



CONCORDIA SEMINARY
MEETING IN FORT WAYNE, INDIANA
NOVEMBER 9, 2023

Thursday, November 9, 2023

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

Board Members Absent: Rev. Dr. John Wille.

Staff Present: President Thomas Egger, Provost Ronald Mudge, Chief Operating Officer Michael Louis, Chief Financial Officer Chad Cattoor, Associate Provost Benjamin Haupt.

Guest Present: Rev. Dr. Lee Hagan.

Chairman Mons called the meeting to order at 8 a.m. at Concordia Theological Seminary, Fort Wayne, Indiana.

Devotion. Rev. Keseman led the meeting in Morning Prayer and a devotion from Matthew 25:1-13.

Minutes and Agenda.

MOTION: Dr. Edmon moved to approve the minutes from the August 10-11, 2023 regular meeting and the August 18, 2023 special meeting; the motion [23-39] was seconded and carried.

MOTION: Dr. Edmon moved to adopt the agenda, modified by switching the times for the board manual and officer elections but otherwise as presented. The motion [23-40] was seconded and carried.

MOTION: Dr. Edmon moved to remove the revised gift acceptance policy from the consent agenda and to adopt the consent agenda including the remaining items. The motion was seconded and carried, which included the adoption of the following action items:

- Approval of Academic Committee Revised Charter [23-41]
- Approval of Enrollment Committee Revised Charter [23-42]
- Approval of Authorized Signers [23-43]
- Approval of Conflict of Interest Policy [23-44]

Board Introductions. Members of the Board and staff introduced themselves to the newly elected members of the Board, and the new members also gave introductions.

Board Manual Review. Dr. Staub distributed copies of the governance policies and procedures sections of the board manual, and led a discussion on the relevant provisions. A motion to amend section 4.4 of the board manual to add membership on the executive committee to the duties of each board officer, carried [23-45]. Dr. Edmon moved that the maintenance of the board manual document be assigned to the board secretary; the motion [23-46] carried. Dr. Edmon moved that faculty personnel actions (e.g., appointment, reappointment, advancement in rank) be included in the list of items that cannot be approved under the consent agenda; the motion [23-47] carried.

President's Report. President Egger directed the Board to his written report, and outlined current activities and the strategic plan progress report. New board member orientation will be held the day prior to the February 2024 meeting. President Egger also distributed copies of his 2023-2024 goals that have been approved by the Governance Committee.

Vice President Lange reported that the Synod is working toward adjustments to the LCMS/AALC protocols to clarify that men who attend the ALTS seminary are not eligible for vicarage or placement with LCMS churches. Dr. Egger noted that SMP program guidelines also need to be finalized.

On behalf of the Governance Committee, Mr. Stern moved that the Board approve the agreed-upon goals for President Egger for 2023-2024; the motion [23-48] carried.

Dr. Egger reported that the Association of Theological Schools (ATS) accreditation visit went very well. ATS has requested two interim reports from the Seminary, encouraging that certain processes be revised to be “simple, systematic, and sustainable”; these are helpful recommendations and he intends to move forward in response to them.

Board and Faculty Meeting Overview. Chairman Mons opened the floor for nominations for Chairman, Vice Chairman, and Secretary. Rev. Mons was nominated for Chairman. Dr. Edmon, Mr. Lang, and Dr. Staub were nominated for Vice Chairman; Dr. Edmon declined to allow his name to stand. Mr. Stern was nominated for Secretary. A motion to close nominations carried. A motion to elect Rev. Mons as Chairman and Mr. Stern as Secretary by acclamation carried [23-49]. Dr. Staub was then elected Vice Chairman by paper ballot [23-50].

Academic Committee. Academic Committee chairman Dr. Edmon noted CCM Opinion 22-2977, which provides:

The certification of a candidate as qualified for placement includes not only the satisfactory completion of an academic program, but also the factors indicated in Bylaw 2.8.1 (b) and (c), and in the case of seminary students, (d). The appropriateness of a faculty certifying a candidate

rests, therefore, not only on the faculty's connection with a given academic program approved by the Synod as leading to ordained or commissioned ministry, but on that faculty's ability to certify the candidate's fitness for ministry in these other regards. The faculty of "the respective educational institution" (Bylaw 2.7.1), that is, "the appropriate faculty" (Bylaw 2.8.1 [c]), must know the candidate well enough to certify that the candidate has indicated "complete dedication to the ministry and evidenced a readiness for service in the church" (Bylaw 2.8.1 [b]) and that the candidate "will meet all personal, professional, and theological requirements of those who hold the office of ministry to which the individual aspires" (Bylaw 2.8.1 [c]).

He noted the need to ensure we are in compliance as pertains to the Cross-Cultural Ministry Center (CMC). The committee is still working on review of faculty hiring procedures, PhD program review, and faculty advancement requirements. We should assess the need for terminal degree versus significant parish experience when considering new faculty members.

Dr. Mudge reported that the ATS accreditation went well. There were two recommendations. The first was that we update the student complaint process, which should be completed within about 6 months. The second was that we revise academic assessments (determining effectiveness of curriculum) to be more simple, systematic, and sustainable. This change will require a 2-3 year time line for implementation. This afternoon, we will interview a candidate for director of music arts. Review of the PhD, DMin, and STM programs is continuing. While in Wittenberg, he met with Synod President Harrison to discuss options for theological training for men from Australia. Searches are ongoing for several staff and faculty positions.

Discussion followed regarding the Center for Hispanic Studies and how to improve the program.

Discussion continued regarding the CMC and certification process. Dr. Mudge stated that he is confident that the faculty of Concordia Seminary knows what it means to certify men for the Office of the Holy Ministry and he believes that we are in compliance with CCM Opinion 22-2977. Dr. Haupt discussed processes whereby faculty members discuss specific students to ensure that they are progressing appropriately. Extensive discussion followed regarding how students are recruited into the Center for Hispanic Studies, versus the CMC, versus the residential MDiv program, and efforts to recruit men with Spanish language ability.

On behalf of the Academic Committee, Dr. Edmon moved adoption of the proposed revisions to the MDiv curriculum. Dr. Mudge stated that the revisions, to increase the role of Bible and Biblical languages in the curriculum, and to add History of Lutheranism in America and church polity as a required course, have been approved by the faculty and track our strategic plan, and add more theological depth.

The Board recessed for Chapel at 9:50 a.m.

The Board reconvened at 11 a.m.

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Discussion continued regarding MDiv curriculum revisions. After discussion, the motion [23-51] carried.

Dr. Edmon 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 11:12 a.m.

[EXECUTIVE SESSION, including the adoption of action items 23-52 through 23-56.]

The Board exited executive session at 11:41 a.m.

Campus Master Plan. Mr. Louis reported that Washington University has been proceeding actively with due diligence. The City of Clayton has also revised the proposed zoning ordinance in response to community comments. Brief discussion followed regarding the current status of development activities.

Faculty Update. Chairman Mons reported on conversations with Dean of Faculty Dr. David Peter regarding recommendations from the faculty/board discussions held in August. President Egger is also working with the Academic Committee to clarify the faculty search and call process. Brief discussion followed regarding possibilities for further interaction and opportunities for Board members to visit classes.

The Board recessed for lunch at 12 p.m.

The Board reconvened at 1:30 p.m.

Dr. Edmon 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 1:30 p.m.

[EXECUTIVE SESSION, including the adoption of action item 23-57.]

The Board exited executive session at 2:49 p.m.

Enrollment. Dr. Haupt directed the Board to his written report, and reported that CSL has received 100 MDiv applications for next academic year. Discussion followed. The Board thanked Dr. Haupt for his team's efforts.

Governance & Audit Committee. On behalf of the Governance & Audit Committee, Mr. Stern moved that the Board approve and issue the June 30, 2023 audited financial statements and the opinions of the

auditors thereon; the motion [23-58] carried.

Finance Committee. On behalf of the Finance Committee, Mr. Paradis moved that the Board approve the Gift Acceptance Policy as presented to the Board. After discussion, the motion [23-59] carried.

On behalf of the Finance Committee, Mr. Paradis moved that the Board adopt the proposed schedule of Tuition and Fees for the 2024-2025 Academic Year as presented to the Board. The motion [23-60] carried.

On behalf of the Finance Committee, Mr. Paradis moved that the Board modify the existing MDiv and RAR Financial Aid Policy to add runner-up awards for the Regent Awards in amounts as determined by the administration, and affirm that the Seminary President is authorized to make additional merit or need based awards to applicants at his discretion to attract them as students. Mr. Louis explained the purpose of the proposal. Mr. Stern moved to postpone consideration until after completion of the joint meeting with the Concordia Theological Seminary Board tomorrow afternoon, to allow discussion on joint efforts relating to financial aid; the motion was seconded. After discussion, the motion to postpone failed, 4-5 by show of hands. After further discussion, the main motion [23-61] carried. Mr. Stern asked that his negative vote be recorded.

Mr. Cattoor discussed the expenses incurred for international students from partner churches, as summarized in his written report. The seminary covers substantially all costs incurred by the students (including tuition, fees, books, housing, health insurance, a monthly stipend, and travel) with no contribution by the student or the international partner church. Students “endorsed” by the Global Seminary Initiative receive some support from the LCMS, but this amounts only to a small portion of the overall costs. After accounting for LCMS support and applying outside funding sources, the international student costs generated net losses of \$583,000 last academic year and \$695,000 for the current academic year. It was suggested that the Finance Committee formulate a policy whereby the partner churches sending students would share some of the cost for their sponsored students.

The Board recessed at 3:41 p.m.

The Board reconvened at 4 p.m.

Board Committees. Chairman Mons reported his proposed committee assignments:

Executive: Mons (Chairman), Staub, Stern; Staff: Egger

Governance/Audit: Mons (Chairman), Staub, Stern, Wille; Staff: Egger

Enrollment: Keseman (Chairman), Paradis, Koontz; Staff: Haupt.

Finance: Paradis (Chairman), Kenitzer, Lang, Brondos; Staff: Louis, Cattoor.

Academic: Edmon (Chairman), Keseman, Lange, Stern; Staff: Mudge.

Dr. Edmon moved to approve the committee assignments; the motion [23-62] carried.

Strategic Plan. Dr. Egger directed the Board to the written summary of the status of strategic plan activities. 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 4:12 p.m.

[EXECUTIVE SESSION]

The Board exited executive session at 5:03 p.m.

A motion to adjourn was seconded and carried, and the Board adjourned with prayer at 5:03 p.m.

Respectfully submitted,

Mark O. Stern, Board Secretary

Future Meeting Dates:

2024: February 8-9; May 16-17; August 1-2; November 7-8 (Joint Meeting St. Louis)

2025: February 6-7; May 15-16; July 31-August 1; November 6-7 (Joint Meeting Fort Wayne)