

MINISTRY LEADERSHIP COUNCIL MINUTES

December 19, 2016

6:00 p.m.

Attending: Paul Beckman, Pam Hansen, Darren Kelso, Matt Noel, Ann Roberts and Skip Raymond

Invited Guests: Meredith Arldt, Craig Olson, Pastor Pledger

Call to Order

Opening Prayer – Pastor Pledger

Approval (Ratification) of Minutes– October.
Paul 1st, Darren 2nd. All in favor, none opposed.

Principal's Report - (submitted in advance of meeting)

Policy Changes - All approved by the Board of Education at 12/15/16 meeting.

Skip asked how the Code of Conduct will be delivered to parents. Meredith said it will be part of their enrollment paperwork. Meredith briefly went through the changes and provided clarification. B-06-05: Paul asked if pre-determined location was on campus. It is Phil Duerr's room. B-06-03: Question on allowing gum chewing. Per Meredith, there is some evidence that for kids with ADD chewing gum is helpful. This would be considered on a case by case basis.

Meredith reviewed the decision to keep registration fees the same for 2017/2018. They include a late fee coupled with an incentive. Darren questioned if \$50 would sway people to register on time. Skip suggested raising registration fee, but giving a discount if you register by an earlier date. Meredith explained why the change was made from Renweb to FACTS. Discussion of making Lisa Ellwein full time. All positions are based on enrollment. To build a larger base, there have to be more kindergarten spots. Moving Junior Kindergarten to the afternoon and to elementary school gives different budget options.

Board Member approval for Leilani Martin and Lisa Molitor

Board of Education already approved, but per bylaws the MLC needs to vet potential board members. Motion to accept by Skip. Darren 1st, Pam 2nd. All approved, none opposed.

Mission Board Report (submitted in advance of meeting)

No questions

Pastor's Report – (submitted in advance of meeting)

People that are not 100% happy with voters meeting have been going to Zach. Per Pastor, Zach is doing his best to get everyone on board.

Darren asked for clarification regarding Middle School Ministry. It was explained that everyone likes the weekly format, because if they miss one, they can come again the next week. With a monthly format they would have to wait 4 weeks to attend again.

Membership Class - Pastor Phil suggested that we change the name because the assumption is that if you go to the class, you will automatically become a member. Possible new name could be "Adult Information Class". There needs to be a formality to it, not just going to 40-60% of classes and then automatically you are a member. Going forward, if a class is missed, then it needs to be made up. Matt suggested having reps from the MLC, Deacons, Board of Ed, etc. come in to the class and explain how those boards work. After completing the class, people would then apply for membership, go through a ceremony at church and become a member. It was decided to table any decision until a new pastor comes to Salem. If Pastor Frick does not accept the call, MLC will revisit this issue.

Craig Olson Report

Compensation Issues

Reviewed federal FLSA law as it relates to Salem Lutheran Church and School.

Greg Busch Salary Discussion

Craig suggested that Greg's compensation should be reviewed. What Greg is doing far exceeds what he is currently being paid. Craig passed out a list of his current duties and said that Greg has taken on a lot since James left and suggested that we need to do something for him. Some board members expressed concern about adjusting salaries mid-year. Matt asked if we had budgeted without James. Yes, per Craig. Paul asked how this increase would be funded. 100% of his salary is now covered by the school. Craig and Meredith believe that any increase would be a church obligation.

Craig suggested a quarterly bonus option for this fiscal year, then putting an increase in the budget for next year with the intent of gradually increasing Greg's salary over the next 3 years. Some board members were concerned about increasing the budget without the extra money coming in. Matt explained that the % of the increase in terms of the budget is ½ %, very small. After additional discussion, a motion was made to give Greg a bonus this quarter, with the intent that we will revisit at budget time with an increased salary recommendation. Matt 1st, Pam 2nd, Paul abstained, all others yes. Motion passed.

Senior Pastor Cost Comparison - Pastor Frick annual salary slightly higher than Pastor Phil. Discussion about additional increase for completing a PHD.

Refinance Update - Loan docs signed. Loan closed 12/16/16. First 18 months of loan are interest only. Craig recommends paying interest only, keeping the principal in bank account and not making a regular mortgage payment until the new amount starts in 18 months.

Fowler House Demolition happening now through 12/30/16. Discussed having Greg video the demolition. Next step is to find an architect to start drawings for storm drain, new parking lot and the pre-school.

Boy Scout Concerns - The local leadership assured Craig that the meaning and purpose of scouting is aligned with Salem's values. However, It does come with some minimal exposure. We will have to deal with the 'Don't Ask, Don't Tell' in the document.

Officers Reports

President's Report

Meeting with School staff - Major issues: Shoes, PTO and Sick days
Skip recommends modifying current policy to allow for sandals with a strap or ankle support in addition to closed toe shoes. He feels that it's more practical, it's part of the So Cal culture and from a morale standpoint it would go a long way. Craig and Meredith will work on new wording and guidelines for the shoe policy and get back to the MLC.

Another teacher concern was shorts. Skip feels we should define what appropriate shorts are and allow them under guidelines. Professional vs not. Craig and Meredith will work on wording for shorts guideline as well.

PTO and Sick days. Skip feels that we should leave it is for now. Specifically the Washington DC trip. Paul pointed out that having additional teachers on a school trip adds value. Skip added that it's a budgeting issue. Question arose regarding PTO and whether or not teachers should pay for their own sub. MLC will revisit in January 2017.

Vice President Report - None

Secretary Report - None

Treasurer Report

Giving Analysis/Trends - Gap widening in attendance and giving over the last 2 ½ - 3 months. Both are decreasing. No real explanation as to why. Per Craig: Church off \$3400 as of 11/30/16. Church okay from a cash standpoint. School off by \$24K as of 11/30/16. More of a cash problem. Negative \$58K.

Standing Committee / Board Reports -None

Special Committee Reports

Call Committee - Matt, Ann & Pam

Governance concern - Pastor Frick would like to be a member of the MLC. Skip met with Pastor Frick and addressed his concerns. Pastor Frick would now like to meet with the MLC. MLC to schedule meeting with Pastor Frick.

Skip to meet with Zach and the 4 families that were frustrated in an attempt to reach out and answer questions.

Recognition for Michael Reafsnyder - Skip will look into ideas for Michael.

Old Business

Bryon Meyer appointment to the MLC

Motion to approve Bryon. Matt 1st, Pam 2nd. Paul abstain. Motion carries.

Youth Director Job Description - MLC will discuss at next meeting.

Facility Use Policy - MLC to read and review at next meeting.

New Business

Discipleship and Deacon Boards

Pastor Phil to have a list of names by next MLC meeting for review.

Discussion on approval process and protocol.

Motion to confirm Leanne Luchinger, Jerry Aschoff, and Phil Duerr.

Paul 1st, Matt 2nd. No discussion. All in favor, none opposed. Motion carries.

Motion to approve Jim Violette as head of the Deacon Board. Darren 1st, Paul 2nd. All in favor. None opposed. Motion carries.

Future Meeting Dates:

MLC Meetings

January 23rd

February 27th

March 20th

April 17th

May 15th

Town Hall Meetings

January 29th

April 30th

Voter's Meetings

June 4, 11 (possible dates)

Closing Prayer and Devotion - Pastor Phil