

I N D E X
BOARD OF DIRECTORS MINUTES
THE SOUTHERN DISTRICT OF THE LUTHERAN CHURCH-MISSOURI SYNOD
THE LUTHERAN CENTER NEW ORLEANS, LA DECEMBER 9, 2007

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**MINUTES
of the
BOARD OF DIRECTORS
of the
SOUTHERN DISTRICT OF THE LUTHERAN CHURCH-MISSOURI SYNOD**

DECEMBER 9, 2007

2240 LAKESHORE DRIVE, NEW ORLEANS, LA

PRESENT: Pastors Davis, Doroh, Ertl, Nelson, Richter, Schultz and Weier
Mrs. Arbogast, Reilly, Miss McCreery, Mr. Casamento, Craig, Peterson,
Dr. Kaul, Teacher Pegues
EXCUSED: Rev. Schmieding
EXECUTIVE STAFF: Rev. Gary Faith, Mr. Gene Menzel, Mr. Jack Kellison
GUESTS: Rev. John Karle, Chairman of the Mission Committee; Rev. David Buss
and other members of the Recovery Assistance, Inc. (RAI)

The regular meeting of the Board of Directors of the Southern District of the Lutheran Church-Missouri Synod was held at The Lutheran Center, New Orleans, Louisiana, on December 9, 2007. The Rev. Kurtis Schultz, President of the Southern District of the Lutheran Church-Missouri Synod, called the Board meeting to order at 9:00 AM.

Miss Kay McCreery led the opening devotion with the singing of *Hark the Glad Sound! The Savior Comes* followed by Psalm 72. Reflections were given on Isaiah 11:1-10 under the theme: Kneeling with Kings. Prayers followed. The devotion ended with the singing of *On Jordan's Bank the Baptist's Cry*.

1. APPROVAL OF THE AGENDA

BD-07-47

RESOLVED, THAT the Agenda of the meeting of the Board of Directors be approved with modification of the morning schedule.

ADOPTED

2. APPROVAL OF MINUTES

BD-07-48

RESOLVED, THAT the minutes of the regular meeting of the Board of Directors on September 14, 2007 be approved.

ADOPTED

- The Board then met as AD HOC Committees until 11:00 AM.

MISSION COMMITTEE

The Rev. John Karle, Chairman of the Mission Committee, reported for the Committee on the meeting held November 5, 2007. He distributed the Mission Committee Statement and Work Program, 2006-2009. The Rev. Yohannes Mengsteab from LCMS World Mission spoke with the Mission Committee on church planting and the partnering relationship of **ABLAZE** Covenant congregations. Mr. John Friend, financial and business advisor for **Open Arms**, spoke to the Mission Committee on the Open Arms model for outreach and planting new churches. The Rev. Dave Lewis reported on the progress of CrossRoad Church (Hernando, MS) including the partnership with Church Development Partners. The Campus Ministry Summit held in Tuscaloosa, AL, on November 6 and 7, 2007 had 9 campus ministries registered. Rev. Faith announced a Daughter Church Planting Summit on January 25-26, 2008 in Montgomery, AL. Recovery Assistance, Inc. staff brought to the Mission Committee an update of their activities.

A grant of \$1,200 was approved for Jehovah – Pensacola, FL, for a Congregational Self Study/Revitalization, and a grant of \$2,500 was approved for St. Paul (Burgundy) – New Orleans, LA, for a Patient Advocate Program.

The following 2008 subsidy grants to congregations are approved:

- Monte de los Olivos – Metairie, LA – \$46,000
- University – Tuscaloosa, AL – \$3,000
- Ebenezer – Atmore, AL – \$1,500
- Epiphany – Arlington, AL – \$2,000

STEWARDSHIP COMMITTEE

The Rev. Gary Faith, Executive Assistant for Parish Missions, reported for the Stewardship Committee. Year-to-date income as of November 1, 2007 was \$812,725.43. Members of the Committee were to contact congregations in their area concerning their pledge. The Committee accepted the review by Rev. Paul McComack of two new stewardship books (The Twelve Months of Congregational Stewardship and The Ten for Ten) and recommended that a set of each be given to each Circuit Counselor.

The phone directory for the Southern District is being developed. The Stewardship Committee approved its meeting dates for 2008 along with pledge cards for 2008. After some discussion with Mr. Jack Kellison, the Stewardship Committee recommended a 2008 budget of \$1,090,000 (a \$10,000 increase over 2007). A \$40,000 increase would be considered if the District reached its 2007 budget. An update was given by Mr. Kellison on the sale of the Southern District office.

BUDGET AND FINANCE COMMITTEE

Mrs. Connie Arbogast, Treasurer, reported for the Committee.

3. 2007 YEAR-END

FI-07-03/BD-07-49

WHEREAS, the Budget and Finance Committee has reviewed the 2007 year-to-date actual income and expenses through November 15, 2007 and year-end projections as of November 15, 2007 and compared it to the 2007 General Current Fund budget, and **WHEREAS**, our year-end projected expenses should not exceed income; therefore, be it

RESOLVED, THAT the Staff and Committees be encouraged to continue with programs while monitoring income.

ADOPTED

4. 2008 WORK PROGRAM

FI-07-04/BD-07-50

WHEREAS, the Budget and Finance Committee's review of the 2008 Work Program revealed that projected expenses exceed income by \$154,341.00, and

WHEREAS, it is essential to adopt a balanced District operational budget for 2008; therefore, be it

RESOLVED, THAT staff will make the necessary adjustments to balance the budget and present it to the Budget and Finance Committee at their March meeting.

ADOPTED

5. 2008 SPENDING

FI-07-05/BD-07-51

RESOLVED, THAT the Assistant Treasurer and/or the Treasurer of the Southern District Lutheran Church-Missouri Synod be authorized to meet expenditures associated with the 2008 proposed budget pending approval of that budget at the first quarter meeting of the Board of Directors.

ADOPTED

6. FINANCIAL ADMINISTRATION AND ACCOUNTING CONTRACT

FI-07-06/BD-07-52

WHEREAS, the Budget and Finance Committee has reviewed the Financial Administration and Accounting contract with Southern District CEF and found it sufficient to provide for the accounting needs of the Southern District; therefore, be it

RESOLVED, THAT the contract be recommended to the Southern District.

ADOPTED

A copy of the contract is attached to the original copy of these Minutes.

YOUTH COMMITTEE

Mr. Gene Menzel, Executive Assistant for Parish Services, reported on behalf of the Youth Committee. Two Jr. High gatherings have been held; a Sr. High gathering will be held at Camp Restore in June.

RECRUITMENT AND SCHOLARSHIP COMMITTEE

Mr. Gene Menzel, Executive Assistant for Parish Services, reported for the Committee. A printed financial report on scholarships was presented. The Committee gave thanks for the LWML's gift to the District's scholarship fund. \$1,000 will be given to each DELTO student toward the cost of DELTO courses. Lutheran High School received a grant of \$900 to take an exploratory trip to Chicago and St. Louis to look at church careers. Circuits and congregations are encouraged to support the scholarship endowment fund as well as support recruitment of students for full-time church work. A printed report on the various funds and student grants was given.

PERSONNEL COMMITTEE

Miss Kay McCreery, chairman of the Personnel Committee reported for the Committee. Plan to meet with District staff concerning the approval of the contract with CEF and its ramifications. There will also be a new agreement proposed on deployed staff.

7. HOUSING ALLOWANCE – 2008

PR-07-05/BD-07-53

WHEREAS, The Rev. Kurtis Schultz has requested that his housing allowance be designated at 60% of his salary, and

WHEREAS, Mr. Eugene Menzel has requested that his housing allowance be designated at 45% of his salary, and

WHEREAS, The Rev. David Lewis has requested that his housing allowance be designated at 50% of his salary, and

WHEREAS, The Rev. Gary Faith has requested that his housing allowance be designated at 50% of his salary; therefore, be it

RESOLVED, THAT the requests be approved as submitted.

ADOPTED

8. CHRISTMAS GIFTS

PR-07-06/BD-07-54

RESOLVED, THAT consistent with past considerations, a gift certificate of \$175.00 be presented to each employee in the Southern District Office as a Christmas present.

ADOPTED

9. SALARIES

PR-07-07/BD-07-55

WHEREAS, the Personnel Committee has the responsibility to review salaries annually, and

WHEREAS, area and regional salaries reflect that a cost of living increase is warranted; therefore, be it

RESOLVED, THAT the Southern District staff salaries be increased 3.5% and that the District Salary Scale be adjusted appropriately; and, be it finally

RESOLVED, THAT this salary increase be effective January 1, 2008.

ADOPTED

10. STEP INCREASE

PR-07-08/BD-07-56

RESOLVED, THAT Marion Kennedy be moved from C2 to C4 on the Southern District Salary Scale; and, be it further

RESOLVED, THAT Allison Campo be moved from B3 to B4 on the Southern District Salary Scale; and, be it further

RESOLVED, THAT Cindy Pecarrere be moved from B7 to B8 on the Southern District Salary Scale; and, be it finally

RESOLVED, THAT the change be effective January 1, 2008.

ADOPTED

CONSTITUTIONS COMMITTEE

The Constitutions Committee offered a printed report.

11. ACCEPT THE REVISED CONSTITUTION AND BYLAWS OF CHRIST THE KING – ENTERPRISE, AL

CO-07-04/BD-07-57

WHEREAS, the Constitution Committee has reviewed the revised Constitution and Bylaws of Christ the King – Enterprise, AL and found it to be in agreement with Scripture and Synodical requirements; therefore, be it

RESOLVED, THAT the revised Constitution and Bylaws of Christ the King – Enterprise, AL be accepted.

ADOPTED

PARISH EDUCATION COMMITTEE

Mr. Gene Menzel, Executive Assistant for Parish Services, reported on behalf of the Parish Education Committee, which met at Our Savior Lutheran Church – Shreveport, LA on November 9, 2007. The Parish Ed. Committee conducted the last in the series of SEE (Strengthening, Encouraging, Empowering) Discipleship in the Parish seminars. The Committee is pursuing another format that would support congregations, but also encompass greater accountability for follow-through (implementation).

Rev. Steve Linck and Mr. Gene Menzel participated in a Transformation (Revitalization) Consultant Training Network in Milwaukee, WI on October 23-28, 2007. Linck and Menzel would form a consultant team and would provide congregations with an overview of the process. Targeted congregations are those which have plateaued in

membership or attendance or are on the decline in these areas. Upon agreement to participate in the process, the congregation would conduct a self-study and training event for leaders. The team would raise five issues or challenges. The congregation would have up to six weeks to adopt or reject recommendations. Another Transformation Training Network is planned for District staff (president and executives) on January 7-9, 2008 in Nashville.

An additional printed report on Katrina Educator/School Fund Report, excluding salary support, was presented. Total income from Congregations, Districts, Individuals, Agencies and Synod's Human Care was \$414,170.20; total expenses, which included teacher support and promotion, were \$409,785.01.

12. ACCEPT MINUTES AND REPORTS

BD-07-58

RESOLVED, THAT the minutes of the November 5, 2007 meeting of the Mission Committee; the minutes of the November 2, 2007 meeting of the Stewardship Committee; the report of the Youth Committee; the minutes of the November 29, 2007 meeting of the Recruitment and Scholarship Committee, the minutes of the November 9, 2007 Parish Education Committee; the report of the Constitutions Committee; and the minutes of the December 7, 2007 meeting of the Personnel Committee be received.

ADOPTED

- President Schultz presented the Katrina Proclamation signed by the Presidents of the Districts of the Lutheran Church-Missouri Synod at the Synodical Convention.

RECOVERY ASSISTANCE, INC. (RAI)

The Rev. David M. Buss, Director of Recovery Assistance, Inc. [RAI] offered his comments on recovery. RAI is transitioning from a short-term relief agency to an ongoing long-term relief agency; this transition necessitates raising funds. Camp Biloxi is now a RAI facility. DCE Kurtis Smith spoke on continuing to tell the story of Katrina and the need to continue to raise funds. *Weekend Reaction* will be an opportunity for locals who are able only to work weekends to volunteer. Mrs. Kathy Wendling spoke on congregational restoration. Zion – New Orleans, LA, has increased its outreach to and through Tulane University students. Twenty thousand dollars was given by RAI to St. Paul – New Orleans, LA, for its Patient Advocate Program. A grant was given to Monte de los Olivos – Metairie, LA, for its pre-natal program. One hundred and twenty people from New Orleans area Lutheran Churches attended *Lutheran Community Day* at City Park in New Orleans. Rev. Kevin and Mrs. Christy Kieschnick work with congregations, who work with social action ministries, to begin faith communities. This process allows them to identify leaders for training. Christy Kieschnick is working with those interested in women's abuse. Rev. Ed Brashier is working with volunteers to reach out to those who are rebuilding their homes. Many houses are waiting on electrical and plumbing work. One hundred and twenty homes have been completed, but 619 families are waiting for work to be done on their homes. Volunteers continue to come to Camp

Restore. Mr. Carl Bruhl was presented. He previously helped set up Camp Atonement in Metairie, the camp at Lamb of God in Slidell, and Camp Restore in New Orleans East at the site of Prince of Peace Lutheran Church. He gave an inspirational talk.

EXECUTIVE SESSION

The Board went into Executive Session; the staff was dismissed for the session.

CHURCH EXTENSION FUND

Mr. Jack Kellison, Executive Assistant for Finance, presented a report for Church Extension Fund. Loans were approved for: Prince of Peace – Ozark, AL for \$10,000; Resurrection – Pensacola, FL for \$650,000; First – Florala, AL for \$100,000; and, Jehovah – Pensacola, FL for \$30,000.

13. ACCEPTANCE OF OTHER REPORTS

BD-07-59

RESOLVED, THAT the Reports from RAI and Church Extension Fund be received.

ADOPTED

PLENARY

President Schultz explained the \$20,000 grant that Rev. Dr. Jan C. Case received from Wheat Ridge Ministries for a Church Worker Vocational Wellness Pilot Project. Rev. Case will continue his employment with Louisiana State University in New Orleans.

14. WHEATRIDGE MINISTRIES AWARDS GRANT

PL-09-07/BD-07-60

RESOLVED, THAT Rev. Dr. Jan C. Case be named as the Director of the Church Worker Vocational Wellness Pilot Project; and, be it finally

RESOLVED, THAT Rev. Dr. Jan C. Case's administration of the program be under the supervision of the District President.

ADOPTED

FAN INTO FLAME COMMITTEE APPOINTMENTS

The following committee appointments made by the President and Executive Assistants were announced: *Fan into Flame* District Campaign Steering Committee

- Rev. Ted Richter (Trinity – Dothan, AL) – Chairman
- Rev. Warren Davis (Jehovah – Pensacola, FL)
- Rev. Gary Faith (Luth. Ch. of the Pines – Waveland, MS/ Deployed Exec.)
- Rev. Cliff Hellmers (Luth. Ch. of Vestavia Hills – Vestavia Hills, AL)
- Mr. Don Hennings (Immanuel – Pensacola, FL)
- Rev. John Karle (Christ the King – Natchitoches, LA)
- Rev. Steve Linck (Grace – Pensacola, FL)
- Rev. Rod Pasch (Bethany – Slidell, LA)
- Rev. Eddie Scheler (St. Paul's – Decatur, AL)

ADOPTED

15. FUNDING FOR FAN INTO FLAME DISTRICT CAMPAIGN

PL-10-07/BD-07-61

RESOLVED, THAT the *FAN INTO FLAME* Southern District Campaign be initially funded by \$15,000 from Account #20275-272-1 (previously designated for Assistants for Gift Planning); and, be it finally

RESOLVED, THAT Rev. Ted Richter (Trinity – Dothan, AL) Director, report directly to the Board of Directors.

ADOPTED

16. CONCORDIA HISTORICAL INSTITUTE

PL-11-07/BD-07-62

WHEREAS, the Concordia Historical Institute serves the entire Synod as their Department of Archives and History, and

WHEREAS, Synod's archives collection has exceeded the space at its current location, and is relocating to the International Center, and

WHEREAS, the Board of Governors of Concordia Historical Institute requests a donation of \$5,000 from each district to help cover the estimated \$2 million projected expense; therefore, be it

RESOLVED, THAT the Southern District donate \$5,000 to the Concordia Historical Institute.

(Originally tabled to the December meeting)

ADOPTED

- President Schultz presented the list of vacancies and upcoming retirements.

AD HOC COMMITTEE ON LMTI

Rev. Warren Davis reported for the Committee. *Lay Leadership Training Institute* is the new name for *Lay Ministry Training Institute*. The Committee is seeking to reach out to congregations for needs.

AD HOC COMMITTEE ON RESTRUCTURING DISTRICT

Rev. Ted Richter reported for the Committee outlining the election procedure and protocol.

AD HOC COMMITTEE ON DEPLOYMENT

Miss Kay McCreery reported for the Committee. They are still working on defining the deployment process.

AD HOC COMMITTEE ON RELOCATION OF THE SOUTHERN DISTRICT OFFICE

Rev. Dr. James A. Ertl reported for the Ad Hoc Committee. The Board of Zoning denied the zoning change. The City Councilperson, who represents this area, asked President Schultz to meet with the neighboring association but the neighborhood wishes no change. The City Council has postponed the issue until January 8, 2008. The restriction to campus student ministry only, may be removed, because the neighboring properties have agreed to lift the restriction.

- A video was presented by Mr. Gene Menzel on schools affected by Hurricane Katrina.

17. ADJOURNMENT

BD-07-63

RESOLVED, THAT the meeting be adjourned.

ADOPTED

Miss Kay McCreery led the closing devotion with the singing of *Lord, Dismiss Us with Thy Blessing*. Rev. Gary Weier shared his post-Katrina Christmas experience. We closed with the Lord's Prayer.

Respectfully submitted,
Rev. Dr. James A. Ertl
Southern District Secretary