

Minutes: Board of Directors - Approved by the BOD (5.1.2018)
Minnesota South (MNS) District
Saturday, February 10, 2018 10:00A - 4:00P
MNS District Office, Burnsville

Mission Statement

Cultivating leaders intentionally engaged in the mission of God.

1. **OPENING DEVOTION (Ben Hageman, chaplain of the day)** The Board was asked to sing Hymn 924, st. 2-3. Morning Prayer (LSB 295) was prayed. The Transfiguration Gospel was read, accompanied by devotional thoughts.
2. **(PARLIAMENTARY OBLIGATIONS)**
 - a) Call to Order. The meeting was called to order at 10:12 a.m. by the President, Rev. Dr. Dean Nadasdy, in the name of the Father and of the Son and of the Holy Spirit.
 - b) Roll Call
Present: Rev. Dr. Dean Nadasdy; Rev. Dr. Robert Gehrke; Rev. Dr. Lucas Woodford; Rev. David Mumme; Rev. Harold Storm; Rev. William Otte; Mr. Rick Marko; Rev. Christopher Horton; Mr. Virgil Rose; Dr. Gary Elsesser; Ms. Rosa Summers; Mr. John Branstad; Rev. Jonathan Vollrath; Ms. Sara Sorenson; Mr. Davin Quiram; Rev. Tom Braun; Mr. Benjamin Hagemann; Mr. Neal Breitbarth Mr. Randall Ash; Mr. Leland Huebner

Staff: Rev. Robert Schulze; Rev. Dr. William Utech; Dr. Phillip Johnson; Rev. Fredric Hinz; Mr. Sean Martens; Mr. Billy Schultz; Mr. Kai Larson

Excused: Rev. Mark Tewes

Guests: Mr. Bob LaCroix, Director, Camp Omega
Rev. Loel Wessel, Chairman of the Nominations Committee
 - c) Approval of Agenda
Several additions to the agenda were proposed. A motion was made and seconded to approve the revised agenda as presented. The motion was carried.
 - d) Approval of the Minutes of Past Meeting (Bill Otte, Secretary)
The minutes of the Board of Directors from 12-15-17 were approved as corrected.
 - e) Correspondence (Bill Otte, Secretary) none

3. VISIONING/STUDY ITEMS/PRESENTATIONS

Presentation & Discussion of Northwest District Dissent to 2016 Synodical Resolution 13-02A on Licensed Lay Deacons.

President Nadasdy explained the background of the Expression of Theological Dissent from the Northwest District. The Board had extensive discussion of the issues, and President Nadasdy provided answers to primarily procedural questions from the members. Funding for the training of LLDs and SMPs may be a factor in this issue.

4. POLICY FORMATION & REVIEW

a) Review of Changes and Updates to Board of Directors Policy Handbook

The District Handbook mandates that this document be reviewed every three years. Bob Schulze presented the report along with recommended changes, and further changes were made by consensus.

A motion was made and seconded to approve the revised Board of Directors Policy Handbook, and to forward it to the LCMS Commission on Constitutional Matters (CCM) for approval. The motion was carried. (See Appendix F in these minutes.)

b) Review of Proposed Changes to the MNS District Handbook in light of the LCMS Commission on Constitutional Matters Opinion 17-2831.

Bill Otte reviewed the proposed changes recommended in response to the CCM opinion. A number of changes to the response were made by consensus during the discussion.

A motion was made and seconded to approve the changes to the document as agreed upon during the discussion, and to forward the document to the LCMS CCM and the 2018 MNS District Convention for approval. Pastor Otte was thanked for his work in preparing the presentation and document. The motion was carried. (See Appendix G in these minutes.)

The board was in recess for lunch from 11:45-12:30.

5. REPORTS

a) Nominations Committee update: Rev. Loel Wessel, Chair

The Nominations Committee has met twice. Nominations have been tallied, people who have been nominated are being notified and biographical information is being requested.

b) Special Report: Bob LaCroix, Director, Camp Omega

Camp Omega director Bob LaCroix gave an update on Camp activities. Registrations for this summer are already being taken. Enrollment in camp programs is constantly growing.

He presented the current Site Development Plan. The county has given verbal approval to septic improvements and related improvements to the kitchen. Construction will begin this month. Other improvements can now be undertaken after the septic improvements are completed. The capital campaign results are presently just under \$2 million pledged.

- c) Update: District Triennium Initiatives (Staff)
(Please note that printed below are only the updates first being reported to the Board at this meeting.)

INITIATIVES UPDATE
February 10, 2018

1. ***Oneness.*** To nurture our growing unity, concord, and harmony. (Ephesians 4:1-3).
2. ***Meeting Expressed Challenges.*** To help congregations address their most urgent, self-identified challenges: aging membership, declining attendance, and financial stresses (Matthew 6:25-26).
 - Report on Meeting Challenges completed and published
3. ***Christian Education.*** To strengthen our existing schools and early childhood centers and expand education ministries (Matthew 19:14).
 - As a result of work done by our district accreditation commission, the early childhood process of National Lutheran Schools Accreditation (NLSA) qualifies for the highest quality rating by the Minnesota Department of Human Services. NLSA accredited early childhood center may be reimbursed up to 15% higher than standard Child Care Assistance Program rates.
 - A district elementary administrator's in-service focused on collaborative opportunities with curriculum mapping and teaching professional development was held February 2, 2018.
4. ***New Outreach Ministries.*** To encourage and support congregations and individuals in developing new outreach ministries in their communities (1 Peter 2:9).
5. ***Wellness.*** To provide resources which promote wellness among church workers, their families, and congregations (Mark 12:30-31).
6. ***Church Planting.*** To encourage congregations to support the planting of new churches by participating in the New Church Incubator (Luke 19:10-27).
 - Working with the leaders and congregation in Byron, Minnesota to call a church planter who will help "re-start" that congregation.
 - Working with the leaders of Holy Cross, Austin and St. John, Austin toward starting a new ministry on the east side of Austin that reaches out to that very ethnically diverse neighborhood.
 - Mission Exec participated in a "Mobilizing the Mission" seminar with pastors and congregational leaders in MNN to determine the potential for cooperating in a new church plant in Isanti County.

- Mission Exec visited the campus of Concordia Seminary in an effort to identify future church planters and cultivate on-going relationships with them.
 - Mission Exec attended the Association of Lutheran Mission Agencies conference in St. Louis.
7. **Campus Ministry.** To develop and execute a comprehensive plan for campus ministry (Psalm 78:1-7).
 8. **Excellence in Preaching.** In celebration of the 500th anniversary of the Lutheran Reformation, to move toward more excellent proclamation of the Word (2 Timothy 4:2).
 9. **Professional Conduct.** To hold one another accountable for conduct worthy of the gospel of Christ (Philippians 1:27).
 - Coaching Basics training was held on December 15. As more coaches are trained we are keeping an updated list of all coaches available to, or serving the pastors and commissioned workers of the District.
 10. **Best Practices.** To train leaders in implementing best practices for ministry (Philippians 4:8-9).
 - Enrollment in the intensive three-part Emergent Leadership training series continues. The first training event is April 9-12.
 - District staff initiated the planning of a church safety and security conference entitled, "Church Safety: Who's Protecting Your Flock?" The district-wide conference will be held on April 21, 2018 at St. John's, Corcoran.
 11. **Public Policy Advocacy.** To advocate for scriptural truth in the following areas of public policy: marriage and sexuality; sanctity of life; religious freedom; and parental choice in education (1 Peter 2:11-12).
 - Rev. Hinz prepared an Overture to the District convention in opposition to Physician Assisted suicide. The suggestion was made to add a resolved to submit a similar overture to the LCMS convention.

d) Highlights of President's Report (Dean Nadasdy, President)

President's Report to the Board of Directors (02.10.2018)

LOOKING BACK

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| 12.05 | Chaired District BOD Meeting |
| 12.06 | <i>Attended Luncheon with Archbishop, Bishops of MN, and DP Don Fondow*</i> |
| 12.07 | Spoke at District DCE Brown Bag Lunch |
| 12.11 | Met with Members of Christ LC, Eagan |
| 12.12 | Visited Mt. Moriah LC, Byron |
| 12.13 | Met with Leaders, Our Savior LC, Excelsior |
| 12.15 | Attended Coaching Workshop |
| 12.17 | Installed Pr. Adam Hengst, Senior Pastor, Our Savior LC, Excelsior |
| 12.21 | Met with LLD Craig Quiring and Pr. Keith Grimm on SMP Program at Family of Christ LC, Ham Lake |
| 12.27 | Met with Demelash Yoseph on Oromo Churches Conference |

- 1.04 ***Attended First Meeting of 2019 National Youth Gathering Leaders****
 1.07 Installed Pr. Benjamin Loos as Associate Pastor, Redeemer LC, Rochester
 1.10 Participated in Conference Call of Board of Regents, CSP
 1.11 Met with Deb Vinkemeier on LWML Mission Grant Requests
 Visited Christ LC, Rochester
 1.14 Preached at Salem LC, Madelia & Trinity LC, Fieldon and Installed Pr. Greg
 Volbrecht at Trinity
 1.16 Met with Members of Christ LC, Eagan
 1.18 Met with Convention Arrangements Committee
 Led Pastoral Transition Meeting at Peace LC, Arlington
 1.20-21 Preached and Led Bible Study at 75th Anniversary of South Shore Trinity LC,
 White Bear Lake
 1.26 Met with LCMS Auditors
 Participated in CSP Board of Regents Executive Committee Conference Call
 1.28 Visited Our Savior LC, Winnebago and Christ LC, Easton
 Led Pre-Call Meeting at Trinity LC, Mountain Lake
 1.30 Chaired Praesidium Meeting
 Led Circuit Visitors Conference
- 2.03 ***Led Pipestone Circuit Elders Retreat on "Preach the Word" at Good
 Shepherd LC, Marshall****
 2.04-09 Attended Council of Presidents Meeting in St. Augustine, FL
 *The events in ***bold italic*** were highlighted by Pres. Nadasdy during his presentation.

OTHER ACTIVITIES

- Met monthly with Executive Staff and reviewed their weekly written reports.
- Chaired regular staff meetings.
- Met with 22 pastors and commissioned workers, one-on-one or with spouses.
- Worked with four congregations or called workers in conflict.
- Met with two SMP, EIIT, or Colloquy candidates.

Dean Nadasdy, President

- e) Update: "To All Generations" Appeal (Sean Martens; Bob Gehrke)
 The next round of grant request submissions are due on April 9. A schedule of future congregation training events was distributed. Planning an Easter appeal to donors. Currently the planners are in the discussion phase concerning the final wrap-up event. In January gifts hit the break-even point between expenses and income. \$160,000 has been received to date; \$460,000 in intended promises.
- f) Update: 2018 District Convention Update (Dean Nadasdy, President; Rick Marko, Treasurer/Convention Manager)
 President Nadasdy reviewed the proposed schedule/agenda which had been distributed to Board members. The convention has been lengthened by 1/2 day, starting on Thursday morning with interest sessions. Actual business sessions begin Thursday afternoon. Welcome presentations and recognitions will take place on Thursday afternoon. The Convention Communion service will be Thursday evening, and Rev. Dr. Matthew Harrison, President of the LCMS, will be the preacher. The Friday schedule includes election of a new District president and others, and consideration of resolutions. Other elements were also reviewed.

- g) Treasurer's Report (Rick Marko, Treasurer)
Rick reviewed elements of his unaudited report. The balance sheet report shows that the District is in a solid condition.
- h) LCEF Report and Delinquent Loan Report (Kai Larson, LCEF Vice President)
Kai reviewed the LCEF report
- i) Questions Regarding Minutes of Standing Committees and Subcommittees (Note especially Finance and Missions Committees.)
- j) Deaf ministry initiative issues. William Utech reported that work in deaf ministry is cross-cultural. The deaf ministry initiative is working to identify potential indigenous leadership. We have not had a district congregation who is interested in beginning a new deaf ministry congregation. The Mission Committee has this ministry under its umbrella.
- k) Other business: A number of questions were asked and answered.

6. INFORMATION AND DECISION ITEMS

- a) Review of 2018 District Convention Proposed Agenda
Details of the District Convention Proposed Agenda were reviewed earlier in the meeting. A motion was made and seconded to give preliminary approval for the 2018 MNS District Convention Agenda.
The motion was carried.
- b) Proposed 2018 District Convention Overtures from the BOD
 - Overture - Children and youth protection policies (Sean Martens)
Editorial changes were made by consensus. A motion was made and seconded to approve this overture.
The motion was carried. (See Appendix A of these minutes.)
 - Overture - To affirm and encourage MNS district schools and early childhood centers (Sean Martens)
Editorial changes were made by consensus. A motion was made and seconded to approve this overture.
The motion was carried. (See Appendix B of these minutes)
 - Overture - To affirm the work of the "To All Generations" appeal (Sean Martens)
Editorial changes were made by consensus. A motion was made and seconded to approve this overture.
The motion was carried. (See Appendix C of these minutes.)
 - Overture - To Expand Mission Awareness and Activity within the MNS District (Phil Johnson)
Editorial changes were made by consensus. A motion was made and seconded to approve this overture.
The motion was carried. (See Appendix D of these minutes.)
 - Overture - In Opposition to Physician-Assisted Suicide and In Support of Enhanced Palliative Care (Fred Hinz)

Editorial changes were made by consensus. A motion was made and seconded to approve this overture.

The motion was carried. (See Appendix E of these minutes.)

- c) Response to Inquiry from Holy Cross, Austin, MN (Phil Johnson, Mission Formation; William Utech, Missions)
No action is needed at this time. Discussions will be pursued, including a possible partnership ministry with Our Savior's Lutheran Church in Brownsdale.
- d) Response to Northwest District BOD Dissent to Resolution 13-02A
A motion was made and seconded to send a letter thanking the Northwest District of the LCMS for sharing their dissent with us, and to lift them up in prayer at our meeting. A letter acknowledging receipt of the document will be sent to the Northwest District President. President Nadasdy and Secretary Bill Otte will draft the letter.
The motion was carried.
- e) Endowment Committee
80% of the interest generated by the Quazi Endowment Fund (a Board designated fund) to be designated for a special mission determined by the District staff. (See Endowment Committee minutes.) The idea is to use the interest for ministry purposes. This would be implemented beginning with the 2019 budget proposal, and would be included into the following year's budget for a special mission as recommended by the district staff and approved by the Board of Directors.
- f) Approval of Congregational Constitutions and Bylaws (Constitution Committee)
None at this time.
- g) Other Business
LCEF Kaleidoscope grant. The question was asked about how the determination was made concerning the designation of this grant. The grant was designated for use for the Emerging Leadership program. There was much discussion. The designation was made to implement the District Mission Statement, "Cultivating leaders intentionally engaged in the mission of God."
No action was taken.

7. ROUND TABLE

8. CLOSING PRAYER (Ben Hageman)

9. ADJOURNMENT

A motion was made, seconded, and carried to adjourn the meeting.
The meeting was adjourned by President Nadasdy at 3:55 p.m.

FUTURE REGULAR BOD MEETINGS

(10:00A – 4:00P)

Tuesday, May 1, 2018

Thursday, June 21, 2018 (Dinner at Convention, CSP)

Monday/Tuesday, September 10-11, 2018

Tuesday, December 4, 2018

APPENDIX A

Overture - Children and youth protection policies

- WHEREAS, Psalm 127:3 states (ESV), "Behold, children are a heritage from the Lord, the fruit of the womb a reward; and
- WHEREAS, Matthew 18:2-6 states (ESV), "And calling to him a child, he put him in the midst of them and said, 'Truly, I say to you, unless you turn and become like children, you will never enter the kingdom of heaven. Whoever humbles himself like this child is the greatest in the kingdom of heaven. Whoever receives one such child in my name receives me, but whoever causes one of these little ones who believe in me to sin, it would be better for him to have a great millstone fastened around his neck and to be drowned in the depth of the sea;'" and
- WHEREAS, relationships among people are at the foundation of ministry, and as such, healthy and safe relationships through policies and codes of conduct more clearly defines behaviors and practices that allow the church to more fully demonstrate love and compassion for children and youth in sincere and genuine relationships; and
- WHEREAS, Minnesota statute 626.556 REPORTING OF MALTREATMENT OF MINORS defines the required child abuse reporting procedures; therefore be it
- Resolved, that the ministries of the MNS district provide secure, safe, nurturing environments for the instruction and participation of children and youth; and be it further
- Resolved, the MNS district develop and distribute to district congregations suggested children and youth protection policies that at the very least model:
1. Comprehensive screening procedures of workers and volunteers
 2. Local ministry training for workers and volunteers
 3. Mandatory reporting requirements
 4. Incident response procedures
 5. Best practice guidelines for safe ministry to minors; and be it further
- Resolved, that the MNS district provide regular training opportunities on recommended child abuse and sexual misconduct reduction policies and procedures for ministry leaders and be it finally
- Resolved, that the congregations, schools, and ministries of the MNS district are urged to adopt abuse protection policies and staff and volunteer training and awareness practices appropriate for ministry to children and youth.

This Overture was adopted by the Board of Directors of the MNS District on February 10, 2018.

APPENDIX B

Overture - To affirm and encourage MNS district schools and early childhood centers

- Whereas, God commands parents, "Train up a child in the way he should go; even when he is old he will not depart from it." (Prov. 22:6); and
- Whereas, Martin Luther said that "for the sake of the Church, we must have and maintain Christian schools" ("To the Councilmen of All Cities in Germany that they Establish and Maintain Christian Schools" 1524) and that "the schools will prove the very gates of hell, unless they diligently labor in explaining the Holy Scriptures, and engraving them on the hearts of the youth"; and
- Whereas, Lutheran elementary schools, high schools and early childhood centers of the Minnesota South District (MNS) have been established to encourage, support, equip, and empower parents in their duty and responsibility to bring their children up "in the discipline and instruction of the Lord" (Eph. 6:4 ESV); and
- Whereas, schools and early childhood centers of the MNS district strive to connect the congregation to the community they serve through daily instruction, activities, and programs; and
- Whereas, within the MNS district there are 46 early childhood, 41 elementary, and 4 high schools; and
- Whereas, Lutheran schools and early childhood centers provide a strong witness to their communities through quality programs, safe environments, rigorous academic programs, competitive athletic programs, and a passion for the arts; and
- Whereas, in Lutheran schools and early childhood centers, families outside the church are often drawn to life together with LCMS families, thus facilitating a Gospel witness; and
- Whereas, National Lutheran School Accreditation (NLSA) encourages and recognizes Lutheran schools and early childhood centers that provide quality Christian education and engage in continuous improvement; and
- Whereas, the Minnesota Department of Human Services has qualified NLSA early childhood programs for the highest rate for the Minnesota Child Care Assistance Program; therefore be it
- Resolved, that the MNS District in convention congratulate its Lutheran schools and early childhood centers and their associated students, parents, teachers, administrators, and congregations for their ongoing contributions to Lutheran education; and be it further
- Resolved, that the commitment to proclaiming the pure Gospel of our Lord Jesus Christ as taught in the Scriptures and the Lutheran Confessions be a major focus of the ethos of the schools and early childhood centers (2016 Synod resolution 8-01a), so that hope and healing may be applied to the students and families of our Lutheran schools; and be it further
- Resolved, that LCMS Lutheran schools and early childhood centers be urged to excellence in all areas of the educational enterprise (pedagogy, assessment, technology, etc.) and encouraged to pursue and maintain National Lutheran School Accreditation; and be it finally

Resolved, that this convention affirms Dr. Luther's urgent call to establish and maintain Christian schools and unequivocally and passionately encourages all church leaders (ordained, commissioned, and laity) to support and increase the education ministry that is Lutheran schools.

This Overture was adopted by the Board of Directors of the MNS District on February 10, 2018.

APPENDIX C

Overture - To affirm the work of the "To All Generations" appeal

- WHEREAS, our schools and early childhood centers are gifts of God treasured by our congregations and their communities for their life-long impact on children and their families; and
- WHEREAS, the need to strengthen our existing schools and early childhood centers and to establish new schools, early childhood centers, and educational ministries goes beyond the capacity of our annual operating budgets; and
- WHEREAS, the Minnesota South District in convention (2015 Resolution 3-03) resolved to "authorize the District Board of Directors to commission a feasibility study in order to determine the level of support in the District for a special funding appeal focusing on education;" and
- WHEREAS, in May of 2016 a feasibility report that included participation from 130 district pastors and 205 lay and commissioned leaders indicating a strong desire to support the Minnesota South District and a funding program for educational initiatives; and
- WHEREAS, Psalm 145:4 states, "One generation shall commend your works to another, and shall declare your mighty acts;" and
- WHEREAS, in September of 2016 the District Board of Directors authorized the "To All Generations" appeal focused on three initiatives:
1. to strengthen education ministries, including enhancing the quality of Lutheran schools, encouraging opportunities in parish education, planting new schools and early childhood centers and supporting educational leadership
 2. develop unified marketing strategies
 3. increase efforts toward parental choice in education; and
- WHEREAS, To "All Generations" has stimulated collaborative efforts between education ministries; and
- WHEREAS, "To All Generations" was shared with *XXX people at *YYY district congregations during 2017 and 2018; therefore be it
- Resolved, that the MNS District in convention thank "To All Generations" donors, participating congregations, the "To All Generations" leadership team, and Cornerstone Consulting for their contributions of time, talent and treasures making Christian education stronger in the MNS district; and be it further
- Resolved, that district staff continue to encourage donors that have pledged to "To All Generations" and be it further
- Resolved, the district ensure that all dollars designated to the appeal be utilized for the strengthening of Christian Education in the Minnesota South District.

*As the campaign is underway at the time of this printing, these numbers will be reported and updated before the convention.

This Overture was adopted by the Board of Directors of the MNS District on February 10, 2018.

APPENDIX D

Overture - To expand mission awareness and activity within the MNS District

- WHEREAS, Our Lord and Savior has given to His church all that it needs to accomplish His commission to “make disciples of all nations” (Matthew 28:20); and
- WHEREAS, Many congregations in our district have identified internal challenges including decline in worship attendance, aging membership, and constricting financial resources; and
- WHEREAS, the presidium of the MNS district has identified factors precipitating increased likelihood of closure, including a decline in worship attendance, critical lack of leaders / volunteers, critical income decline, fatigue, and attrition; and
- WHEREAS, the Journal of Lutheran mission has published demographic reports indicating that the churches of the LCMS follow a trend toward decline; and
- WHEREAS, the culture and demographics of communities in our district have undergone dramatic change; and
- WHEREAS, the number of people living within the borders of our district who do not know the Savior Jesus continues to increase; and
- WHEREAS, the Lutheran Church Missouri Synod in convention resolved to expand the work of revitalization and encourage the use of the Re:Vitality program (Res 1-03, 2015 proceedings); and
- WHEREAS, the published motivation and mission of our district is to “Cultivate leaders intentionally engaged in the Mission of God”; therefore be it
- Resolved,* that the congregations of the MNS District give thanks to God for the many, diverse opportunities He provides His church for proclaiming the Good News of Jesus Christ to people in our Neighborhoods and communities, our MNS District, and around the world; and be further
- Resolved,* that MNS District Staff and Leaders be encouraged in their work of developing leaders and equipping congregations to be intentionally engaged in the mission of God; and be further
- Resolved,* that congregations of the MNS District be strongly encouraged to make full use of available District and Synod resources and coaching opportunities to identify their next steps in both congregational mission formation and equipping their members for joyful witness; and be further
- Resolved,* that congregations be encouraged to form partnerships with others in their circuit and region to intentionally engage their communities and do mission outreach and service; and be finally
- Resolved,* that within this next Triennium every congregation in the MNS District be encouraged to create at least one new opportunity for creating connections and developing relationships with people in their community toward the goal of making disciples of Jesus Christ, and communicate their efforts to the congregations of the District.

Commented [BG1]: The District Convention CANNOT mandate every congregation to do anything. We can only encourage them.

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This Overture was adopted by the Board of Directors of the MNS District on February 10, 2018.

APPENDIX E

Overture - in opposition to Physician-Assisted Suicide and in support of enhanced palliative care

- WHEREAS, Satan's original and continuing temptation invites us to "worship at the altar of personal autonomy" rather than acknowledge that we have been "bought with a price" (1 Corinthians 6:19-20) and that "we are not our own"; and
- WHEREAS, in popular culture death is often portrayed as "our friend" and a means to escape from the sufferings of life rather than our greatest enemy to be resisted (Isaiah 7:15, Romans 6:23, 1 Corinthians 15:26, 55-57); and
- WHEREAS, the Theology of the Cross reveals suffering to be a means by which God can bring blessing and not as something meaningless "to be avoided at all costs" (Romans 8:28, 2 Corinthians 12:9, Hebrews 12:5-10, James 1:2-4, 2 Corinthians 1:3-4, Matthew 25:40); and
- WHEREAS, advocates for Physician-Assisted Suicide (PAS) often improperly exploit people's fear of suffering; and
- WHEREAS, the underlying logic of PAS denies the inherent, God-given dignity of all human beings regardless of age, physical condition, mental capacity or any other life circumstance; and
- WHEREAS, PAS carries with it inherent opportunities to abuse the elderly and disabled, from which no "safeguards" can offer any real protection; and where the "right to die" by means of PAS easily becomes felt by the elderly and disabled as "the duty to die"; and
- WHEREAS, those who advocate for the legalization of PAS often misrepresent the primary motive for seeking PAS as the experience of intense and unremitting pain when, in fact, it is most often feelings of intense loneliness or the perception of being an unwelcome burden on others that are their actual primary motive; and
- WHEREAS, the legality of PAS will fundamentally alter the trust relationship between doctors and their patients and will require doctors to engage in a legal deception as to the actual cause of death on the death certificate; and
- WHEREAS, PAS introduces a whole host of obvious perverse financial incentives as insurance companies, financial heirs, government entities and others are tempted by financial self-interest to pressure patients into considering PAS; and
- WHEREAS, there is typically no requirement for family members to be informed when a loved one is requesting PAS, there are many subsequent feelings of intense guilt and regret experienced by family members; and
- WHEREAS, studies have shown that the legalization of PAS has the effect of normalizing suicide and thus increasing the rate of non-PAS in the community; and
- WHEREAS, we are called to love our neighbors by protecting their physical well-being and by providing easily accessible and effective palliative care to those who are suffering; and

- WHEREAS, we are called to "shine as lights amidst this crooked and twisted generation" by "holding fast to the word of life" (Philippians. 2:15); therefore, be it
- Resolved,* that the Minnesota South District (MNS) of the LCMS in convention declares its clear opposition to Physician-Assisted Suicide (PAS) and any legislative efforts on state or federal level to legalize it, and be it further
- Resolved,* that the MNS District of the LCMS in convention encourages the congregations of the District to make a concerted effort to educate their members about the issue of PAS; and be it further
- Resolved,* that the MNS District of the LCMS in convention encourages its congregations to become more intentional in reaching out to members and non-members who find themselves in difficult life circumstances which have led others in the past to consider PAS; and be it further
- Resolved,* that the MNS District of the LCMS in convention encourages both individual members and the institutional Church (via its Public Policy efforts) to be politically active in opposing PAS and advocating for better palliative care in Minnesota; and be it further
- Resolved,* that the MNS District of the LCMS in convention continues to support the work of the Minnesota Alliance for Ethical Healthcare, a coalition which is committed to pursue these same ends; and be it finally resolved
- Resolved,* that the MNS District of the LCMS in convention forwards this resolution (less items specific to the state of Minnesota) to The Lutheran Church—Missouri Synod meeting in convention for their consideration.

This Overture was adopted by the Board of Directors of the MNS District on February 10, 2018.

APPENDIX F

MINNESOTA SOUTH DISTRICT BOARD OF DIRECTORS
REVISIONS TO POLICY MANUAL

(Proposed changes/updates – February 2018)

COMMENT: The policy manual as it currently exists requires that it be reviewed once each triennium. (1.01.02.2) Each member of the Board of Directors received copy of the 2015 Policy Manual at the beginning of the triennium. In order to conserve resources, only the proposed changes are listed below. Board members are asked to compare these changes to the current Policy Manual in their possession.

Glossary

**Professional Staff – Director of Communications and Mission Support, MNS
District LCEF marketing personnel, and Gift Planning Counselor.**

Add:

1.04.03 Other non-standing committees may be appointed by the District President and ratified by the Board of Directors. Their term of office shall be up to three years, corresponding to the term of the Board of Directors. Such committees may include a Ministerial Health Committee; a Continuing Education Committee; a Pre-Seminary/Colloquy Committee; an Endowment Committee; a Board Policy Handbook Committee; a District Handbook Committee; or others.

3.01.02 Standing Committees of the Board of Directors (Missions, Finance, Schools/Commissioned Ministers, Ministerial Health/Professional Growth, Committee on Constitutions and Membership, and Congregational Mission Formation) shall be appointed by the President, subject to ratification by the Board of Directors (District Bylaw 4.5.7.b). The term of office for standing committees shall be three years, corresponding to the term of office for the Board of Directors.

~~3.01.03~~ A Communications Committee shall be appointed by the Board of Directors upon recommendation by the President. Their term of office shall be three years (District Bylaw 4.5.18.7).

~~3.01.04~~ **3.01.03** An Executive Committee shall be appointed by the President and ratified by the Board of Directors for a term of three years corresponding to the terms of the Board of Directors (District Bylaw 4.5.7 d).

~~3.01.05~~ **3.01.04** A Constitution Committee shall be appointed by the Board of Directors (District Bylaw 4.5.18.1). Their term of office shall be three years corresponding to the term of the Board of Directors.

~~3.01.06~~ Other Committees shall be appointed by the President, subject to ratification by the Board of Directors. Their term of office shall be three years, corresponding to the term of the Board of Directors.

Note that this material is now provided for in section 1.04.03

~~3.01.07~~ **3.01.05** An Archivist shall be appointed by the Board of Directors upon recommendation of the President (District Bylaw 4.5.18.8.1).

Adopted 12/2/1980, Revised 9/10/1996, Revised 5/7/2013, 9/10/13, 2/11/2018

3.41.08 Amendments Grammatical correction in line 6.

Any amendment to these Operating Policies that change, alter or amend the general purpose for which the Funds are established shall be adopted only if approved by a two thirds majority of the voting members present at a regularly scheduled or duly called and constituted meeting of the Board of Directors, provided a special notice is given to the members of the Board of Directors not less than twenty-four hours prior to such meeting stating that such an amendment will be proposed to the Board of Directors. Any other amendment to these Operating Policies may be adopted by the vote of a majority of the Board of Directors at a regularly or duly called and constituted meeting of such Board. Changes must be submitted to and approved by the Synod's Commission on Constitutional Matters.

Adopted 5/7/1996, Revised 9/8/1998, Revised 12/1/09, Revised 12/6/11, Revised 9/10/13

4.02 Mileage Reimbursement

The mileage rate allowance paid by the District (to those to whom no other compensation is paid for the use of an automobile for District business) will be ~~one-half~~ of the IRS business rate. The mileage rate, accordingly, will rise and/or fall as the Internal Revenue Service guidelines change.

Adopted 12/2/1980, Revised 9/18/2007, Revised 9/9/2008, Revised 12/3/2015

APPENDIX G

CCM recommended changes (Opinion 17-2831) to the MNS District Articles of Incorporation

Article II 2 c: Article II 2 c: “Bylaws of the Synod” should read “Constitution and Bylaws of the Synod.”

Proposed wording:

- c) It accedes to, recognizes, and accepts the doctrine taught and practiced in the Synod (Art. II.) and also those provisions in the Articles of Incorporation, and *Constitution and* Bylaws of the Synod, as currently in effect and as may hereafter be amended from time to time.

Article II 4 c: Article II 4 c: The phrase “if within the structure of the LCMS they are under the direct supervision of the President of the District” is technically incorrect (see, e.g., LCMS Bylaw 2.12.1.5). The commission proposes the following language instead: “if members of the LCMS and rostered, according to the Bylaws of the LCMS, in the District.”

Proposed wording:

- c) Ordained and commissioned ministers are members of this Corporation if *members of the LCMS and rostered, according to the Bylaws of the LCMS, in the District.* ~~within the structure of the LCMS they are under the direct supervision of the President of the District.~~

Article III 2 a: Article III 2 c: an instance of “annual meeting,” mentioned in connection with the expiration of terms, should likely read “regular meeting.”

Proposed wording:

- a) This Corporation shall hold a regular meeting at which time it shall elect successors for directors and officers elected by the members whose terms have expired or whose terms expire at the ~~annual~~-regular meeting...

CCM recommended changes (Opinion 17-2831) to the MNS District Bylaws:

4.2.15.2 Nominations for President and Vice-presidents4.2.15.2: The bylaw must require residency in the region throughout the course of tenure (LCMS Bylaw 3.12.1) for those holding regional positions. It should also be noted that the vice-presidential candidates must be on the district roster (LCMS Bylaw 4.3.1).

Proposed wording:

Nominations for the office of president and vice-presidents of the district shall be made in the following manner:

- a) Each voting congregation shall be entitled to nominate one clergyman from the clergy roster of the synod as a candidate for president and one clergyman *who is on the district roster* from its region as a vice-president. If elected, nominees shall be members of member congregations of the district or region upon assuming office and during the entire course of their tenure.

Bylaw 4.2.15.6 [e] 4.2.15.6 [e]: The reference to LCMS Bylaw 3.10.5.2 [7] should be updated to Bylaw 3.10.6.2 [7–8].

Proposed wording:

- e) This committee shall solicit - by whatever means it deems appropriate - from member congregations of the district the names of potential nominees for the offices of district secretary, committee for district convention nominations, LCMS Committee For Convention Nominations, and Board of Regents of Concordia University, St. Paul. This committee will begin this solicitation process at its first meeting and shall set deadlines for submission of such names. Persons elected or appointed to the board of regents shall meet qualifications as spelled out in Synod Bylaws 3.10.6.2 [7-8] ~~5-2, paragraph 7~~ and 3.12.3.7 (c).

4.2.16: The district may wish to allow for electronic distribution of these materials under LCMS Bylaw 4.2.1 [g].

Proposed wording:

4.2.16 Official Proceedings of District Convention

The official proceedings of the district convention shall be prepared and edited by the district secretary and approved, prior to printing *or electronic distribution*, by the presidium.

This is a new proposed change adopted by the MNS Board of Directors on February 10, 2018:

4.3.5 Term of Office and Successive Terms

- a) The offices of district president and circuit visitor shall be limited to four complete successive 3-year terms.
- b) All other officers and board members, elected or appointed, shall be limited to three complete successive terms *in the same office*, with the exception of the treasurer who, following initial election by the board of directors, shall serve at the discretion of the board of directors.

4.5.16 (as proposed): While the district is free to apply the procedure of LCMS Bylaw 1.5.8–1.5.8.1 to “full-time assistants...chaplains and others,” the removal of officers must be effected by the exact procedure specified in LCMS Bylaws 1.5.8–1.5.8.1. The role of the presidium (except as members of the board of directors) is unclear in the proposed Bylaw 4.5.16, and the mention thereof should probably be removed.

It is also noted that the addition of “persistent adherence to false doctrine and practice” and “unchristian life” is contrary to LCMS Bylaw 1.5.8. These would be cause not only for removal for office but *also* removal from membership in the Synod.

It may be helpful to differentiate, using two separate bylaws, between the procedures for removal of officers and removal of other employees. The commission also notes for comparison LCMS Bylaw 3.11.1, which indicates that all employees other than officers serve “at the pleasure of the appointing authorities.”

Old MNS Bylaw 4.5.16 Removal from Office

All officers of the district, full-time assistants to the district president, chaplains, and others under the immediate direction of the board of directors may be suspended and removed from office by the presidium in conjunction with the board of directors upon any of the following grounds: persistent adherence to false doctrine and practice, un-Christian life, willful neglect of duties, and incompetence in office. Termination of LCMS rostered workers must be in accordance with LCMS guidelines regarding calls. Non-rostered workers are considered at will employees in accordance with the laws of the State of Minnesota. Appeals from the decision of the board of directors may be made in accordance with regulations of The LCMS as defined in the governing documents of the synod.

Replaced with:

Proposed new wording:

4.5.16 Removal from Office

Officers of the district shall discharge the duties of office in good faith. All officers of the district, full-time assistants to the district president, chaplains, and others under the immediate direction of the board of directors may be suspended and removed from office by ~~the presidium in conjunction with~~ the board of directors for cause. The following are considered cause for removal from office of an officer of the district pursuant to this Bylaw, but not from membership in the Synod:

- (1) Incapacity
- (2) Breach of fiduciary responsibilities to the Synod or a district
- (3) Neglect or refusal to perform duties of office
- (4) Conviction of a felony
- ~~(5) Persistent adherence to false doctrine and practice~~
- ~~(6) Un-Christian life~~

Non-rostered workers are considered at will employees in accordance with the laws of the State of Minnesota, **and shall serve at the pleasure of the appointing authorities.**

4.5.16.1 Unless otherwise specified in these Bylaws, the procedure for removal of an officer of the district from office shall be as follows:

- (a) Action for removal of an officer of the district other than the district president shall require written notice to each member of the district's Board of Directors at least 30 days prior to a special meeting of the board called for that purpose. A copy of such notice shall be sent to the President and the Secretary of the Synod and to the ecclesiastical supervisor, if applicable.
- (b) The special meeting provided for herein shall be held no later than 60 days after the provision of the written notice, unless extended by the mutual agreement of the parties.
- (c) Removal from office of an officer of a district, other than a district president, shall be effected by a vote in favor of removal by at least three-fourths of all current members of the district Board of Directors (excluding the officer in question if a member of the board); and
- (d) Removal pursuant to this Bylaw may be appealed by the officer who has been removed from office through the use of the Synod's dispute resolution process as provided in Bylaw section 1.10 of the Handbook of the LCMS.

4.5.18.2.7: A pastor, even of a subsidized congregation, cannot be required to consult the district president upon receipt of a call (however advisable such consultation may be). Congregations are to consult the district president upon a vacancy, but even a subsidized congregation cannot be *compelled* to follow call process guidelines set by the district (CCM Ag. 1573; Op. 99-2171, 05-2437), other than that the congregation consult with its district president (LCMS Bylaw 2.5.1). (See Const. Art. VII.)

4.5.18.2.7 Consideration of Calls

~~Pastors and commissioned ministers of subsidized congregations shall request the advice of the district president when considering the disposition of calls which have been received. Subsidized congregations shall consult the district president when a vacancy has occurred. and, if calling a minister, it shall follow call process guidelines set forth by the district president.~~ In matters pertaining to the calling of workers in subsidized ministries, the district president shall consult with the missions committee of the board of directors.