

Minutes: Board of Directors Meeting – Subject to Approval by the Board
Minnesota South (MNS) District
December 7, 2021 9:00am to 4:00pm
MNS District Office, Burnsville

Mission Statement

Cultivating leaders intentionally engaged in the mission of God.

1. OPENING DEVOTION

Rev. Christopher Horton, Pastor of St. John’s Lutheran Church in Rosemount and Region 1 Pastoral Representative, served as chaplain for the day. He led the devotion using LSB Responsive Prayer 2 and highlighted St. Ambrose of Milan. We responsively read Psalm 81. Pastor Horton’s message was based on Malachi 3:1-7. We sang LSB hymns “Savior of the Nations, Come” and “The Night Will Soon Be Ending.”

2. PARLIAMENTARY OBLIGATIONS

a) The meeting was called to order by the President, Rev. Dr. Lucas Woodford, at 9:44am.

b) Roll Call

Present: Rev. Dr. Lucas Woodford; Rev. David Mumme; Rev. Thomas Evans; Rev. Dennis Heiden; Rev. Steven Wheeler; Rev. Keith Grimm; Mr. Rick Marko; Rev. Christopher Horton; Ms. Alfrieda Baldwin; Rev. Isaac Williams; Ms. Rosa Summers; Rev. Loel Wessel; Rev. Mark Loder; Mr. Neal Breitbarth; Mr. Joel Landskroener

Staff: Rev. Stefan Wismar; Rev. Dr. William Utech; Mr. Kai Larson; Dr. Phillip Johnson; Rev. Fred Hinz

Excused: Mr. Daniel Thao; Mr. John Branstad; Ms. Sara Sorenson; Mr. Dave Kenow; Mr. Benjamin Hagemann; Mr. Leland Huebner; Mr. Sean Martens

c) Approval of Agenda

A motion was made and seconded to approve the agenda. The motion carried.

d) Approval of Minutes of Past Meeting (*prepared by Keith Grimm, Secretary*)

A motion was made and seconded to approve BOD minutes from September 21, 2021. The motion carried.

- e) Correspondence (*read by Keith Grimm, Secretary*)
No correspondence was read.

3. VISIONING/STUDY ITEMS/PRESENTATIONS

Rev. Jesse Krusemark and Rev. Stefan Wismar gave a presentation about the Concordia Plan Services (CPS) Compensation Decision Support Tool. They showed a template to reveal how congregations can determine the salary for their pastors within their context. The old district guidelines (scale) were based on the pay structure of what other local professionals were paid. This new model analyzes what pastors are being paid across the synod and then applies adjustments for ministry and location and the pastor's experience and education. CPS updates their support tool annually to keep their numbers and guidelines current. The goal for congregations is to use the supplement provided by the district along with the CPS support tool in determining equitable annual salaries.

4. POLICY FORMATION: Review of Policy Manual

No report was given.

5. REPORTS

- a) President's Report Highlights, Q & A
Rev. Dr. Lucas Woodford shared his report of activities from September through December 2021. He mentioned he is providing pastoral care and ecclesiastical oversight to several church workers and congregations. He asked for our prayers for his wife Becca, who is experiencing pregnancy complication. In addition, President Woodford reported there will be a huge shortage of commissioned church workers graduating from synodical schools this year (*They are predicting 60 new teachers will graduate and be placed in 2022*). A new District Communications Director has recently been hired and will be starting soon. Finally, President Woodford mentioned he is dealing with some health complications requiring him to make some boundary changes.
- b) Initiatives Updates:
 - i) Campus ministry endowment use proposal
Rev. Dr. Lucas Woodford met with members of the Endowment Committee on September 16, 2021 and was informed that significant campus ministry funds remain available but that there have been no recent requests for the use of these funds. He asked the Board to consider how the District could be better stewards of these funds. During the Board's discussion, it was noted that the funds were incompletely designated, that they were Convention designated funds

(per 2012 Resolution 5-01, *To Strengthen and Expand Campus Ministry*) and not Board designated funds. As such, the Board recommended that we need to better publicize the availability of these resources for campus ministry endeavors throughout the District.

- ii) Closures and new starts
Rev. Dr. Lucas Woodford shared a handout listing the twelve congregations in the district that have closed from 2018 to 2021. We then looked at congregational worship trends within the district from 2013 to 2021. Forty percent of our congregations currently worship less than 50 people per weekend. What can we do to encourage our congregations during this season?
- c) Convention Update
 - i) Circuit Alignment Report
Rev. Dr. Lucas Woodford shared that we won't have to make any circuit realignments for this 2022 District Convention. However, we will need to do this for the 2025 District Convention.
 - ii) District Convention mailings will soon be sent again to prepare congregations and delegates for the 2022 Convention.
- d) Public Advocate:
Rev. Fred Hinz, Public Policy Advocate for the MN South District, reported that the cultural environment is making several immanent changes that affect the church including: critical race theory, abortion, physician-assisted suicide, sex education, and gender identity.
- e) Treasurers Report
Mr. Rick Marko, District Treasurer, provided a financial summary for the third quarter and the first nine months (as of September 30, 2021). The District's overall financial position was positive to budget in the third quarter. Congregational support for the first nine months was \$1,526,234, as compared to a budget of \$1,499,994 (or \$26,240 over budget). Through September there were 176 congregations (75% of District congregations) making gifts from \$25 to \$94,000. District expenses for the first nine months were also under budget. The District continues to pay its bills in a timely manner.
- f) Finance Committee Report
Mr. Kai Larson gave the Finance Committee report. He mentioned that Rev. Paul Biebighauser has retired and no longer serves on this committee.
- g) LCEF Report

Mr. Kai Larson, LCEF District Vice President, reported on investments in the Lutheran Church Extension Fund. There are no impaired or troubled loans in the District at this time. For the year we are down 40 investors, but up in investment dollars. Last year the LCEF nationally had their greatest year financially.

- h) Special Reports
No report was given.
- i) Initiative Updates
No report was given.
- j) Other committee minutes: Schools and Commissioned Ministers; Ministerial Health; Mission Formation; Missions Committee; Pre-Seminary Committee
No additional reports were given.

6. INFORMATION AND DECISION ITEMS

- a) CPS Compensation Tool Supplement approval
The Board requested that different examples of how the proposed salary guideline supplement from the District would work with the CPS Compensation Support Tool.
- b) Campus Ministry endowment direction
After discussing 2012 convention Resolution 5-01, *To Strengthen and Expand Campus Ministry*, regarding the designation and purpose of the funds remaining from the sale of the campus ministry property, as well as 2015 convention Resolution 1-01, *To Strengthen and Expand Campus Ministry*, regarding the District Mission Committee's creation of a Campus Ministry Plan with specific initiatives, the Board agreed that this campus ministry plan and initiatives should be reviewed and eagerly promoted within the District.
- c) LWML Pastoral Counselor nominations approval
This list of pastors has been nominated to potentially serve as the LWML District Pastoral Counselor for 2022-2026 (This election will be made at the LWML Minnesota South District Biennial Convention June 17-18, 2002):

- | | |
|------------------------|---------------------------------------|
| 1. Rev. Daniel Burns | St. Paul's Lutheran, Osseo |
| 2. Rev. Nickols Kooi | Emmaus Lutheran, St. Paul |
| 3. Rev. Matthew Lehman | Zion Lutheran, Albert Lea |
| 4. Rev. Mark Loder | St. James Lutheran, Howard Lake |
| 5. Rev. Juan Palm | North Morristown Lutheran, Morristown |
| 6. Rev. Johnny Vang | Gathering Place Lutheran, Arden Hills |
| 7. Rev. Daniel Welch | First Evangelical Lutheran, Glencoe |

The motion was made and seconded to approve these names. The motion carried.

d) Finance Committee

Mr. Rick Marko, District Treasurer, presented the 2022 budget. Total support and revenues are budgeted at \$2.7 million as compared with \$2.8 million in 2021. Total expenses for 2022 are budgeted at \$3.1million as compared to \$3.0 million in 2021. Rick explained the \$400,000 difference will be taken from designated funds set aside for missions. A motion was made and seconded to approve the 2022 budget. The motion carried.

7. ROUND TABLE

Celebrations and prayer requests were shared.

8. CLOSING PRAYER

Chaplain of the Day, Rev. Christopher Horton, Region 1 Pastoral Representative, led the closing prayer.

9. ADJOURNMENT

The meeting was adjourned by President Woodford at 2:40pm.

UPCOMING BOARD MEETINGS

- Saturday, February 19, 2022, 9am to 3pm (online only)
Chaplain: Dennis Heiden
- Tuesday, May 3, 2022, 9am to 3pm
Chaplain: Keith Grimm
- Monday and Tuesday, September 19-20, 2022