
IOWA DISTRICT EAST BOARD OF DIRECTORS

FINAL MINUTES

Tuesday, April 22, 2014

PRESENT: Ordained: Mark Brase*, Daniel Krueger*, Dean Rothchild, Matthew Rueger*, Brian Saunders*, Michael Scudder*

Lay: Sherry Brendes, Dennis Duwe*, David Eastburn*, Corey Nuehring*, Lowell Schroeder, Carole White (*voting members)

1. Call to Order: Chairman Rueger called the meeting to order at 9:04 a.m. Rev. Krueger led the Board in devotions, hymn 470 and the Bible study on John 20:19-31.

2. Approval of Agenda: The Agenda was approved with no changes.

3. Approval of Minutes: Moved and seconded to approve the January 28, 2014 Board Meeting minutes as published. Minutes approved.

4. Correspondence: The secretary had received the LCEF Quarterly Publication, and three letters from LCMS Sec. Hartwig concerning upcoming circuit forums, Dispute Resolution meetings, and by-law changes. The chairman had received letters from Janice Johnston, IED LWML president and Rev. Mike Musick, UIHC Chaplain, both requesting to meet with the board.

5. Treasurer's Report: The Treasurer presented his report which included IDE 5-Year Comparison Receipts, IDE 2014 Budget Spreadsheet, IDE Income & Expense Detail, IDE Statement of Financial Position, IDE Death Benefit Review for Annuities, IDE Loans Payable, IDE 2014 Congregational Remittances, IDE 2014 Workshops and IDE 2013 Audit Report and Management Letter (Exhibit G attached to the protocol copy of these minutes).

The Treasurer reported: a. District support from Congregations for the 1st quarter of 2014 was under budget by \$60,183. The year has started off very well with receipt of almost 20% of budget. b. Actual cash expenses were \$309,107 for the quarter and were lower than budget by \$52,218. Our total cash expenses exceeded cash receipts by \$4,570. c. We have the 2013 audited financial statements to hand out. There were no significant items and audit went very smoothly. d. The installation of the new roof has been completed and paid with proceeds from the city of Marion. We will start to get bids to complete the interior repairs/painting as planned. e. Investment Committee met on April 16, 2014. We discussed the Investment and Endowment Policies and are working on incorporating recommendations received from our attorney's review of the District's endowments.

The Treasurer reported on the attorney recommendations for district endowment funds. The recommendations were that there should be formal written policies on how the money is to be spent and that when funds are available and budgeted to be spent they should be made liquid to maintain value. The Endowment Committee will be updating IDE endowment fund policies.

On July 1st, Concordia Plans Services will discontinue Concordia Retirement Savings Plan matching contributions of 50% of an employee's contribution for up to 2% of their salary. This year's total match for district employees would have been \$2,642. Moved and seconded to approve district paying the match after July 1, 2014. Motion carried.

Moved and seconded to approve The Treasurer's Report. Report approved.
(The Treasurer's Report, Exhibit A, is attached to the protocol copy of these Minutes.)

6. President Saunders' Report: The President reviewed the Vacancy Update: Congregations calling candidates are St. Paul, Alden/St. Paul, Buckeye; Trinity, Guttenberg/St. Paul, McGregor; St. John, Reinbeck. Other vacant congregations are St.

Peter, Riceville, Byron Northwick, vacancy pastor; Messiah, Mason City, Clarke Frederick, vacancy pastor.

Call accepted was Michael Wagnitz to Trinity, Lowden, as Outreach Missionary.

Calls pending are Tim Lorenz, Greenleaf, Kansas to St. Peter, Riceville; Peter Hoft, Parkview, Eldridge to Monona Lutheran Church, Monona, Wisconsin; Victor Young, Lowden to Commerce City, Colorado.

Commissioned vacancies are Trinity, Davenport – 4th grade teacher; Central, Newhall – Principal; LIS, Williamsburg – 1st grade teacher; Trinity, Cedar Rapids – Principal; Community, Readlyn – teacher and principal combo.

Commissioned calls accepted were Eric Brei to Our Savior, Bettendorf; Jon Baumgartel to St. John's, Seymour, Indiana; LaDonna Peterson to Immanuel, Lakefield, Minnesota; Loren VanDenBurg to Trinity, Cedar Rapids; Rhonda Dedor to Bethlehem, Mason City. Jenean Williams, Seward to Dubuque Lutheran School, Dubuque.

Commissioned calls pending are Brittany Newton, Valley, Cedar Falls to Texas; Laura Hillman, Central, Newhall to Grace, Jacksonville, Florida; Rebecca A. Snow, Seward to Trinity, Davenport. Commissioned calls declined were Michael Popp to Central, Newhall. Rick Holste, Trinity, Davenport to Trinity, Boone.

Ted Krey, Latin American area director for LCMS international missions, has asked President Saunders to assist in evaluating the Lutheran Church of Spain. He will travel to Spain in late May for a week to evaluate the churches and possibilities for pastoral training. The hope is that the LCMS and IDE will be able to assist in catechizing the churches and training pastors. IDE is being asked to fund Pres. Saunders' flight to Spain. Moved and seconded to fund Pres. Saunders' flight to Spain. Motion carried.

(President Saunders' Report, Exhibit B, is attached to the protocol copy of these Minutes.)

7. ATTP Warnsholz's Report: ATTP Warnsholz's report was reviewed in her absence. The closing of Clemons Lutheran School was highlighted. After three years of service, she is stepping down from the ATTP position. Changes to the Job Description for ATTP for Schools (Exhibit F attached to the protocol copy of these minutes) were offered by ATTP Warnsholz.

(ATTP Warnsholz's Report, Exhibit D is attached to the protocol copy of these Minutes.)

The BOD reviewed the recommended names for the ATTP for Schools position: Jan Doellinger, Melanie Maddick, Vern Piering and Carrie Smith. Moved and seconded to extend the position of ATTP for Schools to Vern Piering. Motion carried.

8. ATTP Korth's Report: ATTP Korth's report was reviewed in his absence. (ATTP Korth's Report, Exhibit E is attached to the protocol copy of these Minutes.)

By consensus the Board moved into executive session for staffing discussion. Moved and seconded to leave the ATTP for Preschools open at this time. Motion carried.

9. ATTP Rev. Dr. Rothchild's Report: ATTP Rothchild reviewed his report. The Mission Committee chair may need replacing if Rev. Vic Young accepts a call. New Hope Lutheran Church, Charles City is considering calling a pastor and may need subsidy. Stewardship and Congregational Services Committee are making final plans for the Church Leaders' Conference. The Proclaiming Christ Jesus! Capital Campaign has total gifts of over \$417,995. (ATTP Rothchild's Report, Exhibit C is attached to the protocol copy of these Minutes.)

10. Unfinished Business:

A. Moral Clause: Office Committee chair David Eastburn presented Morals Clause templates including an Employee Handbook Disclaimer and a Template for Employment Contracts – Morals Clause from the district's attorney (Exhibit J included in the protocol copy of these minutes). Moved and seconded to accept the recommendation of the Office

Committee to include the templates in the IDE Employee Handbook and recommend their use for IDE congregations and schools. Motion passed.

11. Janice Johnston IED LWML President and Rev. Greg Williamson, IED LWML Sr. Counselor: The national LWML 2015 convention is being hosted by Iowa East and Iowa West District LWMLs on June 25-28, 2015. It was recently realized that these dates overlap with the IDE District Convention. The IED LWML Board of Directors is asking the IDE Board to consider moving the District Convention so that IDE pastors would be able to attend the LWML Convention (The LWML letter is Exhibit K included in the protocol copy of these minutes). The board thanked them and considered their request later in the meeting.

12. Rev. Michael Musick, UIHC Chaplain: The UIHC is expanding and more hours are needed to provide chaplaincy coverage. Chaplain Musick presented the nature of his work and the mission it fills for IDE. He requested that the chaplaincy hours be expanded from three four hour days to five four hour days per week. He believes the additional funds for the chaplaincy are available from private contributions if they would be earmarked for additional hours. The board thanked him for his service and considered his proposal later in the meeting.

13. Lunch Break: The board broke for lunch at 12:04 pm and ate a dine-in meal. Rev. Krueger offered the meal prayer. The meeting reconvened at 12:45 pm.

14. Unfinished Business(cont.):

B. Policy Manual updates: The secretary reported that questions concerning the IDE Archivist and the Archives committee were addressed from the District Archives and History policy. The Mission Committee policy (Exhibit H is attached to the protocol copy of these minutes) was presented for review and adoption. Moved and seconded to adopt the updated Mission Committee policy. Policy adopted.

C. Constitution Update: The secretary presented options for updating the constitution. By consensus, the board approved the secretary pursuing bylaw changes.

D. Disability Policy: The board reviewed recent disability cases and options for handbook changes. The Office Committee recommended option A from Exhibit M be added to the Employee Handbook(Exhibit M is attached to the protocol copy of these minutes). Moved and seconded to approve option A for inclusion in the expanded handbook section on disability benefits. Motion carried.

E. Prison Ministry Update: Pres. Saunders reported on the Prison Ministry in Fort Madison. Forms have been submitted for Chaplain Rasmussen's re-admittance to the prison.

15. New Business:

A. Committee vacancies: The Salary Study Committee needs a replacement for Rev. Kent Peck. Moved and seconded to appoint Rev. Paul Nus. Appointment approved. Moved and seconded to appoint Sherry Brendes as ex-officio member of the Salary Study Committee. Motion carried.

The Nominations Committee needs replacements for commissioned Jon Baumgartel and ordained David Miller. Moved and seconded to appoint John Preus ordained and Lucas Tanney, commissioned to the Nominations Committee. Appointments approved.

B. LWML convention request: Moved and seconded to thank the IED LWML for their service, to show the Board's support for their work and to respectfully decline the IED LWML request to move the district convention. Motion carried.

C. UIHC chaplain: Chaplain Musick asked for action in three areas: 1. That incoming funds for chaplaincy be in addition to budgeted funds; 2. Make use of endowment interest; 3. Expand to five four hour days per week.

Moved and seconded that incoming funds designated for the chaplaincy be earmarked for additional chaplaincy hours. Motion failed.

Moved and seconded to respond to the chaplain's proposal with the board's appreciation and support for the work and mission of the UIHC chaplaincy, track additional funds received for the UIHC chaplaincy and report to the chaplain the extra hours which are available, and forward the request to the Mission committee for funding consideration, and the Mission Committee return a recommendation to the Board for action in July. Motion carried.

16. Adjournment: Moved and seconded to adjourn. Motion carried. Meeting was declared adjourned at 2:05 p.m.

17. Next Meeting: Tuesday, July 29, 2014, 9:00 a.m. at the District Office. Rev. Rothchild will lead devotions.

18. Closing Devotion: Rev. Krueger closed the meeting with prayer.