



CONCORDIA SEMINARY  
SAINT LOUIS, MISSOURI  
MAY 16-17, 2024

Thursday, May 16, 2024

**Board Members present:** Rev. Benjamin Ball, 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.

*In the absence of First Vice President Peter Lange to attend Synod Board of Directors meetings, Synod President Harrison designated Second Vice President Benjamin Ball as praesidium voting representative on the Board.*

**Board Members Present by Videoconference:** Rev. Joel Brondos.

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

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

*Chairman Mons called the meeting to order at 8:00 a.m.*

**Devotion.** Chairman Mons led the meeting in a brief devotion.

### **Minutes and Agenda.**

MOTION: Dr. Edmon moved to approve the minutes from the February 8-9, 2024 meeting as presented; the motion [24-08] was seconded and carried.

MOTION: Dr. Edmon moved to adopt the agenda as presented; the motion [24-09] was seconded and carried.

MOTION: Dr. Edmon moved to adopt the consent agenda after removal of two items. The motion was seconded and carried, which included the adoption of the following action items:

- Sabbatical Request: Timothy Dost (Fall 2024) [24-10]
- Sabbatical Request: David Lewis (Full Year, Half Time) [24-11]
- Sabbatical Request: W. Mart Thompson (Spring 2025) [24-12]
- Emeritus Status for Mark Seifried [24-13]

- Samuel Eatherton as Kreft Chair of Music Arts [24-14]
- Joel Fritsche as Buehner-Duesenberg Chair of Lutheran Missions [24-15]
- Approval of Authorized Account Signers [24-16]
- Approval of Fincke Shine Budgets [24-17]
- Faculty Housing Rent [24-18]
- Updates and Clarification for BOR Policy Manual [24-19]

**President's Report.** President Egger directed the Board to his written report. He reported the resignations of Dr. Benjamin Haupt (to join the Pastoral Leadership Institute) and Rev. Micah Glenn (to take a call to Nevada). Recruitment staffing is being evaluated, with Dr. Mudge taking the lead; we will be looking to engage an additional recruitment officer to supplement the current staff. Discussion followed regarding a paper delivered to the Council of Presidents by District Presidents Paul Linneman, Michael Lange, and Michael Gibson, that urged expansion of non-residential routes to ministry.

**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 unaudited financial statements for the period ending March 31, 2024, which were summarized by Mr. Cattoor. Mr. Cattoor noted that in terms of major items, the Woods family housing will be fully depreciated by the end of the fiscal year, work is being funded for the Chapel of the Holy Apostles, and some audiovisual equipment has been obtained for the Chapel of SS. Timothy and Titus.

On behalf of the Finance Committee, Mr. Paradis moved adoption of the proposed Fiscal Year 2024-2025 Budget. Mr. Cattoor presented an overview; discussion followed. The motion [24-20] carried.

**Academic Committee.** On behalf of the Academic Committee, Dr. Edmon moved the advancement of Dr. Mark Rockenbach to Professor of Practical Theology. After discussion, the motion [24-21] carried. On behalf of the Academic Committee, Dr. Edmon moved to approve a sabbatical request for Dr. Leopoldo Sanchez for Spring 2025. After discussion, the motion [24-22] carried.

**Governance and Audit Committee.** On behalf of the Governance and Audit Committee, Chairman Mons reported that we will need to discuss compliance with Synod bylaws in relation to the Missouri nonprofit corporation act at the August meeting, to allow us to respond to requests from the Synod. He also reported that the Board Manual has been updated to reflect updates to the Synod Handbook. Dr. Staub also reported on his work on the presidential review process and goals for Dr. Egger, and requested feedback from the regents.

**Board Manual Review.** Dr. Staub led a discussion of Board Manual, including section 5 (planning, which is a function owned by the Board covering the strategic plan process and campus master plan) and section 6 (evaluations, including Board self-evaluation, presidential evaluation, and review of senior leadership). He noted the need to update the appendices and locate them in a central repository; the committee will work on this.

Secretary Stern noted the requirements of the Handbook that the Board “shall participate fully in the procedures for the selection and regular review of the president of the seminary and of the major administrators”, Bylaw 3.10.5.5(g). Subsequently, Stern moved that the matter be referred to the Governance Committee and reported back to the August 2024 Board Meeting with recommended modifications to the Board Manual to implement appropriate procedures; the motion was seconded and carried [24-23].

*The Board recessed for Chapel at 9:25 a.m.*

*The Board reconvened at 10:30 a.m.*

**Advancement Report.** The Board welcomed Mrs. Vicki Biggs to the meeting. She directed the Board to her written report. She reported that we are expecting the second-best year on record for support of the seminary, for which she thanked God, our generous donors, and her staff for their work. Discussion followed.

On behalf of the Finance Committee, Mr. Paradis moved that the Board authorize *Christ the Cornerstone: The Campaign for Concordia Seminary*, a comprehensive fundraising campaign to begin retroactively Jan. 1, 2024, with a working goal of \$250 million and a minimum five-year timeline, both of which will be tested as we move through the silent phase, and also authorizes the related guidelines for naming opportunities, which align with the existing and previously approved Gift Acceptance Policy, to be made available to donors as the campaign is conducted. A copy of the naming guidelines was furnished in the Board packet. After discussion, the motion [24-24] carried.

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

*The Board entered executive session at 10:52 a.m.*

[EXECUTIVE SESSION, including adoption of action items 24-25 and 24-26.]

*The Board exited executive session at 12:03 p.m. Staff were not present for this session.*

**Board Manual Review, continued.** Dr. Staub led a discussion of Board Manual, including sections 7 and 8. It was noted that the Finance Committee will discuss section 8.3 with staff with respect to the preparation of a two-year projected budget. The Governance and Audit Committee will review section 8.5 as it relates to Bylaw 1.5.7 and whether the Board should submit any bylaw-related overtures.

*The Board recessed for lunch at 12:20 p.m.*

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

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

*The Board entered executive session at 1 p.m.*

[EXECUTIVE SESSION, including adoption of action item 24-27.]

*The Board exited executive session at 2:07 p.m. Mr. Louis, Mr. Cattoor, and Mrs. Biggs joined this session.*

**Joint Collaboration Team Update.** Mr. Kenitzer led a discussion regarding his work with Mr. Tim Sheldon of the Concordia Theological Seminary Board with respect to the proposed Joint Collaboration Team. The proposal has been shared with the seminary presidents and will be discussed further at our August 2024 Board meeting. Further progress will require active involvement and support of the seminary presidents.

**Campus Master Plan Update.** Mr. Louis reported on progress with the Campus Master Plan, as well as recent meetings with Clayton residents.

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

*The Board entered executive session at 2:50 p.m.*

[EXECUTIVE SESSION, including adoption of action items 24-28 and 24-29.]

*The Board exited executive session at 4:27 p.m. The Board recessed until 8 a.m. on May 17.*

**Friday, May 17, 2024**

**Board Members present in person:** 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 Present by Videoconference:** Rev. Joel Brondos.

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

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

*Chairman Mons called the meeting to order at 8:00 a.m.*

**Devotion.** Dr. Lang led the meeting in a brief devotion.

**Presidential Review.** Dr. Staub distributed copies of the presidential review questionnaire, to be completed by Board members in advance of the August meeting.

**Recruitment and Enrollment.** Rev. Micah Glenn joined the meeting and directed the Board to his written report. He noted that MDiv enrollment is expected to be approximately consistent with last year. He discussed the enrollment team's work to increase the cadence of follow-up conversations with potential applicants. Discussion followed. The Board thanked Rev. Glenn for his report and extended good wishes for his new call.

Dr. Mudge reported on his recommendations for staffing as he takes over the recruitment and enrollment portfolio. He stated that he believes it is very likely that we will have 70 incoming MDiv students in the fall of 2025. One or two additional recruitment team members will be needed as recruiters. Discussion followed regarding the recruitment process, how faculty staffing is allocated among courses, and additional items.

**Faculty Presentation.** The Board welcomed Dr. Mark Seifrid to the meeting to discuss his work and research interests. He led a discussion of Philippians 2. The Board thanked him for his insights and for his service to the Seminary, and extended best wishes upon his retirement.

**Recruitment and Enrollment, continued.** On behalf of the committee, Rev. Keseman moved that the Board direct the administration to review the responsibilities of the Associate Provost and make recommendations to the Enrollment Committee regarding whether to continue the position. After discussion, Secretary Stern moved the previous question, which carried. The main motion [24-30] carried.

*The Board recessed for the Theological Diploma Service and related activities at 9:26 a.m.*

*The Board reconvened at 1:42 p.m.*

**Academic Committee, continued.** Dr. Edmon presented examples of a commemorative plaque denoting the fiftieth anniversary of the walkout and subsequent rebuilding of the Seminary. A final version will be presented for Board approval in August.

Dr. Edmon noted ongoing work toward a faculty utilization study, the upcoming renewal of the PhD curriculum, and other faculty staffing matters including review of adjunct usage. He asked Provost Mudge to report on his work. Dr. Mudge directed the Board to his written report, and discussed his current priorities. Recruitment remains a top priority. Discussion followed regarding the recruitment process, how faculty staffing is allocated among courses, and additional items.

On behalf of the committee, Dr. Edmon moved that the Board of Regents approve revisions to Sections 10.1, 10.2, and 3.3 of the Board Policy Manual, and that the Board request that Faculty Handbook Policy 4.3.1, First Appointment to the Faculty, be replaced with the revised policy language adopted for Board Policy 10.1.2, Procedures for Calling Faculty (First Appointment to Faculty). Current policies are somewhat unwieldy. The purpose of the revisions is to conform Board policy with the requirements of the Synod bylaws defining the proposal of faculty appointments to the Board as a presidential responsibility and the approval of faculty appointments as a Board responsibility, while retaining an appropriate role for the faculty to advise and participate in the interview process. Discussion followed. The motion [24-31] carried unanimously. The Governance and Audit Committee will work on updating the text version of the Board Manual.

**President's Report, continued.** Dr. Egger reported that progress by the PFC on items assigned from the 2023 Synod Convention, including SMP parameters, has been slow. Extensive discussion followed. Dr. Egger also requested discussion items for the August Board meeting retreat. Discussion followed. Dr. Edmon moved that the Board enter executive session; the motion was seconded and carried.

*The Board entered executive session at 3:24 p.m.*

[EXECUTIVE SESSION.]

*The Board exited executive session at 4:34 p.m.*

Dr. Staub moved to adjourn; the motion was seconded and carried, and the Board adjourned with prayer at 4:34 p.m.

Respectfully submitted,

Mark O. Stern, Board Secretary