



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

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## LCMS Kansas District Board Report Summaries July 2021

### DISTRICT STAFF REPORTS

#### President's Office

Rev. Justin Panzer

**Travel.** President Panzer traveled 8064 miles this quarter for installations, ordinations, other worship services, and various meetings. He and his family relocated from Abilene to Wamego in June.

**Ordinations and Installations.** We have been blessed with multiple installations and ordinations this past quarter. We are thankful that the Lord of the Church has heard the prayers of His people in providing pastors to congregations either through the seminary or from the field. Soli Deo Gloria!

**Ministry Changes.** The Kansas District will soon have its first triple parish. A new partnership is being formed between St. John, Meade and Peace, Beaver, an Oklahoma congregation that will be joining the Kansas District. With pastors taking calls elsewhere and with the shortage of pastors, President Panzer is now in a rotation of six pastors who are serving Trinity, McFarland with pulpit supply. Two men are entering the SMP (Specific Ministry Pastor) program.

**Salary Review Task Force.** The Salary Review Task Force, established after the last Board of Directors meeting, has met once and is scheduled to meet again next quarter. Members of the task force are Dr. Bruce Schultz (St. John, Alma), Rev. Alan Stahlecker (St. John, Lincolnville), Jay Meyer (Trinity, Garden City), David Beikmann (Linn Lutheran School), Larry Conrad (Trinity, Mission and Shawnee), Justin Kuntz (Faith, Abilene), Adrian Peppers (Holy Cross, Wichita), Matt List (Holy Cross, Wichita), Heather Williams, and Rev. Justin Panzer.

#### Missions and Stewardship

Rev. Dan Galchutt

**Kansas City Hispanic Ministry.** Deacon Tom Eckard, who served as a Hispanic Ministry leader in the Kansas City area for many years, retired July 11. A transition plan has been put in place for serving the Hispanic members of Immanuel, KCK, who have joined the Jesus El Buen Pastor congregation just across the state line. The partnership has gone well over the last couple of months.

**Soldiers of the Cross.** We had a handful of requests for grants at the beginning of the quarter, but we haven't had any requests since May. To this point we have had 16 distributions totaling \$26,034 (80% from Synod funds and 20% from Kansas District funds).

**Discipleship.** Discipleship has become a growing emphasis, not only in our Synod and among our churches but in the larger American church. Rev. Galchutt continues to visit with pastors about discipleship and is working on a resource to encourage living out the Christian life (*habitus*). Interest has grown here as pastors and leaders in congregations have wondered how to engage people in the faith, especially after the challenges of the last couple of years.

**Church Consulting.** Rev. Galchutt has provided consulting assistance for congregations in the areas of outreach and stewardship in the past quarter. He has also worked on developing a process for consultation with demographics, which he hopes to make use of in the coming quarter. He is certified to provide consulting services in the areas of demographics, increasing outreach, connecting with visitors, communications, and general consultation.

**Congregational Partnerships.** The resources created for the Partnership Project continue to be used by people and congregations throughout Kansas, as well as across the Synod. Rev. Galchutt has been asked to join a roundtable discussion for a webinar with LCMS Rural and Small Town Mission December 9.

### [Education and Youth / Caring Ministry](#)

James Bradshaw

**Commissioned Workers.** We currently have 196 commissioned workers in the Kansas District (80 active, 66 candidates, 50 emeritus). We employ 42 non-rostered teachers in our K-8 schools. Three teachers are currently enrolled in the colloquy program. Seven commissioned workers accepted calls to the Kansas District in the past quarter.

**Youth Ministry News:** 133 youth and adults traveled to Colorado for the two Lutheran Valley Retreat (**LVR**) summer camps. The theme for the Kansas District Youth Gathering (**KDYG**), being held in Topeka November 19-21, is "Faithful." Jim Bradshaw and Donna Williams are co-chairing the event. **Middle school ministry** is moving in a new direction, with a new focus on area confirmation retreats and a middle school retreat. **Higher Things** hosted four conferences this summer, with Kansas congregations attending in North Dakota and Colorado. The next **LCMS Youth Gathering** will be held next summer in Houston.

**Committee News.** The **Children's and Family Life Committee** (CFLC) continues to highlight resources from the Synod and Concordia Publishing House to enrich the faith lives of members in our congregations. The **Church Worker Care Committee** is on track to release the Church Worker Care Team manual and an associated CWCT resources webpage this fall. The Older Adult Ministry Committee issued its second *Senior Moments* newsletter.

**LERT.** The communities of Natoma and Selden sustained storm damage following flooding (May 16) and a tornado (May 23). Members of the Messiah, Hays LERT team responded. The NE Kansas LERT team helped with clean-up in Garnett after a storm June 11. A work day and mock deployment has been scheduled for October 15-16 at the Retreat Center in Herington.

## LCEF

Jeff Maltz

### Business Summary

- Through June 2021, the LCEF Kansas District has **29** LCEF loans outstanding with a balance of **\$14,637,520**.
- The LCEF Kansas District has **1,859** investors.
- Total amount invested: **\$59,118,628**

**District Activity.** Calvary Lutheran Church in Topeka has secured a loan for building improvements. Trinity Lutheran Church in Garden City paid off a \$50,000 loan in April 2021.

**Featured Investment Product.** LCEF's Church Worker Steward Account is now in the spotlight. The account, offering 1.5% on balances up to \$10,000, is open to all LCMS church workers.

### Business Office

Heather Williams

**District Audit.** The District received its final audit report for the year ended January 15, 2021. The report contained an unqualified (clean) opinion. The management letter contained no management comments or deficiencies in internal controls.

**Finance.** Financial results for the second quarter are joyfully positive. Thanks be to God and to our congregations for their continued support! Congregational giving is currently over 53% of budget for the six-month fiscal period, with year-to-date receipts ahead of commitments. Expenses came in at less than 47% of budget for the same period.

**District Properties.** We will be seeking bids to dig up and repair the electrical conduit on the west side of the building to address water flowing into the basement utility room. We passed our annual boiler inspection, and all systems are functioning properly.

**Planned Giving.** The Planned Giving advocate training recording videos have been compiled and are now available for any additional individuals interested in serving as advocates. Two advocates are currently completing the video training.

**Estates.** In June 2021, the District received an unrestricted estate gift of \$39,936.99 from a lifelong member of St. Paul, Duluth. Also in June 2021, the District inherited investments totaling \$137,647.12 from the estate of a long-time commissioned worker. We will have an additional \$50,000 gift coming from the donor's accounts at LCEF. Half of the gift is unrestricted, and the other half is to be used for African missions.

### Communications

Kris Bruss

**LW Series.** We began a new series in *The Lutheran Witness* called "Living as the Baptized." President Panzer introduced the series in the June/July issue, and VP Rick Rostek contributed an article on Bible study for the August issue. The September issue will feature an article on mentorship from VP Mark Schulz.

**“Living as the Baptized” Document.** In conjunction with the “Living as the Baptized” series in *The Lutheran Witness*, we’ve produced a small four-page publication addressing this theme—a project informed by strategic planning discussions and staff reading (e.g., “The Royal Priesthood” by the LCMS Commission of Theology and Church Relations). The publication will be posted on the website and shared at District events, including the planned staff tour of Kansas in November.

**Mission Grant Application Materials.** Every July, we review and revise Kansas District Mission Grant materials. With this review cycle, we implemented more substantive revisions than usual in response to issues that have emerged in the board’s grant review process (e.g., recipients unable to use funds for their original project). Grant materials are scheduled to be sent to congregations in early August.

**Social Media Policy.** In response to member requests for an example of a social media policy, we’ve started working on a policy for the District. The policy addresses areas including good judgment, privacy of information, intellectual property, transparency, and media relations.

## **BOARD REPORTS**

*Special note: Service board meetings continue to be conducted via Zoom, with board chairs providing brief verbal highlights at the full Board of Directors meeting.*

### **Board of Missions**

Marvin Schulteis, Chair

**West Africa Missions Committee.** We conducted the 2021 Pentecost Offering in May after taking a year off due to the pandemic. It’s too early to report on gifts, but if contributions are lower than hoped for, we have designated estate gifts that will help us support Guinea and West and Central Africa this year. Prayers are requested for the Heineys (missionaries in Guinea) and for an upcoming meeting of church leaders in West Africa.

**Campus Ministry.** We are working on a campus ministry meeting in the fall, possibly at the Fall Pastors Conference. There has also been some early discussion about the potential addition of a campus ministry coordinator (which the District used to have) to promote campus ministry.

**2022 Mission Grants.** Many grant recipients are now very active (e.g., campus ministries; addiction recovery support; youth ministry in Junction City). A new round of grant applications is set to open soon. The board reviewed revised 2022 grant materials in preparation for a new round of grant applications.

## **ACTION ITEM**

The Board of Missions moved and approved the following:

- To redirect \$1500 in unused mission grant funds in the amount of \$500 to Fairmount Ministries (contingent on the distribution of donated laundry detergent from Christ, Overland Park) and \$1000 to Concordia Academy in Wichita.

### **Board of Education**

Bruce Schultz, Chair

**Committee Report Review.** Jim Bradshaw highlighted the work of various committees, including Children’s and Family Life, Adult Education, and District Youth Ministry.

**Review of Convention Resolutions.** Bruce Schultz led a review of progress on three resolutions from the last District convention. The board discussed getting overtures for the 2022 District convention ready for the October board meeting.

## **ACTION ITEMS**

The Board of Education & Youth passed the following motions:

- To approve in principle the agreements with Lottie Lee as Professional Development Committee Chairperson and Jane Limback as Kansas District National Lutheran Schools Accreditation Commissioner for the 2021-2022 school year.
- To approve and forward the Board of Education and Youth 2022 budget proposal (lines 122-131) to the Board of Stewardship for action.

## **Board of Caring Ministry**

Rick Hanebutt, Chair

**Committee Report Review.** The board reviewed reports from Disaster Response, Parish Nurse Ministry, Church Worker Care, Older Adult Ministry, and the Pastors' Wives Retreat.

**Resolutions Review.** The board reviewed resolutions and actions that have been taken in response since the 2018 convention. The status of Res. 18-02-05 (Providing Christ-centered, Compassionate Care to Those with a Mental Illness or Disorder) was updated.

**Sabbatical Guidelines.** The board discussed sabbatical guidelines that were initially approved in 2002 and now need updating. Jim Bradshaw will forward the draft to the Church Worker Care Committee for review and revision.

**Statewide Service Event.** The Missouri District conducted a "Shine" campaign in April, with over 5100 people participating in service events. Our district has been invited to consider participating next year. The board will be seeking more information about this opportunity.

## **ACTION ITEMS**

- The board approved proposed budget line items for the 2022 budget.

## **Board of Stewardship**

Dan Thalmann, Chair

**2021 Congregation Receipts Review.** Heather Williams reviewed the Congregational Giving Report (2018-2021), which includes both monthly numbers and a graph for the past three years in comparison to the current year's monthly giving. The three months of the current quarter have each been above the prior three-year average, showing a strong quarter of congregational giving.

**2021 Budget and Financials Review.** Congregational receipts for the first six months are at 53.56% of the annual budget. Expenses are in line with first half of the year expectations, with total expenses at 46.56% of the budget. Scholarship Grants, Ed Loan Repayment Grants, and payment for the roof project are significant expected outlays in the coming months.

**2022 Budget.** Heather Williams presented the 2022 draft budget, noting changes to income and expenses including increases to salary, benefits, and executive travel. The Board is recommending that

the 2022 budget factor in a 1.7% expected decline for congregational receipts, as this is consistent with the trend from the last few years.

**Stewardship Board Committee Updates.** The **Scholarship Committee** met in June to designate Scholarship (Grant in Aid) recipients for the 2021-2022 school year. Grants were awarded to 21 students at our Concordia Institutions. The **Retreat Center Task Force** met Friday, April 30, following the spring Board of Directors meeting. A group of local trustees has been gathered from the Herington area to provide assistance to the District staff as needed. They will meet with Heather Williams and Rev. Stahlecker on Wednesday, July 28, to walk through the Retreat Center.

### Board of Administration

Dave Bruns, Chair

**District Office Building.** Jim Bradshaw presented on behalf of the District staff concerning the District Office building. He shared considerations and actions necessary for securing a tenant for the first floor of the building.

**Financial Reports.** Business Manager Heather Williams reported on the financial status of the District, reviewing balance sheets, statement of activities, and budget-to-actual and income-to-expenses spreadsheets. She also presented the 2022 draft budget.

### ACTION ITEMS

The board approved the following for consideration by the Board of Directors:

- To acknowledge gifts received from April 16, 2021, to July 15, 2021, in the amount of \$59,668.88.
- To authorize District staff to seek a not-for-profit tenant whose occupancy and activities would not be contrary to the beliefs of the LCMS nor in any way compromise our ability to conduct District business.

### Salary Review

Bruce Schultz, Chair

**Compensation Discussion.** The Salary Review Committee reviewed the Consumer Price Index, other regional district salary guidelines, local public school systems' starting salaries, and information from the compensation tool provided by Concordia Plan Services (CPS).

### ACTION ITEMS

It was moved, seconded, and approved by the committee to forward to the Board of Directors the following resolutions:

- **Resolution 21C-07-01:** Salary Guidelines Base Salary for 2022 in the amount of \$36,870, an increase of \$1,756, or 5.0%.
- **Resolution 21C-07-02:** Continue the District's enrollment in CHP's High Deductible Plan.
- **Resolution 21C-07-03:** Approve the 2022 budgeted payroll amounts per the District salary scale spreadsheet, without adding the factor of this year's experience in preparing the upcoming budget.