

MINISTRY LEADERSHIP COUNCIL  
Minutes  
September 19, 2016  
6:00 pm

**Call to Order:** 6:10 p.m.

**Invited Guests:** Meredith Arldt, Craig Olson, Pastor Pledger

**Attendees:** Skip Raymond, Darren Kelso, Matt Noel and Paul Beckman

**Regrets:** Pam Hansen

**Opening Prayer:** Pastor Pledger

**Approval (Ratification) – August minutes**

Darren motioned to approve the August minutes, Paul 2nd the motion. All approved.

**Principal's Report:** (submitted in advance of meeting)

Additional members to Board of Education Discussion

Paul made a motion to approve both names for Board of Education considering potential additional vacancy. The MLC discussed the direction, focus and needs of the school board. Motion withdrawn to allow further discussion with current Board of Education members before proceeding.

Board of Property - Steve F. (Tabled pending further discussion with Steve and involved staff members)

School Recruitment:

Looking at various ideas and incentives that would allow students to bring a friend to school. This could identify potential future families.

**Mission Board Report:** (submitted in advance of meeting)

General discussion covering current direction of Mission Board

**Pastor's Report:** (submitted in advance of meeting)

Pastor was pleased with the enthusiasm and progress shown by Mike Arldt as the Interim Director of Youth Ministry.

Pastor provided various suggestions to modify existing policies. These changes/amendments are encouraged to protect ministries from potential litigation related contemporary issues. Need statement of belief in bylaws to serve as the organization's clear position on important topics including marriage. Also provide our source of religious authority - Bible, MLC, sanctity of life. Need employment criteria for staff and volunteers.

MLC will review the legal guide and plan a course of action to implement how best to protect our ministry.

## **Officers Reports**

### **President's Report –**

Ratification of the MLC decision related to the Interim Director of Youth Ministry position from September 11th. Darren made motion to ratify the decision. Paul second. Motion carried with one “no” vote.

### **Vice President Report-**

Safety concerns. Commented on the importance and value of Meredith and other staff attending a church security conference that was presented by local authorities.

### **Secretary Report**

Nothing to report.

### **Treasurer Report**

Refinance Update - Applying for a loan to start demolition on Fowler house. Before loan is obtained the final decision will be taken to the congregation for a vote.

### **Housing allowances for called workers:**

Craig Olson provided the following updated language for tax purposes:

RESOLVED, that Salem Lutheran Church of Orange, as a standing resolution to remain in force and effect until such time as amended or revoked, hereby authorizes and establishes housing allowance for each ordained or commissioned minister of religion at any time serving it in an amount each year equal to the percentages of gross annual compensation or amounts on the attached list.

Darren motioned to approve the above language. Paul second. Motion passed.

### **Personnel Policy:**

Manual updated to reflect current practices.

Darren motioned to modify sick leave policy to allow full-time employees to use four of their eight sick days as personal usage instead of the current practice of two. No second was made. Motion died.

Darren Motioned to Approve Personnel Policy as submitted with the following changes to School Activities. This policy intended to support teachers who request to participate in school field trips with their child.

- Use any unused “personal time off”;
- Take time off without pay; or

- Reimburse Salem for the cost of a substitute teacher by way of a payroll deduction.

Matt did second. Motion carried.

### **Standing Committee / Board Reports**

#### **Call Committee**

Report by Matt Noel. Next meeting 29th. District removed nine of the fourteen names that are unable to accept a call at this time. District added five so the list currently rests at ten names. The committee is continuing to review and narrow down the list and prepare for first round of interviews.

#### **Board of Discipleship**

Reviewed draft of document covering the Board of Discipleship.  
Darren motioned to approve. Matt second. Motioned carried.

### **Old Business**

MLC Vacancy Positions. Still pending decisions by Scott Strong and Ann Roberts.

Strategic Planning Process. No update.

### **New Business**

#### **MLC Meetings:**

October 17th  
November 21<sup>st</sup>  
December 19th

#### **Town Hall Meeting**

October 2nd

**Closing Prayer:** Pastor Pledger

**Adjourn:** 9:20 p.m.