# MINUTES

## Board of Directors Meeting
## International Lutheran Laymen's League

**The Royal Sonesta Chase Park Plaza St. Louis**
**212 Kingshighway Blvd, St. Louis, MO 63108 Friday, October 24, 2025**

In Attendance: Kurt Senske, Chairman; Donald Scifres, Vice Chairman; Linda Arnold, Secretary; Kirk Farney, Treasurer; Karl Abraham; Melanie Braun; Ryan Bredow; Mark Duesenberg; Heidi Hove; Vincent James; Virginia Miller; Gordon Tresch; LHM CEO Kurt Buchholz, Ex Officio; Pastoral Advisor Rev. Tom Pfotenhauer, Ex Officio; LCMS Liaison Rev. Daniel Galchutt; LLL-Canada Managing Director Lisa Jackson; LCC Liaison Rev. Paul Zabel

Not in Attendance: Jim Dankenbring

LHM staff in attendance at request of CEO: Tony Cook, Global Chief Research & Innovation Officer; Lara Heisohn-Sidorski, Global Chief Administrative Officer; David Lanius, Chief Financial Officer; Joanna Lupo, Executive Assistant; Karin Semler, Global Chief Ministry Officer

01 Kurt Senske, Chairman, opened the meeting at 9:00 AM Central.

02 Chairman Senske invited Tom Pfotenhauer, Pastoral Advisor, to lead an opening devotion. Pastoral Advisor Pfotenhauer led a devotion on Exodus 16:4, trusting that God will give what you need for each day.

**M 2025/26-12 Motion was made to approve the consent agenda, including: Approval of Meeting Agenda; Approval of July 2025 Meeting minutes; and Annual Approval of Board Policy 2.12.1.**

**Motion was seconded and passed by voice vote.**

03 Kirk Farney, Treasurer, invited David Lanius, CFO, to present the FY 2025/26 financial results through August 2025.

CFO Lanius presented financials and Key Performance Indicators through Q1. He reported that while the budget projected a significant deficit for this time of year, the organization concluded Q1 with a surplus of 2.2MM. This represents a positive budget variance of 3MM, primarily due to the recognition of two substantial estate gifts. He also emphasized peer group measures based on liquidity, functional expenses, debt to equity ratio, and fundraising performance.

Kurt Buchholz, CEO reported that cash flow priorities are to pay back line of credit, put monies back into cash flow, then with board recommendation, put into board designated endowments. Developing the next generation of donors is also a priority.

04 Melanie Braun, Audit Committee Chair, reported on the FY25 audit results. Armanino issued an unmodified opinion, representing the highest level of assurance. There were

no audit adjustments, uncorrected misstatements, control deficiencies, or material weaknesses identified

05 CEO Buchholz introduced Bryan Tay, President of Asia Ministries to present on his early work in the Asia Region.

President of Asia Ministries Tay introduced himself and provided an overview of his personal and professional background. He described the process leading to his appointment and offered an update on his work to date. He discussed ministry opportunities, including radio programs, youth, and gospel music, and outlined regional fundraising efforts and opportunities.

The Board asked questions and discussed throughout the presentation.

06 CEO Buchholz provided organizational and global ministry updates.

The Chief Marketing and Engagement Officer position has been filled by Sarah Willis, and she will begin on November 10.

07 CEO Buchholz invited Lara Heisohn-Sidorski, Global Chief Administrative Officer, to present an update on the organization's key performance indicators for FY 202/2026.

Global Chief Administrative Officer Heisohn-Sidorski reported on the organization's KPI performance in FY 2026, which included an increase in most metrics. Engaged Constituent is the only metric currently not meeting its goal. The Board asked questions and discussed throughout the presentation.

08 Chairman Senske invited Lisa Jackson, LLL-Canada Managing Director, to give her report.

Jackson reported on the ongoing partnership with French/Canadian Ministries and highlighted the LLL Ambassador Program’s presence at the National Youth Gathering. She also introduced three summer interns. Beautiful Savior Lutheran School is working with the LLL on mission work in Nicaragua as an ongoing part of their curriculum, and Rev. Dr. Michael Zeigler is to speak at the Annual General Meeting.

09 Chairman Senske invited Board members Melanie Braun and Virginia Miller to give their report on the October 2025 Board Monitoring Trip to South America.

Braun and Miller provided an overview of ministry center efforts in Chile, Argentina, and Brazil, as well as Paraguay. They shared photos and stories of their visit. The Board asked questions and discussed throughout the presentation.

10 Chairman Senske invited Rev. Dan Galchutt, LCMS Liaison, to give his update.

LCMS Liaison Galchutt reported that the district convention cycle has concluded and noted encouraging engagement from young families and men who are being drawn to the LCMS through a renewed interest in the sacraments. He announced that the Synod

Convention will be held next summer in Phoenix. With several key leadership transitions underway, he is currently serving temporarily as Chief Mission Officer.

Nationally, he highlighted the success of the LCMS Youth Gathering. Internationally, the LCMS is expanding its mission network in Africa and Europe. Galchutt will attend the International Church Relations Convention in Germany next week. He also noted growing momentum for Lutheran schools.

CEO Buchholz thanked Rev. Galchutt and the LCMS for all their work.

11 Chairman Senske invited Rev. Paul Zabel, LCC Liaison, to give his report.

LCC Liaison Zabel announced convention updates, reported on radio programs, and discussed outreach to the influx of a Sudanese population. He also reported that the Director of International Missions for Lutheran Church–Canada visited mission fields in Thailand and Cambodia this fall, leading seminars and workshops.

12 Chairman Senske invited Linda Arnold, Secretary and Nominations Committee Chair, and Don Scifres, Vice Chairman, to present updates on the Board Skills Matrix. They reviewed the matrix's purpose and its use in supporting LHM's long-term governance needs. Discussion included the desired composition of the Board—considering gender, age, race, and a broad range of skill sets—to ensure diversity and strategic foresight. Board members were asked to provide feedback to Vice Chairman Scifres or Heidi Hove by December 1 so the committee can refine the matrix and present an updated draft at the January meeting.

13 Vice Chairman Scifres reported that the Executive Committee met to discuss the October meeting agenda as well as review the organization's financials and LHM's fundraising strategies.

14 Secretary and Nominations Committee Chair Arnold reported that the committee is currently in discussions with potential candidates for the upcoming ballot. She noted the importance of maintaining an appropriately sized slate in relation to the two open Board positions.

15 Gordon Tresch, Board Development Committee Chair, reported that the committee reviewed and revised the Board self-assessment tool. The revised tool will be used for next year's Board self-evaluation survey.

16 Chairman Senske, Governance Ad-hoc Committee Chair, reported that the committee's purpose is assess whether the current governance structure makes sense with globalization. Next steps have been identified for spring 2026.

17 Treasurer Farney, Revenue Ad-hoc Committee Chair, reported that the first meeting of this new committee focused on assessing the organization's current funding situation and identifying opportunities for future exploration. Strategies for revenue generation were also discussed

18 Vincent James, Board Representative to the LHM Foundation, gave an update on the LHM Foundation Board of Trustees Fall 2025 Meeting. He highlighted key points

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from Interim President Becky Pagel's report, including the Hoffmann Society's virtual meeting in March, the plan of paying off the line of credit, and discussion regarding the role of the future President. He also reported on fundraising initiatives at LHM, and Foundation-level KPIs. He discussed the RPF process, including the selection of Northern Trust as the Foundation's new investment management firm. A thorough discussion on strategies for growing the endowment took place.

19 Chairman Senske reviewed the future meeting schedule of Board events and meetings, noting a joint education session with the LHM Foundation Board of Trustees in April.

Future Meeting Schedule:

- January 26, 2026 – Online
- April 23-24, 2026 – St. Louis, MO
- July 16-17, 2026 – Phoenix, AZ
- October 22-23, 2026 – St. Louis, MO
- January 22, 2027 – Online
- April 22-23, 2027 – St. Louis, MO
- July 15-16, 2027 – St. Louis, MO
- October 21-22, 2027 – St. Louis, MO

**M 2025/26-13 Motion was made to enter Executive Session.**

**Motion was seconded and passed by voice vote.**

**M 2025/26-14 Motion was made to leave Executive Session.**

**Motion was seconded and passed by voice vote.**

20 Treasurer Farney led a closing prayer.

21 Meeting adjourned at 2:05 PM CT

Respectfully submitted by,

Linda Arnold, Secretary

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