00	--	0.00	400.00	1,177.77	294.44%	-777.77
06 - Sunday Church School	33.37	286.00	857.06%	-252.63	400.00	519.29	129.82%	-119.29
07 - Initial Offering	25.00	0.00	0.00%	25.00	300.00	209.00	69.67%	91.00
08 - Refund Prior Yr	0.00	757.86	--	-757.86	0.00	757.86	--	-757.86
09 - Checking Account Interest	16.63	16.51	99.28%	0.12	200.00	194.45	97.23%	5.55
10 - Preschool Rent	100.00	200.00	200.00%	-100.00	900.00	900.00	100.00%	0.00
11 - 2017 Received in 2016	0.00	0.00	--	0.00	365.00	365.00	100.00%	0.00
12 - 2016 Rcvd in 2017	341.63	0.00	0.00%	341.63	4,100.00	0.00	0.00%	4,100.00
	54,562.01	60,545.41	110.97%	-5,983.40	655,210.00	622,442.33	95.00%	32,767.67
Total Income	54,562.01	60,545.41	110.97%	-5,983.40	655,210.00	622,442.33	95.00%	32,767.67

Expense

Major 10, MINISTRY // Minor 31, COMMUNITY OUTREACH

01 - Evangelism	0.00	0.00	--	0.00	0.00	0.00	--	0.00
02 - Congregation Benevolence	0.00	0.00	--	0.00	0.00	0.00	--	0.00
03 - Community Benevolence	1,083.33	0.00	0.00%	1,083.33	13,000.00	13,000.00	100.00%	0.00
06 - Inquiry Class	0.00	0.00	--	0.00	0.00	0.00	--	0.00
10 - Salem Global Mission	0.00	0.00	--	0.00	0.00	0.00	--	0.00
	1,083.33	0.00	0.00%	1,083.33	13,000.00	13,000.00	100.00%	0.00

Major 10, MINISTRY // Minor 32, CONGREGATIONAL CARE

01 - Cong Care Ministries	58.37	34.70	59.45%	23.67	700.00	117.05	16.72%	582.95
03 - Prayer Ministry	25.00	0.00	0.00%	25.00	300.00	345.00	115.00%	-45.00
04 - Fellowship - Church	16.63	0.00	0.00%	16.63	200.00	65.00	32.50%	135.00
07 - Senior Ministry	25.00	0.00	0.00%	25.00	300.00	212.85	70.95%	87.15
08 - Wellness Program	10.38	-41.56	-400.39%	51.94	125.00	83.94	67.15%	41.06
09 - Welcome Center/Pstg/Ftprn	41.63	0.00	0.00%	41.63	500.00	0.00	0.00%	500.00
20 - Funded Activities	0.00	94.93	--	-94.93	0.00	2,375.88	--	-2,375.88
21 - Funds Collected	0.00	0.00	--	0.00	0.00	-1,198.89	--	1,198.89
	177.01	88.07	49.75%	88.94	2,125.00	2,000.83	94.16%	124.17

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Salem Lutheran Church
Statement of Income and Expense by Account
December of Fiscal Year 2017
Responsibility: All
Fund: 01 - Fund 01

	Current Month				Year-to-date			
	Budget	Actual	%	Remaining	Budget	Actual	%	Remaining
Major 10. MINISTRY // Minor 33. WORSHIP								
01 - Worship Mat. Consumable	425.00	-28.98	-6.82%	453.98	5,100.00	4,506.65	88.37%	593.35
02 - Professional Musicians	191.63	0.00	0.00%	191.63	2,300.00	2,275.00	98.91%	25.00
03 - Cathedral Music	33.37	0.00	0.00%	33.37	400.00	147.59	36.90%	252.41
04 - Youth Choir Music	4.13	0.00	0.00%	4.13	50.00	50.95	101.90%	-0.95
05 - Choir Activities & Other	0.00	0.00	--	0.00	0.00	0.00	--	0.00
06 - Pulpit / Organ Guests	62.50	0.00	0.00%	62.50	750.00	600.00	80.00%	150.00
07 - Robes & Vestments	50.00	0.00	0.00%	50.00	600.00	413.10	68.85%	186.90
08 - Maintenance-Pianos/Organ	125.00	480.00	384.00%	-355.00	1,500.00	1,065.00	71.00%	435.00
09 - Contemporary Worship Mat	16.63	0.00	0.00%	16.63	200.00	5.50	2.75%	194.50
10 - Conferences	8.37	0.00	0.00%	8.37	100.00	100.00	100.00%	0.00
	916.63	451.02	49.20%	465.61	11,000.00	9,163.79	83.31%	1,836.21
Major 10. MINISTRY // Minor 34. EDUCATION								
01 - SCS Supplies	350.00	20.85	5.96%	329.15	4,200.00	3,748.01	89.24%	451.99
02 - VCS Supplies	166.63	0.00	0.00%	166.63	2,000.00	2,342.39	117.12%	-342.39
03 - Confirmation School	50.00	0.00	0.00%	50.00	600.00	420.91	70.15%	179.09
04 - Adult Educ. & Bible Study	16.63	0.00	0.00%	16.63	200.00	451.51	225.76%	-251.51
05 - Adult Library	0.00	0.00	--	0.00	0.00	178.59	--	-178.59
06 - Children's Library	0.00	0.00	--	0.00	0.00	0.00	--	0.00
07 - Training & Outreach	16.63	85.00	511.12%	-68.37	200.00	237.96	118.98%	-37.96
08 - Education & Publications	0.00	0.00	--	0.00	0.00	0.00	--	0.00
10 - Midweek Family	208.37	123.22	59.14%	85.15	2,500.00	1,914.37	76.57%	585.63
11 - Infant Ministry	20.87	0.00	0.00%	20.87	250.00	249.99	100.00%	0.01
12 - Youth Ministry	375.00	-305.46	-81.46%	680.46	4,500.00	3,822.63	84.95%	677.37
13 - Family Ministry	208.37	66.82	32.07%	141.55	2,500.00	2,435.60	97.42%	64.40
14 - Audio/Visual	0.00	0.00	--	0.00	0.00	0.00	--	0.00
15 - Cat-E-Kids	83.37	-95.01	-113.96%	178.38	1,000.00	881.89	88.19%	118.11
16 - Youth & Family Spl Events	300.00	148.84	49.61%	151.16	3,600.00	2,720.94	75.58%	879.06
	1,795.87	44.26	2.46%	1,751.61	21,550.00	19,404.79	90.05%	2,145.21
Major 10. MINISTRY // Minor 35. COMMUNICATIONS								
01 - Website & Wireless Netwrk	20.87	-15.95	-76.43%	36.82	250.00	237.28	94.91%	12.72
02 - Advertising-Yellow Pages	0.00	0.00	--	0.00	0.00	0.00	--	0.00
03 - Advertising-Media	41.63	-46.99	-112.88%	88.62	500.00	46.99	9.40%	453.01
04 - Hardware/Software	212.50	-46.76	-22.00%	259.26	2,550.00	2,241.49	87.90%	308.51
07 - Promotional Communication	41.63	0.00	0.00%	41.63	500.00	480.39	96.08%	19.61
08 - Orientation & Training	0.00	0.00	--	0.00	0.00	0.00	--	0.00
	316.63	-109.70	-34.65%	426.33	3,800.00	3,006.15	79.11%	793.85

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Salem Lutheran Church
Statement of Income and Expense by Account
 December of Fiscal Year 2017
 Responsibility: All
 Fund: 01 - Fund 01

	Current Month				Year-to-date			
	Budget	Actual	%	Remaining	Budget	Actual	%	Remaining
Major 20, ADMINISTRATIVE // Minor 36, FACILITIES								
01 - Offering Envelopes	183.37	88.62	48.33%	94.75	2,200.00	2,595.55	117.98%	-395.55
03 - Bus - Operating Expenses	166.63	0.00	0.00%	166.63	2,000.00	1,329.82	66.49%	670.18
04 - Maintenance - Church	833.37	42.94	5.15%	790.43	10,000.00	11,922.63	119.23%	-1,922.63
05 - Janitorial Supplies	208.37	198.78	95.40%	9.59	2,500.00	1,914.72	76.59%	585.28
06 - Copy Machine Lease	1,375.00	1,682.22	122.34%	-307.22	16,500.00	22,298.01	135.14%	-5,798.01
07 - Utilities - Church	1,666.63	2,104.68	126.28%	-438.05	20,000.00	20,656.84	103.28%	-656.84
08 - Phone/Pager/Fax/Internet	375.00	719.67	191.91%	-344.67	4,500.00	7,133.46	158.52%	-2,633.46
09 - Insurance	1,125.00	1,349.19	119.93%	-224.19	13,500.00	18,975.48	140.56%	-5,475.48
10 - Yard Care/Snow Removal	250.00	0.00	0.00%	250.00	3,000.00	1,649.74	54.99%	1,350.26
11 - Office Supplies	416.63	181.32	43.52%	235.31	5,000.00	7,433.97	148.68%	-2,433.97
12 - Postage	458.37	201.00	43.85%	257.37	5,500.00	5,545.23	100.82%	-45.23
13 - General Administration	291.63	407.15	139.61%	-115.52	3,500.00	4,251.18	121.46%	-751.18
14 - Contract Cleaning	1,500.00	1,574.00	104.93%	-74.00	18,000.00	18,815.35	104.53%	-815.35
15 - Stewardship Expense	0.00	0.00	--	0.00	0.00	0.00	--	0.00
16 - Administrative Software	41.63	0.00	0.00%	41.63	500.00	1,925.00	385.00%	-1,425.00
18 - Furniture & Equipment	50.00	36.56	73.12%	13.44	600.00	650.11	108.35%	-50.11
19 - Search & Relocation	0.00	0.00	--	0.00	0.00	0.00	--	0.00
	8,941.63	8,586.13	96.02%	355.50	107,300.00	127,097.09	118.45%	-19,797.09
Major 20, ADMINISTRATIVE // Minor 37, EXECUTIVE COMMITTEE								
01 - Salaries	28,867.37	28,630.46	99.18%	236.91	346,408.00	334,522.40	96.57%	11,885.60
02 - FICA Employers Expense	1,326.37	1,345.63	101.45%	-19.26	15,916.00	15,922.97	100.04%	-6.97
03 - Pastors/YD Car/Book Allow	475.00	882.63	185.82%	-407.63	5,700.00	5,714.41	100.25%	-14.41
04 - Pastors/YD SE Tax Reimb	795.25	795.26	100.00%	-0.01	9,543.00	9,543.12	100.00%	-0.12
05 - Pastors/YD Pension & Ins	7,248.63	7,510.65	103.61%	-262.02	86,984.00	86,623.36	99.59%	360.64
06 - Pastoral Conferences	50.00	0.00	0.00%	50.00	600.00	689.73	114.96%	-89.73
07 - Delegate Expenses	41.63	-130.64	-313.81%	172.27	500.00	1,869.13	373.83%	-1,369.13
08 - Synod Church Benevolence	3,583.37	3,584.00	100.02%	-0.63	43,000.00	43,008.00	100.02%	-8.00
09 - Continuing Education	279.13	688.95	246.82%	-409.82	3,350.00	3,211.59	95.87%	138.41
	42,666.75	43,306.94	101.50%	-640.19	512,001.00	501,104.71	97.87%	10,896.29
Total Expense	55,897.85	52,366.72	93.68%	3,531.13	670,776.00	674,777.36	100.60%	-4,001.36
Income Less Expense	-1,335.84	8,178.69	-612.25%	-9,514.53	-15,566.00	-52,335.03	336.21%	36,769.03

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Salem Lutheran Church
Balance Sheet by Account
Jan 1, 2017 through Dec 31, 2017

Account	Balance As Of Jan 1, 2017	Balance As Of Dec 31, 2017	Current Year Change	Percent Change
<u>Fund 01 - Fund 01</u>				
Assets				
Major 00, Group 00				
Minor 80, Cash				
02 - Checking Acct - Southside	64,653.08	66,628.98	1,975.90	3.06%
03 - Money Market	0.00	27.00	27.00	0.00%
04 - Money Market South Side	134,402.08	129,596.53	-4,805.55	-3.58%
05 - Checking Heritage Bank	0.00	0.00	0.00	0.00%
Minor 80, Cash	<u>199,055.16</u>	<u>196,252.51</u>	<u>-2,802.65</u>	<u>-1.41%</u>
Major 00, Group 00				
Minor 90, Fixed Assets				
01 - Building	1,700,000.00	1,700,000.00	0.00	0.00%
02 - Receivables	0.00	0.00	0.00	0.00%
Minor 90, Fixed Assets	<u>1,700,000.00</u>	<u>1,700,000.00</u>	<u>0.00</u>	<u>0.00%</u>
Major 99, Ded. Receivable				
Minor 99, Ded. Receivable				
99 - Dedicated Funds Receivable	4,182.93	4,783.41	600.48	14.36%
Dedicated Funds Receivable	<u>4,182.93</u>	<u>4,783.41</u>	<u>600.48</u>	<u>14.36%</u>
Total Assets	<u><u>1,903,238.09</u></u>	<u><u>1,901,035.92</u></u>	<u><u>-2,202.17</u></u>	<u><u>-0.12%</u></u>
Liabilities				
Major 00, Group 00				
Minor 21, Current Liabilities				
01 - Accrued FICA	0.00	0.00	0.00	0.00%
02 - Accrued Fed W/H Tax	0.00	0.00	0.00	0.00%
03 - Accrued IL W/H Tax	0.00	0.00	0.00	0.00%
Minor 21, Current Liabilities	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00%</u>
Major 00, Group 00				
Minor 30, Long Term Liabilities				
00 - Demand Notes Payable	0.00	0.00	0.00	0.00%
01 - Building Fund Bridge Loan	0.00	0.00	0.00	0.00%
Minor 30, Long Term Liabilities	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00%</u>
Major 99, Ded. Payable				
Minor 99, Ded. Payable				
99 - Dedicated Funds Payable	184,390.65	234,523.51	50,132.86	27.19%
Dedicated Funds Payable	<u>184,390.65</u>	<u>234,523.51</u>	<u>50,132.86</u>	<u>27.19%</u>
Total Liabilities	<u><u>184,390.65</u></u>	<u><u>234,523.51</u></u>	<u><u>50,132.86</u></u>	<u><u>27.19%</u></u>

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Salem Lutheran Church
Balance Sheet by Account
Jan 1, 2017 through Dec 31, 2017

2

<u>Account</u>	<u>Balance As Of Jan 1, 2017</u>	<u>Balance As Of Dec 31, 2017</u>	<u>Current Year Change</u>	<u>Percent Change</u>
<u>Fund Balance</u>				
Totals for Fund Balance	<u>1,718,847.44</u>	<u>1,666,512.41</u>	<u>-52,335.03</u>	<u>-3.04%</u>
Total Fund Balance/Equity	<u>1,718,847.44</u>	<u>1,666,512.41</u>	<u>-52,335.03</u>	<u>-3.04%</u>
Total Liability and Fund Balance	<u>1,903,238.09</u>	<u>1,901,035.92</u>	<u>-2,202.17</u>	<u>-0.12%</u>

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Salem Lutheran Church
Dedicated Accounts
December, Fiscal Year 2017
Fund 01 - Fund 01

Account	Beginning Balance	Current Month		Year-To-Date		Current Balance
		Receipts	Expenses	Receipts	Expenses	
Major 00 - Ungrouped						
Minor 20 - UNBUDGETED INCOME						
017-00-20-02 Special Benevolence	35.00	0.00	35.00	0.00	35.00	0.00
017-00-20-03 Cat-e-kids	0.00	0.00	110.90	1,327.37	1,327.37	0.00
017-00-20-04 Kappa Chi	161.41	2,001.48	1,233.25	13,284.04	10,948.36	2,497.09
017-00-20-06 Memorials	55,641.37	9,428.00	1,812.86	43,093.00	3,940.36	94,794.01
017-00-20-07 World Hunger	3,877.24	665.00	0.00	5,752.50	0.00	9,629.74
017-00-20-08 Pastors Discretion Fund	2,007.12	760.00	438.72	1,414.00	1,916.36	1,504.76
017-00-20-09 Local Hunger	165.00	0.00	165.00	0.00	165.00	0.00
017-00-20-10 Cookbooks	37.45	0.00	37.45	0.00	37.45	0.00
017-00-20-11 Confirmation Dedicated	442.20	0.00	0.00	0.00	0.00	442.20
017-00-20-12 Flowers/Books/Tapes	-386.55	948.00	977.55	3,304.50	3,685.55	-767.60
017-00-20-13 Miscellaneous	0.00	1,338.73	897.26	14,742.79	14,240.21	502.58
017-00-20-14 Tri-M	337.04	0.00	0.00	40.00	0.00	377.04
017-00-20-15 Habitat for Humanity	1,338.73	0.00	1,338.73	0.00	1,338.73	0.00
017-00-20-16 Mom's Group	50.00	8.70	50.00	8.70	58.70	0.00
017-00-20-18 Parish Nurse	4,452.15	140.00	0.00	1,140.00	2,269.60	3,322.55
017-00-20-19 Children's Library	647.93	0.00	647.93	0.00	647.93	0.00
017-00-20-20 Library Fund	2,790.56	916.19	166.56	1,672.19	166.56	4,296.19
017-00-20-21 Radio Ministry	257.00	0.00	257.00	0.00	257.00	0.00
017-00-20-22 Missionary Sponsorship	544.00	0.00	0.00	3,101.60	3,645.60	0.00
017-00-20-23 Preschool Payroll	-3,796.38	6,109.56	6,206.45	56,726.32	56,945.75	-4,015.81
017-00-20-25 Breaking Bread	463.06	37.45	213.52	2,182.89	1,819.77	826.18
017-00-20-27 Capital Improvement Fund	65,988.24	20,559.33	0.00	45,278.33	25,571.63	85,694.94
017-00-20-28 Salem Ministries	8,694.11	257.00	0.00	342.00	1,741.00	7,295.11
017-00-20-29 Inc Designated 4 FutureYr	365.00	17,680.00	0.00	19,380.00	365.00	19,380.00
017-00-20-31 Bus Fund	7,966.96	700.00	9,000.00	33,630.78	40,555.00	1,042.74
017-00-20-32 Salem Endowment	0.00	0.00	0.00	50.00	50.00	0.00
017-00-20-33 Coffee Fund	334.86	567.12	584.60	3,385.71	2,611.50	1,109.07
017-00-20-34 Outreach Projects	2,591.89	355.00	0.00	455.00	1,237.58	1,809.31
017-00-20-35 Sanctuary Lighting	25,100.00	0.00	19,100.00	0.00	25,100.00	0.00
017-00-20-36 Elevator Fund	102.33	0.00	102.33	0.00	102.33	0.00
Totals	\$180,207.72	\$62,471.56	\$43,375.11	\$250,311.72	\$200,779.34	\$229,740.10
Fund 01 - Fund 01	\$180,207.72	\$62,471.56	\$43,375.11	\$250,311.72	\$200,779.34	\$229,740.10

Salem Lutheran Church Proposed 2018 Budget

	2015 Act	2015 Bgt	2016 Act	2016 Bgt	2017 Act	2017 Bgt	2018 Bgt
INCOME:	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pledges Received	\$ -	\$ 387,900	\$ -	\$ 468,350	\$ -	\$ 440,500	\$ 463,000
Contributors Who Do Not Pledge	\$ -	\$ 182,500	\$ -	\$ 170,314	\$ -	\$ 192,000	\$ 133,000
Subtotal - Envelope Giving	\$ 602,034	\$ 570,400	\$ 632,575	\$ 638,664	\$ 611,367	\$ 632,500	\$ 596,000
Loose Offerings	\$ 5,901	\$ 6,100	\$ 4,948	\$ 6,000	\$ 3,620	\$ 5,500	\$ 3,500
Lent/Advent	\$ 2,458	\$ 4,000	\$ 2,775	\$ 4,000	\$ 2,938	\$ 3,300	\$ 3,500
Christmas	\$ 6,094	\$ 8,000	\$ 2,140	\$ 8,500	\$ 394	\$ 7,500	\$ 2,500
Vacation Bible School	\$ 500	\$ 500	\$ 378	\$ 500	\$ 1,178	\$ 400	\$ 1,200
Sunday Church School	\$ 441	\$ 500	\$ 611	\$ 400	\$ 519	\$ 400	\$ 300
Initial Offering	\$ 509	\$ 500	\$ 265	\$ 500	\$ 209	\$ 300	\$ 200
Refund Prior Year	\$ 10	\$ 10	\$ 8,000	\$ 8,000	\$ 758	\$ -	\$ -
Account Interest	\$ 236	\$ 300	\$ 201	\$ 300	\$ 194	\$ 200	\$ 200
Preschool Rent	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900
2014/15/16 Received in 2015/16/	\$ 824	\$ -	\$ 4,093	\$ -	\$ 365	\$ 4,100	\$ -
Health Care Credit	\$ -	\$ -	\$ -	\$ 3,000	\$ -	\$ -	\$ -
Subtotal - Other Giving	\$ 17,873	\$ 20,810	\$ 24,311	\$ 32,100	\$ 11,075	\$ 22,710	\$ 12,300
Total Budgeted Income	\$ 619,907	\$ 591,210	\$ 656,886	\$ 670,764	\$ 622,442	\$ 655,210	\$ 608,300
COMMUNITY OUTREACH	2015 Act	2015 Bgt	2016 Act	2016 Bgt	2017 Act	2017 Bgt	2018 Bgt
Evangelism	\$ -	\$ 200	\$ -	\$ 200	\$ -	\$ -	\$ -
Congregational Benevolence	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Community Benevolence	\$ 12,900	\$ 12,900	\$ 12,900	\$ 12,900	\$ 13,000	\$ 13,000	\$ 11,700
Inquiry Class	\$ -	\$ 200	\$ -	\$ 200	\$ -	\$ -	\$ -
Salem Global Missions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 12,900	\$ 13,300	\$ 12,900	\$ 13,300	\$ 13,000	\$ 13,000	\$ 11,700
Congregational Care-	2015 Act	2015 Bgt	2016 Act	2016 Bgt	2017 Act	2017 Bgt	2018 Bgt
Congregational Care Ministries	\$ 1,861	\$ 3,250	\$ 388	\$ 1,200	\$ 117	\$ 700	\$ 500
Conferences & Training	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -
Prayer Ministry	\$ 275	\$ 350	\$ 345	\$ 300	\$ 345	\$ 300	\$ 300
Fellowship - Church	\$ 66	\$ 500	\$ 65	\$ 200	\$ 213	\$ 200	\$ 100
Senior Ministry	\$ 320	\$ 400	\$ 55	\$ 300	\$ 65	\$ 300	\$ 250
Wellness Program	\$ 112	\$ 500	\$ 84	\$ 125	\$ 84	\$ 125	\$ 125
Welcome Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Funded Activities	\$ 911	\$ -	\$ 1,262	\$ -	\$ 1,177	\$ -	\$ 600
Total	\$ 3,545	\$ 5,000	\$ 2,199	\$ 2,125	\$ 2,001	\$ 2,125	\$ 1,875
Worship Ministry-	2015 Act	2015 Bgt	2016 Act	2016 Bgt	2017 Act	2017 Bgt	2018 Bgt
Worship Materials	\$ 6,475	\$ 7,600	\$ 5,500	\$ 5,000	\$ 4,507	\$ 5,100	\$ 5,100
Professional Musicians	\$ 2,160	\$ 2,375	\$ 1,750	\$ 2,000	\$ 2,275	\$ 2,300	\$ 1,500
Cathedral Music	\$ (13)	\$ 2,000	\$ 147	\$ 200	\$ 148	\$ 400	\$ 300
Youth Choir Music	\$ 172	\$ 190	\$ 75	\$ 150	\$ 51	\$ 50	\$ 50
Youth Choir Activities	\$ -	\$ 90	\$ -	\$ -	\$ -	\$ -	\$ -
Pulpit/Organ Guests	\$ 1,575	\$ 1,500	\$ 450	\$ 1,500	\$ 600	\$ 750	\$ 750
Robes & Vestments	\$ 157	\$ 350	\$ 37	\$ 150	\$ 413	\$ 600	\$ 200
Maintenance-Pianos/Organ	\$ 480	\$ 1,800	\$ 1,710	\$ 1,800	\$ 1,065	\$ 1,500	\$ 1,500
Contemporary Worship Material	\$ 106	\$ 200	\$ 93	\$ 100	\$ 6	\$ 200	\$ 200
Conferences	\$ 100	\$ 100	\$ -	\$ 100	\$ 100	\$ 100	\$ 25
Total	\$ 11,211	\$ 16,205	\$ 9,762	\$ 11,000	\$ 9,164	\$ 11,000	\$ 9,625

Educational Ministry-	2015 Act	2015 Bgt	2016 Act	2016 Bgt	2017 Act	2017 Bgt	2018 Bgt
SCS Supplies	\$ 6,053	\$ 4,300	\$ 4,192	\$ 4,500	\$ 3,748	\$ 4,200	\$ 3,150
VCS Supplies	\$ 1,064	\$ 2,300	\$ 1,989	\$ 1,200	\$ 2,342	\$ 2,000	\$ 1,500
Confirmation School	\$ 780	\$ 1,700	\$ 760	\$ 600	\$ 421	\$ 600	\$ 450
Adult Education & Bible Study	\$ 305	\$ 650	\$ 176	\$ 300	\$ 452	\$ 200	\$ 150
Adult Library	\$ 80	\$ 300	\$ -	\$ -	\$ 179	\$ -	\$ -
Children's Library	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Training and Outreach	\$ 400	\$ 400	\$ 138	\$ 200	\$ 238	\$ 200	\$ 150
Breaking Bread/Midweek Family	\$ 2,673	\$ 2,800	\$ 2,536	\$ 2,500	\$ 1,914	\$ 2,500	\$ 1,875
Infant Ministry	\$ -	\$ 500	\$ 31	\$ 250	\$ 250	\$ 250	\$ 175
Youth Ministry	\$ 4,601	\$ 4,700	\$ 4,502	\$ 4,500	\$ 3,823	\$ 4,500	\$ 3,375
Family Ministry	\$ 3,277	\$ 2,800	\$ 2,524	\$ 2,500	\$ 2,436	\$ 2,500	\$ 1,875
Cat-E-Kids	\$ 746	\$ 1,400	\$ 1,275	\$ 1,000	\$ 882	\$ 1,000	\$ 750
Youth & Family Special Events	\$ 4,717	\$ 4,700	\$ 4,492	\$ 4,000	\$ 2,721	\$ 3,600	\$ 2,700
Total	\$ 24,695	\$ 26,550	\$ 22,615	\$ 21,550	\$ 19,405	\$ 21,550	\$ 16,150
Communications-	2015 Act	2015 Bgt	2016 Act	2016 Bgt	2017 Act	2017 Bgt	2018 Bgt
Website & Wireless	\$ 322	\$ 500	\$ 239	\$ 500	\$ 237	\$ 250	\$ 250
Advertising - Yellow Pages	\$ 1,693	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -
Advertising - Media	\$ 222	\$ 500	\$ 951	\$ 2,500	\$ 47	\$ 500	\$ 500
Hardware/Software	\$ 2,215	\$ 500	\$ 2,163	\$ 1,500	\$ 2,241	\$ 2,550	\$ 2,550
Promotional Communication	\$ 451	\$ 1,000	\$ 120	\$ 500	\$ 480	\$ 500	\$ 500
Orientation & Training	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 4,903	\$ 4,500	\$ 3,473	\$ 5,000	\$ 3,006	\$ 3,800	\$ 3,800
Administrative-Facilities-	2015 Act	2015 Bgt	2016 Act	2016 Bgt	2017 Act	2017 Bgt	2018 Bgt
Offering Envelopes	\$ 2,602	\$ 2,000	\$ 2,606	\$ 2,000	\$ 2,596	\$ 2,200	\$ 2,600
Bus-Operating Expenses	\$ 4,893	\$ 3,500	\$ 707	\$ 3,000	\$ 1,330	\$ 2,000	\$ 1,200
Maintenance-Church	\$ 12,247	\$ 15,000	\$ 10,059	\$ 10,000	\$ 11,923	\$ 10,000	\$ 13,000
Janitorial Supplies	\$ 2,874	\$ 2,500	\$ 2,869	\$ 2,500	\$ 1,915	\$ 2,500	\$ 1,900
Copy Machine Lease	\$ 24,974	\$ 22,000	\$ 22,567	\$ 22,000	\$ 22,298	\$ 16,500	\$ 22,500
Utilities-Church	\$ 20,756	\$ 20,000	\$ 21,490	\$ 20,000	\$ 20,657	\$ 20,000	\$ 20,000
Phone/Pager/Fax/Internet	\$ 3,681	\$ 3,400	\$ 4,839	\$ 3,400	\$ 7,133	\$ 4,500	\$ 6,650
Insurance	\$ 17,331	\$ 13,500	\$ 17,670	\$ 13,500	\$ 18,975	\$ 13,500	\$ 19,600
Yard Care/Snow Removal	\$ 3,083	\$ 3,000	\$ 1,401	\$ 3,000	\$ 1,650	\$ 3,000	\$ 2,000
Office Supplies	\$ 7,076	\$ 6,500	\$ 5,285	\$ 6,500	\$ 7,434	\$ 5,000	\$ 7,800
Postage	\$ 5,743	\$ 5,500	\$ 5,881	\$ 5,500	\$ 5,545	\$ 5,500	\$ 6,300
General Admin	\$ 2,997	\$ 4,000	\$ 3,841	\$ 4,000	\$ 4,251	\$ 3,500	\$ 4,200
Contract Cleaning	\$ 18,452	\$ 18,400	\$ 18,379	\$ 18,000	\$ 18,815	\$ 18,000	\$ 19,000
Stewardship	\$ 47	\$ 100	\$ 150	\$ -	\$ -	\$ -	\$ 150
Administrative Software	\$ 509	\$ -	\$ 509	\$ 500	\$ 1,925	\$ 500	\$ -
Furniture & Equipment	\$ 1,157	\$ 500	\$ 714	\$ 600	\$ 650	\$ 600	\$ 600
Search/Relo	\$ 6,596	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 135,018	\$ 122,900	\$ 118,967	\$ 114,500	\$ 127,097	\$ 107,300	\$ 127,500
Administrative-Executive-	2015 Act	2015 Bgt	2016 Act	2016 Bgt	2017 Act	2017 Bgt	2018 Bgt
Salaries	\$ 323,807	\$ 312,620	\$ 329,680	\$ 334,700	\$ 334,522	\$ 346,408	\$ 306,440
FICA-Employer Portion	\$ 15,786	\$ 16,000	\$ 15,692	\$ 15,721	\$ 15,923	\$ 15,916	\$ 15,916
Pastors Car/Book Allow	\$ 4,536	\$ 8,000	\$ 5,146	\$ 8,200	\$ 5,714	\$ 5,700	\$ 7,500
Pastors SS Reimb	\$ 6,668	\$ 5,075	\$ 9,554	\$ 9,675	\$ 9,543	\$ 9,543	\$ 4,973
Pastors Pension/Insurance	\$ 57,126	\$ 31,500	\$ 81,427	\$ 83,680	\$ 86,623	\$ 86,984	\$ 38,848
Pastoral Conferences	\$ 3,697	\$ 400	\$ 575	\$ 480	\$ 690	\$ 600	\$ 500
Delegate Expenses	\$ 919	\$ 1,500	\$ 455	\$ 1,000	\$ 1,869	\$ 500	\$ 1,500
Synod Benevolence	\$ 43,008	\$ 43,000	\$ 43,008	\$ 43,000	\$ 43,008	\$ 43,000	\$ 43,000
Continuing Education	\$ 2,043	\$ 2,500	\$ 2,991	\$ 3,500	\$ 3,212	\$ 3,350	\$ 3,000
Total	\$ 457,590	\$ 420,595	\$ 488,528	\$ 499,956	\$ 501,105	\$ 512,001	\$ 421,677
GRAND TOTAL EXPENSES	\$ 649,862	\$ 609,050	\$ 658,444	\$ 667,431	\$ 674,777	\$ 670,776	\$ 592,327
NET	\$ (29,955)	\$ (17,840)	\$ (1,558)	\$ 3,333	\$ (52,335)	\$ (15,566)	\$ 15,973

CONGREGATIONAL RESOLUTIONS

The Salem Lutheran Church Congregational Council moves the following Resolutions for congregational approval at its 2018 Annual Meeting:

A. Acknowledging Staff Transitions

WHEREAS 2017 has seen a change in personnel and assignments of our staff; and

WHEREAS we recognize the importance of the staffs' efforts to equip us for ministry: now, therefore

BE IT RESOLVED that we extend our gratitude to Pastor Dick Wehrs as Senior Pastor; Suzanne Ellis as Disciple Engagement Coordinator, Abigail Young as Office Intern, and Patrick Jenkins as Cherub Choir Director for the gifts and ministry they offered among us in 2017; and

BE IT FURTHER RESOLVED that we welcome Mary Gibson as Worship Coordinator and Matt Bastian as Disciple Engagement Coordinator; and

BE IT FURTHER RESOLVED that we pledge our continued support to our pastors and staff throughout the coming year.

B. Acknowledging Congregational Council Transitions

WHEREAS three members of our Congregational Council, namely, MaryAlice Erickson, Annette Doughty and Mike Shadley are retiring from their positions effective with this Annual Congregational Meeting; therefore

BE IT RESOLVED that we express our appreciation to them for their services on the Congregational Council; and

BE IT FURTHER RESOLVED that we express our gratitude and support for returning Council members, those nominated for a subsequent term, and those nominated for a first term.

C. Gratitude toward those Serving in the Military

WHEREAS we share concern for our family members serving around the world where danger is always present: now, therefore

BE IT RESOLVED that Salem continue to pray for our people in harm's way, finding ways both congregationally and personally to share support and compassion by connecting with those serving in the military away from home.

D. Gratitude toward Community Emergency Personnel

WHEREAS we live in a world and community where peril and threats of peril surround us; and

WHEREAS we are blessed as households and congregation alike by the vigilance, skill, dedication and sacrifice of emergency personnel in our community; and

WHEREAS such personnel represent to us a unique and special expression of God's love and care for us: now, therefore

BE IT RESOLVED that the Congregational Council be directed to send letters of appreciation to the appropriate fire and police officials and AMT first responders for the protection and service given the church properties and members in 2017.

REPORT OF THE NOMINATING COMMITTEE

The following persons are nominated to serve three-year terms on the Salem Lutheran Church Congregation Council:

*Scott Faulkner
Helene Peterson
Nancy Peterson
Craig Young

The following persons are nominated to serve three-year terms on the Salem Lutheran Endowment fund Committee:

John Grabel
John Iverson

The following persons are nominated to attend the Central/Southern Illinois Synod Assembly as voting delegates representing Salem Lutheran in June, 2017:

Dave and Kris Griffith
David Rees
Open

The following persons are nominated to serve one-year terms as Lutheran Hillside Village Congregational Association delegates representing Salem Lutheran in 2017:

Gil and Jocyle Nolde

The following persons are nominated to serve one-year terms on the 2017 Nominating Committee:

Matt Bastian
Joan Creager
Cindy Fisher
Open

Respectfully submitted,
Inez Norgard
Dottie Strickler
Leah Grebner
Joanne Blum
Mike Shadley
MaryAlice Erickson
Pastor Elise Rothfusz

SALEM LUTHERAN CHURCH
Growing People in Christ...to Love & Serve!
ANNUAL CONGREGATIONAL MEETING
JANUARY 29, 2017

- I. The Annual Congregational Meeting of Salem Lutheran Church was held on Sunday, January 29, 2017 in the Social Hall. Pastor Wehrs led the Annual Congregational Meeting Opening Litany. The meeting was called to order at 12:35 p.m. by Lay President, Rick Lambie, who presided at the meeting.
- II. The agenda was presented. A motion to adopt the agenda as presented was made by Kim Ascherl and seconded by Dick Serrahn. Motion carried.

A quorum of 94 members was reported in attendance.
- III. A motion to accept the minutes of the January 31, 2016 Annual Congregational Meeting and place them on file was made by Scott Faulkner and seconded by Suzanne Ligon. Motion carried. A motion to accept the minutes of the January 31, 2016 Special Congregational Meeting regarding the Call of an Associate Pastor and place them on file was made by Leo Vandervlugt and seconded by Chris Cochran. Motion carried. A motion to accept the minutes of the November 20, 2016 Special Congregational Meeting regarding the purchase of a bus and place them on file was made by Dick Serrahn and seconded by Pastor John Sipf. Motion carried.
- IV. Rick Lambie explained the Notes on the Conduct of the Meeting.
- V. Leah Bachert, Joann Blum, Randy Blum, and Leo Vandervlugt were appointed as tellers.
- VI. The following enabling resolutions were presented to the congregation:
 - A. RESOLVED that all programmatic reports of the Congregational Council, congregational committees, and auxiliaries attached to this agenda be received and placed on file.

A motion to accept this resolution was made by Ann Sterr and seconded by Dean Doughty. Motion carried.

- B. RESOLVED that we receive the respective Treasurers' reports of the funds of auxiliary organizations of the congregation as information.

A motion to accept this resolution was made by Leo Vandervlugt and seconded by Earl Gallas. Motion carried.

VII. Reports

- A. Reports of the Staff

There were no additions or questions for any of the Reports of the Staff.

- B. Reports of the Congregational Council and Ministry Groups

There were no additions or questions for any of the Reports of the Congregational Council and Ministry Groups.

- C. Reports of Other Committees and Groups

There were no additions or questions for any of the Reports of Other Committees and Groups.

VIII. No Report of the Tellers was needed.

IX. Items for Action

- A. Presentation of the 2017 Budget for Approval

Earl Gallas asked why the 2017 proposed budgeted giving was reduced from the 2016 budgeted giving. Rick Lambie explained that we had a challenge in the beginning of 2016 to close the deficit gap. The 2017 proposed budget has a \$15,000 deficit gap to close. Pastor Wehrs noted that there is a balance of being conservative and striving to do our ministry. Rick Lambie noted that the distribution of the 1.5% increase in salaries, totaling \$6000, will be determined by the Executive Committee.

A motion to approve the 2017 Budget as presented was made by John Gregg and seconded by Leo Vandervlugt. Motion carried.

- B. The Salem Lutheran Church Congregational Council moves the following Resolutions for congregational approval at its 2017 Annual Meeting:

i. Acknowledging Staff Transitions

WHEREAS 2016 has seen a change in personnel and assignments of our staff; and WHEREAS we recognize the importance of the staffs' efforts to equip us for ministry; now, therefore

BE IT RESOLVED that we extend our gratitude to Pam Machacek, former Director of Confirmation; Lori Herold, former Director of Communications; and Meghan Peterson, former Cherub Choir Director for the gifts and ministry they offered among us in 2016; and

BE IT FURTHER RESOLVED that we welcome Suzanne Ellis and Cindy Turner to the positions of Disciple Engagement Co-coordinators, Meghan Peterson to the position of Director of Communications, and Amy Schroeder to the position of Director of the Sunrise Singers; and

BE IT FURTHER RESOLVED that we pledge our continued support to our pastors and staff throughout the coming year.

Dean Doughty seconded the motion. Motion carried.

ii. Acknowledging Congregational Council Transitions

WHEREAS three members of our Congregational Council, namely, Rick Lambie, Tammy Lott, and Laura VanLaningham are retiring from their positions effective with this Annual Congregational Meeting; and that work obligations made it necessary for Dennis Thomasson to step aside prior to his term ending; now, therefore

BE IT RESOLVED that we express our appreciation to them for their services on the Congregational Council; and

BE IT FURTHER RESOLVED that we express our gratitude and support for returning Council members, those nominated for a subsequent term, and those nominated for a first term.

Pastor John Sipf seconded the motion. Motion carried.

iii. Acknowledging Salem's Financial Secretary

WHEREAS Salem's ministry operates through the gifts of time and talents of its members; and

WHEREAS the position of Financial Secretary carries specific and exceptional duties regarding the confidential and accurate recording and reporting of personal financial information related to contributions; now, therefore

BE IT RESOLVED that we gratefully acknowledge the many years of service that Henry Noe has provided in this role; and

BE IT FURTHER RESOLVED that we gratefully acknowledge that very capable and faithful assistance Roberta Kessinger continues to provide for the completion of these tasks; and

BE IT FURTHER RESOLVED that we gratefully welcome Dick Peterson to the position of Financial Secretary, and acknowledge the work he faithfully undertakes on our collective behalf.

Dean Doughty seconded the motion. Motion carried.

iv. Gratitude toward those Serving in the Military

WHEREAS our country has been changed by the wars in Iraq and Afghanistan and anxiety over terrorist acts; and

WHEREAS we share concern for our family members serving around the world where danger is always present; now, therefore

BE IT RESOLVED that Salem continue to pray for our people in harm's way, finding ways both congregationally and personally to share support and compassion by connecting with those serving in the military away from home.

Joann Blum seconded the motion. Motion carried.

v. Gratitude toward Community Emergency Personnel

WHEREAS we live in a world and community where peril and threats of peril surround us; and

WHEREAS we are blessed as households and congregation alike by the vigilance, skill, dedication and sacrifice of emergency personnel in our community; and

WHEREAS such personnel represent to us a unique and special expression of God's love and care for us; now, therefore

BE IT RESOLVED that the Congregational Council be directed to send letters of appreciation to the appropriate fire and police officials and AMT first responders for the protection and service given the church properties and members in 2016.

Ann Sterr seconded the motion. Motion carried.

C. Report of the Nominating Committee

i. The following persons are nominated to serve three-year terms on the Salem Lutheran Church Congregational Council:

Sarah Gonzales (incumbent)
Kim Ascherl
Matt Bastian
Regg Glawe
Jason Lantz

ii. The following persons are nominated to serve one-year terms on the 2017 Nominating Committee:

Joann Blum

Leah Grebner
Inez Norgard
Dottie Strickler

- iii. The following persons are nominated to serve three-year terms of the Salem Lutheran Endowment Committee:
Dick Serrahn
Jennifer Gallas
- iv. The following persons are nominated to attend the Central/Southern Illinois Synod Assembly as voting delegates representing Salem Lutheran in June, 2017:
Bill and Suzanne Ligon
open
Aaron Grebner, Youth Delegate
- v. The following persons are nominated to serve one-year terms as Lutheran Hillside Village Congregational Association delegates representing Salem Lutheran in 2017:
Gil and Jocyle Nolde

Pastor Karen Norman Rees moved to approve the recommended slate of nominations. Rick O'Connor seconded the motion. Motion carried.

- D. The Salem Congregational Council moves that the congregation of Salem Lutheran Church approve the revised constitution and bylaws. Rick Lambie explained the procedure followed in updating the constitution. Corrections were noted on Article II, The Salem Gift and Endowment Fund Committee. Under 2a, a quorum shall consist of 4 instead of 5 members. 2e can be removed as it is redundant with C13.03 regarding audits. Earl Gallas asked about the status of the Mutual Ministry Committee as outlined in C13.04. Rick Lambie replied that it will become active. Dean Doughty seconded the motion. Motion carried.

X. Other Business

Leo Vandervlugt expressed concern that the percentage of those happy with worship on the Worship and Music survey results seemed low and worship attendance is decreasing. Pastor Rothfusz welcomed continued input on worship. To offer variety, a rotation through the five liturgy settings will be used. The Third Sunday position is still open and was posted in the Bugle though November and December. Janice Lambie suggested members write down their comments and let them be known to leadership.

Kris Griffith extended appreciation to Rick Lambie for his leadership as Council president for the past two years.

It was announced that lunch was covered through a Thrivent Action Team and the free will offering will go to the bus fund.

- XI. A motion to adjourn the meeting was made by Pastor Karen Norman Rees and seconded by Suzanne Ligon. Motion carried. Meeting was adjourned at 1:15 p.m.

Respectfully submitted,
Kris Griffith, Council Secretary

SALEM LUTHERAN CHURCH
Growing People in Christ...to Love & Serve!

SPECIAL CONGREGATIONAL MEETING
JULY 16, 2017

This Special Congregational Meeting of Salem Lutheran Church was held in the Sanctuary. Pastor Rothfusz offered an opening prayer. Lay President, Regg Glawe, called the meeting to order at 10:15 a.m.

A quorum of 95 members was in attendance. Matt Bastian, Sarah Gonzales, and Eric Schroeder were appointed as tellers.

Regg Glawe presented the following motion approved unanimously by the Congregational Council:

“At the recommendation of the Personnel Committee, the Salem Congregational Council moves that Jill Goldhammer be called to continued service as Salem’s Director of Children, Youth, & Family Ministry”

Dean Doughty seconded the motion. The floor was opened for discussion.

Pastor Wehrs provided background information on Jill’s call and the staff review procedure adopted by Council in 2016. The compensation package for this new call is essentially unchanged from Jill’s current compensation, except for aligning reimbursement for mileage procedures with IRS requirements, and is well within the range indicated by C/SI Synod Guidelines for Ministers of Word and Service. The call is “without limitation of term” as is the norm for such call, but continues with the requirement of annual reviews per Council policy.

Pastor Wehrs reminded the congregation that input on staff performance is welcome at any time. Regg Glawe reaffirmed that concerns from members about anything should be brought to the Council’s attention.

Ballots were distributed and collected. Motion carried.

Jill Goldhammer was brought back into the meeting and congratulated with applause.

A motion to adjourn the meeting was made by Kim Ascherl. It was seconded by Alf Berg. Motion carried. The meeting was adjourned.

Respectfully submitted,
Kris Griffith, Council Secretary

SALEM LUTHERAN CHURCH
Growing People in Christ...to Love & Serve!
SPECIAL CONGREGATIONAL MEETING
OCTOBER 1, 2017

This Special Congregational Meeting of Salem Lutheran Church was held in the Sanctuary. Lay President, Regg Glawe, called the meeting to order at 12:00 noon.

A quorum of 93 members was in attendance. Sarah Gonzales and Ann Sterr were appointed as tellers.

Regg Glawe presented the following motion from the Congregational Council:

“Having received and accepted the schematic design work of Salem’s Facilities Design Team and Miller Architects & Builders, including a comprehensive plan for updating, improving and expanding Salem’s church building, and accompanying preliminary project budget the Congregational Council moved the following:

- 1) That the people of Salem Lutheran affirm the Council’s endorsement of the schematic design prepared by the Team and its partners, Miller Architects & Builders, as the plan to be explored and promoted among the membership of Salem Lutheran Church as its target for improving our facilities, and
- 2) That the congregation grant its approval to move forward with a capital appeal, to be held this fall, for the purpose of providing the initial funding needed to achieve the proposed project.

Pastor John Sipf seconded the motion. The floor was opened for discussion.

In response to questions, Regg Glawe noted that the last major update thirty years ago was paid off in the early 1990s. If the above motion passes, there would be presentations of the design at gatherings. The congregation will have a final say on the building project after the capital appeal. There would probably be a note taken out to begin the project before the three year appeal is collected. The financing plan would be laid out along with the building plan.

Ballots were distributed and collected. 75 voted in favor, 15 voted not in favor, and 3 abstained. Motion carried.

A motion to adjourn the meeting was made by Kim Ascherl and seconded by Scott Faulkner. Motion carried. The meeting was adjourned.

Respectfully submitted,
Kris Griffith, Council Secretary