



Ministry Leadership Council – Meeting Minutes

Date: August 19, 2025

Meeting Called to Order: 6:43 PM

Attendance

****Present:**** Pastor Frick, Matt Noel, Tamara Harris, Jana Rieland, Jeff Gray, Jeff Martin, Mitch Garcia

****Absent:**** Suzanne DeRossett

****Invited Guest:**** Craig Olson

Devotion

Pastor Frick led a devotion from 2 Corinthians 9:8 and opened with prayer.

Discussion questions included: Where have we seen God's grace in our community? What good and holy works are evident? How can our works better reflect Christ in our community?

Approval of June Minutes

Motion made and approved to accept the June minutes.

Preschool & Capital Campaign Update (Craig Olson, Business Manager lead the discussion)

- The preschool has received its certificate of occupancy.
- Spending to date is \$4.77M. The original capital campaign goal was \$4.8M (with an overall projected need of \$5.8M).
- An additional \$1M is required to complete all originally planned projects.
- Three bridge loans of \$300k each are in place; \$185k cash on hand is insufficient for upcoming contractor payments.
- Bridge loans are interest-free from a private family source, totaling \$700k, with \$100k retired annually.
- Any new capital campaign contributions must first be applied to bridge loan payoff.
- Approximately \$500k in unpledged gifts are expected over the next 4 years.



- Recent events have encouraged extending pledges beyond the initial two-year commitment period ending in November.
- Enrollment projected at 415–420 students, consistent with budget.
- Facilities: Non-weight-bearing internal walls repurposed for multipurpose/music school use. Cost: \$400k for full repurposing/beautification, to be supported through school fundraising.
- Additional needs: fire lane adjustments (removal of planters for neighbor compliance).
- Motion for an additional \$250k bridge loan to meet contractor payments was made by Pastor, seconded by Jana, and unanimously approved.

Housing Allowance

Historical discrepancies in W-2 forms revealed that Salem has not administered housing allowances correctly. Adjustments were made for 9–10 staff members. Motion by Mitch, seconded by Jeff, to approve corrected housing allowance levels (Aug 20 – Dec 31, 2025). Motion carried unanimously.

Worship & Attendance

- Communion counts: Last service had 60 attendees recorded, though 130 were served communion. Altar Guild recorded 146 communicants.
- Saturday service attendance exceeded expectations (goal 20–30; averaging 48; recent high of 60).
- Assimilation efforts: iPads with greeters to capture new attendee information. Volunteers being recruited to input data. Considering a permanent “Welcome Center.”
- Targeted marketing transition: shifting from print-based outreach to digital campaigns.

Programs & Courses

- Alpha Course starting soon.
- Financial Peace University also beginning this fall.

Worship Practices & Technology

Seasonal worship moves: Sanctuary for summer and Christmas, gym for regular schedule. Chapel technology update proposals:

- \$5k (basic improvements)
- \$10k (expanded update)



- \$25k (comprehensive upgrade)

Detailed proposal still needed before decisions can be made.

Church Growth & Engagement

Growth plan shows promising early results.

Discussion on “Cottage Meetings” to engage members in small, in-home groups to explore Salem’s vision and future direction. Tamara noted fall is a good time to begin. This activity has been tabled for now.

Upcoming Events

- Kickoff Sunday: Single service at 9:30 AM (last year 500 attendees over two services). Overflow seating may be needed.
- School Ribbon Cutting Ceremony: Dedication at 10:30 AM following Kickoff Sunday service. Corrisa to lead planning; Adam Dougherty coordinating food, bounce houses, and activities.
- September Birthdays: Cupcakes coordinated by Tamara.
- Action Item: Parking logistics for Kickoff Sunday need to be finalized.
- MLC Team-Building Dinner: Date TBD.

Due to absences in September, Matt will suggest different date for MLC meeting next month.

Closing

Closing prayer was offered by Pastor

Meeting Adjourned: 8:22 PM