

Minutes: Board of Directors - *Approved by the Board 9.11.2018*
Minnesota South (MNS) District
Tuesday, May 1, 2018, 10:00 a.m. - 4:00 p.m.
MNS District Office, Burnsville

Mission Statement

Cultivating leaders intentionally engaged in the mission of God.

1. **OPENING DEVOTION** (Billy Schultz, Communications Director) LSB 282, Responsive Prayer I. Psalm 150. The Board was invited to sing a hymn also.
2. **PARLIAMENTARY OBLIGATIONS**
 - a) Call to Order. The meeting was called to order at 10:15 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; Rev. Mark Tewes; Mr. John Branstad; Mr. Davin Quiram; Rev. Tom Braun; Mr. Benjamin Hagemann; Mr. Leland Huebner

Staff: Rev. Robert Schulze; Rev. Fredric Hinz; Mr. Sean Martens; Mr. Billy Schultz; Mr. Kai Larson

Excused: Ms. Rosa Summers; Rev. Jonathan Vollrath; Ms. Sara Sorenson; Mr. Neal Breitbarth; Mr. Randall Ash; Rev. Dr. William Utech; Dr. Phillip Johnson;

Guest: Ms. Margaret Hesemann, President, Minnesota South LWML
 - c) Approval of Agenda
The Revised Agenda was distributed. A motion was made and seconded to approve the revised agenda. The motion was carried.
 - d) Approval of the Minutes of Past Meeting (Bill Otte, Secretary)
The minutes of the Board of Directors from 2-10-2018 were approved as distributed.
 - e) Correspondence (Bill Otte, Secretary)
There were four letters shared with the Board: Dr. John Sias, Secretary, LCMS (2 letters); Rev. Chris Horton, and Jerald Wulf and Mark Hofman from the LCMS.

3. VISIONING/STUDY ITEMS/PRESENTATIONS (none)

4. POLICY FORMATION & REVIEW (none)

5. REPORTS

- a) Special Report: Margaret Hesemann, President—LWML
She has served as District LWML president since 2014. The LSWML appreciate the support of pastors at all levels of the LWML organization. This year the LWML is celebrating its 75th anniversary. In Minnesota, the LWML was organized in 1942. In MNS, all Mites collected go to mission, not for other uses. She distributed a mission goal report and other printed material, and gave “May baskets” to all Board members. Current mission goals have not been totally met. Declining membership is an ongoing challenge for the LWML.

Margaret was thanked for the work of the LWML in our district. The Chaplain for the day offered a prayer for Margaret and the LWML.

- b) Update: District Triennium Initiatives (Staff)

INITIATIVES UPDATE

May 2018

(Please note that printed below are only the updates first being reported to the Board at this meeting.)

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).
3. ***Christian Education.*** To strengthen our existing schools and early childhood centers and expand education ministries (Matthew 19:14).
 - On March 1 the district hosted a Marketing Think Tank event where the people that do marketing for our district schools and early childhood center were invited to share what that they are doing and would like to do in the future to market their education ministries. It is hoped that marketing collaborations will be formed from this event that will lead to *To All Generations* grants.
 - There are a record 10 district schools going through National Lutheran School Accreditation (NLSA) visits this year (100% of high schools, 41% of elementary schools, and 9% of Early Childhood centers/preschools in the district are NLSA accredited).
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).
 - We partner with the leaders of Concordia Plan Services and Vitality to help congregations use the best of our synodical resources to promote and maintain church worker wellness.

- Conversations continue with Lutheran Family Services, Iowa, exploring the possibility of partnering with Lutheran Family Services, Iowa and other Districts in our region to provide a broader ministry to the families, congregations and church workers of the MNS District.
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 Holy Cross, Austin and Our Savior, Brownsdale, to call an ethnic (non-Anglo) church planter to/for the very ethnically diverse neighborhoods in East Austin, MN.
 - Working with Mt. Moriah, Byron to find and call an assessed mission planter/re-planter for that congregation and community.
 - Sponsored/Sent nine MNS leaders to the EXPONENTIAL Church Planters Conference in Orlando, FL.
 - Mission Exec helped to plan and execute the North American Mission Endeavor (NAME) one day conference on church planting at Concordia Seminary, St. Louis.
 - Mission Exec will attend the Multi-Ethnic Symposium at Concordia Seminary, 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).
 10. **Best Practices.** To train leaders in implementing best practices for ministry (Philippians 4:8-9).
 - Pastor Schulze, along with one of our newly ordained pastors, attended the February 2018 Best Practices for Ministry Conference.
 - Regular learning community meetings with Pastor Schulze and the New Pastors continue through June, 2018.
 - Seventeen participants are enrolled in the three-part Emergent Leadership training series. The first session was held April 9-12, the second is May 15-17, the final is June 26-28.
 - The Church Safety Conference (“Who’s Protecting Your Flock”) was held on April 21, 2018 at St. John’s Lutheran Church in Corcoran, MN with 125 participants representing over 30 congregations.
 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).
 - A new edition of “One Voice for Public Policy” was distributed to the Board and is available on the District website.
- c) Highlights of President’s Report (Dean Nadasdy, President. Dr. Nadasdy made special note of items highlighted below.)

President's Report to the Board of Directors (05.2018)

LOOKING BACK

- 2.10 Chaired District BOD Meeting
2.11 Installed Rev. Steven Frentz at Bethany Lake City & St. Peter-Belvedere Goodhue
2.12 Led Pre-Call Meeting at St. Peter, Lester Prairie
2.17 Led Pre-Call Meeting Sudanese Evangelical Lutheran Mission Church of Southern Minnesota
2.24-27 Attended LCMS Praesidium Reunion/Vacation
- 3.04 Installed Rev. Matthew Barry, Associate, St John Chaska
3.05 Met with Amy Scholz, Church Relations, LCMS
3.06 Consulted on Merger, Gathering Place Arden Hills
3.11 Brought Greetings to Dedication of Sanctuary River of Life St Peter
3.12 Led Pre-Call Meeting at Trinity Slayton
3.13 Led Pre-Call Meeting at St. Peter Vernon Center
3.18 Consulted with Vestry of St. James Minneapolis
3.19 Led Pre-Call Meeting at St. Peter St. Paul
3.20 Met with SMP Candidate
3.22-23 Attended Great Plains Regional DP Conference
3.25 Attended Voters Meeting at Family of Christ Ham Lake (SMP Candidate)
- 4.02 Breakfast Group at Bob Holst's Home
4.03 Led Convention Floor Committee Chair Orientation
4.07 Spoke at Memorial Service for Dr. Gene Bunkowske Woodbury LC
4.08 Installed Rev. David Larson at St. John Woodbury MN
4.10 Spoke at MNN District Convention in Alexandria MN
4.11 To All Generations (TAG) Donor Visit
4.12 TAG Leadership Team
 COP Hearing Appeal Panel
4.15 Cancelled (Blizzard): First Worship in New Sanctuary at Our Savior's Eyota
4.16 Attended MN Prayer Breakfast
 Consulted on Holy Cross Austin/Our Savior Brownsdale Dual Parish Proposal
4.17 Met with Convention Chaplain Tom Stoebig
 Led Pre-Call Meeting at Immanuel Lakefield
4.20-26 Attended COP Meeting & Placement Services in St. Louis & Fort Wayne
4.29 Attended Call Meeting at Mt. Calvary Richfield
 Installed (Preached) Rev. Doug Minton at Redeemer Robbinsdale
- 5.1 Chaired Board of Directors Meeting

OTHER ACTIVITIES

- Met monthly with Executive Staff and reviewed their weekly written reports.
- Chaired regular staff meetings.
- Met with 29 pastors and commissioned workers, one-on-one or with spouses.
- Worked with three congregations or called workers in conflict.
- Met with two SMP, EIIT, or Colloquy candidates.

LOOKING AHEAD (*Deo Volente*)

- Will attend Board of Regents Meeting at CSP May 3-4
- Will receive honorary Doctor of Letters from CSP May 4
- Will facilitate convention floor committee meetings
- Will officiate at Charter Services at Japanese Christian Fellowship—Lutheran and at the WHEREhouse LC St. Paul May 6
- Will lead devotions at SAGES Banquet in Mankato May 7
- Will preach at Redemption Bloomington Ascension Day Service
- Will preach at 75th Anniversary of Mt. Olive Anoka
- Will chair district convention at CSP June 21-23
- Will serve in office until September 1

Dean Nadasdy, President

- d) Update: *To All Generations* Appeal (Sean Martens; Bob Gehrke)
Final training session has been completed. Will be requesting a door offering in congregations which have not participated actively in the campaign. Handout and video presentation will be offered. This will be the last effort of the campaign. The loose change offering at the Convention is designated for "To All Generations." One large request for a grant has been downsized. Collaboration among schools and educational agencies has resulted from the campaign. It is exciting to see the possibilities that result from the campaign.
- e) Update: 2018 District Convention Update (Dean Nadasdy, President; Rick Marko, Treasurer/Convention Manager)
A revised Convention Agenda was shared, along with a list of Floor Committee members and currently proposed overtures.
- f) Camp Omega report (Sean Martens)
Camp appreciates District support. \$1.97 million has been raised to date by the campaign. This amount includes pledges for future gifts. The Camp Omega Board is working on a business plan for the retreat center project loan, architectural plans, etc. Kitchen renovation will be completed in time for camping season. The septic system problem has been temporarily resolved. Omega's Finance Committee is working to arrange funding and limit District's financial vulnerability.
A request was made that copies of the agreements between MNS District and Camp Omega be provided for BOD members.
- g) Treasurer's Report (Rick Marko, Treasurer)
Rick highlighted the current financial report. Attempts are being made to replace district office administrative personnel who are retiring in summer of 2018.
- h) LCEF Report and Delinquent Loan Report (Kai Larson, LCEF Vice President)
LCEF has had a good year for investments and loans. He highlighted other areas of his report.
- i) Questions Regarding Minutes of Standing Committees and Subcommittees (Note especially Finance and Missions Committees.) There were no questions or comments.

The meeting was adjourned for lunch from noon until 12:45 p.m.

INFORMATION AND DECISION ITEMS

- Handbook changes (Bill Otte, District Secretary)
Bill presented an overture to the District Convention prepared in response to the Commission on Constitutional Matters (CCM) LCMS Opinion 17-2138A. After small adjustments made on the basis of 17-2138A, the Articles and Bylaw changes were approved by the CCM for presentation to the District convention.

A motion was made, seconded, and carried to approve this overture for submission to the convention. Please see Appendix A for this overture.

- Board of Directors Policy Manual changes (Otte)
Bill presented several minor additional changes to the MNS Board of Directors Policy Manual in response to the LCMS CCM Opinion 18-2879.

A motion was made, seconded, and carried to approve the suggested changes. Please see Appendix B for this document.

- Holy Cross, Austin (Dr. William Utech)
The district will likely not receive the property. Options are being explored indicating that the congregation will continue to exist, and will explore forming a dual parish with Brownsdale to call an ethnic pastor and begin an ethnic ministry in Austin.
- Approval of 2017 Audit Report (Rick Marko, Treasurer)
Rick reviewed and explained the Internal Auditor's Report. He answered questions related to audit procedures and reporting.

A motion was made, seconded, and carried to approve the audit report and management letter.

- District Salary Compensation Review & Recommendation (Rick Marko, Treasurer)
A proposal was presented which would increase the base district salary guidelines by 2% to \$38,645 for salary adjustments for 2018.

A motion was made, seconded, and carried to approve this increase.

- Approval of Congregational Constitutions and Bylaws (Rev. Harold Storm, Constitution Committee)
 - St. Michael's Lutheran Church, Bloomington
 - St. Paul's Lutheran Church, Green Isle
 - Japanese Christian Fellowship—Lutheran, Minneapolis
 - The WHEREhouse Lutheran Church, St. Paul

A motion was made, seconded, and carried to approve these documents.

- BOD Performance Evaluation

This discussion was prompted by the recognition that this was the last regularly-scheduled Board of Directors meeting in this triennium, and the last to be chaired by retiring President Dean Nadasdy.

An evaluation form was provided for all Board members with the request that every member complete the form and send it to Dr. Nadasdy, who will arrange for final scoring and compilation of the results.

The discussion itself was prompted by a letter from a Board member who strongly felt that the Board should be more than an information gathering group. It should rather be more involved in actual planning and decision-making. He felt that the Board has had too little involvement with priority-setting, programs, etc., with the District Staff (President, Assistants to the President, Praesidium) doing such activities with minimal input from the Board.

He suggested a five-point procedure to be followed in making decisions: 1) Identify a need. 2) Be provided with a number of proposals which would address the need, along with a recommendation from the staff as to which proposal might be best suited to meet the identified need. 3) This is what it will cost, and where the funding will come from. 4) Here is how we propose to measure the success of the program. 5) What does the Board think? Are we in agreement?

Significant and lengthy discussion followed. Dr. Nadasdy expressed a preference for working with a Board functioning on a policymaking governance model as opposed to a programmatic board. He said this preference grew out of his own pastoral experience in large congregations and in synodical offices. It was felt that the current BOD was not clear on which model it was supposed to follow, and acknowledged that there were strengths and weaknesses in each model. It was suggested that from the beginning of its triennium, the Board should clearly understand how it would function.

There was a consensus that there needs to be better communication between the BOD and the staff, particularly as priorities and program decisions are being considered. The "staff" needs to develop criteria to determine what information and planning decisions need to be brought to the board. This is especially important because the BOD only regularly meets four times a year, and time is often of the essence.

Communication between "staff" and the BOD needs to include a "show us your work" component, to help the BOD understand how a recommendation was developed. An underlying attitude of trust needs to be established between the BOD and elected leaders (staff).

Timing of decision-making should also be improved. That is, much of the above communication must take place with enough advanced sharing so the BOD members can reach informed decisions.

There was a consensus that development of district initiatives (goals, or whatever they may be called) should be done collaboratively between BOD and staff. It was suggested that the "retreat" portion of the initial BOD meeting of a triennium should focus on this process, rather than on exposing the BOD to ministry issues and needs (ethnic, campus, rural, etc.) It would be hoped that doing this initiative development as a collaboration between Board and staff would help all involved to feel a greater understanding and ownership of the initiatives, so that they don't become just a report item at future meetings. Doing this activity in a collaborative way would also help guide administrative personnel in their planning.

The initial retreat should also provide a more intensive orientation for new board members to how the BOD is intended to function. Distinction needs to be maintained between program and project issues.

It was recognized that it would be inappropriate for the BOD to try to micromanage the staff. For example, the Assistants to the President report directly to him, not directly to the BOD. Trust becomes an important component in these relationships.

It was also suggested that it might be a helpful thing to create a BOD portal, accessible only to BOD and staff, where minutes and other items can be shared in a timelier manner, to help BOD members understand how recommendations are reached and how committees are functioning. There needs to be more "lead time" after committee meetings so the BOD members can be well-informed prior to the actual BOD meetings.

- Other Business
Davin has access to litters that he wants to dispose of; available to anyone.

6. ROUND TABLE

7. CLOSING PRAYER (Billy Schultz)

Billy Schultz included the items shared in the Round Table in the closing prayer.

8. ADJOURNMENT

A motion was made, seconded, and carried to adjourn the meeting. Dr. Nadasdy then adjourned the meeting at 2:36 p.m.

Future Board Meetings

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

Monday & Tuesday, September 10-11, 2018 (Off-Site);

Tuesday, December 4, 2018

APPENDIX A

OVERTURE

To Amend the Articles of Incorporation and Selected Bylaws of the MNS District-LCMS

- WHEREAS, the MNS District Board of Directors has reviewed and approved changes to the MNS District Articles of Incorporation and Bylaws; and
- WHEREAS, the Synodical Commission on Constitutional Matters (CCM) has reviewed the entire Minnesota South District Handbook, and approved and recommended bylaw changes as required in Minnesota South District Bylaw 7.2; and
- WHEREAS, all bylaw changes require a favorable simple majority vote of delegates at a regular or special meeting of the District; therefore, be it
- Resolved*, that the following proposed bylaw changes to the MNS District Handbook be approved by majority vote of delegates at this convention.

2015 Handbook	2018 Proposed Revisions
ARTICLES OF INCORPORATON	ARTICLES OF INCORPORATION
<p>Article II. 2. C)</p> <p>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 Bylaws of the Synod, as currently in effect and as may hereafter be amended from time to time.</p>	<p>Article II. 2. C)</p> <p>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 <i>Constitution and</i> Bylaws of the Synod, as currently in effect and as may hereafter be amended from time to time.</p>
<p>Article II. 4. C)</p> <p>c) Ordained and commissioned ministers are members of this Corporation if within the structure of the LCMS they are under the direct supervision of the President of the District.</p>	<p>Article II. 4. C)</p> <p>c) Ordained and commissioned ministers are members of this Corporation if <i>members of the LCMS and rostered, according to the Bylaws of the LCMS, in the District.</i></p>
<p>Article III. 2. A)</p>	

- 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 meeting...

BYLAWS

4.2.15.2 Nominations for President and Vice-presidents

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 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.

4.2.15.6.e.

- 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 3.10.5.2, paragraph 7 and 3.12.3.7 (c).

4.2.16 Official Proceedings of District Convention

Article III. 2. A)

- 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...

BYLAWS

4.2.15.2) Nominations for President and Vice-presidents.

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.

[N.B. LCMS Bylaw 4.3.1 still governs here.]

4.2.15.6.e

- 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).~~

<p>The official proceedings of the district convention shall be prepared and edited by the district secretary and approved, prior to printing, by the presidium.</p> <p>4.3.5 Term of Office and Successive Terms</p> <p>a) The offices of district president and circuit visitor shall be limited to four complete successive 3-year terms.</p> <p>b) All other officers and board members, elected or appointed, shall be limited to three complete successive terms, 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.</p> <p>4.5.16 Removal from Office</p> <p>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.</p>	<p>4.2.16 Official Proceedings of District Convention</p> <p>The official proceedings of the district convention shall be prepared and edited by the district secretary and approved, prior to printing <i>or electronic distribution</i>, by the presidium.</p> <p>4.3.5 Term of Office and Successive Terms</p> <p>a) The offices of district president and circuit visitor shall be limited to four complete successive 3-year terms.</p> <p>b) All other officers and board members, elected or appointed, shall be limited to three complete successive terms <i>in the same office</i>, 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.</p> <p>4.5.16 Removal from Office</p> <p>Officers of the district shall discharge the duties of office in good faith. All officers of the district, and full-time assistants to the district president, 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:</p> <ol style="list-style-type: none"> (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 <p>Non-rostered workers are considered at will employees in accordance with the laws of the State of Minnesota, <i>and shall serve at the pleasure of the appointing authorities.</i></p>
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<p>4.5.18.2.7 Consideration of Calls</p> <p>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.</p> <p>Revised by action of the 77th Convention of the Minnesota South District June 18-20, 2015</p>	<p>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:</p> <p>(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.</p> <p>(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.</p> <p>(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</p> <p>(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.</p> <p>4.5.18.2.7 Consideration of Calls</p> <p>Subsidized congregations shall consult the district president when a vacancy has occurred. 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.</p>

APPENDIX B

Minnesota South District Policy Manual, Proposed (18-2879)

By a February 16 letter, the Secretary of the Minnesota South District forwarded his district’s policy manual for review by the commission. The commission thanks the district for sending its policies for review and notes the following points needing attention:

- In connection with policy 1.05.01, the requirements of the LCMS Board of Directors Policy Manual need to be applied and/or referenced under LCMS Bylaw 1.5.3.
- Potential misunderstandings must be avoided carefully in the designation of constitutional officers of the district as “executive staff.”
- The district may wish to check policy section 3.21 against the current operating practices of the Lutheran Church Extension Fund.
- Under policy section 4.08, it may be helpful to note that Synod and its officers and agencies consider the last approved version of congregational governing documents to be in force (LCMS Bylaw 2.4.1 [f]).

Commission on Constitutional Matters
April 6–7, 2018

2015 MNS District Board Policy Manual	2018 Proposed Revisions
<p>1.05.01 <u>Frequency of Meetings</u></p> <p>1) The meetings of the Board of Directors shall be held at least four times each year, and whenever the District President or three members of the Board deem it necessary. Meetings shall normally be held in the months of February, May, September and December (MNS District Handbook 4.5.9).</p>	<p>1.05.01 <u>Frequency of Meetings</u></p> <p>1) The meetings of the Board of Directors shall be held at least four times each year, and whenever the District President or three members of the Board deem it necessary. Meetings shall normally be held in the months of February, May, September and December (MNS District Handbook 4.5.9. See also the requirements in the LCMS Bylaw 1.5.3).</p>
<p>4.08 Loans and Missions Grants to Congregations Operating Outside of Approved Constitutions</p>	<p>4.08 Loans and Missions Grants to Congregations Operating Outside of Approved Constitutions</p>
<p>4.08.01 The issue of a congregation operating outside of an approved constitution and bylaws is a matter of ecclesiastical supervision by the District President. Constitutions and constitutional</p>	<p>4.08.01 The issue of a congregation operating outside of an approved constitution and bylaws is a matter of ecclesiastical supervision by the District President. Constitutions and constitutional</p>

<p>changes must be approved by the MNS District Constitution Committee. Congregations are encouraged to act with due diligence regarding approved constitutions and constitution/bylaw changes.</p>	<p>changes must be approved by the MNS District Constitution Committee. Congregations are encouraged to act with due diligence regarding approved constitutions and constitution/bylaw changes. The last approved version of congregational governing documents are considered to be in force. [LCMS Bylaw 2.4.1 [f].]</p>