

## Highlights from the Board of Directors Meeting, October 15, 2012

### 1. **Board Liaisons to Departments**

The Board appoints one director to serve on each Department as a liaison between the Board and the Department. However, there are no written terms of reference to guide members. The Board has referred to the Governance Subcommittee of the Board the task of writing terms of reference for this position as well as other Board and Department positions.

### 2. **2013 Compensation Guidelines**

The Board approved the recommendations from the Department for Finance for the 2013 compensation guidelines. The following changes for 2013 were approved:

- (i) that the salary scale for pastors and deacons be increased by 2.5% for 2013.
- (ii) that pastors receive a \$400 increase a year after 15 years in the ministry.
- (iii) that the Continuing Education Allowance be reduced from "up to 2 weeks every year" to "up to 2 weeks every 3 years".
- (iv) For clarity, amend the wording concerning vacancy pastors on page 4 of the compensation guidelines to read "...40% to 50% of the vacancy pastor's base salary...".

The 2013 guidelines are now posted on the district website.

### 3. **2013 Mission & Ministry Planning Presentation**

The Board approved the format for the 2013 Mission and Ministry brochure which will be sent out to all congregations. The brochure will summarize the activities of the district in 2012 and presents the proposed plan for 2013.

### 4. **Synodical Report**

Rev. Nolan Astley, 1st Vice President, LCC Board of Directors, reported on behalf of President Bugbee on synodical activities. Rev. Astley also updated the board on the ongoing work he is doing with the two seminaries to continue implementation of the Memorandum of Understanding that was approved at the 2011 synodical convention.

### 5. **Constitution Amendments**

On the recommendation of the Committee on Constitutions and Membership, the Board approved amendments to the constitution of Lutheran Church of the Good Shepherd/Loving Saviour Lutheran Church - Barrie.

### 6. **Loan to Concordia Lutheran Theological Seminary (CLTS)**

The Board in the past provided a loan of \$405,000 to LCC (through the Lutheran Foundation) which they in turn loaned to CLTS. On the request of Synod and the Board of Regents of the Seminary, the Board approved transferring the remainder of the loan (approximately \$350,000) from LCC directly to the CEF of the East District. The Board has also agreed to make the seminary eligible to participate in the CEF rebate program. This rebate program provides a reduction in the current interest rate of 5.5%, said reduction being dependent on how much money the organization's members have invested in the CEF as a percentage of the outstanding loan.

The next regular meeting of the Board is January 21, 2013. For further information on any of these items, contact the Board Chair, Rev. Ron Mohr at: [rmohr@execulink.com](mailto:rmohr@execulink.com)

*from Lois Griffin, East District Secretary*