



CONCORDIA SEMINARY
SAINT LOUIS, MISSOURI
MAY 18-19, 2023

Thursday, May 18, 2023

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

Board Members Absent: Rev. Peter Lange, Mr. Bruce Paradis, Rev. Dr. John Wille.

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 a.m.

Devotion. Rev. Brondos led the meeting in Morning Prayer, Hymns 269 and 230, and a devotion from Luke 18:8.

Minutes and Agenda.

MOTION: Dr. Edmon moved to approve the minutes from the February 2-3, 2023, April 4, 2023, and April 28, 2023, meetings as presented; the motion [23-15] was seconded and carried.

MOTION: Dr. Edmon moved to adopt the agenda as presented, with the board policy review item removed due to the absence of Dr. Wille. The motion [23-16] was seconded and carried.

MOTION: Mr. Stern requested that Action Item “Fincke Endowed Chairs Budgets” be removed from the consent agenda. Dr. Edmon moved to adopt the remaining consent agenda as presented. The motion was seconded and carried. This approved the following action items:

[23-17]: Advancement in Rank: Gerhard H. Bode (to Professor of Historical Theology)

[23-18]: Advancement in Rank: Kent J. Burreson (to Professor of Systematic Theology)

[23-19]: Sabbatical Request: Erik Herrmann (Fall 2023)

[23-20]: Sabbatical Request: Paul Robinson (Spring 2024)

[23-21]: Sabbatical Request: David Schmitt (Spring 2024)

[23-22]: Sabbatical Request: Bruce Schuchard (Spring 2024)

[23-23]: Grant Emeritus Status to Douglas Rutt

[23-24]: Grant Emeritus Status to William Schumacher

[23-25]: Authorized Signers

[23-26]: Mudge Housing Allowance Modifications

MOTION: Dr. Edmon moved to approve the Fincke Endowed Chairs Budgets; the motion [23-27] was seconded and carried. Mr. Stern abstained from the vote.

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 SMP enrollment information and is working with Synod on the “Set Apart to Serve” initiative. The committee is also updating its charter to track the current strategic plan.

Dr. Haupt reported that we have 73 high school students registered to attend the *Vocatio* summer event for students contemplating enrolling at the Seminary. There were 105 M.Div. applications this year and we currently have 58 students registered for next fall. The gap between applications and enrollment has increased for a number of reasons. More students, many of whom are second-career students, are deferring admission to a future year. He noted the numerous pools of prospects now being targeted for candidates. Extensive discussion followed.

Guest Presentation. Dr. Abjar Bahkou joined the meeting to discuss his areas of teaching and outreach work to share the Gospel with Muslims. The board thanked him for his insights.

The Board recessed for Chapel at 9:31 a.m.

The Board reconvened at 10:30 a.m.

President’s Report. President Egger directed the Board to his written report. He noted ongoing progress in hiring new faculty and staff, which has consumed significant time. He is grateful for the 58 new M.Div. students currently slated to enroll this fall.

Mr. Stern moved that the Governance Committee be directed to prepare for Board consideration at the August meeting, a Board policy for receipt of gifts in accordance with Synod bylaws, to include requirements that the gifts be Christ centered and focused toward the Seminary’s mission. The motion was seconded; discussion followed. A motion was made to postpone consideration to the afternoon session; the motion to postpone consideration **carried**.

President Egger reported his involvement with recruitment efforts, including meeting with prospective students on campus and joining portions of the Seminary’s *Laudamus* choir tour this spring. He also noted

that we have considerably more requests for international student admissions than we can support; we will need to establish a way to prioritize, and to grow capacity through the Global Seminary Initiative.

Governance and Audit Committee. Dr. Arnold reported that preparations for the annual audit are ongoing. The committee has also reviewed the Higher Learning Commission accreditation team visitation report, which is currently pending before the HLC. The committee is also working on the annual review of President Egger, which will be completed for the August meeting.

Mr. Cattoor gave an update on the Willis Towers Watson review of our insurance program, which has now resulted in obtaining a stand-alone insurance program for the Seminary for the first time in many years.

Strategic Plan Report. President Egger directed the Board to the written summary (pages 48-84 of the Board packet) “Strategic Plan Implementation with Goals, Accountabilities and Timelines” for the Concordia Seminary Strategic Plan 2022-2026. He recommends that each committee review the sections beginning on page 66 that divide the oversight responsibilities for each board committee, and confirm that the assignments of responsibility are appropriately demarcated.

President Egger recommends that we maintain an ongoing update document, with an annual review at the August board meeting each year for a more detailed checkup. Extensive discussion continued regarding the appropriate process and cadence for plan completion updates.

Governance and Audit Committee. Discussion continued regarding the issue of the Seminary’s gift policy.

The Board recessed for lunch at 11:47 a.m.

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

Academic Committee. Dr. Edmon reported on the work of the Academic Committee, including the calls issued to Rev. Joel Fritsche and Rev. Dr. Stephen Pietsch, which have now been accepted. The committee was unable to reach consensus regarding obtaining copies of course syllabi and reading lists for review by the board, so no action was taken.

Dr. Edmon asked Dr. Haupt to present to the Board regarding his sabbatical request. Dr. Haupt shared with the Board his proposal for alternate staffing to cover his responsibilities during a potential sabbatical, and his desire to raise up more M.Div. candidates. Discussion followed.

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

The Board entered executive session at 1:46 p.m.

[EXECUTIVE SESSION, including adoption of action item 23-28]

The Board exited executive session at 2:03 p.m. Dr. Haupt was not present for the remainder of the afternoon session.

Finance Committee. Mr. Cattoor presented the March 31 financials. He noted that the Synod had been three months behind remittances on the Joint Seminary Fund, leading to an operating deficit as of March 31. Since that time, Synod has caught up to within one month and he hopes they will be current by the end of the fiscal year to avoid having to estimate/accrue donations.

Expenses have been up for the year; efforts have been made to reduce spending to maintain a balanced budget, and he expects to break even as of the June 30 fiscal year end.

On behalf of the Committee, Dr. Lang moved approval of the proposed budget for the fiscal year July 1, 2023, through June 30, 2024. Mr. Cattoor stated that he and the committee are comfortable with the projections contained therein, and believe that the projections are realistic. Mr. Louis noted that any operating surpluses are added to the endowment, per board policy. After further discussion, the motion [23-29] carried.

On behalf of the Committee, Dr. Lang moved modification of the Spending Rate Policy for endowment funds, to eliminate the tiered effect and spend all (above water) endowments at 4%. Currently, new endowments pay only 1% until the assets exceed 105% of the historical gift, 2% from 105 to 110%, and 3% between 110% and 115%. Discussion followed. Rev. Brondos moved the previous question; the motion carried. The main motion [23-30] carried.

Provost. Dr. Mudge reported that vicarage placement and call services were recently conducted. Assessment of the M.Div. curriculum continues. He provided further updates regarding curriculum developments and initiatives as outlined in his written report. He also reported that the Association of Theological Schools accreditation team will be on campus on November 1 as part of our ATS accreditation. He believes we will need to hire a New Testament professor and a history professor next year, as well as a new director for the Center for Hispanic Studies. We will continue with interim workers filling the Director of Music Arts position for the forthcoming year. Mr. Stern encouraged Dr. Mudge to study course and faculty load optimization to ensure we are delivering our instructional programs in an efficient manner.

Library. Dr. Paul Robinson, Director of Library Services, joined the meeting with colleagues Bruce Durazzi and Wayne Seitz to present a report on the digitization of library resources in partnership with the IT department. The board was given a demonstration of the ability to view, online, images of pages from the Seminary's rare book collections. Discussion and questions followed. The board thanked library staff for their efforts and the demonstration, and they were excused from the meeting.

The Board recessed at 3:03 p.m.

The Board reconvened at 3:20 p.m. Dr. Haupt was not present for this session.

Governance and Audit Committee. Discussion continued regarding the issue of the Seminary's gift policy. The pending motion was withdrawn and the existing gift policy referred to the Finance Committee for its further review. The Finance Committee will work to incorporate the policy or a reference into the Board Manual for reference.

Synod Convention Overtures. Synod First Vice President Rev. Peter Lange has written to Dr. Hagan that Action Item 23-10, an overture to the Synod "To Optimize the Stewardship of Gifts to Our Seminaries," was declined due to what the President of the Synod believes is material error. The overture requested that the administration of the Joint Seminary Fund be turned over to the respective Seminary advancement departments. The Board made this request due to, among other things, delays in processing gifts of up to three months that have caused cash flow issues for both seminaries.

A motion to enter executive session with guest present was seconded and carried.

The Board entered executive session at 3:37 p.m.

[EXECUTIVE SESSION, including adoption of action items 23-31 and 23-32]

The Board exited executive session at 4:14 p.m.

The Board stood in recess at 4:14 p.m.

Friday, May 19, 2023

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

Board Members Absent: Rev. Peter Lange, Mr. Bruce Paradis, Rev. Dr. John Wille.

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 8:30 a.m.

Devotion. Dr. Edmon led the meeting in a devotion.

Guest Presentation. Dr. Kevin Golden joined the meeting to discuss his areas of teaching and administrative work. He noted the benefits that significant parish pastoral experience brings to his vocation as professor. The Board thanked him for his thoughtful presentation.

The Board recessed for the Theological Diploma Service at 9:17 a.m.

The Board reconvened at 1:43 p.m. Mrs. Vicki Biggs joined this session.

Advancement Report. Mrs. Biggs reported that this fiscal year will be the second most successful in terms of giving in the last five years, and third best over the last ten years. We are looking forward to launching the campus master plan update, and a readiness study for the next capital campaign. Discussion followed. The Board thanked Mrs. Biggs and her staff for their diligent efforts, and Mrs. Biggs was excused from the meeting.

LCMS Convention Matters. Dr. Egger distributed copies of the Seminary's report that has been printed in the Convention Workbook (R13.1) along with the Pastoral Formation Committee Report (R.13) and overture (Ov. 6-03). Rev. Mons also provided a list of the overtures that have been referred to the Seminaries floor committee. Extensive discussion followed.

Mr. Stern moved to enter executive session with President Egger and guest present; the motion was seconded and carried.

The Board entered executive session at 2:40 p.m.

[EXECUTIVE SESSION]

The Board exited executive session at 3:57 p.m.

Mr. Hegland moved to adjourn; the motion was seconded and carried, and the Board adjourned with prayer at 3:58 p.m.

Respectfully submitted,

Mark O. Stern, Board Secretary