

Minutes: Board of Directors Retreat and Meeting – Approved by the Board 12.4.2018
Minnesota South (MNS) District
Monday, September 10, 2018, 9:00am – 6:00pm
MNS District Office, Burnsville

Mission Statement

Cultivating leaders intentionally engaged in the mission of God.

Present: Rev. Dr. Lucas Woodford; Rev. David Mumme; Rev. Thomas Evans; Rev. Rev. Harold Storm; Rev. Dr. Brent Parrish; Rev. Keith Grimm; Mr. Rick Marko; Rev. Christopher Horton; Dr. Gary Elsesser; Rev. Steven Wheeler; Mr. John Branstad; Rev. Loel Wessel; Ms. Sara Sorenson; Mr. Dave Kenow; Rev. Dennis Heiden; Mr. Benjamin Hagemann; Mr. Leland Huebner; Mr. Joel Landskroener

Staff: Rev. Bob Schulze; Rev. Dr. William Utech; Dr. Phil Johnson; Mr. Sean Martens; Mr. Kai Larson; Mr. Billy Schultz; Rev. Fred Hinz; Mr. Matt Steiner

Absent: Mr. Daniel Thao; Ms. Rosa Summers; Mr. Neal Breitbarth.

The meeting was called to order at 10:00 am by the President, Rev. Dr. Lucas Woodford.

1. DEVOTIONAL BIBLE STUDY

President Woodford used “Responsive Prayer 2” from LSB. We sang Hymn 861. The meditation was based on I Corinthians 1:18-31 highlighting the power of God coming through the message of the cross and Jesus, the Word made flesh. To know the “word of the cross” is to know Christ. We now joyfully live and tell the story of Christ daily.

2. INTRODUCTION OF STAFF

- Dr. William Utech, Assistant to the President for Missions, shared a map of the counties in the MNS District, which highlighted the percentage of “unclaimed” in each. He is available to guide and assist congregations in planting churches.
- Dr. Phil Johnson, Assistant to the President for Mission Formation, works with congregations to help them fall in love with their neighbors. He provides mission and outreach expertise and assistance for our District congregations.
- Debra Connolly, Julie Bigler and Sarabeth Marcello shared how they assist the District Staff with communications, scheduling, accounting and administration.
- Kai Larson, LCEF Vice President, shared how the LCEF is available to assist congregations and workers with loans for facilities and ministry support.
- Rick Marko, Treasurer and Business Manager for the District, talked about overseeing and reporting the MNS District budget, the District facility, and overseeing personnel matters.

- Matt Steiner, Gift Planning Counselor, is employed by the LCMS Foundation and partners with the MNS District in doing estate planning with churches and individuals. He also helps congregations establish and manage endowment funds.
- Rev. Bob Schultz, Executive Assistant to the President, helps congregations and pastors during times of transition. He assists with reconciliation and conflict resolution. He advocates for Church worker wellness. He assists churches in finding guest preachers. In addition, Bob coordinates disaster response initiatives.
- Billy Schultz, Director of Communications and Mission Support, develops the overall communications strategy for the District and supports the mission work of Dr. Utech.
- Sean Martens, Assistant to the President for Education & Commissioned Ministers, works with schools, preschools, childcare centers, administrators, teachers and commissioned workers throughout the District.
- The four regional Vice Presidents (Rev. David Mumme, Rev. Thomas Evans, Rev. Harold Storm, and Rev. Dr. Brent Parrish) and the District Secretary (Rev. Keith Grimm) introduced themselves.

3. OPENING THOUGHTS BY NEW DISTRICT PRESIDENT

Rev. Dr. Lucas Woodford shared information about his family and transitioning into his new position. He is asking the Board of Directors (BOD) to potentially change the starting date for future new MNS District Presidents. He is excited about the opportunity to lead and share the Gospel in today's culture. He is passionate about Lutheran Schools. President Woodford is fervent about theology, which is supported by his serving as an adjunct professor at seminaries. His theology is about loving the Lord, loving people, and loving our theology (in that order). He loves pastoral ministry and caring for people and their souls. This pastoral approach will be the heart of his ministry.

President Woodford wants to model the balance between being a faithful husband/father, while at the same time faithfully carrying out his responsibilities as District President. He intends to be supportive of missions and church planting. He wants to lead in a pastoral, conversational and collegial way.

Finally, President Woodford used some of the quotes from President Dean Nadasdy's final message at the District Convention as springboards:

- He desires to bring the best of confession and evangelism forward instead of pitting them against each other.
- He is concerned that some congregations throughout our District have no regular Bible classes.
- His hope is to assist declining churches and schools throughout the District.
- He asked, "How can pastors relish preaching, teaching and one another?" How can we approach one another with a spirit of appreciation rather than suspicion?
- He emphasized that we have a confession that is good and right, but we have to go beyond stating that we're right. We need to get the Gospel message out.

President Woodford's hopes and goals are to do a lot of listening and learning; to be transparent and above board; and to approach people and congregations of the District with an approach of thankfulness and appreciation.

The BOD can help by sharing the celebrations, challenges and expectations they are hearing throughout the District.

4. GETTING ACQUAINTED

All of the members of the BOD paired up and shared their names, immediate family members, church membership, favorite pet and dream vacation. Then we did an exercise called “wand of levitation” which highlighted the vital importance of good communication especially when tension occurs, good communication is vital.

We took a break for lunch at 12:02pm.

We reconvened at 1:00pm.

After being introduced, Rev. Fred Hinz shared about his ministry as Public Policy Advocate for the District. He takes an active interest in any issues where culture and government come into issue with the church. He speaks on behalf of these four issues: sanctity of life; religious liberty; marriage/family; and parental choice in education. He tries to be a conduit to legislators about the church’s view on these issues. Then he helps Christians grow in being good stewards of their citizenship.

5. BOARD TRAINING:

How does the Board Work? / Understanding Organizational Chart

Kurt Fuhr, LCEF Regional President, trained the BOD on our roles and responsibilities. The MNS District functions with a “policy based governance.” There are 244 churches and 24 circuits in the four regions of our District. The District is the corporation between conventions. The Board of Directors consists of 20 people. The BOD writes and enforces policies pertaining to the work (mission). The BOD maps out strategic goals; establishes limits to the methods staff may use to achieve their organizational ends; and they establish policies on how the BOD functions (through various handbooks).

Boards vary between managing and ratifying. The goal is that we land between these poles as a “governing board.” The primary role of the board is writing policy. We are here to grow God’s kingdom as a Board. There are four Standing Committees in the District; ad hoc committees are established as needed.

The BOD meets at least four times each calendar year. Members of the BOD do not speak for the Board outside of its regular meetings. The Board speaks through its minutes.

The BOD prepares the annual budget. When necessary, the BOD has the power to borrow money. It also does regular audits.

Finally, the BOD also reports often and annually on the work of the District.

President Lucas Woodford pointed us to the District Organizational Chart. This shows how the District President, Staff and Board of Directors are accountable to one another. We spent time especially looking at bylaws 2.01.01 through 2.01.04 in the Board of Directors Policy Manual.

These changes were made to the Organizational Chart: District Secretary was added; a line was added between Debra Connolly and Bob Schulze; and Kelly Lamkin, who does background checks, was placed under the supervision of the District President. President Woodford also pointed out where the BOD responsibilities are located in the Synodical Handbook. He then had us look at Bylaws 4.5 and 4.5.11 in the District Handbook to review the duties and functions of the Board of Directors.

We then reviewed the “Statement of Compliance” found in bylaw 1.07 of the Board of Directors Policy Manual. This pertains to good judgment, transparency and the highest degree of integrity and honesty as members of the BOD. All of the members of the BOD signed the “Statement of Compliance” and submitted them to Rick Marko.

President Woodford read through the “MN South District Board of Directors Proposed Code of Conduct.” He asked if anyone had suggestions for changing this document. None were proposed.

6. PRESENTATION OF THE MISSION STATEMENT

President Woodford reviewed the MN South District Mission Statement with the BOD. It currently is: “Cultivating Leaders Intentionally Engaged in the Mission of God.”

7. PRESENTATION OF THE PROMISE STATEMENT

President Woodford reviewed the “Promise Statement” with the BOD. This accentuates what the District promises all of its congregations.

8. DISCUSSION OF PROPOSED INITIATIVES

President Woodford reviewed the “2018-2021 Minnesota South District Initiatives” with the BOD. Discussion was made on how to measure some of these initiatives. These initiatives would be implemented by the District President, his Staff, the District Vice-Presidents and the Circuit Visitors. The initiatives are as follows: rooted in the Word; visitation, listening and encouragement; oneness; outreach ministries; church planting; networking and collaboration; schools and early childhood centers; campus ministry; public policy advocacy; wellness; and professional conduct.

9. PRAYER OFFICE

Rev. David Mumme, 1st Vice President, led our closing devotion. He used LSB “Responsive Prayer I.” We read Psalm 19 responsively; listened to Philippians 2:12-18; and sang Hymn 585.

The meeting adjourned at 4:04 pm.

Minutes: Board of Directors – Subject to Approval by the Board
Minnesota South (MNS) District
Tuesday, September 11, 2018, 8:30am – 4:00pm
MNS District Office, Burnsville

Mission Statement

Cultivating leaders intentionally engaged in the mission of God.

1. OPENING DEVOTION –

Rev. David Mumme, 1st Vice President, led us using LSB “Responsive Prayer 2.” His message was based on 2 Chronicles 29. We spoke Psalm 100 responsively and sang Hymns 658 and 876.

2. PARLIAMENTARY OBLIGATIONS

a) Call to Order. The meeting was called to order at 9:03am by the President, Rev. Dr. Lucas Woodford, in the name of the Father and of the Son and of the Holy Spirit.

b) Roll Call

Present: Rev. Dr. Lucas Woodford; Rev. David Mumme; Rev. Thomas Evans; Rev. Harold Storm; Rev. Dr. Brent Parrish; Rev. Keith Grimm; Mr. Rick Marko; Rev. Christopher Horton; Dr. Gary Elsesser; Rev. Steven Wheeler; Ms. Rosa Summers; Mr. John Branstad; Rev. Loel Wessel; Ms. Sara Sorenson; Mr. Dave Kenow; Rev. Dennis Heiden; Mr. Benjamin Hagemann; Mr. Leland Huebner; Mr. Joel Landskroener

Staff: Rev. Robert Schulze; Rev. Dr. William Utech; Dr. Phil Johnson; Mr. Kai Larson; Mr. Billy Schultz; Mr. Matt Steiner

Absent: Mr. Daniel Thao

Excused: Mr. Neal Breitbarth; Rev. Fred Hinz; Mr. Sean Martens

c) Approval of Agenda

A motion was made and seconded to approve the agenda. The motion was carried.

d) Approval of the Minutes of Past Meeting – (prepared by Rev. Bill Otte, Secretary)

A motion was made and seconded to approve the Board of Directors (BOD) minutes from May 1, 2018. The motion was carried.

e) Correspondence

The following letters were read: A “Thank You” letter from Bob LaCroix, Executive Director of Camp Omega; a letter from Rev. Dr. John Sias, LCMS Secretary, asking for nominations to replace Rev. Shawn Kumm on the Concordia Seminary Board of

Regents; and, finally, Synod Convention deadline reminders were shared. Electoral circuit forums choosing voting delegates have to occur by October 20; the deadline for nominations for national convention-elected positions is October 20; and the deadline for districts to submit overtures (memorials) is February 6, 2019.

3. GUEST PRESENTATION

Mr. Kevin Bonine, President of MN South Lutheran Layman's League, shared that Rev. Dr. Michael Zeigler is the new Lutheran Hour Speaker. He then accentuated the many initiatives, mission centers and media programs that Lutheran Hour Ministries is implementing to proclaim the risen Savior throughout the world.

4. VISIONING / STUDY ITEMS / PRESENTATIONS

Rev. Dr. Lucas Woodford, District President, led a presentation titled: "Not by Our Own Reason or Strength." How do we function and share the Gospel in a world where people don't know their story, place, meaning or purpose in life? How do we reach a culture that has no absolute truths and is entitled? We tell the story based on the word of Christ – that gives and speaks meaning. Our great confession can be the Apostles' Creed, which emphasizes who God is and what He has done. The 3rd Article of the Creed gives clarity to the mission of the church.

What do we understand the church to be? Jesus reveals this truth in Matthew 16:15-18, Ephesians 2:19-21 and I Peter 2:9-10. It's far more than a building, it's the congregation of saints and true believers. The Holy Spirit working through God's Word puts the church in action. We then use the "ministerial use of reason" to see what unique opportunities and challenges are before each congregation. Our theology has to position our metrics (not vice versa). The church now intentionally disciples the people of all nations. We follow Jesus by regularly receiving His Word and Sacraments; we follow Jesus in loving others and caring for their needs; and we follow Jesus in carrying out our daily vocations. The liturgy of the church is to be lived, not simply performed.

Rev. Dr. Williams Utech, Assistant to the President for Missions, gave a presentation titled: "How the Church Fits in the Mission of God." How does the Christian church on earth faithfully and fruitfully engage in the mission of Christ? The rules of engagement switch from paradigm to paradigm. In a pre-churched context, Christians are outsiders with no credibility to their culture (Acts 16:20-22, Acts 17:18, Acts 26:24). The Ethiopian eunuch and the madman who had been healed by Jesus (Mark 5) shared the good news with unchurched people in their culture with amazing results. The early church met wherever it could.

In the "churched context" (*where the church is an insider, has credibility and is seen as an essential part of the community*) the spread of the Gospel to the unchurched takes advantage of the church's privileged cultural position. Examples are cities that begin with "Saint" (St.) and Wednesday night is "church night." Clergy are held with high regard. Local outreach becomes the job of the professional clergy.

In a post-Christendom context, the community becomes more and more like the pre-churched context. The church is considered irrelevant, extreme and outsiders. Loyalty to the church starts to wane and the world becomes a scary place (*we can develop a bunker*

mentality). The church sees culture as the “enemy” instead of as the mission field. So we are engaged in protecting our “stuff” more than engaging the community.

What if this is the dawning of the “Missionary Age?” How do we get our people out into the community instead of trying to get the community into our church? What connection is there now between our congregations and our communities? God so loved the world that He gave His only Son. We as a church have to constantly ask ourselves, “Are we primarily focused on the church as an institution, or are we constantly seeing the Great Commission of making disciples of all nations? Is our message “please stay and don’t move away,” “please come,” or “please go and start a new mission?” We are moving from a mindset of “seating capacity” to a mindset of “sending capacity.” We are here to reach the community with the Gospel. Church planting is crucial in reaching the lost today.

Rev. Andy Audette, District Church Planter of “Remedy,” shared about his faith background and ministry. His desire and priority for his church plant is connecting the disconnected to Jesus. His church plant chose the name “remedy” to easily share and highlight that Jesus is always the remedy. Then Andy gave amazing testimonies of life-change in others and himself through the Gospel. Church plants often draw people who would never walk into old traditional church buildings.

5. POLICY FORMATION & REVIEW

Rev. Bob Schulze, Executive Assistant to the President, pointed out Bylaw 1.01 in the Board of Directors Policy Manual, accentuating how to form policies in the future. Bob also reminded the BOD to use the most recent policy manuals that have been updated since the District Convention.

6. CAMP OMEGA PRESENTATION

Bob LaCroix, Director of Camp Omega, shared that 40% of Camp Omega’s users are unchurched. The camp is a wonderful mission opportunity. The Camp serves 5,000 to 6,000 people per year. The annual budget is \$650,000. The District owns Camp Omega. The Camp can spend up to \$25,000 annually without District approval. The District provides \$12,000 annually for property improvement. Camp Omega received RSO status from the Synod in 1999. Camp Omega is still working toward achieving their capital campaign goal. They purchased additional land and are planning to build a new facility in the future. They are all about “faith, fun and friends” for children, families and adults.

7. REPORTS

a) President’s Report Q & A

Rev. Dr. Lucas Woodford recently had his first pre-call meeting in Faribault. He has been spending a lot of time with the District Staff. He will be attending the Council of Presidents meeting in St. Louis at the end of this week. He plans to close on his new home by the end of November. He thanked everyone for their prayers.

b) Treasurer’s Report

Rick Marko, District Treasurer, provided financial results as of June 30, 2018, and responded to questions. He provides quarterly financial updates (January-March;

April-June; July-September; October-December) to the BOD. We are currently below budget. However, the fourth quarter tends to be a stronger giving period. Our biggest expenses are salaries and benefits, Synod giving, and District programming.

- c) LCEF Report and Delinquent Loan Report
Kai Larson, LCEF Vice President, shared that there were no delinquent loans reported. There are currently 4,310 investors, which is up 85 people for the year. Now is a good time for churches to apply for “Church Improvement Loans” which offer incredibly low interest rates for churches wanting to do maintenance projects on their facilities.

- d) Special Reports (None were reported)

8) INFORMATION AND DECISION ITEMS

- a) Call to District President from Board of Directors
A motion was made and seconded to extend a call to Rev. Dr. Lucas Woodford to serve as MN South District President. The motion was carried.
- b) Set Housing Allowance for Rev. Dr. Lucas Woodford
The District Finance Committee put forth a resolution of \$67,200 (annual) pro-rated from September through December 2018. This motion was made and seconded. The motion was carried.
- c) Affirmation of Code of Conduct
A motion was made and seconded to adopt the “Code of Conduct.” A friendly amendment was accepted to change item #3 to “the mission statement of the District.” The motion carried. The amended “Code of Conduct” is attached to these Minutes as Appendix A.
- d) Affirmation of Mission Statement
A motion was made and seconded to adopt the current “Mission Statement.” There was extensive discussion about changing the mission statement. The motion was carried to adopt the current “Mission Statement.” The “Mission Statement” is attached to these Minutes as Appendix B.
- e) Affirmation of Promise Statement
A motion was made and seconded to adopt the current “Promise Statement.” The amended change to the title of the Promise Statement is as follows: “Our Promise to the Congregations and Workers of the Minnesota South District.” The friendly motion for this change and the adoption of the Promise Statement was carried. The amended “Our Promise...” statement is attached to these Minutes as Appendix B.
- f) Adoption of MN South District Initiatives (2018-2021)
The motion was made and seconded to adopt the “MN South District Initiatives” for 2018-2021. The motion was carried. The “MN South District Initiatives” are attached to these Minutes as Appendix B.

- g) Corporate Resolution to Certify Minnesota South District Officers
The motion was made and seconded to adopt the “Corporate Resolution.” The motion was carried.
- h) Constitution Committee
The Constitution Committee made the motion to approve the Constitutions and Bylaws of the following congregations:
- Arden Hills, The Gathering Place Lutheran Church
 - Hugo, New Life Church – Lutheran
 - Good Shepherd Lutheran High School
- This motion was seconded. The motion was carried.
- i) Ratification of Committee appointments
A motion was made and seconded to adopt the District Committee appointments for 2018-2021. The motion was carried.
- j) Administration (No Report)
- k) Finance Committee
Rick Marko, District Treasurer, shared and explained the 2019 Preliminary Budget. The Finance Committee previously reviewed this.

9) ROUND TABLE

10) CLOSING PRAYER

Rev. David Mumme, 1st Vice President

11) ADJOURNMENT

A motion was made, seconded and carried to adjourn the meeting. The meeting was adjourned by President Woodford at 4:09pm.

Future Board Meetings:

- Tuesday, December 4, 2018 10:00am – 4:00pm
- Weather alternative, December 6
- Saturday, February 2, 2019 10:00am – 4:00pm
- Weather alternative, February 4
- Tuesday, May 7, 2019 10:00am – 4:00pm

CODE OF CONDUCT

MN South District Board of Directors

1. Through Bible study, devotions, and prayer, we will find grace and guidance for our decisions and relationships.
2. In our decision-making, we will be faithful to the Scriptures and the Lutheran Confessions.
3. We will keep as our primary purpose the Mission Statement of the District.
4. We will be open to change when it is consistent with our Scriptural and confessional commitments and furthers the mission of God.
5. We will cultivate and maintain a high level of trust and mutual respect.
6. We will speak well of one another inside and outside of meetings.
7. In the rare but necessary use of executive sessions, we will honor the confidentiality of our discussion and decisions.
8. We will move quickly to reconcile when we are in a conflict with one another.
9. We will speak the truth in love, refusing to contribute to an uncivil, factionalized spirit in our district.
10. We will direct those with constructive concerns or criticisms to the appropriate person.
11. We will be regular and punctual in attendance at board and committee meetings.
12. We will not speak for the Board outside of Board meetings, allowing the minutes of our meetings to stand as the record of our actions.

Adopted by the MN South District Board of Directors 9.11.2018

OUR MISSION

Cultivating Leaders Intentionally Engaged in the Mission of God

OUR PROMISE to the CONGREGATIONS and WORKERS of the MINNESOTA SOUTH DISTRICT

Rooted in the Scriptures and growing in a relationship of mutual trust and Christian love, we promise to equip, support, and encourage you in your ministries, joyfully serving together to make disciples of Jesus Christ.

MINNESOTA SOUTH DISTRICT INITIATIVES

1. **Rooted in the Word.** To move toward more excellent preaching, teaching, hearing, and understanding of the Word (2 Timothy 2:1-2). (Lucas)
 - a. Resolution 3-03, To Establish a Task Force to Assess Congregational Bible Study
 - b. Resolution 3-06A, To Develop a General Confessional Ethos in Our Congregations
 - c. Resolution 3-07, To Encourage Congregations toward Retention of Members through Thorough Catechesis
 - d. Resolution 3-08, To Encourage Families to Teach the Lutheran Faith with an Eye Toward Lutheran Mission
 - e. Resolution 3-11, To Encourage Congregations of the Minnesota South (MNS) District to Help Parents in their Duty to Pass on the Faith
 - f. Resolution 6-03, To Resist the Increasing Influence of the Gnostic Heresy
2. **Visitation, Listening, and Encouragement.** To be present with our circuits, congregations, schools, and workers to encourage them, thank them, and give attention to the joys and challenges they are experiencing (Galatians 6:2,10). (ALL)
3. **Oneness.** To nurture our growing unity, concord, and harmony (Ephesians 4:1-6). (Lucas)
4. **Outreach Ministries.** To encourage and support congregations and individuals in refreshing existing and developing new outreach ministries in their communities (1 Peter 2:9). (Phil/William)
 - a. Resolution 1-03, To Encourage Immigrant and Refugee Outreach
5. **Church Planting.** To encourage congregation involvement in church planting by supporting church planters in their efforts; by becoming mother congregations; and by participating in the New Church Incubator (Luke 19:10-27). (William)
 - a. Resolution 1-02, To Affirm Planting New Churches as a Means of Reaching New People for Christ

6. **Networking and Collaboration.** To develop and encourage cooperative ministry partnerships and resource sharing (Philippians 4:8-9). (Phil/Fred/Billy/Kai)
 - a. Resolution 3-02, To Expand Mission Awareness and Activity within the Minnesota South (MNS) District
 - b. Resolution 3-04, To Provide Safe Environments for Children and Youth

7. **Schools and Early Childhood Centers.** To strengthen our existing schools and early childhood centers and expand education ministries (Matthew 19:14). (Sean)
 - a. Resolutions 3-01, To Affirm the Work of the To All Generations (TAG) Appeal
 - b. Resolution 3-05, To Affirm and Encourage Minnesota South (MNS) District and The Lutheran Church—Missouri Synod (LCMS) Early Childhood Centers and Schools
 - c. Resolution 3-11, To Encourage Congregations of the Minnesota South (MNS) District to Help Parents in their Duty to Pass on the Faith
 - d. Resolution 3-12, To Establish a Special Committee for Excellence in Christian Education
 - e. Resolution 6-02, To encourage Elected Minnesota Leaders to Enact Education Funding Policy Changes to Reflect the Trinity Lutheran Supreme Court of the United States (SCOTUS) Ruling

8. **Campus Ministry.** To encourage congregations toward greater evangelistic activity and efforts among college and university students (Psalm 78:1-7). (William)
 - a. Resolution 1-04, To Expand Evangelistic Outreach on College Campuses
 - b. Resolution 3-09, To Take Further Steps in the Retention of College Students in Minnesota South (MNS) District Congregations

9. **Public Policy Advocacy.** To advocate for scriptural truth and provide resources in the following areas of public policy: marriage and sexuality; sanctity of life; religious freedom; and parental choice in education (Matthew 22:21). (Fred/Billy)
 - a. Resolution 6-01, To Oppose Physician-Assisted Suicide
 - b. Resolution 6-02, To encourage Elected Minnesota Leaders to Enact Education Funding Policy Changes to Reflect the Trinity Lutheran Supreme Court of the United States (SCOTUS) Ruling

10. **Wellness.** To provide resources that promote wellness among church workers, their families, and congregations (Mark 12:30-31). (Bob/Sean)
 - a. Resolution 5-03, To Encourage Congregations in the Support of Church Workers
 - b. Resolution 5-04, To Equip Congregations to Care for their Church Workers and Families

11. **Professional Conduct.** To hold one another accountable for conduct worthy of the gospel of Christ (Philippians 1:27). (Bob/Lucas/Sean)

Adopted by the MN South District Board of Directors 9.11.2018