

SALEM TOWN HALL MEETING MINUTES

*December 06, 2015
11:15 A.M – 12:15 PM*

Presenters:

MLC: Skip Raymond, Paul Beckman Susan See, Raul Casillas

Principal Meredith Arldt, Pastor Phil Pledger, Craig Olson (Financial), Carol Smallwood (Missions)

Regrets: Darren Kelso, Pam Hansen

Congregants present: 66

Reference: Town Hall Presentation is attached

1. Presidents Report: Skip Raymond

- Communication – we are posting minutes on the Salem website and inserting a summary in the church bulletin the week following our meeting (3rd Monday)
- William Sonsma resigned as Treasurer late October. William provided valuable insight and expertise to the board, especially with regards to the reduction in force, realignment of staff and normalization of the financials. Once these issues were resolved, William felt his skill set and approach could better serve the church in another capacity. He has graciously agreed to remain as an advisor to both Craig and Skip.
- Board of Deacons – have filled 7 of 8 spots. Expect it to be ratified by next MLC meeting and fully operational by late January.
- Board of Education staffing is near complete and expected to be fully functional by mid-Feb
- Transition Team - As mentioned in the last Town Hall, we are forming a Transition Team to begin to refine the elements of a “Call Committee” for a new pastor. We have commitments from 8 members and are waiting on a couple more (see Pastor Pledger’s report for more detail and Q&A for discussion).
- Board of Discipleship – no clear timeline (*see Q&A for discussion*)
- Holy Donuts are coming back by popular request. Will be funded through private donations.
- Missions Board will present survey results today and are still formulating their mission plan which will be presented in detail at the January Town Hall (*see Q&A discussion*)

2. Missions Board: Carol Smallwood (*see presentation*)

3. Financial Report: Church Financial Facts & Giving Trend (*see presentation*)

4. Principal’s Report: Principal Meredith Arldt (*see presentation*)

5. Pastor’s Report: Pastor Phil Pledger (*see presentation*)

6. Questions & Answers (Q&A)

COMMITTEE REPORTS:

a. Mission –

Q: Why aren't all categories listed in Q2? A: Slide truncated for space – Raul read all categories off hard copy slide.

Q: Will Missions Board fund all 10 categories in the order they were voted on? A: Susan and David explained that they are preparing a plan to reflect priorities and to honor previous commitments to partners.

Q: How long is duration of commitment for global ? (Y Malawi) A: David said it's not long term; no hard date; the plan will reflect the survey.

Q: Will plan that is shared at next Town Hall be final or will congregation have an opportunity to review it first? A: Skip explained that the plan will be presented to MLC for approval. Raul asked congregation if they would like to see plan posted on the website before the next Town Hall to give them time to review. A: Yes.

Q: If Missions Board sees school as #1 mission field, would that (\$46K loss) be an area to support? A: Skip explained that if other efforts already under way to do not address the need, it will be re-evaluated.

b. Financial –

Q: Does the headcount of 8 include Pastor Jon? A: Yes. Headcount will go to 7 in 2016, post March or if he accepts a call, whichever is sooner. (Pastor Jon is helping a church part time and passing through the income to Salem.)

c. Principal's Report:

Q: When do we get accreditation? A: Full accreditation will be received in 2016.

Q: What is the plan to grow Salem? A: Focus on enrolling preschool and kindergarten children ("Kindergarten Roundup")

Q: What is the financial Health of School? A: The school is forecasting a loss of approximately \$46K due to unforeseen issues. An appeal has been sent out to school parents to help reduce the loss. This problem will not be repeated in 2016.

d. Pastor's Report:

Q: Will Cottage meeting outcomes come back to congregation? A: Yes.

Q: Will the Transition Team bring results to a Town Hall meeting? A: Yes.

Q: How was Transition team chosen? A: MLC pulled together a list of candidates.

Q: Who is on the team? A: Will publicize in church bulletin.

Q: Who do you see if you want to serve on the Transition Team? A: Skip, Pam or Pastor Pledger.

7. General Q&A

Q: Would Salem consider supporting the mission outreach to Muslims? A: Susan / Missions Board offered to speak with congregant after Town Hall to get more details.

Q: What is the status of the Fowler House? A: Meredith and Craig are putting together a budget and working through the plan. Still need to get quotes to cover all aspects of the project.

Q: What does the Board of Discipleship do? A: Skip and Craig explained that it is still being defined and is not yet chartered.

Q: Will the Board of Discipleship fulfill some Board of Elders spiritual work? A: Craig explained that the Board of Deacons and Deaconesses will be more of a care ministry to meet the needs of the congregation. The Board of Discipleship, in general, will serve small groups, bible study, and new members. Still need to work out the balance of "learning" and "doing".

Q: Will there be an Elder Board? A: Skip replied that it has not been discussed.

8. Other Comments from Congregation:

- a. Appreciation for the excellent job done by Carol and Meredith to prepare Salem for the WASC accreditation review.
- b. Congregation wants to see recommended plan in bulletin. [Note: I don't know what this means. Is this the Missions Board Plan?]

9. **Close in Prayer:** Pastor Pledger closed us in prayer.

10. **Next Town Hall Meeting:** January 31, 2016 @ 11:30 AM (or earlier following 10:30 AM service).



Salem Town Hall – Dec 06, 2015

Agenda

- Welcome & Opening Prayer – Pastor Pledger
- President's Report – Skip Raymond
 - Update on Committees, Boards
- Financial Report – Craig Olson
- School Principal Report – Meredith Arldt
- Pastor Report – Pastor Phil Pledger
- Questions & Answers / Open Discussion

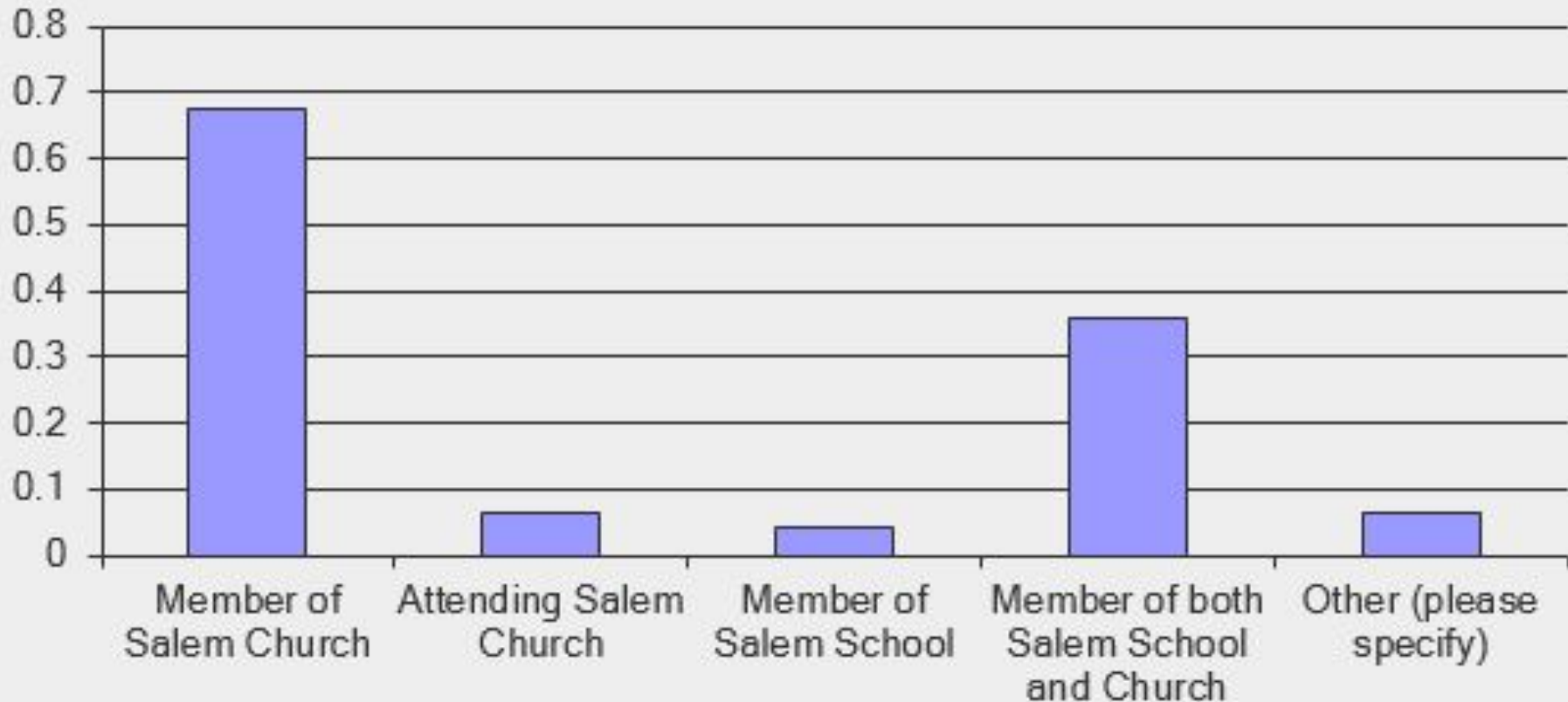
Committees / Boards Updates

- Board of Education - Principal Meredith Arldt will update
- Deacons Board
- Safety Committee
- Transition Team – Pastor Pledger will update
- Missions Board - Carol Smallwood will update

Missions Board: Survey Results

Question 9: Describe your relationship to Salem

Please check the box that best describes your relationship to Salem:



Missions Board: Survey Results

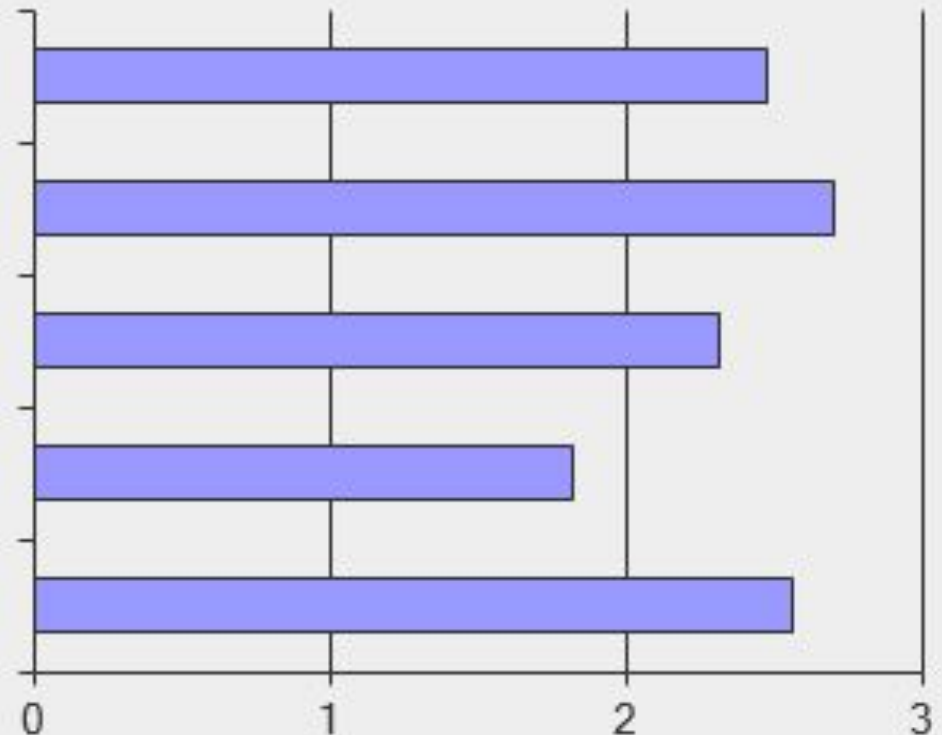
Question 4: How does the Mission's Board desired outcome compare to yours?

How does the Mission board's desired outcome compare to your desired outcome for missional outreach? 1 = not at all 2 = somewhat 3 = very much so (essential)

5. Offer multiple "stepping stone" opportunities for different levels of commitment in mission...

3. Achieve long-term spiritual and fiscal sustainability of our ministry partners.

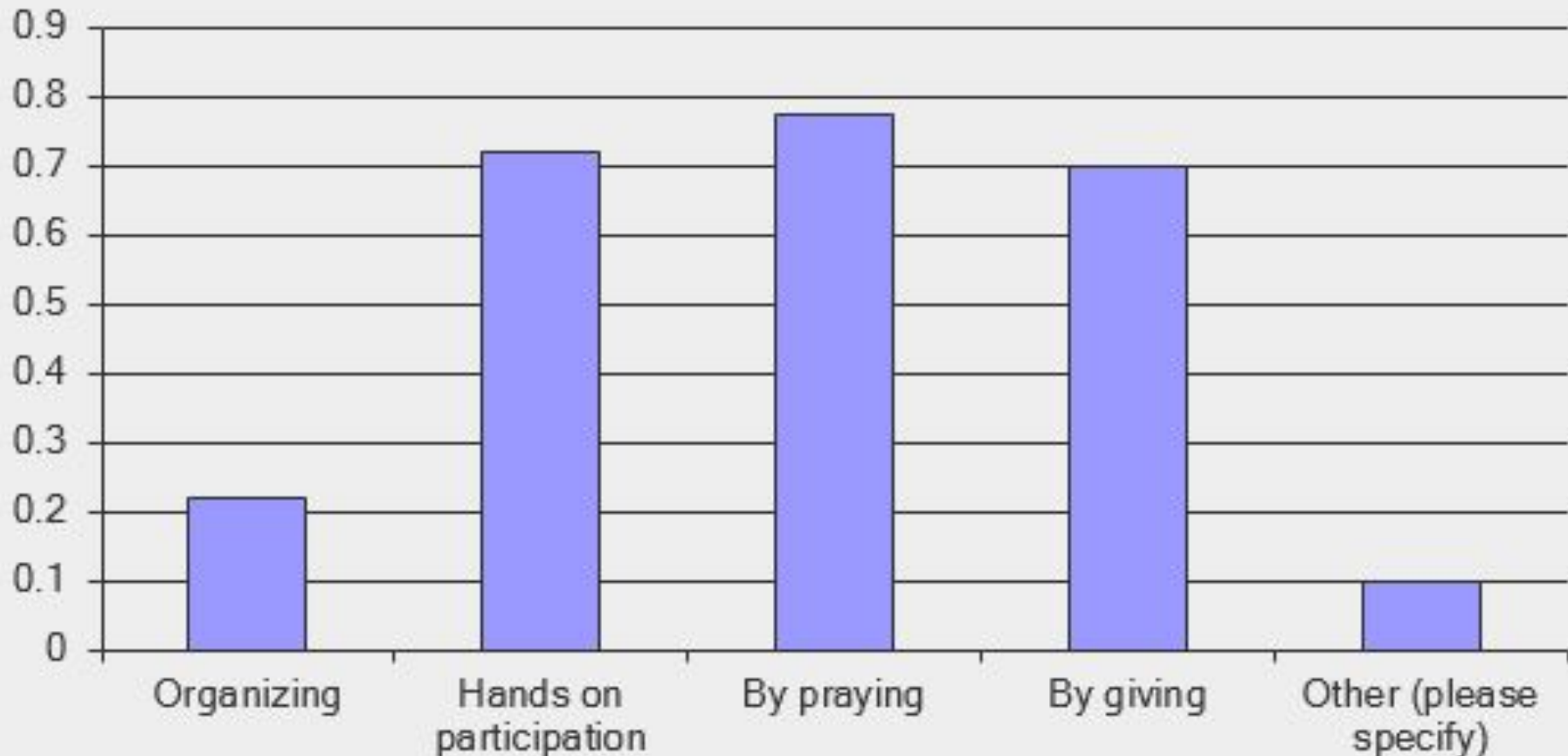
1. To see long-term transformational change in specific local communities.



Missions Board: Survey Results

Question 5: Are you likely to get involved?

Are you likely to get involved? Check all that apply.

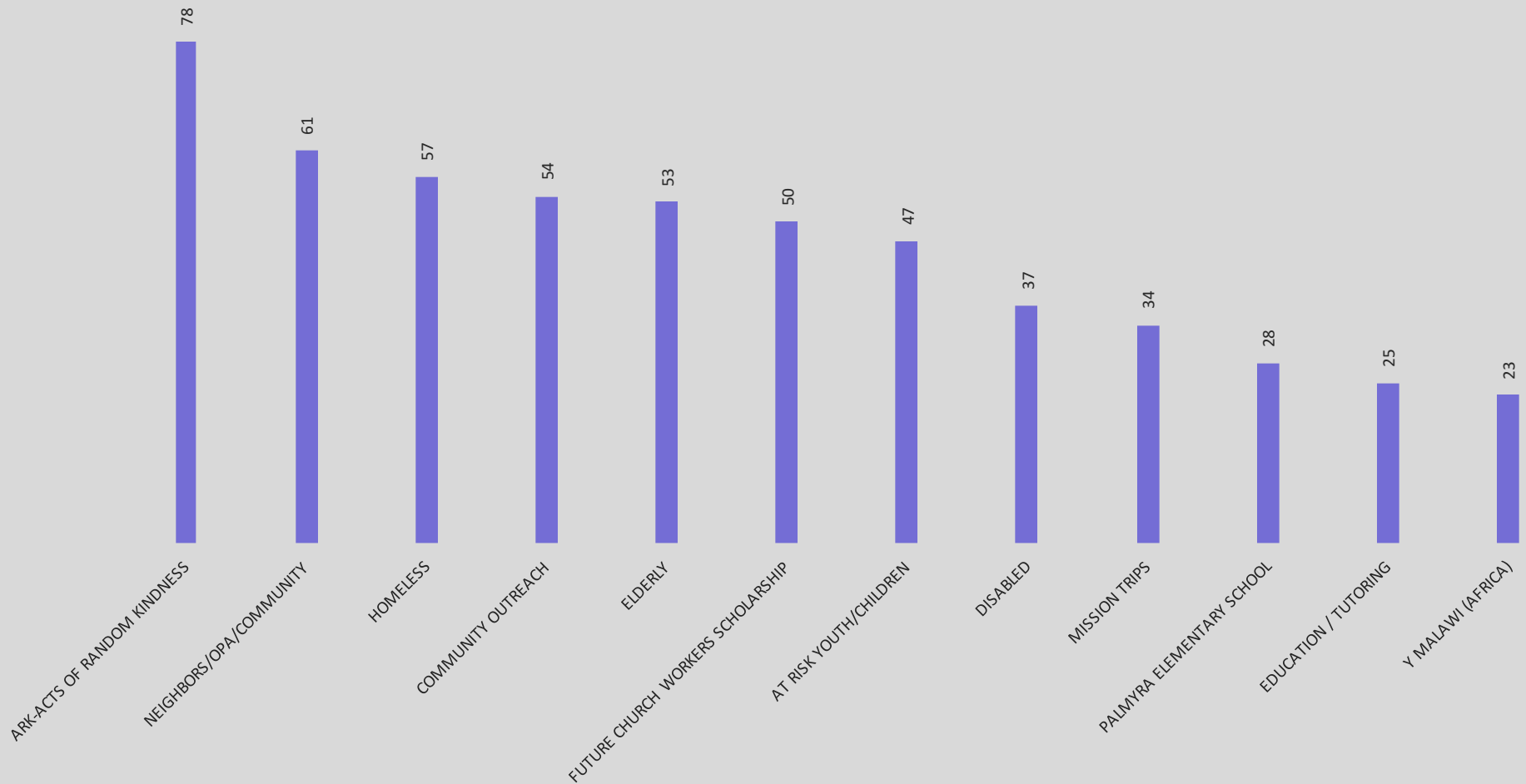


Missions Board: Survey Results

Question 2: Areas you believe Salem Missions should serve.

Your feedback on why you chose these mission fields was helpful (Q3 & Q7)

AREAS SALEM MISSIONS SHOULD SUPPORT



Salem Church Financial Facts

(YEARS ENDING JUNE 30)

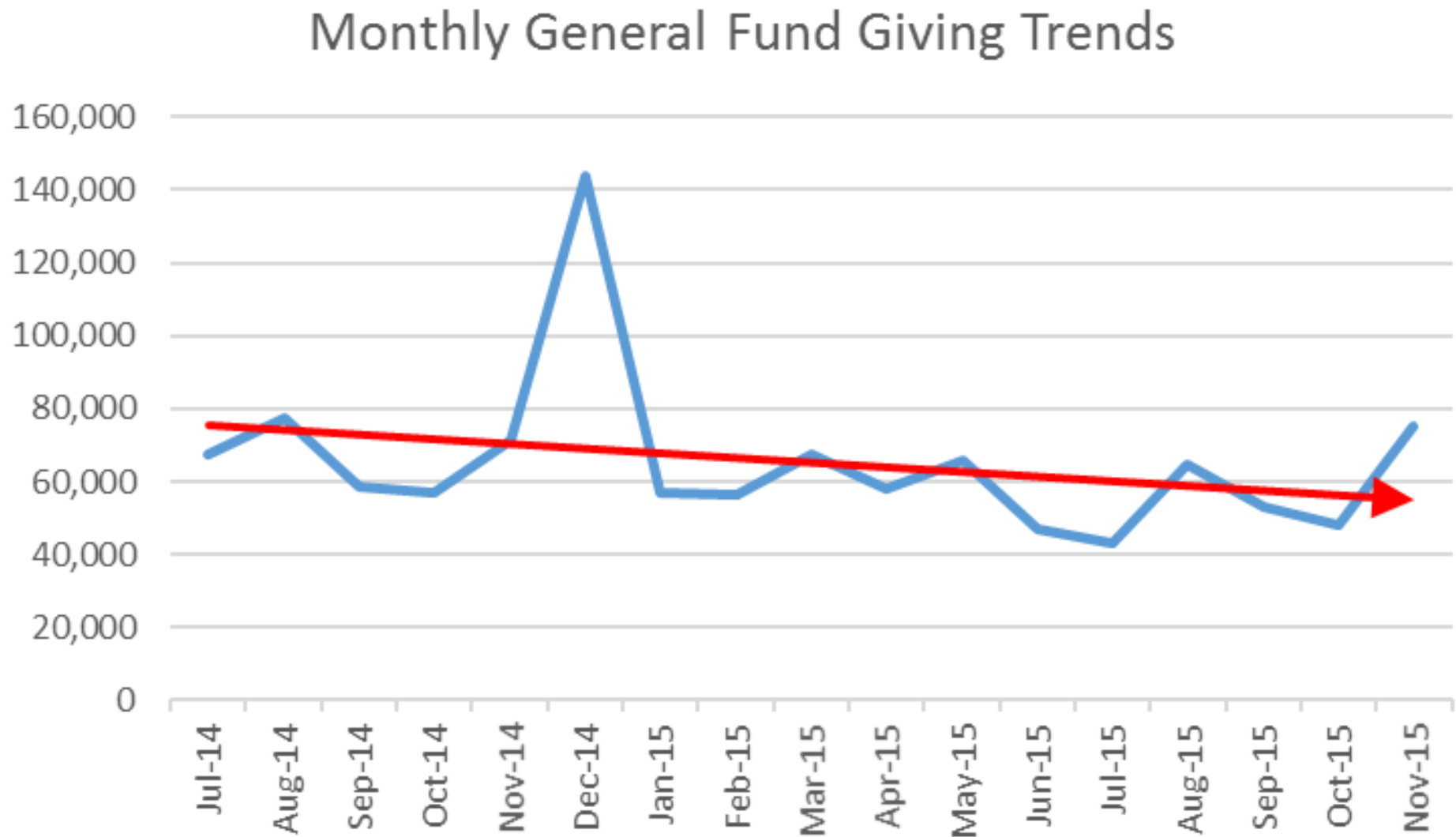
DESCRIPTION	2012	2013	2014	2015	2016 (FC)
GIVING	994,000	1,013,000	966,000	843,000	755,000
ATTENDANCE	20,884	21,165	20,227	16,924	N.A.
AVG WEEKLY ATTEND	404	407	389	322	244/273
HEADCOUNT (A)	10	10	10	9	8 (B)
SALARIES (\$)	436,000	562,000	604,000	550,000	463,000 (B)
SALARIES / GIVING (%)	44%	56%	63%	77%	61% (B)
INCOME (LOSS) (\$)	\$141,000	(\$8,000)	(\$30,000)	(\$53,000)	(\$42,000)

CASH AVAILABLE FOR OPERATIONS AS OF 10/30/2015 = \$28,800

(A) Includes 2 Part Time or shared with school. In 2014/15 we lost two staff and effective 8/01/2015 we are paying two Pastors, the Intentional Interim and Pastor Jon. The contract with Pastor Jon expires the earlier of 3/2016 or his employment.

(B) Runrate as of April 1, 2016 will be \$318,000 or 42% for 7 employees.

Financial Report: Giving Trend



Principal Meredith Arldt

- WASC Accreditation team visit was positive.
- We have several new elementary school students starting between now and the end of January.
- A wonderful program by our K-2 grade students resulted in a full house! It was a great night!

2015-2016 school theme: BELIEVE based upon 1Timothy 4:12

Pastor Pledger

- Transition Team - Tasks include:
 - Work with the interim pastor on concerns & issues within the congregation
 - Analysis of the congregation's ministry.
 - Individual interviews and cottage meetings within the congregation
 - Report back to the MLC and to the congregation.
 - Meet with the Call/Search Committee when it is established.
- Cottage Meetings
- Start-date and Timeline
- Next Steps and Call Committee



Questions & Answers