



Concordia
Seminary
ST. LOUIS

MINUTES OF THE BOARD OF REGENTS

CONCORDIA SEMINARY
SAINT LOUIS, MISSOURI
MAY 20-21, 2021

Thursday, May 20, 2021

Board Members present: Rev. Dr. Tyler Arnold, Dr. Paul Edmon, Rev. Bruce Keseman, Dr. John Lang, Rev. Peter Lange, Rev. W. Maximillian Mons, Mr. Bruce Paradis, Rev. Todd Peperkorn, Dr. Michael Staub, Mr. Mark Stern, Rev. Dr. John Wille.

Board Members Absent: Mr. Paul Hegland.

Staff Present: President Thomas Egger, Dr. Daniel Preus, Dr. Douglas Rutt, Mr. Michael Louis, Mr. Chad Cattoor, Dr. Benjamin Haupt.

Guest Present: Rev. Dr. Lee Hagan.

Chairman Peperkorn called the meeting to order at 8:00 a.m.

Devotion. Vice Chairman Mons opened the meeting with a devotion.

Presentation. Dr. Rutt discussed his past work in overseas missions and other areas of academic interest, including his plan for work during his upcoming sabbatical. The Board thanked Dr. Rutt for his presentation.

Minutes and Agenda. Chairman Peperkorn reviewed the agenda and the regular session minutes from the February 4-5, 2021 board meeting.

MOTION: Dr. Edmon moved to approve the February 4-5, 2021 minutes as presented [21-17]; the motion was seconded and carried.

MOTION: Dr. Wille moved to adopt the agenda as presented; the motion [21-18] was seconded and carried.

President's Report. President Egger directed the board to his written report and discussed his work and transition into the presidency. He outlined the priorities he has articulated for the life of the Seminary: Christ; Chapel; Curriculum; Community; Partnerships; International Ties & Service; and CSL as an

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“anchor” for LCMS confession, identity, and mission. He stated that he is in the process of identifying the next Dean of Chapel. Rev. Randy Asbury will continue as interim Dean of Chapel until the new Dean is installed.

The board recessed at 9:26 a.m. for Chapel.

The board reconvened at 10:28 a.m.

President’s Report, continued. President Egger noted his desire to enhance the residential community nature of the Seminary. At the request of Dr. Egger, Dr. Wille moved that the Board authorize the administration (a) to engage in a reconsideration of the current faculty housing rent and occupancy plan; (b) to put into place a temporary modification from the Regents-approved plan, effective immediately; and (c) to bring to the Regents a new proposal for consideration not later than the November 2021 Board meeting. The motion was seconded; after discussion, the orders of the day were called.

Academic Committee. Dr. Edmon asked Dr. Rutt to provide an update on the academic committee’s discussions. Dr. Rutt referenced the written academic report and noted that the re-accreditation process with the Higher Learning Commission will be commencing this fall. Discussion followed.

Dr. Edmon moved to enter executive session; the motion was seconded and carried.

The board entered executive session at 11:01 a.m.

[EXECUTIVE SESSION, including adoption of Action Items 21-19 through 21-29]

The board exited executive session at 3:20 p.m.

Finance Committee. On behalf of the Finance Committee, Mr. Paradis moved to approve the 2021-2022 budgets for the Eugene E. and Nell S. Fincke Memorial Endowment Fund and for the Louis A. Fincke and Anna B. Shine Memorial Endowment Fund. Mr. Cattoor explained the item. The motion [21-30] carried.

On behalf of the Finance Committee, Mr. Paradis moved to appoint Executive Vice President Michael Louis as the Seminary’s representative Member of the LCMS Foundation, and to appoint Senior Vice President for Finance and Administration Chad Cattoor as the alternate, in each case until changed or revoked by action of the Board. The motion [21-31] carried.

Academic Committee, continued. On behalf of the Committee, Dr. Edmon moved adoption of a written resolution expression of gratitude to Dr. Douglas Rutt in thanks for his service as provost, as Dr. Rutt has announced his retirement from his administrative role as of the end of calendar year 2021. The motion [21-32] carried.

Development Report. The Board welcomed Mrs. Biggs (Senior Vice President and Chief Communications Officer, Seminary Advancement) and her staff (Kathleen Luther, Executive Director, Seminary Support; Randolph Fauser, Senior Gift Officer, Individual & Congregational Engagement; Laura Thomas, Senior Gift Officer; and Michael Flynn, Director, Principal Gifts) to the meeting. Mrs. Biggs presented an update on Strategy 4, Growing Financial Resources. She reported that major gifts are up 43% over last year, direct mail gifts are up 11%, and realized estate gifts are up over \$1 million. As of April 30, we had exceeded our giving goal for the fiscal year with two months remaining in the fiscal year. Average gifts per donor is at a five-year high, although in line with national trends, our total number of donors has decreased. Staff members introduced themselves to the board. The board thanked Mrs. Biggs and her staff for their diligent work, and they were excused from the meeting.

Recruitment and Enrollment. Dr. Haupt presented the Recruitment and Enrollment report. Dr. Haupt provided an update on trends in M.Div. applications and acceptances. 2020-2021 applications and admissions surged due to a doubling of applicants (that year) from CUS schools. However, those numbers are down this year and there has been a corresponding decline in applications and acceptances.

The board recessed at 4:31 p.m.

Friday, May 21, 2021

Board Members present: Rev. Dr. Tyler Arnold, Dr. Paul Edmon, Rev. Bruce Keseman, Dr. John Lang, Rev. W. Maximillian Mons, Mr. Bruce Paradis, Rev. Todd Peperkorn, Dr. Michael Staub, Mr. Mark Stern, Rev. Dr. John Wille.

Board Members Absent: Mr. Paul Hegland, Rev. Peter Lange.

Staff Present: President Thomas Egger, Dr. Douglas Rutt, Dr. Benjamin Haupt, Mr. Michael Louis, Mr. Chad Cattoor.

Guest Present: Rev. Dr. Lee Hagan.

Chairman Peperkorn called the meeting to order at 8:00 a.m.

Devotion. Dr. Arnold led the board in Morning Prayer.

Faculty Presentation. Dr. Jeffrey Oswald joined the meeting and discussed his recent teaching activities, including a graduate seminar on Song of Solomon. The board thanked Dr. Oswald for his engaging presentation.

Chairman's Report. Chairman Peperkorn provided a brief tutorial on the Board's new online portal for file sharing.

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The board recessed at 9:35 a.m. for the Theological Diploma Service.

The board reconvened at 1:32 p.m. Dr. Preus joined the meeting for the afternoon session. Dr. Hagan was not present for the afternoon session.

Recruitment and Enrollment, continued. Dr. Haupt continued the Recruitment and Enrollment report. He provided copies of the new viewbook, and discussed additional recruitment initiatives.

Interim President's Report. Dr. Preus shared his "Exit Report" on his work at the Seminary over the past year. He previously shared his thoughts with the Executive Committee, and the Executive Committee requested that he present the highlights of his report to the full board. He summarized various matters, and stated what an honor and a joy it has been for him to serve as interim president.

Faculty Dialogue. Vice Chairman Mons reported that the Board/Faculty discussion group has not met in some time due to COVID. He has had informal discussions to keep the dialogue continuing. The board and faculty members on the Presidential Search Committee worked very well together, and helped build additional relationships.

Budget. Mr. Cattoor presented the budget for 2021-2022. Last year, we froze salaries and eliminated discretionary spending. A goal for this year was to catch up on salary increases. The budget includes average faculty and staff salary increases of 5-6%, as well as restoring some travel and conference funds, and vacant positions. There is approximately \$700,000 included to address deferred maintenance issues. On behalf of the Finance Committee, Mr. Paradis moved adoption of the proposed Operating Expense Budget; the motion [21-33] carried. In response to a question, Mr. Cattoor reported that the Seminary has had no response from the Small Business Administration on the status of PPP loan forgiveness.

President's Report, continued. A motion was previously made and seconded, that the Board authorize the administration/executive management team (a) to engage in a reconsideration of the current faculty housing rent and occupancy plan; (b) to put into place a temporary modification from the Regents-approved plan, effective immediately; and (c) to bring to the Regents a new proposal for consideration not later than the November 2021 Board meeting. Discussion continued. Dr. Wille moved the previous question; the motion failed. Discussion continued on the main motion. Dr. Edmon moved to amend the motion, to refer the matter to the Finance Committee rather than to the executive management team. The amendment was seconded and carried. Vice Chairman Mons moved to amend the motion, to leave the current rent schedule in place as-is; the amendment was seconded. After discussion, the amendment failed. After further discussion on the main motion, Dr. Edmon moved the previous question; the motion carried. The main motion, as amended, carried [21-34].

Academic Committee, continued. Dr. Edmon presented the Report of the Academic Committee Regarding the Cross-Cultural Ministry Center at Irvine. No action is currently recommended. However, the CMC has suffered from benign neglect, and it is necessary that the Seminary address

the appropriate future for this program. The Committee is gathering additional information about the program, and Dr. Egger intends to make a site visit to Irvine this summer. Board members are asked to submit any additional questions they may have so that the Committee can obtain answers and provide recommendations at a future board meeting. Discussion followed.

Strategic Plan Renewal. On behalf of the Governance Committee, Vice Chairman Mons moved adoption of the Report of the Governance Committee Regarding Strategic Plan Renewal. The proposal is to extend the existing strategic plan (which expired at the end of 2020) for two more years, through the end of 2022, with some re-sequencing and re-naming of the existing four strategies. The extension adopts bullet points and concepts reflecting Dr. Egger's vision for the Seminary that he outlined during the presidential search process. After discussion, the motion [21-35] carried.

A motion to enter executive session with Dr. Egger and Mr. Louis present, carried.

The board entered executive session at 3:31 p.m.

[EXECUTIVE SESSION, including adoption of Action Item 21-36]

The board exited executive session at 4:20 p.m.

Finance Committee. On behalf of the Finance Committee, Mr. Paradis moved that the board determine that the cash salaries for the President, Executive Vice President, Senior Vice President for Finance and Administration, Senior Vice President for Seminary Advancement, Provost, and Associate Provost are not excessive and are valid and representative of similar positions in similar organizations, based on the Nonprofit Executive Compensation study included in the board packet and reviewed by the board. The motion [21-37] carried.

Dr. Edmon moved to adjourn; the motion was seconded and carried, and the Board adjourned at 4:22 p.m. with the benediction.

Respectfully submitted,

Mark O. Stern, Board Secretary