

**NORTH WISCONSIN DISTRICT LCMS**  
**Board of Directors Meeting**  
**Camp Luther, Three Lakes**  
**May 5 & 6, 2025**  
**Minutes**

<b>NWD Board Members Present</b>	
Craig Timm, Chairman	Rev. Timothy Shoup, 1 <sup>st</sup> VP
Rev. Preston Paul, 2 <sup>nd</sup> VP	Rev. Dr. Timothy Roser, 3 <sup>rd</sup> VP
Rev. Donald Engebretson, Secretary	Dwayne Maroszek, Treasurer
Brian Betts	Marie Fenske
Rev. Aaron Gehrke	Bryon Graff
David Mellem	Dr. Jeffrey Nielsen
Althea Wirtala	William Zick
<b>NWD Staff Present</b>	
Mr. Bill Jordan	
Mrs. Lori Kavajecz	
Rev. Dwayne Lueck, President	
Mr. DJ Schult	

**Monday, May 5, 2025**

Opening Devotion

Rev. Timothy Shoup lead the group with the opening devotion.

Adoption of Agenda

A **motion** was made, seconded, and approved to adopt the agenda as presented.

**APPROVED**

Board Training – Unforgivable (Pages 65-119)

Board members were asked to read pages 65-119 of the book *Unforgiveable*. Members broke into small groups to discuss and then came back together for a time to share with the entire board. Members were encouraged to read the remainder of the book.

Consent Voting Agenda

Approval of January 28, 2025, Minutes

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

**APPROVED**

NWD & Camp Luther Unaudited March 2025 Financials & Consolidated P & L

Mr. Maroszek provided the Board with an overview of the financials for the District and Camp Luther and offered an opportunity for questions.

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

**APPROVED**

Constitution & Bylaw Changes

Secretary Engebretson provided a brief report on Constitution & Bylaw changes for the following congregations:

- Our Redeemer – Eau Claire, WI – Secretary Engebretson would like to further discuss Article IX with them before final approval is granted.
- Emmanuel – Breed, WI – Secretary Engebretson would like to grant an approval contingent upon a few changes in Articles IX and Section XII.

A **motion** was made and seconded to approve Emmanuel-Breed constitution contingent upon above stated requested changes. **APPROVED**

Chairman Timm asked President Lueck to be excused from the meeting. Mr. Timm then shared that he and Mr. Graff had met with President Lueck for his annual review and learned that his last day of service is July 2, 2025, but his retirement benefits will not begin until August 1, 2025. Mr. Timm opened it up for discussion to consider the District compensate President Lueck to cover the missing compensation between July and August.

Members discussed potential solutions, and a **motion** was made and seconded to cover compensation for July with a combination of remaining vacation days, plus additional pay to take him to August 1, 2025. **APPROVED**

Mr. Timm will share the above plan with President Lueck.

The North Wisconsin District Board adjourned at 8:10 pm.

#### NWD and Camp Luther Joint Meeting

The North Wisconsin District and Camp Luther Boards gathered in the Lodge for a joint meeting.

Mr. Maroszek took Board members through the audit results provided by Hawkins Ash. He provided a brief overview of the Management Letter and the Financial Statements. He gave members a chance to ask questions.

The Boards planned a surprise celebration to honor President Lueck for his service to the District and Camp Luther for the last 38 years. Members wore their Packer or other favorite football team attire and presented him with cupcakes and gifts including a football signed by board members.

#### Tuesday, May 7, 2024

Chairman Timm called the meeting to order at 9:06 a.m.

#### Opening Devotion

President Lueck led the opening devotion.

#### Annual Board Self Review

Mr. Timm shared that Board members received a copy of the annual review results and opened it up to the Board for discussion. Following are some thoughts that were shared:

- The Governance Committee has been looking at both the Board and DP Annual Review to entertain a potential different option in the future.
- The point in the review is to allow board members to feel that their opinion matters and that they have a voice.
- Suggestion to put these questions in front of the board more frequently vs. annually.
- All comments shared were positive.

#### 2024 Audit Report

Chairman Timm stated that the audit report was shared on Monday evening in joint session with the Camp Luther Board. A **motion** was made and seconded to approve the audit report as presented.

**APPROVED**

## NWD District President Annual Review Results

Chairman Timm stated that he and Mr. Graff met with President Lueck to conduct his annual review.

### President's Report

President Lueck shared his written report with all members and provided a brief overview of Call Day and his recent visit to Peru.

### Synod Convention Exceptions

President Lueck shared that in preparation for the 2026 Synod Convention, district circuits must be in alignment with Synod bylaws. Synod bylaws state that an electoral circuit shall represent from 7 to 20 member congregations, involving an aggregate confirmed membership ranging from 1,500 to 10,000.

The District received reports from Synod showing what circuits were falling short in these requirements. After discussion, the combination of New Richmond-Circuit 8 and Eau Claire-Circuit 9, as one electoral circuit, and combining Lake Superior-Circuit 1, Park Falls-Circuit 4 and Eagle River-Circuit 5 to create another electoral circuit was proposed.

Members discussed the proposed realignment. A **motion** was made and seconded to approve the realignment as presented.

**APPROVED**

## **Staff Reports**

### DJ Schult

Mr. Schult provided the following updates for his respective area:

#### Goal 1.3

- North/South Teachers Conference
- Early Childhood Annual Gathering
- Principal Regional Meetings
- Joint Business Administrators Conference
- CONFEDX
- Zooms: Pastors of Schools, Early Childhood, Business Managers
- WCRIS Board of Directors Meetings and Topic Zooms
- LCMS Grants Zoom
- Colloquy Expansion to DCE/DPM

#### Goal 2.2

- Circuit Visitor meeting attendance
- School Board Training x4

#### Goal 2.3

- Chair, NLSA Annual Zoom meeting
- NLSA Synod Task Force
- Family Ministry promo – Concordia Center for the Family
- Team Ministry Workshop

#### Goal 3.1

- Hearts for Jesus – raised \$4,600

#### Other

NWD Convention preparations  
Resolutions Committee meeting  
Annual Report created/distributed  
LFCU transition  
Building and grounds maintenance

Mr. Schult also highlighted a few projects completed in the last triennium with the Board's support:

- Colloquy Program for Teachers – Granted \$43,412
- Ministry Safe Program – NWD was an early adopter in 2019. 40 churches and schools participated in 2024. Waiting to see what the cost will be for NWD moving forward to determine if we continue with Ministry Safe or look at other similar opportunities for the District.
- Labor of Love Million Dollar Campaign – breakdown of donors and dollars was presented.

#### Bill Jordan

- Investors and loans for the North Wisconsin District = \$66.5 million
- Small Church Clarity –This district-endorsed program will allow small churches to come up with plans to improve their financial situation. LCEF consultants will come along side churches in this 4-week, once a month for 4 months program. This program should leave churches feeling empowered and strengthen their relationship with the District. The first cohort will start in the fall with another one to follow in the spring of 2026.

#### Standing Committee Updates

##### Administrative Services Committee (ASC)

Mr. Betts shared a statement prepared by ASC members to consider for inclusion in the Additional Compensation Tool. After Board discussion, the below statement was proposed.

*Serving God's people as a called pastor, teacher, principal, parish music director, director of church ministry, etc. is a high honor. Called servants gladly give of themselves mentally, physically, emotionally, and spiritually, especially in times of need, often during unseen hours otherwise scheduled for family and rest. Examples include bereavement care, funerals, counseling, dealing with difficult family emergencies, and hospital emergencies. Likewise, congregations lovingly care for the Lord's workers as fellow members of the body of Christ. Two important ways the district strongly recommends congregations care for their pastor and other church workers are:*

- *Help ensure they take scheduled time off.*
- *Entrust them with flexibility in scheduled hours.*

*Supporting your ministerial staff in keeping a godly balance between work and rest helps ensure both the fulfillment of your ministry needs and your workers' ongoing overall health and well-being. Furthermore, supporting a godly work-rest balance expresses thanksgiving to the Lord for providing church workers and serve as a model of Christian stewardship for the congregation.*

A **motion** was made and seconded to approve the above statement for inclusion in the Additional Compensation Guidelines.

**APPROVED**

Mr. Betts shared that in accordance with District Bylaw 3.07 and Board Policy 2.7.1.3.3, the ASC shall present a competitive and fair salary and benefit package for approval by the Board.

Data was gathered from the District personnel manual, the 2024 salary survey of districts from the LCMS, actual salary and benefits of the current district president, and information from other districts.

The following assumptions were made:

- There is a salary range for the position of District President based on years of ministry experience.
- Salary minimum must be more than current staff.
- There should be a maximum salary for the position.
- Advance degrees or other leadership are NOT considered.

Given the above factors, the ASC proposed the following salary and benefits for 2025:

<b>Years in Ministry</b>	<b>Salary</b>	
Less than 10	\$110,000	
10-20	\$117,500	Benefits as presented in the NWD Personnel Manual.
20-30	\$125,000	
30-40	\$132,500	
Over 40	\$140,000	

A **motion** was made and seconded to accept the salary and benefits package as presented.

**APPROVED**

Audit & Investment Management Committee

Mr. Mellen shared that investments for the first quarter were down but appear to be going back up. The Foundation controlled monies are in a more aggressive market and not doing as well as those controlled by the District in a more conservative market. Overall, financial investments are doing well. Members were given the opportunity to ask any questions.

Stewardship Committee

President Lueck shared that he attended a stewardship gathering in Dallas that was very good.

Governance Committee

Rev. Gehrke shared that the Committee reviewed Section 4 of the Board Policy Manual and everything appears to be in order.

Rev. Paul closed the meeting with a prayer of thanksgiving and safe travel.

Meeting adjourned at 11:45 a.m.

Respectfully submitted,

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