

## ***Ministry Leadership Council Meeting Minutes***

August 18, 2020

6:30 PM

Attendees: John Galloway, Pastor Frick, Eric Meyer, Kelly Steinfeld, Suzanne DeRossett, Jana Reiland

Absent: Matt Noel, Kaley Haymond

Invited Guests: Sarah Woody, Chris Hansen

Advisors: Corissa Sheets, Craig Olson

1. Salem United: suspended pending future health and safety recommendations.
2. Opening Prayer and Devotion: Pastor
  - a. Jeremiah 29:11
  - b. It is God who initiates and pours out. Often “we” make our own plans, but God says, “I know the plans I have for you”
  - c. Let us live with the excessive grace of God.
3. Approval of July Minutes
  - a. Eric made a motion to approve minutes, Jana seconds. Unanimous approval.

Chris Hansen joined the meeting.

4. Chris Hansen’s request to address the MLC regarding Lutheran Doctrine; Called and Non-Called workers.
  - a. Are we Salem Lutheran Church and School or Salem Lutheran Church and Christian School?
  - b. Reviewed the last 10 years and the hiring of non-called workers. Chris expressed the importance of hiring Called workers. Discussed the

importance of providing more information/Lutheran education to non-Called workers so they understand Lutheran Doctrine.

- c. Chair expressed that the MLC has a desire to grow the church/school ministry, and look for opportunities to reach the students and their families.
- d. Question: Should there be a certain level of commitment from the teachers to be a part of the community and commitment to the colloquy program or Lutheran education?
- e. Pastor shared that he and Corissa are already responding to the concerns that were shared. They are providing a Lutheran 101 professional development planned for teachers during the beginning of this school year.
- f. MLC thanked Chris for sharing his thoughts and ideas. We appreciate the opportunity to hear concerns and ideas from members.

Chris Hansen left the meeting.

#### 5. Principal/Board of Education Report

- a. School reopening update and legal counsel debriefing.
  - i. We have submitted a waiver. The waiver can be viewed on the school website along with the health and safety plan. Process was explained and more information to come.
  - ii. Corissa shared the current plan; online with the Spartan Academy. The main goal is to provide the best we can for all students, and continue to share Jesus with them.

Jana Reiland left the meeting for a family commitment.

- iii. Discussed similar programs being offered in Orange Unified and other public schools.
  - iv. Corissa shared examples of programs that will be used for virtual learning.
  - v. Craig reviewed the risks involved.
- b. Enrollment

- i. Current enrollment is 310 students! Praise God for the work He is doing. Kasey and Corissa have been working hard and doing a great job.
  - ii. 88% of students signed up to participate in the Spartan Academy.
- c. Voters Meeting questions and schedule
  - i. MLC discussed a Sept. 6th date for a voters meeting to extend a Call to a teacher.
  - ii. The meeting would be held outside after the service.
  - iii. Pastor made a motion to hold a voters meeting on Sunday, September 6th @ 10:00 AM to extend a Call to teacher, Corey Kelso, Eric Seconds.
    - 1. MLC discussed the school enrollment and the budget. Motion carried unanimously.
- d. New teacher welcoming and orientation
  - i. Teachers have started working and things are going very well.
  - ii. Mentor teachers have been doing a fantastic job supporting new partner teachers.
  - iii. It looks different this year due to the pandemic, but it is going very well.
  - iv. Corissa discussed ideas related to the Resource Program at the school. A credentialed teacher is needed to fill the open position. Corissa asked for MLC approval to hire a teacher.
    - 1. Chair asked if the credentialed teacher knew that this would be a 1 year contract. This information will be shared with the candidate.
    - 2. Pastor asked if this position is for a full year contract or could it be quarter by quarter agreements. Craig shared that contracts are “at will” agreements, and those agreements could end at any time. Corissa expressed that she feels a full year agreement is needed.
    - 3. Pastor recommended reaching out to Concordia for additional specialized support for the position.

4. How important is the issue of not having a resource teacher?  
Corissa explained that it is an extremely important role, and is needed to support students and the school.

5. Chair moves that the MLC authorize Corissa to offer the positions of interim resource teacher to Nicolle Kelso for the 2020/2021 school year. Kelly seconds.

a. Pastor asked for clarification of the bylaws regarding the hiring of a teacher. MLC read through the bylaws to clarify the process. MLC discussed the structure of the bylaws.

b. Motion approved unanimously with no abstentions.

e. Board of Education officers 2020-2021

i. Sarah Woody - Chair

ii. Lisa Molitor - Vice Chair

iii. The board will continue to look for a secretary.

6. Business Managers Report

a. Parking Lot progress

i. The fish pond that was supposed to have been removed, had not been removed, so that had to be removed. The pool needed to be fully removed. This will incur an additional cost.

ii. An abandoned water pipe was found. We are working to get permission to leave the pipe buried.

iii. We are behind on the timeline. We were supposed to be done by August 15th, but we are still 3 weeks away from pouring concrete.

iv. We are still on track to be below the approved budget for the project.

v. MLC discussed a need to relocate a water pipe. Chair will continue to work with Craig.

b. Craig shared that when the new audio visual equipment was purchased, funding was to come from several different places. PTL contributed and there were some donations. There were planned efforts to continue to raise funds, however due to COVID, those opportunities could not be

carried out. In the year end review, there is a balance that has not been covered.

- i. Craig suggested that the church budget, which holds a year end surplus, cover the remaining cost of the new systems.

c. Review and approval of revised Conflict Resolution Policy

- i. Chair asked if MLC would like to table the Conflict Resolution Policy until September. MLC decided to move forward.
- ii. MLC discussed the conflict resolution policy
- iii. Suzanne made a motion for MLC to approve the Conflict Resolution Policy draft revisions from Sept 17, 2019. John seconds. No questions. Motion was approved: 4 vote yes, 1 abstention.

7. Pastor brought forward the request from Laura Sauer, to be granted a peaceful release.

- a. Pastor moves to add a peaceful release for Laura Sauer to the agenda for the Sept 6, 2020 voters meeting. John Seconds. Unanimously approved.

8. Administrative Items

- a. MLC Self Evaluation discussion.

b. Action Items/Implementation

- i. MLC identified communication with the congregation and staff as an area to improve and grow.
  1. The plan is to have town hall meetings bi-annually.
  2. The church likes to hear from the MLC. This could be done in the form of a Town Hall meeting. Two town hall meetings have been put on the MLC calendar, one in the fall and one in early spring.
  3. Pastor expressed the importance of holding those town hall meetings following both services to provide more opportunities for the congregation and staff to attend.
- ii. MLC expressed the importance of keeping the calendar up to date.
  1. It is in place and we are currently using it.

- iii. MLC identified a need to hear from other ministries and opportunity to provide feedback to the other ministries. There should be frequent contact to improve relationships.
  - 1. MLC discussed having different ministries meet with MLC during the meetings.
  - 2. MLC likes Salem United and the opportunity it provides to hear from the ministries.
  - 3. MLC discussed a “spotlight” opportunity each month for a ministry to share what is happening with the ministry.
  - 4. MLC discussed having “spotlight” opportunities for ministries to share on Sunday mornings.
- iv. MLC identified a need for openness, communication, and building relationships among MLC members.
  - 1. Pre-COVID the idea was to hold a dinner together and gather outside of the MLC meeting to fellowship together.
  - 2. MLC discussed having dinner each year within the first month after the elections. This will be added to the MLC calendar.

9. Strategic Planning: Tabled until further notice.

10. Closing Prayer: Pastor

Meeting adjourned at 9:52 PM