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Requirements for SALT

1. All members must sign a Statement of Faith.
2. All members must adhere to Bylaws of SALT
3. All members must participate in at least one service assignment.
4. There will be annual dues of \$15.00 per family for new and returning members who reapply before May 31. After May 31, returning members pay \$25.00.

The leadership of this group is structured from the verses in Ecclesiastes 4:9-12 "Two are better than one; because they have good reward for their labor. For if they fall, the one will lift up his fellow; but woe to him that is alone when he falleth; for he hath not another to help him up. And if one prevail against him, two shall withstand him; and a threefold cord is not quickly broken."

This is why there is a three-person Shepherding Board and a three-person Counseling Advisor Board. We have bylaws written for the purpose of defining how the group is structured, the term of office for the leaders and how they are chosen. These will be included in the SALT Member Handbook. If you would like to read the bylaws before you join a copy will be supplied. If you have any questions please contact the SALT Board at [Board Members Only SALT-owner@yahoo.com](mailto:Board_Members_Only_SALT-owner@yahoo.com)

SALT Home Educators Group Policies

1. All monthly parent meetings will be held in Mecklenburg County.
2. Parents who are not members of SALT May attend one (1) meeting and take their students to one (1) other SALT event (classes, field trips etc.) This should give them time to know if they would like to become members of the SALT Group. People, who enjoy the privileges, should also share in the responsibility.
3. The purpose of the SALT Home Educators is to provide support, guidance and encouragement to one another as home educators. We believe that this needs to be the main focus of our group.
4. Please check the List of Job Responsibilities to see which board member is responsible for certain areas in our group. If you have taken a job use your initiative and creativity but if you have a problem or questions please go to the board member who is responsible over that area. If in the process of doing the job a decision needs to be made by the board, please contact the board member over the responsibility and they will approach the board.
5. **FINANCIAL POLICY** – Dues are expected to be paid at the time of application. Payment maybe made by cash, check or money order. If payment cannot be met at the time of application, please talk to the Shepherding Board member over finances. If the bank returns a check, however, all fines incurred to SALT in addition to the application fee will be the responsibility of the applicant. If the applicant does not meet his/her responsibility, membership maybe forfeited.

In regard to any special function that requires payment to be made to a member of SALT the above policy also applies. The Shepherding Board member over finances will get involved when restitution cannot be met as membership may be in jeopardy. The board strongly recommends that for any activity requiring payment, the organizing member have participants make their checks to "SALT" and the funds channeled through the SALT checking account via the treasurer. This protects the member's personal finances. The organizing member should make the treasurer and board aware of the money going and coming from the SALT account. If any SALT funds are to be used for an activity, the member organizing that activity must submit a budget plan for the board's approval prior to spending the funds.

If an applicant or member is experiencing financial difficulties and these difficulties can place their membership in jeopardy, we ask that the individual approach the Shepherding Board member over finances to see if special arrangements can be made to help meet his/her SALT obligation. This would not be discussed outside the Board.

SALT Graduation Policy

Adopted November 16, 2009

SALT provides for its membership an opportunity to participate in a graduation ceremony in the spring of each year on the Saturday following Memorial Day. Since families have invested so much of their lives in the homeschooling process, and Graduation is the culmination of that, SALT wants it to be the best experience possible for the families involved.

In order to best prepare the families, both logistically and emotionally, SALT has instituted the following policies for those wishing to participate:

- To be eligible to participate in the graduation, SALT families must have joined the SALT group by September 1st of the student's junior year if the student is to participate in the graduation his or her senior year.
- The member family must remain in good standing with SALT by completing assigned SALT service, and by having no outstanding dues or fees during the two school years before the graduation.
- SALT's high school juniors who plan to participate in the graduation ceremony the following year are expected to help as Junior Marshals at the ceremony that occurs in the spring of their junior year.
- The parents of these high school juniors are required to attend the graduation ceremony and to assist on the day of graduation in some capacity to be agreed upon by the graduation coordinator and/or committee.

If the family of a junior needs a variance from this requirement, the request must be submitted in writing to the SALT board by the 15th of March prior to the graduation ceremony by snail-mail to the SALT PO Box or by email to: [Board Members Only SALT@yahoo.com](mailto:Board_Members_Only_SALT@yahoo.com)

Eligible SALT families that want to participate in the graduation ceremony must meet with the graduation coordinator, pay all fees, and meet all deadlines that are required for the graduation process. These meetings will be announced via SALT's Yahoo! group so that all interested families will be aware of the requirements. Failure to meet the deadlines, or pay the fees will result in the student not being able to participate in the graduation.

If there are extenuating circumstances that would cause a family to request a variance from any of these rules, the request must be submitted in writing (on paper, or electronically) to the SALT board. ([Board Members Only SALT@yahoo.com](mailto:Board_Members_Only_SALT@yahoo.com) or SALT Board PO Box 753, Paw Creek NC, 28130)

The board, at their discretion, and in conjunction with the graduation coordinator, would be responsible for any decisions allowing or denying a waiver of any of these conditions.

SALT Code of Conduct

At any gathering we want the parents and children to have specific guidelines to follow. At all SALT events, all participants are expected to behave respectfully toward one another in a Christ-like manner. Unacceptable conduct would include, but is not limited to, aggressive behavior, inappropriate language, or immodest clothing.

SALT events are not “drop-off” events unless specifically designated as such. In the unlikely event that an injury or property damage occurs, the family involved is responsible. SALT cannot be held liable. Parents must supervise and are responsible for their child(ren), or another parent must have agreed to be responsible for their child(ren).

When a situation occurs:

1st time: Parent removes child from group (for at least 10 minutes) to administer appropriate discipline in private.

2nd time: Parent will remove child for remainder of the activity.

IF GUIDELINES ARE NOT MET OR THIS IS A HABITUAL OCCURANCE, THE FOLLOWING STEPS WILL OCCUR:

1. The Activity Coordinator (member) will speak with the parent.
2. The Board Member and /or Activity Coordinator will speak to the parent in person or in writing.
3. Parent will be asked to meet with the **Shepherding Board**.

Refer to Article V of SALT Bylaws