

NORTH WISCONSIN DISTRICT LCMS
Board of Directors Meeting
Camp Luther, Three Lakes
May 4 & 5, 2026
Minutes (proposed)

NWD Board Members Present	
Craig Timm, Chairman	Rev. Donald Engebretson, 1 st VP
Rev. Preston Paul, 2 nd VP	Rev. Ryan Fehrmann, 3 rd VP
Rev. Travis Kleinschmidt, Secretary	Dwayne Maroszek, Treasurer
Marie Fenske	Pauline Jerabek
David McFarland	David Mellem
Dr. Jeffrey Nielsen	William Zick
NWD Staff Present	Board Members Excused
Mr. Bill Jordan	Bryon Graff
Mrs. Lori Kavajecz	Rev. Richard Owen
Mr. DJ Schult	
Rev. Timothy Shoup, President	

Monday, May 4, 2026

Worship

Both Camp Luther and North Wisconsin District Board members gathered for worship led by President Shoup.

Big 3

Both Boards remained to share highlights at Camp and District.

Luke Kunze (Trigger) provided the following updates:

- 80th Celebration – June 6th – all are invited to attend.
- 10-year Master Plan
- Financial update

President Shoup shared the following:

- Praises for Rev. Andy Weden, District Disaster Response Coordinator, on an amazing job leading the coordination of the clean-up efforts with the Ringle tornado that went through a few weeks ago.
- Call Day Candidates & Vicars – it was his first as District President. Great to hear the excitement of the new men that will be serving in our district.
- Update on our five focus areas.

Audit Results

Dwayne Maroszek stated that the audit for both Camp and District took place the last week in February. He stated that the audit went very well and that there were no significant findings and offered an opportunity for questions.

The Camp and District Boards split and went to their designated meeting areas.

The District Board meeting was called to order at 7:35 p.m.

Adoption of Agenda

There was a request to add Concordia Non-Church Worker Scholarships to the agenda.

A **motion** was made, seconded, and approved to adopt the agenda as presented with the addition of Concordia Non-Church Worker Scholarships to the agenda. **APPROVED**

Consent Voting Agenda

Approval of February 3, 2026, Minutes

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

Treasurer's Report

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

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

2025 Audit Report

Chairman Timm stated that the audit report was shared during our joint time with the Camp Board.

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

Constitution & Bylaw Changes

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

- Good Shepherd Lutheran Church – Appleton (changes needed-approval pending)
- St John Lutheran Church – Luxemburg (approval recommended)
- Immanuel Lutheran Church – Hewitt (approval recommended)
- St Paul Lutheran Church – Bonduel (approval recommended)
- Christ the King Lutheran Church – Ishpeming (approval recommended)

A **motion** was made and seconded to approve the Constitution & Bylaw changes as presented for St John-Luxemburg, Immanuel-Hewitt, St Paul-Bonduel, and Christ the King-Ishpeming. **APPROVED**

Secretary also shared the following:

- We currently have a full slate of District Reconcilers whose term does not expire until 2029.
- President Shoup will be reaching out to them to thank them for their service and to remind them that their 6-year term will end in 2029. If anyone determines they do not wish to continue their term, we will need to appoint a new person.
- District Boards of Directors are the only avenue for nominating members for the Commission on Handbook and the Commission on Constitutional Matters. Mrs. Kavajecz sent an email regarding this on April 29, 2026. If we wish to make a nomination for these positions, it should be done at our August 2026 Board meeting.

Since there was time left before adjournment, we handled the following items that were slotted for Tuesday.

General Counsel Resolution

President Shoup shared that our current general counsel, Mr. Dave Piehler, has served faithfully for several years and has shared a desire to step down from this appointment. District Staff received three names as potential replacement candidates; candidates were contacted. Mr. Nick Pecoraro has shared an interest in this appointment. Mr. Piehler has agreed to meet with Mr. Pecoraro to share his experience in what the duties entail. The Board agreed to wait until after that meeting to be able to make an informed decision on next steps.

Board Annual Review Results

Mr. Timm shared that there were thirteen responses to the Board Annual Review. Prior to the meeting, Mrs. Kavajecz tallied and shared the results of the review with him. Mr. Timm reviewed the scale and shared the findings from the review with the Board.

A suggestion for the District Board to have the opportunity to review Camp Luther Board minutes prior to our meetings was made. It was determined that Mrs. Kavajecz will provide the Camp Luther Board minutes to the District Board as soon as they are received.

A reminder that Dr. Nielsen is our District Representative on the Camp Board with duties to report back to this Board anything that he feels should be brought to our attention in between meetings.

The North Wisconsin District Board adjourned at 8:45 pm.

Tuesday, May 5, 2026

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

Opening Devotion

President Shoup led the Board in a morning Devotion.

Staff Reports

Bill Jordan

Mr. Jordan provided the following highlights:

- LCEF has new software that helps show the 'big' picture of LCEF activity within a district. He distributed a handout as an example and walked the Board through it.
- Small Church Clarity – Spring cohort happening – Zion-Cleghorn hosting.
- LCEF Real Estate Solutions are onsite today to share planning results with Camp Board.
- Shared lots of examples of LCEF activity with congregations around the District

DJ Schult

Mr. Schult provided the following updates:

- Early Childhood (EC) Gathering – annual event with directors.
- Teacher Appreciation Week – Acknowledged Board member – Pauline Jerabek
- SGO update – completed logo, articles of incorporation and EIN number. Continued work on setting up 501(c)(3) in hopes that our Governor will opt in.
- Attorney replacement
- Final Zooms – Faithful and Flourishing Lutheran Schools for Pastors and EC Directors.
- NLSA – Final review and support for last two school validation team visits; DAC prep—all but one of our schools are accredited.
- Wellness Task Force – Preparing and organizing resources related to the District convention resolution—will be meeting to finalize things.
- Ministry Planning Team – Supporting and fostering Lutheran Education Team (classical/homeschool) – what do our pastors need to meet the needs of our homeschoolers in the area?
- LCMS School Ministry Interview Team – Searching for a new National Director. Mr. Schult was chosen to serve on the Interview Team and was encouraged by the candidates. Mr. Schult believes an announcement will be made later this week.
- Mr. Schult shared that he has decided to retire in May 2027. He plans to complete the 700-hour practicum/internship for a master's degree in counseling, then the 3,000 hours required for licensure as a Licensed Professional Counselor (LPC).

Rev. Tim Shoup

- Thanked Mr. Schult for his hard work and dedication to the District and shared with the Board the transition plan as well as his thoughts on what the position will look like. A job description and call committee details will be shared at the August 2026 Board meeting for approval.
- Considering holding circuit district partnership events in each of our nineteen circuits. His goal is to have a relational emphasis to try to meet more pastors and lay people in the district, as well as sharing our vision.
- Provided an update on our five focus areas and stated that we need a plan to provide the offerings from our five committees to our congregations in a manageable way.
- President Shoup also shared his written report and asked for feedback. It was determined by the Board that they do not need all the specific day-to-day details, just a tally of the most relevant items.

NWD District President Annual Review Results

Chairman Timm stated that he and Mr. Graff will meet with President Shoup to review the results of the District President Annual Review and report back to the Board when this has happened.

Concordia Non-Church Worker Scholarships

President Shoup shared that he feels that a lot of non-church worker students in our district decide to not go to a Concordia because of the cost. He would like to promote our Concordia system and offer scholarships to this group as the Concordia system requires all students to take theology classes as part of their curriculum. He is asking for approval for District Staff to move forward with this proposal to do a little more research to determine what would make it worth a student applying, as well as what the application and process would include.

A motion was made and seconded to approve District Staff to move forward to create an application and process to utilize \$20,000 earmarked for 2026 for non-church worker scholarships to those attending a Concordia school.

APPROVED

Standing Committee Updates

Administrative Services Committee (ASC)

Mr. Schult shared that the ASC has been working on a new salary template to be used in our District.

To date, the following steps have been taken:

- Met with South Wisconsin District business manager.
- Asked for feedback from four North Wisconsin District ministry leaders.
- Met with Mr. Maroszek.
- Talked with Pilgrim-Green Bay business manager.
- Met with President Shoup multiple times.
- Zoom meeting with the ASC.

A salary template from the South Wisconsin District was shared. The following assumptions were asked:

- Base number – how is it found, how many do we need?
- How fast/slow do the numbers grow from year-to-year to keep salaries fair but manageable?
- What is the right amount/factor increase from the base to get to a pastor?
- Remove any adjustments for 10/12 – in fact speak against the practice.
- Speak to offset half of the Self-Employed FICA for the called worker.
- What do we do with early childhood?

Audit & Investment Management Committee

Mr. Mellen shared that investments for the first quarter were down 2% but appear to be going back up which should put us back on track. He believes that our investment allocations are in the right place for where the market stands.

Stewardship Committee

President Shoup shared that this Committee has now become one of the five focus areas and will be reported as such.

Governance Committee

Mr. Schult shared that there were no changes made to Section 3 of the Board Policy Manual.

President Shoup shared that he has also been sharing the highlights from the COP meetings that he attends and wondered if the Board would be interested in receiving as well. Rev. Engebretson shared that he felt as a vice president this would be valuable information for the presidium.

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

Meeting adjourned at 11:00 a.m.

Respectfully submitted,

Rev. Travis Kleinschmidt, District Secretary
Lori A. Kavajecz, Recording Secretary