SALEM
Lutheran Church
MINISTRY LEADERSHIP COUNCIL

Submitted by: Pam Hansen

MINUTES

Date: July 6, 2015 Time: 7:00PM – 10:10PM Location: Salem

Members: Paul Beckman, Raul Casillas, Pam Hansen, Darren Kelso, Skip Raymond, William Sonsma

Regrets: Susan See

Invited Guests: Craig Olson

Meeting was called to order by President Skip Raymond at 7:00PM

I. **Prayer – Darren Kelso**

II. **Approval of Minutes from 06/18/15 – NA: first meeting of this MLC**
   a. Minutes were approved by previous MLC at the 6/18 meeting.

III. **President Report – Skip Raymond**
   a. Led a discussion on the status of the candidate for the Intentional Interim Pastor, Pledger.
   b. Met with St. John's President, Ron Levesque. Discussed current Mission involvements (Partnering with a church in Wisconsin to build homes in Mexico), and committee structure, including the fact an elder sits on EVERY committee.

IV. **Vice President Report – Paul Beckman (no updates)**

V. **Secretary Report – Susan See (no updates)**

VI. **Treasurer Report – William Sonsma**
   a. Provided 5/31/2015 Financial Statements for both the Church and School
   b. Working with Dan Ventura on a financial statement "starter's package" for the new MLC.
   c. Giving is down, church attendance is down, perhaps seasonal, and church spending is loosely tracking offerings.
   d. Discussion on an Appeal to the Congregation tabled for the near term.

VII. **Committee Reports**
   a. Intentional Interim Pastor – Craig Olson

   i. Led a discussion on the final Intentional Interim Pastor Agreement with slight changes.
   ii. Discussion on additional discussions with Pastor Pledger, the timing, meetings with Church and School staff, and overall commitment to Salem.

MOTION: *A motion was made by Raul Casillas to accept the changes made to the Intentional Interim Pastor Agreement presented by Craig Olson. Pam Hansen did second the motion and it was approved unanimously by the MLC.*

b. Compensation Committee
   i. William to discuss current policies with Dan Ventura.
c. Director of Worship Arts
   i. General discussion on timing, funding, and need for MLC involvement with the process, and the need for a Chair.

MOTION: *A motion was made by William Sonsma for Pam Hansen to establish and Chair the Worship Arts Committee. Paul Beckman did second the motion and it was approved unanimously by the MLC.*

1. Gary Underwood - Unable to attend. A special meeting has been suggested. Follow up topics include “Body of Work”, and “Strategic Plans”.

VIII. Old Business

a. Missions Board
   i. Craig Olson led a discussion on the status of the Mission Board Charter which has been adopted, the need for an MLC representative on the Board, Susan See to be considered, the need for a budget and plan, and better communication going forward.
b. Board of Deacons/Deaconess (Going forward the term “Deacons” will be used to denote both Deacons and Deaconess’s)
   i. Craig Olson led a discussion on the current Charter, the need for a minimum of 6 Deacons, the need for some clarity and additional suggestions were made including the need for a nominating committee.

MOTION: *A motion was made by Raul Casillas to adopt the Charter with the recommended changes. William Sonsma did second the motion and it was approved unanimously by the MLC*

MOTION: *A motion was made by William Sonsma for Craig Olson, Paul Belden, and Pam Hansen to serve on the nominating committee. Darren Kelso did second the motion and it was approved unanimously by the MLC.*

c. Board of Education

    i. Skip Raymond led a discussion on the status, the need for additional comments from the MLC and the new Principal, Meredith Arldt.
    ii. It was suggested that the new Principal be invited to the next meeting.

d. Youth Board: No update at this time.
e. Family Ministry: No update at this time.
f. Goals and Objectives of the MLC
    i. Skip Raymond led a discussion of possible goals and objectives for the 2015/16 School year.
        1. Formalize a campus wide discipleship/bible study plan and curriculum including New Member Class and Confirmation format.
            a. Needs a new Charter and coordination between the current lead Leann Luchinger and the staff. This is to be coordinated with the Interim Pastor.
        2. School Safety – Paul Beckman and Skip Raymond led a discussion on the needs of the school and the church.

MOTION: *A motion was made by William Sonsma for Paul Beckman to establish and Chair a "Safety Committee" to consider the current needs. Darren Kelso did second the motion and it was approved unanimously by the MLC.*

3. Youth/Family and Children's Ministry – To be coordinated with the Interim Pastor, and Gary Underwood and respective staff at the Church.

4. Develop Strategic Plans for the Ministries – In process with Gary Underwood.

5. Finalize Gifts of Grace – Develop a committee to consider. High importance. It was agreed that Diana Myers would be invited to the next MLC board meeting to discuss.

6. Compensation Policies – In process and ongoing. William to work with Dan Ventura on new Sick Leave policy.

7. Update the Conflict Resolution Policy (CRP) – In process with Walt Luchinger.

8. MLC Policy Manual – In process with Craig Olson.

9. Follow up on accountability model for each job, committee at Salem – in process with Craig Olson and Dan Ventura.

10. Develop criteria of the most important gifts we want from the new pastor – Skip will develop an Exploratory Committee including the Interim Pastor to consider.

11. Call Committee for the new pastor – Tabled for a later discussion.
12. Personnel Policy Manual – William Sonsma to be in contact with HR subject matter experts and communicate with Dan Ventura.

XI. New Business

a. Next meeting 7/27/2015 beginning at 6:30 PM

Craig Olson provided closing prayer.

Adjournment – Skip Raymond, President, adjourned the meeting at 10:10 PM