

# ENGLISH DISTRICT BOARD OF DIRECTORS MEETING

## *June 27, 2024*

### **Meeting Location:**

Meeting was held via telecommunication originating from the District Office [33100 Freedom Road, Farmington, MI 48336].

**Attendance: Voting Members** - Rev. Todd Arnold, Mr. Christopher Cassel, Ms. Carol George, Mr. Thomas Habitz, Rev. Jamison Hardy (*Pres.*), Mr. Thomas Honebrink, Rev. Robert Kieselowsky, Mr. Rod Lane, Mr. Terry Leu, Mrs. Kristin Wellik, Rev. Luke Zimmerman. **Non-Voting Members** - Rev. Jeffrey Miskus, Rev. Michael Morehouse, Mrs. Sally Naglich, Rev. Douglas Spittel, Mr. Jim Thielen. **Not Attending:** Rev. Robert Rogers, Mr. Keith Vieregge.

**Call to Order:** Chairman Terry Leu called the meeting to order at 2:00pm.

### **1. Opening Prayer**

Vice-President Douglas Spittel provided an opening prayer.

### **2. Determination of Quorum**

Secretary Luke Zimmerman reported that a majority of voting members were participating in the teleconference, thereby constituting a quorum.

### **3. Comments on Transition**

Rev. Jeffrey Miskus commented about the installation that took place in Canada on June 24, which involved Synod President Matthew Harrison. August 1 is the hard date when he will take office as District President. His formal installation as District President will take place at Peace - Windsor, ON on August 11. At this time, matters involving the District President's decision or attention are being passed by him for information. He stated that the transition is following the process that had been intended by him and discussed with the outgoing District President Jamison Hardy.

### **4. District LCEF Vice-President Vacancy**

President Hardy informed the Board that LCEF terminated the employment of Rev. Daniel Lepley as LCEF District Vice-President, effective June 12, 2024. Future hiring of an LCEF District Vice-President will be conducted by LCEF; the Board will be informed when a hire occurs. LCEF has designated Mr. Tyler Fewins to serve the English District and SELC District during the interim. Congregations involved with LCEF loans and other activities are being provided services. Updates to the District *Corporate Operations Manual* may be necessary to indicate that the LCEF District Vice-President is an employee of LCEF and to reflect the relationship between the District and LCEF regarding this position.

## **5. Compensation for the New District President**

Mr. Thomas Habitz presented the recommendation from the English District President/Bishop Salary Task Force regarding compensation for Rev. Jeffrey Miskus as he begins his role as District President [See Attachment 1.] The recommendation establishes an annual wage of \$132,500. The Task Force also recommends that the Board revisit the total compensation package at its November 2024 meeting.

Question was raised concerning the average salary paid to District Presidents within the Synod. An average compensation of \$131,692 (base salary and housing allowance) across all groups of Districts was determined from information obtained by the Task Force. That average does not take into account the size of Districts which vary greatly in terms of geography and number of congregations.

Task force members informed the Board that it followed the general direction given by Board Policy regarding setting a salary for a District President-Elect. The Task Force did consider the average salaries and median salaries paid to District Presidents in Group 2 and Group 3 of Districts as guidance for the establishing the recommended salary. The Task Force also took into consideration the years of ministry and years of service as Vice-President when determining its recommendation.

Motion: *"To approve the recommendation of the Task Force."* Motion carried.

## **6. Minutes Correction: March 2024 Board of Directors Meeting, Item 3**

President Hardy raised the matter of correcting a statement recorded in the minutes of the March 2024 meeting, believing that a portion of the minutes did not reflect a completely accurate statement about the relationship of the founders of St Thomas - Magnolia, TX with the Texas District. Motion: *"To correct the minutes of the March 2024 Board of Directors, Item 3 by striking the following words: '... but such membership will not be granted by the Texas District. This leaves the English District as the only viable option for them.'"* Motion carried.

## **7. Comments from the Outgoing District President**

President Hardy informed the Board that he will greatly miss the work of District President as he moves to his role as Concordia University System President. He commended the Board members for their diligent work during his tenure as District President.

## **8. Closing Prayer & Adjournment**

Motion: *"To adjourn the meeting."* Motion carried. Chairman Leu adjourned the meeting at 2:45pm. Vice-President Miskus provided a closing prayer.

Submitted,

Rev. Luke Zimmerman  
Secretary, English District–LCMS

# ATTACHMENT 1 – ENGLISH DISTRICT PRESIDENT/BISHOP SALARY TASK FORCE RECOMMENDATION

## English District President/Bishop Salary Task Force Recommendation to Board of Directors – June 27, 2024

### Work Summary

The Task Force met on two occasions, and wishes to present the following proposal for consideration to the Board. Between meetings we determined to additionally consult with Sally Naglich, and with Rev. Miskus directly, to clarify information relative to past and current District practices, and some of the mechanics and status of the transition.

### Methodology Description

The Task Force used the outgoing Bishop's salary structure as a starting point from which to determine a salary recommendation for the incoming Bishop, because it has been developed over time from a variety of sources and factors, including:

- Synod's salary survey for District Presidents
- Consideration of the District's financial position and unique non-geographic nature
- Cost of living considerations for the Michigan location of the District office

We considered the following factors in recommending a new annual salary for the incoming Bishop:

- **Experience:** natural salary increases have been provided over time to longer-serving men in this position; it is appropriate for a person new to the role to begin at a relatively lower base with the expectation of increases over time that are at least in part related to performance
- **The timing of the situation:** the position has already been accepted without a formal compensation package being offered, meaning that while the exact salary of the outgoing DP may not be appropriate to offer because of no former DP experience, the new salary should not drastically differ, and should fall within the parameters of those holding this position under similar circumstances, such as the number of congregations overseen.
- **Relocation:** we are operating under the assumption that full, reasonable expenses associated with one, or potentially two, changes of residence will be paid for by the District, which is another form of income. This can therefore be considered a one- (or two-) time "bonus" within the initial year of employment.
- **Special considerations or personal/family needs:** it is our desire to provide for the needs of Rev. Miskus and his family in order to allow him to lead God's people with adequate resources supporting him. We considered factors such as currency exchange rates, cost of living/standard of living differences between his old and new places of work, and any factors of his personal situation that could impact the recommendation. In general, our conclusion is these are not of material importance, except for a point related to benefits, described in further detail in the succeeding section.

### **Recommendation**

***We recommend an annual wage to be established at \$132,500***, exclusive of any relocation expense provision. For reference, in the most recent year, Bishop Hardy's salary was \$144,056, which includes a bonus.

It is very important to understand that the scope of this recommendation is limited to salary only, and is exclusive of the range of benefits that will be attached to this position. The Task Force endeavored to understand the likely benefit package in order to properly scale the salary recommendation, however it is clear to us that: certain aspects of the benefit offerings are fixed based on factors such as what is offered through Concordia retirement plans; or they are still to be determined as a result of immigration progress; or they are simply outside our scope, such as the District vehicle that has been available to the DP.

Therefore, ***the Task Force wishes to propose that the Board revisit the total compensation package at its November meeting***, with the intention of ensuring that it continues to meet the established objectives in light of any changes or new information that is available relative to employee benefits. For reference, our estimate of Bishop Hardy's annual benefit package is \$40,115 (inclusive of health, disability/life, retirement, TSA match; exclusive of car allowance).

### **Information/Sources Reviewed**

- 2023 Salary Survey of LCMS Districts
- Budgetary information received from Sally Naglich, Business Administrator
- Historical information indicating salary trends for the position dating back to 2019
- Resolution from Board 2021 Salary Task Force

Respectfully submitted,

Thomas Habitz, Kristin Wellik, and Rev. Todd Arnold