Call To Order
The meeting was called to order by Rev. Briel at 9:00 am. All members (Rev. Peter Bender, Rev. Steve Briel, Ms. Carla Claussen, Rev. Tim Droegemueller, Rev. Dr. Al Espinosa, Mrs. Carol Hack Broome, Mr. Patrick Kyler, Mrs. Janis McDaniels, Mrs. Martha Milas, Mrs. Crysten Sanchez, Rev. Dr. Dien Ashley Taylor) were present.

Staff in attendance were Rev. Kevin Robson, Rev. Bob Zagore, Mrs. Jeannie Smithson, and Ms. Stacey Egger.

Rev. Dr. Espinosa led opening devotions with Daily Prayer: Morning and a singing of LSB 941, We Praise You And Acknowledge You. He shared a meditation on the suffering of humanity.

Approval of Minutes
The June 2020 minutes were presented. A motion to approve the amended minutes was made by Mrs. McDaniels and seconded by Mrs. Hack Broome. Motion was passed unanimously.

President Report, Rev. Matthew Harrison
Highlights: Rev. Harrison began by sharing a quote from the Smallcald Articles, stating that the ONM is fully in the business of doing works of love.

He gave a snapshot on the results of COVID in the LCMS as of July.
- At that point, there had been 500 deaths due to COVID in the LCMS.
- 15% of our congregations had in person worship on Easter.
- 25% of congregations who had giving increased by July over the previous year.
- 12% of congregations had significantly decreased giving.
- 90% wouldn’t reduce payroll, but 70% reduced giving to their district.

The response and desire of the people for the Synod’s response to the pandemic is all so different from each other. People are tired and weary.

We continue to be the church in the midst of political, economic, COVID, and racial tensions. It is not our job to tell people how to vote, but rather to educate people on the issues and let them choose for themselves in Christian freedom. Specifically about issues around racial tensions, local individuals should be having the conversations amongst themselves and decide how to respond, which has been happening in many locations. Mrs. McDaniels expressed the desire for a national forum to address it.

In regards to the Synod budget, it has been a tough year for many reasons. Without COVID being an issue, there would not have been as many staff reductions. Various factors have caused the issues, not just COVID: Concordia Portland’s closing, low bequests, last payment from the radio station. Thanks be to God, unrestricted giving seems to be ahead so far this 3rd quarter.

Rev. Bender asked, what role should the BNM play in a situation like Synod has just gone through (reduction of force)? Do we have an active role? Are we bystanders? According to the constitution, we should have oversight, not supervision.

Chief Mission Officer Report, Rev. Kevin Robson
See attached report. Highlights: Proceeding forward with prayer even with all of the challenges unfolding. Working at reduced work force in the International Center and work from home for-
mat for the foreseeable future. Frank Simek, CAO and interim CFO, continues to streamline processes and procedures. Some specific thoughts from each area:

- After the first conference’s success, the Making Disciples for Life conferences have been cancelled due to COVID. There was a sort of mini conference held at the Minnesota South Pastor’s conference and it was very well received.
- Distressed church workers are receiving Soldiers of the Cross grants.
- OIM is continuing to operate in their regional offices. About ten missionary families have repatriated during COVID, but the vast majority have stayed in the field.
- The Church Worker Recruitment initiative is moving forward, and PALS and Preach the Word continue to be well received.
- From Mission Advancement, we are beginning to have more face to face connection with generous donors who have gotten us this far through COVID. Thanks be to God.
- Communications publications continue to go out, with Lutherans Engage moving to a completely electronic version in the fall.
- Rev. Robson gave an instructional, birds eye view of the budget movement over the last five years. Already before COVID, ministry offices have been working on greatly reduced budgets.

**Office of National Mission Unit Executive Report, Rev. Bob Zagore**
See attached report. Highlights: There has been six months of really arduous work on the budget, making five different budgets in response to COVID. Before the pandemic, the ONM had a total of 40.8 full time equivalent positions. They are now down to 27.8. That is the equivalent of thirteen full time positions, and that doesn’t include the 8 contractors no longer included. Their ability to do work has been dramatically altered. The work the convention voted to be done has been impaired.

Schools are receiving an increased enrollment because many parents want their kids in school full time. But we don’t have the staff to support the influx. There is no SPM Director or Worker Wellness Director. Campus ministry has been absorbed by Youth Ministry.

Making Disciples For Life conferences: the 2nd, 3rd, and 4th conferences were cancelled due to COVID. They’re working to find a virtual conference platform. There has been two respite retreats in person, in Kansas and Indiana, both at full capacity with 140 individuals having to be turned away due to capacity. This need is huge. Tentatively planning one in January in Cleveland and looking for an additional 20 of these around the country as time goes on. This is just the pastors. 8000 pastors qualify, but there are an additional 16,000 workers. Working on how to "train the trainers" so that others can run it.

Bible studies directly related to caring for our workers during this time are being created for a learning management system. They’re also finding a system to track volunteers. The work is being spread around by those remaining to take up the work.

Rev. Espinosa encouraged Rev. Zagore to hold up the family estate in his planning, noting that so much work drives straight from that.

Rev. Bender asked for clarification on the lack of giving to Synod. 86% of the ONM budget is paid for by restricted donations (money specifically given to carry out that work), and 14% is unrestricted funds which is 100% salaries. When those funds go down, we cut salaries, or people, or both. There’s nothing else in the budget to take those cuts from. Across the board, districts are giving less.

**Ends Policies**
Proposed Racial Injustice policy changes - The subcommittee chair, Rev. Dr. Taylor, explained the decision process for how the changes came together, and which language the subcommittee chose to use, specifically language that zoomed out and would stand over time (cultural, etc.), not language that has been in the center of the current discussion about racial injustice (systematic racism, etc.). The document is consistent.

Rev. Dr. Espinosa moved to approve the whole document, and Ms. Claussen seconded. Mrs. Hack Broome stated that she’d like to look at each Mission Priority’s updates and not approve the document as a whole. Rev. Bender agreed. The question was called. The motion carried by majority.

Overall policy review - New agenda item - The question of the board’s constitutional authority was discussed. Rev. Dr. Espinosa requested clarification under the present synod structure for our role and authority. Constitutionally, according to Bylaw 1.2.1 (n), we are given oversight. We adopt policies that guide the work being done in the ONM. The board was encouraged to use our ends policies towards the goal of guiding the work done in the ONM. How far can policy properly go?

We had a discussion on creating certain policies, but when budgets and actual finances come into play, how the “rubber has to meet the road” and the office has to work with what it has in terms of financial resources. It would be helpful to see the budgets to get assistance in our decision making process.

Break for Lunch to 12:45pm

Theological Presentation
Rev. James Baneck
Unit Executive of Pastoral Education
The board was given a presentation on the theology that drives the Church Worker Recruitment initiative. The board was thankful for the exposition and supports the initiative.

Monitoring Reports - Review
There was a general note about asking that the directors report according to template a bit more consistently. Otherwise, the board is extremely pleased with the work being done at ONM!

The general concern is what resources will be available post-COVID to complete the work that the board has tasked the office with. Rev. Zagore requested the board helping to identify volunteers to assist where we don’t have the finances to be able to hire someone for the job.

Resolution 4-04A Subcommittee Update -
The work of this subcommittee is to complete explanatory catechesis and bible study on the seven mission priorities. They are also creating instructions on how overtures can be brought to convention. This was going to be completed by people at the IC, and then COVID happened. The subcommittee met again in August and decided on a version of what had been planned, only having it disseminated electronically. They hope to have that out by Reformation. This will go out with Rev. Briel’s and Rev. Seter’s signature as BNM and BIM chairmen.

Rev. Bender made a motion for the board to empower the joint 4-04A subcommittee to finalize the document for ultimate distribution to the recipients of Synod. Ms. Claussen seconded. The motion passed.
SPM Calls  
Rev. Barrett Ryan Buchmueller  
Rev. Mark Hess

These men have requested the BNM to issue them a call in accordance with Synod policy. The board encouraged Rev. Zagore to have them update their SETs. There was discussion asking for clarification on the purpose of these calls, especially Rev. Buchmueller, who already has a call to a congregation.

Rev. Taylor moves to extend a call to Rev. Buchmueller to serve in his chaplaincy position. Mrs. McDaniels seconded. The motion passed.


Policy Review, Continued:  
Joint Mission Board Sub-Committee

Resolved, to establish a joint Sub-Committee of the Board for National Mission and Board for International Mission on the working relationship and authority of these mission boards, especially in their policy making and goal identification roles and responsibilities, with respect to Synod officers, staff and other boards (including the President, Chief Mission Officer, the Offices of National and International Mission and the Board of Directors), in establishing the Synod budget and in setting the priorities of the mission and ministry of the Synod.

The Task of the Joint Sub-Committee shall be:

• To make inquiry of the Secretary of the Synod—and the Commission on Constitutional Matters and Commission on Handbook, as deemed necessary by the Sub-Committee—concerning the parameters and extent of the authority of each of the mission boards of the Synod, particularly with respect to formulating the synodical budget and in setting the priorities of the mission and ministry of Synod, in order to sharpen and expand mission board members’ understanding of the same.
• Formulate, if the Sub-Committee deems appropriate, any statement to be shared with the Board of Directors concerning a desire of both mission boards to increase their collaboration with the Board of Directors in the Synod’s annual budget preparation process, with particular attention given to close reflection of the Synod’s mission and ministry emphases and priorities.
• Recommend self-governance or ends policies for each board that define and improve the process for which such fruitful engagement with the President, the Chief Mission Officer, the Offices of National and International Mission and the Board of Directors (respecting the BOD’s role and responsibilities, authority and existing policies) would take place.
• Recommend overtures, as may be needed, for the mission boards to submit to the Synod in convention to further clarify the roles, responsibilities, and authority of each mission board.

The makeup of the Sub-Committee shall consist of two members from each board - the Board for National Mission and the Board for International Mission. The Chief Mission Officer will serve as a non-voting advisory member.

The motion was made by Rev. Bender. Mrs. Milas seconded. The motion was approved unanimously.
Pending approval of the motion by the BIM, Chairman Briel appoints Rev. Bender and Mrs. McDaniels to serve on the subcommittee. Rev. Briel will contact Rev. Seter of the BIM to speak about the motion and officially appoint the committee.

Ministry Director Presentation: Life Ministry
Deaconess Tiffany Manor
The board heard an update from Deaconess Manor on her current work which is currently revolving around planning for Life Conferences and Marches coming up in January. Due to the current pandemic, many of these will be different this year by using car parades, outdoor rallies, being socially distant, etc.

The LCMS will be hosting a virtual conference, getting OIM involved as well and having multilingual options.

There was a discussion on end of life issues and Deaconess Manor said that she’s been in discussion with CTCR about putting a piece out on that. They’re in the design phase and hope to have it published this year.

Ministry Director Presentation: Making Disciples for Life
Rev. Mark Wood
The board heard an update from Rev. Wood on his current work. Re:Vitality is addressing three of the four MDFL themes, and MissionField:USA is addressing the fourth. They’re working on facilitating collaboration within the ONM for the work being done, as well as in the external MDFL gatherings. They want these to be smaller, interactive discussions instead of large group, Plenary sessions. They’re looking into virtual and/or hybrid options, and the October MNS district pastor’s conference was a great trial run!

They’re working on the MDFL Resource Center. Version 1 is up and version 2 will be “smarter.”

Foundation Board Report - Mrs. Carol Hack Broome
Mrs. Hack Broome gave a favorable report of her time on the LCMS Foundation. The board is grateful for her service on that board.

Wrap-up/Other Business
Our next meeting will be February 26, 2021; Rev. Dr. Taylor will be the chaplain.

Rev. Dr. Espinosa shared a devotion on living in Christ’s life and holiness in the face of human suffering by praying Daily Prayer: Early Evening and the singing of Have No Fear, Little Flock.