



# 2020 - 2021 Annual Reports of Salem Evangelical Lutheran Church

New Augusta – Indianapolis, Indiana



**Serving Christ as the COVID-19 pandemic began and as a new day dawns.**  
Meeting date delayed to a virtual gathering on July 31, 2022.



**2020-21 Annual Reports - Table of Contents**

Interim Pastor’s Reports . . . . . 2

President’s Reports . . . . . 7

Statistical Reports . . . . . 15

Worship & Music Ministry Report . . . . . 17

Property Ministry Report . . . . . 19

Stewardship Ministry Report . . . . . 21

Finance Report . . . . . 22

Church Assets Report . . . . . 23

Financial Secretary’s Reports . . . . . 24

Treasurer’s Reports . . . . . 26

Budget for 2022 . . . . . 33

**ON THE COVER:**

**Top images:** Four-month-old James Adolphe listens to our radio broadcast with his family on July 19, 2020.  
 One family “tailgates” in the lot while a Haitian couple listens to worship on the bench on September 27, 2020.  
 Kalamo Adolphe adjusts the camera at the broadcast center in the empty sanctuary on February 7, 2021.

**Center row:** LeeAra Watson, Rosemary and Charles Rader, and Pastor Capers record our 2020 Christmas Eve Service.  
 Pastor Capers welcomed students near and far with our video and telephone Bible Studies.  
 Richard Alvies and Constance Kadyole pray on September 23, 2020 as we gather in the park and parking lot.

**Bottom:** We social distance as Pastor Capers receives new members on Reformation Sunday, 2021.

Photographer: Devoe Slisher

**Annual Report of Interim Pastor, Rev. James M. Capers  
From January 2020-December 2020**

Acts 1:6-8

<sup>6</sup>Then they (the disciples) gathered around him (Jesus) and asked him, “Lord, are you at this time going to restore the kingdom to Israel?”

<sup>7</sup>He said to them: *“It is not for you to know the times or dates the Father has set by his own authority. <sup>8</sup>But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth.”*<sup>1</sup>

In the book of Acts of the Apostles, many Bible interpreters as they read this one history book in the New Testament say that this book should really be called “The Acts of the Holy Spirit.” This is because it was the Spirit at work in the lives of the Apostles.

But in the passage quoted above is where Jesus is asked whether he would restore the kingdom of Israel as it had been known in the past. It seems as though Jesus did not answer the question; but he did. For the way in which God’s move would occur would be through the Acts of the Apostles; for they would be witnesses in Jerusalem, Judea, Samaria and to the ends of the earth.

As one reads the book of Acts, one would notice that the way in which Jesus describes the witness of the apostles took place in the order that Jesus describes. They would witness first in Jerusalem, then to outer Judea, then in the Samaritan territory and then by Paul to the ends of the earth. As you continue to read the book you notice that chapters 1-7 contain their witness in Jerusalem. However, their witness did not expand until there came a persecution of the church. It was then when the witness of outer Judea, Samaria and finally to the whole earth continues. They were moved out of their comfort zone into a new way of being the church of Jesus Christ. One might say that again Salem is being challenged to be church in new and different ways.

The year of 2020 was my fourth full year as interim pastor at Salem/Shalom Lutheran Church. Some years ago there was a TV program that was called “The Week That Was.” The actual theme song went like this:

*“That was the week that was  
It’s over let it go . . .”*

---

<sup>1</sup> [The New International Version](#) (Grand Rapids, MI: Zondervan, 2011), Ac 1:6–8.

## **Covid 19**

There are some who might have thought about this in terms of the year 2020. Yet, what was established in that year was to continue to be with us in the following years. A virus that erupted in China and was about to come to the U.S. was to change our lives. It is like Acts 7; a persecution came upon us. In the first few months, this Covid-19 virus was to have far reaching effects on our life together. By the time we reached February and deaths began to be reported, the national agencies began to take this seriously and increased their reporting to the rest of us. As a result we were having to make adjustments in the ways that we came together. We began that change at the end of March; specifically on March 22<sup>nd</sup>.

We and other meeting groups made the decision to essentially “lock down” our coming together as a congregation. As a result of our not being able to worship in person, we made a decision to have an online experience for Holy Week. It was the first of its kind for me, and also those who were able to attend. In April we also made the decision to have what are called “parking lot” services which were broadcast over FM 87.9. This signal in general was good for a 1-mile radius.

## **Worship and Discipleship**

Between Devoe Slisher and myself we continued to try to be creative in coming up with ways of connecting with worshippers and other visitors. We also decided that we would use our “channel” on Youtube.com and prepare presentations for those who had internet access so that we could continue to worship and praise. It served as a way of joining into thanks and praise as well as receiving God’s gifts to us. I had made the determination that since the power or efficacy of the Lord’s supper is made available by the Word of God, the presence of physical elements and faith, therefore we could celebrate communion in distance and in time. We also found that that we were not just reaching “our own,” but we were reaching out to another audience, many we did not yet know.

## **Pastoral Care and Evangelization**

In the months of this year, I found myself concentrating on telephone and email contact with persons served in mission through this congregation. In addition, I made sure that the Bible Study that was taking place on Saturday at 10 a.m. was regularized so that there was a consistent cohort of attenders and participants. We first gathered by telephone conference and then later through Zoom. This was a very effective means of discipling those who had it in their hearts to learn, share and pray. There developed a new group of retirees who normally

met on Monday morning, began to expand to both women and men in order to gather for movie watching, prayer and discussion of various topics raised through this viewing.

During this year, we were graced to have received two who have been among us. Deacon Barbara Collins and Malcolm Collins. Though Deacon Collins was not able to be with us on a regular basis, since she was serving as the appointed public leader at Bethany Lutheran Church, we saw the both of them as meaningful assets to this ministry.

### **Shalom International Ministries**

As you are aware, some years ago the congregation made a decision to establish a new start ministry which focused on African nationals and refugees. This was a reason why Minister Douglas Mmari was assigned and called to Salem. Once that ministry was begun in earnest, it became what was known as Shalom International Ministries. However, when Minister Mmari was not able to return from his visit from Tanzania, it became necessary to reevaluate where that ministry stood in the overall focus of this congregation. Generally, something called a "Ministry Review" is scheduled for such ministries to determine what next steps are needed in order for them to thrive. An attempt at having a Ministry Review in this year was begun but was not completed because of Covid 19. This review was to be postponed until an opportune time.

### **Person-to-Person Gathering**

We used the facility of parking lot worship with few being on the inside of the sanctuary.

We followed guidelines so that we socially distanced ourselves with all using masks, prepared communion packets and with all using hand sanitizers. At the beginning there was little singing. I also worked with the Council to provide musical leadership with me playing the keyboard and piano and with the help of LeeAra Watson to serve as cantor to provide both taped and live vocal music. One might say that it was an interesting experiment. It was effective, also in the sense that we reached beyond the United States and into other countries, including some in Africa.

*Pr. James M. Capers*

## ***Annual Report of Interim Pastor, Rev. James M. Capers From January 2021-December 2021***

*But they that wait upon the LORD shall renew their strength;  
They shall mount up with wings as eagles;  
They shall run, and not be weary;  
And they shall walk, and not faint.<sup>2</sup>*

There is no doubt that we were in need of God's verifiable action as we entered the new calendar year. For people of faith, we have come to realize that our times are in God's hands. So we are dependent on his willingness to act in any particular time. Isaiah, who was the prophet of Jerusalem whose words relate to Judea before, during and after their Babylonian captivity are designed to challenge and comfort those who were away from their usual lives. For a whole year, we at Salem along with the rest of the world, were taken captivity away from our regular lives. But God, in God's abundant mercy has continued to sustain us. The prophet reminds us that when we "wait upon the Lord," God continues to renew our strength. Just as God renewed the strength of the Old Testament saints, God also renewed ours.

Though we met the year with the home-going of the saint in Christ, Susan Kunze, we received God's ever-present support as we were able to continue our ministry through the open doors that God created. Later in the year, we also had the home-going celebration for Pastor Bonnie Sparks who served this congregation with distinction.



During this year we were able to increase the ability to connect with both our fellowship and the outside world through our presence on YouTube. Devoe and I with assistance from a number of people in and outside of this church, pieced together the Ash Wednesday and Holy Week Services so that these times of devotion and worship were made available to people outside our church assembly. In my humble opinion I believe that we did a good job to proclaim during that holy time what God did and what God continues to do. With the Covid numbers down, our leadership made the decision to have open and mitigated worship. Our first worship services with a few in attendance

---

<sup>2</sup> [\*The Holy Bible: King James Version\*](#). (2009). (Electronic Edition of the 1900 Authorized Version., Is 40:31). Bellingham, WA: Logos Research Systems, Inc.

was truly exciting. It was good to see those who would enter and worship in the sanctuary.



Even though we were in a Covid situation, God grew our official number of disciples at Salem: Gino Agresti, Denise Chisveto and Esther-Horvath-Fer.

I want to take this time to thank all of the body at Salem Shalom Church. Thank you for your faithfulness in worship and support. Thank you so much for your willingness to continue to learn new and different avenues that have kept us moving forward. I don't know what the future holds, but I know Who holds the future.

*Pr. James M. Capers*



# ***President's Report***

## **2020**

Council members: Constance Kadyole, Eunice Kahuri, Keith Kunze, Riziki Luanda, Beth Mwangi, David Ngugi, Charles Rader, Rosemary Rader, Devoe Slisher, James Zowah, and Pastor James Capers (Interim Pastor)

Reflecting on the two years I served as President of the Salem Council, I am surprised at how much was accomplished despite the dominance of the Covid-19 pandemic in the daily life of every member of our congregation. February 9, 2020, was the date of the first Council meeting which I chaired as President. My husband, Charles, and I were still in Arizona on a winter vacation when we joined the Council meeting with our laptop computer via the internet. We returned to Indianapolis one month later, when the first case of Covid-19 had just been discovered here.

Our main decision at the March 15 Council meeting was to suspend in-person worship in the sanctuary until our April 5 meeting. By that time, we would know whether we could safely return to the sanctuary for in-person worship services. March 15 was our last pre-pandemic worship service. I made a brief talk there regarding Covid safeguards, and later sent out two letters regarding our decisions about worship during the pandemic. All three documents are attached to this report.

Our Office Manager, Devoe Slisher, had already been researching ways to use our Facebook site to keep in touch with our worshipers. He planned to present Pastor Capers reading the Gospel lesson and giving a sermon for each Sunday for the next three weeks...another first for Salem. We Council members have been and continue to be exceedingly grateful for Devoe's vast media knowledge and his talents and hours spent bringing Salem to Facebook and YouTube. He introduced us to a new evangelism tool which enabled us to share the Gospel message, Bible Study, and eventually our worship services, with the world.

We had two Council meetings in April to monitor changes in reports of escalating numbers of Covid-19 cases in Indiana. Again, we postponed returning to in-person worship services in the sanctuary. We Council members were not meeting face to face...all of us were now using a new format called Zoom to connect with each other, either with a computer or a cellphone. Thus, Zoom entered our world at Salem, and became our means of conducting Council business.

During that first year of dealing with Covid-19, we gradually learned more about the dangers of spreading the disease. We complied with Mayor Hogsett's order to stay at home until May 1. We agreed to suspend all on-

campus activities to avoid mass gatherings at Salem, canceling worship services, the Annual Meeting and dinner, and suspending ESL classes indefinitely. With Devoe's guidance, we planned our first "parking lot service," a radio broadcast of a live worship service for June 7. We discussed how best to safely offer bulletins, communion elements, restrooms, and receive donations in such a setting.

At our June Council meeting we decided to continue pre-recorded worship services on YouTube, and to continue "parking lot services" to broadcast "live" services each Sunday. We learned from Property Team Chairman, Keith Kunze, about Salem's latest raccoon problems and the on-going efforts by Critter Control company to keep raccoons out of the church building. The mother raccoon and two babies had fallen through the ceiling into our nursery! They had chewed through shingles and flashing on the roof, to gain access into the building. Keith was in the process of scheduling repairs to the roof. He also told us that Ivan Miller's newly-created butterfly garden next to the Fellowship Hall is flourishing. Ivan and his family are maintaining it as a project for Ivan's Eagle Scout application. Other New Augusta neighbors have begun to care for the neglected flower beds around the church building.



At our July meeting we learned vandals had toppled some of the oldest headstones in our Salem cemetery. Fortunately, Mr. Woody, who has mowed and maintained the cemetery for us for years, brought helpers and was able to re-set those stones in the weeks following our meeting. Devoe reported he has ordered paper masks in anticipation of re-opening the sanctuary for in-person worship whenever the number of new daily cases of Covid drops. We had already spent hours reading about and discussing safeguards we should take in order to resume in-person worship services.

In our September Council meeting, Devoe told us he would purchase new microphones, in anticipation of our return to in-person worship services. He was also researching our need for copyright clearances to begin showing regular "live" worship services online. Our parking lot services have been a success, but now that the weather is turning colder, we need to offer more indoor options for listening to the service.

At our October Council meeting Devoe reported he had set up "listening rooms" in the church building's basement, conference room and choir room for limited numbers of people to safely listen to the service. The Fellowship Hall has already been serving as a listening room on Sunday mornings for a small number of worshipers. Trae Rott has completed the revised plan for his Eagle Scout project at Salem. He built several picnic tables and a firepit for our Salem Park, and made a large donation to Salem with surplus monies he

had raised for his original planned project. Trae will have his Eagle Scout Award ceremony in the Fellowship Hall on December 13.

At our November meeting we discussed the problem that new Covid-19 cases are at their highest rate since the pandemic began. We agreed we cannot open the sanctuary for in-person worship at this time. The Worship and Music team and the Finance team have met. Special things are being planned for Advent and Christmas Eve services. Lee Ara Watson is joining our staff to serve as Cantor for future worship services. Council approved the proposed 2021 budget which was presented by Treasurer, Charles Rader. An online Zoom Special Congregational Meeting was set for November 22, another "first" for Salem.

The Zoom Special Congregational Meeting was held on November 22, 2020. The proposed budget for 2021 was presented by Treasurer, Charles Rader, comparing each line item with the 2020 budget. The new budget was approved by the congregation. Two new Council members were elected: Laura Morgan and Tatenda Kunaka. During the Open Forum, I announced that Salem had applied for and received a grant from the local IN-KY Synod office for rental/housing assistance for families of color.



At our December meeting we discussed plans for a pre-recorded service of Lessons and Carols to be offered online the evening of December 24, 2020, another "first" for Salem. Council approved the minutes of the Special Congregational meeting. Charles Rader reported on the difficulties he has encountered trying to set up a process with British Petroleum to send our future stock dividends by electronic transfer. They will no longer issue paper checks to us by U.S. mail. We thanked David Ngugi for his faithful service on Council...his term is now ending. Pastor Capers reported there are now three Salem families with Covid.

## 2021

Council Members: Constance Kadyole, Eunice Kahuri, Tatenda Kunaka, Keith Kunze, Riziki Luanda, Laura Morgan, Charles Rader, Rosemary Rader, Devoe Slisher, James Zowah, and Pastor James Capers (Interim Pastor)

The January Zoom meeting brought both joy and sadness to Council members. We welcomed Tatenda Kunaka as a first-time Council member. We happily welcomed back Laura Morgan as a returning member. We elected officers. We received a report from Devoe Slisher on the number of Facebook

views of our Christmas Eve service and a shorter video of the Adolphe children, our Christmas Eve choir, singing a Christmas song in Swahili. To our astonishment, thousands of people around the world watched our worship service and the video of the children's choir. We were all amazed at the outreach and evangelism we accomplished with our efforts. Sadly, we also learned of the hospitalization of Susan Kunze, a life-long Salem member and our link to the founding families of Salem. She did not recover and died in the hospital a few days after our meeting.



February's Zoom Council meeting brought plans for Lenten online worship services. Celebrating Ash Wednesday online will require Devoe to mail ashes to members of our congregation in advance of the service, which they will use to mark the sign of the cross on their foreheads during the pre-recorded evening service. Palm Sunday will be advertised as a live "Pack the Parking Lot" service. Maundy Thursday and Good Friday will be online pre-recorded evening services. We agreed to consider the possibility of opening the sanctuary for the "live" Easter service. We had much discussion of re-opening issues including socially-distant seating, paper masks, ushering, distribution of communion elements, collecting offering donations and overall safety procedures. We elected delegates for the 2021 IN-KY Synod Assembly, which will occur online. Dardhe Lake and Tatenda Kunaka will serve as Shalom delegates, Devoe Slisher and Rosemary Rader will represent Salem.

April 4, Easter Sunday, the sanctuary was opened with four attendees for that worship service. April 11, the day of our Council meeting, there were two attendees at the morning worship service. Many others participated by listening with parking lot radios or watching the "live" services at home. We learned Pastor Capers will be out of town on May 23, so Pastor Jeffrey Jacobazzi will serve as our supply pastor. Keith Kunze is getting outside help to address electrical and plumbing issues in the Fellowship Hall.

At our May meeting we learned that Pastor Bonnie Sparks died on May 5, and we discussed the possibility of having an outdoor "going home" service for her in our Salem Park on June 5. Plans were being made to meet outdoors rather than in the sanctuary, in order to safely gather a large group of people. During her years as Salem's Interim, Pastor Bonnie had spent hours in our park, site of her Thursday "Picnics in the park with Pastor" and holiday picnics after church. So, we thought she would approve our plans for an outdoor service.



June brought a report from me on the online In-Ky Synod Assembly during the previous week, which had several dropouts and other online problems. Salem worship continues with parking lot radio services attended in cars and indoor "listening rooms", some in-person worship in the sanctuary, live-streaming and availability of YouTube replays of the live services. Pastor

reports the Zoom Bible Study on Saturdays is well-attended. We decided to move the Fall International Harvest Festival to May, because of the rising number of new Delta variant Covid cases and our concerns for the risk of exposure of un-vaccinated children.

In September we discussed having a Zoom Special Congregational Meeting in November. We approved the agenda, which included the election of new Council members. Eunice Kahuri, Devoe Slisher and Keith Kunze will all be leaving Council when their terms expire in December. Keith Kunze reported on many on-going property improvements, including parking lot re-surfacing and striping, repairs to the church building's entry sign by Keith's family, and Keith's re-painting of our sign at 71st Street and Pollard.

In October we learned that three "new" members will be received on Reformation Day: long-time friends of Salem, Gino Agresti and Esther Horvath-Fer, as well as Denise Chisveto, a new arrival to Indianapolis and a long-time friend of the Kadyole family.

At the November Council meeting, Charles Rader reported on the October meetings of the Worship and Music team and the Finance team to prepare the 2022 budget. He presented the proposed budget for Council's approval. The total increase of the 2022 budget over the 2021 budget will be 10.5 percent. Pastor Capers reported that Edward Watson will be a candidate for seminary in the ELCA and will be assisting in ministry at Salem. The Watson family and several visitors have expressed interest in membership classes.

The second Zoom Special Congregational Meeting on November 14 was a success with approval of the proposed 2022 budget, election of a new Council member and an Open Forum.

The final Council meeting of the year in December also marked the end of my two-year term as President of the Council. I took the opportunity to thank our departing members, Eunice Kahuri, Keith Kunze and Devoe Slisher. We also happily welcomed back to Council David Ngugi for a new three-year term.

I am proud of all our dedicated Council members, who helped to guide our congregation through dangerous pandemic times and helped Pastor Capers and Devoe Slisher to provide outreach to strangers and continued service to our members and friends of Salem. We celebrate Salem's long history in Pike township as we continue to spread God's word and love to the community around us.

Submitted by Rosemary Rader  
2020-2021 Council President

March 15, 2020

Dear Salem congregation,

Today the Church Council met and made several decisions concerning the spread of coronavirus, also known as COVID-19.

1. There will be no worship service at Salem on March 22 or March 29. The church will be closed on those Sundays.
2. We plan to resume worship services on Palm Sunday, April 5. If we need to change that plan, we will notify you.
3. The annual meeting/dinner scheduled for April 5 has been postponed. If we return to regular worship services in April, we will plan for a short annual meeting following a Sunday morning service.
4. ESL will be on a one-month break beginning March 17.
5. Devoe Slisher and Pastor Capers are discussing posting some pastoral messages online during the next two weeks. Please contact Devoe for updates.

We Council members are hoping that by taking these measures now we can prevent the spread of the coronavirus in our Salem community. We pray that by April we will know when we can again greet you face to face.

Please remember that Salem's need for your stewardship and financial gifts continues. We ask that you mail to the church office the donations you would normally have placed in the offering plate on the next two Sundays. Here is Salem's address: Salem Evangelical Lutheran Church, 4700 W. 72nd Street, Indianapolis, IN 46268.

We hope that these two weeks of quiet solitary time will help all of us to remain in good health and not to be carriers of this virus to our family members, friends and neighbors.

You are in our prayers. We hope to see you again on April 5. May you know the calming peace of God during this difficult time!

Rosemary Rader, President  
Salem Lutheran Congregational Council



### **March 15, 2020**

We practiced social distancing at the communion rail. Pastor Capers spoke with the children about the fears of the health crisis. And Council President Rosemary Rader delivered this talk to the congregation:

As you all know we are facing a serious problem in our country from the Coronavirus, now known as COVID-19. Officials from the World Health Organization and our own Center for Disease Control experts recommend "social distancing" to prevent the spread of the disease.

It is recommended that you separate yourself by at least six feet from those people who do not live with you. Here in church I recommend you sit six feet from those who are not members of your family. We have many empty pews--just pick one.

In order to help us commune at a safe distance, I am asking the ushers to allow only eight people per table for communion today. We can spread out for safety, with at least three feet between ourselves and our friends.

We now know that people who have no symptoms may already have the virus. They may unknowingly be spreading it to friends, family and neighbors. This is why we must take precautions. Be serious about washing your hands for twenty seconds, and do it often. If you sneeze or cough, cover your mouth with a tissue or your elbow. You may be saving a life.

You probably have heard already that elderly people, like me, are most at risk. If you develop a cough or a fever, please stay home. Call your doctor if your symptoms become worse, particularly if you are short of breath.

We will keep you updated about any decisions we make in Council about our worship service and the community members who use our Fellowship Hall. Thank you! God bless you all!

April 28, 2020

Dear Salem/Shalom congregation,

On Sunday, April 26, 2020 at a special meeting of the Council, we made the decision to extend the closure of our buildings through May 17. On that day we Council members will meet again electronically to consider whether we might be able to open our doors and return to regular Sunday services on May 24. We pray by that time that the number of new cases of coronavirus in Indianapolis will be declining.

We hope that you are tuning in to our regular recorded Sunday services on YouTube. Pastor Capers continues to offer a reading of the Gospel of the day and his sermon each Sunday. Recently he introduced us to the ability to share communion together via YouTube, which has been comforting for many homebound people.

Thank you for your financial gifts during this past month. We depend on your gifts to pay Salem's bills, maintain our campus, and permit us to continue our ministry and outreach during these difficult days.

Be assured that our thoughts and prayers are with you. During these days when we must continue to be absent from one another, please take the time to phone a few of your Salem friends to offer joy and blessings to all who are homebound. I have often remarked during the past month that we older retired people are probably accustomed to being home all day, therefore finding less stress in our households than many younger people who are usually away from their homes and families most of the week. Hopefully the enforced stay at home has brought you closer to your family members. Especially for children, the unexpected gift of time with parents each day during the past two months has been a unique blessing.

Know that you are in my prayers and that I look forward to the day when we can all be together again in church on Sunday mornings. Until that time, may you know the calming peace of God.

Rosemary Rader, President  
Salem Lutheran Congregational Council

## ***SALEM CONGREGATIONAL STATISTICS - 2020***

### **Members as of December 31, 2020**

Baptized: 93

Baptized/Confirmed: 76

### **TOTAL MEMBERS RECEIVED: 2**

By Transfer 2

Collins, Malcolm and Sister Barbara 8/16/2020

### **TOTAL MEMBERS REMOVED: 0**

### **Children of Members Received in 2020**

James Adolphe, born 3/23/2020

**Average Weekly Attendance 2020** 23

Highest Attendance – January 5 46

Lowest Attendance – July 5 & Nov 22 8

We met in the sanctuary through March 15.

We began gathering in our cars in the parking lot on June 7.

## ***SALEM CONGREGATIONAL STATISTICS - 2021***

### **Members as of December 31, 2021**

Baptized: 94

Baptized/Confirmed: 77

### **TOTAL MEMBERS RECEIVED: 3**

By Affirmation 2

Gino Agresti and Denise Chisveto 10/31/2021

By Transfer 1

Esther Horvath-Fer 10/31/2021

### **TOTAL MEMBERS REMOVED: 2**

By Death

Susan Shaw Kunze 1/13/2021

Pastor Bonnie Sparks 5/5/2021

### **Average Weekly Attendance 2021 17**

Average Sunday Views Online\* 32

Highest Attendance – 11/7/2021 33

Lowest Attendance – 2/7/2021 8

Live streaming of our worship on YouTube continued throughout the year.

The radio broadcast to the campus and community also continued all year.

The sanctuary remained closed and we gathered in the parking lot through Palm Sunday, March 28.

We opened the sanctuary with limited seating on Easter Sunday, April 2.

Note: Online estimate based on 2 persons per connection.

## ***2020-2021 Worship & Music Team Annual Report***

As 2020 began, my wife and I were completely unaware of the coming COVID-19 pandemic that would completely stop Salem's in-person church services. By the time that the end of our annual vacation in Tucson, AZ arrived, at the end of February, we had heard about the infections spreading along the east coast, so we resolved to hurry back to Indianapolis as fast as we could.

Over the course of two years, 2020 to 2021, the Worship & Music Committee met only three times, for Lenten, Christmas Eve, and Budget planning via Zoom. Prior to 2020, the Worship & Music Committee met regularly, almost every month, to at least review the monthly worship calendar. During the pandemic, we almost entirely left the worship service planning up to Pastor Capers. This has been an outgrowth of the shorter, more-limited liturgy we were first using when we resumed worship services following the city-wide COVID-19 lockdown in the spring of 2020. Services consisted at first of just the greeting, the Gospel reading, the sermon, some hymns, and maybe some announcements. Communion was served using a combination wine cup with wafer that you picked up as you dropped off your offering, before heading to your space for Parking Lot service. Later, Pastor Capers found a way to administer communion to those watching via YouTube, using elements found at home.

Sunday, March 15, 2020, was the last Sunday under our old worship schedule, where we alternated by church season, using Settings 3 and 4 from the red, *Evangelical Lutheran Worship* hymnal, while also using Setting 5 from the *With One Voice* hymnal plus the *Chicago Folk Service* once each month. The absence of our pre-pandemic worship schedule also means that we have not seen or heard the organist and pianists who accompanied these services: Organist Madeline Foster, and pianists Loraine Cox and Rosemary Rader. The budget that paid for these keyboard artists to perform for us now pays for our cantor (see below).

Following the lockdown, we resumed worship services, first using Parking Lot service, where worshippers sat in their cars in the church parking lot, listening to the service being broadcast live via FM radio. Some also sat socially-distanced, while listening in the Fellowship Hall. Then, thanks to the computer skills of our Office Manager, Devoe Slisher, we expanded to recording a video of our Sunday morning worship service, combining live recording with some pre-recorded sections, all of which was broadcast live via YouTube. Our in-person worship services now are of comparable length to the ELW services we used before the start of the pandemic. Now, however, Pastor Capers has combined elements of ELW Setting 6, which he composed, with music and liturgy from *This Far by Faith*, combined with the ELW liturgical and scriptural readings with which we are familiar. Usually every Sunday, at least one of the hymns and occasionally also a musical selection is sung by our Cantor, Lee Ara Watson, accompanied by her father, Pastor Capers.



It took a while and some planning before the Congregation Council decided to reopen the church sanctuary for in-person worship, using social distancing, masks for all worshippers, and the pre-packaged wine/wafer for communion. At the same time, the Conference Room and the church basement were made available to those who wanted a more isolated setting and were willing to watch the service via YouTube. Devoe has also told us that we have had people watching our worship service videos and connecting with our website in significant numbers from around the world!

Finally, I want to be sure to say thank you to our faithful worship volunteers: acolytes, lectors, and ushers, and to our Altar Guild members for their dedication to their ministry every Sunday of the year. Thanks also to our indispensable Office Manager Devoe Slisher, who spends many long hours editing the Sunday worship service YouTube video, preparing the typed Sunday worship service to follow along on YouTube and in church, making occasional YouTube preview videos (please watch them!) and other worship materials, and who also manages our website and Facebook pages that do such a fine job of spreading the news of Salem's ministry. We also thank Devoe for driving the Shalom van to pick up worshippers and service participants for church. Finally, and most importantly, thank you to our team members, Bel Hedlund, Laura Morgan, Rosemary Rader, Devoe Slisher, and Pastor Capers for their patience and advice as we met via Zoom during 2020 and 2021.

Charles Rader, team leader



## ***2020 and 2021 Property Highlights***

**The following list of accomplishments is not meant to be all inclusive; upgrades and additional work was performed by Salem members and our neighbors around the community. Sometimes, the small activities are overlooked, so please accept my sincere thanks if you assisted the Property Team in any endeavors that are not listed. Your willingness to serve is much appreciated!**

Repairs made to sanctuary – new plaster and paint

All exterior doors (8) to main building were painted

Removal of two baby raccoons from nursery (Martin and Mary), and the sealing of exterior entry points to the church attic, and places beyond (Critter Control)

Devoe replaced the door buzzer by the double white doors and replaced bulb in the overhead light

Aaron Weir replaced ceiling tiles in nursery and archives room

Glen Gainey – Gutter cleaning and minor roofing repairs at FH and main church building

New Augusta Village neighbors transplanted spring flowers around double doors and added planters around benches

Neighbors in the village also painted our four benches (Fran & Theresa)

Charles Ellis, who lives on New Augusta Road, added planters at east end of sidewalk to the double doors and bench facing east, also eliminated weeds and unwanted vegetation around church building

The AA Wednesday group replaced/fixed several ballasts and replaced fluorescent tubes as needed in FH. They volunteered to assist us in these endeavors

Eagle Scout Ivan Miller assisted with mowing while Brandi (mother) cared for FH landscaping which was completed in 2019

Eagle Scout Trae Rott and his troop built 4 new picnic tables and replaced the old fire-pit

I met with Brian and Erin Miller to develop a plan for their upcoming Boy Scout Projects at Salem  
The Miller Projects (due to pandemic delays & extended time needed) may not begin until late 2022 or spring of 2023

Parking surfaces received needed seal coating and lining while signage was upgraded

Sump pumps were upgraded in the church basement and a new water softener installed in FH

Plumbing fixtures were upgraded in the kitchen at FH – specifically, the sink

Determined source of leak in hallway by the men's bathroom and repairs were made by Glen Gainey

Continued monthly water sampling as requested by ISBOH; I believe we passed all 24 months on first attempt during 2020 and 2021

Fire extinguishers were checked and upgrades made as needed

---

The pandemic years of 2020 and 2021 have been most difficult years for us all. Not only the effect on us individually, but the effect on our relationships with family, friends, coworkers and fellow disciples.

Perhaps, even our relationship with God has changed, have we grown in our faith these past two years or does the cross seem more distant. I hope and pray that each of you has developed a deeper relationship with the Almighty, as your journey in faith moves forward.

Peace and Grace,

Keith Kunze

## ***2020-2021 Stewardship Annual Report***

In late November 2021, a letter was mailed to Salem contributors asking them to indicate on the enclosed pledge card, their monetary pledge in support of the ministries of Salem Evangelical Lutheran Church during 2022. The letter also asked them to return the pledge card in the enclosed envelope. At last count, we have received 13 pledges for 2022, 5 fewer than for our last campaign for 2020 (Due to the COVID-19 Pandemic, no stewardship campaign was conducted for 2021). Although we had five fewer pledges, the total amount pledged for 2022, \$36,276.00, was \$216.00 greater than the total amount pledged for 2020. We also received one more new pledge than for 2020, and 8 of the 2022 pledges are tithing, a higher percentage than for 2020. The decrease in the number of pledges received for 2022 compared with the last campaign for 2020, may be due to the inflation that has plagued the economy during the pandemic, but we hope that those who were not able to pledge for 2022 can continue to give to help support our ministry needs. If you have yet to make a pledge for 2022, we urge you to do so by calling the church office. Please remember that if your financial picture changes during 2022, and you would like to change the amount of your pledge, you may do so simply by contacting the church office.

Regarding 2020 pledge giving, the 18 contributors who pledged for that year, gave a total of \$52,448.77, which was more than \$14,800.00 over their pledged amounts, and more than \$5,540.00 greater than the 25 total pledgers gave in 2019! In addition, the total number of contributors increased by 18% from 2020 to 2021, without a pledge drive, possibly because of our greater exposure on YouTube!

As always, we are extremely grateful for the dedication and support of all our contributors, especially those who continue to pledge their financial resources, as well as their time and talents in the work of the Lord. We would again like to thank Pastor Capers for his active participation in our campaign with stewardship-based sermons and encouragement to the congregation to pledge in response to God's many blessings. I would also like to thank Office Manager, Devoe Slisher for his continuing and invaluable assistance with the stewardship mailings and record keeping.

Charles Rader, Treasurer



## ***2020-2021 Finance Ministry Team Annual Report***

The Finance Team met on Sunday evening, October 24, 2021, to prepare the 2022 Salem Budget for recommendation to the council and, pending their approval, subsequent adoption by the congregation at the November 14, 2021, Special Congregational Meeting. Due primarily to increases in Christian Education, Administration, Pastoral Ministry, Property, and Worship & Music expenses, the total budget amount was increased to \$119,258.00 for 2022, a 10.5% increase in comparison to the 2021 budget, which itself was a 2.4% increase over the 2020 budget.

At the end of 2021 our budget deficit was \$14,994.72, which was \$10,069.00 more than the budget deficit at the end of December 2020, when we had the lowest budget deficit (\$4,925.35) that I can ever remember having at the end of the year. Fortunately, our investment portfolio earned enough to offset the 2021 deficit, and in fact had a total return of 8.9%, or \$19,307.00, which included \$20,000.00 in asset transfers taken from our Vanguard portfolio dividends to help bolster our checking account. As I have said in the past, borrowing from savings has only a limited potential for overcoming our yearly offerings shortfall, but, while acknowledging that increasing offering income is a Stewardship Ministry concern, we are, however, extremely thankful to the past Salem members whose generosity established the modest but valuable endowment that helps keep our doors open. For a more complete picture of Salem's income, expenditures, and investment activity, please see the Financial Secretary's, Treasurer's, and Salem Assets 2021 and 2020 Reports.

As always, we thank you most sincerely for your financial support, and we welcome your questions on any aspect of our church's finances. If you are interested in learning more about Salem's financial structure, please contact me about serving on Salem's Financial Ministry Team. Finally, I would like to acknowledge and thank our team members who served in 2020 and 2021 to help plan the 2021 and 2022 budgets: Council President Rosemary Rader, Laura Morgan, Burt Hall, Payton Karanja, Keith Kunze, Pastor Capers, and Devoe Slisher, Office Manager.

Charles Rader, Treasurer

**SALEM ASSETS**  
**Value at December 31, 2021**

	2020	2021	Change
<b>Property and Cash:</b>			
Buildings (inc. personal property - insured value)	2,395,000.00	2,988,000.00	593,000.00
Three Lots East Side of Pollard Street (estimated)	18,750.00	18,750.00	0.00
Cemetery (estimated)	45,000.00	45,000.00	0.00
Checking Account Balance	1,784.06	8,387.32	6,603.26
Petty Cash Balance	1.13	1.13	0.00
<b>Subtotal Property and Cash:</b>	<b>2,460,535.19</b>	<b>3,060,138.45</b>	<b>599,603.26</b>
<b>General Fund Investments:</b>			
Edward Jones Notes	7,450.80	7,892.45	441.65
BP Amoco Stock	29,795.04	39,741.24	9,946.20
<b>Subtotal General Fund Investments:</b>	<b>37,245.84</b>	<b>47,633.69</b>	<b>10,387.85</b>
<b>Building and Memorial Fund Investments</b>			
Brammer Cemetery Fund	301.52	303.05	1.53
ELCA Money Market	2,100.71	2,111.39	10.68
<b>Subtotal Mission Investment Funds</b>	<b>2,402.23</b>	<b>2,414.44</b>	<b>12.21</b>
Vanguard Federal Money Market	8,920.36	32,087.97	23,167.61
Vanguard 500 Index	13,950.83	12,755.51	(1,195.32)
Vanguard Sm. Cap Index	15,065.28	12,738.57	(2,326.71)
Vanguard Sm. Cap Value Index	15,652.79	15,110.45	(542.34)
Vanguard Tot. Stock Int l Index	7,577.27	6,785.01	(792.26)
Vanguard Value Index	4,273.11	4,308.38	35.27
Vanguard REIT Index Fund	13,876.80	16,115.87	2,239.07
Vanguard Index Growth	31,999.88	25,090.41	(6,909.47)
Vanguard PRIMECAP	33,383.50	29,541.56	(3,841.94)
Vanguard Total Bond Market Index	12,882.35	11,967.59	(914.76)
<b>Subtotal Vanguard Funds</b>	<b>157,582.17</b>	<b>166,501.32</b>	<b>8,919.15</b>
<b>Subtotal Building and Memorial Fund:</b>	<b>159,984.40</b>	<b>168,915.76</b>	<b>8,931.36</b>
<b>Total/Net Change</b>	<b>2,657,765.43</b>	<b>3,276,687.90</b>	<b>618,922.47</b>

# 2020 FINANCIAL SECRETARY ANNUAL REPORT

## GENERAL FUND

<b>Current Envelopes</b>	73,311.50
<b>Loose Offerings</b>	146.30

**Special Days:**

Ash Wednesday	37.00
Maundy Thursday	2.00
Good Friday	2.00
Thanksgiving	10.00
Christmas	<u>100.00</u>
	151.00

**Building Use:**

AA Meetings (Wednesday)	740.00
Other	<u>0.00</u>
	740.00

**Investment Income:**

Vanguard Funds	<u>292.49</u>
	292.49

**Misc. Income:**

Asset Transfers	5,000.00
<i>(From Savings to General Fund)</i>	
Offering Envelopes	21.00
Rott Eagle Scout Project	<u>980.81</u>
	6,001.81

**Subtotal Current** 80,643.10

**Dedicated Accounts:**

2020 Grant IK People of Colc	900.00
BP Oil Dividends	2,265.12
<i>(Hold for Brammer)</i>	
Cemetery (Hold Brammer)	80.00
Disaster Relief	0.00
ESL Grants (SOC)	500.00
Fellowship Ministry	0.00
Outreach Ministry (Festival)	0.00
Outreach (Translators)	800.00
Outreach (Calendar Sales)	187.00
Outreach (Calendars)	300.00
Reimbursibles (Shalom Van)	215.35
Worship/Music - Media Exp.	750.00
Special Repairs/Landscape	435.00
World Hunger	<u>165.00</u>
<b>Subtotal Dedicated</b>	6,597.47

**General Fund Total:** 87,240.57

## BUILDING & MEMORIAL FUND:

**Dedicated Accounts:**

Computer Fund	762.77
Good Samaritan (Dedicated)	3,270.00
Special Funeral Expenses	<u>649.00</u>
	4,681.77

**Income:**

Special Benevolence	0.00
<i>(Scholarships)</i>	

**Memorials:**

Harry Bowden	525.00
--------------	--------

**Building/Mem Fund Total:** 5,206.77

**Total Income:** **\$92,447.34**

# 2021 FINANCIAL SECRETARY ANNUAL REPORT

## GENERAL FUND

**Current Envelopes**            72,034.23  
**Loose Offerings**                506.00

**Special Days:**

Ash Wednesday                23.00  
 Maundy Thursday            85.00  
 Good Friday                    14.00  
 Thanksgiving                25.00  
 Christmas                      10.00  
    157.00

**Building Use:**

AA Meetings (Wednesday)    960.00  
 Other                              100.00  
    1,060.00

**Investment Income:**

Vanguard Funds                229.38  
    229.38

**Misc. Income:**

Asset Transfers                20,000.00  
*(From Savings to General Fund)*  
 Offering Envelopes            92.00  
    20,092.00

**Subtotal Current**            94,078.61

**Dedicated Accounts:**

BP Oil Dividends               2,287.20  
 (Hold for Brammer)  
 Cemetery (Hold Brammer)    125.00  
 Funeral Fund                   1,002.25  
 Disaster Relief                 0.00  
 Office Ministry                 20.00  
 Music Ministry                 2,900.00  
 Outreach Ministry             100.00  
 Outreach (Festival)         930.00  
 World Hunger                 150.00

**Subtotal Dedicated**            7,514.45

**General Fund Total:**            101,593.06

## BUILDING & MEMORIAL FUND:

**Dedicated Accounts:**

Computer Fund                 1,030.00  
 Good Samaritan (Dedicated)   793.25  
 New Sump Pumps               3,415.00  
    5,238.25

**Income:**

Special Benevolence            0.00

**Memorials:**

Pastor Bonnie Sparks         101.38  
 Susan Kunze                    402.75  
    504.13

**Building/Mem Fund Total:**    5,742.38

**Total Income:**                **\$107,335.44**

# 2020 Treasurer s Report

<b>GENERAL FUND/BUDGET</b>	Budgeted 2020	Spent 2020
<b>BENEVOLENCE</b>		
Synod Benevolence	4,350.00	4,350.00
Indpls. Conference	250.00	250.00
Indpls. Campus Ministry	100.00	100.00
Lutheran Child & Fam. Services	<u>50.00</u>	<u>50.00</u>
	\$4,750.00	\$4,750.00
<b>CHRISTIAN ED</b>		
Sunday School	100.00	0.00
Other education programs	0.00	0.00
Confirmation & New Member	<u>100.00</u>	<u>0.00</u>
	\$200.00	\$0.00
<b>ADMINISTRATION</b>		
Office Manager	18,500.00	17,085.00
Office supplies	1,200.00	919.09
Postage	325.00	176.75
Auto allowance	200.00	0.00
Social Security taxes	1,500.00	1,288.63
Synod conventions	2,250.00	0.00
Office equip. maintenance	400.00	0.00
Software	500.00	0.00
Communications	1,500.00	1,129.05
Misc. administrative expenses	<u>200.00</u>	<u>139.95</u>
	\$26,575.00	\$20,738.47
<b>EVANGELISM</b>		
Evangelism supplies/materials	300.00	0.00
New visitor follow-up	<u>0.00</u>	<u>0.00</u>
	\$300.00	\$0.00
<b>FELLOWSHIP</b>		
Fellowship Supp & materials	<u>1,000.00</u>	<u>350.30</u>
	\$1,000.00	\$350.30
<b>FINANCE</b>		
Finance Supp & materials	<u>100.00</u>	<u>48.50</u>
	\$100.00	\$48.50
<b>PASTORAL MINISTRY</b>		
Interim Salary & Housing	25,200.00	25,200.00
Pension/health Pastor	0.00	0.00
Prof. exp/publications	0.00	0.00
Continuing Ed./Sabbatical	<u>0.00</u>	<u>0.00</u>
	\$25,200.00	\$25,200.00

# 2020 Treasurer s Report

## PROPERTY

Utilities	10,500.00	8,604.62
Insurance	6,352.00	6,270.05
Rep/svc/improvements	4,800.00	3,077.50
Security Monitoring	420.00	419.88
Custodial Services	2,880.00	2,704.00
Maintenance supplies	600.00	203.03
Lawn care Services	<u>500.00</u>	<u>460.00</u>
	\$26,052.00	\$21,739.08

### Utilities

3268.21 Electricity  
 2962.97 Gas  
 660.90 Telephone  
+1712.54 Sewer  
 \$8604.62

## OUTREACH

ESL Classes	8,000.00	2,845.98
Supplies & Materials	<u>400.00</u>	<u>0.00</u>
	\$8,400.00	\$2,845.98

## STEWARDSHIP

Stewardship Supp & materials	<u>300.00</u>	<u>266.49</u>
	\$300.00	\$266.49

## WORSHIP/MUSIC

Organist	0.00	0.00
Sermon Translations	5,400.00	0.00
Supplies & materials	1,000.00	1,629.63
Supply pastor	450.00	0.00
Supply organist	<u>5,500.00</u>	<u>3,000.00</u>
	\$12,350.00	\$4,629.63

## YOUTH

Scholarships	0.00	0.00
Youth Gathering	0.00	0.00
All Activities	<u>200.00</u>	<u>0.00</u>
	\$200.00	\$0.00

## ARCHIVES

Archives & Library supplies	50.00	0.00
-----------------------------	-------	------

<b>TOTAL BUDGET / EXPENSE</b>	<b>\$105,477.00</b>	<b>\$80,568.45</b>
-------------------------------	---------------------	--------------------

# 2020 Treasurer s Report

<b>GENERAL FUND DEDICATED ACCOUNTS</b>	Spent 2020
2020 Grant IK Synold People of Color	900.00
Altar Flowers	5.98
Worship & Music - Media Expansion	827.37
Outreach Ministry	401.36
Outreach Ministry - Translations	1,100.00
Office Ministry	79.35
Hold for Brammer (Storm sewer Fee & Mowing)	4,328.00
Reimbursibles - Shalom Van Expenses	876.35
Shalom Misc. (Incorporation Renewal)	10.00
Special Repairs / Landscaping	400.00
ELCA World Hunger	<u>0.00</u>
Total General Fund Dedicated Expense	\$8,928.41
<b>BUILDING &amp; MEMORIAL FUND EXPENSES</b>	Spent 2020
Scholarships	<u>0.00</u>
Total Building Fund Expense	\$0.00
<b>BUILDING &amp; MEM. DEDICATED ACCOUNTS</b>	Spent 2020
Good Samaritan Dedicated	1,601.94
Special Funeral Expenses	649.00
Computer Fund	<u>762.77</u>
Total Building Fund Dedicated Expense	\$3,013.71
<b>GRAND TOTAL EXPENSES</b>	<b>\$92,510.57</b>
<b>CHECKING ACCOUNT SUMMARY</b>	
Checking balance @ Jan. 1, 2020	\$1,473.18
Total 2020 Deposits	92,462.34
Total checks written	-88,012.11
Journal Entries (bank fees, electronic transfers)	<u>-4,546.87</u>
Checking balance @ Dec. 31, 2020	\$1,376.54

# 2021 Treasurer s Report

<b>GENERAL FUND/BUDGET</b>	Budgeted 2021	Spent 2021
<b>BENEVOLENCE</b>		
Synod Benevolence	4,398.00	4,398.00
Indpls. Conference	250.00	250.00
Indpls. Campus Ministry	100.00	100.00
Lutheran Child & Fam. Services	<u>50.00</u>	<u>50.00</u>
	\$4,798.00	\$4,798.00
<b>CHRISTIAN ED</b>		
Sunday School	100.00	0.00
Other education programs	0.00	0.00
Confirmation & New Member	<u>100.00</u>	<u>0.00</u>
	\$200.00	\$0.00
<b>ADMINISTRATION</b>		
Office Manager	19,235.00	18,891.60
Office supplies	1,200.00	1,015.13
Postage	325.00	248.70
Auto allowance	200.00	10.98
Social Security taxes	1,500.00	1,437.46
Synod conventions	2,250.00	280.00
Office equip. maintenance	400.00	0.00
Software	500.00	0.00
Communications	1,500.00	1,126.02
Misc. administrative expenses	<u>300.00</u>	<u>430.67</u>
	\$27,410.00	\$23,440.56
<b>EVANGELISM</b>		
Evangelism supplies/materials	300.00	0.00
New visitor follow-up	<u>0.00</u>	<u>0.00</u>
	\$300.00	\$0.00
<b>FELLOWSHIP</b>		
Fellowship Supp & materials	<u>1,000.00</u>	<u>541.59</u>
	\$1,000.00	\$541.59
<b>FINANCE</b>		
Finance Supp & materials	<u>500.00</u>	<u>509.87</u>
	\$500.00	\$509.87
<b>PASTORAL MINISTRY</b>		
Interim Salary & Housing	26,208.00	26,208.00
Pension/health Pastor	0.00	0.00
Prof. exp/publications	0.00	0.00
Continuing Ed./Sabbatical	<u>0.00</u>	<u>0.00</u>
	\$26,208.00	\$26,208.00

# 2021 Treasurer s Report

## PROPERTY

Utilities	10,500.00	8,648.28
Insurance	6,352.00	6,510.70
Rep/svc/improvements	4,800.00	5,951.77
Security Monitoring	420.00	419.88
Custodial Services	2,880.00	2,740.00
Maintenance supplies	600.00	294.38
Lawn care Services	<u>700.00</u>	<u>286.14</u>
	\$26,252.00	\$24,851.15

### Utilities

3042.17 Electricity  
 3172.00 Gas  
 665.81 Telephone  
+1768.30 Sewer  
 \$8648.28

## OUTREACH

ESL Classes	8,000.00	0.00
Supplies & Materials	<u>400.00</u>	<u>503.66</u>
	\$8,400.00	\$503.66

## STEWARDSHIP

Stewardship Supp & materials	<u>300.00</u>	<u>267.32</u>
	\$300.00	\$267.32

## WORSHIP/MUSIC

Sermon Translations	5,400.00	100.00
Supplies & materials	1,000.00	1,365.18
Supply Pastor	450.00	300.00
Supply Organist / Cantor	<u>5,500.00</u>	<u>6,300.00</u>
	\$12,350.00	\$8,065.18

## YOUTH

Scholarships	0.00	0.00
Youth Gathering	0.00	0.00
All Activities	<u>200.00</u>	<u>0.00</u>
	\$200.00	\$0.00

## ARCHIVES

Archives & Library supplies	50.00	0.00
-----------------------------	-------	------

<b>TOTAL BUDGET / EXPENSE</b>	<b>\$107,968.00</b>	<b>\$89,185.33</b>
-------------------------------	---------------------	--------------------

# 2021 Treasurer s Report

<b>GENERAL FUND DEDICATED ACCOUNTS</b>	Spent 2021
Altar Flowers	36.15
Funeral Fund - Tent/Chairs for Memorial Service	996.25
Hold for Brammer (Mowing)	1,240.00
Music Ministry (Cantor)	2,100.00
Outreach Ministry - Festival	1,170.13
Outreach Ministry - Van	154.79
Reimbursibles - Shalom Van Expenses	213.06
ELCA World Hunger	<u>330.00</u>
Total General Fund Dedicated Expense	\$6,240.38
<b>BUILDING &amp; MEMORIAL FUND EXPENSES</b>	Spent 2021
Scholarships	<u>0.00</u>
Total Building Fund Expense	\$0.00
<b>BUILDING &amp; MEM. DEDICATED ACCOUNTS</b>	Spent 2021
Good Samaritan Dedicated	1,100.76
New Sump Pumps	3,415.00
Computer Fund	<u>1,081.35</u>
Total Building Fund Dedicated Expense	\$5,597.11
<b>GRAND TOTAL EXPENSES</b>	<b>\$101,022.82</b>

## CHECKING ACCOUNT SUMMARY

Checking balance @ Jan. 1, 2021	\$1,376.54
Total 2021 Deposits	107,335.44
Total checks written	-94,962.41
Journal Entries (bank fees, electronic transfers)	<u>-4,812.86</u>
Checking balance @ Dec. 31, 2021	\$8,936.71

**2022 Salem Lutheran Church Budget**

10/24/2021

All values in USD

	<b>BUDGET 2022</b>	<b>% Total Budget</b>	<b>BUDGET 2021</b>	<b>ACTUAL 2020</b>
<b>BENEVOLENCE</b>				
Synod Benevolence	4,450	3.7%	4,398	4,350
Indianapolis Conference	200	0.2%	250	250
Indpls. Campus Ministry	100	0.1%	100	100
Lutheran Child & Family Services	100	0.1%	50	50
	<b>4,850</b>	<b>4.1%</b>	<b>4,798</b>	<b>4,750</b>
<b>CHRISTIAN EDUCATION</b>				
Confirmation & New Member	100	0.1%	100	0
Christian Ed. Materials	100	0.1%	100	0
Pastoral Training	1,500			
	<b>1,700</b>	<b>1.4%</b>	<b>200</b>	<b>0</b>
<b>ADMINISTRATION</b>				
Office Manager	20,345	17.1%	19,235	17,085
Office Supplies	1,200	1.0%	1,200	919
Postage	325	0.3%	325	177
Auto allowance	200	0.2%	200	0
Social Security taxes	1,500	1.3%	1,500	1,289
Pension & Health Office	0	0.0%	0	0
Synod convention expenses	2,250	1.3%	2,250	0
Office equipment maint.	400	0.3%	400	0
Communications (Internet and Website)	1,500	1.3%	1,500	1,128
Office Software Support	500	0.4%	500	0
Misc. church admin exp	500	0.4%	300	140
	<b>28,720</b>	<b>24.1%</b>	<b>27,410</b>	<b>20,738</b>
<b>EVANGELISM</b>				
Evang. Supp & Materials	300	0.3%	300	0
<b>FELLOWSHIP</b>				
Fellowship Supp & materials	1,000	0.8%	1,000	350
<b>FINANCE</b>				
Finance Supp & materials	550	0.5%	500	49
<b>PASTORAL MINISTRY</b>				
Salary & housing allowance	0	0.0%	0	0
Pension & health Pastor	0	0.0%	0	0
Prof. exp. & publications	0	0.0%	0	0
Vacancy Pastor	0	0.0%	0	0
S.A. Minister Salary & Benefits	0	0.0%	0	0
Interim Salary & Housing	27,780	23.3%	26,208	25,200
Continuing Ed./Sabbatical	0	0.0%	0	0
	<b>27,780</b>	<b>23.3%</b>	<b>26,208</b>	<b>25,200</b>

	<b>BUDGET 2022</b>	<b>% Total Budget</b>	<b>BUDGET 2021</b>	<b>ACTUAL 2020</b>
<b>PROPERTY</b>				
Utilities (Electricity)	4,000	3.4%	4,000	3,268
Utilities (Gas)	4,200	3.5%	4,200	2,963
Utilities (Telephone)	800	0.7%	800	661
Utilities (Sewer)	1,800	1.5%	1,500	1,713
Security Monitoring	420	0.4%	420	420
Insurance	7,283	6.1%	6,352	6,270
Repairs/services/improvmt	6,200	5.2%	4,800	3,077
Maintenance supplies	600	0.5%	600	203
Custodial Services	2,880	2.4%	2,880	2,704
Lawn Care Services	700	0.6%	700	460
	<b>28,883</b>	<b>24.2%</b>	<b>26,252</b>	<b>21,739</b>
<b>OUTREACH/SOCIAL MINISTRY</b>				
Outreach Supplies	675	0.6%	400	0
ESL Classes	8,000	6.7%	8,000	2,846
	<b>8,675</b>	<b>7.3%</b>	<b>8,400</b>	<b>2,846</b>
<b>STEWARDSHIP</b>				
Stewardship Supp & Matrls	300	0.3%	300	266
<b>WORSHIP/MUSIC</b>				
Organist	0	0.0%	0	0
Worship & Music Supp&Mat	2,000	1.7%	1,000	1,630
Music, choirs	0	0.0%	0	0
Supply Pastor	450	0.4%	450	0
Supply Organist	8,400	7.0%	5,500	3,000
Sermon Translations	5,400	4.5%	5,400	
Piano/organ maintenance	0	0.0%	0	0
	<b>16,250</b>	<b>13.6%</b>	<b>12,350</b>	<b>4,630</b>
<b>YOUTH</b>				
Scholarships	0	0.0%	0	0
Youth Gathering	0	0.0%	0	0
Youth Activities	200	0.2%	200	0
	<b>200</b>	<b>0.2%</b>	<b>200</b>	<b>0</b>
<b>ARCHIVES</b>				
Archives & Library supp.	50	0.0%	50	0
<b>TOTAL BUDGET</b>	<b>\$119,258</b>		<b>\$107,968</b>	<b>\$80,568</b>

Percentage change from 2021 Annual Budget

10.5%
-------