**MINUTES**
**Board of Directors Meeting**
**International Lutheran Laymen's League**

**AC Hotel St. Louis Chesterfield**
**16461 Wild Horse Creek Rd, Chesterfield, MO 63017 Friday, April 24, 2026**

In Attendance: Kurt Senske, Chairman; Donald Scifres, Vice Chairman; Linda Arnold, Secretary; Kirk Farney, Treasurer; Karl Abraham; Melanie Braun; Jim Dankenbring; Vincent James; Virginia Miller; Gordon Tresch; LHM CEO Kurt Buchholz, Ex Officio; LLL-Canada Managing Director Lisa Jackson; LCC Liaison Rev. Paul Zabel

Not in Attendance: Ryan Bredow; Mark Duesenberg; Pastoral Advisor Rev. Tom Pfotenhauer, Ex Officio; LCMS Liaison Rev. Daniel Galchutt

LHM staff in attendance at request of CEO: Tony Cook, Global Chief Research & Innovation Officer; Lara Heisohn-Sidorski, Global Chief Administrative Officer; Jonathan Klimpel, Director of Finance and Accounting; David Lanius, Chief Financial Officer; Joanna Lupo, Executive Assistant; Karin Semler, Global Chief Ministry Officer; Kari Vo, LHM Devotional Writer; Sarah Willis, Chief Marketing and Engagement Officer

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

02 Chairman Senske invited Dr. Kari Vo, LHM Devotional Writer, to lead an opening devotion. Dr. Vo reflected on the image of the Good Shepherd as presented in John 10:22, emphasizing the shepherd laying down His life so that His sheep may receive eternal life.

**M 2025/26-21 Motion was made to approve the consent agenda, including: Approval of Meeting Agenda; Approval of January 2026 Meeting Minutes.**

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

**M 2025/26-22 Motion was made to approve Tom Pfotenhauer as Pastoral Advisor to the International LLL/LHM Board of Directors.**

**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 Feb 2026 (Q3).

CFO Lanius presented financials and financial Key Performance Indicators through Q3, reporting an operating net income of $6.6M.

The Committee discussed and asked questions throughout the presentation.

04 Vincent James, LHM Foundation Representative, provided an update on the LHM Foundation Board of Trustees Spring 2026 meeting, including the Investment Committee's report from Northern Trust. At the July meeting, a proposed amended IPS will be presented to the Board.

05 Kurt Buchholz, CEO, reported on LHM updates, highlighting the positive financial results. He discussed plans for the surplus, including advancements for the Barnabas project, the proposal related to international constituencies and fundraising, and establishing a third Regional President in Europe. Recruitment efforts for a Global CFO and a North America Regional President are underway.

06 CEO Buchholz invited Lara Heisohn-Sidorski, Global Chief Administrative Officer, to present updates on the organization's key performance indicators.

Global CAO Heisohn-Sidorski reported on the LHM FY2025-2026 3rd quarter KPI results. She reported that engaged constituents continues to lag behind goal, but all other metrics are at or above goal. The Board discussed and asked questions throughout the presentation.

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

LLL-Canada Managing Director Jackson reported that radio programming has transitioned away from third-party providers, resulting in improved clarity, scheduling efficiency, and expanded outreach opportunities. She highlighted updates to the Canada Radio website, including the addition of new on-demand options. The Friends in Faith network links to podcasts and allows them to look at what is demographically and culturally relevant in Canada. She also reported that Rev. Antonio Reyes from the Philippines will attend the LCC Convention in June. The International and Intergenerational Development Ambassador Program participants will volunteer at the upcoming convention. She provided an overview of the "The Serving with Joy" website.

08 CEO Buchholz presented an overview of the FY2026–2027 LHM Strategic Plan, including a review of the LHM strategic framework encompassing mission, vision, values, target audience, philosophy, primary KPIs, strategic plan, and operational plans. He noted that both the current and upcoming fiscal years will include a research initiative, with a planned 2028 deep dive aimed at identifying and better understanding key constituencies, particularly younger audiences. The projected timeline was also discussed, noting the conclusion of Phase 2 in FY2027 and the commencement of Phase 3 of the globalization plan.

09 Tony Cook, Chief Research and Innovation Officer, reported on Global Research and Innovation plan highlights. He highlighted upcoming research projects, updates to existing programs, and new projects in development.

10 Karin Semler, Global Chief Ministry Officer, reported on Global Ministries, highlighting the recruitment, set up, and onboarding of the Europe and Central Asia President/region, the recruitment and onboarding of the North America President, the implementation of LHM standards in global regions, and continued global expansion.

11 Sarah Willis, Chief Marketing and Engagement Officer, reported on Marketing and Engagement, highlighting global fundraising RFP and consultancy, Marcom's Standard Operating Procedures supporting global expansion activities, investment in annual giving, LHM constituent journey mapping by constituent segment, LHM brand and messaging refinement and focus, and a five-year church engagement initiative.

12 Global CAO Heisohn-Sidorski reported on Ministry Service highlights, including global expansion support through compliance coordination and global application of systems, supporting the Global CFO transition, indirect impact survey, and enhancing LHM's building asset. KPI projections for FY26 and FY27 goals were discussed.

The Board discussed and asked questions throughout the presentation.

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

LCC Liaison Zabel reported on the LCC Convention in June. A mission highlighted in Info Digest was discussed, as well as challenges facing declining congregations, specifically a lack of technology to maintain websites to ensure digital presence. Additional updates included ongoing mission hiring and internship opportunities.

14 Chairman Senske invited CFO Lanius to present the FY2026-2027 LHM Budget Report.

CFO Lanius presented the LHM Budget for FY2026-2027, including the summary projection for FY2026 and new budget for FY 2027. There are no plans to release funds from the operating reserve or gift annuity funds.

**M 2025/26-23 Motion was made to approve the following resolution:**

**Whereas the organization is expanding global ministry efforts in FY2027, be it resolved that management is authorized to transfer up to $1,500,000 from the FY2026 operating surplus to Board-designated deferred income, in order to provide additional budget support for expanded ministry efforts in the FY2027 budget.**

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

**M 2025/26-24 Motion was made to adopt the FY2026-2027 Annual Financial Plan.**

**Motion was passed by voice vote.**

**M 2025/26-25 Motion was made to accept the revised LHM Strategic Plan for the 2025-2026 Fiscal Year.**

**Motion passed by voice vote.**

15 CEO Buchholz provided an update on the 2026 Board Monitoring trip to Cambodia and presented the names of those interested.

16 Chairman Senske reported that the Executive Committee met to discuss the agenda of today's meeting, but no decisions were made on behalf of the Board.

17 Gordon Tresch, Board Development Committee Chair, reported on the Board Self-Evaluation survey, referencing updates to the questions regarding ambassadors and stakeholders. More discussions can occur at future meetings. The survey will be sent out in May.

18 Linda Arnold, Nominations Committee Chair, reported on voting numbers, highlighting there is currently a 33.91% participation which exceeds Missouri valid election requirements.

Committee Chair Arnold and Don Scifres, Vice-Chair, provided an update on the Board skills matrix spreadsheet. The document has been revised to include governance versus operational skills, including technology. They requested the Board consider committee structure as well as methods of identifying future Board of Director candidates. The Board accepted the proposed updates.

19 Chairman Senske reviewed the future meeting schedule of Board events and meetings.

Future Meeting Schedule:

- 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
- January 28, 2028 – Online
- April 20-21, 2028 – St. Louis, MO

**M 2025/26-26 Motion was made to approve the Resolutions of Appreciation for the Service of Ryan Bredow and Virginia Miller.**

**Resolution of Appreciation for the Service of Ryan Bredow**

**Whereas Ryan Bredow has faithfully served as a member of the Board of Directors of the International Lutheran Laymen's League from 2023 to 2026, and**

**Whereas he has served with dedication and commitment for the work of the Board of Directors, and**

**Whereas he has also supported the goal of *Bringing Christ to the Nations®—and the Nations to the Church*;**

**Be it resolved that the Board of Directors on behalf of the International Lutheran Laymen's League / Lutheran Hour Ministries offer sincere and heartfelt appreciation to Ryan Bredow for his service to God, this organization, and its ministries in his capacity as a Board member, and**

**Be it further resolved that the Board of Directors asks for God's blessings on his further service to our Lord and Savior, Jesus Christ, and**

**Be it finally resolved that on this date of April 24, 2026, the Board of Directors affirms and wholeheartedly supports this resolution.**

**Resolution of Appreciation for the Service of Virginia Miller**

**Whereas Virginia Miller has faithfully served as a member of the Board of Directors of the International Lutheran Laymen's League from 2020 to 2026, and**

**Whereas she has served with dedication and commitment for the work of the Board of Directors, and**

**Whereas she has also supported the goal of *Bringing Christ to the Nations®—and the Nations to the Church*;**

**Be it resolved that the Board of Directors on behalf of the International Lutheran Laymen's League / Lutheran Hour Ministries offer sincere and heartfelt appreciation to Virginia Miller for her service to God, this organization, and its ministries in her capacity as a Board member, and**

**Be it further resolved that the Board of Directors asks for God's blessings on her further service to our Lord and Savior, Jesus Christ, and**

**Be it finally resolved that on this date of April 24, 2026, the Board of Directors affirms and wholeheartedly supports this resolution.**

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

**M 2025/26-27 Motion was made to enter Executive Session.**

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

**M 2025/26-28 Motion was made to leave Executive Session.**

20 Virginia Miller led a closing prayer.

21 Meeting adjourned at 3:00 PM Central.

Respectfully submitted by,

Linda Arnold,