

MINUTES OF THE BOARD OF REGENTS  
CONCORDIA SEMINARY, ST. LOUIS, MO., MARCH 8-9, 2018

Board Members Present: Rev. Shawn Kumm, Dr. Paul Edmon, Mr. Paul Hegland, Dr. Herbert Israel, Rev. W. Maximillian Mons, Mr. Bruce Paradis, Dr. LeRoy Wilke, Rev. Dr. John Wille, Rev. Dr. Daniel Preus and Mr. Walter Dissen. Advisory: Rev. Dr. Lee Hagan

Excused: Rev. Todd Peperkorn and Rev. Dr. Harold Senkbeil.

Staff: President Dale Meyer, Mr. Michael Louis, Mr. Chad Cattoor, Dr. Paul Robinson, Dr. Erik Herrmann.

Chairman Kumm called the meeting to order at 8 a.m. in the Bosse-Brauer Board Room.

Rev. Dr. Erik Herrmann had the opening devotion. He distributed extracts from, "The Annotated Luther, Vol. 1, "The Roots of Reform". His presentation concluded with prayer which included a prayer for the wife of Rev. Dr. Harold Senkbeil.

Chairman Kumm observed that the October minutes had been approved and placed the proposed agenda before the Board.

Motion: Moved by P. Hegland, second by P. Edmon to approve the agenda as presented.

Action: Motion carried.

In giving his report, President Meyer said he appreciated the presentation of Rev. Dr. Erik Herrmann. President Meyer spoke about the Synod's publication of a new work on dogmatics which he said was commenced in the 1980's and is the first since "Christian Dogmatics" by F. Pieper. A volume was passed around to examine. President Meyer also noted the Synod in 2017 had published a new "Luther's Small Catechism" with explanation and provided a copy for each Board member. He thanked Dr. Paul Edmon for his presentation at the Seminary earlier in the week. Dr. Meyer referred the Board to Tab #7 in the Board agenda, "Report from the Administration to the Board of Regents" and spoke on how Board actions are numbered. Mr. Hegland referred to the Board Handbook and Board Policy. President Meyer responded that the Board Policy section is somewhat out of date and unwieldy and the Board should be giving thought on how to make it more handy. Dr. Wille said the Council of Presidents has a policy manual that is available on line and kept updated. Dr. Wilke inquired as to the effect of the Seminary's new admission's policy and President Meyer responded that people have been amazed at the new policy. The new policy is making a difference. Mr. Hegland inquired of President Meyer about the search for a new provost. President Meyer responded that he was keeping an arm's length away so he could not be accused of trying to

pick that person. He also said the faculty is cohesive. Mr. Paradis said the Board should be involved in the process of securing a new provost.

Motion: Moved by B. Paradis, second by P. Edmon that Chairman Kumm appoint three (3) members from the Board of Regents as observers to meet with the Faculty Search Committee for the Provost position when that committee holds an interview of a candidate in March and in April when that committee holds two (2) interviews. Action: Motion carried.

Dr. Preus said he had some questions for President Meyer. The Board agreed to defer such questions for it was time to recess for chapel. The Board then recessed until after chapel.

The Board reconvened at approximately 10:30 a.m. Rev. Dr. Lee Hagan joined the meeting as did Rev. Dr. Joel Okamoto. Dr. Preus agreed to defer his questions for President Meyer until later in the meeting in order that the Board interview of Rev. Dr. Abjar Bahkou could proceed as scheduled.

Rev. Dr. Abjar Bahkou was introduced to the Board and then interviewed and excused.

The Board discussed calling Rev. Dr. Bahku whose appointment would be at the initial level (*Handbook* 3.10.4.7.2) for a three-year term (*Handbook* 3.10.4.7.4b).

Motion: (PRES 18-1) Moved by J. Wille, second by P. Edmon to call Rev. Dr. Abjar Bahku as Associate Professor of Practical Theology.

Action: Motion carried.

The Board then recessed for lunch and reconvened in the Bosse-Brauer Board Room at approximately 1:30 p.m. after having made a tour of the library, the boiler room where a new boiler had been installed and "Fritz Field" where Fritz and Metzger Halls had previously stood.

Dr. Preus inquired of President Meyer about the position of Director of Field Education which is temporarily being covered by Rev. Jeffrey Thormodson during a period of low enrollment and desired to know when it was planned to call someone to that position. President Meyer said he has no plan as to when a person will be called to that position. Chairman Kumm brought up the matter of Pope Francis making a change in the wording of the Lord's Prayer and inquired about the faculties of our two seminaries and the Commission on Theology and Church Relations jointly studying the texts using the best LCMS scholars on Matthew.

Senior Vice-President, Finance and Administration Chad Cattoor presented the request for a Seminary line of credit not to exceed the amount of \$2,285,000 as set out on page 59 of the agenda materials. Copy attached.

Motion: (EVP 18-10) Moved by P. Hegland, second by J. Wille that the Board of Regents approves the attached line of credit application including the "whereas" and "resolved," and instructs the Chairman and President to execute and deliver the original to the Treasurer of the LCMS.

Action: Motion carried.

Mr. Cattoor presented the request for approval of authorized account signers to transfer as set out on page 62 of the agenda. Copy attached.

Motion: (EVP 18-11) Moved by P. Edmon, second by P. Hegland that the Board of Regents grants Dale A. Meyer, Michael A. Louis and Chad J. Cattoor, signature authority over all Seminary owned bank and brokerage accounts and other Seminary owned assets. The Board of Regents additionally authorizes the Secretary to certify this board action as often as necessary in order to accomplish said action.

Action: Motion carried.

The Board considered the request for a change in the housing allowance of Dr. Jeffrey Oswald.

Motion: (EVP 18-12) Moved by J. Wille, second by M. Mons that the Board of Regents establishes the Housing Allowance for Dr. Jeffrey Oswald at 90% of cash compensation effective March 9, 2018.

Action: Motion carried.

The Board considered a request for a modification of the scope of the current stained glass windows project which is under contract with Lynchburg Glass.

Motion: (PRES 18-2) Moved by L. Wilke, second by J. Wille that the Board of Regents authorizes a modification of the scope of the current stained glass window project to include the chancel window as a re-purposing of the existing chancel window. The Board also authorizes a modification of the contract with Lynchburg Glass to accomplish this change.

Action: Motion carried. Recorded as abstaining: W. Dissen, D. Preus and H. Israel.

Chairman Kumm informed the Board that Rev. T. Peperkorn has a conflict with the Board meeting scheduled for this October's meeting. Chairman Kumm suggested the meeting be re-scheduled for September 28-29, 2018. Chairman Kumm suggested that Board members could review their schedules and advise by email whether meeting on September 27-28, 2018 will be satisfactory to them.

Rev. Mons told the Board he had two matters for the Board to give attention to. The first is that an evaluation form on President Meyer will go out electronically in a week on an application called "Survey Monkey" and that evaluations will be anonymous. The second matter relates to the Synod's HANDBOOK requiring Board policies on personnel such as contract renewal. Here, Rev. Mons made reference to the Board not renewing the contract of the Rev. Todd Jones. He inquired as to what



specifically the Board would like addressed and would welcome suggestions on language. Dr. Hagan felt that perhaps there should be a policy on non-reappointment.

The Board recessed from approximately 2:20 p.m. to 2:30 p.m.

Upon reconvening, the Board took up consideration of "Faith and Science/Concordia Journal" which is covered in pages 32-38 of the agenda under "Report from the Administration to the Board of Regents." This related to the Summer 2017 *Concordia Journal* and Dr. Jurchen's article therein, the Winter 2018 *Concordia Journal* and various actions following the Summer *Concordia Journal* including resolutions of the South Wisconsin District Pastoral Conference, the Wyoming District Pastoral Conference, the resolution of the Concordia Seminary faculty and publicity on the matter.

Motion: Moved by J. Wille, second by D. Preus that the Board go into executive session with only Board members present.

Action: Motion carried.

The Board went in to executive session at approximately 2:30 p.m. and reconvened in regular session at approximately 3:50 p.m. Those who had been excused for the executive session of the Board rejoined the meeting.

*all should be " ; semi-colon outside quotation marks*

~~The "SWD President's Response to the Handling of the Jurchen Article on Creation, Specifically, What I consider the Failure of the CSL Leadership. March 2018," the "Overture To Confess and Reaffirm Six-Day Creation and the Official Position of The Lutheran Church-Missouri Synod, Concordia Seminary Faculty's "An Open Letter to Our Brothers in the LCMS South Wisconsin District" and "Edit History" of internet postings of Professor Rev. Dr. Erik Hermann were discussed by the Board. Those documents were distributed by Rev. Dr. Wille.~~

Motion: Moved by W. Dissen, second by W. Mons that the aforementioned four (4) documents handed out by South Wisconsin District President be made a part of the minutes available to the public.

Action: Motion carried. (Copies of the aforesaid documents are attached.)

Discussion as to any further action of the Board in the matter of the Summer 2017 *Concordia Journal* was deferred to Friday, March 9, 2018 for the agenda called for the Board and faculty to be present in the President's Room at 4 p.m. to hear a presentation by Rev. Heath Curtis on "LCMS Demographics and Faithful Planning for the Future."

The Board then went to the President's Room where the Board, staff and many of the faculty heard the aforesaid presentation of Rev. Heath Curtis.

At approximately 5:45 p.m. President Meyer thanked Rev. Heath Curtis and reminded the Board it was due at Bartolino's Restaurant at the Drury Inn-Forest Park at 6 p.m. The Board recessed until 8 a.m. Friday, March 9, 2018.

## **FRIDAY, MARCH 9, 2018**

Chairman Kumm called the meeting to order at 8 a.m. in Loeber II.

Board Members Present: Rev. Shawn Kumm, Dr. Paul Edmon, Mr. Paul Hegland, Dr. Herbert Israel, Rev. W. Maximillian Mons, Mr. Bruce Paradis, Dr. LeRoy Wilke,, Dr. John Wille, Rev. Dr. Daniel Preus and Mr. Walter Dissen. Advisory: Rev. Dr. Lee Hagan.

Excused: Rev. Todd Peperkorn and Rev. Dr. Harold Senkbeil.

Staff: President Dale Meyer, Mr. Michael Louis, Mr. Chad Cattoor, Dr. Paul Robinson, Ms. Vicki Biggs and Rev. Dr. Joel Okamoto.

Others: Mr. Larry Chandler of Solution Partners Consulting.

Rev. Dr. David Peter, Associate Professor of Practical Theology, gave the opening devotion and gave an explanation of the Practical Department as well as the role of the Chairman of that Department. He was excused at approximately 8:45 a.m.

Chairman Kumm then requested Mr. Larry Chandler to proceed with the March 2018, "Concordia Seminary, Strategic Planning, **Strategies/Initiatives**" latest version consisting of 93 pages which was given each Board member that morning. Mr. Chandler told the Board it must sequence or orchestrate its plan which has very strong faculty support and the support of the administration.

Motion: Moved by J. Wille, second by P. Hegland that the Board approve the "Orchestration" of the Strategic Plan. (Pages 87-93)

Action: Motion carried.

It was then approximately 9:30 a.m. and the Board recessed for chapel. The Board reconvened in Loeber II at approximately 10:30 a.m.

Motion: (BOR 18-1) Moved by P. Edmon, second by L. Wilke that: In accordance with its responsibilities under the Synodical Bylaws, Section 3.10.5.1, the Board of Regents formally adopts the Strategic Plan as presented.

Action: Motion Carried. (Recorded against: W. Dissen and H. Israel.)

Motion: (BOR 18-3) Moved by P. Edmon, second by J. Wille that: In accordance with its responsibilities under the Synodical Bulaws, Section 3.10.5.1, the Board of Regents formally adopts the Strategic Plan Measurements as presented.

Action: Motion Carried. (Recorded against: W. Dissen, H. Israel.)

Motion: (BOR 18-4) Moved by P. Edmon, second by P. Hegland that : In accordance with its responsibilities under the Synodical Bylaws, Section 3.10.5.1. the Board of Regents formally adopts the Strategic Plan Orchestration as presented.

Action: Motion carried. (Recorded against: W. Dissen).

The Board then took a working lunch in Loeber II and recessed to 12:30 p.m.

Ms. Vicki Biggs then spoke on the Summary of the Strategic Plan as found on page 61 of Strategies/Initiatives March 2018. She said she will have brief information on Strategies/Initiative March 2108 posted on the Seminary web site and contemplates having an annual report to the church. In response to Chairman Kumm's question as to a start date for a report, Ms. Biggs said she contemplated it would be July 1, 2018. Mr. Chandler went over edits made to "Communications".

Motion: (BOR 18-2) Moved by L. Wilke, second by P. Edmon that: In accordance with its responsibilities under the Synodical Bylaws, Section 2.10.5.1, the Board of Regents formally adopts the Strategic Plan Communications Document as presented.

Action: Motion carried. (Recorded against: W. Dissen.)

Mr. Larry Chandler thanked the Board, the Administration, the Faculty, Chairman Kumm and Mr. Michael Louis for the enormous amount of time and effort they put into the Strategic Plan. He said he hoped Concordia Seminary follows through on it, that he believes Concordia Seminary is all on the same page and that if ever there is a need for Concordia Seminary it is now given the world we are in today. He hopes this is a foundation for a continued journey. Chairman Kumm thanked Mr. Chandler for his expertise and hard work on the Strategic Plan. Mr. Chandler was then excused.

Mr. Bruce Paradis provided the Board an update on possibilities under the Campus Master Plan saying that yesterday he and Mr. Michael Louis went to the International Center of the LCMS to talk about the Campus Master Plan and Seminary land that is vacant as well as available building space. They spoke with Rev. Kevin Robson, Chief Mission Officer of the Synod; Frank Simek, Synod's new Chief Administrative Office and Jerald Wulf, Synod's Chief Financial Officer about considering the Seminary property, including space in some buildings, as a location for Synodical headquarters. Messrs. Paradis and Louis learned that the Synod is looking at its needs and location. No commitments were made, Messrs. Paradis and Louis said they were available to help the Synod.

The Board then recessed to move from Loeber II to the Bosse-Brauer Board Room reconvening there at approximately 1:45 p.m.

Motion: Moved by J. Wille, second by P. Edmon that the Board go into executive session.



Action: Motion carried.

The Board reconvened in regular session at approximately 3 p.m.

Motion: Moved by D. Preus, second by P. Hegland that in light of remarks made on social media by Professor Erik Herrmann and entered into the public minutes of this Board meeting, be it resolved that the board of Regents directs the Seminary President address these remarks with Professor Herrmann and report back to the Board.

Action: Motion carried unanimously..

Motion: Moved by D. Preus, second by P. Hegland that in light of the retraction of the *Concordia Journal* article by Dr. Jurchen and his apology, as well as the apology of the editor of *Concordia Journal* regarding the publication of said article, be it resolved that the Board of Regents directs the Seminary President to ask the Seminary faculty to write a letter to the Wyoming and South Wisconsin Districts, in which the faculty expresses regret for their Open Letter to those Districts, and in which the faculty expresses a desire for reconciliation with said Districts in the spirit of Christian love, unity in pure doctrine, and brotherhood. This Board directs that this letter is to be completed before the next regularly scheduled meeting of the Board.

Further, the Board of Regents directs that the Seminary President continue to work with the Wyoming and South Wisconsin District Presidents to arrange meetings between the faculty of the Seminary and the pastors of the Wyoming and the South Wisconsin Districts, so that concord and trust may be built up between the faculty and the pastors of the Districts, and so that what we believe, teach, and confess as the Body of Christ is made clear.

Action: Motion carried unanimously.

Motion: Moved by D. Preus, second by P. Hegland, Be it resolved that the Board of Regents directs the Seminary President (the publisher of *Concordia Journal*) to engage in a full review of the editorial process of *Concordia Journal*, and give a formal report at the next regularly scheduled meeting of the Board. This report should include steps, to be approved by the Board, to strengthen the peer review of articles published in *Concordia Journal* so that future controversies may be prevented and pure doctrine maintained.

Action: Motion carried unanimously.

Motion: Moved by D. Preus, second by L. Wilke, Be it resolved that the Board of Regents directs the administration to put in place policies so that social media are monitored as the Seminary's presence (faculty, staff, students) is well known on social media platforms, and threats to the Seminary's reputation are addressed, while respecting freedom of speech and academic freedom. These policies are to be presented to the Board of Regents at the next regularly scheduled meeting of the Board. The Board of Regents also recommends that the Districts and Synod at large

do likewise, so that interactions on social media are done in Christian love and as a good witness of Christ to the world at all times.

Action: Motion carried unanimously.

Motion: Moved by J. Wille, second by P. Hegland that the meeting adjourn.

Action: Motion carried.

The meeting adjourned with prayer at approximately 3:10 p.m.

Respectfully submitted,

Walter C. Dissen, Secretary