



CONCORDIA SEMINARY
SAINT LOUIS, MISSOURI
FEBRUARY 8-9, 2024

Thursday, February 8, 2024

Board Members present: Rev. Joel Brondos, Dr. Paul Edmon, Mr. Matthew Kenitzer, Rev. Bruce Keseman, Rev. Dr. Adam Koontz, Dr. John Lang, Rev. W. Maximillian Mons, Mr. Bruce Paradis, Dr. Michael Staub, Mr. Mark Stern, Rev. Dr. John Wille.

Board Members Absent: Rev. Peter Lange.

Staff Present: President Thomas Egger, Provost Ronald Mudge, Mr. Michael Louis, Mr. Chad Cattoor, Mrs. Vicki Biggs.

Guest Present: Rev. Dr. Lee Hagan.

Chairman Mons called the meeting to order at 8:00 a.m. Dr. Hagan, Mr. Cattoor, and Mrs. Biggs were not present for this session.

Devotion. Dr. Koontz led the meeting in Responsive Prayer.

Minutes and Agenda.

MOTION: Dr. Edmon moved to approve the minutes from the November 9-10, 2023 meeting as presented; the motion [24-01] was seconded and carried.

MOTION: Dr. Edmon moved to adopt the agenda as presented; the motion [24-02] was seconded and carried.

Board Manual. Dr. Wille led the Board in a discussion of the Board Manual sections dealing with executive sessions, which are meetings of the board members only unless the board chooses to include the president, staff, and/or guests required for the specific purpose of the session. He also noted the confidentiality of executive session minutes, and reviewed the relevant provisions of “Robert’s Rules of Order” pertaining to executive sessions.

He also provided an overview of Council of Presidents Policy 3.17 Regarding Placement and/or Call of Immigrants Who Are Undocumented or Unauthorized to Work in the U.S., which requires that in order to receive a call and be installed, a candidate must have legal authorization to work in the United States.

It was agreed that the Governance and Audit Committee should review this policy and determine what portions thereof should be added to the Board Manual, and what the requirements are for students serving on vicarage, particularly in alternate route contexts. A copy of the COP policy is appended to these minutes.

Guest Presentation. Dr. Adam Hensley, Associate Professor of Exegetical Theology, joined the meeting, and discussed his teaching and research interests. He distributed copies of his course syllabus and two recent articles on the Psalms, and discussed the content of his Psalms course. The Board thanked him for an open and engaging discussion.

The Board recessed for Chapel at 9:21 a.m.

The Board reconvened at 10:30 a.m. Mr. Chad Cattoor and Mrs. Vicki Biggs joined this session.

Governance and Audit Committee. On behalf of the Governance and Audit Committee, Chairman Mons noted that the Board Manual will need to be updated with the new Synod Handbook cross-references. He also reported that the Seminary has been requested to update its governing documents regarding reversionary rights and Synod relationship. The committee will work with Secretary Sias and the Seminary's legal counsel to ensure full compliance with all Synod Bylaws.

On behalf of the Committee, Chairman Mons moved that the Board of Regents engage Armanino, LLP to perform an audit of the financial statements of Concordia Seminary for the year ended June 30, 2024, and to direct the Chairman of the Board of Regents to sign the engagement letter;

On behalf of the Committee, Chairman Mons moved that the board engage Armanino, LLP to perform an audit of the financial statements of Concordia Seminary for the year ended June 30, 2024, and direct the Board Chairman to sign an engagement letter for a three-year term. The motion [24-03] carried. Mr. Stern requested that his negative vote be recorded.

President's Report. President Egger directed the Board to his written report. He reported the upcoming retirements of Dr. Alan Borcharding, Deaconess Gillian Bond, and Dr. Paul Sieveking, and the departure of Melanie Ave due to a family move. President Egger believes that two or three New Testament professors will be needed within the next five years, of which number one is needed currently. Discussion followed regarding staffing needs.

At the direction of the joint seminary boards, Mr. Kenitzer, and Mr. Tim Sheldon from the Concordia Theological Seminary Board, have prepared a proposal for a joint collaboration team that would look for areas for further cooperation between the two seminaries. The report is still being reviewed by the seminary presidents. It will be presented and discussed further at the May or August meeting.

He also hopes to accelerate the work of the Pastoral Formation Committee in addressing various assignments. The COP will discuss residential and distance education when it meets with the faculty

in conjunction with Call Day in April. This will also be a topic of discussion among the two seminary faculties when they meet later this year.

Finance Committee. On behalf of the Finance Committee, Mr. Paradis reported on the committee's recent discussions, and directed the Board's attention to the recently circulated financial statements for the period ending December 31, 2023.

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 [24-04] carried.

Development Report. Mrs. Biggs directed the Board to her written report, and presented a report of the Campaign Readiness Study findings and recommendations. Extensive discussion followed. A naming policy will be brought to the Finance Committee for its review prior to presentation to the Board.

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

The Board reconvened at 1:13 p.m. Dr. Hagan joined this session.

Finance Committee, continued. Mr. Cattoor led a review of the recently circulated financial statements for the period ending December 31, 2023. Discussion followed, including with respect to the approximately three-month lag in receipts from the Joint Seminary Fund.

Strategic Plan. President Egger directed the Board to the strategic plan information in the Board packet. The Board divided into small groups to review a list of strategic plan items requiring additional funding, and rank them in order of priority. The Board reconvened and the groups and the Executive Management Team shared their rankings and rationale. Extensive discussion followed.

Recruitment and Enrollment. Rev. Keseman directed the Board to the written recruitment and enrollment report. With Dr. Haupt on sabbatical, the Board welcomed Rev. Micah Glenn to the meeting. Rev. Glenn presented a report from the recruitment and enrollment team. Extensive discussion followed regarding the pool of available candidates and ongoing recruitment efforts, as well as the process for estimating annual enrollment. The Board thanked Rev. Glenn and he was excused from the meeting.

The Board recessed at 3 p.m.

The Board reconvened at 3:15 p.m. Mrs. Biggs was not present for this session.

Academic Committee. Dr. Edmon reported that the faculty needs projections are being updated by Dr. Mudge. Work is ongoing regarding the faculty search process and identifying the pool of possible candidates. Some faculty calls may be considered at the May meeting.

Dr. Mudge then directed the Board to his written report. We are anticipating receiving a ten year accreditation, the highest possible, from the Association of Theological Schools. The ATS has provided a couple recommendations, which are being implemented, to update our process for dealing with student complaints, and to make our educational evaluation process for our program more “simple, streamlined, and sustainable.” CSL and Concordia Theological Seminary are also in discussions with Luther Classical College regarding its pre-seminary track for undergraduate students. Dr. Mudge continues to work on strategic plan items that fall within the purview of the Provost. Faculty searches continue for historical theology and New Testament. Extensive discussion followed.

Board members are invited to attend classes tomorrow; Dr. Egger distributed a list of available classes and Board members indicated which sessions they will attend.

Board-Faculty Relations. Chairman Mons stated that he met with Dr. David Peter and discussed various topics. Communication is ongoing and has been well received.

Dr. Edmon moved that the Board enter executive session with President Egger, Dr. Mudge, Mr. Cattoor, and Dr. Hagan present; the motion was seconded and carried.

The Board entered executive session at 3:58 p.m.

[EXECUTIVE SESSION, including adoption of action item 24-05.]

The Board exited executive session at 4:37 p.m.

Discussion continued regarding the new Remote Work Policy.

The Board stood in recess at 4:47 p.m.

Friday, February 9, 2024

Board Members present: Rev. Joel Brondos, Dr. Paul Edmon, Mr. Matthew Kenitzer, Rev. Bruce Keseman, Rev. Dr. Adam Koontz, Dr. John Lang, Rev. W. Maximillian Mons, Mr. Bruce Paradis, Dr. Michael Staub, Mr. Mark Stern.

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

Staff Present: President Thomas Egger, Provost Ronald Mudge, Mr. Michael Louis.

Guest Present: Rev. Dr. Lee Hagan.

Chairman Mons called the meeting to order at 10:30 a.m.

Classroom Visits. Board members shared their observations from their visits to seminary classes this morning prior to Chapel. It was agreed that this was a helpful opportunity and we will seek to build it into our meetings when the schedule allows.

Pastoral Formation of Australians by LCMS Seminaries. Dr. Egger distributed an updated copy of his memorandum regarding Ministerial Formation for Confessional Lutheran Students from Australia at LCMS Seminaries, and stated his opinion regarding the desirability of proceeding with the plan outlined therein. The plan would admit men who are currently members of LCA congregations into the M.Div. programs at each seminary. Dr. Egger stated that the Synod has agreed to contribute \$12,500 per student per year toward the support of this project, and students would be required to document adequate financial support in order to obtain the required student visas before they can come into the country and enroll. Extensive discussion followed.

Dr. Lang moved that the Board authorize the Seminary President to waive the requirement that an applicant to the M.Div. Program be an active member of a congregation of the LCMS or of a church body in fellowship with the Synod for not less than two years before enrollment, with respect to applicants who are members of Lutheran Church Australia congregations and seek admission for the 2024-2025 academic year. The motion was seconded; discussion followed. The previous question was moved; the motion carried. The main motion carried by show of hands, 6-2.

Secretary Stern moved the orders of the day. Rev. Brondos moved to amend the agenda to provide for additional time, and the motion to amend received the required two-thirds vote.

Dr. Edmon moved to amend the prior motion, which was ruled to be a reconsideration of the prior vote. Dr. Edmon having voted in favor of the prior motion, he moved in favor of reconsidering the previous question; the motion received the required two-thirds vote.

Dr. Edmon then moved that the Board amend the prior motion so that it would read, that the Board authorize the Seminary President to waive the requirement that an applicant to the M.Div. Program be an active member of a congregation of the LCMS or of a church body in fellowship with the Synod for not less than two years before enrollment, with respect to applicants who are members of Lutheran Church Australia congregations and seek admission for the 2024-2025, 2025-2026, and 2026-2027 academic years. After discussion, the motion to amend carried, with the motion, as amended, adopted as [24-06].

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

The Board entered executive session at 11:36 a.m.

[EXECUTIVE SESSION, including adoption of action item 24-07.]

The Board exited executive session at 12:59 p.m.

Seminex Walkout. President Egger led a discussion regarding the Seminex walkout 50th anniversary and the appropriate commemoration thereof. The Board agreed that President Egger would draft a public statement to be read on the fiftieth anniversary of the Walkout and issued as a press release, and the Board will work on a further statement to be issued in conjunction with the fiftieth anniversary of the 1974 commencement. It was also agreed that a suitable plaque or other monument should be placed on campus.

Dr. Edmon moved to adjourn; the motion was seconded and carried, and the Board adjourned with prayer at 1:28 p.m.

Respectfully submitted,

Mark O. Stern, Board Secretary

Attached: *Council of Presidents Policy 3.17 Regarding Placement and/or Call of Immigrants Who Are Undocumented or Unauthorized to Work in the U.S.*

[COUNCIL OF PRESIDENTS]

3.17 POLICY REGARDING PLACEMENT AND/OR CALL OF IMMIGRANTS WHO ARE UNDOCUMENTED OR UNAUTHORIZED TO WORK IN THE U.S.

The Council of Presidents as Board of Assignments for the Synod, mindful of its responsibilities to both the congregations and the individual members of the Synod and its responsibility to be subject to civil authority (Bylaw 1.2.1 [f][2]) unless and until it cannot be kept without sin (Acts 5:29) establishes as its policy that it:

- Expects that the universities, seminaries, and colloquy programs of the Synod incorporate into their procedures by which the prospective minister requests ordination or commissioning the following question:
 - Do you now and will you at the time of a call and installation possess legal authorization to work in any call that you might receive that would result in employment within the United States?

- Expects that the response of every candidate for placement reported to the Council of Presidents as certified for placement be reported with that certification.
- States that it will not place into any call resulting in employment in the United States any candidate for whom the answer to this question is not provided.
- Understands that a false response to this question is a pretense and giving of offense that would be disqualifying for ministry within the Synod and would lead to removal from the Synod's roster.
- States that a certified candidate who does not possess work authorization will be treated in the same manner as other seminary graduates in the following sense: Normally seminary graduates receive both a placement and accept a call as contingent on their finishing their required seminary programs. In the same manner, candidates without work authorization can receive a placement and accept a call, so long as it is, if the call results in employment or involves remuneration or "reimbursement" (be it in cash or in kind, whether direct, indirect, or by any related third party), in a manner explicitly contingent on their also obtaining required legal authorization to work prior to their being installed and beginning service.
- States, therefore, that such a certified candidate who presents without work authorization may be placed by the Council of Presidents only under the explicit provisos:
 - that the district president has informed the calling body of the candidate's need to obtain required legal authorization to work;
 - that the calling body has accepted the responsibility to work with the candidate to obtain any required legal authorization to work;
 - that a reasonable plan has been put and remains in place to obtain such authorization, to be monitored by the relevant district president;
 - that the call, if it involves employment, remuneration, or "reimbursement" (be it in cash or in kind, whether direct, indirect, or by any related third party), will not finally/unconditionally be accepted or the worker installed or begin serving until such authorization is in place; and
 - that upon exhaustion of reasonable efforts to obtain work authorization, the call process shall be terminated and the district president shall notify the Council of Presidents, which shall withdraw the placement.
- Affirms that such a certified candidate can finally accept a call to and be installed in a congregation or other calling entity, thereafter to begin service, only once the worker and calling body have verified to the respective district president that required legal authorization to work is in place and that the respective district president will be notified in the event of its lapse.
- Respectfully requests that the universities and seminaries of the Synod, as well as district presidents and others responsible for counseling prospective applicants to church work

programs, fully inform and counsel students, prior to enrollment in any program leading to ordination or commissioning, regarding this policy of the Council of Presidents as Board of Assignments of the Synod.

The Council also, as a matter of mutual counsel and admonition (Bylaw 3.10.1.2):

- States that it is the policy of the Council of Presidents not to advise, advocate for, facilitate, or overlook in any respect the employment, contrary to law, of church workers not authorized to work in the United States.

- States that it understands each district president to be obligated, in consulting with calling congregations in the call process:
 - to obtain and provide congregations with necessary information regarding the authorization to work of potential callees, both those receiving initial and subsequent calls;
 - to facilitate inquiries from congregations about the authorization to work, in the call being contemplated, of any potential callee;
 - to advise congregations as to their obligation under Federal law to verify the identity and work authorization of any new hires through the Form I-9 process and as to the proper legal mechanisms to obtain authorization to work for a potential church worker;
 - to advise congregations that it is illegal to knowingly hire or to continue to employ an individual who is not authorized to work in the United States, or to do so when one reasonably should have known this to be the case, and that alternatives to traditional employment relationships can easily result in a perhaps unintentional but nonetheless improper and illegal circumvention the law;
 - to refuse to install any church worker into any call resulting in employment in and position in the United States in which the worker is not legally authorized to work; and
 - to counsel against means (e.g., non-monetary remuneration or denying a worker in the Gospel his living by the Gospel) of attempting to circumvent employment laws, which may expose congregations and workers alike to potential harms.

- Reiterates its concern for the temporal and spiritual needs of immigrants and sojourners among us, regardless of their immigration status, and commits itself to raising up, forming, aiding, and placing, consonant with legal means of obtaining authorization to work, workers for the Gospel harvest among them.

That said, we also commit ourselves to do everything reasonable and within our abilities to assist those undocumented workers who have the desire to become rostered church workers. Therefore, we will abide by immigration laws regarding compensation for church workers being called or placed.

SDG

Adopted November 15, 2022

Reviewed April 2023