

INFORMATION FOR BOARD OF DIRECTORS CANDIDATES

Nominations for candidates to serve on the Board of Directors of the Int'l Lutheran Laymen's League/Lutheran Hour Ministries are now being requested for the 2026 election. Individuals elected to the Board will begin serving a three-year term in July 2026.

A Nominations Committee has been selected and commissioned with the search and screening of potential candidates for the various Board positions. The Committee is seeking candidates, **both men and women from The Lutheran Church—Missouri Synod and Lutheran Church—Canada, who are also donors of Lutheran Hour Ministries**. These individuals should have a passion for reaching lost souls with the Gospel of Jesus Christ and special skill sets and competencies which will be valuable for Board functions. Under the model of Policy-Based Governance, the Board's overarching responsibilities are in the areas of vision, mission, strategic direction, and policy development for the organization, as well as guidance for the CEO. More information about the Board of Directors is included on subsequent pages of this document.

This LHM Nominations webpage (lhm.org/nominations) also contains valuable information about the Int'l LLL/Lutheran Hour Ministries. These documents include a complete Board Policy Manual; election information; and links to pertinent LHM web pages highlighting LHM's mission, vision, values, and global ministry work. Please review these important documents; then we encourage you to respond to the information requested by our Nominations Committee so they can properly evaluate the skills and experience of each candidate. Nominations for the 2026 slate of candidates are due by November 1, 2025.

Thank you for your keen interest in the world-class Gospel outreach efforts of Lutheran Hour Ministries. For any further information, please contact: International Lutheran Laymen's League, Attn: Nominations Committee, 660 Mason Ridge Center Dr., St. Louis, MO 63141-8557 or nominations@lhm.org.

2.1 Board Governance Approach

The Board will govern lawfully, observing the principles of the Policy Governance model, with an emphasis on (a) outward vision rather than internal preoccupation, (b) encouragement of diversity in viewpoints, (c) strategic leadership more than administrative detail, (d) clear distinction of Board and chief executive roles, (e) collective rather than individual decisions, (f) future rather than past or present, and (g) proactivity rather than reactivity.

- 2.1.1 The Board will govern using written policies. The Board will maintain four types of policies: Ends Policies, Executive Limitations, Board-CEO Relationship, and Governance Process. Any Board member or committee can request a review of any policy.
- 2.1.2 The Board will annually review the Articles of Incorporation and Bylaws and bring any proposed amendments to the membership through the annual elections process.
- 2.1.3 The Board will appoint a Board member to serve as the “Director’s Trustee” for representation on the Lutheran Hour Ministries Foundation Board of Trustees.
- 2.1.4 The Board will exercise particular concern for the spiritual, physical, and fiscal welfare of the CEO.
- 2.1.5 All Board members will serve as voting members of the organizational subcorporations.
- 2.1.6 All Board members will serve as voting members of the Lutheran Hour Ministries Foundation.
- 2.1.7 The Board speaks with one voice. This means that after a Board vote, all Board members will support the decision publicly.

2.3 Responsibilities of Board Members

The overall responsibility of the Board is to provide a strong, powerful, ethical, and spiritual pursuit of the organization’s mission.

- 2.3.1 All Board members should be financially invested in the organization and use personal networks to introduce potential new major donors to the organization.
- 2.3.2 All Board members will be well-prepared for and fully engaged in Board meetings.
- 2.3.3 All Board members are expected to attend all meetings. In the case that a Board member is unable to attend a meeting, the Board member should inform the Chairman in advance.
- 2.3.4 Board members will refer all requests to bring greetings or address organizations to the CEO, who will determine representation.
- 2.3.5 Board members will relate to one another with integrity, honesty, straightforwardness, kindness, and love.
- 2.3.6 Board members will keep all Board deliberations confidential unless given permission by the Board.

Competencies of the Board (From Appendix E)

The Board requires overall competency in the areas of expertise that follow. Board members are accountable to the membership of the organization and upon election must receive orientation training as they assume their responsibilities. From time to time, members with diverse backgrounds, specialized abilities and skills should be elected to the Board. This will result in a Board with the overall strength needed to provide strategic direction and policies to govern the organization and its programs.

Strategy

The Board must set the Ends policies for the organization. It needs to establish the tactical course to enable the organization to fulfill its mission. The Board must work as a strategic partner with the CEO, so that the organization meets its goals and commitments. Strategic thinking must be an essential part of regular Board work.

Teamwork

Board members must work in a collaborative manner. Working together, the combined efforts of the group should result in an achievement greater than the sum of individual efforts.

Integrity

The Board must strive for exemplary conduct in all its activities. It must act in accord with the organization's Code of Ethics and Conflict of Interest Policy. Christ-Centered thoughts should govern all subsequent decisions and actions.

Finance

Receiving and reviewing timely reports of the organization's financial activities, the Board must be able to exercise appropriate oversight of financial resources. The Board must clearly and fully understand financial statements and audits which use generally accepted accounting principles (GAAP).

Funding

In order to deliver on its mission, the Board must direct an Annual Budget that is linked to strategic planning. Board members must be willing to make personal contributions and extend themselves, when necessary, for special campaigns. Board members are to use their personal and business relationships to expand awareness of the organization and cultivate financial support. Board members must advocate on behalf of the organization and its mission to prospective financial supporters.

Communication

In order to fulfill the organization's Ends policies, the Board and CEO must communicate openly, clearly, and honestly with one another. Information presented by both sides must be accurate, relevant, and timely. This includes, but is not limited to, finances, operations, and results.

Leadership

The Board is the governing body of the organization and will establish policies to govern the organization effectively. Board members should be competent at developing and monitoring policies.

Vision

Foresight, imagination, and vision allow the Board to see the organization's current state of affairs and more adequately assess its possibilities. So equipped, the Board can then stay ahead of the curve and provide the leadership necessary to achieve its vision.

Passion

The Board must have a strong passion for the ministry, acting with commitment and devotion to the mission. The Board needs to make its beliefs apparent. The Board must demonstrate emotional and intellectual involvement.

Analysis

The Board must pursue decisions based on accurate and complete information and clearly identify the information or data necessary in its decision-making process. Complex variables must be analyzed for decision-making and problem solving. The Board must act with discernment, as it may apply to legal and regulatory matters, being able to grasp and comprehend that which is obscure.

Innovation

A changing world demands the Board look at the organization and its strategic direction in new and innovative ways. The Board must be capable of generating fresh ideas and remaining open to new ways of organizing the Int'l LLL to carry out its timeless mission of *Bringing Christ to the Nations—and the Nations to the Church*.

Nominee Guidelines (from Appendix I)

In reviewing nominees, the Nominations Committee will follow these current guidelines, and any others identified by the Board:

- The Board seeks diversity in skills, experiences, geography, ethnicity, and gender of all nominees.
- The committee will take into consideration the current composition of the Board in determining its recommended slate.
- Candidates must:
 - meet the definition of “members” outlined in the Bylaws.
Membership is defined as: “Membership in the Organization shall be maintained by voluntary annual contributions. A minimum contribution may be set by the Board of Directors (“the Board”) in Policy and may be reviewed on occasion. Any member of the Organization who is also a communicant member of any congregation that is either a member of the LCMS or a member of LCC shall be eligible for voting membership in the Organization.”
 - be at least eighteen years of age.
 - not be personally employed by the organization and may not be immediate family members of employed staff of the organization.
 - not be ordained clergy.
 - be good communicators.
 - be visionary.
 - effectively represent the concerns of the Membership.
 - be willing to remove themselves from any other elected voting office in an LLL district or zone.
 - understand and support the basic concepts of policy governance.
 - be willing and able to support the strategic direction of the organization.
 - be willing and able to accept the Board Governance Approach and Responsibilities of Board members as delineated in Policies 2.1 and 2.3.
- In addition, candidates should:
 - regularly participate in the worship and educational life of their congregations.
 - undertake personal spiritual disciplines for the development of their own faith lives.