

**Salem Congregational Meeting**  
**Sunday, November 16, 2025 @ 12:15 pm**  
**Salem Sanctuary, Moorhead, MN**

**Agenda plus Minutes**

**1. Meal & Sign-In** – *Fellowship Hall/Foyer*

148 voting members (of 280) were signed in and present or signed in by proxy.  
Quorum was 70.

**2. Welcome, opening prayer & introduction of elder board** – *Darren Kallod*

Darren welcomed everyone and announced that we had a quorum.

What to expect from this meeting: will be more than a business meeting. Business is important but business items are tools. We need to remember past, current and future generations. The God of our past is the same God today. God is building His kingdom through Salem and the broader church. We can focus on the tools, but even more, on the bigger picture.

He prayed using Psalm 105.

Elders introduced: Darren Kallod (chair), Mark Strand (vice chair), Craig Jasperse, Justin James, Matthew Snead, Doug Sikkink, Josh Hawkins and Seth Dunham. Seth away at a family funeral; wanted to attend but elders encouraged him to go to the funeral.

On behalf of the elders, Darren thanked everyone for praying for them and for engaging with them. The elders held three meetings prior to this meeting, allowing people to meet them, learn more and ask questions. Darren felt those meetings stretched out the congregational conversation, which was a good thing and hopefully helps expedite this meeting.

He introduced the members of Salem's staff:

Pastors Seth Dunham, Ken Bohney, Kent Hannestad

Brady Heuberger, Nikki Dunham, Sarah Hanson, Mariah Grigorenko,  
Luke Danielson, Veronica James, Christian Thompson, Angela  
Hawkins, Jordan Nepstad, Hailey Heinen, Peg Knudson, Liz Jost

He thanked the Life Group led by Aaron and Liz Jost for providing lunch for everyone prior to the meeting.

**3. Meeting Protocol Review & Introduction of New Members** – *Justin James*

Justin explained we can love one another well by holding to structure, which can lead to civil discussion. He pointed out that we would follow revised Roberts Rules with motions, discussions, and votes. There would be opportunities to ask questions, and asked that people wait until a microphone came to them before speaking,

**New members:**

Justin announced Salem's newest members and they were welcomed with warm applause:

Anthony and Rebecca Herman  
Scott and Leah Wright  
Dylan Lundberg  
Mark and Joyce Dunham

**4. Assignment of Tellers** – *Darren Kallod*

Tom Dowdell and Bryan Vidger volunteered to serve as tellers.

**5. Review & Approval of Spring Congregational Meeting Minutes** – *Darren Kallod*

Motion to approve the 2025 spring congregational minutes: Michael Carlson  
Motion seconded  
Approved by voice vote

**6. Budget Review, Discussion & Vote** – *Matthew Snead*

Matthew's introductory comments

The budget was covered in-depth at the previous Thursday evening at an Elder Corner:LIVE! meeting. Matthew shared the parable of talents. God has entrusted us with resources. The funds are how God has provided to advance our disciple-making vision. Feel free to ask questions but we are seeking an approval vote this afternoon, not input per se.

Matthew led in prayer.

He then reminded us to keep in mind how the budget aligns with Salem's vision, that of being a disciple-making community, sending out 500 disciples by the year 2029, which will be Salem's 50<sup>th</sup> anniversary. The vision is achieved through the cave, the table and the road.

Major budget categories:

**Staffing** – 57% - largest category because we don't have a mortgage

**Ministry & discipleship** – 10-12% - includes kids, students, Life Groups, Sunday School and so on

**Outreach & missions** – 16-17%

**Facilities & operations** – 11-12%

These categories prioritize people over programs. We want to maintain a healthy reserve. We have an income sweep account which earns interest, follows the concept of the parable of the soils.

Staff have been diligent watching expenses; have spent about \$52,000 less than budget so far this year. General giving to-date is down by about \$73,000. Total income is down \$51,950. Trusting God for year-end giving to care for the need.

2026 budget projects a 2.8% increase in expenses and a 3.1% increase in giving, along with an additional \$19,500 not in the budget but which we are trusting God for.

Why are the projected expenses increased when current income is down? Elders wrestled with this. It's an area where we need to trust God. The increases in the budget are future-focused, out of a conviction of God's calling to continue the mission He's given us.

Motion to approve proposed 2026 budget: **Monty Mertz**

Motion was seconded

Discussion

**Jenna Kahly:** Salem has received small grants for things like the community garden; where do those show up on the budget? **Answer:** other income first, then into expense lines

**Julie Nellerroe:** is income from the sale of the Fargo campus included in this budget? **Answer:** no.

**Lori Myers:** Is the decrease income related to decrease in attendance? **Answer:** No, attendance has actually increased slightly.

Dan Cushing clarified that the benevolence fund is separate from the deacon's fund

**Question called.** Vote taken by paper ballot.

## 7. **Fargo Campus Sale** – Doug Sikkink

(Refer to FAQ page)

The elder board recommends selling the Fargo campus to Relevant Life Church for \$600,000. Though the property is appraised at \$1.6 million, it also has several limitations and we felt was unrealistic. The \$600,000 price is fair and realistic and Relevant Life has the funding in place.

A video was shown featuring Pastors Travis and Stephen of Relevant Life. Their church was planted in 2014, has met in Salem's Fargo building since 2023. Over half the salvations and baptisms in their church have occurred since 2023 in that building. They as a church bless Salem regardless of Salem's decision about the sale.

**Dan Cushing**, a previous Salem church chairman, was called on to speak. He described his appreciation of the Fargo campus and of the fact that a gospel-believing church has occupied that building since the beginning. He would like to see a gospel presence remain in that residential area. He was an elder when Salem purchased the Moorhead (current) building. The vision was to be a multi-site church. Relevant Life has another site, so it would become a multi-site church if they purchase the Fargo building. He sees the sale as being a unique application of our vision and recommends we go ahead with the sale at \$600,000.

Discussion

**Monty Mertz:** believes this is the right decision, how will the \$600,000 be used?

**Darren Kallod:** Elder board would like to approve the sale, then invest the money so it can earn interest while we seek God and pray about how to use the funds. The money

would not be applied to the general fund. It would be geared towards some other ministry specific purpose, yet to be identified.

**Brian Dahl:** we currently collect \$2000/month, triple-net lease. That would go up to \$3000/month. Relevant Life has already paid \$43,000, which can become the down payment, so it becomes an even trade. He is in favor of the sale.

**Mark Strand:** the elders would be glad to be relieved of the burden of being landlords.

**Nate Cariveau:** will the asking price change based on an inspection? **Doug Sikkink:** given the appraisal and agreement on the price between Salem and Relevant Life in it's "as is" condition, we don't anticipate an inspection being conducted.

**Nate Cariveau:** will Relevant Life, if it becomes a multi-site church, may they encounter the difficulties Salem did when we were multi-site? Are we setting them up for failure? Are there plans to guide them, help them through issues we faced? **Darren Kallod:** our partnership with Relevant Life has been about space rather than ministry. They have not asked for guidance and we don't feel we need to provide that.

**Bryan Vidger:** is in agreement with the sale. Believes an inspection is not needed and the building would be sold "as is."

**Sarah Hanson:** what has Relevant Life done to the building? Answer: interior painting, added an ADA-compliant bathroom, reconfigured sanctuary and stage, work on sound and technology, other things, all of which they have paid for.

**Michael Carlson:** has good memories of the Fargo campus but sees God's hand in this. We can be confident they will keep the vision, spread the gospel.

**Kim Edverson:** concerned about no statement about the use of the proceeds; bylaws require congregational vote for anything involving 5% of the budget. **Darren Kallod:** reiterated that yes, the Bylaws require congregational approval for any building purchases, remodels, or sales which are 5% of the budget. But we honestly don't know how we will use the proceeds. We make a commitment to the congregation that we will engage the congregation in any next steps and decisions.

**Bob Anderson:** was on the elder board when all this started – the purchase of the Fargo campus. At that time, it was an Assembly of God Church, and we worked with Pastor Dan Rothwell. (Interesting note: we bought the building for \$11/square foot.)

Objective then was to honor the Lord. We can be thankful we're still honoring the Lord. He expressed his confidence in our current elder board having that same commitment.

*Applause*

**Bryan Vidger** called the question. Vote taken by paper ballot.

Darren suggested possibly planning a meeting or event at the Fargo campus as a congregation, sometime in the near future, to sing, share stories, symbolically hand off the building with blessing. Stay tuned as plans are made in that regard.

8. **Old Business: Constitution, Bylaws & Policy Review** – *Craig Jasperse*

Craig announced that bylaw revisions, suggested at the last congregational meeting, are not yet done.

9. **New Business** – *Darren Kallod*

This just in: Melo Gold grapefruit was donated to our church – please take some.

*Laughter!*

No additional new business.

10. **Results of Voting** – *Darren Kallod*

The 2026 budget was approved.

The sale of the Fargo campus to Relevant Life Church was approved overwhelmingly.

*Applause!*

11. **Prayer** – *Mark Strand*

Mark thanked all for their comments. Two lists of prayer items were projected on screens. People gathered in small clusters to pray: north side of sanctuary prayed through one list and south side of sanctuary prayed through the other.

12. **Adjourn**

Motion to destroy the ballots: **Julie Neller**. Motion was seconded. Voice vote approved.

Motion to adjourn: **Craig Jasperse**. Motion was seconded. Voice vote approved.

Meeting adjourned.

*Respectfully submitted by: Laurie Lind, congregational secretary*

*December 3, 2025*