



CONCORDIA SEMINARY
SAINT LOUIS, MISSOURI
MAY 14-15, 2020

Board Members present: Rev. Dr. Tyler Arnold, Dr. Paul Edmon, Mr. Paul Hegland, Rev. Bruce Keseman, Dr. John Lang, Rev. Peter Lange, Rev. W. Maximillian Mons, Mr. Bruce Paradis, Rev. Todd Peperkorn, Mr. Michael Staub, Mr. Mark Stern, Rev. Dr. John Wille.

Guests Present: Rev. Dr. Lee Hagan (arrived during the second session of the May 14 meeting).

Board Members Absent: None.

Staff Present: President Dale Meyer, Provost Douglas Rutt, Mr. Michael Louis, Mr. Chad Cattoor, and Associate Provost Benjamin Haupt.

Thursday, May 14, 2020

Chairman Peperkorn called the meeting to order by videoconference at 10:01 a.m.

Devotion. Dr. Meyer opened the meeting with a devotion from I Cor. 3:12-15.

Minutes and Agenda. Chairman Peperkorn reviewed the agenda.

MOTION: Dr. Edmon moved to approve the minutes from the February 2020 meeting as presented [20-36]; the motion was seconded and carried by electronic ballot.

MOTION: Dr. Edmon moved to approve the minutes of unanimous written action (Paycheck Protection Program Loan approval including action item 20-34) [20-37]; the motion was seconded and carried by electronic ballot.

MOTION: Dr. Edmon moved to approve the printed resolution from the April 29 special meeting (memorializing action item 20-35) as presented [20-38]; the motion was seconded and carried by electronic ballot.

MOTION: Mr. Hegland moved to approve the agenda as presented [20-39]; the motion was seconded and carried by electronic ballot.

President's Report. Dr. Meyer presented an overview of "State of Concordia Seminary amid the Pandemic." He noted that our Synod institutions were built for a growing church body, and they need to adjust to declining numbers. Our flourishing as a seminary in the years ahead is critical to a renewed flourishing in the LCMS. The Synod, properly defined, is its congregations and pastors, not the International Center and districts. Because the pandemic likely will accelerate the decline of many congregations, we can expect shortages of calls. We were also very tight this year with calls and vicarage assignments because of apprehension about congregational finances. Concordia Seminary led the way in dealing with student debt by initiating guaranteed tuition. Our seminary's financing model will help us through diversified income streams. Board members discussed the need for the seminary to adapt to changing circumstances so as to remain strong and flourishing.

Provost's Report: Dr. Rutt provided a general update on academics. He reported that all classes have been online since March 23, based on St. Louis County guidelines. Summer classes will also be online, with the possible exception of summer Greek and summer Hebrew. The board discussed results of a student and faculty survey of their online learning experiences, and the difficulties that have resulted from the transformation from face-to-face to online classes.

Dr. Rutt discussed the ongoing work, through the Academic Committee, on a clear articulation of the mission of the graduate program, theological considerations relating to dissertation topics, and standards for admission of non-LCMS students to graduate programs. The Academic Committee will present, for approval, the online deaconess program, with a goal of commencing enrollment for spring 2021. Work continues on the faculty handbook. Dr. Rutt also outlined future faculty staffing needs.

Financial Report: Mr. Louis presented financial updates. The Seminary has worked to build a solid cash position, which enabled us to skip our scheduled March 31 endowment draw that would have occurred near the bottom of the market. We have not had to furlough any employees. CSL has received a PPP loan. He led a review of development and gift income and financial projections. He outlined the recommendation to adopt a three-month interim budget to keep us going until we have more data, ideally this fall.

The board recessed for lunch at 12:02 p.m.

The board reconvened at 1:30 p.m.

Finance Committee: Mr. Paradis asked Mr. Louis to present the proposed Operating Expense Budget for July 2020 through September 2020 totaling \$6,056,000. The budget reflects a continuation of the 2019-2020 budget for three months, maintaining current compensation levels with no salary increases. The budget also eliminates discretionary spending and assumes any open faculty positions will not be filled. Gift income for next year is uncertain, so this budget assumes a 25% reduction in giving, resulting in a fiscal quarter deficit of \$242,500.

Action Item: 2020-2021 First Quarter Budget. On behalf of the Finance Committee, Mr. Paradis moved adoption of the First Quarter Budget. Discussion followed. Mr. Louis noted that it is anticipated that a budget for the remaining nine months of the fiscal year would be presented to the board in August. Finance staff is also preparing contingency plans that would feature a 10% overall cost reduction.

MOTION: The motion [20-40] carried by electronic ballot.

Action Item: To Approve Tuition for the Online Deaconess Program (contingent upon approval of the program). On behalf of the Finance Committee, Mr. Paradis moved adoption of the online deaconess program tuition at \$2,340 per course, with a tuition discount of 1/3 of the published tuition, contingent on approval of the program.

MOTION: The motion [20-41] carried by electronic ballot.

Action Item: To Establish Fee for Logos Bible Software. On behalf of the Finance Committee, Mr. Paradis moved to set the student fee for the Logos Bible software at \$650 for the 2020-2021 academic year.

MOTION: The motion [20-42] carried by show of hands.

Action Item: To approve budgets for the Fincke-Shine Endowed Chairs. On behalf of the Finance Committee, Mr. Paradis moved to adopt the budget for the 2020-2021 academic year as presented, in the amounts of \$171,320 for the “Eugene E. and Nell S. Fincke Memorial Endowment Fund” (Graduate Chair) and \$273,460 for the “Louis A. Fincke and Anna B. Shine Memorial Endowment Fund” (Systematics Chair).

MOTION: The motion [20-43] carried by show of hands.

Action Item: To approve renaming of Seminary Terrace to McCall Terrace. On behalf of the Finance Committee, Mr. Paradis moved to re-name Seminary Terrace to McCall Terrace, and designate the entire group of historic houses as the McCall Neighborhood, in honor of a significant gift from Mrs. Jean McCall, and to instruct the administration to take all such steps necessary to effect this change.

MOTION: The motion [20-44] carried by electronic ballot.

Action Item: To approve completion of Chapel Window Project. On behalf of the Finance Committee, Mr. Paradis moved that the Board of Regents authorize the completion of the current scope of work, to include relocation of the existing (Timothy and Titus) glass to the back of the Chapel contingent on appropriate additional funding being secured; and that the Trustees of the Eugene and Nell Fincke endowment that is funding the work be notified of this action with a request for acknowledgement that they concur that the scope of the project is in compliance with the trust provisions. Discussion followed. It was noted that additional work should be done to complete the harmonization of the Chapel interior, and a global budget should be prepared for that work and unified funding sought.

MOTION: The motion [20-45] carried by electronic ballot.

Enrollment Report. Dr. Haupt presented the enrollment report. As of the current date (which is near the end of the annual cycle for 2020-2021), we had 95 M.Div. students apply, 74 admitted, and 64 enroll. Dr. Haupt discussed factors that led students to Concordia Seminary, based on a survey of admitted students. It was noted that the board needs to determine “optimal enrollment” for various programs.

Presidential Search. Staff members were excused and Vice Chairman Mons provided a brief updated on the work of the presidential search committee.

The board recessed for the day at 3:10 p.m.

Friday, May 15, 2020

The board reconvened at 10 a.m. on May 15. Rev. Lange was absent to attend the Synod Board of Directors meeting.

Devotion. Dr. Meyer opened the session with a devotion based on 1 Cor. 3:11, referencing Dr. Martin Scharlemann’s statement that the pastor’s job is “Interpreting Reality Theologically.” He noted that “the heart of our faith is not evangelism. The heart of our faith is that Jesus saved me.”

Finance Committee: Dr. Edmon presented the recommendations from the Academic Committee.

Action Item: Haupt Advancement in Rank. On behalf of the Academic Committee, Dr. Edmon moved that Dr. Benjamin D. Haupt, Assistant Professor of Practical Theology, be advanced to Associate Professor of Practical Theology effective July 1.

MOTION: The motion [20-46] carried by voice vote.
Rev. Lange joined the meeting.

Action Item: Oswald Advancement in Rank. On behalf of the Academic Committee, Dr. Edmon moved that Dr. Jeffrey A. Oswald, Associate Professor of Exegetical Theology, to be advanced to Professor of Exegetical Theology, effective July 1.

MOTION: The motion [20-47] carried by voice vote.

Action Item: Burreson Sabbatical. On behalf of the Academic Committee, Dr. Edmon moved that Professor Kent Burreson be granted a half year sabbatical leave for the winterim and spring terms of academic year 2020-2021, January 4 – May 21, 2021, subject to a final determination of teaching and administrative duties in consultation with and with approval of the provost and/or president.

MOTION: The motion [20-48] carried by voice vote.

Action Item: Peter Sabbatical. On behalf of the Academic Committee, Dr. Edmon moved that Professor David Peter be granted a half-year sabbatical leave for the fall and winter terms of academic year 2020-2021, August 31, 2020 – January 22, 2021, subject to a final determination of teaching and administrative duties in consultation with and with approval of the provost and/or president.

MOTION: The motion [20-49] carried by show of hands.

Action Item: Egger Administrative Appointment. On behalf of the Academic Committee, Dr. Edmon moved to approve the appointment of Dr. Thomas Egger as Chairman of the Department of Exegetical Theology from July 1, 2020 through June 30, 2022.

MOTION: The motion [20-50] carried by show of hands.

Action Item: Egger Appointment to The Gustav and Sophie Butterbach Endowed Chair in Exegetical Theology. On behalf of the Academic Committee, Dr. Edmon moved that Dr. Thomas Egger be appointed to The Gustav and Sophie Butterbach Endowed Chair in Exegetical Theology.

MOTION: The motion [20-51] carried by show of hands.

Action Item: Bartelt Emeritus Status. On behalf of the Academic Committee, Dr. Edmon moved to grant the title “Professor Emeritus” to Dr. Andrew Bartelt.

MOTION: The motion [20-52] carried by show of hands.

Action Item: Gibbs Emeritus Status. On behalf of the Academic Committee, Dr. Edmon moved to grant the title “Professor Emeritus” to Dr. Jeffrey Gibbs.

MOTION: The motion [20-53] carried by show of hands.

Action Item: Online Deaconess Program. On behalf of the Academic Committee, Dr. Edmon moved to approve the Deaconess Studies Program Online beginning in the spring semester of 2021. Dr. Edmon noted that for economic and pedagogical reasons, the program would not commence until there is a full cohort of 10-12 students, similar to the SMP program. We have had between 3-8 residential students per year in recent years.

MOTION: After discussion, the motion [20-54] carried by electronic ballot.

Report. Faculty Hiring. Dr. Edmon led a discussion regarding timeline for hiring of new faculty in light of current needs. After discussion, the consensus of a majority of the board was that the administration

should proceed with its normal process to fill potential vacancies.

Action Items. Board Manual. Dr. Wille led a review of the proposed Board Manual. It was noted that this document remains subject to revision and update from time to time as needed.

MOTION: On behalf of the Board Manual revision committee, Mr. Hegland moved adoption of section 1 of the Board Manual. After discussion, the motion [20-55] carried by electronic ballot.

MOTION: On behalf of the Board Manual revision committee, Dr. Wille moved adoption of section 2 of the Board Manual. After discussion, the motion [20-56] carried by show of hands.

MOTION: On behalf of the Board Manual revision committee, Dr. Wille moved adoption of section 3 of the Board Manual. After discussion, the motion [20-57] carried by show of hands.

An edit to previously approved section 4.4.1(d), to add “, and in consultation with the President – 3.10.5.6(a)”, was accepted by common consent.

MOTION: On behalf of the Board Manual revision committee, Dr. Wille moved adoption of section 5 of the Board Manual. After discussion, the motion [20-58] carried by show of hands.

MOTION: On behalf of the Board Manual revision committee, Dr. Wille moved adoption of section 7 of the Board Manual. After discussion, the motion [20-59] carried by show of hands.

MOTION: On behalf of the Board Manual revision committee, Dr. Wille moved adoption of section 11.1 of the Board Manual. After discussion, the motion [20-60] carried by show of hands.

MOTION: On behalf of the Board Manual revision committee, Dr. Wille moved adoption of section 13.12 of the Board Manual. After discussion, the motion [20-61] carried by show of hands.

MOTION: On behalf of the Board Manual revision committee, Dr. Wille moved adoption of section 14.2 of the Board Manual. After discussion, it was agreed to add language in section III.16 that references our primary duty to operate the Seminary on behalf of and in the best interests of Synod as a whole. The motion [20-62] carried by show of hands.

MOTION: On behalf of the Finance Committee, Mr. Paradis moved to remove Dr. Meyer as an official signatory on Seminary financial accounts due to his retirement. The motion [20-63] carried by show of hands.

The board recessed for lunch at 12:13 p.m.

The board reconvened at 1:30 p.m. Dr. Meyer and staff were not present for the afternoon session.

Executive Session.

MOTION: Dr. Edmon moved to enter executive session; the motion was seconded, and carried by show of hands.

[Executive Session]

A motion to exit executive session carried.

A motion to adjourn was seconded and carried, and the Board adjourned at 3:11 p.m. with the benediction.

Respectfully submitted,
Mark O. Stern, Board Secretary