

MINUTES
Concordia Lutheran Church, Bethlehem, PA
SELC District Board of Directors
May 15-16, 2007

1. **ATTENDEES:** Carl Krueger, Andrew Dzurovcik, Chris Cahill, Chris Ongstad, John Telloni, Keith Balla, Clarence Cook and Dick Martin.
Guests: Robert Lange, Ron Roby, Gerald Kovac, John Perling, Lou Ann Gotch, Steven Mano, Andrea Essling and Ray Malec.

2. **PRESIDENT KRUEGER OPENED THE BOARD OF DIRECTORS MEETING** at 1:50 p.m. at the Falcon Inn.

3. **CHRIS CAHILL PRESENTED THE OPENING DEVOTION** on the theme of "Beautiful Savior".

4. **MOVED AND SECONDED TO RECEIVE THE CORRECTED JANUARY 2007 BOARD OF DIRECTORS MINUTES.** (A 1-9)
Motion Carried.

5. **DISTRICT PRESIDENT'S REPORT** (A 10-16)
 - a. The vicar at St. John's, Cudahy resigned his vicarage in April, left the seminary pastoral program and went to Ohio. St. John's new vicar starts at the end of May.
 - b. There are four vicars assigned for 2007/08, for congregations in Cudahy, Oviedo, Massillon/Steubenville and Clark.
 - c. Rev. Gary Scharrer has accepted the call to Wilkes-Barre PA, Peter Haenftling will be installed at Concordia and St. Mark, Youngstown, OH June 16 and he will be part of the SELC district.
 - d. The call to Pentecost, Racine was declined.
 - e. St. John, Emporia, VA had requested a call list and voted to call a candidate.
 - d. Rev. Robert Bryans of Our Savior's Chatham, ON appears to have resigned from the call at Our Savior's because of medical problems. Chris Cahill and Ken Ballas had a pastoral meeting with Robert Bryans in March. Chris will go up again on Memorial Day weekend to talk with the congregation. The congregation is considering becoming part of LCC.
 - e. St. John, Brackenridge and John Huss, Arnold are thinking about forming a dual parish with Rev. Jerry Panzigrau as pastor.
 - f. Johnstown and Central City, PA are still trying to determine who pays what percentage of the next pastor's salary before they call a pastor.
 - g. Vicars and Candidates for this year and next year have high numbers but in the year after that the numbers drop by 1/3. Call night was broadcast on the web.
 - h. Concerning the upcoming Synodical Convention there is yet criticism for

Kieschnick allowing exemptions for districts.

6. MOTION MADE AND SECONDED TO RECEIVE THE DISTRICT PRESIDENT'S REPORT.

Motion carried.

7. REV. JOHN PERLING (DISTRICT BOARD OF OUTREACH CHAIRMAN)

PRESENTED ON ABLAZE! Soon the full expertise of those presenting Ablaze will be available for all online.

- A. 85% of all LCMS congregations have been plateaued or declining for the last 20 years.
- B. Stages in transformation process:
 1. Individual level- turning unbelievers into believers.
 2. Membership level- turning believers into disciples.
 3. Leadership level- turning disciples into leaders.
 4. Pastoral level
- C. A transformed church is regularly and consistently "making new disciples who make new disciples."
- D. How do we measure this? By levels of accountability. At the end of the first year, 50% of the congregations using this process should be growing and making new disciples.
 1. Conversion growth: adult baptism and confirmations.
 2. Attendance: 5% annual increase.
 3. Triads: 2-4 generations of growth within 24 months.
- E. Transforming Churches:
 1. Church consultant will come to a church with the approval of the congregation and pastor.
 2. Learning clusters meet monthly around questions the congregation asks the pastor.
 3. Triads are a learning cluster at the congregational level.
 4. Groups Ablaze - use the small groups module.
 5. Consultation- held over a weekend with three training events. Cost to district comes in training consultants. Cost to get a consultant trained is \$3,000 - \$4,000.
 - a. The consultation will be based on a detailed self-study looking at 20 year history of the congregation.
 - b. Determines whether the congregation will make tough decisions that lead to health and growth.
 - c. Concludes with prescriptive objectives to be carried out within the next 12 months.
 6. Coaching Process. Consultant or exec. is on the campus of the congregation each month.

7. Preparation:
 - a. Recruit 5 congregations within your region/district to begin the process.
 - (1) Start with those most open to change and with most resources for change.
 - (2) Shoot for early victories
 - b. Select a Consultant.
 - (1) The experienced pastor who has led significant growth at his own church (broken the 200 barrier).
 - (2) A team of at least 2 people works best.
 - (3) Can be a district exec. or large church pastor.
 - c. Training
 - (1) Be a part of three consulting experiences prior to becoming a Lead Consultant.
 - (a) Participate in Milwaukee super weekend (Oct. 24-28).
 - (b) Be part of a consultation team in mid-south, Great Lakes or Northeast.
 - (c) Conduct a consultation with mentor observing.
 - (d) Receive Certification through Center for U.S. Missions.
 - (e) Materials are being prepared on Ablaze! for the district web site.
 - d. Next Steps:
 - (1) Present process to congregational leaders.
 - (2) Pray and fast (2-4 weeks).
 - (3) Approve process.
 - (4) Set date for consultation.
 - (5) Pastor and leaders start congregation self-study.
 - (a) 1-2 months to complete.
 - (b) Turn self-study in 2 weeks prior to consultation.
8. The leadership of Synod has committed to change in the Synod.

8. THE SYNODICAL FAN INTO FLAME PROCESS was presented to the board by Rev. Dr. Carl Krueger.

- A. Goal of Ablaze is reaching out to 100,000,000 people by speaking a witness of Christ to another.
- B. The Biblical basis is found in Luke 24:30-32 "When he was at the table with them, he took bread, gave thanks, broke it and began to give it to them. [31] Then their eyes were opened and they recognized him, and he disappeared from their sight. [32] They asked each other, "Were not our hearts burning within us while he talked with us on the road and opened the Scriptures to us?"

- C. A critical event is defined as when one Christian gives witness to their Lord and Savior, Jesus Christ.
- D. Mission outreach programs include:
 - 1. Cross-cultural ministry in Montreal.
 - 2. Two mission starts in Florida.
- E. Fan into Flame is the funding source for some of the Ablaze ministries.
- F. Many of the activities of Ablaze don't have any need of funds. But some do.
- G. The heart of Fan into Flame is Acts 1:8, "But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth."
- H. The distribution of funds received will be disbursed with 50% for LCMS World Mission, 20% for LCMS North American missions, 15% to the district for outreach and 15% for the local congregation's evangelism efforts.
- I. The SELC goals for Fan Into Flame are:
 - 1. Plant a new mission start in Florida with a total goal of \$200,000 and a seed money goal of \$65,000.
 - 2. Cross-cultural ministry total goal of \$125,000. This cross-cultural ministry would be to the Muslim community in the neighborhood surrounding Ascension Lutheran in Montreal.
 - 3. Missional Training Total goal need of \$80,000. To provide all pastors of the SELC district a cross-cultural experience giving them more of a missional vision.
 - 4. Revitalization of 10 congregations with total need goal of \$27,000. LCMS World Mission Revitalization process offers strategies on three levels: the small group level; the congregational level; and the district level.
- J. There is already tremendous early support in the campaign:
 - 1. Nationwide gifts of \$3,000,000 have already been obtained.
 - 2. Texas district has commitments of \$5.3 million.
- K. Each congregations projected goals will be around 10% of the congregations budget.
- L. The Synod has already started sending back 15% of Fan Into Flame proceeds to districts.
- M. Major Gifts
 - 1. Early on the focus was on gifts of \$50,000 and above.
 - 2. The major gifts segment of the program is being led by President Krueger and a lay committee.
- N. Ablaze education should begin now in the congregations.
- O. Pilot congregations:
 - 1. Nine congregations have been invited to run appeals in 2007.
 - 2. These congregations will serve as:
 - a. Models and
 - b. Provide momentum for the district campaign.

- P. The remaining congregations of the district will participate in the appeal beginning in April of 2008.
- Q. Fan into Flame will be completed in the district within 3 years.
- R. There are five plans for congregational participation:
 - 1. Every member visitation.
 - 2. Cottage meetings.
 - 3. Mail Campaign.
 - 4. Plug into capital campaign.
 - 5. Put into operational budget for 3 years at either 10% or 5% of congregational budget.
- S. Suggestions for Ablaze:
 - 1. More information on Ablaze available to congregations and pastors in simple ways for pastors to share with their congregation.
 - 2. A time table should be set up where special Ablaze events can occur.
 - 3. The Ablaze effort should commence during Lent, 2008 and Fan into Flame through the Easter and Pentecost season 2008.

9. **MOTION MADE AND SECONDED THAT THE BOARD OF DIRECTORS ENCOURAGE THE CONGREGATIONS OF THE DISTRICT TO EMPHASIZE ABLAZE AND FAN INTO FLAME** during the 2008 Lenten and Easter season.

Motion carried.

10. A suggestion was made that **THE FAN INTO FLAME TASK FORCE ASSEMBLE AND DISTRIBUTE MATERIALS AT THE OCTOBER, 2007 GPC.**

11. **THE FIRST VICE PRESIDENT ANDREW DZUROVCIK PRESENTED HIS REPORT.**

(A - 18)

12. **MOTION MADE AND SECONDED TO RECEIVE THE FIRST VICE PRESIDENT'S REPORT.**

Motion Carried.

13. **THE SECOND VICE PRESIDENT, CHRIS CAHILL, PRESENTED HIS REPORT WITH THE FOLLOWING ADDITIONS:**

(A - 19)

- A. He commended Emil Lavcek, who, while advanced in age makes every effort to attend circuit pastoral conferences.
- B. He noted the many pastors in the circuit work together to bring Word and Sacrament ministry to the vacant congregation of Holy Trinity, Pleasant City, OH.
- C. The Ministerial Health Committee visited Don Hayas in the hospital as he had twin knee replacement surgeries.

14. **MOTION MADE AND SECONDED TO RECEIVE THE SECOND VICE PRESIDENT'S**

REPORT.

Motion Carried.

15. **THE CENTRAL CIRCUIT COUNSELOR'S REPORT.** (A - 20)
The Circuit Counselor Ballas reported that he is developing a buddy system among circuit pastors to foster greater contact and support.
16. **THE WESTERN CIRCUIT COUNSELOR'S REPORT.** (A - 21)
17. **MOTION MADE AND SECONDED TO RECEIVE BOTH THE CENTRAL AND WESTERN CIRCUIT COUNCILLORS REPORTS.**
Motion Carried.
18. **THE GENERAL PASTORAL CONFERENCE.** A - 22ff.)
A. The district will pay for the programming, bus in Montreal and food at the conference.
B. Participants will pay for travel to and from the conference and hotel charges. There will be no registration fee for the GPC.
C. Gratuity for Mike Ruhl and Roland Miller will be \$500 each.
D. Passport grants are available through the district to pay for the cost of obtaining passports.
E. Board members are requested to arrive in Montreal anytime Monday.
F. The 1st and 2nd vice presidents will be running the new pastor orientation.
G. Agenda:
1. There will be a Monday evening orientation for all pastors in preparation for their religious site visits.
2. Presentation by Mike Ruhl for 2 hours on Wednesday.
H. Mission Board will meet Thursday morning.
I. Board of Directors will meet beginning at noon on Thursday and conclude on Friday at noon.
19. **THE BOARD OF DIRECTORS ADJOURNED AT 6:10 P.M.**
20. **THE CLOSING DEVOTION FOR THE DAY WAS CONDUCTED BY DICK MARTIN.**
21. **THE BOARD OF DIRECTORS RECONVENED ON MAY 16, 2007.**
22. **THE OPENING DEVOTION WAS CONDUCTED BY CLARENCE COOK.** Clarence used the story of the anointing of Jesus' feet from Mark 14 to reiterate how important it is that we take advantage of the opportunity for ministry when it appears like Mary who took the opportunity to anoint Jesus.

23. **PRESIDENT KRUEGER CALLED THE MEETING TO ORDER AT 8:45 A.M.**
24. **THE TREASURER'S REPORT WAS GIVEN BY KEITH BALLA** on separate sheets. He noted that:
- A. There is \$181,000 in available cash on hand.
 - B. Some GPC conference expenses will be paid out of the Royal Bank of Canada.
 - C. The largest LCEF certificate held by the district is for \$650,000.
 - D. Tampa's loan from the district remains at \$100,000. The demand note was due in December 2005.
 - E. Jackson Twp., OH owes the district a total \$130,000 in loans.
 - F. Mission funds expended from January to April 2007 was \$33,711.72.
 - G. 2007 Synodical convention assessment was \$10,599.
 - H. The budgeted receipts amount for Jan-April was \$198,000 but \$240,441.07 was received.
 - I. Budgeted expenses for the same period were \$257,400.08 but actual expenses were \$255,206.97.
 - J. Receipts from congregations have been better overall.
25. **MOTION MADE AND SECONDED TO RECEIVE THE TREASURER'S REPORT.**
Motion carried.
26. **THE FINANCIAL SECRETARY'S REPORT WAS PRESENTED BY CLARENCE COOK.** (A - 25 ff.)
- A. We have received 1/3 of income after about 1/3 of the year.
 - B. A \$1,000 bequest was received.
 - C. \$31,950 from LCEF operating results was received.
 - D. \$18,000 was received from Concordia Lutheran Ministries.
27. **STEWARDSHIP REPORT WAS GIVEN BY CLARENCE COOK.** (A - 29 ff.)
- A. He noted that there had been a 5.5% increase in income budgeted for 2007.
 - B. During 2006 an average of \$41.89 per per member was given to the district.
28. **MOTION MADE AND SECONDED TO RECEIVE THE FINANCIAL SECRETARY'S AND STEWARDSHIP REPORT.**
Motion Carried.
29. **THE LUTHERAN WITNESS REPORT** (A - 33)
- A. It was noted that subscriptions to the Witness are down a bit.
 - B. Finances are fine.
30. **MOTION MADE AND SECONDED TO RECEIVE THE LUTHERAN WITNESS**

REPORT.

Motion carried.

31. THE BEACON.

It was noted that Glenn Peterson, husband of our Beacon editor, Gail, was translated into glory. Condolences have been extended to Gail. There was appreciation for the good work Gail is doing on the Beacon.

32. THE LCEF REPORT WAS PRESENTED BY ROBERT LANGE. (A - 35 ff.)

- A. Living Word is behind in its mortgage owing \$6,093.28.
- B. Family of Christ, Tampa, FL has had its loan credit rating changed to trouble/impaired loan. They are \$151,500 in arrears. Total indebtedness is \$3,000,000 for the church.
- C. Resurrection, Crown Point, IN loan continues on interest only payments.
- D. Family of Christ, Jackson Twp., OH is three months behind in payments and is on interest only payments through December 2007. They owe \$18,702.66.
- E. Concordia, Bethlehem's purchase of new property has been held up over a proposed access road addition. They hope to have a building on the property by September 2008. This building with classrooms and multi-purpose room would be the first. This area has shown good population growth. They hope to sell 15 lots and keep 20 acres for the new mission. The cost for 50 acres is estimated to be \$700,000.
- F. LCEF investments grew by \$1,000,000 in the investment center.
- G. Term notes have grown by almost \$4,000,000.
- H. \$2.6 million in net funds are available for loans.
- I. When the district sends a letter asking for the net operating results the proposed funding for a particular mission should be included.

33. MOTION MADE AND SECONDED TO RECEIVE THE LCEF REPORT.

Motion carried.

34. HOLY CROSS, LAKE MARY IS SEEKING A \$404,000 LCEF LOAN TO BUILD A MIDDLE SCHOOL.

This will serve as a bridge loan with the rest of the money raised internally. They expect the loan to be paid off in 3 years. The loan would be for 20 years at 6% interest adjusted annually.

35. MOTION MADE AND SECONDED TO APPROVE THE LAKE MARY LOAN.

Motion carried.

36. CALVARY, PARMA OH IS SEEKING A \$260,000 LCEF loan for remodeling the church and adding an elevator. This would be a 20 year loan at 6% adjusted annually.

37. **MOTION MADE AND SECONDED TO APPROVE THE LOAN TO CALVARY.**
Motion carried. It was noted that Dick Martin reclused himself from the vote.
38. **PASTOR KRUEGER WILL CALL DAVID HAARA TO ASK FOR THE RETURN OF \$100,000** the district gave to Family of Christ in a loan.
39. **LIVING WORD, ORLAND PARK IS CONSIDERING SELLING 5 ACRES OF PROPERTY** for between \$500,000 and \$700,000. President Krueger will call Steve Lange on this sale.
40. **THE SELC IS THE ONLY DISTRICT THAT PROVIDES NON-DESIGNATED FUNDS TO THE SEMINARIES.**
41. **THE BLUE RIBBON TASK FORCE ON FUNDING.** (A - 49 ff.)
A. The Synod receives \$20 million per year presently.
B. The task force seeks to receive \$25 million per year by 2017.
C. The suggestion of the task force is to seek a 6% increase in giving from congregations to the district which would bring a 2% increase from district to Synod. For 2008 the SELC would be giving 39.6% of district funds and by 2010 it would be 40.6% toward Synod.
D. Motions to this effect will be presented at the 2007 Synodical Convention.
E. These are suggestions not mandates.
F. There were a number of suggestions on how the task force might accomplish its goals but this one seems the most doable.
42. **CONCORDIA HISTORICAL INSTITUTE REQUEST.** (A - 51)
The Concordia Historical Institute wants each district to contribute \$5,000 toward moving and setting up the museum at the International Center and increasing the size of the archives.
43. **MOTION MADE AND SECONDED TO GIVE \$5,000 TO THE CONCORDIA HISTORICAL INSTITUTE.**
Motion carried.
44. **THE COUNCIL OF PRESIDENTS IS USING THE SERVICES OF KAREN WILSON-STARKS** to help the COP work better together and come to consensus. Each district is asked to contribute from \$400 to \$500.
45. **MOTION MADE AND SECONDED TO SEND \$500.**
Motion Carried.

46. **INTENTIONAL INTERIM MINISTRY.** (A - 53 ff.)
Intentional interim ministry is looking for the SELC to consider a district membership in the Interim Ministry Conference. The District membership fee is \$150.
47. **MOTION MADE AND SECONDED TO GIVE \$150 TO THE INTENTIONAL INTERIM MINISTRY CONFERENCE.**
Motion Carried.
48. **SYNODICAL EXECUTIVE RISK PROGRAM.** (A - 55)
President Krueger noted that our district has elected to continue with the Synodical Executive Risk Program which includes directors and officers liability, employment practices liability, crime, fiduciary, and special crime lines of coverage.
49. **PALS PROGRAM.** (A - 56 ff.)
The PALS program costs the district \$500 per registrant per year. Since our district has three pastors that are in the PALS program the total cost for the district is \$1,500. The district has already built this into the budget.
50. **ABLAZE! MILWAUKEE TRAINING EVENT FOR 4 DAYS.** For individuals to go to this training the cost would be at least \$750. This is training for congregation revitalization consultants. The board's consensus is that we will not send anyone from the district.
51. **MINISTERIAL HEALTH COMMITTEE REPORT** (A - 70 ff.)
Concerning the Wellness Incentive Grant available for districts. We will not apply for this in 2007.
52. **LWML REPORT.** (A - 77)
The board encourage every pastor and congregation to consider projects for our LWML.
53. **LUTHERAN HAVEN REPORT** (A - 78 ff.)
- A. President Krueger and Don Kovac spent a day at the LCMS Foundation in St. Louis speaking with Terry Gerts.
 - B. Gift Planning Counselor requirements:
 - 1. First year costs should be \$65,000 to hire an experienced person.
 - a. He would be housed at the Haven.
 - b. He would strictly be a gift planning counselor working with individuals.
 - c. The counselor would make at least 12 trips per year.
 - d. The cost would be about \$141,000 and the district would be responsible for \$50,000.
 - 2. A possible person for this position was Robin E. Paris. She is the kind of person that would fit the requirements for gift planning counselor.

- C. Thrivent does offer charitable gifting initiative grants (A - 90 ff.) which could be used by the district to help pay for the expense of the gift counselor.
- D. The Foundation is currently looking for potential candidates for the position of gift planning counselor.
- E. Two corner lots of Haven property have not been sold. One corner lot has been removed from sale.
- F. 40 acres have been donated to St. Luke's to be used for a new Lutheran high School.
- G. The hospital group interested in purchasing 50 acres of Lutheran Haven property across Chapman Road will be making their presentation and offer at the upcoming Board of Trustees meeting.
- H. The greatest expense for the Haven is the cost of property insurance. There is consideration being given to self-insuring the cottages because of the high insurance premium cost.
- I. There is consideration being given to Don's upcoming retirement as executive director.

54. MOTION MADE AND SECONDED TO RECEIVE THE LUTHERAN HAVEN REPORT.

Motion Carried.

55. GUIDELINES FOR DETERMINING PASTORAL COMPENSATION. (A - 97 ff.)

- A. Lou Ann Gotch was thanked for preparing next year's guidelines.
- B. It was noted that housing allowance can no longer be set aside by congregations as non-taxable funds given to the pastor at a later date.
- C. It was suggested that wording should be changed for E subsection B.

56. MOTION MADE AND SECONDED TO APPROVE THE GUIDELINES WITH CHANGES.

Motion Carried.

57. YOUTH BOARD REPORT. (A - 95 ff.)

The 2007 District Luther League youth gathering will be held in Parma, OH June 29 - July 1.

58. MOTION MADE AND SECONDED TO ACCEPT THE YOUTH BOARD REPORT.

Motion Carried.

59. THE BOARD DETERMINED NOT TO ACT ON THE CHURCH WITHOUT WALLS REQUEST. (A - 107 ff.)

60. SPECIFIC PASTORAL MINISTRY. (A - 114 ff.)

- A. Under this plan a man can be ordained into the pastoral ministry without attending a Synodical seminary.
- B. This resolution will be coming to the Houston Convention in July 2007.
- C. The Seminary and University Education Committee will be offering this resolution to the convention for adoption. The seminaries have approved it along with the COP.

- 61. **CIRCUIT EXCEPTIONS FOR THE 2007 LCMS CONVENTION UPDATE.** (A 127 ff.)
- 62. **SYNODICAL SECRETARY'S REQUEST** for CCM and Committee on Structure nominations. (A - 139 ff.)
- 63. **MOTION MADE AND SECONDED TO NOMINATE RON ROBY FOR THE CCM.**
Motion Carried.
- 64. **GRACE PLACE. DR. JOHN ECKRICH WOULD LIKE THE SELC DISTRICT TO PARTICIPATE IN A ONE WEEK PASTOR AND SPOUSE RETREAT.** He would like to do two retreats for a total of 50 pastors and wives at a total cost of \$70,000. The cost would be paid for by donors. The district is looking for donors.
- 65. **PAUL HOYER HAS TENDERED HIS RESIGNATION AS CHAIRMAN OF THE MISSION BOARD.**
- 66. **THE SPRING 2008 MISSION BOARD MEETING WILL BE HELD MAY 19 AND THE BOARD OF DIRECTORS WILL BE HELD MAY 20-21** at a congregation in the Central Circuit - perhaps in the Cleveland area.
- 67. **PRESIDENT KRUEGER CALLED TO A CLOSE THE MAY, 2007 BOARD OF DIRECTORS MEETING AT 1:47 P.M.**
- 68. **KEITH BALLA LED THE CLOSING DEVOTION.**