



Kansas District Board of Directors

August 7–8, 2025

President:	Rev. Justin Panzer
Vice-Presidents:	Rev. Alan Stahlecker, First Vice-President, Region 2 Rev. Michael Hageman, Second Vice-President, Region 4 Rev. Michael Schotte, Third Vice-President, Region 3 Rev. Andrew Wehling, Fourth Vice-President, Region 1
Secretary:	Rev. Joshua Woelmer
Treasurer:	Mr. Brad Brunkow
Circuit Visitor Chair:	Rev. Andy Keltner
Commissioned Ministers:	Mr. Christopher Dehning Mrs. Rachel Goodpasture Deac. Bethany Stoevers
Laity:	Hon. David Bruns Mr. Curt Engelbrecht Mr. Marvin Schulteis Dr. Bruce Schultz Mrs. Kara Titus Mr. Mark Wolters
Lead Staff:	Rev. Daniel Grams, Executive 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:	Scott Bokelman

President Panzer called the meeting to order at 8:30 a.m. He led our devotions, based upon Isaiah 49:16. He presented his report, noting his meetings, calling congregations, and the students attending and entering seminary.

Pres. Panzer provided the vision for this triennium, based on the 2025 convention theme *Abiding in the Word*. He set goals and expectations for the BOD for this triennium, including the new triennium placemat. He introduced the Board to the work of the District as we serve the members of the Synod in Kansas.

The Lead Staff introduced themselves and gave their reports:

- Rev. Dan Grams described his relatively new position as a combined executive from the last triennium. Regarding missions, he gave an update on church plants and revitalizations in Kansas, Hispanic outreach work, West Africa support, and mission grants. He noted his work on Stewardship, helping with conferences, mission commitments, and planned giving presentations. He gave an update on education and schools and accreditation, including the school genesis projects.
- Mr. Jeff Maltz gave us information on the loans and investments held by congregations in the District. He reported positive information from LCEF regarding their holdings, interest rate, and outlook for the future.

- Mrs. Heather Williams gave us her report on the property and accounting of the District. Congregational giving is above the commitments, at 53.12% of budget, and expenses are reported at 48.99% of budget. She noted her work on planned giving presentations, treasurer workshops, and managing estates.
- Ms. Jackie Schaefer shared with us her work on the publications of District, both print (*Lutheran Witness* Kansas insert) and online (Workers Together newsletter, School Principals newsletter, emails, website, Facebook).

The Board of Directors each introduced themselves.

Mrs. Heather Williams gave an overview of the general business of the BOD, as well as the service boards and their duties.

Dr. Bruce Schultz gave an overview of Robert's Rules of Order and the running of the BOD meetings.

Mrs. Williams shared with us the BOD Code of Conduct.

The BOD recessed while the Executive Committee met for service board assignments.

Three items were proposed to the BOD upon return:

Resolution 25C-06-01 – District President Appointment of a Presiding Officer for meetings of the Kansas District Board of Directors

Resolved, that Dave Bruns be appointed as the Presiding Officer of the Kansas District Board of Directors for the 2025-2028 triennium.

Action: Approved; Dave Bruns abstained.

Resolution 25C-06-02 – Appointment of Service Boards and Chairs for the Kansas District

Resolved, that the following appointments for the 2025-2028 triennium be approved:

Board of Administration and Stewardship: Dave Bruns (chair; chair of Salary Review Committee), Rev. Alan Stahlecker Rev. Joshua Woelmer, Scott Bokelman, Brad Brunkow, Heather Williams, Rev. Justin Panzer, Jeff Maltz

Board of Education & Youth: Bruce Schultz (chair), Rev. Michael Hageman, Rachel Goodpasture, Kara Titus, Rev. Dan Grams

Board of Caring Ministry: Curt Engelbrecht (chair), Rev. Andy Keltner, Rev. Andrew Wehling, Bethany Stoever, Rev. Justin Panzer

Board of Missions: Marvin Schulteis (co-chair), Mark Wolters (co-chair), Rev. Michael Schotte, Christopher Dehning, Rev. Dan Grams, Jackie Schaefer

Action: Approved

Resolution 25C-06-03 – Appointment of Kansas District Treasurer

Resolved, that Brad Brunkow be appointed as the Kansas District Treasurer for the 2025-2028 triennium.

Action: Approved

The Board recessed for the day, with the service boards meeting in the afternoon.

The Board continued its business on August 8th at 8:29 a.m. Excused: Rev. Michael Schotte and Mr. Scott Bokelman. All others were present.

Hon. Dave Bruns called the meeting to order.

Rev. Justin Panzer gave the devotion, based on John 8:31–32, the triennium theme.

Minutes of the May meeting were approved as distributed.

Eight items were proposed for inclusion on the consent Agenda:

Resolution 25C-01-01 Acknowledgement of Quarterly Gifts

Resolved that the Kansas District Board of Directors acknowledge the gifts received from April 16, 2025 to July 15, 2025 with the designation as follows:

Undesignated/Unrestricted	\$1,123.60
West Africa	\$75.00
LERT/Disaster	\$150.00
Conv. Offering-Theological Education	\$3,210.00
Total	\$4,558.60

Resolution 25C-06-04 – Appointment of 2025-2028 Kansas District Committee Members

Resolved, to appoint the following committee members for the 2025-2028 triennium:

District Operating Manual Committee and Constitution and Bylaws Committee:

Rev. Joshua Woelmer, Rev. Dave Meier, Rev. Rodney Fritz, Rev. Bob Grimm, Rev. Ben Ockree

Parish Education Committee: Rev. Phil Hoppe (chair), Rev. Matthew Goehring, Rev. CJ Luttinen, Amber Goeglein, Rachel Goodpasture, Bethany Stoever, Jim Bauck, and D.J. Johnson

Lutheran Schools of Kansas District Leadership Team: National Lutheran Schools Accreditation (NLSA) Commissioner – Jane Limback; State Board of Education Accreditation Coordinator – Mindy Sanders-Miller; Professional Development Coordinator (PDC) – Lottie Lee; The District Early Childhood Consultant – Amy Schultz

Education Loan Repayment and Scholarship Committee: Rev. Dennis Kootz, Jim Duitsman, Joyce Duitsman, Heather Meyer, and Brad Brunkow

Church Worker Care Committee: Rev. David Kahle, Bethany Johnson, Lara McComack

Older Adult Committee: Sharon Kolanowski (chair), Bill Evans, Barb Geuy, Betty Amey, Clayton Kinnett

Campus Ministry Coordinator: Rev. Sean Kilgo

Life Ministry Coordinator: Rev. Caleb Stoeber

Parish Nurse Coordinator: Mary Hume

Pastors Wives Retreat Coordinator: Shelli Panzer

District Archivist: *vacant*

Approval of District President's Appointment to the **Kansas District Youth Ministry Committee (DYMC)**: Mr. Lester Tacha, lay representative (St. John, Meade)

Approval of District President's Appointment to the **Kansas Lutheran Schools Scholarship Foundation Board of Directors**: Mr. Mark Wolters (3-year term as President Panzer's designee). (As a note, Dr. Bruce Schultz, KSD BOD member, has separately been elected to a 3-year term by the KLSSF Board.)

Resolution 25C-06-11 – Christ, Manhattan

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

Resolution 25C-06-12 – Christ, Topeka

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

Resolution 25C-06-13 – Faith, Topeka

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

Resolution 25C-06-14 – Christ Our Savior, Louisburg

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

Action: Consent agenda adopted

Staff and service boards gave updates from the afternoon meetings yesterday.

Pres. Panzer explained the consent agenda items, as well as the resolutions under “Unfinished Business” that are resolutions passed by previous Boards that may still be applicable to this Board's work.

Mr. Curt Engelbrecht, chair of the Board of Caring Ministry, presented the report from their meeting yesterday. He emphasized their attention to continuity from the previous triennium. Each of the board members will assist the subcommittees by individually communicating with the chairs of their assigned subcommittees.

Mrs. Williams spoke to the District Retreat Center briefly. The listing has been publicized as of this week. The overall report was received well; there was not much pushback at the District Convention.

Rev. Grams discussed the Scholarship Foundation—its benefits so far and its needs as well. Some schools have been able to receive the max amount for their students, but the general/unrestricted funds are currently low and would need a boost to be able to help students that are not receiving money from restricted donations. He answered questions on the board of the foundation, restrictions, and the nature of the state regulations.

Dr. Schultz, chair of the Board of Education and Youth, delivered its report on Lutheran schools, youth ministry, and parish education. He reported on the appointments to the coordinator positions, which the Board will be acting on, as well as a position description in the District Operations Manual for a Lutheran Schools of Kansas State Accreditation Coordinator.

Mr. Marvin Schulteis, co-chair of the Board of Missions, reported that the mission grant cycle will begin soon. The window for application will be from August 15 to September 30; there will be approximately \$150,000 available to distribute amongst the applicants. The board is looking into offering microgrants of \$500 for Search Engine Optimization and other such outreach opportunities for small town and rural congregations, where these things can go a long way.

Mrs. Williams gave a report on the Education Loan Repayment and Scholarship Committee. They distributed \$60,000 of the possible \$110,000, so the committee is looking for ways to expand their giving opportunities, including funding prospective trips to the Concordias or programs like Christ Academy that could develop interest in church work.

Mrs. Williams presented the 2026 Draft Operating Budget and the Draft Special/Project Budget. We discussed the changes from the current year's budget.

Mr. Brad Brunkow, Treasurer, presented the financial dashboard, the balance sheets, the statement of activities, the budget-to-actual tables, and the financial asset planning sheet. He answered follow-up questions regarding the endowments and the purposes for each.

Hon. Bruns, chair of the combined Boards of Administration and Stewardship, gave its report. He noted the major expense proposal coming from this Board to replace the failing air conditioning units and air handler. The district has received one estimate and is open to other bids to complete the project. There is a time factor to this, because it may take up to thirteen weeks to complete. The board is requesting approval of up to \$140,000 to complete this.

Rev. Joshua Woelmer gave a report on the upcoming Synod convention and the voting and advisory delegates that need to be reported to Synod by October 15, 2025. He gave an update on the Congregational Constitutions & Bylaws Review Committee and the District Bylaws & Operations Manual Committee.

The Executive Committee shared the resolutions they will be bringing before the BOD in New Business.

The Salary Review Committee gave their report, suggesting changes to the Salary Guidelines for 2026, District staff health plans, and District staff payroll.

Unfinished Business

The Board reviewed resolutions from previous BOD meetings that would affect our business this triennium.

New Business

Resolution 25C-02-01 – To extend a contract to fill the position of District Disaster Response Coordinator (DDRC) for the 2025-2028 triennium

Resolved, that a contract be extended to Mrs. Donna Williams to fulfill the duties of the position of District Disaster Response Coordinator (DDRC) for the 2025-2028 triennium, as outlined in the district operating manual and stipulated by contract, with a stipend of \$4,800 per year.

Action: Adopted

Resolution 25C-03-01 – To extend a contract to fill the position of District National Lutheran School Accreditation Commissioner for the 2025-2026 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 2025-2026 school year, as outlined in the district operating manual and stipulated by contract, with a stipend of \$2,500.

Action: Adopted

Resolution 25C-03-02 – To extend a contract to fill the position of Professional Development Coordinator for the 2025-2026 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 2025-2026 school year, as outlined in the district operating manual and stipulated by contract, with a stipend of \$1,500.

Action: Adopted

Resolution 25C-03-03 – To extend a contract to fill the position of Early Childhood Consultant for the 2025-2026 school year

Resolved, that a contract be extended to Mrs. Amy Schultz to fulfill the duties of the position of Early Childhood Consultant for the 2025-2026 school year, as outlined in the district operating manual and stipulated by contract, with a stipend of \$1,500.

Action: Adopted

Resolution 25C-03-04 – To extend a contract to fill the position of KSD Accreditation Coordinator for the 2025-2026 school year

Resolved, that a contract be extended to Mrs. Mindy Sanders-Miller to fulfill the duties of the position of KSD Accreditation Coordinator for the 2025-2026 school year, as outlined in the district operating manual and stipulated by contract, with a stipend of \$1,000.

Action: Adopted

Resolution 25C-06-05 – Appointment of Rev. Justin Panzer and Rev. Caleb Stoeber

Resolved, that Rev. Justin Panzer and Rev. Caleb Stoeber be appointed as the two “Members” to Lutheran Social Services, Inc. to represent the LCMS Kansas District for 2026.

Action: Adopted; Deac. Bethany Stoevers abstained

Resolution 25C-06-06 – Reappointment of Rev. Dan Grams

Reappointment of Rev. Dan Grams to a 3-year term as the Assistant to the President for Congregation and School Services.

Action: Adopted

Resolution 25C-06-07 – Reappointment of Jeff Maltz

Reappointment of Jeffrey Maltz to a 3-year term as Kansas District LCMS Vice-President of LCEF.

Action: Adopted

Resolution 25C-06-08 – 2025 Convention Proceedings

Whereas, Rev. Joshua Woelmer, Secretary of the Kansas District, has submitted the 2025 Proceedings of the LCMS Kansas District Convention, and

Whereas, the members of the President's Council have read and offered corrections, and

Whereas, the members of the LCMS Kansas District Board of Directors have read and offered corrections; therefore, be it

Resolved, that the 2025 Proceedings of the LCMS Kansas District Convention be approved by the LCMS Kansas District Board of Directors.

Action: Adopted

Resolution 25C-06-09 – Selection of Lay BOD Representative and Alternate to the 2026 Synod Convention

Resolved, that Bruce Schultz be selected as the Lay BOD representative and Mark Wolters as the Lay BOD alternate representative to the 2026 Synod Convention (July 18-23, Phoenix, AZ).

Action: Adopted

Resolution 25C-06-10 – Appointment of District Staff Advisory Delegate to the 2026 Synod Convention

Resolved, that Rev. Dan Grams be appointed as an advisory delegate to represent the District staff at the 2026 Synod Convention.

Action: Adopted

Resolution 25C-06-15 – Redeemer, Lake Wabaunsee

Whereas, Redeemer Evangelical Lutheran Mission (RELM) began almost 25 years ago to serve the people of Lake Wabaunsee, Eskridge, and the surrounding area; and

Whereas, Redeemer Lutheran Church, a.k.a RELM has presented its governing documents and they have been approved by the Constitution and Bylaws Committee and by the congregation members; and

Whereas, Redeemer Lutheran Church has also formally presented its application for membership; and

Whereas, the District President is now presenting these items to the Board of Directors for formal approval; therefore, be it

Resolved, that the LCMS Kansas District Board of Directors approve the Redeemer Lutheran Church Constitution and Bylaws and application for membership; and, be it further

Resolved, that Redeemer Lutheran Church be assigned to Circuit 8 with congregation number 811; and, be it finally

Resolved, that the LCMS Kansas District Board of Directors give thanks to God for this new member congregation of the LCMS Kansas District by standing and singing the Doxology.

Action: Adopted

The Board stood and sang the Common Doxology in praise for approving the charter of Redeemer Evangelical Lutheran Mission.

Resolution 25C-06-16 – Circuits 4 and 9 Electoral Circuit for the 2026 Synod Convention

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

Whereas, Kansas District Bylaw 5.4 says: “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.”; and

Whereas, the Kansas District Board of Directors requested exception for Circuits 3N and 3S and 4 and 9 at the January 31, 2025 meeting, and the exception for Circuits 4 and 9 was not granted by the Synod President; therefore, be it

Resolved, that the Board of Directors, acting in accord with Bylaw 5.4, make Circuits 4 and 9 an Electoral Circuit for the 2026 Synod Convention with this information shared with the respective Circuit Visitors by the District Secretary.

Action: Adopted

Resolution 25C-07-01 – Salary Guideline Base Salary for 2026

Resolved, that the Board of Directors of the Kansas District establish the base rate for the Salary Guidelines for 2026 in the amount of \$43,000 an increase of \$1,500, or an increase of 3.6%.

Action: Adopted

Resolution 25C-07-02 – 2026 Participation in the Concordia Health Plan Healthy Me HSA-A

Resolved, that the Board of Directors of the Kansas District continue their 2026 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: Adopted

Resolution 25C-07-03 – 2026 District Payroll Budget

Resolved, that the Board of Directors of the Kansas District approve the 2026 budgeted payroll amounts per the District salary scale spreadsheet as presented.

Action: Adopted

Resolution 25C-01-02 – To Replace the District Office Air Conditioning Units and Air Handler

Resolved, that the Kansas District Board of Directors approve up to \$140,000 to replace the air conditioning units and air handler at the Lutheran Center; and be it finally

Resolved, that the Board authorizes the Business Manager to execute the project.

Action: Adopted

Resolution 25C-03-05 – To Adopt the Position Description for Lutheran Schools of Kansas State Accreditation Coordinator

Resolved, to adopt the attached position description and include it in the DOM.

Action: Adopted

Pres. Panzer continued with the announcements, noting that we will need to have a special BOD meeting prior to our November meeting to address Synod Convention assessment and replacement of the front door. We may also have a special meeting to hear an offer on the Retreat Center.

Announcements

• Future BOD Meetings

- o November 7, 2025 (*Zoom service boards; Friday in-person meeting dates*)
- o February 6, 2026 (*Zoom service boards; Zoom BOD*)
- o May 8, 2026 (*Zoom service boards; Friday in-person meeting dates*)
- o August 7, 2026 (*Zoom service boards; Friday in-person meeting dates*)
- o November 6, 2026 (*Zoom service boards; Friday in-person meeting dates*)
- o February 5, 2027 (*Zoom service boards; Zoom BOD*)
- o May 7, 2027 (*Zoom service boards; Friday in-person meeting dates*)
- o August 6, 2027 (*Zoom service boards; Friday in-person meeting dates*)
- o November 5, 2027 (*Zoom service boards; Friday in-person meeting dates*)
- o February 4, 2028 (*Zoom service boards; Zoom BOD*)
- o May 5, 2028 – BOD in person, District Office, 9:00 a.m. – 2:00 p.m.
 - Thursday, May 4, 2028 (BOD farewell dinner)

• 69th LCMS Convention @ Phoenix, AZ

- o Floor Committee Weekend – May 29 – June 1, 2026 @ St. Louis
- o Convention Dates – July 18–23, 2026

The board adjourned at 12:45 p.m.

Closing prayer was led by Rev. Justin Panzer.

Respectfully,

Rev. Joshua J. Woelmer, Secretary