



Kansas District Board of Directors

August 11, 2023

President:	Rev. Justin Panzer
Vice-Presidents:	Rev. Dr. Mark Schulz, Vice-President, Region 1 Rev. Alan Stahlecker, Vice-President, Region 2 Rev. Michael Schotte, Vice-President, Region 3 Rev. Michael Hageman, Vice-President, Region 4
Secretary:	Rev. Joshua Woelmer
Treasurer:	Mr. Brad Brunkow
Circuit Visitor Chair:	Rev. Andy Keltner
Commissioned Ministers:	Mrs. Rachel Goodpasture (installed today) Mr. Rick Hanebutt Mrs. Sue Kleber
Laity:	Mr. David Bruns Mr. Curt Engelbrecht Mr. Kevin Fredrickson Mr. Marvin Schulteis Mr. Bruce Schultz Mr. Dan Thalmann Mr. Mark Wolters
Lead Staff:	Mr. Jim Bradshaw, Assistant to the President for Education and Youth Mr. Jeff Maltz, LCEF Vice-President Ms. Jackie Schaefer, Communications Specialist Mrs. Heather Williams, Business Manager
Excused:	none

Dave Bruns called the meeting to order at 9:00 a.m. Rev. Michael Schotte led our devotions, based on Matthew 13:44–46. His message focused on the gospel that Christ is our treasure, even as He seeks us out to find us and bring us home with Him.

Mrs. Rachel Goodpasture was installed as a commissioned member of the BOD.

The minutes from the previous regular meeting, the special call meeting, and the special BOD vacancy meeting were approved.

Six items were proposed for inclusion on the consent Agenda:

Resolution 23C-01-01 – Acknowledgement of Quarterly Gifts

Resolved, that the Kansas District Board of Directors acknowledge the gifts received from April 16, 2023 to July 15, 2023 with the designation as follows:

Undesignated/Unrestricted	\$1,267.17
LERT/KS Disaster	\$2,000.00
West Africa	\$75.00
KansaSEED Deaf Ministry	\$300.00
Pentecost	\$1,750.00
Total	\$5,392.17

Resolution 23C-06-01 – St. Peter’s, Humboldt

Resolved, that the LCMS Kansas District Board of Directors approve the St. Peter’s, Humboldt Constitution and Bylaws.

Resolution 23C-06-02 – Augsburg, Shawnee

Resolved, that the LCMS Kansas District Board of Directors approve the Augsburg, Shawnee Constitution and Bylaws.

Resolution 23C-06-03 – Christ, Topeka

Resolved, that the LCMS Kansas District Board of Directors approve the Christ, Topeka Constitution and Bylaws.

Resolution 23C-06-04 – St. John’s, Topeka

Resolved, that the LCMS Kansas District Board of Directors approve the St. John’s, Topeka Constitution and Bylaws.

Resolution 23C-06-05 – Our Redeemer, Herington

Resolved, that the LCMS Kansas District Board of Directors approve the Our Redeemer, Herington Constitution and Bylaws.

Resolution 23C-06-06 – Designation of the October 2023 Church Worker Conference offering for the Worker Care Fund

Resolved, that the LCMS Kansas District Board of Directors approve the designation of the October 2023 Church Worker Conference offering for the Worker Care Fund.

Resolution 23C-06-07 – Nomination of Mr. David Hawk to the CCM

Resolved, that the LCMS Kansas District Board of Directors nominate Mr. David Hawk, attorney, to the CCM for consideration of appointment by the Council of Presidents in accordance with Bylaw 3.9.2.1.1.

Resolution 23C-06-08 – Appointment of Rev. Dean Christ and Rev. Justin Panzer

Resolved, that Rev. Dean Christ and Rev. Justin Panzer be appointed as the two “Members” to Lutheran Social Services, Inc. to represent the LCMS Kansas District for 2024.

Approval of District President’s Appointment to the **Kansas District Youth Ministry Committee (DYMC)**: Pr. Dennis Kootz chair-elect (Trinity, Salina Associate Pastor)

Action: Consent agenda adopted

Staff and Board Reports

Rev. Justin Panzer, President, presented his report. He spoke about stewardship and the fact that everything we do as stewards of God’s goodness flow first from our baptism as God’s children. Everything that is done in our congregations flows from and is directed back to the glory of God and the benefit of the neighbor. He gave an update on his meetings and events attended, congregational calls, pre-call meetings, and ordinations and installations. He spoke about the

recent Synod Convention, providing a summary of the resolutions and major elections. He explained the work of District Reconcilers, as well as their training, in preparation for the vote later in the day. He noted that planning for the next District Convention will begin soon.

Mr. Jim Bradshaw, Assistant to the President for Education and Youth, presented his report. He gave an update on the commissioned calls to and from the District. He updated us on the DCE clusters and the Joint Workers Conference in October. He noted the closure of Topeka Lutheran School and the work that the Board is doing to address property matters. He reported on the opening of St. John's Classical Lutheran School in Topeka, and the work that the District has been doing to allow the school to meet in the first floor of the Kansas District Office. He gave an update on the youth ministry events that happened over the summer and those that are upcoming this Fall. He presented the work of the Church Worker Care Committee, LERT, and Older Adult Ministry.

Mr. Dan Thalmann, chair of the Board of Education and Youth, presented the report of the board. He provided positive news that all the teaching positions in the schools are filled, and the Board continues to encourage congregations to look into opening schools. He spoke to the resolutions that the Board is bringing before the Board of Directors, especially to investigate the State of Kansas Tax Credit plan that supports low-income students, and how our District's schools can make use of it. Mr. Curt Engelbrecht and Mr. Jim Bradshaw also spoke to the benefits this could bring to our schools.

Mr. Rick Hanebutt, chair of the Board of Caring Ministry, presented the report of the board. He provided updates on Disaster Relief, Older Adult Ministry, and the Church Worker Care Committee. They are searching for a future parish nurse coordinator. With this, the Board will be working to raise awareness of the parish nursing ministries. He emphasized the District-Wide Service Project named "Faith at Work." Publicity for the event has begun, and congregations, schools, and church organizations are encouraged to take part.

Assistant to the President for Missions and Stewardship is vacant—no report.

Mr. Marvin Schulteis, chair of the Board of Missions, presented the report of the board. He highlighted the work at the classical school in Wichita and the work that is being done there. He spoke about Lord of Life, Leawood and their internet outreach to the community that is booming. He let us know that the 2024 Mission Grant mailings have gone out. Ms. Jackie Schaefer updated us that over \$25,000 has been donated so far to the Pentecost Offering for West Africa. The money is going to build a seminary there, and John Wolf will be giving us an update with pictures on how the project is coming along. Pres. Panzer added information on Light of the World De Soto church plant; the goal is to begin worship services on October 15. He also gave an update on the Christ, Manhattan, revitalization, as well as the KState Campus Ministry. Rev. Schulz informed us of the installation of Rev. Daniel Jordan and the work he is doing for KC Hispanic Ministry.

Mr. Jeff Maltz, member of the Board of Stewardship, presented the report of the board. He reported on their business this last quarter, focusing on the call committee for Rev.

Daniel Grams. They reviewed the financial numbers and noted that they were positive. They will begin the budget discussions for presentation at the next Board meeting.

Mr. Jeff Maltz, LCEF Vice-President, gave us information on the loans and investments held by congregations in the District. There have been two new loans this quarter. LCEF loan rates have been following the interest rates in the market, but remain competitive. LCEF is working on a Church Worker Loan Pool. This will bring down the interest rates for loans offered to church workers, including residential mortgages, home equity, debt consolidation, and educational consolidation loans.

Ms. Jackie Schaefer, Communications Specialist, presented her report. She has worked extensively on the website. Her special projects include work for the Light of the World mission plant, organizing District Congregations and Schools Photos for the “Out and About” Facebook posting, and the Mission Grant Application Materials. Her upcoming projects include the Reformation Offering materials.

During our lunch, we watched a video on the “Faith at Work” District-Wide Service Project.

Mrs. Heather Williams, Business Manager, presented her report. She first highlighted the lease contract with St. John’s Lutheran Classical School. They will be using the first floor as a classroom. Financial increases are being covered by St. John’s. School will begin September 6. There has been some work on the basement floor to make that more usable. Financial results are positive. The Synod audit came back with a clean opinion. She provided an update on Planned Giving visits and the Herren Fund Grants. She presented the Salary Review Guidelines, highlighting the extended narrative explanation and the results of “flattening the curve.” There was discussion on the Salary Review Guidelines, thanking Heather for her work and additional explanations in the Guidelines. She presented the 2024 Draft Budget. The projected income and expenses will be slightly increased from this year’s budget. The increased projected expenses are a result of increasing insurance premiums, salaries reflecting years of service, and operating costs influenced by inflation. The final draft of the budget will be presented for approval in November.

Mrs. Heather Williams, representing the Salary Review Committee, explained the resolutions that the Committee is bringing before the Board of Directors. The Board already discussed the Guidelines earlier; other resolutions are to approve the Health Plan for District staff and to approve the payroll amounts for District staff that reflect another year of service.

Mr. Brad Brunkow, Treasurer, added information on the Budget to help us review it before the next meeting. He commended Heather for her work with the Synod’s Audit Team; we received a positive report from them. He presented the Financial Dashboard, Balance Sheet, Statement of Activities, and the Budget-to-Actual Tables.

Mr. Dave Bruns, chair of the Board of Admin, presented the report of the board.

Rev. Joshua Woelmer, Secretary, gave his report. He gave an update on work of the Congregational Constitutions & Bylaws Review Committee and District Bylaws & Operations

Manual Committee. Next summer will bring Circuit Forums, as well as preparations for the District Convention. He gave an update on the Synod Convention as it impacts the District and Circuits: the overtures submitted, elections, and pertinent resolutions. The Board discussed the implications for our cross-circuit parishes, circuit forum elections, and the realignment process of our circuits.

Unfinished Business

The President's Council and Board of Directors may pause discussions on circuit alignment because the Synod Convention created a task force to look at electoral circuits during this triennium and bring proposed changes to the next Convention. Any changes we make now may need further changes after the next Synod Convention.

Rev. Daniel Grams has accepted the call as Executive Assistant for Congregational & School Services. Pres. Panzer informed us of his letter, which includes the timeline for his family's move to Kansas and starting his work for the District. The Call Committee was thanked for their work.

New Business

23C-03-01 To approve Position Descriptions for the District National Lutheran School Accreditation Commissioner and the District Early Childhood Consultant.

Resolved, that the position descriptions for the District National Lutheran School Accreditation Commissioner and the District Early Childhood Consultant, which were prepared by the district operating manual committee (dated 06/19/2023) be accepted by the board and included in the DOM.

Action: Approved

23C-03-02 To extend a contract to fill the position of District National Lutheran School Accreditation Commissioner for the 2023-2024 school year.

Resolved, that a contract be extended to Ms. Jane Limback to fulfill the duties of the position of District National Lutheran School Accreditation Commissioner for the 2023-2024 school year, as outlined in the district operating manual and stipulated by contract, with a stipend of \$2,500.

Action: Approved

23C-03-03 To extend a contract to fill the position of Professional Development Coordinator for the 2023-2024 school year.

Resolved, that a contract be extended to Ms. Lottie Lee to fulfill the duties of the position of Professional Development Coordinator for the 2023-2024 school year, as outlined in the district operating manual and stipulated by contract, with a stipend of \$1,500.

Action: Approved

23C-03-04 To investigate scholarship opportunities available to students in District schools through the State of Kansas Tax credit for Low Income Students Scholarship Program.

Whereas, the State of Kansas has established the Tax Credit for Low Income Students Scholarship Program; and

Whereas, scholarship granting organizations (SGO) have been established to provide scholarship support for students attending Christian schools that are deemed to be ‘qualified’ under the guidelines of this program; and

Whereas, donors to SGOs would benefit from a tax credit that incentivizes and rewards support of this program; and

Whereas, many students attending District schools would be eligible for scholarship support through this program; therefore, be it

Resolved, that the BOEY working with the Assistant to the District President be directed to determine the opportunities and costs that may be provided to the Kansas District and District-affiliated schools through the Tax Credit for Low Income Students Scholarship Program; and be it finally

Resolved, that a final report be presented to the Board of Directors no later than their first regular meeting in 2024.

Action: Approved

Resolution 23C-06-09 – To Present a Slate for Kansas District Reconcilers.

Whereas, LCMS District Board of Directors appoint reconcilers as indicated in Bylaws 1.10.10-11:

1.10.10 Each district board of directors shall appoint and maintain a district roster of four reconcilers (ministers of religion—ordained, ministers of religion—commissioned, and laypersons), no more than two of whom shall be ministers of religion—ordained, from a list supplied by the circuit visitors of the district. The Synod shall provide appropriate training within six months following each national Synod convention.

1.10.10.1 The term of service of a reconciler shall be six years, renewable immediately following every even-numbered Synod convention (2010, 2016, etc.) without term limitations. Reconcilers shall be people “of good reputation, full of the Holy Spirit and wisdom” (Acts 6:3). Vacancies shall be filled by the district board of directors in the same manner as regular appointments. The district board of directors may add to the district roster of reconcilers a reconciler who has moved into the district from another district.

Resolved, that the LCMS Kansas District Executive Committee present to the Board of Directors the following slate to be voted on at the August 11, 2023 meeting.

- Ordained: Mark Schulz, Joel Schultz, Scott Snow, Tom Harmon
- Commissioned: Jeremy Pera
- Lay: Dave Bruns, Ron Sims

Action: Approved

A ballot vote was held. Fourteen ballots were collected, and Rev. Mark Schulz, Rev. Scott Snow, Mr. Jeremy Pera, and Mr. Dave Bruns were elected unanimously to be District Reconcilers. Tom Harmon and Ron Sims will remain as Alternate Reconcilers, should they need to be called up as a replacement for a Reconciler.

Resolution 23C-07-01 – Salary Guidelines Base Salary for 2024

Be it Resolved that the Board of Directors of the Kansas District establish the base rate for the Salary Guidelines for 2024 in the amount of \$40,000, an increase of \$1,381 or 3.6%.

Action: Approved

Resolution 23C-07-02 – Salary and Benefit Guidelines for 2024

Be it Resolved that the Board of Directors of the Kansas District approve the Salary and Benefit Guidelines for 2024 as amended and edited.

Action: Approved

Resolution 23C-07-03 – 2024 Participation in CHP’s Healthy Me HSA-A Plan

Be it Resolved that the Board of Directors of the Kansas District continue their 2024 enrollment in the Church’s Plan and offer the Healthy Me HSA-A with Concordia Plan Services for eligible Kansas District Staff. The health plan will be supplemented by an annual contribution representing the full deductible by the District to a Health Savings account for those employees enrolled in the CHP.

Action: Approved

Resolution 23C-07-04 – 2024 District Payroll Budget

Be it Resolved that the Board of Directors of the Kansas District approve the 2024 budgeted payroll amounts per the District salary scale spreadsheet as presented.

Action: Approved

Announcements

- October 8–10 – 2023 Joint Church Workers Conference at Holy Cross, Wichita
 - October 8, 2023 – 6:30 p.m. Opening Divine Service with Holy Communion @ Holy Cross, Wichita
- Future BOD Meetings
 - November 3, 2023 (*Hybrid model; Friday in-person meeting date*)
 - February 2, 2024 (*Hybrid model; Zoom Friday meeting date*)
 - May 3, 2024 (*Hybrid model; Friday in-person meeting date*)
 - August 2, 2024 (*Hybrid model; Friday in-person meeting date*)
 - November 1, 2024 (*Hybrid model; Friday in-person meeting date*)
 - January 31, 2025 (*Hybrid model; Zoom Friday meeting date*)
 - May 9, 2025 (*Hybrid model; Friday in-person meeting date*)

The board adjourned at 1:40 p.m.

Closing prayer was led by Rev. Justin Panzer.

Respectfully,

Rev. Joshua J. Woelmer, Secretary



Kansas District Board of Directors

October 9, 2023

The Kansas District Board of Directors conducted an electronic vote pursuant to the Kansas District Bylaws 3.2.1.3(b)(6), which reads:

Actions Using Electronic Ballot: In situations where Board members are not able to meet as described above, the Board may take action by use of electronic ballot (e.g., e-mail, internet-based voting, etc.), provided all voting members of the Board cast a vote and the result of the voting is unanimous.

The resolution on the table is below:

Resolution 23C-01-02 – 2023 Housing Allowance Designation

Resolved, that the LCMS Kansas District Board of Directors establish the staff housing allowance for 2023 for: Rev. Daniel Grams.

The election was conducted from October 3–9. Votes were sent to and tabulated by Secretary Woelmer. The vote was unanimously in favor of the resolution with all members participating.

Action: Adopted

Respectfully,

Rev. Joshua J. Woelmer

LCMS Kansas District Secretary