

Minutes from the  
**EXECUTIVE COMMITTEE MEETING**

**January 10, 2020**  
at the Synod Office  
Kansas City, MO

Present: Bishop Susan Canda, Nancy Nagel (Vice President), Chad Langdon (Secretary), Scott Schulte (Treasurer), Susan Boxberger, Rev. David Strommen, Chelsea Deines

**CALL TO ORDER**

Nancy called the meeting to order at 9:05am and opened with a devotional poem by Howard Thurman called the "Work of Christmas."

**INFORMATION AND CONSENT ITEMS**

**SECRETARY'S REPORT**

Chad presented the minutes from the October 11-12 2019 Synod Council meeting.

- **SEC 20.01.10.A1**      **It was MSC (Scott, David) to approve the minutes.**

**TREASURER'S REPORT**

Scott presented the Treasurer's Report through November 30, 2019. Verbal highlights include:

*Review of Current Financial Picture*

- We have received \$118,059 less than anticipated in our revised spending budget, which is a -9.5% variance.
- We have received \$57,291 less than we had received last year at this point, a -4.6% variance.
- Our spending has also been reduced, so we actually have a net surplus right now of \$5,971 as compared to a \$37,535 deficit last year.
- December revenue has not been as high as last year, which is reflective of the entire year. It has not been a good year for giving.
- Since 2011, the average annual decrease in revenue has been \$17,309. Last year it decreased by \$61,120, and this year we are \$57,290 behind 2018 year to date.

*Revised Spending Budget for 2020*

We discussed and revised the spending budget for 2020 as we shared the work of the Budget Team, which met on January 9<sup>th</sup>.

- We decided to not update the 5 priorities yet. (These were created & discussed at a couple meetings in 2019.) We are going to keep these priorities for the time being until the synod really digs into a visioning process throughout 2020.
- We revised our anticipated revenue from \$1,625,000 to \$1,550,000 to reflect the reality of decreased revenue.
- Scott talked about the updates and changes from 2019 to 2020.
  - Staff salaries were increased by 1%.

- We added \$5,000 to the salaries portion of the budget so that we could add a part time PMA Coordinator.
- We increased the giving to Hollis Renewal Center from \$2,000 to \$5,000 for this year only because its mission fits well with our top priority to “Provide, maintain, and grow congregation leadership.”
- **SEC 20.01.10.A2            It was MSC (Scott, Susan B.) to approve the changes to the 2020 Spending Budget.**

*Proposed Spending Budget for 2021*

We discussed the spending budget for 2021 and made a few changes to this budget that will be presented to the 2020 Synod Assembly. These changes included:

- Staff salaries were increased by 2%.
- Campus Ministries Salaries & Benefits were reduced by \$15,000. This was a hard decision, but reflective of the overall financial picture of the synod.
- We reduced the giving to Hollis Renewal Center from \$5,000 to \$3,500.
- **SEC 20.01.10.A3            It was MSC (David, Chelsea) to approve the 2021 Spending Budget and send it to the Synod Council.**

**BISHOP’S REPORT & ANNUAL EVALUATION**

Bishop Canda presented a written Bishop’s Report. It was briefly discussed and then we went into Executive Session to do her annual evaluation.

- **SEC 20.01.10.A4            It was MSC (David, Susan B.) to move into Executive Session at 10:35am for 45 minutes.**
  - David left during Executive Session because the weather was getting bad.
- **SEC 20.01.10.A5            It was MSC to move out of Executive Session at 11:45am.**
  - We had a short break for lunch.

**OLD BUSINESS**

**UPDATE ON SYNOD PROPERTY**

David Anderson, on the board of the Gathering Table, prepared a written Property Condition Assessment Report on the property of 5001 Independence Ave. The report was more favorable than most expected. Rev. Kendra Nolde has been working with the Gathering Table staff, board and volunteers and has been making good progress with them. The building is also being used for “Once We Were Refugees.” Among the Executive Committee there is now more confidence about this ministry, but there does remain concerns about the future viability & liability of this property. Concerns that we discussed include:

- Are there other ways, better ways of supporting this ministry?
- We need to address the fire alarm & suppression system as soon as possible.
- We need to answer the question: Can a Synod Authorized Worshipping Committee (SAWC) own property?
- We would like Kendra to attend our next meeting and we will continue the discussion.

**ENDOWMENT FUND**

At the October 2019 Synod Council meeting we discussed creating or using an endowment fund to help with operating costs. We need to look into doing this and if it is possible.

- **SEC 20.01.10.A6** It was MSC (Susan B., Scott) to create a team made up of current Synod Council members & Endowment Committee members to look at forming an endowment fund for operating expenses. They are to report back to the Synod Council at the June 2020 meeting.
- Scott is going to take the lead on this and identify those people to serve on this team.

#### **RESOLUTION FROM COMPANION SYNOD TEAM**

At the October 2019 Synod Council Meeting, the Companion Synod Team presented a Companion Synod Covenant. While it was accepted by the Synod Council (SC 19.10.11.A1), the Companion Synod Team has now withdrawn this covenant.

#### **SYNOD COUNCIL APPOINTMENTS**

Due to changing language and requirements in the ELCA Model Constitution (passed at the 2019 Churchwide Assembly), as well as recent changes to the Synod Constitution (from area ministries to conferences), we needed to make a couple changes/appointments to the Synod Council.

- **SEC 20.01.10.A7** It was MSC (Susan B., Chelsea) to appoint Mindy Tillberg to the Synod Council as a Deacon.
- **SEC 20.01.10.A8** It was MSC (Susan B., Chelsea) to appoint Joanie Saltzman to the Synod Council as a Young Adult.

#### **TASK FORCE TO REVIEW SEXUAL MISCONDUCT POLICY**

Per SC 19.10.12.A24, a task force was appointed to review and update the Sexual Misconduct/Harassment Policy of the synod. This task force now includes Dave Thomas (PMA student and professor at K-State), Rev. Jennifer Thomas, Rev. David Frerichs, and Chelsea Deines (Executive Committee member). They have been meeting and are starting their work.

- **SEC 20.01.10.A9** It was MSC (Scott, Susan B.) to approve these appointments.

#### **VISIONING TEAM**

In 2020, Bishop Candeia would like the synod to undergo a visioning process. She has identified and put together a task force to lead this visioning process. These task force members include Nancy Nagel (Synod VP), Rev. Dave Whetter (Synod Staff), Mindy Tillberg (Deacon & Synod Council member), Sarah Thomas (PMA), Rev. Andrew Baumgartner (a new pastor), and Rev. Jon Brudvig (a conference dean).

- **SEC 20.01.10.A10** It was MSC (Susan B., Chelsea) to appoint this Visioning Team.

#### **NEW BUSINESS**

##### **COMMITTEE APPOINTMENTS**

There were some openings on various synod committees. We have now found some people to fulfill these roles.

- **SEC 20.01.10.A11** It was MSC (Chelsea, Susan B.) to appoint the following people to these committees:

- **Rev. Phil Hett to the Nominating Committee.** He is from the Central Kansas Conference and this is his first term, which will expire in 2022.
- **Rev. Tom Wehrman to the Resolutions Committee.** He is from the Osage Conference and this is his second term, which will expire in 2022.
- **Rev. Mike Kern to the Compensation Guidelines Committee.** He is from the Border Conference and this is his first term, which will expire in 2022.
- **Steve Schultz to the Candidacy Committee.** He is from the Western Kansas Conference.

### **ROSTER REPORT**

Bishop Candea presented a written roster report.

- **SEC 20.01.10.A12** It was MSC to grant Rev. Roger Lenander retirement status effective December 31, 2019.
- **SEC 20.01.10.A13** It was MSC to grant Rev. Tom Hallstrom retirement status effective December 31, 2019.
- **SEC 20.01.10.A14** It was MSC to grant Rev. Keith Hohly a synod council call to serve as Interim Pastor for First Lutheran in St. Joseph, MO, effective January 5, 2020 through December 31, 2020.
- **SEC 20.01.10.A15** It was MSC to grant Rev. Kimberly Knowle-Zeller a 4<sup>th</sup> year of OLFC status effective January 1, 2020.
- **SEC 20.01.10.A16** It was MSC to extend Rev. Kimberly Knowle-Zeller a non-stipendiary call (per ELCA Constitution 7.41.04), if approved by the Conference of Bishops at their March 2020 meeting.
- **SEC 20.01.10.A17** It was MSC to grant Deacon Eva Creydt-Schulte a 1<sup>st</sup> year of OLFC status effective January 1, 2020.
- **SEC 20.01.10.A18** It was MSC to grant Rev. Shelly Klingensmith a 1<sup>st</sup> year of OLFC status effective January 1, 2020.

### **SYNOD ATTORNEY**

- **SEC 20.01.10.A19** It was MSC (Susan B., Scott) to appoint Andrew Mueller as the attorney for Central States Synod. He is currently doing this work pro bono.

### **NOMINATION GRID**

The Executive Committee reviewed the positions on Synod Council that will be becoming open at the next Synod Assembly. This is so that we can begin identifying nominees for these positions. There will be 3 open positions that will need to be filled:

- A representative from the Central Kansas Conference – Clergy Male.
- A representative from the Border Conference – Lay Female.
- An At Large – Clergy Male position. (This will be replacing the At Large – Clergy Female position, currently held by Rev. Kristen Koch.)
- **SEC 20.01.10.A20** It was MSC (Chelsea, Susan B.) to approve this nomination grid for the 2020 Synod Assembly.
- Rev. David Strommen and Susan Boxberger are willing to be nominated for second terms on Synod Council.

### **SYNOD CONSTITUTION CHANGES**

Based on the changes that were made at the 2019 Churchwide Assembly, we have now updated our Synod Constitution to be in compliance. No action was necessary because these changes were approved and required by Churchwide.

- **SEC 20.01.10.A20** It was MSC (Susan B., Chelsea) to change in our constitution the name of the Southeast Kansans and Central Missouri Conference to the Osage Conference. This is found in S12.01.A.18b.

### **2020 SYNOD ASSEMBLY**

Dawne Bockelman gave us an update on planning for the 2020 Synod Assembly to be held in St. Louis, MO. Everything seems to be going well so far.

- **SEC 20.01.10.A21** It was MSC (Scott, Susan B) to set the Synod Assembly registrations costs at:
  - \$190 for regular registration
  - \$160 for those serving in a non-congregational setting
  - \$120 for retired clergy and for youth

### **ADJOURNMENT**

- **SEC 20.01.10.A22** It was MSC (Susan B., Chad) to adjourn.

We adjourned at 1:35pm.

### **UPCOMING DATES**

- Synod Council (in Kansas City) March 27-28, 2020
- Synod Council (in St. Louis) June 4, 2020
- Synod Assembly (in St. Louis) June 4, 2020

*Respectfully submitted,  
Rev. Chad Langdon  
Central States Synod Secretary*