Salem Lutheran Church Council Minutes

July 24, 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, Don Hales, Nate Van Risseghem, Sylvia Hoge, Tina Royer, Julie Fritz, Alan Niemann

Members Absent: Sherri Godfrey

Opening Prayer: Pastor Amanda

SOS announcement: SOS was received about HR training. The Council agrees that HR training for Executive Committee be annual. The Executive Committee will investigate available resources and will make a plan at the next Executive meeting.

Approval of the Agenda:

Motion to approve the July 24 agenda, MSC

Discussion questions for Chapter 5 of Unlocking Your Church's Invite Culture

* Discussed that the program discussed in this chapter is too big for our small church.

Approval of minutes:

Motion to approve June 26, 2025, meeting minutes. MSC

Approval of Financials:

Motion to approve the June 2025 financial report. MSC

Pastor’s Report – Pastor Amanda:

Vacation Bible School – “wild Bible adventures” – 54 children, 60+ volunteers

3 funerals

Feedback from worship experiment 7/22

Summer Worship Planning

-preaching at Bay Lake Island on August 3, guest Brian Kimbler

- continuing education through August 24, guest Dave Holte

Fall prep: Confirmation schedule/curriculum, Kids Club,

Women’s Retreat preparation

Vacation: August 4-7

Continuing Education: August 19-24 event at Holy Wisdom Monastery in

Madison, Wisconsin

Outreach Report – Mark

Oct 5 Adult and Teen Challenge with pancake breakfast

Food Packing Sept 14 at our church

Volunteer at Salem West Sept 13

See minutes of July 15, 2025, meeting for more information

Committee Reports:

Faith Formation – Sylvia-Vacation bible school was great!

Spiritual Gifts– Lynn- Lynn emailed members a program that was used in the past. We will go forward with Lynn’s plan each month

Welcome – Tina- Calling potential new members for fall classes. Will do farmer’s market

Worship and Music –Just getting feedback from worship experiment for August meeting

Unfinished Business:

Home Communion- Meeting July 30 6pm for training

Parents Night Off- planning in August – Sylvia Hoge and Janet Niemann will plan

Deerwood Days- Need Council to sign up for food booth. Have lots of donations for the silent auction but can always use more.

Crosby Market- Welcome Committee will do. Dates available: Aug 2, 23, Sept 13

2026 Mission trips- Council was given ideas and costs for USA mission trips. Costs are from $14,000- $20,000 for total costs, most of which would entail fundraising. Discussions occurred about small and local mission projects. With the budget concerns we have for the church, the Council would not budget for a mission trip in 2026. If there are situational projects, people can get a group together on their own time and money.

New Business:

Six Month Check-up of Strategic Plan- Plan was discussed and updated.

Congregational Meeting - July 27- Tina will take notes on Sunday with the congregation’s ideas.

Cantata- Council would like to have Cantata again this year. We own many Cantatas from which to choose. There is a job description and expectations for the director, and this will be sent to interested candidates.

Service Week- God’s Work, Our Hands. See Outreach report. May also have smaller projects during the week

* Building Refinancing April 2026 – Capital Appeal should begin to research options for refinancing the church building. Salem Council recommends researching 15- and 30- year fixed mortgages from multiple lending agencies to decrease our monthly required payment. Mark Boike will attend the September 16 meeting to present this recommendation in detail.

Announcements:

Executive Team Meeting: Tuesday August 19, 2025, Next Council Meeting: Thursday August 28, 2025

A motion was made to adjourn at 8:32pm

Closed in Prayer.

Respectfully submitted,

Julie Fritz