

**MINISTRY LEADERSHIP COUNCIL  
MINUTES**

1/15/19  
6:30 p.m.

**Salem United** - The BOE, Deacons, Missions, MLC and Prayer Ministry met for prayer, a devotion and general Salem Ministry updates. The Boards then went on to their own individual meetings.

MLC Meeting started at 7:05 p.m.

Attending: John Galloway, Matt Noel, Ann Roberts, Darren Kelso, Eric Meyer, Jimmy Stephens and Pastor Frick. Absent: Daniel Reynafarje

Invited Guests: Lisa Molitor, Kathy Vickers and Kasey Weinrich  
Advisors: Craig Olson, Jim Violette

**Admissions and Recruitment** - Kasey Weinrich

John, on behalf of the Board, welcomed and thanked Kasey for taking on this new role in recruitment for the school. John let Kasey know that she is supported wholeheartedly by the MLC and that the Board is here to help in any way needed. John stressed the need to communicate to the “world outside Salem” just how wonderful the experience as a Salem student is and show this to prospective students/families. Kasey expressed how much she loves Salem and how excited she is to promote it. She went on to share her vision for the position.

Jim Violette spoke about the School Accreditation from 2015/2016, which is a 6-year accreditation. The school will be receiving a mid-cycle review in April. Basically, it's a checkup to see how things are going. The Accreditation Team will give recommendations as to how the school can get to where they need to be at the 6-year mark. Kathy and Kasey were excused.

**Business Manager's Report** - Craig Olson

Craig reviewed possible adjustments to tuition and registration for the 2019/2020 school year. Lisa and Jim were excused.

**2nd Quarter Financial Report** - Craig Olson

Church - Less unfavorable than the prior quarter and year. Cash reserves have decreased. However, trends are good. Giving was better last quarter due to special gifts. The net YTD is negative to budget. However, It is better than last year, but still somewhat behind budget. Overall expenses are better than planned by \$17K.

School - There are still challenges and we are working to deal with them. K-8 is below budget due to headcount. Discounts play into this as well. Another large gift was received for Financial Aid for next year. Preschool income is a little behind as compared to last year. Overall expenses are lower than expected by \$34K.

### **Principal Job Description and 1st Year Key Objectives - Matt Noel**

A committee was formed to put together a Job Description and 1st Year Key Objectives for the Principal position. Matt took us through a review of the process. All stakeholders have had the opportunity to review the documents. The committee reviewed the input received from the stakeholders and made adjustments based on that input. The MLC then reviewed the documents, input from the Stakeholders and made some additional changes. After approval from the MLC, the documents will then be passed on to the Principal Call Committee.

A motion was made to accept the Principal Job Description along with the Principal 1st Year Key Objectives, which includes the review process. Darren 1st, Jimmy 2nd. Discussion. All in favor. None opposed. No abstentions. Motion passes.

### **Nominating Committee**

A Nominating Committee is being formed to begin the search for new MLC members. There are 5 open positions to fill - 4 Officers and 1 At-Large whose terms are expiring. A Voter's Meeting will be held in June to select these new MLC members. There was discussion on possibly changing the bylaws to stagger the terms so that there aren't so many members leaving the Board at the same time. This would need to go before the Voters of the Congregation if the terms of the bylaws were to be changed.

### **2019 LCMS Synodical Convention Nominations - Pastor Frick**

Pastor presented a list of candidates that have been suggested through a Nominating Committee in our District and echoed throughout likeminded Districts. He is asking that the MLC approve this slate of candidates for nomination. They are as follows:

Synodical President - David Maier/Brighton, MI and Tim Klinkenberg/Orange, CA  
1st Vice President - Scott Sailer/Sioux Falls, SD and JAO Preus/Apache Junction, AZ  
Regional Vice President - Larry Stoterau/Irvine, CA and Dan Schepmann/Houston, TX

A motion was made to approve the slate of candidates from the Synodical Convention Nominations according to the names submitted by Pastor Frick. John 1st, Eric 2nd. All in favor. None opposed. No abstentions. Motion passes.

**Unfinished Business**

Conflicts of Interest - Tabled

**Closing Prayer**

Meeting Adjourned at 9:35 p.m.