



Kansas District Board of Directors

November 3, 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
Mr. Rick Hanebutt
Mrs. Sue Kleber
- Laity: Hon. David Bruns
Mr. Curt Engelbrecht
Mr. Kevin Fredrickson
Mr. Dan Thalmann
Mr. Mark Wolters
- Lead Staff: Mr. Jim Bradshaw, Assistant to the President for Education and Youth
Rev. Daniel Grams, Assistant to the President for Congregational and School Services
Mr. Jeff Maltz, LCEF Vice-President
Ms. Jackie Schaefer, Communications Specialist
Mrs. Heather Williams, Business Manager
- Excused: Bruce Schultz, Marvin Schulteis

Hon. Dave Bruns called the meeting to order at 9:00 a.m. Rev. Michael Hageman led our devotions, based on Matthew 22:1–22. His All Saints’ Day message reminded us that even when we have empty hands, Christ fills our hands with himself and reminds us of the eternal glory that he promises us.

The minutes from the previous regular meeting and the special email vote were approved.

Six items were proposed for inclusion on the consent Agenda:

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

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

| | |
|---------------------------|-------------------|
| Undesignated/Unrestricted | \$2,062.62 |
| KansaSEED Deaf Ministry | \$50.00 |
| Scholarship | \$525.00 |
| Total | \$2,637.62 |

Resolution 23D-01-02 – 2024 Housing Allowance Designation

Resolved, that the LCMS Kansas District Board of Directors establish the staff housing allowances for 2024 for: Rev. Justin Panzer, Mr. James Bradshaw, Rev. Daniel Grams.

Resolution 23D-01-03 – 2024 Auditor Appointment

Resolved, that the LCMS Kansas District Board of Directors appoint the LCMS auditors for 2024.

Resolution 23D-05-02 – Ash Wednesday Offering Designation for 2024

Whereas, there is need for identifying sources of funding for Scholarship Grants to students pursuing degrees in professional church work at LCMS universities and seminaries; and Whereas, there is also need for identifying sources of funding for grants to church workers in the Kansas District who have education loan indebtedness; therefore, be it Resolved, that the proceeds of the 2024 Ash Wednesday Offering be allocated 25 percent to the Kansas District Scholarship Fund and 75 percent to the Kansas District Education Loan Repayment Fund.

Resolution 23D-06-01 – Immanuel, Lawrence

Resolved, that the LCMS Kansas District Board of Directors approve the Immanuel, Lawrence Constitution and Bylaws.

Resolution 23D-06-02 – St. Paul's, Haven

Resolved, that the LCMS Kansas District Board of Directors approve the St. Paul's, Haven Constitution and Bylaws.

Approval of District President's Appointment to the **Kansas District Youth Ministry Coordinator**: Miriam Wehling

Action: Consent agenda adopted

Staff and Board Reports

Rev. Justin Panzer, President, presented his report. He began by highlighting the resolutions passed this summer in Floor Committee 1 on National Witness. There are many opportunities to proclaim the forgiveness of sins as we plant churches, engage in mission efforts, and strengthen congregations in their ongoing ministry. He gave an update on his meetings and events attended, congregational calls, pre-call meetings, and ordinations and installations.

Rev. Daniel Grams, Assistant to the President for Congregational and School Services, reported about his transition into Kansas. He has been working with Jim Bradshaw as he meets with schools and various ministries around Kansas. He has been learning about the work of the Board of Missions, particularly the Mission Grant requests that the District received. He is working to develop his Missions & Stewardship presentations for congregations.

Mrs. Sue Kleber, member of the Board of Missions, along with Pres. Panzer and Rev. Dan Grams, presented their report. They highlighted the Mission Grant Applications, describing the requests and awards. They noted the Church Planting/Revitalization and Hispanic Outreach opportunities that are underway in the District.

Mr. Mark Wolters, chair of the Board of Stewardship, presented their report. One loan through LCEF has been paid off. Congregational receipts are projected to be above what

was budgeted, and expenses are slightly under budget. The 2024 Budget will be presented later in the meeting. He presented updates on Planned Giving presentations and the work of the Scholarship and Education Loan Repayment Committee to award money to students and workers.

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 provided a report on the October Church Workers Conference and the plans for next year's conferences in Topeka (Pastors) and Olathe (Educators). Regarding school ministry, Amy Schultz (District Early Childhood Consultant) has formed an Early Childhood Cabinet to help support Early Childhood Centers around the District. *Genesis Project* school feasibility studies are ongoing in various congregations. He presented on the past and upcoming Youth Ministry retreats and gatherings. He reported on the work of the Church Worker Care Committee, LERT, and Older Adult Ministry.

Mr. Dan Thalman, chair of the Board of Education and Youth, presented the report of the board. The Board focused almost exclusively on accreditation, especially as the National Lutheran School Accreditation (NLSA) and the Kansas Education Systems Accreditation (KESA) interact with one another. We would like KESA to acknowledge NLSA as fully congruent with the goals of KESA. This would assist our schools with funding that is connected to accreditation and with the professional development process. We would like teachers who move from a Lutheran parochial school to a public school to have their years of experience recognized.

Mr. Rick Hanebutt, chair of the Board of Caring Ministry, presented the report of the board. He provided updates on Disaster Relief, Parish Nurse, the Church Worker Care Committee, Older Adult Ministry, and Pastors' Wives retreat. Mary Hume is continuing as Parish Nurse while a search is on for her replacement; the Board is welcoming names for her replacement. Rick emphasized the District-Wide Service Project named "Faith at Work." The District has sent out information packets to congregations. Publicity will continue at various District events.

Mr. Jeff Maltz, LCEF Vice-President, gave us information on the loans and investments held by congregations in the District. One loan has been paid off this quarter. LCEF has opened investments for 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.

The Board of Directors entered executive session for the purpose of discussing personnel matters.

The Board of Directors exited executive session.

Ms. Jackie Schaefer, Communications Specialist, presented her report. She continues to work on and update the website with events and updates. Her special projects include a West Africa Powerpoint presentation for the Mission Advocates to use during their mission-focused visits around the District. She has updated the Lutheran Center brochure.

Mrs. Heather Williams, Business Manager, presented her report. She reviewed financial compensation for several call documents. She reported updates on property, accounting/finance, planned giving, Salary Review Committee, and the Herren Fund grants. She presented the 2024 Proposed Budget, describing the changes from the previous year's budget and answering questions from the Board.

Mr. Brad Brunkow, Treasurer, presented the Financial Dashboard, Balance Sheet, Statement of Activities, and the Budget-to-Actual Tables. He presented the Financial Asset Planning sheet for October 2023 and the changes that have been made in this quarter.

Hon. Dave Bruns, chair of the Board of Administration, presented the report of the board.

Rev. Joshua Woelmer, Secretary, gave his report. He presented the need for the Board of Directors to fill vacancies on the Nominations Committee. The nominations for the ordained and commissioned minister positions will be open until the next BOD meeting, when the election for those positions will occur. He gave an update on work of the Congregational Constitutions & Bylaws Review Committee. Circuit Forums to elect Circuit Visitors will need to happen next summer.

Unfinished Business

Mr. Jim Bradshaw and Rev. Daniel Grams presented the plan for how a Scholarship Granting Organization (SGO) could help our Lutheran schools. An SGO would perform as a stand-alone tax-exempt 501(c)(3). Individuals could donate to the SGO for tax purposes, and this money would be distributed as scholarships to help with the school tuition for low-income students. The Kansas Legislature has opened this to those who are within 250% of the poverty line, which encompasses many more individuals than when the law was first passed. The Board of Directors crafted Resolution 23D-03-01 (see New Business) to encourage District staff to pursue this opportunity for our District schools. There will also be guidance for pastors, principals, and teachers on how to communicate and incorporate these changes for their schools.

New Business

Resolution 23D-01-04 – To Establish Uniform Term Limits

Whereas, in 1985 the Kansas District first established term limits for the Office of the District President to three (3), 3-year terms; and

Whereas, the 2009 Kansas District Convention passed Resolution 09-01-02 to increase the term limits for the Office of the District President by one term to four (4); and

Whereas, the 2022 Kansas District Convention passed Omnibus Resolution A: “To Decrease the Term Limit of the Office of the District President from 4 Terms (12 years) to 3 Terms (9 Years)” (Overture 22-03-07); and

Whereas, the conversation of the open floor committee hearings focused on making uniform terms of elected offices in the Kansas District and were not focused on reducing the term limit of the Office of the District President; and

Whereas, conversations with pastors at Circuit Winkel gatherings has provided near unanimous support of the same; and

Whereas, the Kansas District Board of Directors is in unanimous agreement of establishing uniform term limits; therefore, be it

Resolved, that the LCMS Kansas District Bylaws be changed to allow 4, 3-year term limits for the following positions: Region Vice-President, District Secretary, Board of Directors members, and Circuit Visitors; and be it finally

Resolved, that these changes be put into place immediately at the 2025 Kansas District Convention for the purpose of elections.

Action: Approved

Resolution 23D-06-03 – Reappointment of Mr. Jim Bradshaw

Resolved, that Mr. Jim Bradshaw be reappointed to the Kansas District Executive Staff for a 1-year term. Term will conclude at the end of Fiscal Year 2024.

Action: Approved

Resolution 23D-05-01 – 2024 Budget Adoption

Resolved, that the 2024 budget, as presented, be approved by the Board of Directors.

Action: Approved

Resolution 23D-05-03 – To Board Designate Unspent 2023 Funds for Rev. Grams Moving Expenses

Resolved, that unspent 2023 funds of up to \$15,000 be moved to a board-designated fund for “Rev. Daniel Grams Moving Expenses.”

Action: Approved

Resolution 23D-03-01 – To Authorize the Kansas District to Pursue the Establishment of a Scholarship Granting Organization to Apply for 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 District staff move forward to establish a Scholarship Granting Organization for LCMS Kansas District Schools (K-12), subject to the approval of the Board of Directors; and be it further

Resolved, that the District establish the SGO as a stand-alone tax-exempt 501(c)(3); and be it finally

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

Action: Approved

Announcements

- Future BOD Meetings
 - February 2, 2024 (*Hybrid model; Friday Zoom 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; Friday Zoom meeting date*)
 - May 9, 2025 (*Hybrid model; Friday in-person meeting date*)

The board adjourned at 1:07 p.m.

Closing prayer was led by Rev. Justin Panzer.

Respectfully,
Rev. Joshua J. Woelmer, Secretary



Kansas District Board of Directors

December 6, 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 23D-01-05 – Christmas Bonuses for District Staff

Resolved, that the LCMS Kansas District Board of Directors offer a Christmas bonus of \$300 after tax to each District staff member.

The election was conducted from November 30–December 6. 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