



LEADERSHIP EDUCATION: ADVANCING DEVELOPMENT (LEAD) Initiative

PREFACE

The Lutheran Church—Missouri Synod is fully committed to the spiritual, character, confessional, physical, emotional and intellectual development of our pastors. As published, this commitment begins at Baptism and continues in the Christian family, the local congregation, at university and in seminary. It is followed by a whole life of continuing education¹.

The Lutheran Church—Missouri Synod believes education² should address the whole person — body, mind and spirit — beginning in early childhood and continuing through higher education.

The Lutheran Church—Missouri Synod's School Ministry assists, equips and uplifts school educators, district staff, and especially education executives and congregational leaders so that through them children may be equipped as disciples of Jesus Christ³.

After having met the functional and educational requirements for the leadership positions of which the employees of this leadership team has been called and are employed to serve our congregation and school, the Board of Directors (BOD) recognizes the educational needs of our leadership and is aware of the post-employment financial educational investments made by our leadership to enhance, perfect and maintain the deliverance of exceptional service.

Their personal expenditures have greatly benefited our congregation, our guests, students, parents and outreach efforts.

The BOD acknowledges by virtue of our personal experience and/or education, that in order to retain and maintain the viability of Immanuel Lutheran Church and School-Wentzville, the desire to retain and advance the education of our core leaders should be fundamental to our role as board members.

¹ <https://www.lcms.org/how-we-serve/education/pastoral>

² <https://www.lcms.org/how-we-serve/education>
...reaching families in Christ to reach new generations for Christ.

³ <https://www.lcms.org/school-ministry>

Therefore, the Board of Directors desire to create a **LEADERSHIP EDUCATION: ADVANCING DEVELOPMENT (LEAD)** Initiative.

PURPOSE

The purpose of this Initiative is to formalize and perpetuate an ongoing mechanism or process to assist and retain the top leaders of the Immanuel Church and School, Wentzville, MO in their efforts to remain at the forefront of their vocation in qualification, competency and authority – at a level consistent other outstanding pastors and educational leaders in the Missouri Synod by providing financial relief for employees in leadership positions such as but not limited to:

Associate Pastor, Principal, Assistant Principal, Preschool Director and Business Manager

who have and continue to invest their time and money advancing the quality of service in their vocation, calling and congregation.

It is the Board of Directors desire to create a fund that shall be separate and in addition to the current basic budgeted funding used for salaries and continuing education demands as may be required by the LCMS, accreditation and/or governing statutes.

Because of each employee's (as identified in the policy) unique and individual high standard, dedication and commitment to all those they interact with, it is the Board's desires to retain these employees by establishing a fund for this LEAD Initiative.

Careful thought has been given to options such as scholarships, foundations, stipends, performance pay, bonuses and other means that have been in use by many organizations, however it is the Board's desire to provide a fund for the financial relief to a portion of the debt burden incurred by these employees as they endeavor to remain at the top of their vocation delivering every day the very best service, attention, counsel and education.

It is not the Board's desire to implement this initiative in a manner that exposes the employee to increased taxation or taxable earnings.

Proverbs 1 ⁴:

¹ The proverbs of Solomon, son of David, king of Israel:

² To know wisdom and instruction, to understand words of insight,

³ to receive instruction in wise dealing, in righteousness, justice, and equity,

⁴ to give prudence to the simple, knowledge and discretion to the youth —

⁵ Let the wise hear and increase in learning, and the one who understands obtain guidance,

⁶ to understand a proverb and a saying, the words of the wise and their riddles.

⁷ The fear of the Lord is the beginning of knowledge; fools despise wisdom and instruction.

⁸ Hear, my son, your father's instruction and forsake not your mother's teaching,

⁴ ESV translation

⁹ for they are a graceful garland for your head and pendants for your neck.

POLICY

1. It is the policy of Board of Directors to retitle a single fund account to Leadership Education Advancing Development (LEAD) Initiative. Note that in December 2018, this account was established through a private donation for Pastoral/Layman Training/Education with an initial funding of \$4,000.
2. This fund is not intended to supplant budgeted funding allocated to ongoing continuing educational requirements but rather provide ongoing financial relief for advancing executive leadership training within their respective fields.
3. The Board recommends with voter approval, that up to 5% of any unspent budgeted dollars be allocated to this fund. This fund balance should not exceed \$20,000.
4. The LEAD Initiative shall rely on available funds for the educational advancement costs by providing financial relief for employees in leadership positions such as but not limited to:

Associate Pastor, Principal, Assistant Principal, Preschool Director; and Business Manager⁵.
5. The Senior Pastor shall determine the timeliness, appropriateness and the amount to be expended under this initiative.

PROCEDURE

1. As subject matter experts in their own rights and unique vocation, an employee will identify a specific course of study that is necessary for their individual advancement, effective leadership and exceptional administration for the upcoming year.
2. The Senior Pastor may annually prioritize the individually identified educational studies that should be subject to this Initiative and may allocate the educational advancing development opportunity prayerfully within the cohort.
3. Newly formed initiatives may have an unintended consequence that could undermine success. Given the absence of this initiative to fund specific post-employment advanced leadership education, the financial burden borne by employees of this group and to remove any dissonance and be equitable to all who undertook considerable efforts to enhance the deliverance of exceptional

⁵ We recognize that this cohort is larger than the MLT defined under Art VI, C and believe this group is appropriate as the purpose is to provide financial relief to the MLT as well as their associates that lead at Immanuel.

service, the Board is not opposed for a portion of those educational costs to be subject to the above procedure and included in the initial developed fund account.

4. All payments must be made directly to the institution and/or program and not to the employee.
5. As the Senior Pastor administrates this initiative and is not by virtue of his position subject to the financial relief afforded by this Initiative, the Board is not refrained from using funding from this account for advancing executive leadership training specific for the Senior Pastor.

Reviewed and approved by the Board of Directors on 2-18-2020



Mr. Kris Schuldt,
Chair, Board of Directors



Reverend Jason Auringer
Senior Pastor

STATEMENT OF BELIEF

In addition, ILCW is part of The Lutheran Church—Missouri Synod (LCMS) which is a mission-oriented and Bible-based denomination that confesses the historic, orthodox Christian faith in the Triune God, Father, Son, and Holy Spirit, a faith built on “the foundation of the apostles and prophets, Christ Jesus himself being the cornerstone” (Eph. 2:20). With the universal Christian Church, The Lutheran Church—Missouri Synod teaches and responds to the love of the Triune God, who created all that exists; became man to suffer, die, and rise again for the world’s redemption; and brings people to faith and new life through His Word and Sacraments. The three persons of the Trinity – Father, Son, and Holy Spirit – are coequal and coeternal, one God.

Therefore, we believe without reservation that the Scriptures of the Old and the New Testament are the written Word of God and the only rule and norm of faith and of practice. In addition, this congregation accepts without reservation the writings contained in the Book of Concord: (The Confessions of the Evangelical Lutheran Church) and agrees to conform all our teaching and practice to the Scriptures and the Confessions.

In order to conform to the Scriptures and the Confessions, we issue the following statements of belief.

Statement of Belief on Marriage, Gender, and Sexuality

We believe God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God (Gen. 1:26-27). Rejection of one's biological sex is a rejection of the image of God within that person.

We believe the term marriage has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture (Gen. 2:18-25). We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (1 Cor. 6:18; 7:2-5; Heb. 13:4). We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

We believe any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God (Matt. 15:18-20; 1 Cor. 6:9-10).

However, we also believe God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ (Acts 3:19-21; Rom. 10:9-10; 1 Cor. 6:9-11).

We believe every person must be afforded compassion, love, kindness, respect, and dignity (Mark 12:28-31; Luke 6:31). Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of ILCW.

Statement of Belief on the Sanctity of Human Life

We also believe all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically and/or intellectually disabled, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life (Ps. 139).