

**NORTH WISCONSIN DISTRICT  
THE LUTHERAN CHURCH MISSOURI SYNOD  
BOARD OF DIRECTORS MEETINGS  
August 6, 2024  
District Office**

**MINUTES**

**In Attendance**

Craig Timm, Chairman  
Rev. Timothy Shoup, 1<sup>st</sup> VP  
Rev. Ryan Fehrmann, 2<sup>nd</sup> VP  
Rev. Preston Paul, 3<sup>rd</sup> VP  
Rev. Donald Engebretson, Secretary  
Dwayne Maroszek, Treasurer  
Mr. Brian Betts  
Mrs. Marie Fenske  
Rev. Aaron Gehrke  
Bryon Graff  
Mr. David Mellem  
Dr. Jeffrey Nielsen  
Mrs. Althea Wirtala  
Mr. William Zick

**District Staff**

Mr. Bill Jordan  
Mrs. Lori Kavajecz  
Rev. Dr. Dwayne Lueck, President  
Mr. DJ Schult

Chairman Timm called the meeting to order at 9:00 a.m.

**Opening Devotion** –Dr. Jeffrey Nielsen provided the Opening Devotion.

**Adoption of Agenda**

A motion was made and seconded to approve the agenda as presented. **APPROVED**

**Approval of Consent Voting Agenda**

Approval of May 6 & 7, 2024 NWD Board Minutes

A motion was made and seconded to approve the Consent Voting Agenda as presented.

**APPROVED**

**Board Training**

Board members were asked to read Part 3 of the book *Faith that Engages the Culture*. Members broke into small groups to discuss and then came back together to share something from their discussion with the large group. The assignment for October is to read Part 4. Since this will be the end of the book, it was requested that since we only have three meetings until Convention a smaller book be selected for the next read.

**Board Annual Review Questions**

At the May meeting, Board members requested that Mr. Schult take a look at the annual review and bring a few of the questions for further discussion. Members shared their thoughts on the questions presented. The end goal is to address areas of concern for improved board function. Mr. Schult suggested that a few more questions be pulled from the review for discussion at the October meeting.

### **Budget Discussion**

To prepare the Board for the approval of the budget, information from the Board Policy Manual and sample questions for them to be thinking about were shared. Mr. Maroszek shared various aspects of the budget, comparing budget best practices from the LCMS and standard accounting practices and how they apply to the NWD budget.

### **Conflict of Interest**

Board members were asked to review and sign the Conflict of Interest that was provided and return it to Mrs. Kavajecz by the end of the meeting.

### **Treasurer's Report**

Mr. Maroszek provided an overview of the June 2024 unaudited financials for both District and Camp Luther and offered an opportunity for questions.

### **Constitution & Bylaw Changes**

Secretary Engebretson presented his report and recommended approval of the Constitution & Bylaws for the following congregations:

- Immanuel Lutheran Church – Wisconsin Rapids
- Lutheran Church of St Matthew – Eau Claire
- Christ of the Bay Lutheran Church – Green Bay
- St Paul Lutheran Church – Junction City
- Immanuel Lutheran Church – Marshfield

A motion was made and seconded to approve the Constitution & Bylaws for all congregations listed above.

**APPROVED**

### **Mission Mini Grants**

Rev. Fehrmann shared that we have received eight applications. There is a total of approximately \$45,000 to be given away this year. The deadline for application submission is August 15, 2024. Rev. Fehrmann requested District send out an email reminder to try for more applicants. Those receiving mini grants will be notified in September. A final report will be shared at the October Board meeting.

### **District Convention**

#### Theme/Verse

The convention theme and verse were presented for the 2025 District Convention for approval:

**ALIVE** is our convention theme from Hebrews 4:12... ***For the word of God is living and active sharper than any two-edged sword...***

A motion was made and seconded to approve the 2025 District Convention them and verse as presented.

**APPROVED**

### Registration Fee

President Lueck stated that he, Mr. Maroszek, and Mrs. Kavajecz met to prepare the budget for convention to determine convention registration fee for congregations. The proposed convention fee is \$340/congregation.

A motion was made and seconded to approve the convention fee at \$340/congregation.

**APPROVED**

### Convention Offering

President Lueck shared with members that he had two ideas for the convention offering; Peru or Labor of Love. After discussion, the group decided on Labor of Love. A motion was made and seconded to approve Labor of Love as the offering at the 2025 District Convention.

**APPROVED**

### President's Report

President Lueck shared highlights from his written report.

### Staff Reports

#### DJ Schult

Mr. Schult shared the following highlights:

- Theme and verse for National Lutheran Schools and the 2025 Youth Gathering is Endure from Hebrews 12:1-3
- School statistics shared
- For the past 8 years District provided \$24,544 in support which saw 14 teachers through the colloquy program via CUEnet.
- In 2024, the District provided \$150,000 in support for future church worker grants. An average of \$6,000/undergraduate and \$11,000/seminary.
- Labor of Love Campaign currently at \$633,000
- NWD Wellness Task Force prepared a draft strategic plan with a goal to lower NWD church worker anxiety and depression with the following strategies and tactics:

**Strategy 1:** Increase lay leader awareness of church worker anxiety & depression.

**Tactic:** Create and share a mental health awareness video for lay leaders.

**Strategy 2:** Implement an accountability partner model.

**Tactic:** NWD to provide the tool for local adoption/use.

**Strategy 3:** Offer mental health topics/speakers at the local/district level.

**Tactic:** Staff leaders and NWD planning committees include the priority in planning meetings.

- January 30, 2025, Team Ministry Workshop theme will be Worker Wellness
- NLSA – Annual national accreditation meeting
- FLAME – Midwest future principal training, presenter
- GOSPEL – Annual Ed Exec meeting, Bible Study leader
- EC Triennial Gathering
- Website redesign
- NWD Convention logo prep
- WVLHS closed – transcripts/files housed at District for transition period
- Unknown Nations selected for 2025 Hearts for Jesus

## **Bill Jordan**

Mr. Jordan shared the following highlights:

- LCEF fiscal year runs July through June—ended well.
- New investments (new money) for NWD - \$12.9 million. 70% of these investment dollars came from individuals. Of the \$12.9 million \$9.5 million came from NWD churches, schools and rostered worker home loans.

## **Camp Luther Nominations**

Mr. Timm shared that NWD designated nominations are open to fill two member-at-large positions to the Camp Luther board. Ms. Kavajecz will send out a reminder and the nomination form in the coming weeks.

## **Standing Committee Updates**

### **Governance Committee**

#### **Section 2 – Board Policy Manual Discussion**

Mr. Graff recommended the elimination of 2.7.1.1.2 as the District now uses the CPS tool instead of our own salary guidelines. See current verbiage below:

*The Administrative Services Committee by the May Board of Directors meeting recommend annual salary guidelines for the congregations of the district to use in paying their ministry staff.*

A motion was made and seconded to eliminate 2.7.1.1.2 as noted above. **APPROVED**

Mr. Graff then directed board members to 2.3.1.5 which talks about the Board monitoring compliance with the limitation policies and determining monitoring indicators for Outcome Policies.

The following questions were asked:

- How does the Board know we are doing what the outcome policies say?
- How do the things on the DP report show the connection to the outcomes?

Two takeaways were suggested: (1) that the District President work to “connect the dots”, aligning the activity of the quarter with the accomplishing of the strategic plan; and (2) the Board be included in more “forward thinking” discussions, rather than only reports on past actions.

### **Administrative Services Committee**

Mr. Betts stated that the committee had a discussion regarding proposed updates to the Additional Information Compensation Tool. Rev. Shoup shared the below proposed changes for consideration.

#### **Considerations for Clergy Compensation**

1. Preaching – current is \$175 for leading worship during vacancy, and guest preacher fee \$170 plus \$110 for additional.
  - A. Suggesting \$300 for vacancy; compensating sermon prep and worship service prep.
  - B. Suggesting \$250 and \$100 for guest preacher fee plus additional service; the bulk of time spent for preaching is in preparation.
  - C. These suggestions do not take into consideration a congregation’s ability to pay or lack thereof.

2. Social Security – do we specifically recommend an “offset” payment? Suggesting 7.6% of worker’s salary to offset the 15.2% tax pastors pay (because they are considered self-employed).
3. Continuing Education / Business Allowance – do we specifically recommend this allowance? Suggesting \$500-\$1000 to attend an additional conference, or purchase books, subscriptions, periodical.

The ASC will continue to work through changes to the Additional Information Compensation Tool and be prepared to present for approval at the October meeting.

#### Audit & Investment Management Committee

Mr. Mellem shared that our investments are doing well.

#### Stewardship Committee

Rev. Fehrmann stated there was no report.

#### Synod Visitors

Rev. Peter Lange, First Vice President, and Rev. Dr. John Wohlrabe, Jr. Sixth Vice President, attended our meeting to hear about what is going on in the North Wisconsin District, as well as share important information that can be found on their website in the District Visitation Book. Some of the questions submitted by Board members prior to the meeting were answered and then there was time for dialogue.

Rev. Paul closed the meeting in prayer.

Meeting adjourned at 2:55 p.m.

Respectfully submitted,

Rev. Donald Engeberetson, District Secretary  
Lori A. Kavajecz, Recording Secretary