



Our mission is to support and encourage the members of the District in carrying out the mission Christ has given His Church.

LCMS Kansas District Board Report Summaries July 2020

DISTRICT STAFF REPORTS

President's Office

Rev. Justin Panzer

COVID-19 Response. President Panzer noted the strange times we're experiencing and raised the question, "What does this mean for the body of Christ going forward?" (What role will technology play? Will we see a long-term impact on church attendance? What additional orders might we have to navigate?) Whatever the challenges, "we must keep our eyes fixed on Jesus." The DP has watched 126 Kansas District sermons online since March.

Counselor Page. One major goal achieved this quarter was the development of a list of licensed Christian counselors in Kansas to assist and support workers, members, and non-members in need of Christ-filled, compassionate care following the trauma of the 2020 pandemic and beyond. The counselors included in the directory have been recommended by members of the Kansas District and vetted by President Panzer.

Calls. We have 11 calling congregations (six sole, two senior, and three associate positions), with no congregations waiting for call lists. Four lists have been completed in the last quarter, and four new pastors have been installed in District congregations.

President's Residence. After prayerful deliberation, President Panzer has decided it would be best to maintain his residence in Abilene for the time being. The shutdown in the spring showed that the staff can conduct its work remotely and efficiently.

Missions and Stewardship

Rev. Dan Galchutt

COVID-19 Response. Rev. Galchutt has been traveling less but remains busy consulting with pastors and congregations in the area of stewardship and missions, working on the District budget, planning for staff meetings, helping with conference planning (e.g., New Workers Orientation), attending Zoom meetings and webinars, and serving as the District's Soldiers of the Cross grant administrator. (Seven grants have been awarded.) He has also continued to assist with vacancy coverage in Circuit 6.

Hispanic Ministry. The Kansas District and Missouri District are collaborating on a plan to ensure that the vital work of Hispanic Ministry in Kansas City continues. They anticipate that a pastor will be called in this coming quarter to serve our current Hispanic ministries and to reach out to others of the greater

Kansas City area. The Hispanic Ministry at Grace, Wichita has been blessed over the last few months with several new baptisms and confirmations.

LCMS Foundation and Planned Giving. We're working on recruiting Planned Giving advocates in the District who will receive training with the LCMS Foundation. If all goes as planned, training will take place in the next couple of months, and workshops (perhaps virtual) will be planned for the fall and winter.

West Africa Partnership. Rev. Shauen Trump has been named the regional director for all of Africa by the LCMS Office of International Mission. Rev. Gary Schulte, the previous area director for West and Central Africa, will now be concentrating solely on theological education. He and Rev. Jacob Gaugert, stationed in the Congo, plan to offer intensive courses at the seminary in Guinea. The Synod's strategy in West Africa is now focused on the localized CLET seminaries in Guinea and the Congo rather than the regional CLET in Togo.

Congregational Partnership Project. The Partnership Project webpage was launched in early July (<https://kslcms.org/missions/partnerships/>). We'll continue to add resources to the webpage in the months ahead. We expect these resources to be immediately useful, as several congregations in Kansas are currently discussing partnerships. Rev. Galchutt is working on a Church Consultant Certification with "Church Answers" and Thom Rainer, which will enhance his ability to serve the District in this and other areas.

Education and Youth / Caring Ministry

James Bradshaw

COVID-19 Update. Educators have made extensive use of Zoom during the pandemic. The Early Childhood Conference in July, which was conducted as a virtual conference, had 60 attendees, who offered very positive feedback. New Workers Orientation was also held this year as a virtual event; this will be the case, as well, with the Fall Educators Conference in October.

Schools Update. Opening dates for our K-8 Lutheran schools range from August 13 to September 3. Thank you to LCEF for help in funding cleaning supplies. The spirit of our principals, who have been meeting regularly via Zoom, is strong. The 2020-2021 LCMS school theme is "*Sent to Serve*," based on Matthew 20:28. Both the Chapel Talks and National Lutheran Schools Week resources, available on LuthEd.org, are based on this theme.

Children's and Family Life Committee (CFLC): The Children and Family Life Committee has created a new resource focused on helping parents in our District get **Back to the Basics: Rediscovering the Faith at Home**. Each month, the committee will recommend a resource based on a given topic, with links to video reviews posted on the Family Ministry page of the District website.

Youth Event Updates: KDYG is going digital for 2020, holding a one-day event November 21. The Junior High Rally will be held at only at the west location this year, Shepherd's Staff (Rexford), October 2-3.

Older Adult Ministry: The newly appointed Older Adult Ministry Committee met twice via Zoom this quarter. They've provided input for the development of a new webpage on kslcms.org, designed to assist our congregations as they look for resources for senior ministry. The committee is also developing a master list of our congregations' Older Adult Ministry contacts who can serve as a "point person" or "advocate" for this vital aspect of congregational life.

LCEF

Jeff Maltz

LCEF COVID Response Initiative. LCEF has distributed \$1 million dollars to the 35 districts for immediate relief grants (\$28,500 per district) as part of the Soldiers of the Cross response initiative. We extend a heartfelt challenge to our faithful LCEF investors and friends to help equal or exceed the initial \$1 million-dollar distribution.

Kansas District LCMS Operating Revenue for 2020. The LCEF operating revenue of \$68,943 received in the 1st quarter of 2020 is reflective of LCEF productivity in the past year. It's important to note that this revenue may change next year, given the impact of COVID-19.

Business Summary

- Through April 2019, the LCEF Kansas District has **32** LCEF loans outstanding with a balance of **\$14,833,863**.
- The LCEF Kansas District has **1913** investors.
- Total amount invested: **\$55,399,894**

Business Office

Heather Williams

Remote Operations. After working remotely for eight weeks, the District staff resumed working in the building in late May. We continue to use Zoom meetings whenever possible to accommodate budget challenges and COVID-19 concerns. Thank you to LCEF for new Zoom sound and lighting equipment.

Retreat Center Improvements. All toilet seats were replaced, and torn barstools reupholstered. Pending repairs include the outdoor electrical cap, deck railing and picnic table. Aging mattresses should be considered for replacement soon. An LWML grant has been approved to install a chair lift on the stairs. Many reservations were lost from March through June because of COVID-19, but July was nearly booked to capacity.

Annual Budget. Congregational giving at quarter end came in 2.63% below budget. Receipts were ahead of commitments. The District will continue to monitor whether this deficit is because of current COVID uncertainty or actual decline in offerings on the congregational level. Expenses are under budget at quarter end. We hope to approve the 2021 budget in October 2020 instead of February 2021. A draft budget will be presented at this Board of Directors meeting for planning purposes.

Paycheck Protection Program. The District's Paycheck Protection Program (PPP) funding now expires October 6, 2020, based on the updated 24-week period. We anticipate 100% forgiveness.

Estates. The District received notice that it is the beneficiary of three estates, with funds designated to support various District ministries. Proceeds from these estates are expected in the coming months.

Communications

Kris Bruss

New Resources on the Web. We added new form-building functionality to the website, which we recently started testing on the Campus Ministry page with a student contact form. New pages include "Kansas Counselors," a directory of Christian counselors in Kansas (a subpage of the Worker Wellness page), "The Partnership Project" (see Rev. Galchutt's report), and an Older Adult Ministry page (see Jim Bradshaw's report).

Social Media. The most engaging social media post of the quarter (based on reactions, comments, and shares) was President Panzer's "Affirming Common Humanity" letter, which was also shared on the LCMS Facebook page and by KWCH12 Eyewitness News as a feature story. A close runner-up in the "engaging posts" category: The Immanuel, Strawberry post in our "Prayers for Congregations and Schools" (lots of connections to Strawberry).

Lutheran Witness Kansas Insert. We ran a special "Resolutions Update" in the June/July issue, based in part on reporting provided by our District service boards. The resolutions update addresses progress on resolutions adopted at the 2018 convention.

COVID-19 Response/"90 Days of Prayer." On September 1, we'll be launching a "90 Days of Prayer" campaign, which will end on November 29, the first Sunday in Advent. The verses and prayers for the campaign are being assembled by circuit visitors in an effort to rally the faithful as we continue to deal with fallout and curveballs from the pandemic.

BOARD REPORTS

Special note: Due to the pandemic, all service board meetings were conducted via Zoom in July, with board chairs providing brief verbal highlights at the full Board of Directors meeting July 31.

Board of Missions

Marvin Schulteis, Chair

Report Review. In addition to hearing from Rev. Dan Galchutt, the board reviewed the Quarterly Contributions Report from the Synod and a report from Rev. Brent Smith of Mission Central. Smith noted that the pandemic has had an impact on his travel budget, which might affect future visits to Kansas.

Quarterly Mission Grant Reports. Sue Kleber presented highlights from the reports, noting items to celebrate as well as the need for prayers. COVID-19 was a strong theme in this set of reports. The board discussed one request to reallocate funds after a planned activity had to be canceled due to the pandemic.

Campus Ministry. The District recently added a student contact form to its campus ministry webpage. The contact information can be shared with pastors in cities where students are headed. A campus ministry feature will be appearing in the August *Lutheran Witness* insert.

ACTION ITEM

- The board **approved Resolution 20C-04-01** for consideration by the Board of Directors: **Resolved**, that the LCMS Kansas District give \$15,000 to the T.I.G. Partnership [Trinity, Garden City; Immanuel, Lakin; and Grace, Ulysses] to be paid as a one-time disbursement upon the arrival of a second pastor at the partnership.

Board of Education

Bruce Schultz, Chair

Governor's Order. The board discussed reopening plans for District schools. At the time of the board's Zoom meeting, Governor Laura Kelly was expected to issue an Executive Order delaying school reopening for three weeks, until after Labor Day. President Panzer presented to the board a draft of a letter to the Kansas State Board of Education asking that they allow local latitude in making decisions about school startup and possible exemption of parochial schools from the Executive Order.

Report Review. The board reviewed reports from the Lutheran Schools Committee, Children's and Family Life Committee, Adult Education Committee, and Youth Ministry.

Colloquy Support. Bruce Schultz and Jeremy Pera met with the Stewardship Board to discuss funding mechanisms for supporting Colloquy candidates. The Board of Stewardship will oversee the distribution of these funds to candidates and will recommend that 50% of the tuition be paid by the District.

Resolution Updates

- **Resolution 18-04-05.** The Education and Youth committee chairs (Pastors Ada, Penikis, and Roth) met twice with Jim Bradshaw to address 2018 KSD Convention Resolution 18-04-05: Encourage Congregational Training of Leaders for Ministry with Children, Youth, and Adults. They arrived at a four-point plan to address the resolution, which includes articulating goals, soliciting topic ideas, consulting with circuit visitors, and developing District-wide webinars.
- **Resolution 18-04-08:** The board reviewed Resolution 18-04-08: To Encourage Support for the Proposed Startup of Concordia Academy and asked Jim Bradshaw to contact Pastor Boyle to get updated information about the progress of the startup plans. On a related note, the board discussed school startups in general and raised the question of how this board and the Kansas District could be a partner in encouraging and assisting school startups, including the possibility of virtual schools. The board would like to visit with Pastor Dan Galchutt in the future about this.

2021 Budget. The board worked on proposed budget allocations, noting that they had to make some hard decisions.

ACTION ITEMS

The board adopted the following resolutions:

- **Resolved,** that Lottie Lee be renewed as Chair of the Professional Development Committee of our Lutheran Schools for the 2020-21 school year with a stipend.
- **Resolved,** that Jane Limback be renewed as the Lutheran Schools Accreditation Commissioner for the Kansas District for the 2020-21 school year with a stipend.

Board of Caring Ministry

Rick Hanebutt, Chair

Report Review. The board reviewed reports from Disaster Response, Parish Nurse Ministry, Church Worker Care Committee, Older Adult Committee, and the Pastors' Wives Retreat. Regarding the Pastors' Wives Retreat, the board encouraged the committee to continue to explore other opportunities for pastors' wives in addition to the annual retreat.

Budget Proposal. The board reviewed the June 8 letter from the Board of Stewardship requesting that all District service boards review budgets and reduce 2020 and 2021 budgets. The board reviewed the Human Care budget line items and developed a detailed proposal.

ACTION ITEMS:

- The board discussed a reorganization of the Ministry with Comfort Dogs, taking into account discussions with District Disaster Response Coordinator Donna Williams and current comfort dog handlers in the District. The description of the ministry will be updated on the District website to reflect agreed-upon arrangements. The board then **approved a motion** to release from the Disaster Response fund the amount of \$1200.18 to be transferred to Prince of Peace Lutheran Church, Topeka, KS. This amount is the Board-designated fund for comfort dog ministry.
- The board **approved a motion** to annually allocate \$2000 of the disaster relief fund to pay for Kansas-based disaster relief workers to register for and reimburse travel expenses to attend the national disaster response conference in St. Louis, including the year 2020.

Board of Stewardship

Rich Schotte, Chair

Budget Review. District congregational receipts are at 47.37% of the budget projection. Total income is at 49.87% of the six-month budget projection. On the expense side, fixed costs continue to track right on schedule, and overall expenses are at 46.28% of the budget.

2020 Congregation Receipts Review. Heather Williams reviewed the Congregational Giving Chart for 2017-2020. 2020 year-to-date receipts from congregations total \$659,309, a 12.2% drop from the three-year average of \$750,900. These figures show the apparent effect of COVID-19, but the impact has been offset somewhat by reductions in expenses.

PPP Considerations Discussion. The board discussed the District's PPP loan, noting the ongoing discussion in the District and in our congregations about the use of these loans.

Proposed 2021 Budget. Heather Williams presented a draft of the 2021 budget, which is based on a 2.1% reduction in congregational receipts. This reduction results in a nearly \$30,000 decrease in anticipated income from congregations and a decrease of over \$85,000 in total income. The major changes on the expense side of the budget include a reduction in the pledge to Synod by more than \$8,000, since that figure is a percentage of congregational giving.

2022-2023 Budget Forecast. Rev. Dan Galchutt discussed ongoing challenges to the District as a result of an annual reduction of income from the congregations. The District staff continues to consider appropriate ways to handle this challenge while being good stewards of the resources available.

ACTION ITEM

- The board adopted Resolution 20C-05-01: To Support Colloquy Training for Kansas Workers Seeking Rostered Status as "Minister of Religion—Commissioned" in The Lutheran Church—Missouri Synod.

Board of Administration

Dave Bruns, Chair

Treasurer's Report. The District is at 2.3% below budgeted receipts but is ahead in net gain, as we are below budgeted expenses.

Articles of Incorporation. Heather Williams and Thad Sullivan were instructed to contact the International Center concerning the wording of our Articles of Incorporation, and some questions we had, so that we may be prepared to present at the October meeting.

ACTION ITEMS

The board adopted the following resolutions:

- **Resolved**, that the Kansas District Board of Directors acknowledge gifts received from April 16, 2020 to July 15, 2020 in the amount of \$2,682.84.

Salary Review Committee

Bruce Schultz, Chair

ACTION ITEMS

The Committee adopted the following resolutions:

- **Resolved**, to establish the base rate for the Salary Guidelines for 2021 in the amount of \$35,114, an increase of \$347, or 1.0%.
- **Resolved**, to establish the pulpit supply recommendations for the Salary Guidelines for 2021 in the amounts of \$150.00 for one service, \$200.00 for two services, \$50.00 for Bible class and \$200.00 for dual parish congregations (plus mileage).
- **Resolved**, to continue their 2021 enrollment in the Church's Plan and offer the High Deductible Health Plan (HDHP) with Concordia Plan Services for eligible Kansas District staff. The HDHP will be supplemented by an annual contribution by the District to a Health Savings Account for those employees enrolled in the CHP.
- **Resolved**, to approve the 2021 budgeted payroll amounts per the COLA salary scale spreadsheet as presented.