

Ministry Leadership Council – Meeting Minutes

Date: Jan 20 2026

Meeting Called to Order: 6:31 PM

Devotion

Psalm 98:4 – Joyful noise

Attendance

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

****Absent:**** none

****Invited Guests:**** Craig Olson (joined by phone), Corissa Sheets

Devotion

Pastor Frick led the devotion Psalm 98:4. We serve so that the 'Joyful noise' can continue. "The joy of the Lord is not based on the perfect circumstances, but the perfect savior".

Approval of Prior Minutes

The Council agreed to approve the October meeting minutes via email. Jeff to send to Zach to be posted.

2026 Housing Allowance Claims

• MLC approved the 2026 Housing Allowance Claims as presented by the Business Manager. Motion to approve was passed.

Principal Report

- Tuition is going up 7% to meet our increased costs of running the school
- Discussed the plan to backfill Greg Busch while he is out. This need is being met by a combination of duties being spread to others and Tristan Duerr on loan from Crean.
- It would help to have a few members of the Board at the WASC meeting to show the MLC's support for the school and its management since that last WASC process.
 - Matt, Jana, Jeff G, and Mitch will try to attend
- February agenda item to review the Strategic Plan for the school by Corissa will be added to MLC meeting
- St John's is going to allow parents to pay extra \$10k to opt out of PE for a basketball program in its place
- Question on the half day timing for Kindergarten 8:30 – 12:30
 - Better get some lunch and recess to add more value
- Paddle raise to go into Salem Lutheran tuition assistance (Endowment Fund)
- Will have a more in-depth discussion on School Board at Feb meeting

- Request to form call committee to replace Phil Duerr due to his retirement. Pastor made a motion to approve the formation of the call committee; Suzanne second; all members approved.

Business Manager Report – Presented by Craig Olson

- Rooftop solar proposal – Craig presented a proposal to add solar power system to campus
 - The total cost of the system is \$614,864 and can be financed up to 8 years. After \$307,432 rebate, the net cost is \$307,432. The net savings for Salem will be \$10,000 during the term of the loan, and is expected to be \$60,000 to \$80,000 after the loan is satisfied.
 - Question on inverters – 20-year warranty would add \$5k cost to the system
 - Replacing some areas of the roof where needed – this could address some issues we have had with the roofs
 - Commercial company has a strong history – project lead would waive his commission
 - Designed to qualify for additional rebates from the government based on US produced materials and fossil fuel reduction (50% vs 30%)
 - Financing source waits for the rebate money – the company fully funds the project then takes the government rebates when received
 - No upfront payment: flat monthly payment for eight years
 - Motion to approve the solar proposal –
 - *Suzanne motion, Jana second*
 - **Motion passed by majority vote**

Adam’s Vicarage Update

- Continues his studies
- Effort to reduce some admin duties based on his full workload with ministry, DCE activities and seminary studies.
 - Jeff M has volunteered to take on some new member outreach

Replacement for Women and Children’s Ministry Director

- Replacement being sought for Brooke Krochman
- Looking at several candidates around the district, Concordia, and other churches
- Ongoing search for Children’s ministry
- Valerie Susselman will take over on the Women ministry leadership
 - Tamara has agreed to help out for larger Sunday events planning
 - Steve Matoon to help with function planning

Town Hall plan for Feb 22 – key discussion topic

- Financial condition of school and church
 - Year-end giving (metrics)

- Note: 2nd quarter financials may not be done for the Town Hall
- Growth Plan update
 - Attendance trends – comparisons – year to year trends
 - By service – Saturday and the Sunday services
 - Milestones
 - Social Media outreach – Zach to give an update
 - Outreach for school families – Saturday’s starting again 75% are school families
 - Alpha was added to get in potential new members (particular school families)
 - New attendees and visitors
- Volunteers are needed! Call for volunteers to participate in Church volunteer opportunities
- New MLC positions- request for applicants

Nominating Committee Formation

- Matt has volunteered to lead the Nomination committee
- Two congregation members will be asked to join the committee per our bylaws.

Closing

Pastor Frick offered the closing prayer.

Meeting Adjourned: 9:30 PM