

**Saint Paul School of Theology  
October Board Meeting Minutes  
October 20-21, 2022  
On Zoom and On Location at the Saint Paul Kansas Campus**

**Thursday, October 20, 2022**

**Board Members Present:**

Amy Hogan, Dana Aldridge, Linda Shipman, Arden Borgen, Tex Sample, Jabari Wamble, Andy Bryan (Zoom), Jennifer Ahrens-Sims (Zoom),

**Guests Present:**

President Neil Blair, Richard Liantonio, Kris Kvam, Jeanne Hoeft, Sharon Betsworth, Margaretta Narcisse, Joshua Bartholomew, Matthew Mills, Jay Simmons, Baylee Cook, Elaine Robinson (Zoom), Dan Aleshire (Zoom), Jennifer Smith (Zoom), Lucas Endicott (Zoom), Israel Kamudzandu (Zoom), Tiana Gatewood (Zoom), Michelle Hatcher (Zoom)

**1:00**

**Prayer** – Dr. Amy Hogan, Chair of the Board

**1:02**

**Introduction of Consultant** – Dana Aldridge, Board Member

**1:03 – 2:37**

**Conversation on Diversity, Equity, and Inclusion** - Dan Aleshire, Former Executive Director of The Association of Theological Schools

Dan shared his personal history with the Board. Discussion about studies around whether the presence of religion equated to high levels of

Elaborated on diversity in ATS staffing from 1970's through present, and on enrollment trends in ATS schools 1992-2020.

Discussed his move to Pittsburgh Theological Seminary, and the formation of their statement of Social Justice, in areas of Financial Aid, Faculty and Staff,

Dr. Aleshire responded to various questions from Trustees and Guests.

**2:37**

**Break**

**2:53**

**Approval of Prior Board Minutes**

***MOTION to approve minutes from April and July Minutes in tandem. Passed unanimously.***

**Moved by Tex Sample, seconded by Linda Shipman.**

**2:57**

### **Committee Reports**

**Resource Committee Report** – Linda Shipman, Chair of Resource Committee

Matt reminded Board that the financial condition of the Seminary remains healthy.

The Seminary received private equity evaluations, so the auditing process will soon end. Meeting is set in November. Linda requested all resource committee members be present.

Another item Resource has been working on is the question of potential Faculty Raises. The product of this task force is 5% raises across the board of Faculty positions beginning in 2023.

Jay Simmons shared a report on the Scholarship & Annual Fund numbers, FY15 – FY22. Average gift size has decreased, but this reality is mirrored across organizations (non-profit, higher education).

Steps taken so far in response to trends:

- Implementation of DonorView technology has increased capabilities in tracking donors, and generally has made the process more efficient and easily accessible.
- What we lack is prospect research, wealth screening, and propensity to give scoring.

*Introduction of Capital Campaign proposal.*

Possible capital campaigning could involve:

- Crafting a new mission statement and re-branding.
- Recommend focus on endowment and scholarship and Annual Fund.

Timeline and steps, if approved by the Board, would include:

- A. RFP consultants would meet with Trustees to envision support and what the campaign might look like to determine the feasibility of the campaign.
- B. Assessment of the proposals given, and selection of the firm we'd want to use.
- C. Receive Firm's recommendations and assessment of campaign target.
- D. Board would authorize the campaign in the October 2023 Board Meeting.
- E. President and VPIA begin "quiet campaign."
- F. If 2/3 or 3/4<sup>th</sup> of goal is met, President announces public phase of campaign.

Discussion: DonorView also has wealth screening features for an additional cost, which could be utilized.

Questions asked around possible recession and possible impact on a campaign.

Discussion is tabled until tomorrow during open discussion time, to formulate next steps.

**3:50**

**Strategic Planning and Evaluation Report** – Tex Sample, Chair of the SPEC

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At the upcoming December meeting, the Committee will bring forward candidates for committee overseeing the “Plan for the Plan.”

Invitation extended to David Wiggs to become Co-Chair of SPEC. No motion necessary.

Matt shared that the strength of the strategic plan includes a 4.5% budget annually, the planning cycle determines decision-making, KPI tracks progress, and the committee selects priorities that are implemented regularly.

The Plan for the Plan will be implemented on July 1, 2025.

**4:01**

**Governance Committee Report** – Dana Aldridge, Chair of the Governance Committee

The focus of Governance’s activity since the last meeting has been the Presidential Evaluation Assessment. Secondary focus as been vetting candidates for an Indigenous/Native American woman Board Member.

The Committee conducted the Assessment by gathering information via SurveyMonkey from Faculty, Staff, and Students.

**Trust and Collaboration Task Force Report** – Dana Aldridge, Chair of the TCTF

***MOTION to continue the Committee. Passed unanimously.***

**Moved by Arden Borgen, seconded by Linda Shipman.**

***MOTION to utilize the reported resources to pursue goals of conducting IDI with all Board members, faculty and staff, and to take steps toward a Racial Equity Audit for next year. Passed unanimously.***

**Moved by Dana Aldridge, and seconded by Linda Shipman.**

**4:19**

**President’s Report** – President Neil Blair

Dr. Amy Hogan and Dr. Jay Simmons supervised the research of Faculty Raise Committee with additional support from Lee Myane. The approved 5% salary increase will indeed take place January 1, 2023.

Discussion about results from the Strategic Planning Retreat that the Executive Leadership Team participated in on July 18, 2022. The Team’s Strategic Planning Priorities include:

- Rigorous Academics
- Adaptive & Courageous Pastoral Leadership
- Seminary Revitalizing Church
- Spirituality & Social Justice

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- Trustworthy Community

**MOTION to move into Closed Session by Andy Bryan, seconded by Dana Aldridge.**

**4:40**

**Closed Session of the Board**

**5:00**

**Adjourn**

**Friday, October 21, 2022**

Board Members Present:

Amy Hogan, Rogers Strickland, Linda Shipman, Arden Borgen, Tex Sample, Jennifer Ahrens-Sims (Zoom), Lee Myane (Zoom), Dana Aldridge (Zoom), David Wiggs (Zoom)

Guests Present:

Sharon Betsworth, Jay Simmons, Baylee Cook, Jennifer Smith, Lucas Endicott, Dustin Petz (Zoom), Jack Gregory (Zoom), Jeanne Hoeft (Zoom)

**8:30 am**

Open with Prayer

**8:33**

**Honor Dustin Petz** – Dr. Amy Hogan

**8:37**

**Academic Committee Report** – Lee Myane, Chair of the Academic Committee, and Sharon Betsworth, VPAAD

The full Board will not need to vote on Dr. Kvam's Research Leave Request. The Committee's vote on this is sufficient.

Discussion of overall enrollment and student diversity. Student satisfaction is high. Discussion of ideas around increasing areas of concentrations available for the MaCM degrees.

**8:53**

**Devotion** – Dr. Lucas Endicott

**9:01**

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**Course of Study Presentation and Personal Sharing** – Jennifer Smith (Course of Study Coordinator) and Dr. Lucas Endicott (Region Director, Course of Study School)

**10:15**

**Break**

**10:33**

**Continuation of Discussion from Thursday's Session - Resource Committee**

Discussion of possible capital campaign.

***MOTION to authorize President Blair and his designees to conduct a feasibility study for a comprehensive capital campaign, send proposal out to a qualified consulting firm for review, with this amount of \$100,000 to initiate. Motion passed unanimously.***

**10:49**

**Open Discussion**

Considering the announcement of President Blair's resignation, discussion about presidential search process and direction.

Governance Committee will schedule a meeting two weeks out. Working toward a goal of having a strategy by December 1, 2022, of how the search will proceed.

**11:40**

**Closing Prayer and Adjourn**

Submitted by

Baylee Cook, President/Board Executive Assistant