



Kansas District Board of Directors

August 7, 2026

President:	Rev. Justin Panzer
Vice-Presidents:	Rev. Alan Stahlecker, First Vice-President, Region 2 Rev. Michael Schotte, Second Vice-President, Region 3 Rev. Andrew Wehling, Third Vice-President, Region 1 Rev. Philip Hoppe, Fourth Vice-President, Region 4
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:	Mr. Scott Bokelman 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: none

Hon. Dave Bruns called the meeting to order at 9:00 a.m.

Rev. Philip Hoppe led our devotions, based upon 1 Corinthians 1:18–25. God has given us wisdom in this world to help us govern and make decisions. However, this earthly wisdom does not take the place of God’s wisdom that is revealed to us in Jesus. We cannot add to the power of the Word of God—when we think that we can enhance God’s Word through our wisdom, we incur God’s displeasure, because he makes foolish those who are proud in their own wisdom. God does His work by humbling the proud and bringing all of us to Jesus, that we would desire Him as our Wisdom. We must rely on the foolishness of God, which is made manifest in the crucifixion of the cross by which we are saved. It is stronger than any wisdom of man. We do our best work when we put Jesus first in our work and interactions with others.

The minutes for the previous regular Board meeting and the special, electronic vote were approved as sent.

Several items were proposed for inclusion on the consent Agenda:

Resolution 26C-01-01 Acknowledgement of Quarterly Gifts

Resolved, that the Kansas District Board of Directors acknowledge the gifts received from April 16, 2026 to July 15, 2026 with the designation as follows:

Undesignated/Unrestricted	\$6,925.13
KansaSEED Deaf Ministry	\$350.00
Bolick Grant	\$25,000.00
Pentecost	\$750.00
Spring Hill Church Tithing	\$2,095.00
Education Loan Repayment	\$1,232.00
West Africa	\$75.00
Total	\$36,427.13

Resolution 26C-06-03 – Appointment of Rev. Justin Panzer and Rev. Caleb Stoevers

Resolved, that Rev. Justin Panzer and Rev. Caleb Stoevers be appointed as the two “Members” to Lutheran Social Services, Inc. to represent the LCMS Kansas District for 2027.

Resolution 26C-06-06 – Calvary, Topeka

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

Resolution 26C-06-07 – Redeemer, Olathe

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

Resolution 26B-06-04 – Approve the Revised District Youth Ministry Committee DOM Description

Resolved, that the LCMS Kansas District Board of Directors approve the revised DYMC position description.

Action: Consent agenda adopted

Staff and Board Reports

Mrs. Heather Williams began the reports, because she needed to leave early to be with family following the passing of her grandfather. Congregational giving is reported at 54.5% of the total annual budget, and expenses are reported at 51% of budget. Synod Convention assessments have largely come in; 88 congregations chose to pay the full assessment, and there are 10 remaining. The District and SGO audits were completed and received an unqualified opinion. The District awarded grants to 16 church worker students, totaling \$82,490. Much of her attention has been focused on the Spring Hill property sale and subsequent issues relating to tax exemption and fences on the property. A resolution is being presented to the Board for renovations regarding carpet, paint, and some furniture and technology to the Lutheran Center. Kent Kunkel has begun meeting with congregations to support them with Planned Giving presentations. She presented the Financial Dashboard, Balance Sheet, and Statement of Activities.

Mr. Brad Brunkow presented the Budget-to-Actual tables. The District is in a good financial position. He presented the Financial Asset Planning Sheet as of July 2026. He proposes adjusting the General Fund Reserves from 9 months reserve to 6, in order to better plan for maintenance costs, which would build up to 2.5% of replacement value per year. He presented the General Strategy of Financial Flows, updated June 2026; it is his planning sheet for how money is received, the strategy behind each dollar, and how those dollars support special projects and the operating budget. He expressed some concerns about insurance for Kansas LERT and disaster relief; it may be something worth looking into.

Dave Bruns spoke to the letter that the Board will consider in New Business to request that the Attorney General release Endowment Fund Restrictions for funds that have been deemed to be impractical to administer, with restrictions that cannot be met under current plans. Heather has tried to match the intent of these restricted funds with funds that would be similar in purpose for those donations. He introduced the renovation proposal and the salary and payroll resolutions.

Heather presented the Draft 2027 Budget. She described the rationale behind the changes to the budget—both the estimated increase in giving and the expected expenses. The Board asked questions on various items. There was discussion on the Spring Hill property, as well as the tithes and expenses that both come through the District budget now. The hope is that the property will not be on the District's books for long, depending on how the church plant goes.

Dave Bruns introduced Kent Kunkel, the new Planning Counselor for the Kansas District and Western Missouri. He described his training since being brought on in May. He summarized his meetings with a few pastors as he hopes to plan presentations for their congregations later this year. He asks that we spread the word around the Kansas District about his position and work.

Dr. Bruce Schultz (chair) presented the report of the Board of Education and Youth. He has been elected by Synod Convention to the Board of Regents of Concordia University Nebraska, so this will be his last meeting with our Board. The Board congratulated him for his election and new position of service in the church and thanked him for his service to the District. He highlighted the frustrations with the State Board of Education. KESA 2.0 is not sustainable, so our District schools will need to be accredited through NLSA instead of seeking state accreditation. The BOEY suggests that the District provide funding to help schools start that process.

Rev. Justin Panzer, President, presented his report. He highlighted some of the key resolutions that passed at Synod Convention. He reported on recent ordinations and installations; we are down to only four congregations that are currently calling. He reported on a partnership that is on the radar, as well as some congregational status changes. A resolution on District Reconcilers will go before the Board; Rev. Mark Schulz will be moved to inactive status, and Rev. Jason Toombs would replace him as an active District Reconciler and receive training from Ambassadors of Reconciliation. He renewed the discussion of realigning our circuits and directing the President's Council to discuss various maps that could go the 2028 District Convention for approval there. Because Dr. Bruce Schultz can no longer serve on our Board, Pres. Panzer discussed the process to replace him as the Region 2 Lay Board Member. Nominations may be sent to the Executive Committee; in addition, David Meisinger from

McPherson would be included on the ballot as the other lay member from Region 2 who was nominated to the election at the last District Convention. He has agreed to serve, if elected.

Mr. Curt Engelbrecht, chair of the Board of Caring Ministry, presented the report from their meeting. Rick Hanebutt met with the Board to discuss continued momentum for Faith at Work, since registrations dropped off in the second year of the program. Donna Williams reported that she will be stepping down as District Disaster Response Coordinator at the end of the District triennium.

The Board entered Executive Session to discuss personnel matters.
The Board exited Executive Session.

Rev. Dan Grams gave his report, beginning with his duties on Education and Youth. He noted a school start at Ascension, Wichita, beginning with grades K-1. Christ, Manhattan has deferred their school start until next August; they are still looking for a classical teacher. The Principals' Conference met at Ascension, Wichita in July; 17 principals attended (including 5-6 from Oklahoma). Unfortunately, inclusion of recognition of NLSA in the cell phone bill has been limited by an interpretation from the Governor's office and the Kansas State Department of Education. Additionally, we were officially notified that the Accreditation Review Council has recommended that the Lutheran Schools of Kansas be accredited "with conditions." LSK is out of compliance due to at least one of our schools not submitting the Fall or Spring Vacancy Report on time. He will be encouraging all our schools to receive accreditation through NLSA. SGO donations continue to come in. Federal Tax Credits will be available starting in 2027. There was discussion on the application for RSO status. Achieving RSO status will provide closer connection to the LCMS and perhaps open some doors as other tax credit organizations start up.

Dan reported on the revitalization and church planting efforts that are underway across the District, especially in Spring Hill. We own the property now, and Bible studies continue at 3:00. A name has been chosen: Good Shepherd Lutheran Church. The training process continues with Rev. Cundiff at the LCMS. There have been discussions about developing the property under a real estate development model with LCEF. Similar creative thinking regarding real estate and church property has begun in De Soto as well. There will need to be discussion on Urban KCK and the ministry at the four "Nettling" congregations. He noted various mission grants, both National and District. He notified us of the National Offering from Synod Convention, that it will directly benefit ongoing domestic work.

Mr. Marvin Schulteis (co-chair) gave the report for the Board of Missions. The 2027 Mission Grant applications will soon be sent out. He highlighted the reports from the second quarter mission grants, which included \$85,000 for the new church plant of Zion, Concordia. They look to close on a new building, and a pastor will soon be installed to serve them as a worker-priest, since he has been hired to teach at the community college there. He noted that grants are being established to provide money for circuit convocations that will meet next summer.

Mr. Jeff Maltz, LCEF Vice-President, presented his report. The LCEF Kansas District has 74 loans with a balance of around \$24 million, and it has 3170 investors with just over \$61 million invested. One loan was approved last quarter. Loan and investment rates are ticking down slightly. Synod Convention changed bylaws to allow LCEF to offer further Real Estate Solutions. The Outreach Ministry Grants were completed in June and July. He highlighted “Joyful Response,” a way for churches to manage e-giving donations.

Ms. Jackie Schaefer, Communications Specialist, presented her report. She has worked on “Communications in the LCMS Kansas District”; it is an interactive booklet that is meant to aid congregations, schools, and ministries. It addresses important topics, especially for smaller churches and ministries who often do not have dedicated personnel managing communications. She reported on the *Workers Together* survey responses. She summarized her regular work on the monthly District publications, social media, and email communications.

Rev. Joshua Woelmer gave his report on the Congregational Constitutions & Bylaws Review Committee and the District Bylaws & Operations Manual Committee. He reported on the Synod Convention resolutions that directly affect the Kansas District.

Unfinished Business

None.

New Business

Resolution 26C-01-02 – To Appeal to the Attorney General to Redesignate Stagnant Funds

Resolved, that the Kansas District Board of Directors direct the Business Manager to appeal to the Attorney General to redesignate stagnant funds, as described in her draft letter.

Action: Adopted

Resolution 26C-01-03 – To Renovate the Lutheran Center

Resolved, that the Kansas District Board of Directors approve up to \$133,373 to replace the carpet, paint, bathroom furniture, technology, and board room furniture at the Lutheran Center with an additional \$13,337 contingency; and be it

Resolved, that the Board authorizes the Business Manager to execute the project; and be it finally

Resolved, that half of the funds come from the general budget and half from the Board-designated Doris Meyer fund.

Action: Adopted

Resolution 26C-03-01 – To extend a contract to fill the position of District National Lutheran School Accreditation Commissioner for the 2026-2027 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 2026-2027 school year, as outlined in the District Operating Manual and stipulated by contract, with a stipend of \$2,500.

Action: Adopted

Resolution 26C-03-02 – To extend a contract to fill the position of KSD Accreditation Coordinator for the 2026-2027 school year

Resolved, that a contract be extended to Mindy Sanders-Miller to fulfill the duties of the position of KSD Accreditation Coordinator for the 2026-2027 school year, as outlined in the District Operating Manual and stipulated by contract, with a stipend of \$1,000.

Action: Adopted

Resolution 26C-03-03 – To extend a contract to fill the position of Professional Development Coordinator for the 2026-2027 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 2026-2027 school year, as outlined in the District Operating Manual and stipulated by contract, with a stipend of \$1,500.

Action: Adopted

Resolution 26C-03-06 – To extend a contract to fill the position of Early Childhood Consultant for the 2026-2027 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 2026-2027 school year, as outlined in the District Operating Manual and stipulated by contract, with a stipend of \$1,500.

Action: Adopted

Resolution 26C-06-01 – To Present 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.

Whereas, district board of directors *at the end of a 6-year term* (we are presently at the middle of one) has the option of reappointing (or not reappointing) any of those in office, up to the limit established in Bylaw 1.10.10. At the present time, it can also fill empty slots on your district roster (see limits in bylaws cited above); therefore, be it

Resolved, that the LCMS Kansas District Executive Committee present to the Board of Directors the following slate to be voted on at the August 7, 2026 meeting.

- o Ordained: Mark Schulz (current), Scott Snow (current), Jason Toombs
- o Commissioned: Jeremy Pera (current)
- o Lay: Dave Bruns (current)

Action: Adopted

Resolution 26C-06-02 – To Appoint the President’s Council to Develop Circuit and Region Realignment Recommendations

Whereas, the 2026 Synod in Convention passed Resolution 9-13, electoral circuits shall have

- At least 6 parishes
- 1,500 communicant members with no upper limit
- Circuit exceptions may be requested by the District Board of Directors; and

Whereas, a number of circuits in the Kansas District do not meet the minimum requirements for representation to the Synod Convention and a few more are dangerously close to falling out of compliance; therefore, be it

Resolved, that the Board of Directors appoint the President’s Council to assess the situation and make circuit and region realignment recommendations to the Kansas District Board of Directors for approval at the 2028 Kansas District Convention.

Action: Adopted

Resolution 26C-06-04 – Change the Business Manager Position Description to Executive Staff

Whereas, Heather Williams has served faithfully in the position of Kansas District Business Manager since 2018 going above and beyond in her work to support the staff, BOD, church treasurers, and members of the Kansas District; and

Whereas, the current description of her position is as “Professional Staff”; therefore, be it

Resolved, that the DOM Position Description for the Business Manager be changed from “Professional Staff” to “Executive Staff” and update the position description to reflect the increased duties; and, be it further

Resolved, that this position description change go into effect at the August ‘26 Kansas District BOD meeting (retroactive to August 1) resulting in a change to the executive pay scale; and, be it finally

Resolved, that we give thanks to God for her faithful and dedicated work among us.

Action: Adopted

Resolution 26C-06-05 – Approve Changes to the Kansas District Personnel Manual

Resolved, that the LCMS Kansas District Board of Directors approve the changes to the Personnel Manual as presented.

Action: Adopted

Resolution 26C-07-01 – Salary Guideline Base Salary for 2027

Resolved, that the Board of Directors of the Kansas District establish the base rate for the Salary Guidelines for 2027 in the amount of \$44,650, an increase of \$1,650, or an increase of 3.8%.

Action: Adopted

Resolution 26C-07-02 – 2027 Participation in the Concordia Health Plan Healthy Me HSA-B

Resolved, that the Board of Directors of the Kansas District enroll in the Church’s Plan and offer the Healthy Me HSA-B 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 26C-07-03 – 2027 District Payroll Budget

Resolved, that the Board of Directors of the Kansas District approve the 2027 budgeted payroll amounts per the District salary scale spreadsheet as presented.

Action: Adopted

Pres. Panzer continued with the announcements.

Announcements

• Future BOD Meetings

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

The board adjourned at 1:35 p.m.

Closing prayer was led by Rev. Justin Panzer.

Respectfully,
Rev. Joshua J. Woelmer, Secretary