



Kansas District Board of Directors

November 1, 2024

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

Hon. Dave Bruns called the meeting to order at 9:00 a.m. He led our devotion based on Romans 3:19–28, speaking about the Two Kingdoms theology and how Reformation Day, All Saints’ Day, and the upcoming Election Day fit into God’s plan for our lives in this world and the next.

The minutes from the previous regular meeting were approved. The minutes from the special Board meeting were approved.

Seven items were proposed for inclusion on the Consent Agenda:

Resolution 24D-01-01 Acknowledgement of Quarterly Gifts

Resolved that the Kansas District Board of Directors acknowledge the gifts received from July 16, 2024 to October 15, 2024 with the designation as follows:

Undesignated/Unrestricted	\$1,248.91
Deaf Ministry	\$100.00
Church Worker Care	\$100.00
Total	\$1,448.91

Resolution 24D-01-02 – 2025 Housing Allowance Designation

Resolved, that the LCMS Kansas District Board of Directors establish the staff housing allowances for 2025 for: Rev. Justin Panzer, Rev. Daniel Grams.

Resolution 24D-01-03 – 2025 Auditor Appointment

Resolved, that the LCMS Kansas District Board of Directors appoint the LCMS auditors for 2025.

Resolution 24D-05-01 – Ash Wednesday Offering Designation for 2025

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 2025 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 24D-06-01 – Trinity, Hanover

Resolved, that the LCMS Kansas District Board of Directors approve the Trinity, Hanover Constitution and Bylaws.

Resolution 24D-06-02 – Zion, Hiawatha

Resolved, that the LCMS Kansas District Board of Directors approve the Zion, Hiawatha Constitution and Bylaws.

Resolution 24D-06-10 – Kansas District Bylaw Revisions: Cleaning Up Formatting

Whereas, there are minor formatting and numbers errors that were included in the final approved copy of the District Bylaws, therefore be it

Resolved, that the LCMS Kansas District Board of Directors approve changes to the Bylaws. Proposed changes will be included for the 2025 Kansas District Convention.

Bylaw 2.6: changing the subsections (a), (b), etc. to numbers 2.6.1, 2.6.2, etc.

Bylaw 3.3.6: remove underlining of the final sentence

Bylaw 5.1.~~12~~ ...

Bylaw 5.1.~~23~~ ...

Bylaw 5.1.~~34~~ ... (note that the four is crossed out, but this is at the same level as the crossbar for the number 4)

Bylaw 5.3: remove the underlining of the word “lay”

Action: Consent agenda adopted

Staff and Board Reports

Rev. Justin Panzer, President, presented his report. There has been a shift from the standard SET forms to the new OMIF system by the LCMS, and he and Tami are working to adapt to the new system for sending and receiving information on pastors for calls. He gave updates on calling congregations.

The Board entered Executive Session.

The Board exited Executive Session.

Rev. Panzer ended his report by inviting the Board members to join the District Convention next June. They will need to speak with District Staff if they wish to attend.

Mr. Rick Hanebutt, chair of the Board of Caring Ministry, presented the report of the board. He highlighted the proposal to continue the District-wide “Faith at Work” service

project next year again. He touched on the reports from the committees and ministries that report to the service board.

Rev. Daniel Grams presented the report of the Retreat Center Task Force. They had met onsite with a realtor to assess the value of the property and to get a market analysis for the property with regards to its location. The task force also met with a representative from Shepherd's Canyon (an LCMS RSO). They are looking for a potential retreat center in the Midwest and were interested in the Retreat Center. However, Shepherd's Canyon decided that another property was a better fit for their ministry needs, but Rev. Buelmann offered insights for how we could make better use of the Retreat Center.

Rev. Daniel Grams, Assistant to the President for Congregational and School Services, presented his report. He began by speaking on matters of education. He attended the Educator's Conference, which invited as speaker Dr. Bernard Bull, President of Concordia University, Nebraska. Dr. Bull provided many insights about Lutheran education that are leading to interest in strengthening our Lutheran schools and expanding what we can offer as LCMS congregations and schools, perhaps even high schools. There are four Genesis Projects that are underway for starting Lutheran schools of various types around the District. He provided updates on accreditation as it pertains to KESA and NLSA. The SGO for Kansas District Lutheran Schools submitted the application with the State Board of Education on September 18th. A website is being developed with a simple explanation for how an SGO works with a secure way to receive online donations.

Mr. Dan Thalmann, chair of the Board of Education and Youth, presented the report of the board. Their board has been greatly involved in helping to set up the SGO, and they are pleased with the anticipated approval by the Kansas Board of Education.

Rev. Grams then spoke to the work of missions and stewardship around the District. He highlighted the Philippians Conferences that have been and are being hosted by various congregations. He reported that Light of the World, De Soto, continues to evaluate the possibility of acquiring property.

Mr. Marvin Schulteis, chair of the Board of Missions, presented their report. The Board met in person at Beautiful Savior, Olathe, to review the Mission Grant requests that congregations submitted. Church plants and revitalization, Hispanic outreach, and campus ministry received priority. All those who submitted a grant request received some money, though it may not have been the full amount requested. Only eight congregations requested mission grant funds this year, down from previous years. The board encourages more congregational applications, especially from rural congregations. There was discussion on how to encourage mission grant applications. Mr. Schulteis presented the article "Lutheran Presentation on Revitalization" by Dr. Mark Wood that encourages revitalizing congregations rather than being solely focused on starting new congregations.

Mr. Mark Wolters, chair of the Board of Stewardship, presented their report. Their last meeting adjusted the 2025 Budget slightly, and it will be presented to the Board of

Directors during New Business for approval. Total receipts and income for this year have come in above what was predicted, and expenses are below budget.

Mr. Jeff Maltz, LCEF Vice-President, was absent but sent a written report for us to review. One loan has been approved and three have been paid off this quarter. LCEF rebranding is coming soon by the end of 2024.

Mrs. Heather Williams, Business Manager, presented her report. She has reviewed the financial compensation plan for nine call documents. The exterior basement stairwell repairs are ready to begin, pending approval by the fire marshal. Other projects at both properties have been completed. Congregational giving is above year-to-date commitments at 75.49% of budget, and expenses are at 72.14% of budget. She reported on a Planned Giving presentation and the Congregational Treasurer Workshops. She reported updates on accounting/finance, convention assessments, and the estates. She presented the 2025 budget.

The Board thanked Janet Powell as she retires for her work on the staff of the District Office as the Administrative Assistant for Missions and Education & Youth.

Mr. Brad Brunkow, Treasurer, presented the Financial Dashboard, Balance Sheet, Statement of Activities, and the Budget-to-Actual Tables. He again mentioned the progress on the Maintenance and Repair Fund, which will provide a financial basis for major maintenance; it has been set at 1.25% per year of replacement value. The idea is to slowly build up to \$250,000 in reserves for this fund. There are a few deferred-maintenance items that will need to be addressed with this fund.

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

Ms. Jackie Schaefer, Communications Specialist, presented her report. She continues to work on and update the website with various events and their online registrations throughout the District. She works on and sends out various publications, such as *Workers Together* and the *Lutheran Witness* Kansas Insert. Her special projects include the Church Worker Care Team Manual, the 2024 Reformation Offering materials, and a Jim Bradshaw farewell video.

Rev. Joshua Woelmer, Secretary, gave his report. He presented the report of the Executive Committee. He gave an update on the work of the Congregational Constitutions & Bylaws Review Committee. The District Bylaws and Operations Manual Committee discussed the review of our District Bylaws by the LCMS Committee on Constitutional Review, with resulting changes coming to the Board in New Business. Most Circuit Forums have elected their Circuit Visitors, pending ratification by the District Convention. Delegate and nomination forms have been coming in—more are still needed from around the congregations of District. The Nominations Committee will meet three times in this quarter to conduct their business for forming the slate for convention elections. He also reported on his appointment to the LCMS Task Force for Circuit Parameters.

Rev. Panzer introduced and described the call of DCE Miriam Wehling that will come before the Board to serve as Youth Ministry Coordinator and School Services Assistant.

Unfinished Business

None.

New Business

Resolution 24D-01-04 – Self-Employment Tax Allowance on Rev. Grams Moving Expense and Release of Fund

Resolved, that the Kansas District Board of Directors pay Rev. Daniel Grams \$994 as a self-employment tax allowance related to his taxable moving expense reimbursement out of the Board-Designated Employee Moving Expense and release the remainder of the fund back into Unrestricted Net Assets.

Action: Approved

Resolution 24D-01-05 – Continuing Education for Panzer and Williams

Resolved, that the Kansas District Board of Directors award continuing education scholarships of \$4,000 each for Rev. Justin Panzer and Heather Williams, out of the Board-Designated Doris Meyer Fund as they pursue Masters’ Degrees in church administration through Concordia University Wisconsin, payable directly to the Concordia University Wisconsin Student Aid Office.

Action: Approved

Resolution 24D-03-01 – To Board Designate Unspent Funds for “Faith at Work”

Resolved, that unspent 2024 funds earmarked for Faith at Work be moved to a new board-designated fund called “Faith at Work.”

Action: Approved

Resolution 24D-05-02 – To Board Designate Unspent Funds for Kansas District Hispanic Ministry

Resolved, that unspent 2024 mission grant funds earmarked for Kansas District Hispanic Ministry be moved to a new board-designated fund called “Kansas District Hispanic Ministry.”

Action: Approved

Resolution 24D-05-03 – 2025 Budget Adoption

Resolved, that the 2025 budget, as presented, be approved by the Board of Directors.

Action: Approved

Resolution 24D-06-03 – Kansas District Bylaw Revisions: Quarterly Board Meetings

Whereas, LCMS Handbook 1.5.3 says “Every agency of the Synod shall meet at least quarterly unless otherwise stipulated in the Bylaws”; and

Whereas, “a minimum of four (4) times” is not as precise of a time designation as “quarterly”; therefore be it

Resolved, that the LCMS Kansas District Board of Directors approve changes to Bylaw 3.2.1.3(a). Proposed wording changes to be included for the 2025 Kansas District Convention will be subject to CCM approval.

3.2.1.3(a) The Board of Directors shall meet ~~a minimum of four (4) times at least~~ quarterly each year. Additional meetings may be called by the District President. Time

and place of these meetings shall be determined by the District President. A majority of members of the Board shall constitute a quorum.

Action: Approved

Resolution 24D-06-04 – Kansas District Bylaw Revisions: Term of Office of Appointive Boards

Whereas, appointive boards, committees, and commissions do not receive their appointment at District convention but rather later, therefore be it

Resolved, that the LCMS Kansas District Board of Directors approve changes to Bylaw 3.3.5. Proposed wording changes to be included for the 2025 Kansas District Convention will be subject to CCM approval.

3.3.5 The term of office of appointive boards, committees, and commissions shall run from the moment of their appointment until the next ~~concurrent with~~ District convention. Due to their responsibilities, the District Youth Ministry Team and the Church Worker Conference Planning Committee are exempt from ~~this running concurrent with District convention.~~

Action: Approved

Resolution 24D-06-05 – Kansas District Bylaw Revisions: Filling Vacancies in Standing Committees

Whereas, the members of standing committees “are appointed by the District President and approved by the Board of Directors” (Bylaws 3.2.6.1) and must be “members in good standing of a voting congregation of the Kansas District” (3.2.6.2)

Whereas, the language for filling vacancies of these standing committees is vague, therefore be it Resolved, that the LCMS Kansas District Board of Directors approve changes to Bylaw 3.7.3. Proposed wording changes to be included for the 2025 Kansas District Convention will be subject to CCM approval.

3.7.3 Vacancies in standing committees shall be filled by the District President upon approval by the Board of Directors with a member who is in good standing of a voting congregation of the Kansas District.

Action: Approved

Resolution 24D-06-06 – Kansas District Bylaw Revisions: Ranking the Vice-Presidents

Whereas, Bylaws 4.3.5 provides clarity for the election of Vice-Presidents in the case that no majority is reached on any particular ballot, and

Whereas, a further series of elections rank the Vice-Presidents (4.3.6) but do not provide a solution if no one receives majority on any particular ballot, therefore be it

Resolved, that the LCMS Kansas District Board of Directors approve changes to Bylaw 4.3.6. Proposed wording changes to be included for the 2025 Kansas District Convention will be subject to CCM approval.

4.3.6 Upon the election of the regional Vice-Presidents, a final election shall take place ranking the Vice-Presidents by separate ballots with a simple majority determining the first, second, third and fourth Vice-Presidents in line of succession. If no candidate receives a majority of the votes cast, the candidate receiving the fewest votes shall be eliminated on each subsequent ballot until one candidate receives a majority of the votes cast.

Action: Approved

Resolution 24D-06-07 – Kansas District Bylaw Revisions: Credentials for Voting Delegates

Whereas, according to Synod Handbook 4.2.2.(a), the District must allow voting delegates to provide proper credentials to the District Secretary up to the opening day of convention, therefore be it

Resolved, that the LCMS Kansas District Board of Directors approve changes to Bylaw 5.1.2. Proposed wording changes to be included for the 2025 Kansas District Convention will be subject to CCM approval.

5.1.2 The regular convention of the District is held in the year immediately preceding the general convention of the Synod. Only the Synod has the right to make an exception to this rule. Each of the parishes/congregations of the District (a multi-congregation parish being considered as a congregational unit) shall be represented by one (1) pastor and one (1) lay delegate duly elected by the congregation at least one hundred fifty (150) days prior to the Convention. Delegates may also provide such credentials to the District Secretary at the opening of the convention. Congregations of a multi-congregation parish not contributing a lay voter may send an advisory lay delegate, with voice but no vote, according to the Synod Bylaws.

Action: Approval

Resolution 24D-06-08 – Kansas District Bylaw Revisions: Expenses for Conferences

Whereas, congregations cannot be compelled to bear the expense of sending their ordained or commissioned ministers to Synod or District conferences (LCMS Constitution, Article VII), therefore be it

Resolved, that the LCMS Kansas District Board of Directors approve changes to Bylaw 5.2.2.1. Proposed wording changes to be included for the 2025 Kansas District Convention will be subject to CCM approval.

5.2.2.1 It is requested that tTravel, meals, housing, and other expenses for professional workers attending official conferences ~~shall~~ be borne by the congregations of the ordained ministers and commissioned ministers involved.

Action: Approved

Resolution 24D-06-09 – Kansas District Bylaw Revisions: Determination of Electoral Circuits

Whereas, according to the LCMS Handbook 3.1.2(a), an electoral circuit “shall be determined by the district board of directors,” therefore be it

Resolved, that the LCMS Kansas District Board of Directors approve changes to Bylaw 5.4. Proposed wording changes to be included for the 2025 Kansas District Convention will be subject to CCM approval.

5.4 Electoral Circuit Meetings: The congregations of a visitation circuit or two adjacent visitation circuits, as determined by the Board of Directors, shall meet once triennially to carry out the responsibility of electing delegates to the general convention of the Synod and to consider sending overtures to the Synod convention, according to the Synod Bylaws.

Action: Approved

Resolution 24D-06-11 – Miriam Wehling, Youth Ministry Coordinator and School Services Assistant

Resolved, that the Kansas District Board of Directors issue a call to Commissioned DCE Miriam Wehling as Youth Ministry Coordinator and School Services Assistant for the LCMS Kansas District.

Action: Approved

Announcements

- Future BOD Meetings
 - January 31, 2025 (*Zoom service boards; Zoom Friday meeting date*)
 - May 8-9, 2025 (*Zoom service boards; May 8 – Board “Appreciation Farewell”; Friday in-person meeting date*)
- 2025 Kansas District Convention in Salina – June 5–6

The board adjourned at 12:50 p.m.

Closing prayer was led by Rev. Justin Panzer. We sang LSB 671, “Sing with All the Saints in Glory.”

Respectfully,
Rev. Joshua J. Woelmer, Secretary



Kansas District Board of Directors

December 5, 2024

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 24D-01-06 – Christmas Bonuses for District Staff

Resolved, that the LCMS Kansas District Board of Directors offer a Christmas bonus of \$250 after tax to each District staff member.

The election was conducted from November 25–December 5. 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