

# 2024 Annual Report of Salem Evangelical Lutheran Church

New Augusta – Indianapolis, Indiana

Virtual gathering on February 23, 2025



What we did in 2024.  
Our challenges for 2025.



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**ON THE COVER:**

**In the fall, our ESL, English as a Second Language class reached capacity for the first time.**

**We see Charles and Rosemary Rader with students on August 20, 2024.**

**Rev. Tim Graham presided at our worship on the Fourth Sunday of Advent.**

**In June he was elected Bishop of the Indiana-Kentucky Synod of the ELCA. December 22, 2024.**

**We see Pastor James Capers on the euphonium with our musicians on Christmas Eve.**

**We welcomed Charles Rader, Harold Garnes and James Nelson on bassoon, flute and trumpet.**

**Beginning on Easter of 2024, our “Fifth Sunday” musicians, Ricky Lomax, Donald Lockett and Bryan Reid joined us every week to accompany the singing and special solos.**

Photographer: Devoe Slisher

## 2024 Salem Council President's Report

As I prepare this report, the members of our congregation are struggling to deal with the sudden passing of our Interim Pastor, the Rev. Dr. James M. Capers, who died on Thursday, January 23rd, 2025, after suffering a heart attack on the previous Monday, January 20th. Over the time since Pr. Capers first joined Salem in 2016 as our Interim Pastor, I have had the opportunity to work with him as Accountant, Treasurer, and President of the Salem Congregation Council, gaining insights from different perspectives of his more than fifty-year history of pastoral guidance in congregations far and wide. As we try to carry on with the week-to-week activities of a modern church, our thoughts and prayers go out to his family, to the pastors he has mentored, and the faithful church workers his life and music have touched along the way.

At our January council meeting we elected council officers for 2024: Charles Rader, President, Tatenda Kunaka, Vice President, Devoe Slisher, Secretary, and Rosemary Rader, departing Council President, as Treasurer. Also in January, due to an inquiry, the Council discussed cemetery rates, policies, and maintenance. We learned that the cost of plots for members (\$200.00) and non-members (\$500.00) was established in 2004. After a winter break, ESL started up again on February 1 and would run until Thanksgiving. Later, in spring, it was decided that a break would be taken in June and July to avoid the heat. By contrast, I suggested that Pastor and Devoe should not come to the office this January and run the furnace for two days, because it has been so cold! I also wish to thank our Office Manager, Devoe Slisher, for getting the new computer software up and running so quickly after the recent crash and an installation problem on the new computer.

In February, the Council spent most of its energy on planning for the Annual Meeting, held after church, via Zoom, on February 25th, 2024, where we presented the 2023 Annual Reports



on our ministries, elected our yearly Nominating Committee, elected representatives to the Synod Assembly, and presented the annual Harry Bowden Award to the person who did the most outstanding work in their ministry area for Salem in the past year. This year the award for 2023 was presented to Denise Chisveto, for leading the children's Sunday School. Twenty-two people attended the Annual Meeting from various locations in Texas, Florida, and Indiana. The Open Forum at this year's Annual Meeting centered on the topics of our stained-glass windows renovation, beginning with the completion of Phase 1 of 3 in 2023 and the offer of 1-to-1 matching funds for Phase 2, the return of the ESL Classes in the summer of 2023, and Christian discipleship, which elicited a spirited discussion.

In March, we received posters and other materials from the ELCA to help us celebrate the 50th anniversary of World Hunger. We hung the posters in the church and Fellowship Hall. We also learned that Lutheran Outdoor Ministries of the Indiana and Kentucky Synod, or LOMIK, would be hosting a special solar eclipse weekend, April 5 - 7, 2024, at Lutheran Hills prior to the solar eclipse on April 8, since Indiana was in the path of totality. Lutheran Hills, as you know, hosts summer camps for church youth every summer. And we hope you all were able to view, in person, the solar eclipse, one of the most awe-inspiring events in God's wonderful creation! Our March council meeting was the first time I told the council about a mistake on our Form 941, employee withholding tax reporting form, from the first quarter of 2023. A corrected Form 941 was sent to the IRS, but they claimed they never received it. In the course of trying to convince the IRS that we weren't tax cheats, and the IRS threatening to seize our property, I spent many hours on the phone waiting to speak to several different IRS agents, who were helpful and courteous, about the status of our resubmitted, corrected Form 941, and whether they would accept it and reject the original Form 941 as an honest mistake. When we finally heard from a nice lady agent that it was accepted, after nearly three months of phone calls, we were overjoyed! I hope I never have to go through that experience again.

In March, we also learned from Brandy Miller, whose family has started worshipping with us recently, that Lemcke Landscaping wanted to use two vacant lots in the New Augusta Village historical district as parking for their business. Brandy set up a website to publicize the details of what might happen if a zoning variance was granted. Salem also provided our Fellowship Hall as a meeting space for the New Augusta Village Association to meet and discuss their position for or against the rezoning. Later we received a thank you note from Mark Patty, on behalf of NAVA, thanking us for providing the meeting space.

In April, we still had not found a female delegate to the synod assembly, which was to be held in Louisville, Kentucky. Keith Kunze had volunteered to be our male delegate and had already registered. This month, the early registration deadline had passed, and the fees were going up, so we never did have a female delegate for the 2024 Assembly. We also found out this month,

that the Indiana Landmarks grant that we had hoped to use to pay for the second phase of our stained-glass renovation project, would only be given to projects totaling \$130,000.00 or more, which is larger than the largest phase of our window renovations by more than \$93,000.00!

May's council reports brought us the news that the air conditioning units for the church sanctuary are more than thirty years old and due to be replaced soon. Keith estimates that we might be facing a cost of around \$10,000.00 for the replacement units. Later in the year, one of the two old A/C units died, and we were left with only one functioning unit, hoping that it would last until cooler weather.

In June, we learned that a new bishop for the IN-KY Synod was elected at the synod assembly on five ballots. His name is Timothy Graham, and he is from Ft. Wayne. We also learned later that he was mentored by Pr. Capers earlier in his career. He also came to worship with us and preached at Salem on December 22nd, 2024. We also learned this month that the rental fee for the equipment used in the past for the Harvest/Fall Festival in September is nearly \$2,400.00. We discussed whether this event is worth it for Salem's bottom line, since it neither brings us more members nor benefits us monetarily. Pr. Capers stressed the importance of this as an evangelism event and we decided to present it for another year.

In July, the council approved a request from a Haitian church to use our Fellowship Hall for their worship services on Sunday mornings starting the beginning of August 2024 and lasting for a year. After the request was approved, they moved a large number of chairs into the hall's storage room, blocking us from access to our equipment. This was also not permitted on the request form they signed. When I pointed this out, they removed the chairs. When August began, I thought there might be a parking issue because they had requested to use six parking spaces, but they never showed up! As the Sundays passed and we never saw or heard from them, I emailed to request that they return the Fellowship Hall door key they received when the facility request was approved, but they never replied.

We also received notice in July that Vanguard, one of the nation's largest mutual fund companies, and the possessor of a significant part of our investment portfolio, would be switching from a mutual-funds-only platform to a brokerage account platform, allowing other types of investment vehicles such as stocks, bonds, ETFs, etc. to be acquired through Vanguard. The company wanted the transition to be completed before the end of 2025, and so they sent us an application for organizations which had many pages and had to be completed in black ink. It proved to be a stressful and time-consuming task to complete this complicated form without making a mistake. After several months work, I completed the application form, and following submission, was relieved to hear that it was approved soon

after receipt by Vanguard. In July we also welcomed three new members to the Salem fellowship, Rose Nderitu, Donald Lockett, and Richard Lomax. Donald and Richard are two of the musicians who performed with Pastor Capers in our Sunday morning worship services.

There were no significant events that happened in August this year, except perhaps to mention that some unexplained damage occurred to our cemetery fence, as our property team leader, Keith Kunze, described when he discovered it bowed out one day. The gentleman, who does our cemetery mowing and church snow plowing, Kevin Gill, was able to fix it easily. Thank you, Kevin!

In September, we held the annual Harvest/Fall Festival on Saturday, September 14th. According to Pastor Capers, more than 85 people attended the event this year. Thanks to a sizeable donation from one of our members, Deacon Barbara Collins, who now lives in Florida, we were able to afford the cost of this festival in 2024. Also, in September we learned from our Office Manager Devoe, that someone was using our online donation process to test credit cards, apparently obtained illegally. Hundreds of transactions occurred, all of which failed, except for one that resulted in a \$10.00 donation from someone who lived in "New Jessicaland, CA."

In October we paid the 35% down payment on Phase 2 of our three-part Stained-Glass Windows Renovation Project to Cathedral Crafts of Winona, Minnesota. Phase 2 of our project totals \$18,880.00, and involves the removal and re-leading of the four windows on the northern wall of the sanctuary. Phase 1 of our project involved the windows on the eastern wall of our sanctuary and was completed in 2023. As of this writing we have not heard from Cathedral Crafts when the Phase 2 work will begin, with the removal and transporting of the four windows to their workshop. Also in October, the installation of our new Indiana-Kentucky Synod Bishop, Timothy Graham, took place at Christ the Savior Lutheran Church in Fishers, IN



Pastor Capers led the music with our musicians and others from across the synod. Natalie and David Adolphe sit with the Presiding Bishop of the ELCA, Rev. Elizabeth Eaton, during the children's message.

on Saturday, October 12th, 2024. Pastor Capers was asked by Bishop Tim to help plan the worship service for the installation, and ELCA Bishop Elizabeth Eaton presided. Natalie and David Adolphe, Lee Ara Watson, and Pr. Capers participated in this service, as did our musicians, Donald Lockett, Richard Lomax, and Bryan Reid. Bishop Graham was formerly the senior pastor at Messiah Lutheran Church in Ft. Wayne, IN.

In November we discussed the false burglar alarms we have had recently, to which the police responded, and for which we were charged a hefty fee, starting at \$50.00 and increasing by \$25.00 for each additional false alarm. Jeff Truelove, who does our alarm monitoring, suggested that we purchase a video camera for the front door, which would verify if the alarm was really caused by a would-be intruder. Advice from anyone who owns such a door-monitoring camera would be appreciated. Most of the time at our November council meeting was spent approving the proposed 2025 Salem Annual Budget, which would be presented at the Fall Special Congregational Meeting on November 24th. Please see the Finance Report for information about the new budget. We also approved the nominees who agreed to run for election to the 2025 Congregation Council: Esther Horvath-Fer, Eunice Kahuri, Laura Morgan, and David Ngugi. If these nominees are elected, as we expect, we will have a full complement of 12 members on the Congregation Council for the first time in several years! At the Special Congregational Meeting the 2025 Annual Budget which was a 10.4% increase over the 2024 budget was approved unanimously. The four nominees to the 2025 Congregation Council were approved by acclamation. The Open Forum discussed the stained-glass project phase two, which would be the renovation of the four windows on the north side of the sanctuary, the ESL Classes would be taking a winter break from November 26 to February 13, 2025, and a discussion about Sunday School.



The ESL class and staff pose for a group picture at the fall celebration on November 26, 2024.

The most significant item we discussed at our December council meeting, was financial. Our Treasurer, Rosemary Rader announced that our weekly offerings total at the end of December 2024, was \$79,833.00, which is the largest weekly offerings total in the last ten years, going back to 2015! We also discussed our facility use requests, and specifically use of the Fellowship Hall. It was discovered that, following an event, the washed kitchen utensils and dishes had been left in the dish drainer instead of being dried and put away. As a result, they were left water-spotted and would have to be washed again to remove the spots. It was decided to include a sentence on the facility use request form, asking that facility users please wash, dry, and put away any dishes and utensils, because our well water may leave the dishes and utensils spotted.

I wish to thank my fellow council members, Denise Chisveto, Esther Horvath-Fer, Ennet Kadiyole, Eunice Kahuri, Tatenda Kunaka, Riziki Luanda, Pete Bush, Dardhe Lake, David Ngugi, Devoe Slisher, and to Pastor James Capers for their advice and support. Thanks also to the members of Salem Evangelical Lutheran Church for their trust in us to lead this congregation through another year.

Charles Rader, President 2024



Keith Kunze and Pastor Capers dined with Burt Hall in November at Burt's new home in Bloomington. Burt was called to his heavenly home a month later, on December 20, 2024.



## CONGREGATIONAL STATISTICS - 2024

### Members as of December 31, 2024

Baptized: 93

Baptized/Confirmed: 75

### TOTAL MEMBERS RECEIVED: 3

Rose Nderitu

Richard Lomax, Jr.

Donald Lockett

### TOTAL MEMBERS REMOVED: 2

Two members joined the church triumphant:

Richard Alvies on March 29, 2024

Burton Hall on December 20, 2024

**Average Weekly Attendance 2024** 26

Average Online Connections to Sunday Worship\* 27

Highest Attendance – 3/31/2024 52 EASTER

Lowest Attendance – 7/14/2024 16

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

The radio broadcast to the campus and community also serves those in need of hearing assistance.



Ricky Lomax and Rose Nderitu become members on June 30, 2024. Donald Lockett joined the next Sunday.

## Property Team Report 2024

During the past year, the Property Team met the challenges of maintaining and enhancing our buildings and grounds including the Salem Cemetery. Your team consisted mostly of Salem volunteers along with a few paid professionals to produce the desired results. *Thank you Property Team!*

Last year, we were fortunate that Aaron Miller, volunteering to fulfill a service project, agreed to paint the wood trim on the south-side of Fellowship Hall; windows (trimming), and the eaves were brought back to life with *at least* one application of fresh paint. Aaron, on behalf of the Salem congregation, thank you for your time and interest in upgrading the southern exterior of Fellowship Hall. Also, Brandy Miller, Aaron's mother, continued to maintain our flower beds located around Fellowship Hall and the south side of the sanctuary, thank you Brandy. I know the butterflies love those flowers – so do we.



The original Salem Park sign dedicated during the tenure of Pastor Bonnie Sparks succumbed after many years of blazing summer heat and frosty winter cold. Fortunately, our resident artist and wood worker came to our rescue. Along with his insight and assistance from Devoe Slisher and Kari Lempke a new Salem Park sign was designed, constructed, erected and painted. Thank you one and all! It really looks great!

In a similar vein, you might have noticed that the one-of-a-kind Siberian Elm sculpture was relocated from the Salem Park to the church proper, between the sanctuary and double white doors. It was agreed that the current location would enable more folks to see and admire the carving while providing some protection from the elements. A considerable amount of planning and development were needed to create (design) a solid base and limestone pedestal for this fine wood sculpture. A big thanks to Michael, Devoe, and Kari for their dedicated work preparing the base and pedestal. Also, thanks to all the guys who assisted in moving the sculpture to its new home. The new home with stone pavers, granite pedestal and detailed carved wood look very professional. A wonderful addition to our campus.

Last year, I was fortunate to have one of our young disciples assist me with maintaining the grounds around our church campus. Kalamo Adolphe took to the John Deere riding mower very quickly. As most of you already know, Kalamo is also part of our Sunday morning media team and an active high school athlete. Thank you Kalamo and I hope you can assist in 2025.

On a not so good note, one of our AC units dedicated to cooling the sanctuary stopped working last year and will need to be replaced during spring next year. As the service tech reminded me; you got thirty years from this one which is a lot more than you will get from the next one. Why am I not feeling good about this?

I thank Glen Gainey for his expertise on roofing and guttering as I/we continue to evaluate our roofing/gutter needs looking ahead. There will be some minor repairs made to the church roof during spring 2025. However, overall, our roofing is in decent shape for the short term.

I thank Jorelle Carson, our custodian, for all the work that you do weekly in keeping our sanctuary, restrooms and church offices in good condition. I can always tell when the carpet has been thoroughly cleaned. A special thank you to David Adolphe and his crew (brothers and sisters) who have been assisting me with cleaning the conference room each Sunday after our worship service. It does make a noticeable difference. Also, a big shout out to Kevin Gill for maintaining the Salem Cemetery. As you may know, Kevin mows three times each month and has on occasion straightened headstones. Last year, Kevin and friends repaired damaged fencing along the Guion Road or western border of the Salem Cemetery.

The normal day-to-day property tasks that happen every year, took place last year. Roof and gutter inspections with cleaning of gutters, regular mowing of the church campus, monitoring and maintenance of heating, cooling and alarm systems, tree limb removal, gathering of black walnuts so our furry friends could feast, and generally doing the best we could so all of you can enjoy and be proud of your physical church home at Salem. We do appreciate any suggestions, insights, or recommendations that you would like to express. Also, please let me know if you would like to join us.

My prayer for 2025: That each of you enjoys a safe, healthy and blessed year as you continue your walk with the triune God. Amen!

God's Peace and Grace,

Keith Kunze, Property Team Lead

## Stewardship Report 2024

In mid-October 2023, a letter was mailed to Salem contributors asking them to indicate on the enclosed pledge card, the amount of their monetary pledge to support the ministries of Salem Evangelical Lutheran Church during 2024. The letter also asked them to fill out the pledge card, bring it with them to church and place it in the offering basket. A deadline was given to return the pledge cards, of November 19, 2023, the date of our Fall Special Congregational Meeting. In total, we received 16 pledges for 2024, 3 more than for our previous campaign for 2022, and the total amount pledged for 2024 was \$48,088.00, a 32.6% improvement over the total amount pledged for 2022. We also received four new pledges, and 7 of the sixteen 2024 pledges were tithing. Although we did not have a pledge campaign for 2023, contributors still gave a record total of weekly offerings during 2023, or \$75,071.86, which was the largest year-end total in the past nine years!

Comparing the results of the previous 2022 campaign to the final results of the 2024 campaign, the total pledged amount given as of 12/31/22 was \$37,522.00, while the total pledged amount given as of 12/31/24 was \$66,154.15, a 76.3% increase! Furthermore, the 2022 pledged total at 12/31/22 was ahead by 3.4%, and the 2024 pledged total at 12/31/24 was ahead by 37.6%! This significantly increased giving, over and above the pledged amount for 2024, appears to reinforce the idea that inflation eased to the point where people had extra funds they felt they could give to the church. However, since a greater number of pledges for 2024 were behind at the end of the year, this probably wasn't true and the greater giving in 2024 was probably based on an individual's need to give. Finally, at the end of 2024, the total of weekly offerings given was \$79,832.56, the most in the last ten years, going back to 2015!

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 campaigns 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, President

## Finance Ministry Report 2024

The Finance Team met on Monday evening, October 28, 2024, to prepare the 2025 Salem Budget for recommendation to the council and, pending their approval, subsequent adoption by the congregation at the November 24, 2024, Special Congregational Meeting. We proposed budget increases mainly in the Administration, Property, and Worship & Music areas that we felt would reward our valuable employees and meet the increased operating costs we are experiencing. This resulted in a 2025 annual budget amount of \$127,980.00, a 10.4% increase in comparison to the 2024 budget.

At the end of 2024 our budget deficit was \$24,419.20, which was \$252.20 less than the budget deficit at the end of December 2023, which was itself a significant improvement over the large deficit we had at the end of 2022. As we have done for many years, during 2024 we took dividends from our Vanguard Mutual Fund portfolio in the form of asset transfers totaling \$28,500.00 to help support our checking account at times when the offerings were low. This was the largest amount in asset transfers we have ever taken from Vanguard, thanks to a very productive stock market in 2024. Also, at the end of 2024, our total weekly offerings for the year were \$79,832.56, the largest year-ending amount in the last ten years!

As noted in the past, taking dividends from savings, in the form of asset transfers, has 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 Reports for 2024.

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 this year to help plan the 2025 budget: Treasurer Rosemary Rader, Laura Morgan, Keith Kunze, and Devoe Slisher, Office Manager.

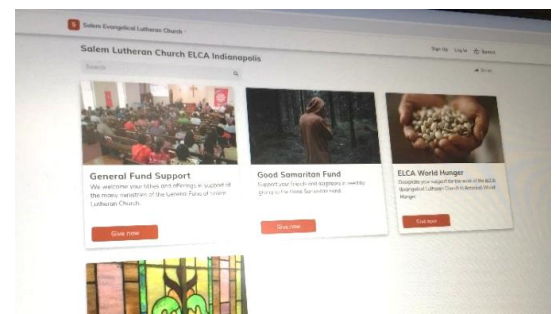
Charles Rader, President

Donations are accepted through the offering basket on Sunday / sending your check to the Salem office through the U.S. mail, dropping it through the slot in the 72<sup>nd</sup> Street door, or stopping by during office hours (usually 3:30 to 6:30 p.m.) / and you may donate online. Here is the link to our Vanco web page:

<https://secure.myvanco.com/YHB9>

This is the page you should see. If you have any doubt or suspicions regarding the link, contact Devoe in the church office.

Salem will never directly ask for financial account information through our electronic communication and website.



**SALEM ASSETS**  
Value at December 31, 2024

	2023	2024	Change
<b>Property and Cash:</b>			
Buildings (incl. personal property - insured value)	3,258,452.00	3,615,122.00	356,670.00
Three Lots on E. Side of Pollard St. (assessed value)	64,700.00	64,700.00	0.00
Six Lots on W. Side of Pollard St.(assessed value)	457,400.00	457,400.00	0.00
Cemetery (assessed value)	3,600.00	3,600.00	0.00
Checking Account Balance	3,430.27	2,670.66	(759.61)
Petty Cash Balance	1.13	1.13	0.00
<b>Subtotal Property and Cash:</b>	<b>3,787,583.40</b>	<b>4,143,493.79</b>	<b>355,910.39</b>
<b>General Fund Investments:</b>			
BP Stock	51,400.80	42,921.12	(8,479.68)
<b>Subtotal General Fund Investments:</b>	<b>51,400.80</b>	<b>42,921.12</b>	<b>(8,479.68)</b>
<b>Building and Memorial Fund Investments</b>			
Brammer Cemetery Fund	305.53	306.75	1.22
ELCA Money Market	127.93	128.44	0.51
<b>Subtotal Mission Investment Funds</b>	<b>433.46</b>	<b>435.19</b>	<b>1.73</b>
Vanguard Federal Money Market	5,727.80	478.23	(5,249.57)
Vanguard 500 Index	12,006.45	11,679.11	(327.34)
Vanguard Small-Cap Index	12,404.84	11,725.71	(679.13)
Vanguard Small-Cap Value Index	14,718.19	13,492.55	(1,225.64)
Vanguard Total Int'l Stock Index	6,581.01	6,371.02	(209.99)
Vanguard Value Index	4,131.71	3,868.16	(263.55)
Vanguard REIT Index Fund	13,297.19	13,346.80	49.61
Vanguard Growth Index	23,660.16	23,120.56	(539.60)
Vanguard PRIMECAP	29,166.71	27,759.35	(1,407.36)
Vanguard Total Bond Market Index	10,392.49	10,146.32	(246.17)
<b>Subtotal Vanguard Funds</b>	<b>132,086.55</b>	<b>121,987.81</b>	<b>(10,098.74)</b>
<b>Subtotal Building and Memorial Fund:</b>	<b>132,520.01</b>	<b>122,423.00</b>	<b>(10,097.01)</b>
<b>Total/Net Change</b>	<b>3,971,504.21</b>	<b>4,308,837.91</b>	<b>337,333.70</b>

# 2024 FINANCIAL SECRETARY ANNUAL REPORT

## GENERAL FUND

<b>Current Envelopes</b>	79,220.56
<b>Loose Offerings</b>	627.00

**Special Days:**

Ash Wednesday	30.00
Maundy Thursday	42.00
Good Friday	23.00
Thanksgiving	33.00
Christmas	<u>168.00</u>
	296.00

**Building Use:**

AA Meetings	1,040.00
Other	<u>1,110.00</u>
	2,150.00

**Investment Income:**

Vanguard Funds	<u>369.19</u>
	369.19

**Misc. Income:**

Asset Transfers	28,500.00
<i>(From Savings dividends to General Fund)</i>	
Offering Envelopes	<u>35.00</u>
	28,535.00

<b>Subtotal Current</b>	111,197.75
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**Dedicated Accounts:**

BP Oil Stock Dividends	2,631.60
Brammer Cemetery Fund	200.00
Fellowship Ministry	62.00
Coffee Fund	24.00
Lutheran Disaster Response	12.00
ELCA World Hunger	21.00
African Suit for Synod Event	125.00
Gifts for Artists	200.00
Thrivent Unrestricted Grants	173.00
Outreach Ministry	400.00
Outreach Ministry (ESL)	75.00
Outreach (Festival)	2,120.00
Stained-Glass Renovation	<u>4,374.25</u>
<b>Subtotal Dedicated</b>	10,417.85

<b>General Fund Total:</b>	121,615.60
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## BUILDING & MEMORIAL FUND:

**Dedicated Accounts:**

Computer Fund	613.50
Good Samaritan Dedicated	<u>1,268.00</u>
	1,881.50

**Income:**

Special Benevolence	0.00
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**Memorials:**

	0.00
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<b>Building/Mem Fund Total:</b>	1,881.50
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<b><u>Total Income:</u></b>	<b>\$123,497.10</b>
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# 2024 Treasurer's Report

<b>GENERAL FUND/BUDGET</b>	Budgeted 2024	Spent 2024	Percent of Budget
<b>BENEVOLENCE</b>			
Synod Benevolence	4,550.00	4,550.00	
Indpls. Conference	200.00	200.00	
Indpls. Campus Ministry	100.00	100.00	
Lutheran Child & Fam. Services	<u>100.00</u>	<u>100.00</u>	
	\$4,950.00	\$4,950.00	100%
<b>CHRISTIAN ED</b>			
Sunday School	100.00	132.35	
Confirmation & New Member	250.00	0.00	
Pastoral Training	<u>1,500.00</u>	<u>0.00</u>	
	\$1,850.00	\$132.35	7%
<b>ADMINISTRATION</b>			
Office Manager	22,529.00	22,046.04	
Office supplies	1,200.00	875.64	
Postage	325.00	119.08	
Auto allowance	200.00	209.26	
Social Security taxes	1,600.00	1,692.86	
Synod conventions	2,250.00	1,166.64	
Office equip. maintenance	400.00	0.00	
Software	600.00	0.00	
Communications	300.00	304.56	
Misc. administrative expenses	<u>600.00</u>	<u>865.00</u>	
	\$30,004.00	\$27,279.08	91%
<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	0%
<b>FELLOWSHIP</b>			
Fellowship Supp & materials	<u>1,000.00</u>	<u>935.21</u>	
	\$1,000.00	\$935.21	94%
<b>FINANCE</b>			
Finance Supp & materials	<u>550.00</u>	<u>0.00</u>	
	\$550.00	\$0.00	0%
<b>PASTORAL MINISTRY</b>			
Interim Salary & Housing	30,048.00	30,048.00	
Pension/health Pastor	0.00	0.00	
Prof. exp/publications	0.00	0.00	
Continuing Ed./Sabbatical	<u>800.00</u>	<u>0.00</u>	
	\$30,848.00	\$30,048.00	97%



# 2024 Treasurer's Report

## PROPERTY

Utilities	13,000.00	10,967.63	
Insurance	8,371.00	7,197.86	
Rep/svc/improvements	6,400.00	5,006.11	
Security Monitoring	480.00	479.88	
Custodial Services	3,250.00	3,375.00	
Maintenance supplies	1,000.00	901.29	
Lawn care Services	<u>700.00</u>	<u>3,000.00</u>	
	\$33,201.00	\$30,927.77	96%

<b>Utilities</b>
3719.27 Electricity
2884.42 Gas
2531.18 Telephone
+1832.76 Sewer
\$10967.63

## OUTREACH

ESL Classes	0.00	0.00	
Supplies & Materials	<u>675.00</u>	<u>657.11</u>	
	\$675.00	\$657.11	97%

## STEWARDSHIP

Stewardship Supp & materials	<u>300.00</u>	<u>597.76</u>	
	\$300.00	\$274.56	199%

## WORSHIP/MUSIC

Sermon Translations	5,400.00	0.00	
Supplies & materials	2,000.00	1,660.40	
Supply Pastor	600.00	0.00	
Supply Organist / Cantor	<u>8,400.00</u>	<u>7,950.00</u>	
	\$16,400.00	\$9,610.40	87%

## 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	0%

## ARCHIVES

Archives & Library supplies	50.00	0.00	0%
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<b>TOTAL BUDGET / EXPENSE</b>	<b>\$120,328.00</b>	<b>\$104,814.48</b>	<b>82%</b>
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# 2024 Treasurer's Report

<b>GENERAL FUND DEDICATED ACCOUNTS</b>	Spent 2024
Stained-Glass Renovation	6,608.00
Coffee Fund	23.37
Hold for Brammer (Mowing)	2,600.00
Fellowship Ministry	65.91
Reimbursibles	44.99
Outreach Ministry	574.03
Outreach (Festival)	2248.18
African Suit for Synod Event	300
Gift Cards for Artists	200
Luthern Disaster Response	12.00
ELCA World Hunger	<u>24.00</u>
<b>Total General Fund Dedicated Expense</b>	<b>\$12,700.48</b>

<b>BUILDING &amp; MEMORIAL FUND EXPENSES</b>	Spent 2024
Scholarships	<u>0.00</u>
<b>Total Building Fund Expense</b>	<b>\$0.00</b>

<b>BUILDING &amp; MEM. DEDICATED ACCOUNTS</b>	Spent 2024
Good Samaritan Dedicated	2,875.00
Hold for Investment	0
Computer Fund	<u>575.00</u>
<b>Total Building Fund Dedicated Expense</b>	<b>\$3,450.00</b>

**GRAND TOTAL EXPENSES** **\$120,964.96**

## CHECKING ACCOUNT SUMMARY

Checking balance @ Jan. 1, 2024	\$3,428.27	
Total 2024 Deposits	125,732.68	includes \$28,500 transferred from Savings
Total checks written	-118,910.39	
Journal Entries (bank fees, electronic transfers)	<u>-7,484.60</u>	
 Checking balance @ Dec. 31, 2024	 \$2,765.96	

**2025 Salem Lutheran Church Budget (approved 11/24/2)**

All values in USD

	<b>BUDGET 2025</b>	<b>% Total Budget</b>	<b>BUDGET 2024</b>	<b>ACTUAL 2023</b>
<b>BENEVOLENCE</b>				
Synod Benevolence	4,600	3.6%	4,550	4,500
Indianapolis Conference	0	0.0%	200	200
Synod Campus Ministry	100	0.1%	100	100
Lutheran Child & Family Services	100	0.1%	100	200
	<b>4,800</b>	<b>3.8%</b>	<b>4,950</b>	<b>5,000</b>
<b>CHRISTIAN EDUCATION</b>				
Confirmation & New Member	250	0.2%	250	221
Christian Ed. Materials	175	0.1%	100	0
Pastoral Training	1,500		1,500	
	<b>1,925</b>	<b>1.5%</b>	<b>1,850</b>	<b>221</b>
<b>ADMINISTRATION</b>				
Office Manager	23,096	18.0%	22,529	21,913
Office Supplies	1,200	0.9%	1,200	1,266
Postage	325	0.3%	325	150
Auto allowance	200	0.2%	200	19
Social Security taxes	1,800	1.4%	1,700	1,683
Synod convention expenses	2,250	1.3%	2,250	50
Office equipment maint.	400	0.3%	400	41
Communications (Internet and Website)	500	0.4%	1,800	1,415
Office Software Support	600	0.5%	600	0
Misc. church admin exp	700	0.5%	600	647
	<b>31,071</b>	<b>24.3%</b>	<b>31,604</b>	<b>27,184</b>
<b>EVANGELISM</b>				
Evang. Supp & Materials	500	0.4%	300	0
<b>FELLOWSHIP</b>				
Fellowship Supp & materials	1,000	0.8%	1,000	918
<b>FINANCE</b>				
Finance Supp & materials	550	0.4%	550	0
<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	30,048	23.5%	30,048	29,172
Continuing Ed./Sabbatical	800	0.6%	800	0
	<b>30,848</b>	<b>24.1%</b>	<b>30,848</b>	<b>29,172</b>

	<b>BUDGET 2025</b>	<b>% Total Budget</b>	<b>BUDGET 2024</b>	<b>ACTUAL 2023</b>
<b>PROPERTY</b>				
Utilities (Electricity)	4,000	3.1%	4,000	3,803
Utilities (Gas)	4,500	3.5%	4,500	3,713
Utilities (Telephone)	2,600	2.0%	1,000	1,165
Utilities (Sewer)	2,000	1.6%	2,000	1,820
Security Monitoring	480	0.4%	480	480
Insurance	11,023	8.6%	9,292	7,198
Repairs/services/improvmt	10,000	7.8%	6,400	5,392
Maintenance supplies	1,200	0.9%	1,000	1,536
Custodial Services	3,458	2.7%	3,250	3,060
Lawn Care Services	4,000	3.1%	700	600
	<b>43,261</b>	<b>33.8%</b>	<b>32,622</b>	<b>28,767</b>
<b>OUTREACH/SOCIAL MINISTRY</b>				
Outreach Supplies	675	0.5%	675	244
ESL Classes	0	0.0%	0	
	<b>675</b>	<b>0.5%</b>	<b>675</b>	<b>244</b>
<b>STEWARDSHIP</b>				
Stewardship Supp & Matrls	300	0.2%	300	274
<b>WORSHIP/MUSIC</b>				
Organist	0	0.0%	0	0
Worship & Music Supp&Mat	2,000	1.6%	2,000	1,016
Music, choirs	0	0.0%	0	0
Supply Pastor	600	0.5%	600	800
Musicians	10,200	8.0%	8,400	8,250
Sermon Translations	0	0.0%	0	0
Piano/organ maintenance	0	0.0%	0	0
	<b>12,800</b>	<b>10.0%</b>	<b>11,000</b>	<b>10,066</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>\$127,980</b>		<b>\$115,949</b>	<b>\$101,846</b>

Percentage change from 2024 Annual Budget 10.4%