

Salem Covenant Church Annual Report 2014-2015

*This is the day that the Lord has made;
let us rejoice and be glad in it!*

Psalm 118:24

2015 ANNUAL REPORT

CONTENTS

Annual Meeting Agenda	5
Minutes of the Salem Semiannual Meeting	6
Ministry Map	8
Staff Reports to the Congregation on Ministry Areas	10
Mark Pattie III	
Alice Johnson	
Jonna Fantz	
Ben Pease	
James Anderson	
Norm Blagman	
Cindy Reents	
Pam Carlson	
Leadership Team Report	20
Vital Signs at Salem (July 2014–June 2015)	22
125th Anniversary Capital Campaign Update	24
2015 Budget Summary	25
Financial Report	see insert

Salem Covenant Church
Annual Meeting
July 14, 2015
7:00 p.m.

AGENDA

Call to Order

Welcome

Chris Gehrz, Chair

Adoption of Agenda

Devotions

Rev. Mark Pattie, Senior Pastor

Approve Minutes: 2015 Semiannual Meeting

Denominational Reports

Northwest Conference Annual Meeting

Evangelical Covenant Church Annual Meeting

Ministry Reflections

Strategic Planning Update

Karla Walker, Vice-Chair

Treasurer's Report

Marcy Toensing, Co-Business Administrator

Recommendations Requiring Congregational Action

New Members

Budget for Fiscal Year 2015-2016

Marcy Toensing

Election of Church Leadership

Recognition of Retiring Church Leadership

Closing Prayer

Rev. Alice Johnson, Executive Pastor

Salem Covenant Church
SEMIANNUAL MEETING MINUTES
January 13, 2015

Call to Order:

Church Vice-Chairperson Karla Walker called the meeting to order at 7:04 p.m. Karla opened the meeting in prayer.

Adoption of Agenda:

Motion to approve the agenda. MSC.

Opening Song:

Cindy Reents lead the gathering in singing Hymn #585, God, Creator of Your People.

Opening Thoughts and Prayer:

Senior Pastor Mark Pattie shared thoughts from Haggai 2:4-5. The people were facing the task of rebuilding the Temple, and were facing many obstacles. Our mission is also to build up the Temple—by drawing, developing, and deploying disciples devoted to Christ. We desire to serve God not just well, but ever better over time. There are many signs of health at Salem: over 100 children at Awana, 39 students signed up for CHIC, 10 new small groups, outreach seminars, remarkable staff members, the list goes on. Despite these signs, we also face some challenges. “Take courage, WORK, for I AM with you.”

Pastor Mark expressed his thankfulness for the congregation and for his sabbatical, and a special thanks for Dayton Walker, Rich Heimkes, Nichelle Kaul, and Alice Johnson for their tremendous efforts this year on capital improvements.

Approve Minutes of 2014 Annual Meeting:

Motion to approve the minutes from the 2014 Annual meeting on July 15, 2014, as printed. MSC.

New Member Vote:

Karla Walker presented a motion to approve one new candidate for church membership: Kristin Antil. MSC.

Treasurer’s Report:

Lavonne Griffin presented the Treasurer’s Report for the first 6 months of fiscal 2015. Year to date income is \$777,000, which is \$40,000 below our budgeted income year to date of \$817,000, about 5%. This level of giving is behind last year’s giving year to date by \$4,000, about 1%. Expenses year to date are \$747,000 compared to budgeted expenses of \$776,000, a favorable variance of \$29,000. As of 12/31/2014, income exceeded expenditures resulting in a net income of \$30,000. Additional details can be found in the Fiscal Year 2013 Annual Financial Report.

Nichelle Kaul reported \$163,181 in additional non-general fund gifts, including special offerings and Capital Campaign contributions among others. Capital Campaign improvements completed in the last six months include kitchen renovation, parking lot lights and concrete exit, improvements to security system, nursery remodel, and others. In process is the purchase of a new bus and Lounge upgrades. Projects planned for the next one to two years include lighting and other Sanctuary upgrades, website redesign, Christian education equipment and technology purchases, and building emergency systems.

Election of Delegates to Northwest Conference and ECC Annual Meetings:

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

Strategic Planning Task Force Update:

Karla Walker, chairperson, introduced the members of the Strategic Planning Task Force: Chris Gehrz (ex officio), Pastor

Mark Pattie (ex officio), Pastor Alice Johnson, Siv Dobrovolny, David Erickson, Janell Giesler, Will O'Brien, and Karla Walker. The Task Force was formed to assist the Leadership Team in discerning God's direction for Salem Covenant Church over the next five years by gathering data and recommending a set of strategic initiatives and associated metrics that will enable Salem to fulfill its mission in a changing context. Key components of the Task Force duties include prayer, communication, internal assessment, external assessment, finding our Biblical story, and learning from history.

Siv Dobrovolny shared her family's story of coming to Salem and the importance of the focus on Children and Family Ministry. She was particularly excited about service opportunities and the support of missionaries. Her family enjoys traditional worship, and the combination of traditional worship and children's programs was difficult to find. The growth of the children's program has been exciting, and Siv volunteers in that program. She sees Salem as a church where she and her family can spend the different seasons of their lives.

Will O'Brien shared his experience at Salem. He and Kirsten started at the Kick-Off Sunday in 2013, a year of a new job, new house, new baby, and new church. It felt like home to them early on, and they are a part of a small group. Kirsten joined the Swedish Singers this fall. They are excited about what they have seen in the past sixteen months, including the AWANA program.

Strategic Planning Discussion Groups:

Dave Erickson led the gathering in forming small groups to discuss and record findings on the following discussion prompts:

I have been especially BLESSED by God through the ministries of Salem Covenant Church in this way...

As we plan for the future, I am praying that we BUILD on our history by considering...

Janell Giesler closed the discussion with prayer.

Closing Song and Prayer:

The gathering sang hymn #592, With God as Our Friend.

Pastor Mark Pattie closed in prayer.

The meeting was adjourned at 8:43 p.m.

Respectfully submitted,
Karla Walker

Ministry Map – Salem Covenant Church

Pastoral Staff
 Mark Pattie – *Senior Pastor*
 Alice Johnson – *Children and Family/Executive Pastor*
 Jonna Fantz – *Outreach and Community Life Pastor*
 Ben Pease – *Youth and Ministry Deployment Pastor*
 Jim Anderson – *Visitation Pastor*

Leadership Team
 Chris Gehrz, Chair
 Mark Pattie, Senior Pastor
 Alice Johnson, Children and Family/Executive Pastor
 Martin Anderson Kirsten Babb
 Wayne Carlson David Erickson
 Denise Shannon Mick Stoffel
 Karla Walker

Mark Pattie
Senior Pastor

Leadership Team

Confirmation
 Annual/Semiannual Meetings
 Long Range Planning
 Budget Process

Pastoral Staff

Traditional Worship

Ushers
 Covenant Village Bus
 Sanctuary/Narthex Seasonal Décor (Parameters)
 Communion
 Technical Support
 Readers
 Sanctuary Upkeep

Contemporary Worship

(Jonna Fantz/Norm Blagman)
 Technical Support Musicians
 Ushers Greeters
 Hospitality Readers
 Communion

Music

(Cindy Reents, Music Coordinator)
 Sanctuary Choir
 Ensembles—
 (Men's, Wind, Handbell, Brass)
 Children/Youth Choirs—
 (Joy Singers, Praise Singers, Doxology)
 God's Children Sing
 Sanctuary Choir
 Swedish Singers
 String Band
 Christmas Concert
 Academy of Music

Congregational Care

(Jim Anderson, Visitation Pastor)
 Hospital and Shut-in Visits
 Financial Need Assistance
 Funerals—Services and Lunches
 Weddings
 Baptisms and Child Dedications

Whole Life Stewardship

Alice Johnson
Children and Family/Executive Pastor

Children and Family Ministry

AWANA
 Sunday School
 Nursery
 Preschool and Children's Worship
 Vacation Bible School
 Parenting Classes/Seminars
 Holy Week and Advent Family Events
 Covenant Pines (summer)
 Summer Camps
 Leadership Development/Training
 Childcare for all church meetings, events
 Salem Preschool
 Special Needs Ministry
 Interns
 Bible Sunday
 Family Events
 Prayer Ministry
 Boy Scouts and Cub Scouts
 Wednesday Dinners

Properties

Building and Calendar Coordination
 Facility Maintenance

Finance

Budgeting
 Financial Management

Administrative Services

DVD/CD Ministry
 Communication
 Print Communications—
 (Salem Scene, Bulletins, Brochures)
 Website
 Signage
 Mailings
 Database

Health Ministry

Blood Pressure Clinic
 Flu Shot Clinic
 Blood Drive
 Bel Air Vision Assessments
 CAN Group
 GriefShare
 Caring Friends
 CCC: Coffee and Conversation for Care Givers

Ministry Map – Salem Covenant Church

Jonna Fantz
Outreach and Community Life Pastor

Adults

Sunday School
Wednesday Bible Studies
Archives
Book Club
Small Groups (incl. Financial Peace University)
Men's Ministry
Salem 101
Senior Fellowship
Sports Teams

Prayer

Prayer Line
Intercessory Prayer Team
Monthly prayer group

Women Ministries

Women's Bible Studies
MOPS
Fellowship Groups—
(Shepherds Hooks and Needles, Stamping,
Out to Lunch Bunch, Serendipity)
Missions in Action

Connecting

Taste of Salem
Kick-Off Sunday
Greeters
Welcome Center
Sunday Fellowship
Second Sunday Lunch
Smörgåsbord
Family Camp

Ben Pease
Youth and Ministry Deployment Pastor

Youth Ministries

Senior High Sunday School
Wednesday Bible Study (MS/HS)
Student Action Leadership Team (SALT)
Summer Big Event for Senior High—
(CHIC, Missions Trip, Boundary Waters Canoe Trip)
Summer Big Event for Middle School
Adventures in Leadership
Monthly Events (MS/HS)
Fundraising Activities
NW Conference Events—
(MUUUCE, MOVE, Emerge)
Confirmation Program Collaboration/Support
Youth Basketball League
Youth Interns
Covenant Pines—
(Summer Camps, Camp Representation)
Leadership Development/Training
Arts and Craft Fair

Missions

Alaska Christian College
Covenant Missionaries/Visits
Living Hope Ministries
Covenant Kids Congo
CRU
InterVarsity Christian Fellowship
Covenant Merge Ministries
Missions Banquet
Missions Bulletin Board
Heifer International
DinoMights

Service

Driftwood Park Clean-Up
Feed My Starving Children
CEAP (Community Assistance Program)
Annual Coat Drive
Social Concerns Network
Food Shelf/Benevolence
Manna Market
Dorothy Day/Loaves and Fishes
First Covenant Homeless Shelter
Living Hope Ministries
Salvation Army

MARK PATTIE III SENIOR PASTOR

This is the day that the Lord has made; let us rejoice and be glad in it!
Psalm 118:24

Salem has been around for over 126 years and though it is not a business, there are some parallels between what it takes to keep a business viable and vibrant through the years and what it takes to do so as a church. A critical one is the importance of staying on mission day after day and year after year. It is crucial to remember that this is the day that the Lord has made, the particular time in history that the Lord has given us to gratefully, joyfully, and devotedly live out his mission and purpose in our lives. Many businesses and churches wander off the path of vitality when they become distracted and sidetracked from their core mission. Especially in our evermore rapidly changing cultural environment, it is critical to regularly renew our commitment to the mission God has given us, review how well what we are doing serves that mission, and then willingly, flexibly, and courageously make adjustments and even outright changes to better accomplish it.

Salem's mission is defined as "Drawing, Developing, and Deploying Disciples Devoted to Jesus Christ." Everything we do is aimed toward that goal. We don't make coffee just to make coffee, greet people just to greet people, teach classes just to teach classes, or you name it just to... you get the idea. We aim to make disciples of Jesus Christ; more and more disciples, who are more and more equipped to live as his disciples, and more and more engaged in doing so. This is why we exist. If we can accomplish our God-given purpose more effectively by tweaking or even changing what we are doing or how we do it, we are committed to prayerfully and wholeheartedly striving to make it happen.

To help us do this as a congregation, our Leadership Team set up a Strategic Planning Task Force this past year consisting of Karla Walker, serving as chair, and seven other members, Will O'Brien, Janell Giesler, David Erickson, Siv Dobrovolny, Chris Gehrz, Pastor Alice Johnson, and myself. In addition to reviewing Salem's mission, values, history, and most recent strategic planning initiatives and results, the team also did surveys and interviews to assess the strengths, challenges, opportunities, and general circumstances we face both internally and externally as a congregation. Those results, as well as an update on where the Task Force's recommendations appear to be heading, will be shared at this Annual Meeting with the actual recommendations likely to be ready for the Leadership Team to consider by the end of the summer.

Thankfully, the process we have been going through indicates that our church is already moving forward in our mission in very healthy ways and the recommendations arising will be able to build on that. Rather than needing to change directions in major ways, the feedback from within and beyond our congregation is that we will do well to keep building on our core strengths, with particular emphasis in the coming year(s) on continuing to strengthen:

- Children, Youth, and Family Ministries,
- Older Adult/Senior Ministries,
- relationships among those involved at Salem especially across intergenerational lines,
- and reaching out beyond our doors to serve and welcome in our neighbors.

The Holy Spirit is doing so many good things in and through the people of Salem Covenant Church and it is a joy to be a part of it. Baptisms, new faith commitments, growing numbers of children and their families, new small groups, a new men's ministry, building a medical clinic in Congo, worship and music ministries that continue to bless, a Sunday School up through adult classes that continues to grow, 39 high school students going to our denomination's CHIC youth event, generous financial support that enables us to keep ministry going and growing, the list goes on. Thank you and thank God. It is a privilege to partner with you in our mission.

Looking back at the past year, I want to especially pass on my thanks to a few people including the members of our Leadership Team and especially Chris Gehrz who will be stepping out of his role after six years serving as Church Chair. Chris has been a remarkable partner to me and leader to our congregation. I cannot begin to adequately express my appreciation for his insight and spirit, and the blessing he has been to us through these years. I also want to extend a heartfelt thanks to Judy Sonstegard and her Women Ministries Team who have led that ministry with such dedication in recent years, and to the many who have led it with similar devotion in the years before, as they step back from that ministry and allow it to lay fallow for a time. So many people have been blessed and so many ministries supported thanks to Women Ministries throughout Salem's history that it is hard to quite imagine life without the group officially operating. Yet, I have no doubt that the Spirit of God is at work in the midst of this and, even as we look back with gratitude for all that Women Ministries has accomplished, I am confident that much of what has been done under their banner will continue, and that some new ideas, ministries, and energy will rise up in its place. Certainly, I am confident that the women of Salem Covenant Church will continue to serve capably and passionately as partners in God's mission here and around the world.

I also want to express my deep gratitude to all of Salem's staff. It is a true honor to serve as a part of such a dedicated team. This past year has brought some significant changes as Rev. Steve Pitts stepped out of his role as Visitation Pastor and Rev. Jim Anderson stepped in. We continue to be blessed by God's provision of such wonderful and caring pastoral staff members. We have also experienced changes in our Faith Community Nurse position as Nancy Olen was followed by Beth Anderson in that role, both of them serving with incredible grace and ability. Unfortunately, we will once again experience change as Beth leaves to take a position better suited for her family at this stage in her children's life. Finally, David Shirley began as our new Facilities Manager bringing both solid expertise and a tremendous servant heart.

This is the day that the Lord has made: let us rejoice and be glad in it! For 126 plus years, through myriad changes and challenges both within and beyond her doors, Salem Covenant Church has continued to grow in health and vitality. Such vitality takes ongoing faith, love, flexibility, courage, perseverance, and a readiness to learn and adapt—all centered around a continuing commitment to the core mission for which God has gathered us together. As we look to the year ahead, may we continue this great tradition and, indeed, build on it, to the glory of God and the good of our neighbors near and far.

Grace and peace.

Salem's mission is defined as
Drawing, Developing, and Deploying
Disciples Devoted to Jesus Christ.

Everything we do is aimed toward that goal.

ALICE JOHNSON

CHILDREN AND FAMILY/EXECUTIVE PASTOR

Ministry Areas

- Children and Family
- Finance
- Administrative Services
- Properties
- Health

Goals for 2014-15

- Renovate the nursery to provide a safer, more welcoming environment for infants and toddlers.
- Introduce and implement Tru curriculum for children's Sunday morning programming.
- Expand parenting emphasis through providing a parenting seminar, weekly parenting gatherings, and topical small groups.
- Develop a communication strategy that includes the development of a new website.

Ministry Highlights

Just in time for the start of fall programming, and with thanks to numerous volunteers and financial contributors, we were able to move into our newly renovated nursery space. Fresh paint, new carpet, new furnishings and toys, as well as some decorative painting have created a fresh, inviting space for the youngest among us. The changes in our Nursery have proven beneficial for our Sunday morning and Wednesday evening ministries as well as been appreciated by our MOPS participants. What a wonderful space in which our young children are cared for and shown the love of Christ.



AWANA Clubs at Salem

Through the use of the Innovative Ministries Grant that Children and Family Ministry was awarded, we were able to invite Dr. David Walsh, an authority on children, teens, parenting, and family life to Salem. In October, he presented the seminar titled *iBrains: Guiding Children and Teens to Success in the Digital Age*. More than 275 parents, grandparents, and educators from Salem and the community gathered to learn more about the influences this age of technology has on children. Great appreciation was expressed for the seminar, the knowledge of the presenter, and the value of the content that was presented. As a follow-up to his talk, 29 people attended a four-week book discussion group based on Dr. Walsh's book *Smart Parenting, Smarter Kids*.

In a desire to continually empower our parents in their important role as the spiritual nurturers of their children, we began using Tru curriculum in our Sunday morning programming. As we walk through The Big God Story, from Genesis to Revelation, parents are encouraged to share the Bible story with their children prior to coming on Sundays. Then, our teachers have the opportunity to build upon that and help children discover how they might respond to God out of what they are learning and pondering the difference that this makes in their daily lives.

Through the partnership of a task force of Salem individuals and web design team, and made possible by contributions to our Capital Campaign, we are in the process of developing a new website. We are excited about evaluating, planning, and implementing more effective means of communicating the vision and ministries of Salem to people who already attend and to those who might be looking for a church home. There are so many wonderful things happening here and we want to share the great news!



Opening Worship time at Vacation Bible School 2015

JONNA FANTZ

OUTREACH AND COMMUNITY LIFE PASTOR

Ministry Areas

- Adult Sunday School
- Archives
- Connecting Ministries
- Membership
- Men's Ministry
- Prayer Ministry
- Senior Fellowship
- Small Groups
- Sports Teams
- Wednesday Bible Studies
- Women's Ministry

Goals for 2014-15

- Increase hospitality for the Contemporary Service by building four rotating teams of four ushers.
- Continue to strengthen Small Groups at Salem with two launches of Groups.
- Rework our membership process so that it becomes more informative and more connective for the new members.
- Design a prayer-focused event around the Christmas Season.
- Strengthen our standing ministry teams by trying to meet with them more regularly.
- Launch a Men's Ministry.
- Support the Smörgåsbord and Family Camp under the Connecting Ministries Team.
- Assume chief teaching responsibility for Wednesday Bible Study

Ministry Highlights

Women Ministries saw the retirement of the leadership team under Judy Sonstegard. We are so thankful to this team (Judy Sonstegard, Jeanette Anderson, Kim Bloom, Nan Lunquist, and Sandy Pederson), as well as to all who have served so faithfully before them, for all that they have accomplished in this ministry through the years. As Women Ministries goes through a time of restructuring, the team generously dispersed their funds to several of the ministries of Salem to help offset budget cuts and left some seed money for the new forms that Salem's ministry to women might take in the future.

Growth was the word for Adult Sunday School. We had the biggest year yet in our Adult Sunday School classes, seeing over a 15% growth in attendance. A class on world religions taught by Jim Beilby and a worship class by our own Steve Pitts drew a large response this last fall and winter.

Under the leadership of Dan Gatto and a committed Men's Ministry team, two events targeted for men occurred this year. A men's breakfast and evening BBQ offered men at Salem a chance to connect with other men about their own spiritual lives and learn from an inspiring communicator. A new men's softball team emerged out of this ministry.

New events provided some fresh momentum this year. Our Advent Prayer Service provided a meditative time of prayer and prayer actions to launch the often hectic Advent season. One woman who brought her family commented on experiencing a miraculous movement of peace and healing during the reflective prayer movements. The *World of Jesus* Class offered in June saw a large attendance. One participant described the experience as VBS for adults that he just wouldn't want to miss.

Strengthening our current ministries was a top priority. Small Group leaders had a great night of training under author and speaker David Stark. The membership process, now known as Salem 101, went through a curriculum development process that moved it to be four weeks of a membership experience with reproducible lectures, discussions, and activities, all informing new members about the theology that shapes Salem, the history of the church and denomination, and the current ministry and governance work of Salem. Two full classes of new members emerged with positive comments on the process.



Advent Prayer Service



World of Jesus Class offered in June 2015

BEN PEASE

YOUTH AND MINISTRY DEPLOYMENT PASTOR

Ministry Areas

- Youth
- Service
- Missions

Goals for 2014-15

- Youth: Draw, develop, and deploy Middle School and Senior High students, focusing on connecting them to Salem, nurturing them as disciples of Christ, and engaging them in meaningful adventures of service and learning within Salem and beyond. We also focused on deepening connections with parents and explored reconfiguring the Youth Ministry Team.
- Service: Provide meaningful, engaging connecting points of service for each person within the congregation by offering a wide variety of service opportunities with local ministry partners. Nurture and deepen connections between the Service Ministry Team and our existing ministry partners, including the Missions Ministry Team.
- Missions: Support local and global mission efforts, and provide broad exposure of these efforts to the congregation, so that every Salem member will become personally and actively engaged in a mission ministry. Deepen connections with our missionaries and present “bigger than Salem” opportunities for congregational involvement.

Ministry Highlights



MOVE service project at Living Hope Ministries

Youth

Last summer saw a group of Senior High students encounter God in the beauty of the wilderness on a Boundary Waters canoe adventure through Adventurous Christians. During the school year, both Middle School and Senior High students dived into God's Word to learn about God's love and amazing plans for those who follow him. Excitement built as we successfully completed our CHIC fundraising efforts (thank you, CHIC Auction team and donors!) and signed up 39 students and 14 adults to head to Knoxville in July. I worked with both the Confirmation team and the Youth Ministry Team toward continuous improvement and focus on our ministry objectives in those areas.



Mana Market at Fridley Covenant Church

Service

In addition to our ongoing partnerships with Feed My Starving Children, Salvation Army, Ralph Reeder Food Shelf, and other ministries, this year we had exciting developments in two key partnerships: First Covenant Minneapolis Homeless Shelter and Living Hope Ministries. We were able to strengthen our commitment to these ministry partners as we focused additional human and financial resources toward the mission of these important urban service ministries. In both cases, we saw an increase in Salem's participation as folks served meals and spent time with residents at the Homeless Shelter, and as they joined Living Hope Ministries in the renovation of significantly expanded ministry space.



Boyawaza Clinic in Congo

Missions

Once again, our Missions Ministry Team partnered with folks from Salem and beyond as they deployed to ministry within Minnesota, across the United States, and throughout the world. This year, we took the exciting step of spearheading efforts for the Salem congregation to adopt a Congo medical clinic (in partnership with two sister Covenant churches). The Boyawaza Clinic will have solar panels installed thanks to our partnership efforts this year. This team continues to be encouraged to see people with Salem roots pursue God's call to short-term and full-time mission.

JAMES L. ANDERSON VISITATION PASTOR

Let love be genuine; hate what is evil, hold fast to what is good; love one another with mutual affection; outdo one another in showing honor. Do not lag in zeal, be ardent in spirit, serve the Lord.

Rejoice in hope, be patient in suffering, persevere in prayer.

Contribute to the needs of the saints; extend hospitality to strangers.

Romans 12:9-13

Ministry Area

- Congregational Care

Ministry Highlights

As we live our lives, each one of us is creating our own story. Our friends, family, experiences, and faith all combine to form our story. But each of our stories is a part of a larger story; the great story of God's love and care for his creation and for his people.

This past year, my wife Sally and I have seen our story combine once again with the story of God's people at Salem Covenant Church. After 11 years as pastor at Rice Creek Covenant and 12 years as Chaplain at Covenant Village of Golden Valley, I am honored to have received a call to return to Salem to become Visitation Pastor.

As one friend said, "I failed retirement." That may be true for me as well as I began my role of Visitation Pastor even before I was retired from Covenant Village. My first several months at Salem, I made visits on weekends and in the evenings while still working full-time as a chaplain. Finally, after a family retirement trip to Disney World in March, I became more present starting in April 2015.

I can think of no better way to enter my retirement years than to serve as Visitation Pastor at Salem. Salem is blessed with a talented and committed staff. I have felt welcomed by the staff and encouraged by them in my ministry at Salem. It has also been a blessing to renew so many relationships from my time at Salem 23 years ago. And, there are many new relationships with new chapters to be written.

As I begin my role in helping to care for the congregation at Salem, I am a part of a strong team. Pastor Mark Pattie is committed to Christ and to the care of His people here in this church. Under his leadership, there is truly a caring atmosphere among all the staff. I am also privileged to work closely with Beth Anderson, Salem's Faith Community Nurse. Beth is also caring, committed, and efficient. It has been a joy to get to know Beth and to work with her.

However, the care of the congregation is not done by staff alone. You, the members and friends of Salem, have been and continue to be the hands and feet of Christ as you care for one another in so many ways large and small.

Together, we are a part of the larger story of God's love and care for this congregation and the world around it. Thank you for allowing me the privilege of sharing this story with you.



The Evangelical Covenant Church honored clergy with Lifetime Service Recognition awards during the denomination's 130th Annual Meeting in Kansas City, MO this past June. Pastor Jim, along with 42 other clergy, were honored for "lifetimes of faithful service and godly obedience."

NORM BLAGMAN

DIRECTOR OF CONTEMPORARY WORSHIP ARTS

Ministry Areas

Contemporary Worship

- Volunteer and paid musicians
- Sound and PowerPoint techs

Goals for 2014-15

- Increase and deepen the worship experience with video, PowerPoint, music, and aesthetics.
- More volunteer involvement in all aspects of ministry.
- Include Doxology and Sanctuary Choir in worship services.
- Provide training for sound and PowerPoint techs.
- Deepen the worship experience through engaging more of our senses. Smell, touch, sight, and sounds.
- Have outdoor services to draw our neighbors to what's happening here.
- Host a volunteer recruitment lunch to draw in new volunteers onto a variety of teams that include ushers, design team, hospitality, worship, and tech teams.
- Develop monthly schedule that will ensure Doxology's participation. Carrie Ann Krause, the director of Doxology, has also agreed to be a part of the worship team.

Ministry Highlights

- With re-configuring the seating in the Gym, we've created better sight lines for the preacher and congregation.
- The implementation of the in-ear system has helped greatly in reducing sound volume.
- The number of attendees has increased over the year.
- Continuing to tap into worship music from the Blues, Gospel, Latin, Funk, Pop, and Rock.
- Members of the Contemporary Worship Team led worship during two of the morning sessions at this year's Northwest Conference Annual Meeting, held at Salem this past April.
- On June 14, we held our annual outdoor worship service followed by the outdoor baptism service. Thank you to all of the volunteers that gave of their time both in advance and as a part of that morning!
- The arts have been explored through paintings and prayer experiences, particularly around Christmas and Easter.



Contemporary Worship on Sundays



Morning worship at the Northwest Conference Annual Meeting

CINDY REENTS MUSIC COORDINATOR

Ministry Area

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

Our vision as a ministry staff for the 2014-2015 fiscal year has been: To draw together people of all ages to utilize their musical talents to honor and praise God;

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

Goals for 2014-15

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

Ministry Highlights

The Bells of Glory have continued to grow as players under the direction of Lynn Miller. The young players are honing the fundamentals of bell ringing as well as working as a team. BOG has lead in worship 3-4 times during this year including participation in the Christmas Concert and Palm Sunday worship services. In addition, the group attended Kids Ring 2015 with clinician Don Felling.

Doxology is a strong and dedicated group of youth musicians under Carrie Krause's direction! The choir leads in worship services 4-5 times during the year in addition to presenting their annual concert, Doxology Dessert. Doxology went on a weekend retreat in October at YMCA Camp Ihduhapi where they strengthened their team-building skills and in-depth Scripture study.

The Praise Singers love hymns and the hymnal in general. They learn a Hymn of the Month, so they use their hymnal every week. The Praise Singers lead in the worship services about 3-4 times per year. This year, they also presented a culminating musical called *Bible Brainiacs*. The Joy Singers are a small but strong group. They sing in the worship services about 3-4 times each year and are singing challenging 3-part music.

The Sanctuary Choir continues to flourish under Jonathan Veenker. An exceptionally dedicated group of people, the Sanctuary Choir assists in leading worship faithfully week-by-week, including the high festival days



Bells of Glory



Praise Singers Rehearsal



Bible Brainiacs Musical

of Christmas Eve, Good Friday, and Easter. We are grateful for their humble servant spirits. A highlight of the season was participation in the Wooddale Choral Festival in May. The choir joined four other area church choirs to form a mass choir of 200+ voices, singing anthems and hymns accompanied by orchestra. It was been fun to gather for two Sundays during the summer months to lead in worship! New singers were able to join with the choir for a one-time commitment and it was good to see the choir loft filled with singers!

The Salem Handbell Ensemble participated in services each month, growing musically this year with challenging repertoire. Our Wind Ensemble plays twice a year and provides an intergenerational musical opportunity for our Salem wind players.

The Christmas concert in December provided a platform for collaboration among all of our ensembles. The Bells of Glory, Praise Singers, Joy Singers, Doxology, Sanctuary Choir, Men's Ensemble, Handbell Ensemble, and Wind Ensemble joined forces to present *Your Light Has Come!* Many different combinations of singers and instrumentalists were featured in this concert. The final number in the concert involved ALL musicians!

The Northwest Conference Annual Meeting was another opportunity for our musicians to shine! Doxology, Sanctuary Choir, and the Brass Ensemble collaborated and lead in the Friday evening worship service and presented a 30-minute prelude preceding the service.

We are grateful to our talented brass players who collaborate in the Traditional Services about twice in the fall and twice in the spring. Our Woodwind Quintet is continuing to develop and flourish. A string quartet added to the beauty of our Good Friday Tenebrae Service, *The Road to the Cross*. We are able to collaborate with other solo instruments as needed for choral anthems, etc. The immense amount and variety of musical talent at Salem, including vocal soloists, instrumentalists, pianists, is amazing. Our worship is heightened through their sharing of their musical gifts and God is glorified!

Sadly, we have accepted Deb Garvey's resignation as director of the Salem Handbell Ensemble (SHE). Deb has served as the Director of the Salem Handbell Ensemble for the last seven years. She is an incredible musician with a God-loving servant's heart who has been a joy to work with. She has brought a high level of expertise to our handbell program and has ably led the SHE. I personally have enjoyed collaborating with her on the Christmas concerts as well as in worship settings. Her choice of repertoire is always tasteful, creative, and appropriate to the setting. In addition, she has faithfully maintained the instruments—the bells have been refurbished and cleaned, new cases have been purchased, the bell tables have been refurnished, and new table dressings were purchased.

Also, Stuart Opel will no longer be continuing as director of the Men's Ensemble. Thank you, Stu, for your fine work with this group of men. Stu's music selection was always sensitive and appropriate and the men always were a blessing in the services they participated in. Thankfully, Stu will continue working with the Swedish Singers. Ja!

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



Sanctuary Choir at Wooddale Choral Festival



Swedish Singers



Christmas Concert Rehearsal

PAM CARLSON SALEM PRESCHOOL DIRECTOR

Goals for 2014-15

- Help our preschool students to grow cognitively, socially, emotionally, and spiritually as they move toward kindergarten
- Reach out to the parents of our students to form relationships between our teachers and the parents and encourage strong relationships between the parents themselves.
- Be part of Salem's outreach to the community, using our gifts to serve others.
- Draw new families to Salem through their experience with our preschool.

Ministry Highlights

Salem Preschool has guided our 100 students through many exciting experiences this year. We had visitors from several walks of life. In the fall, Majja Sedzielarz, Senior Program Developer for the Science Museum of Minnesota, came to school with fabulous dinosaur artifact to share with the students. Bones, skulls, fossils, and petrified poop were very popular with the children. This spring, as in the past, we had representatives from the New Brighton Police and Fire Departments come to show us their equipment and remind us of ways to stay safe. Julie Philbrook, a safety educator from Hennepin County Medical Center, spoke to us about the importance of using our seat belts. In addition to these visitors, we want to thank Pastor Pattie for visiting us at Easter time, Beth Anderson for teaching us how to be "germ stoppers" and our custodial staff for all the extra help they give us all year long. As we all know, special people make special things happen!

Being of service to others is another of our school goals. The children have planted our Preschool Garden. Those in our summer program, as well as several of our preschool families, are caring for the garden over the summer. The produce from our garden will be donated to the Ralph Reeder Food Shelf. Our Christmas service project, filling Birthday Bags for Ralph Reeder, was successful once again this year. Parents and children have continued to use and supply books in our Little Free Library located near the church parking lot. It is not unusual to see parents and children sitting in the grass near the Library reading books together!

Because of the positive response to last year's Summer Session, we are offering it again this year. Our classes offer children valuable, fun experiences to keep the learning process going through out the summer! If you see activity in the backyard, it's probably us learning and playing. Last week, we studied worms and bugs and we released Painted Lady butterflies raised by some of our students. Activities get even more exciting as the weeks go along!

Thank you, Salem, for supporting us with your children, prayers, and donations!



LEADERSHIP TEAM (LT)

CHRIS GEHRZ, CHAIRPERSON

While your Leadership Team—and the Strategic Planning Task Force it set up late last year—continued to be busy in the first half of 2015, I hope you'll forgive me if this particular annual report starts by taking a bit of a longer perspective, since I'm now at the end of my second term as Church Chair.

When I started as Chair, my primary goal was to address the demographic gap in our congregation: the increasingly notable lack of young families. So it's hugely satisfying to be able to step away from leadership with so many signs of positive movement in this area: e.g., a thriving Wednesday night program that not only drew large numbers of families but exemplifies our commitments to Christian formation and intergenerational relationships; a Vacation Bible School that drew almost 150 children for a week marked by two more of our emphases—worship and missions; a summer sports academy that builds on a successful four-week workshop on parenting, coaching, and athletics. I'm thrilled that I can walk into the Contemporary Service and see so many unfamiliar faces, but also that people young and old are also drawn to Salem by the excellence of its Traditional Service. Finally, I'm excited that newer members are already stepping into leadership, teaching, and other volunteer roles at Salem; it suggests that they not only feel welcome, but like they belong here and want to serve others.

My other overriding goal as Chair has been that Leadership Team be the group at Salem that is always stepping five or ten years into the future—not just understanding Salem as it is and has been, but envisioning Salem as it could become. So I'm glad that, as I write this, we are coming to the end of a strategic planning process that will not only recommend important new initiatives, but also the means to evaluate our progress and to sustain a culture of planning. I pray that we move forward in a spirit of hope and expectation: not fearing change as a threat, but welcoming it as the movement of the Holy Spirit in our midst.

Not to say that God only works through big, new initiatives and sweeping changes. If I've learned anything in the past six years as chair (and two before that on LT), it's that what we tend to yawn at as “business” can be a surprising means of God's grace, working renewal through that which strikes us as routine.

A few important items of church business that I'd particularly highlight:

- We recognized two members of our staff who reached milestone anniversaries in the first half of 2015: Cindy Reents (35th) and Ben Pease (10th).
- We continued to check in with Pastor Mark on his professional goals for the year and then conducted his annual performance review this spring.
- In April we held a joint retreat with the Strategic Planning Task Force, at which we heard and started to interpret the results of our internal survey and some external data about our surrounding community (made available via MissionInSite, a powerful online tool to which we have access through the Northwest Conference).
- We approved Chris Gehrz, Mark Pattie, and Karla Walker to represent Salem as delegates to the annual meeting of the Northwest Conference. (Thanks again to Denise Shannon and all the others who did such a great job hosting our guests!) And we approved Dave Erickson, Dean Erickson, and Mark Pattie to be our delegates to the annual meeting of the Evangelical Covenant Church, held last month in Kansas City, MO.
- We joined the rest of the congregation in celebrating an especially stellar group of confirmands. (As a personal aside: serving students, their families and friends, and the rest of our community at the reception on Confirmation Sunday is one of the great joys of leadership at Salem; I'll miss cutting and plating all that cake!)
- At our May meeting we voted to accept family recommendations for the use of \$6,750 given in memory of eight Salem members who have concluded their service in this world and passed on to life eternal. (As we all know, the first months of 2015 have been a particularly challenging time for our community, as we've had to say farewell to so many saints. I'm grateful to our pastors, staff, and kitchen workers for all that they've done to comfort grieving families, celebrate their loved ones, and remind us all of the living hope we have in Christ.)

- We awarded Church Matching Grants to North Park University students Emma Shannon, Eric Lundgren, and Libby Swanson.
- Throughout the year we heard financial reports via our Financial Liaison, Martin Anderson, and ministry updates from the two pastors on our team, Mark Pattie and Alice Johnson.

As always, I want to conclude by specially thanking a few people:

1. Our administrative staff, who do so much to help this team and our pastors to do their work—in particular, Marcy Toensing, Nichelle Kaul, Patrice Hammar, and Heather Brumbaugh.
2. Our ministry teams and their staff liaisons, who put in even more work than usual in helping LT to generate a prudent budget proposal that allows us to fulfill our mission according to the priorities we’ve discerned.
3. All of my sisters and brothers in Christ who have served with me on the Leadership Team. I lose count of how many of you there are, going back to my first year, but I love and appreciate you all. For years you’ve been patient with me as I learned to be Chair, you’ve corrected me when I was wrong and filled in my vision where it was too limited, you’ve boosted my spirits when I was frustrated or fearful, and, most importantly, you’ve prayed with and for me (one of you in Mandarin!).

While I’ve experienced all that most directly through women and men who have made LT something like a small group for me, I know that my years on LT have been covered by thousands of prayers from hundreds of others. Thank you for your care, and thank you for entrusting me with the privilege of helping to lead this church into its next quarter-century.

Grace and peace to you all, the “mission friends” of Salem Covenant Church!

Leadership Team Members:

Martin Anderson (*Corporate Secretary and Financial Liaison*)
 Kirsten Babb
 Wayne Carlson
 David Erickson
 Chris Gehrz (*Chair*)

Rev. Alice Johnson (*Executive Pastor*)
 Rev. Mark Pattie (*Senior Pastor*)
 Denise Shannon
 Mick Stoffel
 Karla Walker (*Vice-Chair and Recording Secretary*)

Vital Signs at Salem 2014-2015

Membership on July 1, 2014	982
Members received	12
Members transferred or resigned	12
Members lost through death	25

Membership on June 30, 2015 957

12 New Members

Patrick Antil	Kristin Antil
Erica Crone	David and Phyllis Cook
Virginia Larson	Joel and Heather Johnson
Andrew and Miriam Hill	Sally Pearson
Samuel Walker	

12 Transfers to Other Churches

Matthew and Danielle Bley	Elizabeth Pletscher
Douglas and Annette Walker	Dale Solberg
Christina Hara	Livia Goulette
Carolyn Pletscher	Timothy and Bonnie Coyer
Christine Pletscher	



25 Members passed on to their Eternal Home

Joan Jacobson	Carl Nelson	Patricia Evenson
Luella Lindquist	Norma Arneson	Joyce I. Anderson
Frances LeClair	Ruby Angle	Raymond Anderson
Margaret Forrest	Alyce Hawkinson	Irene Haglund
Frances Peterson	Brian Peterson	Audrey Berglund
Verna Bengtson	Karen Peterson	Erland Ekberg
Allan Peterson	James Redeske	Glen Bjorklund
Jim Brand	Virginia Wicklund	
Eleanor Paul	John Lamprecht	

Sunday Worship Average Attendance

	1st Trad	2nd Trad (Summer Trad)	Contemp
July 2014		293	148
August		291	143
September	163	241	210
October	156	239	165
November	173	276	164
December	172	315	180
January 2015	150	240	188
February	142	242	185
March	134	261	197
April	142	287	190
May	131	239	173
June		304	182



1 Child Born to Members

Eleanor Hill

6 Children Dedicated to the Lord by Their Parents

Corban David Liam Jacobson
Cassidy Renee Jacobson
Samuel Arie Verdoorn
Jillian Pauline Meyer
Fletcher Elliot Jones
Henry Lawrence Brinkman



20 People Baptized

Anders Bengt O'Brien
Jason Bowen Kaul
Timothy Nelson Pease
Hannah Snider
Tenlee Jewell Lane Shirley
Everlee Harlow Ruth Shirley
James Redeske
Andrew Joseph Billigmeier
Hailey Lynn Pearson
Hannah Joyce Pearson

Louele Cooper Deng
Adair Mador Deng
Deng Jacob Deng
Awan Aloung Deng
Marial Mador Den
Nathan Gregory Grimes
Corinne Linnea Pease
Ramona Rose Trapskin
Isaac Benjamin Trapskin
Scott Jeffrey Gross

Marriage

James and Arianna (Valena) Nelson
Brian and Kirsten (Lundgren) Weber
Corey and Bethany (Stoffel) Smith

13 Students Confirmed in Faith on May 17, 2015

Jonathan Barnes
Nathan Grimes
Grace Hill
Benjamin Holsten
Adeline Johnson
Jason Kaul
Graham Kirwin
Corinne Pease
Clara Pederson
Ethan Scheibe
Zachary Sigler
Lydia Sinn
Blake Van Guilder



125TH ANNIVERSARY CAPITAL CAMPAIGN

Update as of June 30, 2015

Total Capital Projects Planned	\$1,160,000
Commitments to Capital Campaign	\$ 680,000
Gifts received designated to Capital Campaign as of 6/30/15	\$ 656,016
Disbursements made from Capital Campaign funds through 6/30/15	<u>\$ 445,809</u>
Capital Improvements Fund Balance as of 6/30/15	<u>\$ 210,207</u>
 Borrowed funds from National Covenant Properties for Capital Projects (Kitchen renovation, Gym roof, parking lot lights, security cameras)	 \$ 494,863

Capital Projects completed as of June 30, 2015:

Kitchen renovation
 Organ refurbishment in Sanctuary
 Air conditioning in Gym, Kitchen and lower level
 Roof replacement over Gym
 Purchase of new bus for transportation needs
 Parking lot lighting improvements
 Security system upgrade and additional cameras throughout building and parking lot
 Nursery remodel
 Speakers, projector, and sound equipment in Gym for Contemporary Worship
 Carpet in lower level (Preschool rooms and hallway) and upper level offices
 Upgraded Wi-Fi access throughout building
 Parking lot asphalt repairs and concrete exit
 Safety rails installed in parking lot and Sanctuary
 New furniture and technology upgrades in Hermundslie Lounge
 Narthex improvements
 Purchase of new chairs for choir loft in Sanctuary
 Lighting upgrade in Sanctuary
 Purchase of chairs and tables for use around building
 Painting of rooms and hallways in lower level

Projects in process:

Website re-design
 Replacement of pew cushions and tile floor in Sanctuary

Projects planned for next year:

Christian education equipment and technology purchases
 Building emergency systems

2016 BUDGET SUMMARY

The budget for Fiscal Year 2016 (FY16) was established as a collaborative effort between the Leadership Team, the Church Staff, and the various ministry teams. It is based upon an estimation of the fixed financial needs and the intent to support our mission: Drawing, Developing, and Deploying Disciples Devoted to Jesus Christ

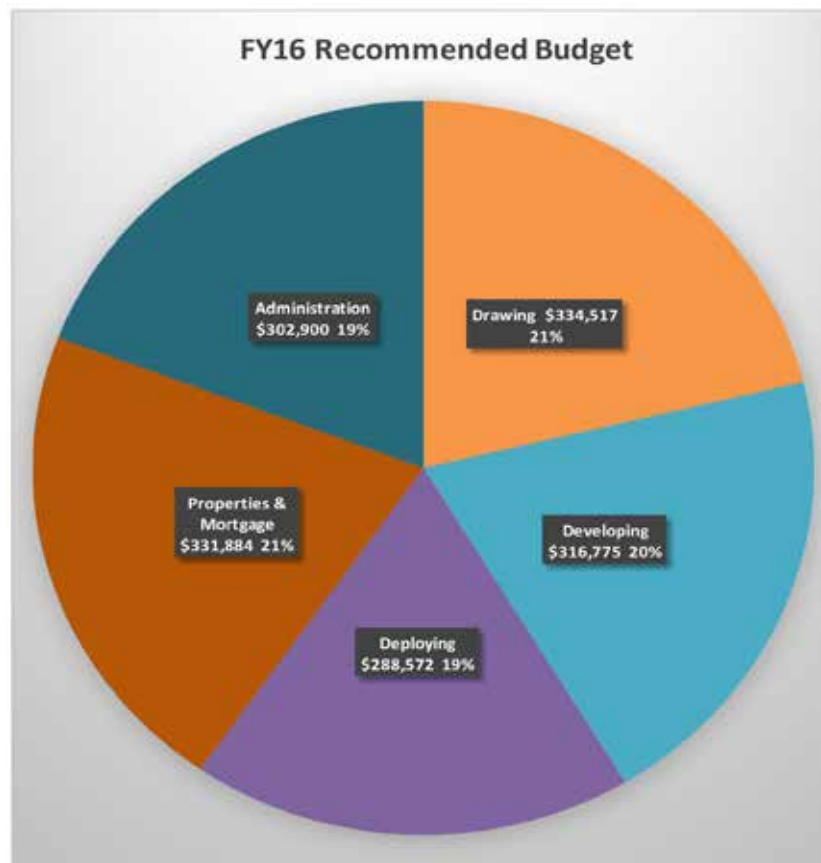
Mission goals:

1. Drawing people into a life-transforming relationship with Jesus Christ and His Church.
2. Developing disciples who worship God, learn Christ's way, and follow Christ's call.
3. Deploying one another to ministry, mission, and life as members of the Body of Christ in the world.

The proposed budget is about \$1,575,000. This represents a 1.5% decrease from projected FY15 Actual Income and a 1% increase over FY15 Budget. Recognizing that FY15 Actual Income includes two generous and significant estate gifts, the Leadership Team estimates that the FY16 Income may be closer to a 3-4% increase over projected FY15 Income with estate gifts removed. The Leadership Team is prepared to use the net income from FY15 to offset a difference in FY16 Income and Expenses, if needed.

Ministry Development Priorities for FY16:

- ❖ Vibrant Worship and Music Ministries that overflow into all of life:
 - Support excellence and growth in all worship services.
- ❖ Christian Formation that equips people of all ages to live and serve as faithful, fruitful followers of Jesus Christ.
 - Support excellence and growth in Youth, Children and Family Ministries.
 - Support excellence and growth in Small Group ministries.
- ❖ Fostering grace-filled, grace-extending relationships that are nurtured within, extending outward from, and inviting others into a Christ-centered, intergenerational community.
 - Support and strengthen hospitality and Connecting Ministries initiatives.
 - Support and strengthen communication efforts to encourage effective communication within our community and in our outreach beyond.
- ❖ Initiatives rising up through our strategic planning process.



Salem Covenant Church
Budget by Ministry Team
For the year ending June 30, 2016

Drawing, Developing, and Deploying Disciples Devoted to Jesus Christ.

	2013 Actual	2014 Actual	2015 Budget	2016 RECOMMENDED Budget
Drawing				
Worship Support	1,243	2,356	3,125	2,970
Contemporary Worship	10,378	4,051	4,850	4,200
Music	13,281	12,017	15,500	14,700
Connecting Ministries	6,282	1,974	7,900	8,980
Personnel Expenses	229,456	263,087	280,345	303,667
Total Drawing	260,640	283,485	311,720	334,517
Developing				
Prayer	108	-	200	190
Small Groups	-	-	-	1,300
Adults	998	1,509	1,500	1,100
Youth	15,913	13,930	14,700	13,950
Children	14,432	19,092	27,500	26,625
Stewardship	-	-	-	2,000
Personnel Expenses	221,400	297,148	238,234	271,610
Total Developing	252,851	331,679	282,134	316,775
Deploying				
Health Ministries	1,449	1,522	1,475	1,401
Service	5,983	5,700	6,700	6,365
Compassion, Mercy & Justice	9,528	6,750	6,750	-
Missions	77,195	77,635	77,620	68,785
Covenant Denomination Giving	115,194	117,822	120,904	119,375
Personnel Expenses	84,772	68,555	91,184	92,646
Total Deploying	294,121	277,984	304,633	288,572
Properties & Mortgage				
Properties	151,693	156,833	165,670	158,075
Mortgage	103,200	101,765	59,700	59,700
Personnel Expenses	111,213	93,004	135,176	114,109
Total Properties & Mortgage	366,106	351,602	360,546	331,884
Administration				
Finance	16,239	25,597	19,525	18,550
Administrative Services	66,055	69,763	66,700	60,470
Leadership Team	11,043	5,862	13,000	12,700
Personnel Expenses	176,959	141,748	200,135	211,180
Total Administration	270,296	242,970	299,360	302,900
Grand Total	1,444,014	1,487,720	1,558,392	1,574,648



Salem Covenant Church

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