Salem Lutheran Church Council Meeting Minutes

August 28th, 2025

We exist with God’s help, to provide Leadership for Salem Lutheran Church. MSC=The motion was seconded and carried.

Call to Order

Members Present: Pastor Amanda Kempthorne, Mark Boike, Lynn Hansen, Sherri Godfrey, Don Hales, Nate Van Risseghem, Tina Royer, Alan Niemann

Members Absent: Sylvia Hoge, Julie Fritz

Opening Prayer: Pastor Amanda

SOS announcement: None submitted

Approval of the Agenda:

Request to discuss Unfinished Business as first agenda item to accommodate a schedule. Motion to approve updated agenda, **MSC**

Unfinished Business:

* Worship Feedback on Summer Experiment and Fall Worship Schedule: Received Worship and Music recommendation, discussed feedback, felt the experiment achieved council directives, discussed budget concerns. Blended service every week is more costly, and volunteers are not available or willing.

**MOTION:** Continue every-other-week pattern of praise Sundays and traditional Sundays beginning immediately and continuing through 2026. **MSC**

* Compensation Working Group: near completion, will receive above decision
* Kitchen Coordinator: Regarding the cost of kitchen staff prior to Kathi and Sherri: $130.00 per month. This did not include funerals or Sunday coffee hour.  If funerals were arranged by Koop Funeral Home, the per plate charge went directly from Koop Funeral Home to the Kitchen Coordinator.  If the funeral was arranged in house, the church collected the per plate fee and paid it to the Kitchen Coordinator.  The Sunday morning coffee hour was hosted by the Care and Share Teams.  The monthly fee paid to the Kitchen Coordinator covered monitoring and ordering supplies for the kitchen, doing church kitchen laundry and organizing other church kitchen (non-funeral) events as needed. Laundry was done at church as we had a stackable washer/dryer in the pantry. The washer and dryer have been in storage since Kathi and Sherri took over in the kitchen, since they needed more room in the pantry, so Sherri did all laundry at home. Pastor will research how other churches manage meals and report in September.
* Deerwood Days Recap: Thank you to Mark Boike for donation lead, Julie Fritz for organizing auction with spreadsheets, Paul Tesdahl for leadership and knowledge! (The group thanked Don Hales for his organizing as well.)

o Figures: Auction $ 19,632 expense (454.33) = 19,177.67 net (split)

Food $ 3,560 expense (1,050.65) = 2,509.35 net (church)

Member gifts to cover food = 929.60 (church)

= 22,616.62 TOTAL NET

o Division (Council decisions March and May)

Outreach receives: $9,588.84

Church receives: $13,027.79

Church: $6513.89 Building Fund: $6513.89

* HR Training for Exec. Team: Don is researching options through Northern Pines, UofM, Initiative Foundation, and MN Council for Non-Profits. Some are out of Salem’s price range; classes are offered in specific seasons. Will continue researching.

Discussion of Chapter 6 “Magnetic Community Service”

Not enough of group present had read the chapter, though seems applicable to Salem. Tabled discussion for the September meeting.

Approval of minutes:

Motion to approve July 24th, 2025, meeting minutes. MSC

Approval of Financials:

* Noted an error that the church was paying Outreach’s electricity bill, remedied, bringing $4,000 back into Salem’s budget.
* Noted: envelope offering steady in June and July at $27,270 (thank you!) ∙ Noted: current funds spent from savings: $23,344.06
* Motion to approve the July 2025 financial report as presented. MSC\

Pastor’s Report – Pastor Amanda:

* Working to gather Nominating Team to begin looking for leaders
* Preparing 5th Sunday worship – on Labor Day Weekend
* Fall preparations for: worship, Confirmation, Kids Club
* Class at Holy Wisdom Monastery centered on having difficult conversations, maintaining safe and respectful dialogue, listening for God’s guidance

Outreach Report – Mark

* Sales continue to go up in summer months
* 2 vehicles brought to Janzen to auction off and set an as-is price for the trailer
* Fuel savings – will purchase on-site tank for refueling trucks and skid steer
* Salem Service Week: Sept 13 at West from 9-11am, Sept 14 food packing at church after worship

Committee Reports:

Capital Appeal – Next meeting is Sept 16 at 5:45pm, Mark will bring council refinance recommendation from last month’s meeting

Faith Formation – Next meeting is Sept 2 at 5:00pm

Welcome – Orientation 10/12, 10/19 and welcome new members 10/26 considering an all-new member dinner in the spring

Worship and Music – Recommendation (above) to return to blended worship

New Business:

* Special Meeting Minutes – review, clarification change, will be sent to congregation for approval at the next congregational meeting (November 9)
* Begin 2026 Budget work – exec council special meeting on Sunday 9/21
* Offering Envelopes – removed persons giving online, order already placed
* Stewardship/ Consecration Sunday – September 28, council considering special event to celebrate, will email ideas for Lynn to compile and prepare
* Computer upgrade – will put to Technology Team for necessity

Announcements:

* Rally Sunday – Sept 7 blessing backpacks
* ELCA “God's Work. Our Hands.” Serving Week, Sept 7-14
* Teacher recognition and commissioning – Sept 14
* Nominating Committee
* Women's Retreat Oct. 3-5 Bay Lake Retreat Center

Next Executive Team Meeting: September 16, 3:00pm

Next Council Meeting: September 25, 6:30pm

A motion was made to adjourn at 8:37pm.

Closed in Prayer.

Respectfully submitted, notes by Sherri Godfrey, typed by Pastor Amanda