

2025 Annual Report of Salem Evangelical Lutheran Church

New Augusta – Indianapolis, Indiana



What we did in 2025.
Our plans for 2026.



Virtual gathering on February 22, 2026.

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ON THE COVER:

First row: Racheal Adolphe carries the cross during the homegoing service for the Rev. Dr. James M. Capers, February 6 at Pilgrim Lutheran Church in Carmel, Indiana.

Sunday communion returned to the rail for the first time since 2020. Celebrating the Resurrection of Our Lord on April 20.

Gary Lucas holds his candle as we sing Silent Night on Christmas Eve 2025.

Center row: Rev. Jeffrey M. Iacobazzi during our Friday evening Lenten gatherings.

In November, Pastor Jeff took the role of our Interim Pastor.

Michael Hall, the Adolphe youth and Laura Morgan line up for the Imposition of Ashes. Ash Wednesday, March 5.

Students from Guinea display their ESL certificates (English as a Second Language). November 20.

Bottom: Michael Hall saved nearly a thousand resurrection lily bulbs from going to the dumpster and he donated and planted dozens of mums to our landscape in honor of Pastor Capers and also in honor of the families shot in the sanctuary of a Minnesota Catholic church in August 2025.

The lilies have already sprouted for their 2026 display.

Photographer: Devoe Slisher

Salem Evangelical Lutheran Church 4700 West 72nd Street, Indianapolis, IN 46268
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President's Report for 2025

In my opinion, looking back at 2025, the most eventful month of the year was certainly January, when Pastor James Capers, our Interim Pastor since 2017, died suddenly of a heart attack on January 23rd. Earlier that week he was admitted to the hospital with heart-attack symptoms, and we heard from his daughter, Lee Ara, that he seemed to be recovering. Then we heard that he had died. At his funeral, held at Pilgrim Lutheran Church in Carmel, we learned from another daughter that he had been told that if he were to have another heart attack, doctors would probably not be able to save him. Had we known this, we might have dealt with his passing better.

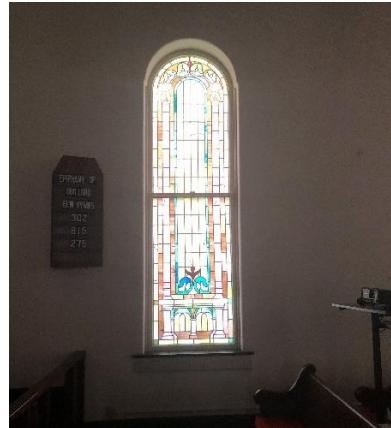


Friends and family from across the nation and the world joined in person and virtually with the live stream of the homegoing service for the Rev. Dr. James M. Capers.

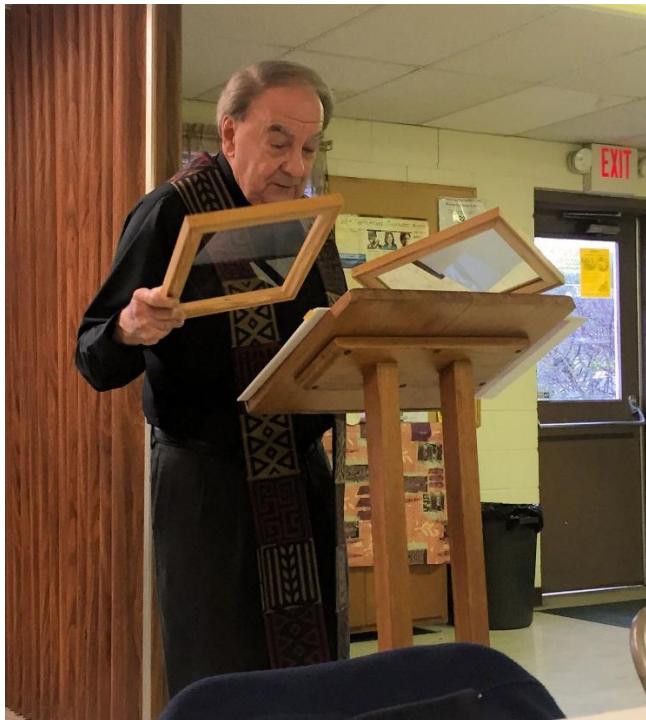
The 2025 Annual Meeting had already been planned in council discussions at the beginning of January. Rather than postpone the meeting in the wake of Pastor Capers' death, we decided to proceed and include his death where appropriate in our reports. The Annual Meeting had been scheduled later in prior years, but Pastor Capers was insistent that the sooner we do it and get it over with, the better it would be for planning future activities. And that turned out to be quite prophetic as planning did become arduous after his death. However, the Annual Meeting, held via Zoom on February 23rd, went quite well and everyone spoke of 2024 events with happy nostalgia.

The renovation of the four stained-glass windows on the north side of the sanctuary, which comprised Phase 2 of our total renovation project, put us through a roller coaster of emotions when, after appearing on short notice at the beginning of May to remove the windows, the crew suddenly left after one day. Then, after no word for several months, despite saying they would be back soon, they announced in September that they would be coming back soon, remove the windows and restore them over the winter, and bring them back around Easter of 2026. When we objected by saying that the absence of our windows over the winter would drive up our heating bills, despite the insulating boards they promised to install in the windows. They complained that most of their time in 2026 was now scheduled with other

projects and our desire to wait until warmer weather might delay our project into another year. So, we relented and allowed them to come and take the rest of the windows on November 10. Thankfully, they renovated the windows much faster than we expected, and they returned to install them on January 6th of 2026.



transition. Bishop Timothy Graham of the Indiana-Kentucky Synod had a very informative meeting via Zoom with the Salem Council on March 23rd, where we were able ask him any questions we might think of regarding the transition. When we found out that Pastor Jeff was interested in serving as our Interim Pastor, we decided to extend the Pastor of Record Covenant for three more months into November, so we could talk about the Interim Salary before the 2026 Budget was approved at the November Special Congregational Meeting. The Council also approved at the October meeting that we ask the Bishop to appoint Pr. Jeff as our Interim Pastor, subject to review and renewal.



Pastor Jeff illustrates the types of parables during our Friday Lenten worship in March. He serves Holy Communion to Anthony Porter, who attended our worship in 2025.

On August 31st, a man tried to break into the Fellowship Hall. He severely damaged the frame for the north kitchen window, but didn't break the glass. He broke the reinforced-glass window on the main entrance door on the south side by heaving through it the large brick that sometimes props open the door. Michael Hall, a friend who attends Salem, saw the man at the door late that evening and yelled at him, frightening him away. Michael then contacted Devoe, who called the police, who came to view the damage and file a report. I later looked at the damage and took photos, which I sent to our insurance company, Church Mutual. Their claims adjuster was helpful, but she explained that our deductible was larger than the total for us to do the repairs ourselves. Our Property Team leader Keith Kunze took care of the repairs in short order, and he and his son donated their time and expense to repair the kitchen window and put it squarely back into its frame.

We'll never know why the man tried to break in to the Fellowship Hall, but a grocery sack was later discovered under the branches of the Magnolia Tree nearby, that contained food and liquor.

Though we've talked about it in the past, the attempted break-in prompted Rosemary Rader to bring up again the subject of placing security cameras around the church. Our burglar alarm company was asked and yes, they do install security cameras. In October, five cameras were installed that (1) overlooks the east side of the church, and Pollard Street, (2) views the south side, and 72nd Street, (3) views the west side of the building, and the basement entrance, (4) views the north parking lot and the Fellowship Hall, and (5) views the north side of the sanctuary, and the entrance to the Parish Hall off Pollard Street. In the past we have had some false alarms from the front (red) doors, that we think came from someone trying to pull the doors open. This will make us feel safer to know that our property is better protected.

If you've been in the Parish Hall or in the Fellowship Hall this past fall, maybe you've noticed the new LED lighting panels shining overhead.

Keith had a friend come from Culture Lighting to give us estimates for replacing our old fluorescent fixtures with something that would save us money on our lighting costs and keep us from having to constantly replace neon bulbs and ballasts. While we were considering the estimates from Culture Lighting, Laura Morgan mentioned that she had similar panels installed at her condo recently, and she was enthusiastically urging us to install the panels as soon as possible. We also replaced an A/C unit for the church sanctuary, that was the largest single property expense this year. We now have one old unit and one new unit that are both functioning.



Our ESL classes, which started in 2013 during Pastor Bonnie's tenure, and were restarted by Rosemary Rader in 2023 following the Pandemic, began 2025 with a large body of Haitian, Hispanic, and African Muslim students, sometimes numbering 20 students on a Tuesday or Thursday evening. As the Spring semester progressed, the Haitian and Hispanic students began

coming less often which we think was caused by their fear of being arrested by DHS agents and placed in custody. The party ending the Spring semester was well attended, with students receiving participation certificates as well as their photos being taken with their teachers and classmates. The Haitian and many Hispanic students did not return for the Fall semester, and while there were new students enrolling, the classes were half the size of the Spring classes. Five of the current students are middle-aged Muslim ladies who were never sent to school, so they never learned to read or write. It is very interesting to see their enthusiasm when they have learned to read a story or write a sentence for the first time.

The Fall Special Congregational Meeting took place via Zoom on the afternoon of November 16 at 1:00 p.m. It was well attended and the business conducted centered around the approval of the 2026 Salem Annual Budget, containing the new Interim Pastor budget for Pastor Jeff, and the election of members of the Congregation Council for 2026. During this meeting, it was announced that Pastor Jeff would be our new Interim Pastor, and his duties would officially begin on November 18, two days after this meeting.

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 especially Pastor Jeff Iacobazzi 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
2025 Council President

SALEM CONGREGATIONAL STATISTICS - 2025

Members as of December 31, 2025

Baptized: 92

Baptized/Confirmed: 74

TOTAL MEMBERS RECEIVED: 1

Ernest Toto received by Affirmation on November 9, 2025.

TOTAL MEMBERS REMOVED: 2

One member joined the church triumphant:

Rev. Dr. James M. Capers on January 23, 2025.

One member transferred her membership:

Deacon Barbara Collins on April 25, 2025.

Average Weekly Attendance 2025 24

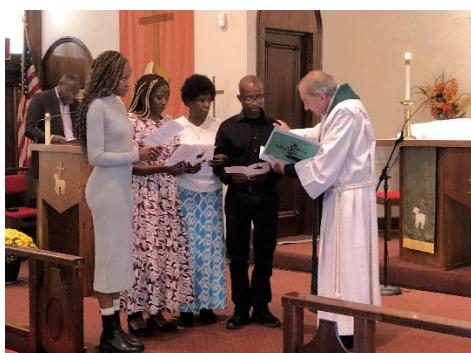
Average Online Connections to Sunday Worship* 34

Highest Sunday Attendance – 1/26 37 first Sunday without Pastor Capers

Lowest Sunday Attendance – 8/3 18

*Live streaming of our worship on YouTube continued throughout the year. Pastor Capers' final service received 124 connections.

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



Affirmation of Baptism for new member Ernest Toto on November 9, 2025.

Property Ministry Report 2025

During the past year, the Property Team kept busy maintaining and enhancing our buildings and grounds to include the Salem Cemetery. Your team consisted mostly of Salem volunteers along with a few paid professionals to produce many positive results.

Last year, we were fortunate to be able to utilize a timely and significant discount offered by AES Indiana. The applied discount allowed Salem Lutheran Church to replace almost all fluorescent lighting in our Fellowship Hall and church office areas with new LED panel lighting, which over time will reduce the amount of electricity needed to light our areas of highest use. The difference created by the new LED lighting was noticed immediately by our ESL students. As an extra bonus, Culture Lighting, the company that installed the new lights, also gave us a small discount. Culture Lighting has worked with us/me during the last four to five years when lighting issues have arisen. I thank the professionals at Culture Lighting for a job well done.



Another major improvement, although not seen by many but felt by all, took place last spring as we replaced one of our two very old air conditioning units. These two units are needed to keep us cool and comfortable on Sunday mornings as we gather in our historic sanctuary for worship. Our new GE unit replaced a unit originally installed in 1990. So, we currently have one old and new unit working together. We will be monitoring this current design as we approach the 2026 cooling season.



Planting bulbs in August, Michael Hall unearthed some slate shingles along the north wall of the sanctuary. They covered the original roof in 1880. A couple have been added to the hallway showcase. Check it out.

This past year, more specifically late spring summer and early fall, you might have noticed that the one-of-a-kind Siberian Elm sculpture, between the sanctuary and double white doors acquired some colorful neighbors. I am referring to all kinds of newly planted flowers; Iris, Annuals and those yellow Chrysanthemums. Our Michael Hall took the initiative and planted dozens of new plants all around the sanctuary and church property. Even the Salem Park was transformed in color. Michael was joined in this effort by Devoe Slisher and Kari Lempke who provided insight, inspiration and needed physical labor in bringing our campus to life. I had never seen so many yellow Chrysanthemums in such a small area as I did last fall. Wonderful!!



Due to vandalism over the Labor Day weekend, new glass was installed in the Fellowship Hall front (main) door and kitchen window. Thanks to all who boarded up the front door and cleaned up the mess and those who contributed financially to cover repair costs. Much appreciated. As a result of the vandalism we now have cameras placed strategically around the church campus. Thank you church council for taking action and to Charles & Rosemary Rader for making sure the cameras were properly installed.



Above: one of the five cameras mounted outside and a sample of the images they capture.

I acknowledge and thank Brandy Miller for her work around Fellowship Hall and the church as she continues to maintain the lovely “butterfly” gardens started several years ago. This past summer Brandy and family did some extensive “remodeling” around the old wellhead located in the main parking lot, new wood ties and new flowers planted. This meant removing old railroad ties that were rotting and removing invasive plants and replanting. The improvement is so eye catching and we look forward to the new look during the upcoming Spring & Summer months.

I thank Glen Gainey for his expertise on roofing and guttering as I/we continue to evaluate our roofing/gutter needs looking ahead. There were a few minor roof repairs made during spring of this past year. However, overall, our roofing and gutters are doing an adequate job 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. Also, a big shout out to Kevin Gill for maintaining the Salem Cemetery. As you may know, Kevin mows three times each month, if needed, and has on occasion straightened headstones. Last year, Kevin and co-workers cleaned debris along the northern and western fence lines

The daily, weekly and monthly property tasks that happen every year, took place again 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.

I look forward to serving Salem again this year as your Property Team Lead. I have always tried to be open minded to your suggestions and ideas. I also believe The Village of New Augusta continues to have an important voice and role to play in determining how we at Salem present ourselves to the community at large.

Thank you for your continued support.

God’s Peace and Grace,
Keith Kunze
Property Team Lead

2025 Worship and Music Report

When Lee Ara called to tell us that her father had gone to the hospital on Monday, January 20th, with symptoms of a heart attack, we were shocked but immediately thought how were we going to lead the next Sunday's worship service without Pastor and his music. On the following Wednesday, we decided to have a Worship & Music Committee meeting that evening, so we called our committee members to warn them that I would be sending out a Zoom invitation for the meeting to begin at 7:00 p.m.

When we started the meeting and people began joining, we saw that Devoe was on the phone with someone. It was Pastor Jeffrey Iacobazzi, and he had called to offer his talents as pulpit supply for the next Sunday service on January 26th. Lee Ara had texted that Pastor Capers appeared a little stronger on Wednesday, and was taking food. The next day, January 23rd, we were informed that he had died. At the funeral, which was held at Pilgrim Lutheran Church in Carmel, we were told that Pastor Capers had been informed by the doctors at the time of his last heart attack that, if he were to have another heart attack, there was nothing they could do for him. Near the end of 2022, before he signed his contract to renew as Interim Pastor for another year, Pastor Capers talked about retiring, but perhaps he decided that he would prefer to leave doing what he loved most.

Pastor Jeff Iacobazzi had already been a most dependable substitute for Salem, filling in as pulpit supply almost every time that Pastor Capers decided to take a week off, since Pastor Capers first came to Salem in 2017, following the departure of Douglas Mmari. Needless to say, I was overjoyed that I wouldn't have to be hunting for substitutes since Pastor Jeff was willing to fill in on every Sunday that he was available, from January 26th on, and he even contacted pastors for Sundays when he couldn't be with us.

It was interesting to get back to meeting once a month as a Worship & Music Committee, which we hadn't done since before the Pandemic. Another thing we hadn't done in some time was to have mid-week soup suppers and a worship service during Lent. The soup suppers would begin at 6:00 p.m., followed by short worship service at 7:00 p.m., and would take place in the Fellowship Hall on the five Fridays of Lent, beginning on March 14. Laura Morgan and Rosemary Rader volunteered to bring the soups, usually home-made, and they also provided accompaniments of breads or muffins, plus a dessert item. The food was delicious and it was thought-provoking to hear Pr. Jeff's homily on the weekly Lenten theme.



Holy Week, which began with Palm Sunday on April 13, was also special this year. The highlight of Palm Sunday was of course the procession of the children and young people carrying palms outside and around inside the church. For Maundy Thursday, Pastor Jeff requested that all of the lights, except for the last row in the back, be out at the end of the service, so the “eternal vigil” candle bulb was unscrewed before the service started so it wouldn’t be on when the lights were turned off. Lee Ara also returned on Maundy Thursday to sing an unaccompanied solo, “Calvary.” Pastor also performed a foot washing before communion. Rosemary also baked hot crossed buns for Easter Sunday, which we enjoyed after and were delicious!



The organist who played at Pastor Capers’ funeral was really excellent, and we thought we might try to contact her about substituting at Salem, to give Rosemary a break from playing the Clavinova for our worship service every Sunday. When we inquired, however, Lee Ara told us that organist is extremely in demand, so I contacted one of our former organists, Madelin Foster, who was now organist at a church in Speedway, and she promised to pass on an advertisement that I wrote to the American Guild of Organists, saying that we were interested in finding a substitute organist who could fill in once a month to give Rosemary a break. Soon we heard from Wendy Stainbrook, who had been playing at Gethsemane Lutheran Church, and when we arranged for her to fill in at Salem in November, she played very well. We hope to use her several times in 2026.

In June, we decided to toss the self-communion kits (combo wine + wafer) that we had been using since the Pandemic. Pr. Jeff became our Pastor-of-Record in February (see more about this in the President's Report) and he wanted us to try and use the so-called "Liturgy of Joy", or the worship service that Pastor Capers used to do every Sunday with his musicians. I remembered that ELW Setting 8 contained music that Pastor Capers had written, but only one piece was familiar. We also thought about checking in the "This Far by Faith" hymnal that many African American Lutheran congregations use, but when we finally found an accompaniment book for the worship services in that hymnal, the music didn't match what we remember Pastor Capers playing. The search is still ongoing.

In September, when we talked about honoring Pastor Capers and another Salem Saint who died this past year, Burt Hall, on All Saints Sunday, we also talked about honoring Burt with a plaque beside the door to the Archives Room, which he set up and maintained for many years.

At our October Worship & Music Committee meeting, we decided to have an in-person Christmas Eve worship service, a change from using one of our recorded Christmas Eve services that we have broadcast over YouTube in recent years because of COVID concerns. We also discussed the 2026 Worship & Music Budget in October, and added a week of vacation to the Supply Pastor line item per the synod recommendation of one week of vacation for every 3 months of pastoral duty during the year, and we changed the Musicians line item back to Supply Organist, as we had it for years, and lowered the budgeted amount to pay for one substitute organist per month.

Finally, I want to thank our faithful worship volunteers: acolytes, worship assistants, ushers, and our Altar Guild Leader, Laura Morgan, 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 Salem van to pick up worshippers and service participants for church. Finally, and most importantly, thank you to our committee members, Laura Morgan, Rosemary Rader, Devoe Slisher, and Pastor Jeff Iacobazzi for their patience and advice.

Charles Rader, Committee Chair

Finance Ministry Team Annual Report 2025

The Finance Team met on Wednesday evening, October 29, 2025, to prepare the 2026 Salem Budget for recommendation to the council and, pending their approval, subsequent adoption by the congregation at the November 16, 2025, Special Congregational Meeting. We proposed budget increases mainly in the Property, and Outreach/Social Ministry areas that we felt would meet the increased operating costs we are experiencing, and we also made a significant reduction in the Worship & Music area following the death of Pastor Capers. This resulted in a 2026 annual budget amount of \$122,682.00, a 4.1% decrease in comparison to the 2025 budget.

At the end of 2025 our budget deficit was \$14,271.00, which was \$10,148.00 less than the budget deficit at the end of December 2024, and the smallest December deficit in the last five years. As we have done for many years, during 2025 we took dividends from our Vanguard Mutual Fund portfolio in the form of asset transfers totaling \$12,000.00 to help support our checking account at times when the offerings were low. This was the smallest amount of asset transfers we have taken from Vanguard, since the pandemic year of 2020, when we received only \$5,000.00. Also, at the end of 2025, our total weekly offerings for the year were \$77,587.29, which ranked second only to 2024's year-ending amount over the past 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, and, I might add, a significant concern in today's economy, 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 2025.

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 2026 budget: Treasurer Rosemary Rader, Laura Morgan, Keith Kunze, and Devoe Slisher, Office Manager.

Charles Rader, President

SALEM ASSETS
Value at December 31, 2025

	2024	2025	Change
Property and Cash:			
Buildings (incl. personal property - insured value)	3,615,122.00	4,011,026.00	395,904.00
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	2,670.66	2,284.15	(386.51)
Petty Cash Balance	8.06	8.06	0.00
Subtotal Property and Cash:	4,143,500.72	4,539,018.21	395,517.49
General Fund Investments:			
BP Stock (1452 shares)	42,921.12	50,427.96	7,506.84
Subtotal General Fund Investments:	42,921.12	50,427.96	7,506.84
Building and Memorial Fund Investments			
Brammer Cemetery Fund	306.75	307.96	1.21
ELCA Money Market	128.44	128.94	0.50
Subtotal Mission Investment Funds	435.19	436.90	1.71
Vanguard Federal Money Market	478.23	3,272.03	2,793.80
Vanguard 500 Index	11,679.11	11,936.08	256.97
Vanguard Small-Cap Index	11,725.71	12,400.38	674.67
Vanguard Small-Cap Value Index	13,492.55	14,438.77	946.22
Vanguard Total Int'l Stock Index	6,371.02	6,881.38	510.36
Vanguard Value Index	3,868.16	4,100.43	232.27
Vanguard REIT Index Fund	13,346.80	13,773.08	426.28
Vanguard Growth Index	23,120.56	23,356.02	235.46
Vanguard PRIMECAP	27,759.35	28,813.87	1,054.52
Vanguard Total Bond Market Index	10,146.32	10,456.70	310.38
Subtotal Vanguard Funds	121,987.81	129,428.74	7,440.93
Subtotal Building and Memorial Fund:	122,423.00	129,865.64	7,442.64
Total/Net Change	4,308,844.84	4,719,311.81	410,466.97

2025 FINANCIAL SECRETARY ANNUAL REPORT

GENERAL FUND

		Dedicated Accounts:	
Current Envelopes	77,216.29	BP Oil Stock Dividends	2,814.76
Loose Offerings	336.00	Special Repairs/Landscaping	3,350.00
Special Days:		Fellowship Ministry	249.00
Ash Wednesday	0.00	Coffee Fund	49.00
Maundy Thursday	25.00	Thrivent Unrestricted	57.00
Good Friday	10.00	Card and Calendar Sales	15.00
Thanksgiving	20.00	ELCA World Hunger	40.00
Christmas	<u>40.00</u>	Outreach Ministry	300.00
	95.00	Outreach (Festival)	15.00
		Stained-Glass Renovation	<u>3,699.88</u>
		Subtotal Dedicated	10,589.64
Building Use:			
AA Meetings	1,010.00	General Fund Total:	102,353.37
Other	<u>605.00</u>		
	1,615.00		
		BUILDING & MEMORIAL FUND:	
Investment Income:		Dedicated Accounts:	
Vanguard Funds	<u>371.44</u>	Computer Fund	600.00
	371.44	Good Samaritan Dedicated	<u>2,077.00</u>
			2,677.00
Misc. Income:		Income:	0.00
Asset Transfers	12,000.00		
<i>(From Savings dividends to General Fund)</i>			
Refunds	95.00	Memorials:	
Offering Envelopes	<u>35.00</u>	Capers	225.00
	12,130.00		
		Building/Mem Fund Total:	2,902.00
Subtotal Current	91,763.73	Total Income:	\$105,255.37

2025 Treasurer's Report

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GENERAL FUND/BUDGET	Budgeted 2025	Spent 2025	Percent of Budget
BENEVOLENCE			
Synod Benevolence	4,600.00	4,600.00	
Indpls. Campus Ministry	100.00	100.00	
Lutheran Child & Fam. Services	<u>100.00</u>	<u>100.00</u>	
	\$4,800.00	\$4,800.00	100%
CHRISTIAN ED			
Sunday School	175.00	0.00	
Confirmation & New Member	250.00	0.00	
Pastoral Training	<u>1,500.00</u>	<u>0.00</u>	
	\$1,925.00	\$0.00	0%
ADMINISTRATION			
Office Manager	23,096.00	22,564.23	
Office supplies	1,200.00	699.45	
Postage	325.00	115.72	
Auto allowance	200.00	470.05	
Social Security taxes	1,800.00	1,701.46	
Synod conventions	2,250.00	579.00	
Office equip. maintenance	400.00	0.00	
Software	600.00	0.00	
Communications	500.00	406.55	
Misc. administrative expenses	<u>700.00</u>	<u>746.19</u>	
	\$31,071.00	\$27,282.65	88%
EVANGELISM			
Evangelism supplies/materials	500.00	0.00	
New visitor follow-up	<u>0.00</u>	<u>0.00</u>	
	\$500.00	\$0.00	0%
FELLOWSHIP			
Fellowship Supp & materials	<u>1,000.00</u>	<u>918.12</u>	
	\$1,000.00	\$487.27	49%
FINANCE			
Finance Supp & materials	<u>550.00</u>	<u>0.00</u>	
	\$550.00	\$0.00	0%
PASTORAL MINISTRY			
Interim Salary & Housing	30,048.00	5,574.25	
Prof. exp/publications	0.00	0.00	
Continuing Ed./Sabbatical	<u>800.00</u>	<u>0.00</u>	
	\$30,848.00	\$5,574.25	18%

2025 Treasurer's Report

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PROPERTY

Utilities	13,100.00	12,199.60	
Insurance	11,023.00	10,872.17	
Rep/svc/improvements	10,000.00	14,034.27	
Security Monitoring	480.00	514.88	
Custodial Services	3,458.00	3,324.00	
Maintenance supplies	1,200.00	585.78	
Lawn care Services	<u>4,000.00</u>	<u>0.00</u>	
	\$43,261.00	\$41,530.70	96%

Utilities

4168.88 Electricity
3359.51 Gas
2825.63 Telephone
+1845.58 Sewer
\$12199.60

OUTREACH

ESL Classes	0.00	0.00	
Supplies & Materials	<u>675.00</u>	<u>229.50</u>	
	\$675.00	\$229.50	34%

STEWARSHIP

Stewardship Supp & materials	<u>300.00</u>	<u>0.00</u>	
	\$300.00	\$0.00	0%

WORSHIP/MUSIC

Supplies & materials	2,000.00	945.78	
Supply Pastor	600.00	12,433.18	
Musicians	<u>10,200.00</u>	<u>800.00</u>	
	\$12,800.00	\$14,178.96	111%

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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TOTAL BUDGET / EXPENSE **\$127,980.00** **\$94,083.33** **74%**

2025 Treasurer's Report

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GENERAL FUND DEDICATED ACCOUNTS	Spent 2025
Special Repairs (Lighting Panels / Security Cams)	5,234.00
Stained-Glass Renovation	0.00
Hold for Brammer (Mowing)	2,700.00
Fellowship Ministry	93.71
Christian Education Ministry	28.07
Outreach Ministry	492.72
Coffee Fund	155.43
ELCA World Hunger	<u>40.00</u>
Total General Fund Dedicated Expense	\$8,743.93

BUILDING & MEMORIAL FUND EXPENSES	Spent 2025
Scholarships	<u>0.00</u>
Total Building Fund Expense	\$0.00

BUILDING & MEM. DEDICATED ACCOUNTS	Spent 2025
Good Samaritan Dedicated	2,286.82
Computer Fund	<u>600.00</u>
Total Building Fund Dedicated Expense	\$2,886.82

GRAND TOTAL EXPENSES	\$105,714.08
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CHECKING ACCOUNT SUMMARY

Checking balance @ Jan. 1, 2025	\$2,765.96
Total 2025 Deposits	105,255.37
Total checks written	-99,629.92
Journal Entries (bank fees, electronic transfers)	<u>-6,107.26</u>
Checking balance @ Dec. 31, 2025	\$2,284.15

includes \$12,000 transferred from Savings

2026 Salem Lutheran Church Budget (approved 11/16/22)

All values in USD

	BUDGET 2026	% Total Budget	BUDGET 2025	ACTUAL 2024
BENEVOLENCE				
Synod Benevolence	4,700	3.8%	4,600	4,550
Indianapolis Conference	0	0.0%	0	200
Synod Campus Ministry	100	0.1%	100	100
Lutheran Child & Family Services	100	0.1%	100	100
	4,900	4.0%	4,800	4,950
CHRISTIAN EDUCATION				
Confirmation & New Member	250	0.2%	250	132
Christian Ed. Materials	175	0.1%	175	0
Pastoral Training			1,500	
	425	0.3%	1,925	132
ADMINISTRATION				
Office Manager	23,562	19.2%	23,096	22,046
Office Supplies	1,200	1.0%	1,200	876
Postage	250	0.2%	325	119
Auto allowance	500	0.4%	200	209
Social Security taxes	1,800	1.5%	1,800	1,693
Synod convention expenses	1,750	1.0%	2,250	1,167
Office equipment maint.	400	0.3%	400	0
Communications (Internet and Website)	500	0.4%	500	304
Office Software Support	600	0.5%	600	0
Misc. church admin exp	800	0.7%	700	865
	31,362	25.6%	31,071	27,279
EVANGELISM				
Evang. Supp & Materials	500	0.4%	500	0
FELLOWSHIP				
Fellowship Supp & materials	1,000	0.8%	1,000	935
FINANCE				
Finance Supp & materials	550	0.4%	550	0
PASTORAL MINISTRY				
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	30,290	24.7%	30,048	30,048
Continuing Ed./Sabbatical		0.0%	800	0
	30,290	24.7%	30,848	30,048

	BUDGET 2026	% Total Budget	BUDGET 2025	ACTUAL 2024
PROPERTY				
Utilities (Electricity)	4,500	3.7%	4,000	3,719
Utilities (Gas)	4,500	3.7%	4,500	2,885
Utilities (Telephone)	2,800	2.3%	2,600	2,531
Utilities (Sewer)	2,000	1.6%	2,000	1,833
Security Monitoring	480	0.4%	480	480
Insurance	13,500	11.0%	11,023	9,127
Repairs/services/improvmt	12,000	9.8%	10,000	5,006
Maintenance supplies	1,200	1.0%	1,200	901
Custodial Services	3,600	2.9%	3,458	3,375
Lawn Care Services	3,000	2.4%	4,000	3,000
	47,580	38.8%	43,261	32,857
OUTREACH/SOCIAL MINISTRY				
Outreach Supplies	675	0.6%	675	657
ESL Classes	250	0.2%	0	
	925	0.8%	675	657
STEWARDSHIP				
Stewardship Supp & Matrls	300	0.2%	300	598
WORSHIP/MUSIC				
Organist	0	0.0%	0	0
Worship & Music Supp&Mat	2,000	1.6%	2,000	1,661
Music, choirs	0	0.0%	0	0
Supply Pastor	800	0.7%	600	0
Musicians/Supply Organist	1,800	1.5%	10,200	7,950
Sermon Translations	0	0.0%	0	0
Piano/organ maintenance	0	0.0%	0	0
	4,600	3.7%	12,800	9,611
YOUTH				
Scholarships	0	0.0%	0	0
Youth Gathering	0	0.0%	0	0
Youth Activities	200	0.2%	200	0
	200	0.2%	200	0
ARCHIVES				
Archives & Library supp.	50	0.0%	50	0
TOTAL BUDGET	\$122,682		\$127,980	\$107,067

Percentage change from 2025 Annual Budget

-4.1%