



Salem Connection

December 2024

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Time is a funny thing, isn't it? Aimee (Salem's finance manager) and I were just talking about how quickly November sped by. Then, January feels like it's 6,293 days long. Most would agree that summers are never long enough. December, well that remains to be measured. Time is a funny thing.

There's two words for "time" in Greek. "Kronos" is where we get chronology from – the steady tick of the clock, the sunrises and sunsets that mark our days, the phases of the moon, and our orbit around the sun. It is measured, it is sure, it is observable.

"Kairos" is about the right moment when everything lines up. It is kairos when the deer walks into the clearing and the crosshairs line up and you exhale before squeezing. It's a retreat, a vacation, or a moment when you breathe deep and soak in what's around you and feel truly, deeply refreshed. It's an adult child, having their own life experiences, who comes back to you with a word of thanks or apology. It's an addict who has bottomed out who finally succeeds in sobriety. Kairos can't be planned, it can't be forced, it can't even be predicted. Kairos is God's time.

Galatians talks about kairos time. In chapter 3, Paul writes about God's gift of Law that guides humanity's actions but also points out our flaws and our need for a savior. In chapter 4, he writes, "But when the fullness of time had come, God sent his Son, born of a woman, born under the law, in order to redeem those who were under the law, so that we might receive adoption as children."

There were lots of other times when God could have interrupted our world with Christ's presence. Lots of suffering, lots of wars, lots of troubles where people cried out for saving. It was that moment, that kairos moment in history, when governments and expectations and hopes and fears lined up. Into that waiting world, a baby was born who is Christ the Lord.

Good news! Great joy!

In this season of Advent, we are waiting and watching and praying and hoping for the day when things of this world line up for another kairos moment. When that fullness of time comes and Christ returns, may we be found ready, watchful, and trusting that our God knows just the right moment to reveal our hope.

Advent blessings to you all,
~Pastor Amanda



Faith Formation!

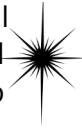
Sunday School Schedule

Each Sunday at 9:50a.m.

December 15

Intergenerational Christmas Program!

Join our children on a journey through the promises spoken and the Savior' birth! We will tell the Christmas story through Scripture and Poetry, Song and Simplicity. Come to worship that day prepared to join the story of God's Love come down!



Free Childcare!

December 14th from 9:00a.m.-12:00p.m.

For children who are potty trained through age 112! This fun morning will be held by Julie Fritz, Don Hales and Debra Flam! Registration forms are available in the Kiosk! This is a wonderful opportunity to get some Christmas shopping done or just simply relax before the holiday season is in full swing!

Kids Club: December 18th 3:15-6:00p.m.

Our Kids Club event in December will be a Christmas Make & Take Event! A meal will be served and lots of fun will be had!

This event is for our Salem children, those who join us regularly for Kids Club and younger generations of those who are members here! Unlike the usual Kids Club, this event is open to all ages! We do ask that if you bring someone who is pre-school aged, to be sure and stay with them to help with the crafts!

We encourage all who can to join us for an evening filled with friendship and Christmas Cheer!

Merry Christmas to you from the Salem Library

There are books on Christmas crafts, Advent and Christmas devotionals, stories, DVD's and games to check out for family gatherings, Christmas break from school and for cozy evenings at home.

Enjoy all the blessings of this season.

Women's Bible Study, Wednesdays at 3:00p.m.

Men's Bible Study, Fridays at 8:00a.m.

Both of these are still taking place weekly! If you are looking to join a Bible Study, there is always room for one more at the table!



The Salem Lutheran Piecemakers had a fun outing this last month, as they visited a quilt shop in Perham, MN! It was a day filled with fun, fellowship and lots of great quilting inspiration! The Piecemakers meet each Tuesday morning at 9:00a.m. and create some of the most beautiful quilts for our community!

If you are interested in joining the Piecemakers, come Tuesdays at 9:00a.m. No need for quilting experience, if you can tie a knot you can help quilt!

Pictured on the left are a handful of quilters who spent the day with one another exploring Perham, MN!



Worship Notes at Salem

Thank you to those serving in December:

READERS

1 Shirley Midthun

22 Ken Stebbins

24 3:00p.m. Tina Royer

5:00p.m. Warren Balfany

29 _____, _____, _____

USHERS

1 Mark and Cindy Larson, Curt and Sylvia Hoge

8 Randy Holmwig, Herb and Barb Schoon, Mark Boike

15 Roger and Marlene Prill, Clark and Joyce Marshall

22 Nory and Peggy Hunze, Chuck Lubowitz and
Karla Peterson

24 3:00p.m. _____, _____, _____, _____

5:00p.m. _____, _____, _____, _____

29 John and Raye Cragun, Becki Zender, Rod Ogard

COMMUNION SERVERS

1 Andrea Anderson, Nate Novak, Becki Zender

8 Jon Kempthorne, Shelly Skeim, Raye Cragun

15 Evan Kempthorne, Gay and Doug Calkins

22 Sandy Archibald, Kathy Dauer, Shelly Skeim

24 3:00p.m. _____, _____, _____

5:00p.m. Don Hales, Warren Balfany and Lynn Hansen

OFFERING COUNTERS

Jeff Mitchell and Ann Zillmer

December Worship Schedule

1 8:00a.m. Praise Team Practice
9:00a.m. Worship
Volunteer Choir Sings

8 8:00a.m. Praise Team Practice
9:00a.m. Worship
Ecumenical Cantata

15 8:00a.m. Praise Team Practice
9:00a.m. Worship
Intergenerational Christmas Program

22 8:00a.m. Praise Team Practice
9:00a.m. Worship
Bell Choir Plays

24 3:00p.m. Christmas Eve Worship
5:00p.m. Christmas Eve Worship

29 8:00a.m. Praise Team Practice
9:00a.m. Worship
Choir Sings

Fall Music Schedule:

Choir sings on the 2nd & 4th Sunday
practice Wednesdays at 6p.m.

Bells play on the 3rd Sunday

practice Wednesdays at 5p.m.

Hymn Sing before worship

2nd and 4th Sundays

Volunteer Choir

1st Sunday of each month

Looking for Volunteer Ushers for Christmas Eve Services!

Contact the church office if you would like to be
an usher for either the 3:00p.m. or 5:00p.m.

Christmas Eve Worship Service!



Decorating Salem for Christmas!

We are inviting all who would like to help
decorate the church for Christmas to join
other volunteers on Thursday, December
5th at 8:00a.m.

Church Council News

Advent and Christmas Blessings to you,

Last January the Council spent a day identifying Strategy Objectives for our church to be accomplish and how to measure the success. One of the areas was to improve communication of council activities. Two update/listening sessions have been held. I am beginning a monthly newsletter article as another way to improve communication. We did a progress check in August and will be evaluating the progress again this January.

To increase church visibility in the community, a summer Block Party and Battle of the Bands was held in our parking lot. We continue to host Trunks for Treats for the community. Salem also organizes the annual Cantata and invites churches and individuals to join us.

Another Objective was to develop adult education opportunities. A Wednesday afternoon and a Tuesday evening Bible Studies have been added this year. A session on Charitable Giving was offered by the Capital Appeal Team with a representative of the ELCA Foundation.

In order meet the objective to reduce organizational risk, an insurance audit was done, and a financial audit is in process.

To develop creative worship experiences, we worshipped in the park on Serpent Lake one Sunday last summer. In November, we sung the liturgy. We are joining with Cascade Methodist Church for a Thanksgiving Eve Service at 6 PM.

Another objective was to Activate Lay-Lead Volunteer Teams. Salem Outreach received the Global Humanitarian Award from the Brainerd Lakes Area Community Foundation for their work in Honduras. In April 2025, another team will be going to Honduras. If you are interested in information, contact Don Hales. We are also in the process or re-organizing Salem's Home Communion Visitors to reach those who are home-bound.

Thank you to all of you who volunteer and serve generously in so many diverse ways to carry out Salem's Mission to **Welcome** people to Jesus Christ, **Equip** them with a faith that works in their lives, and **Send** them into the world in Jesus' name. In this Advent season, there are so many opportunities to be Jesus hands and feet to those in our community and the world. The Salem Lutheran Church Council designated any special Thanksgiving offering to ELCA World Hunger. As we celebrate bountiful meals with family and friends, we also want to help those who do not have enough food. Our special Christmas offerings will be sent to Lutheran World Relief. LWR is providing aid to those suffering droughts, climate disasters, economic instability, and refugees of war.

Lynn Hansen
2025 Church Council President

Leadership Updates

Thank you to those who attended the the Annual Meeting for election of Salem's leadership and budgeting for 2025. Salem passed a budget of \$549,210 with a \$25,360 deficit. The full budget can be picked up at the usher stand. The following people will serve on Council through 2025:

Mark Boike, Julie Fritz, Sherri Godfrey, Don Hales, Lynn Hansen, Sylvia Hoge, Alan Niemann, Tina Royer, and Nathan VanRisseghem.

The Outreach Governing Board includes: Cathy Aykens, Kay Bendorf, Linda Sudman, Randy Sykes, and Nancy Tighe. Memorial Committee Funds are directed by: Gary Guida, Curt Hoge, Chuck Lubowitz, Peter MacKay, Kris Schmidt, and Shelly Skeim.

Delegate for Voyager's Lutheran Ministry (VLM) is Whitney Fischer

Delegate and Visitors for 2025 Synod Assembly will be Jeff Mitchell, Jena Reed, and Rad and Tina Royer.

Nomination Team for 2025 includes: Andrea Anderson, Debra Flam, Sherri Godfrey, Nory Hunze, Bev Kunz, and Kris Schmidt.



2024-2027

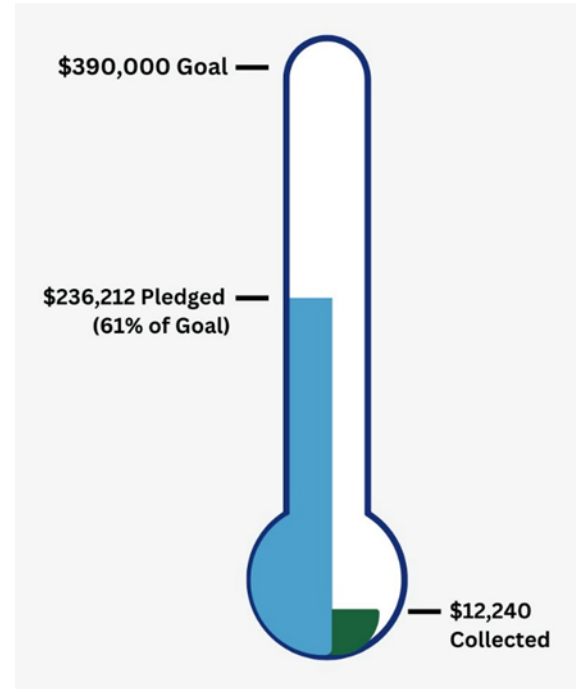
We received many commitments to the 2024-2027 Stepping Forward in Faith Capital Appeal. Thank you to those who returned their commitment form and the many volunteers who gave of their time! The three-year capital appeal officially begins this month.

Each quarter, we will be updating the numbers in the newsletter with a thermometer to share our progress on total raised in pledges and how much has been collected.

If you have not returned your commitment form, please do so as soon as possible.

A special thank you to the many volunteers who delivered commitment packets! Your dedication to Salem is truly appreciated!

Thank you for your commitment to the future of Salem!



WEATHER CANCELLATION POLICY

For Salem Lutheran Church and Salem Outreach

Adopted by Council February 23, 2023

1. First and foremost: If the weather is bad enough to question whether or not Worship is canceled, please err on the side of safety and stay at home.
2. The Pastor or Council President will determine church closures. The Director of Outreach or Council President will determine outreach closures.
3. In the case of inclement weather on a weekend, the decision about worship cancellation will be made by 7:00 a.m. Sunday morning.
4. The Pastor will make changes to the church phone message, website, and social media (Facebook and Instagram).
5. People in the congregation are encouraged to call the church for a voicemail message or check online church communications (listed in 3.) for weather related announcements.
6. Each group (Circle, Bible Study Group, Committee, etc) is responsible for informing the group of cancellations due to the weather.

Senior Fellowship Meals

Salem has received a grant to organize a monthly community meal for individuals with similar life experiences to connect and combat post-pandemic loneliness and social isolation. The free meal and gathering space will promote connection and fellowship through interactive card and board game activities.

This open-ended social afternoon fosters fellowship and connectedness without any pressure, program, or agenda, allowing for conversations and coffee to continue as long as attendees are comfortable.

December Date: Tuesday, December 3rd Starting at 11:30a.m.

Special Celebrations in December



BIRTHDAYS THIS MONTH

1 Mary Harder
 Kristy Tesdahl
 5 Sandra Kretlow
 6 Judy Fields
 7 Carson Holmvig
 Jerry Huxford
 Rob Schmidt
 Arnita Zierke
 9 Anna Coughlin
 11 Madison Bordwell
 12 Jacqueline Brix
 Barbara Call
 13 Amber Holmvig
 17 Dick Muggli
 18 Joel Huntley
 Pete Newton
 Bryan Syrstad
 20 Peter Bartels
 Michael Serfling

21 Greg Gavin
 John Pelant
 Amanda Spatafore
 22 Jay Stromberg
 23 George Knutson
 Brenda Stirewalt
 24 Steve Haglund
 Rick Hann
 25 Jeff Mitchell
 26 Sue Johnson
 27 Peter Cekalla
 Dennis Muggli
 28 Whitney Fischer
 Amanda Meyer
 Edna Sorensen
 29 Bob Erickson
 Diane Hein
 Kendall Johnson
 30 Tim Herberg
 Tony Kimball
 Nikki Knutson
 Nathan Williams-Nelson

31 Myron Midthun
 Randy Sykes



10 Wayne & Carol Brezina
 11 Josh & Renee Voller
 13 Jim & Shelia Mayne
 18 Curt & Krista Bordwell

Financial Updates

Designation of Special Offerings

The Christmas Eve offering will go to Lutheran World Relief. LWR is providing relief to the areas affected by hurricanes, climate disasters, and instability in the US, Africa, Latin America and Asia.

For more information, go to lwr.org.

Benevolences for October

\$1,336.45 Synod ELCA
 \$141.94 Missionary Support
 \$141.94 Voyagers Lutheran Ministry
 \$1,620.33 Total

Thank you for the continuous generosity shown through offering here at Salem Lutheran!

Information Provided by Aimee Watson
 Financial Manager here at Salem

Salem Lutheran Church Profit & Loss October 2024

	100 Church	150 Building	TOTAL
Ordinary Income/Expense			
Income			
4000 · Offerings	21,604.34	0.00	21,604.34
4100 · Building Fund	0.00	10,935.20	10,935.20
4900 · Other Income	1,452.01	132.16	1,584.17
Total Income	23,056.35	11,067.36	34,123.71
Gross Profit	23,056.35	11,067.36	34,123.71
Expense	32,170.38	11,317.56	43,487.94
Net Ordinary Income	(9,114.03)	(250.20)	(9,364.23)
Net Income	(9,114.03)	(250.20)	(9,364.23)

Salem Outreach Governing Board – October 15th, 2024

Present were: Sherri Godfrey, Cathy Aykens, Randy Sykes, and Linda Sudman.

Guest: Mark Boike

Absent: Pastor Amanda Kempthorne, Jason Kempthorne, Diane Boike and Kay Bendorf,

MSC: Motion was made, seconded, motion carried.

Opened with a prayer by Randy Skyes

No Secretary report from September 17th meeting

Financial report was approved. MSC

Mustard Seed: Mustard Seed Sales for September, \$35,940.

Salem West Impact Report for the Month of September, we had 62 referrals and completed 32 orders.

A total of 70 individuals were helped.

There has been \$307,445 in goods delivered to the community year to date.

The in Kind impact YTD is \$791,747.70.

New Business:

Social Isolation Meal was held on Monday, Sept 16 at 11:30am. There was a good turnout & the food was delicious.

Lefse will be made on Monday Nov 4th starting at 8:00am. This will be sold at Taste of Christmas.

Set up dates for Taste of Christmas, it will be Nov 18 & 19.

Mustard Seed will be open Wed Nov 20 – Sat Nov 23 and Mon Nov 25 – Sat Nov 30, except for the 28th, which is Thanksgiving. The Mustard Seed is closed on Thanksgiving.

Hurricane Relief – Discussion was made but we will table this and keep it on the New Business.

Air Conditioner bid was voted by Council. We were all in the agreement that Godfrey Plumbing and Heating will be hired to fix the Heating and Air conditioner issue at the Mustard Seed for \$9,960.00. We decided on Option #1 A/C change out with new high efficiency gas furnace.

Next meeting moved to November 12th due to set up of Taste of Christmas.

Christmas Break Dates – Closed Dec 21-Jan 2

Closing Prayer - Adjourn

Salem Lutheran Church Council **October 24, 2024 @6:30pm**

We exist with God's help, to provide Leadership for Salem Lutheran Church.

o Call to Order:

Members Present: Pastor Amanda Kempthorne, Mark Boike, Lynn Hansen, Sherri Godfrey, Peter MacKay, Sherri Godfrey, Don Hales, Jason Kempthorne, Nate Van Risseghem, Sylvia Hoge, Tina Royer.

Absent: Julie Fritz

o Opening with Prayer: Pastor Amanda

o SOS announcement: None o Approval of the Agenda:

o Motion to approve the agenda with two additional items, seconded. MSC

o Approval of September 26, 2024 minutes:

Motion to approve the September 2024 meeting minutes, seconded. MSC

o Approval of September Financials:

Motion to approve September 2024 financial report, seconded. MSC

o Pastor's Report – Pastor Amanda:

Finishing up work of Nomination Team to be ready for November 10 Annual Meeting.

Plan to train and implement Home Communion Visitors in November.

An Every-Door-Direct-Mail (EDDM) piece is getting mailed to area citizens informing them of the Cantata and Salem Christmas Eve services. Jason designed the mailing.

Continuing Education work the week of November 11-14 (still available but reading, doing visioning work, setting pastoral goals for 2025).

There will be Thanksgiving Worship with Cascade, at Cascade on Wed., Nov. 27).

o Outreach Report – Jason:

A Taste of Christmas is November 20-23, 25-30, closed Thanksgiving day.

The new air conditioner/furnace combo will be delivered next week. Installation should be completed by the end of the month.

Outreach service to others for this year is at about \$800,000.00

• Old Business:

Bank Agreement report

Salem and Deerwood Bank parking lot agreement states the church will be in charge of maintenance and upkeep, and the bank is responsible for winter plowing.

Nominations Report

Almost a full slate of candidates, but still in need of several people in several areas. Expect to have a full slate by the Annual meeting.

Audit

All materials have been submitted to the auditing consultants. The audit will be completed before the end of the calendar year.

Honduras

The mission trip will most likely occur in April 2025.

Asking/looking for monetary help and are encouraged to submit a proposal for funds to the Memorial Committee. A fund raiser is also a possibility.

8-10 individuals have expressed interest in going.

• New Business:

Global Mission 3.5% designated giving option

This will be on the November meeting agenda.

Annual meeting preparation on November 10-

Budget numbers will be presented to the congregation following the service on October 27 and November 3. Voting for its approval will occur at the Annual meeting after worship on November 10

Continued on the next page.

- Parent's Night Off – revisit

Any interest? Hearing none, we will revisit this in December.

Christmas offering designation

Motion made and seconded to give all loose offering from Christmas worship services to Lutheran World Relief. MSC

- Committee Reports:

Capital Appeal – Lynn:

Volunteers distributed pledge envelopes this past weekend to member homes and will collect them this coming weekend. Congregation members can bring them into church or mail them to church, as well.

Columbarium – Don: NR

Facilities – Nate:

Fall church clean-up is this Saturday, October 26th at 8:00am. Lights in the Fellowship Hall will be installed and replaced in the Sanctuary. A lift will be available for this.

Faith Formation – Sylvia:

Finalized the Sunday School schedule, planned Trunks for Treats.

Memorial – Peter:

Meeting on October 27th .

Stewardship – Lynn:

Committee (Lynn) wrote a thank you to the congregation for their support for the ongoing success of the church and for completing the Time and Talents forms.

Technology – NR

Welcome – Tina:

New Member Orientation was held on October 20, with the second class to be held on October 27. The class of 6 families and 10 Individuals will be welcomed by the congregation during worship on November 3.

Worship and Music –

The Liturgy will be sung during the month of November. Pastor Amanda is very excited about this!

SOS Submission. No submission.

Announcements: No Exec Team Meeting.

Next Council Meeting, November 26 @ 6:30 pm.

A motion was made to adjourn at 7:50 pm. Closed in Prayer.

Respectfully submitted,

Tina Royer



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 Advent 8:00am Praise Singers Rehearsal 9:00am Worship 9:50am Sunday School 1:30pm Care Center Worship 3:30pm Cantata Practice	2	3 9:00am Piecemakers 11:30am Senior Fellowship Meal 5:00pm Worship and Music Meeting 6:00pm Faith Formation	4 3:00pm Women's Bible Study 5:00pm Bell Practice 6:00pm Choir Practice 6:00pm Confirmation	5 8:00am Decorating for Christmas!	6 8:00am Men's Bible Study	7 3:30pm Cantata Performance
8 8:00am Praise Singers Rehearsal 9:00am Cantata Worship 9:50am Sunday School	9 1:00pm Bible Study at Heartwood	10 9:00am Piecemakers	11 3:00pm Women's Bible Study 5:00pm Bell Practice 6:00pm Choir Practice 6:00pm Confirmation	12	13 8:00am Men's Bible Study	14 9:00am Serpent Lake Association Meeting 9:00a.m.-12:00p.m. Free Childcare
15 8:00am Praise Singers Rehearsal 9:00am Worship 9:50am Sunday School	16 11:00am Catholic Charities Meal Distribution	17 9:00am Piecemakers 1:00pm Outreach Governing Board Meeting	18 3:00pm Women's Bible Study 3:15pm Kids Club Christmas Party! 6:00pm Choir Practice 6:00pm Confirmation Party	19 6:00pm Cuyuna Range Lions Meeting	20 8:00am Men's Bible Study	21
22 8:00am Praise Singers Rehearsal 9:00am Worship 9:50am Sunday School	23	24 9:00am Piecemakers 3:00pm Christmas Eve Worship 5:00pm Christmas Eve Worship	25 Christmas Day Office Closed	26 Office Closed	27 Office Closed 8:00am Men's Bible Study	28
29 8:00am Praise Singers Rehearsal 9:00am Worship 9:50am Sunday School	30	31 9:00am Piecemakers	1 New Year's Day Office Closed	2	3 8:00am Men's Bible Study	4