
CNH BOARD OF DIRECTORS
September 11-12, 2009
Orientation & Beginning the Work

Friday, September 11

1. ATTENDANCE

District Officers:

President: Rev. Dr. Robert Newton

1st Vice President: Rev. Dr. Thomas Zelt

Secretary: Rev. John Standley

Treasurer: Mr. Art Kroeger

Regional Vice Presidents:

Rev. Jim Beyer

Rev. Paul Hoffmann

Rev. Rick Rice

Rev. Mark Kliewer

Rev. Bruce Betker

Regional Directors:

Mrs. Kathie Lundquist (Southern)

Mr. Jack Adolphson (Northern)

Mr. Timothy Kramer (Pacific)

Mr. Henry Wentzlaff (Nevada)

Mr. Pedar Wold (Hawaii)

Commissioned Minister Director:

Ms. Marla Kuefner

District Staff

Rev. John Whaley - Exec. Dir., Asst. to Pres.

Rev. Ted Hartman - Mission Counselor

Mr. Joel Koerschen - Director Of Educational Services

2. CALL TO ORDER -- The meeting was called to order by the Vice President / Chairman of the Board of Directors, Rev. Dr. Thomas Zelt. Chairman Zelt commented that what we will be doing today and tomorrow will be some of the most important work we will undertake and will set the course for this triennium.

3. OPENING DEVOTIONS -- Chairman Zelt offered a devotion based on Hosea Chapter 3 talking about Hosea and his "Wounded Bride" Gomer and how Hosea was called by God to love her as God loves His people. Chairman Zelt reminded the Board that the love of God, for those who love other god's, is at the heart of what we do as Christians. A video based on the theme of forgiveness and unconditional love was shown and discussed by those present.

4. MEETING THE TEAM - PART ONE -- Participants were divided into four small groups and asked to introduce themselves and share their "Most Adventurous" time. After a period of time, Board members and staff were instructed to form new groups in order to meet others.

5. ORIENTATION TO BOARD WORK -- Chairman Zelt gave an overview of Friday and Saturday's agenda followed by an orientation to Policy Based Governance. Types of Boards were discussed including Governing, Advisory and Work Group boards. The Board was introduced to the principles of Outcome Statements, Self Governance, Executive Relationship and Executive Limitations.

#1 Outcomes are the generative work of the Board. Outcomes specify what we want to accomplish. How specific does the Outcome Statement need to be defined? Metrics are statements that are used to measure what was accomplished. The more detailed the metrics become, the more they evolve into strategy. It is the task of the Board to measure the effectiveness of the metrics, which is difficult to do in a non-profit setting. The most important work of the Board in this is to create and re-cast the reason for the organization's existence -- Why are we here?

#2 What does the Board govern? It is the task of the Board to govern, (a) the District President, and through him, staff, MALs and volunteers. (b) The resources of the District.

#3 The downsides to policy Based Governance are, (a) the assumption that the CEO has the answers to accomplish the outcomes, (b) the Board can lose a sense of ownership, (c) Struggles with metrics and budget when there is no input strategy.

#4 What types of decisions do we make? (a) Funding allocations, (b) Sale of property, (c) Calls -(Staff, MALs)

#5 Relationships to other organizations --

- CEF - Separate, but under the umbrella of the CNH District. As such, the BOD and District Staff has advisory representation.

- Synod - Does Synod serve the District or, does the District serve the Synod? District is the Synod in this place, serving the individual congregations. As such, the District becomes the voice of the congregations to the larger church.
- Lutheran Social Services (LSS) - Totally separate organization. District offers financial support.

6. ORIENTATION TO DISTRICT FINANCES -- (See attached financial statement) District Treasurer Al Kroeger gave an overview of the District financial statement for the month ending August, 2009. The Treasurer pointed out areas that the BOD should be aware of beginning with the Operating Report. Percentage of YTD budget is an indicator of how close we are to the budgeted estimates. The Cash Flow Forecast shows how the checkbook balance is doing from month to month. The Congregational Financial Comparison lists the giving levels of the individual congregations of the District. As of the August report, 52 congregations have not participated in District funding. Board Designated Funds come primarily from the sale of property. The expressed use of these funds is for activities related to Mission. The level of the fund is not to be allowed to go below \$1,500,000.

7. MEETING THE TEAM - PART TWO -- President Newton spoke of a vision for the work of the CNH District. The District had a need to be introduced to the Post Church Era. We need to realize that as the church, our place in the world has changed. Our Church Era training is not contradictory, but is now seen very differently. Without the church around us all the time, everything is changed.

President Newton has served as a voice for this Post Church reality, taking the message to our District and to the larger church. In the Post Church age, we are now seen as the outsiders. This was most recently seen in the opposition to California's Proposition 8. The church does not want to see themselves as outsiders which often leads them to deny that a problem exists. Recognizing that we are no longer in charge culturally--How do we govern in the midst of this Post Church Era? -- How do we remain faithful to Christ's mission to seek and to save the lost?

President Newton went on to introduce District staff. Rev. Ted Hartman is working with the Revitalization program. Rev. John Whaley is working at the District office in order to free some of President Newton's time for work on the Post Church phenomenon. Joel Koerschen serves the District as the Director of Educational Services. A time for Questions and Answers followed.

8. OUTCOME POLICIES: A FIRST LOOK -- Chairman Zelt asked the Board to consider the role of the CNH District - in a changed cultural paradigm - within Synod - to the Churches of the District. Rev. Zelt presented the Outcomes Statements from the previous Board of Directors.

9. OUTCOME POLICIES: SMALLEST GROUPS -- The Participants broke into four small groups and were given the assignment to write the top four things they want to identify as outcomes during the course of the next three years. After a time of discussion, these groups presented the Outcomes they had developed, offering explanation, fielding questions and providing clarification where needed. Joel Koerschen offered a critique of these initial Outcome Statements. Similar themes that came from this exercise were identified. These included: Dealing with the Post Church Paradigm and assisting congregations with the Revitalization program.

10. OUTCOME POLICIES: SMALL GROUPS -- The initial four small groups were reconfigured into two groups and were instructed to write new Outcomes using the ideas generated in the first exercise, paying particular attention to who the Board of Directors actually govern.

OUTCOME POLICIES: BOARD WORK -- After dinner the Board reconvened to examine and refine the work that was produced during the earlier sessions. Much discussion and Wordsmithing ensued resulting in several Outcome Statements. *(To be presented later in this report.)*

11. A TIME OF PRAYER -- Individual table members participated in group prayer concluding with a prayer from Chairman Zelt.



CNH BOARD OF DIRECTORS

September 12, 2009

Proceedings

1. DEVOTIONS -- Northern Region Vice-President, Rev. James Beyer offered a devotion based on Colossians Chapter Four relating his experience as a pastor in Ft. Wayne, working in a *Churched* setting as opposed to our place in the world today. Many things have changed, and yet some things stay the same. In that text, St. Paul writes, *"Pray for us that God may open doors for our message that we may proclaim the mystery of Christ."*

2. CALL TO ORDER -- Chairman, Rev. Dr. Thomas Zelt called the session to order and gave a summary of the day's activities pointing to some of the more difficult sections of the agenda.

Chairman Zelt advised that the Board would continue work on the Outcome policies later in the session. He discussed the need to include an Outcome Statement concerning mission starts. He explained that in recent years the funds directed to missions has gotten smaller.

Executive Director-Assistant to President, Rev. John Whaley was recognized for his recent ordination. (See attached letter)

BOARD ROLL CALL -- ✓ = present
* = voting member

District Officers:

- ✓ President: Rev. Dr. Robert Newton
- ✓ 1st Vice President: Rev. Dr. Thomas Zelt*
- ✓ Secretary: Rev. John Standley
- ✓ Treasurer: Mr. Art Kroeger

Regional Vice Presidents:

- ✓ Rev. Jim Beyer (Northern)*
- ✓ Rev. Paul Hoffmann (Pacific)*
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- ✓ Mr. Pedar Wold (Hawaii)*

Commissioned Minister Director:

- ✓ Ms. Marla Kuefner*

Staff

- ✓ Rev. John Whaley, Exec. Dir. Asst. to Pres.
- ✓ Rev. Ted Hartman, Mission Counselor
- ✓ Mr. Joel Koerschen, Director of Educational Services
- Mr. Brian Hyde, Wills and Estate Planning

Committee Chairpersons

Evangelism -	Vacant
Human Care Ministries –	Rev. Phil Zabell
Hispanic Council -	Rev. Enrique Vallejo
Ministerial Health Committee -	Rev. Harold Draeger
Parochial Schools -	Mr. Larry Tietmeyer
Stewardship -	Vacant
Student Aid & Recruitment -	Rev. Michael Lange
Parish Education –	Vacant
Youth -	Jennifer de la Motte
Constitutional Matters -	Marilyn Maxner
Communication -	Rev. Scott Klemsz

CEF Board of Directors Chairperson

Rev. Robert Fickenschier

Guests

- ✓ Bill Swift - Acting President of CEF

3. APPROVAL OF THE AGENDA -- By consensus, the Agenda, as presented by the Chairman, was accepted.

4. REPORT ON OUTCOME POLICIES -- (See attached Administrative Report) President Newton referred to his Administrative report noting that the fruit of the revitalization process will be in new mission starts. In the past, churches have planted churches. In the current situation, this

may again be the answer. the President issued a call for renewed missionary efforts within our local congregations.

A discussion followed concerning this shift in Mission funding. John Whaley spoke from a budgeting perspective addressing the difficulty in assigning percentages for mission activities when those activities tend to intersect with many other budget lines.

President Newton went on to speak about the need to go beyond "*Doing church on Sunday*" to actively engaging in missional activities targeted to seek and save the lost.

5. WORK ON OUTCOME POLICIES CONTINUES -- Meeting participants once again broke into four small groups for the purpose of developing Metrics, statements that will measure the effectiveness of the Outcomes that were developed in the previous sessions.

After a period of discussion, the individual groups presented the Metrics they had developed for their assigned Outcome Policy. These metrics were discussed at length and refined in content and wording by the entire group. Chairman Tom Zelt reviewed the Outcomes and Metrics as presented below. This work will be reviewed and acted on at the December meeting of the Board of Directors.

OUTCOME #1 -- *The CNH District will be a vocal advocate for reaching people for Christ in a Post-Church world within the district, across the synod, and beyond.*

METRICS

1. Pres. Newton freed up to accept speaking engagements outside the district a minimum of four times per year.
2. CNH personnel engaged in speaking engagements.
3. President addresses every circuit forum and educators' conference at least once per triennium.
4. Distribution of the message in a variety of formats.
5. President publishes theological resources.

OUTCOME #2 -- *The CNH District will promote ministry renewal within its congregations for accomplishing the mission of Christ through the revitalization process, Transforming for Mission.*

METRICS

1. The staff will have led a minimum of 60 TFM consultations by 2012.
2. The staff will have provided at least 12 resource events by 2012 including a minimum of one per region.

3. 30 congregations will have added at least 1 holistic small group by 2012.
4. Congregations will have 18 new ministry starts by 2012.

OUTCOME #3 -- *The CNH District will support the ministry of Lutheran schools, challenging and assisting them to be disciple-making ministries and quality educational institutions in a post-church world.*

METRICS

1. A list of resources including the areas of marketing, curriculum, management, instruction, technology, leadership, accreditation, staffing, finances, legal issues, governance, and consultation.
2. The development of training for outreach and disciple-making in a post-church world.
3. Increase the number of schools that are WASC & NLSA accredited.
4. # of teachers that have completed "Pass the Baton" training.
5. # of baptisms and new members from the school communities.

OUTCOME #4 -- *The CNH District will provide the training and resources needed for church workers and laity to accomplish the mission of Christ in a multi-cultural and post-church era.*

METRICS

1. The president reports regularly on
 - a. number of training events
 - b. number of church workers & laity participating
 - c. the list of training and resources needed and that are being provided.
 - d. cross-cultural specific training events and opportunities.
2. The establishment of a coordinating structure.
3. Two new approaches identified and developed to provide resources by 2012.
4. A developed list of identified churches & leaders who can serve in leadership or resource capacities.
5. 100 pastors & 100 church workers & laity have participated in continuing education event/training.

OUTCOME #5 -- *The CNH District will promote a unity of the body in a post-church world exemplified by confessional faithfulness, mutual trust and cooperation.*

METRICS

1. *Determine the top two reasons why we are not unified.*
2. *Determine & discuss doctrinal issues arising from operating in a post-church era.*
3. *Provide (5) regional forums for discussion & possible resolution.*
4. *Increased participation by pastors in Circuit Winkels.*
5. *Lower number of charges filed against pastors & congregations.*

MONITORING

6. CHURCH EXTENSION FUND REPORT -- (See attached report) Acting President Bill Swift addressed the board. CEF is actively seeking a new President to replace Rev. Ted Iverson. Mr. Swift reported that of the loans that CEF has out, only a few of them are facing repayment concerns.

CEF's largest loan to date, 4.3 million dollars, was made to Sierra High School. This was a significant step for CEF and was accomplished with the cooperation of the Michigan CEF which provided 1/3 of the total funds.

President Swift reported that while the fund was down \$450,000.00 during the first two months, there was a profit shown in July. One of the challenges that CEF faces is the fact that 20% of its funds are investments from members that are over eighty years old. CEF seeks to understand what role they play in mission building in the CNH district. A list of loans is forthcoming.

7. FINANCIAL STATEMENTS -- Treasurer Art Kroeger advised that his report was included in Friday's session in the Orientation to District Finances. *(See attached financial reports)*

8. PRELIMINARY BUDGET FOR 2010 -- (See attached report) John Whaley handed out a preliminary budget projection based on what is known for next year and the expenditures to date. Final tuning of the budget will be covered at the December meeting of the Board of Directors.

At this time, no addition staff is anticipated. It is expected that additional requests for grant funding will be received. Two sources of funding are available for new ministry starts. The first comes from the sale of the property in Vallejo in the amount of \$720,00.00. Secondly, \$200,000.00 is anticipated as this year's proceeds from an existing trust.

The unknown issue for the budget will be legal fees for the coming year. These cannot be budgeted and are included "below the line" as an item that is anticipated, but undetermined.

There was a discussion concerning congregations that have chosen not to participate in District funding. For some it is a matter of finances. In these cases, district funding is often one of the areas that is cut first. For many others, the reasons vary. The board will continue to look at this concern. The bottom line is that a balanced budget will mean that some ministry requests will not be able to be funded, or will be funded at a reduced amount

INFORMATIONAL ITEMS

9. LETTER FROM VINYARD OF FAITH -- Chairman Zelt read a letter (see attached) from Vineyard of Faith affirming the Ministry at Rohnert Park. The letter was signed by several pastors of Circuit 14. Rev. James Beyer, Vice President of the Northern region expressed the need for continued funding from the District for this congregation for at least this next year.

CONSENT AGENDA

Chairman Zelt advised that the minutes from the e-mail vote would be excluded from the Consent Agenda.

It was moved and seconded to accept and approve the Consent Agenda consisting of (1) The Minutes of the June 13, 2009 CNH Board meeting, (2) Changes Within the District, and (3) Future meeting dates. The motion carried.

UNFINISHED AND NEW BUSINESS

10. APPROVAL OF SIGNATORIES -- A motion was made and seconded to authorize President Newton, Vice-President Zelt, Treasurer Kroeger and Secretary Standley to be authorized signatories for this year. The motion was approved.

11. HOUSING ALLOWANCE -- A motion was made and seconded to establish a housing allowance for 2009 00 for Executive Director, assistant to the President, Rev. John Whaley. The motion was approved. Details on file in the District Office.

12. CLOSED SESSION -- The board entered into closed session to discuss pending litigation and personnel matters.

13. CLOSING COMMENTS -- In regular session, Chairman Tom Zelt offered closing remarks, thanking the Board and staff for their time and the excellent work that was accomplished over the past two days.

CHANGES WITHIN THE DISTRICT***CALLS & CONTRACTS ACCEPTED:***

REV. JONATHAN BRANDENBURG, Faith, Seaside CA to Lutheran Southern Academy, Houston TX as campus pastor.

REV. PON CHANTHAPHON, Candidate, to Board for Mission Services, Ministry to the Armed Forces of The Lutheran Church-Missouri Synod as Chaplain.

REV. TRAVIS GUSE, candidate Pacific Southwest District, to St. Philip, Dublin CA as pastor.

Rev. JASON MORENO, candidate, to Benicia Lutheran, Benicia CA as associate pastor.

REV. LES SETO, by Waikoloa Lutheran Church, Waikoloa HI as pastor.

CHRIS ANDERSON, Non-Candidate to Kansas as Non-Candidate.

FRED BAUER, Our Savior, Livermore to St Philip, Dublin as Principal.

ABBY EINSPHAR, Candidate to Rocky Mountain District.

ABBY EINSPHAR, Candidate to Calvary, San Lorenzo as a Teacher.

PATRICIA LEMMER, Candidate to South Wisconsin as Candidate.

AMANDA WOLF, Non-Candidate to South Wisconsin as Non-Candidate.

CALLS & CONTRACTS EXTENDED:

REV. JOSEPH BYRD, candidate, by Bethany, Lompoc CA as pastor.

REV. NATE HARTKE, Mt. Olive, Milpitas CA by St. John, Orchard Park NY as pastor.

CALLS & CONTRACTS DECLINED:

REV. SHAWN HAZEL, Trinity, Wahiawa HI to Trinity, Portland OR as pastor.

CHANGE IN STATUS:

REV. RONALD A. ARNOLD, Our Savior, Sparks NV to pastor emeritus.

REV. THEODORE A. IVERSON, CNH CEF President to pastor emeritus.

REV. JAMES R. MACKERETH, Bethany, Lompoc CA to Non-Candidate.

REV. WILLIAM SCHREIBER, pastor emeritus CNH District to pastor emeritus PSW District.

REV. DR. DAVID H. STOHLMANN, Mt. Olive, Sebastopol CA to pastor emeritus.

JOHN JACOBSON, Zion, SF from Active to Emeritus.

DIANE KNOTT, St Mark, Kaneohe from Active to Emeritus.

PENNY MARICATHERINE, Town & Country, Sacramento from Active to Non-Candidate.

NATHANIEL SCHOBBER, Grace, Crescent City from Active to Candidate.

SUSAN WESTRUP, Candidate to Non-Candidate.

AMANDA WOLF, Bella Vista Academy, Tracy from Active to Non-Candidate.

LISA WOO, Hope, Daly City from Active to Non-Candidate.

PLACEMENT:

JOHN WHALEY, Concordia St. Louis to CNH District as Executive Director.

KELSEY PAULSEN, Concordia, Irvine to St Matthew, Rocklin as a DCE.

REBECCA RUMSCH, Concordia, Portland to Mt. Olive, Folsom as a DCE.

JEREMY STAUB, Concordia, Seward to Emmanuel of Maui as a Teacher.

VICARS:

RICHARD BARKLAGE, Concordia Irvine to Zion, North Highlands CA as vicar.

TIMOTHY CHASE, Concordia Ft. Wayne to Peace, Fresno CA as vicar.

DANIEL HUES, Concordia Irvine to Redeemer, Fresno CA as vicar.

JEFF MOREY, Concordia St. Louis to Trinity, Stockton CA as vicar.

RICHARD TOMS, Concordia Ft. Wayne to Holy Cross, Rocklin CA as vicar.

RESIGNATIONS:

DAVID ATROPS, from the clergy roster of the LCMS.

CARY J. WALTER, from the clergy roster of the LCMS.

SHERRI ANDREAS, Active resigned from Roster.

REMOVAL:

DAVID BUNTING, from the clergy roster of the LCMS.

WILLIAM LEAL, Non-Candidate removed by President from Roster.

CALLING CONGREGATIONS:

Bethlehem, CARSON CITY NV

Our Savior's, CARUTHERS CA

Our Savior, DELANO CA

Trinity, GARDNERVILLE NV

Faith, PLEASANT HILL CA

Canaan, SAN FRANCISCO CA

Peace, TAFT CA

Good Shepherd, TURLOCK CA (Associate pastor)

Vineyard of Faith, WINDSOR CA

FUTURE MEETING DATES:

Dec.12, 2009

Mar.13, 2010

Mar. 12, 2011

Mar 10, 2012

June 12, 2010

June 11, 2011

June 9, 2012

Sept.11, 2010

Sept.10, 2011

(Sept.15, 2012)

Dec.11, 2010

Dec.10, 2011

(Dec.8, 2012)

14. ADJOURNMENT -- *Board of Director's Chairman-Rev. Dr. Thomas Zelt*

15. CLOSING DEVOTION -- Rev. Paul Hoffmann offered a closing devotion, recalling a book titled, "Bowling Alone". He pointed to the decline of Bowling Leagues, and other corporate type social activities as signs of a trend toward isolation. Rev. Hoffmann related this trend to the challenges that we face in ministry today as we continue to tell the Good News of Jesus Christ.

NEXT MEETING -- Dec.12, 2009

Respectfully submitted,

Rev. John M. Standley, CNH Dist. Secretary