



CONCORDIA SEMINARY
SAINT LOUIS, MISSOURI
FEBRUARY 2-3, 2023

Thursday, February 2, 2023

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

Board Members Absent: None.

Staff Present: President Thomas Egger, Provost Ronald Mudge, Mr. Michael Louis, Mr. Chad Cattoor, Associate Provost Benjamin Haupt

Guest Present: Rev. Dr. Lee Hagan.

Chairman Mons called the meeting to order at 8:00 a.m. Rev. Lange was not present for this session.

Devotion. Dr. Staub led the meeting in Morning Prayer.

Minutes and Agenda. MOTION: Dr. Edmon moved to approve the minutes from the November 3-4, 2022 meeting as presented; the motion [23-02] was seconded and carried.

MOTION: Dr. Edmon moved to adopt the agenda as presented. A motion to amend the agenda to consider the overture “To Optimize the Stewardship of Gifts to Our Seminaries” regarding the Joint Seminary Fund at 1:45 p.m. on Friday was seconded and carried. A motion to add a faculty member housing allowance modification to the finance agenda was seconded and carried. As amended, the main motion [23-03] was seconded and carried.

Recruitment and Enrollment. Rev. Keseman directed the board to the written recruitment and enrollment report. He noted that the Recruitment and Enrollment Committee is reviewing and updating its charter to correspond with the new strategic plan. Dr. Haupt then delivered a detailed presentation regarding strategic enrollment management and the activities of his office. Extensive discussion followed.

Guest Presentation. Dr. Vilson Scholz, visiting professor of New Testament, and Dr. Gerson Linden, Director of Seminario Concordia in Sao Leopoldo, Brazil, pastors in the Evangelical Lutheran Church of Brazil (IELB) (a partner church body with which the Synod is in full altar and pulpit fellowship), joined

the meeting. They shared updates about their backgrounds and current projects, including work with the Hunsrik language group in Brazil. The board thanked them for their thoughtful perspectives.

The Board recessed for Chapel at 9:27 a.m.

The Board reconvened at 10:30 a.m. Rev. Lange joined this session. Mr. Louis and Mr. Cattoor were not present for this session.

President's Report. President Egger directed the Board to his written report. He reported that President Harrison met yesterday with the plenary faculty, stressing his commitment to residential formation at the seminaries. President Harrison also noted the benefits that the seminaries confer to our church body through the seminaries' worldwide impact.

Dr. Egger will be attending the "Best Practices in Ministry" conference in Arizona later this month. He is also working on continuing review of the seminary's continuing education programs. Dr. Egger stated that he believes there is value to the SMP program, that it should be done with excellence, and that men in the program should be treated with respect. He also is straightforward and unapologetic in advocating for the clearly preferred option (especially for younger students) of in-person residential formation and the great benefits that offers to the seminarians and to the church. Discussion followed

Dean of Chapel Report. Dean of Chapel Dr. Jon Vieker joined the meeting. He presented an overview of campus worship life, noting that there are in excess of 200 services per year on campus, which requires a great deal of organization. Fall semester average attendance was 116 for daily chapel (average service length: 28 minutes), with slightly more in attendance on Wednesday for communion services (average service length: 57 minutes). Average sermon length is 13 minutes, as the goal is to have a "real" congregation-type sermon rather than an abbreviated sermon. He discussed the use of various services (Morning Prayer, Prayer and Preaching, Divine Service on Wednesdays), and the lectionary. Rev. Kirk Clayton (Zion, Mascoutah, IL) is the "sponsoring pastor" for the Divine Service. Preachers are primarily faculty and staff, with a few other local pastors and some students in the spring semester.

The search for a new kantor continues. Dr. Vieker has also consulted with pastors who have recently renovated their churches, to discuss starting a process to evaluate possible refreshing of the chapel interior. It was noted that there will not be major structural changes (e.g., no new floor, no moving of the altar, no changes to the organ), but the goal is to have a more harmonious and congruent flow among the interior elements. Discussion followed. The board thanked Dr. Vieker for his diligent service and the many benefits being provided to the seminary community through the new enhancements to chapel services and chapel worship.

Board Manual. Dr. Wille led the Board in a discussion of the Board Manual sections dealing with the board responsibilities under Synod bylaws. Next meeting will commence review with section 3.2, item number 2 (President and Senior Administration).

The Board recessed for lunch at 11:45 a.m.

The Board reconvened at 1:15 p.m. Mr. Louis and Mr. Cattoor were not present for this session.

Dr. Wille moved that the Board enter executive session with President Egger and Dr. Mudge present; the motion was seconded and carried.

The Board entered executive session at 1:15 p.m.

[EXECUTIVE SESSION, including adoption of action item 23-04]

The Board exited executive session at 2:30 p.m. Dr. Haupt, Mr. Louis, and Mr. Cattoor joined the open session.

Provost's Report. Dr. Mudge directed the Board to his written report and welcomed Dr. Alan Borcharding to the meeting to discuss the upcoming Higher Learning Commission accreditation visit, the argument that the seminary has prepared in support of renewal of its accreditation, and the Board of Regents meeting with the accreditation team that will occur on March 13. Questions and discussion followed.

Dr. Mudge noted that the MDiv curriculum review is underway. It was noted that 40% of the credit hours required are in the practical department, 16% in the historical department, 20% in the systematic department, and about 24% in the exegetical department. This is an imbalance; there was an attempt to make up the shortage in exegetical hours with language labs, but this has not been a success. The Board thanked Dr. Borcharding and excused him from the meeting.

The Board recessed at 3:02 p.m.

The Board reconvened at 3:20 p.m. Mrs. Vicki Biggs joined this session.

Dr. Edmon moved that the Board enter executive session with staff present; the motion was seconded and carried.

The Board entered executive session at 3:20 p.m.

[EXECUTIVE SESSION, including adoption of action item 23-05]

The Board exited executive session at 4:26 p.m.

Athletics Report. The Board welcomed Dr. Peter Nafzger, who also serves as basketball coach, to the meeting. He delivered a report on intramural sports and seminary athletic teams. Approximately half the MDiv students participate in intramural sports. Soccer, basketball, and tennis are the intercollegiate sports; 57 students total participate in those sports. We also have additional “friendly” athletic competitions

MINUTES OF THE BOARD OF REGENTS, FEBRUARY 2-3, 2023

in softball, disc golf, *et cetera* versus nearby seminaries. These activities help contribute to our learning outcomes including physical health and mental health. The Board thanked Dr. Nafzger for his efforts, and he was excused from the meeting to attend basketball practice.

Development Report. Mrs. Biggs directed the Board to her written report. This year and last year were our two highest giving years out of the last six years. She updated the Board on efforts to continue to maintain and strengthen our donor base. She also mentioned ongoing campaign planning and the creation of a preliminary case statement, in light of the Board's adoption of the new strategic plan. The campaign will be named, and a logo created, in preparation for a campaign readiness study. The Board thanked Mrs. Biggs and her staff for their diligent efforts.

The Board stood in recess at 4:53 p.m.

Friday, February 3, 2023

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

Board Members Absent: None.

Staff Present: President Thomas Egger, Provost Ronald Mudge, Associate Provost Benjamin Haupt.

Guest Present: Rev. Dr. Lee Hagan

Chairman Mons called the meeting to order at 8:00 a.m.

Devotion. Dr. Wille led the meeting in Responsive Prayer 2.

Dr. Edmon moved that the Board enter executive session of the elected members, for purpose of voting on a Board appointment; the motion was seconded and carried.

The Board entered executive session at 8:16 a.m.

[EXECUTIVE SESSION, including adoption of action item **23-06**]

The Board exited executive session at 8:39 a.m. It was announced that Mr. Felix Loc has been appointed to the Board.

Faculty Presentation. Dr. Richard Marrs, Professor of Practical Theology, joined the meeting and shared updates regarding his work, including his recent book, *Making Christian Counseling More*

Christ Centered, and his *Lutheran Witness* essay on mental health issues. The Board thanked him for his engaging presentation.

The Board recessed for Chapel at 9:25 a.m.

The Board reconvened at 10:30 a.m.

Dr. Wille moved that the Board enter executive session with President Egger, Dr. Mudge, and guest present; the motion was seconded and carried.

The Board entered executive session at 10:30 a.m.

[EXECUTIVE SESSION]

The Board exited executive session at 11:11 a.m.

Strategic Plan. President Egger directed the Board to his written report summarizing the outcomes of the 2018-2020 Strategic Plan in terms of what succeeded (in full or in part), what did not succeed, and what has been learned. Generally, the initiatives requiring seminary action were either fully or partially achieved, whereas those requiring assistance or cooperation from outside parties tended to be less successful. It was noted that what the seminary can control is what we are doing in-house, so individual initiatives for the new strategic plan should focus on things we can do, rather than things that require cooperation with other entities within Synod. As we continue to grow positive working relationships with other parts of Synod, we may be able to build upon such relationships for future collaborative efforts. Discussion continued regarding appropriate longitudinal assessments for our learning outcomes, and the difficulty of gathering accurate information regarding Synod future needs for viable pastoral calls.

The Board recessed for lunch at 11:45 a.m.

The Board reconvened at 1:30 p.m. Dr. Hagan was not present for the afternoon session.

Finance Committee. The Board welcomed Mr. Chad Cattoor and Mr. Michael Louis to this session.

On behalf of the Finance Committee, Mr. Paradis moved that the Board approve a line of credit application with the Synod in the form presented to the Board, and instruct the Board Chairman and Seminary President to execute and deliver the original to the Chief Financial Officer of the Synod. It was noted that the line of credit is rarely utilized; however, there is no fee to the seminary associated with having the line of credit in place, and it provides a safety net in the event of unforeseen circumstances. The motion [23-07] carried.

On behalf of the Finance Committee, Mr. Paradis moved to establish the housing allowance for Dr. Jeffrey Oschwald at 65% of cash compensation effective February 3, 2023. The motion [23-08] carried.

Governance and Audit Committee. On behalf of the Governance and Audit Committee, Vice Chairman Arnold moved that the board engage Armanino, LLP to perform an audit of the financial statements of Concordia Seminary for the year ended June 30, 2023, and direct the Board Chairman to sign the engagement letter. The motion [23-09] carried.

Finance Committee, continued. Mr. Cattoor distributed financial information for the six months ending December 31, 2022 and discussed operating results.

Governance and Audit Committee, continued. Mr. Stern moved that the Board submit an overture to the Synod convention, “To Optimize the Stewardship of Gifts to Our Seminaries” addressing the Joint Seminary Fund. The motion was seconded. It was noted that this same overture was adopted by the joint boards for the 2019 convention. After discussion, the motion [23-10] carried 6-3 by show of hands. Rev. Lange requested that his abstention from the vote be recorded.

Mr. Stern moved that the Board submit an overture to the Synod convention, “To Affirm Appropriate Standards for the Specific Ministry Pastor (SMP) Program”; the motion was seconded and discussion followed. It was noted that most of this language was previously approved by the Board as a potential submission from the joint seminary boards in response to the assignment of 2019 Synod Convention Resolution 6-03A. A motion to amend to move lines 33-34 and make them a new, final whereas clause was seconded; after discussion, the previous question was moved and carried. The amendment carried. The previous question was moved on the main motion; the main motion carried [23-11].

Chairman Mons directed the Secretary to submit the overtures to the Synod, and to notify the Concordia Theological Seminary Board of this board’s action.

Dr. Edmon moved that the Board enter executive session; the motion was seconded and carried.

The Board entered executive session at 2:17 p.m.

[EXECUTIVE SESSION, including consideration of action item 23-12]

The Board exited executive session at 3:44 p.m.

Chairman Mons reminded the Board of the March 13 accreditation luncheon.

Mr. Hegland moved to adjourn; the motion was seconded and carried, and the Board adjourned with prayer at 3:45 p.m.

Respectfully submitted,

Mark O. Stern, Board Secretary

Attached: Forms of Overtures to 2023 Synod Convention, approved for submission as Action Items 23-10 and 23-11.

Action Item 23-10

To Optimize the Stewardship of Gifts to Our Seminaries

WHEREAS, for many decades, the Synod has managed the Joint Seminary Fund, providing donors an opportunity to make a single donation that financially supports both seminaries; and

WHEREAS, the Synod establishes both the formula for distribution of those gifts to the seminaries and the amount to be retained by the Synod for fund raising expenses; and

WHEREAS, trends in Synod giving indicate that donors who connect more directly with ministries are more trusting of and financially generous with those ministries; and

WHEREAS, direct involvement in the fundraising activity of the Joint Seminary Fund by the two seminaries has been greatly reduced; and

WHEREAS, this reduced involvement has had a direct impact on the performance of the Joint Seminary Fund such that the financial support to the two seminaries has been significantly diminished; and

WHEREAS, the administrative leadership of both seminaries have been successful in connecting directly with individuals who desire to support those ministries; and

WHEREAS, the administrative leadership of both seminaries are committed to working together to manage a joint seminary fund-raising operation in a way that provides the same opportunities for donors and that continues an equitable distribution model, yet reduces costs through the use of existing fundraising expertise and infrastructure of the seminaries; therefore be it

Resolved, That Concordia Theological Seminary and Concordia Seminary be directed to create a joint fundraising team, which has the responsibility for receiving gifts intended to benefit both seminaries; and be it further

Resolved, That gifts be split between the two seminaries each year in proportion to total residential MDiv enrollment for the most recent completed academic year; and be it further

Resolved, That the existing Joint Seminary Fund, administered by the Synod, be transferred, in its entirety to this new fund; and be it finally

Resolved, That any gifts or bequests received by The Lutheran Church-Missouri Synod or the LCMS Foundation, any earnings from trusts or endowments, or other similar receipts, directed to the Joint Seminary Fund or otherwise designated or restricted for the use of the two seminaries, be immediately distributed to the new joint fund, but in each case remaining subject to any applicable restrictions on use imposed by the donors thereof.

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Rev. W. Max Mons, Chairman

Mark O. Stern, Secretary

Action Item 23-11

To Affirm Appropriate Standards for the Specific Ministry Pastor (SMP) Program

WHEREAS, The 2019 Synod Convention received a number of overtures (listed as references for 2019 Convention Res. 6-03A) that proposed changes to the Specific Ministry Pastor (SMP) program, including (1) whether to require study of Biblical languages as part of the SMP program, and (2) whether ordination should occur at the end, rather than the midpoint, of the four-year program; and

WHEREAS, Currently, SMP students at both seminaries serve at least the first two years of the program as a vicar at the specific ministry site, and then, once certified, are eligible to be called and ordained to serve as a supervised SMP during the remaining two years of the program, and to continue in that ministry after the completion of the SMP program; and

WHEREAS, The 2019 Synod Convention chose not to adopt an amendment to 2019 Synod Convention Res. 6-03A that would have required that SMP students complete the entire four-year program prior to ordination; and

WHEREAS, The SMP is a non-degree certificate program, delivered primarily online, that does not require a bachelor's degree for admission, and neither seminary requires SMP students to complete any Biblical language coursework; in contrast, the Master of Divinity (M.Div.) is a residential program that requires a bachelor's degree for admission, requires students to study both Greek and Hebrew, and leads to an accredited academic degree; and

WHEREAS, Input was requested from the joint boards of regents of the seminaries by 2019 Convention Res. 6-03A, which directed, "That the joint boards of regents prepare an overture to the Synod on the timing of vicarage and ordination for the SMP program for consideration in convention in 2022" (2019 Convention Res. 6-03A); and

WHEREAS, 2013 Convention Res. 5-04B resolved that "the authority over admission to and administration of the SMP program remains with the seminaries"; therefore be it

Resolved, that the Synod affirm that, as stated in 2016 Convention Res. 6-02, "In keeping with God's own mandate for filling the Office of the Holy Ministry, we confess in AC XIV, "Concerning church government it is taught that no one should publicly teach, preach, or administer the sacraments without a proper [public] call" (KW, German), as the Scripture says, 'And how are they to preach unless they are sent?' (Rom. 10:15);" and be it further

Resolved, that the Synod affirm that, as stated in 2013 Convention Res. 5-04B, "the SMP program be retained" and that "SMP pastors are properly called in accord with Article XIV of the Augsburg Confession;" and that district presidents should not approve specific ministry sites which could reasonably be expected to support a general pastor or sites where a minister of religion-commissioned could fulfill the duties; and be it further

Resolved, that the Synod affirm that, as stated in 2007 Convention Res. 5-01B for SMP students, "Ordination vows may be taken prior to the conclusion of a complete course of study provided that the ordained has received a preparation sufficient to preach and teach the Gospel rightly, administer the Sacraments correctly, and take his vows with integrity," and "specific ministry pastor' will be the designation for those educated for a specific ministry context through distance education"; and be it further

Resolved, that the current practice of not requiring Greek and Hebrew proficiency of SMP students, who in many cases are studying and serving bi-vocationally and who, in all cases, serve under the supervision of a pastor who has been trained with the Biblical languages, be retained; and be it finally

Resolved, that the current timing for both vicarage and ordination be retained because the current timing is appropriate for the purposes of the SMP Program.

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Rev. W. Max Mons, Chairman

Mark O. Stern, Secretary