

**NORTH WISCONSIN DISTRICT
THE LUTHERAN CHURCH MISSOURI SYNOD
BOARD OF DIRECTORS MEETINGS
October 29, 2024
District Office**

MINUTES

In Attendance

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

Guest

Chaplain Benjamin Schroeder

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 –Mr. Zick shared the Opening Devotion.

Adoption of Agenda

Rev. Gehrke requested that a Camp Luther report be added to the agenda. A **motion** was made and seconded to approve the agenda with the addition of the Camp Luther report.

APPROVED

Approval of Consent Voting Agenda

Approval of August 6, 2024, Minutes. A **motion** was made and seconded to approve the above Consent Voting Agenda as presented.

APPROVED

Board Training

Board members were asked to read the last section of the book *Faith that Engages the Culture*. Members broke into small groups to discuss and then came back together and shared nuggets from their discussions with the large group.

The new book *Unforgivable* by Ted Kober & Mark Rockenbach was distributed with pages 1-64 as the assignment for review at the January 28th meeting.

Board Annual Review Results Discussion

As a continuation of discussions from the August meeting, Mr. Schult took the Board through a few more questions from the Annual Board Review document. Discussion prompted the suggestion to add verbiage to address when someone scores a 'C' or a 'D' to clarify the low rating. If there is a specific concern to be addressed the Board will have better direction.

NWD Unaudited September 2024 Financials

Mr. Maroszek provided the Board with an overview of the Operating Statement and offered an opportunity for questions.

Camp Luther Unaudited September 2024 Financials

Mr. Maroszek provided an overview of the Operating Statement and provided an opportunity for questions.

September 2024 Consolidated P & L

Mr. Maroszek stated that the consolidated reports are basically the same information presented only in a consolidated format. He also provided an opportunity for questions.

Strategic Plan

Mr. Schult shared that he and President Lueck met to review the Strategic Plan. He walked the group through the various changes that were made and opened it up for questions. Significant additions included new support for family ministry and for small churches. A suggestion to move Mission Mini Grants and Small Church Clarity from Goal #2 in Outcome 3 to Goal #1; this change will be implemented. Discussion also included clarification on the Board's role in negotiating outcomes and if the outcomes are measurable. Staff were encouraged to review outcomes with the Board on a consistent basis.

NWD 2025 Budget

President Lueck presented the proposed balanced budget for 2025. Mr. Maroszek walked the Board through some of the highlights. The Board was given an opportunity for questions and discussion. A **motion** was made and seconded to approve the NWD 2025 Budget as presented.

APPROVED

Camp Luther 2025 Budget

Mr. Maroszek presented the 2025 Camp budget, shared a few highlights and gave the Board an opportunity to ask questions.

Mr. Maroszek also shared that the Management Agreement states:

For each and every fiscal year, a balanced budget for the operation of the Camp shall be submitted to the Camp's Board of Directors for its approval prior to the commencement of the fiscal year for which it applies. An annual increase in the Camp's budgeted expenditures in excess of 10% shall include consent of the District Board of Directors.

His question for the Board is 'in excess of 10%' of what? Previous year forecast? Expenses? Previous year budget? After discussion the Board determined that the District Board would need to approve the Camp budget only if it is in excess of 10% from budget to budget. i.e. The 2025 budget is not in excess of 10% of the 2024 budget; the District Board does not need to approve it.

Wisconsin Veterans Home at King

Chaplain Benjamin Schroeder joined the Board to share his ministry at Wisconsin Veterans Home at King.

Constitution & Bylaw Changes

Secretary Engebretson provided a report on the below Constitution & Bylaws that were submitted:

- St Luke's – Wisconsin Rapids
- Zion – Aniwa
- St Peter – Forestville
- Faith - Marinette

Secretary Engebretson stated that more follow up is required for St Luke's-Wisconsin Rapids and requested approval for Zion-Aniwa, St Peter-Forestville and Faith-Marinette. A **motion** was made and seconded for approval of these Constitutions & Bylaws as presented.

APPROVED

Convention Resolutions

President Lueck shared six overtures for submission by the Board to the 2025 District Convention and gave an opportunity for further discussion. A **motion** was made and seconded to approve the six overtures as presented.

Election of Camp Luther Board Members

The Board members were asked to vote for two member-at-large positions on the Camp Luther Board. Mr. Alex Johnson and Mr. John Steenport have decided not to complete a second term. Biographical information was provided for four candidates prior to the meeting. Ballots were handed out and elections were held. Rev. Eric Hauan and Mrs. Anne Hartman were elected. Rev. Aaron Gehrke, as district representative, was asked to share these results with Camp Luther.

Staff Reports

DJ Schult

Mr. Schult shared the following highlights:

- Labor of Love – the thermometer is currently at \$701,000.
- Team Ministry Workshop scheduled for January 30, 2025, at St. Mark's-Wausau is on Worker Wellness and applicable to all types of teams and individuals.
- Great Lakes Ed Exec meeting
- Ministry Zooms
- School Visits
- NWD – School Shepherd recognition was presented to Rev. Chris Schwanz at Immanuel-Marshfield.
- Annual Principal Gathering
- State Teacher Conference meetings
- New Worker meeting
- Pastors' Conference
- NLSA – Award deliveries
- NWD Convention Overtures prep
- Budget discussions

Bill Jordan

Mr. Jordan shared the following highlights:

- Restated overview of Small Church Clarity
- Continues to work with loans, services, real estate solutions, capital campaigns, investments, etc.
- 2024 the NWD had \$63 million investor dollars – Goal for 2025 is \$66 million.

Mission Grant Report

Rev. Fehrmann reported 28 applications were received, recipients determined, and grant letters/monies were distributed. The Committee will be working to revise the guidelines from feedback received and bring them back to the January 2025 meeting.

Camp Luther Report

District Representative Report

Rev. Gehrke shared the following highlights from Camp Luther Board meeting:

- 2025 Budget was approved
- Tiered pricing was a success in 2024
- New duplex progress is good and on budget.
- Hired Retreat Program manager and Summer Program manager
- Vacancies for Office Coordinator and Facilities Director

Rev. Gehrke also had a few questions:

1. Is his position, NWD Board Representative for Camp Luther, a voting or advisory position? In what document is this stated? Mrs. Kavajecz will look back into old minutes from when the subsidiary first started to see if she can find any verbiage and will share with Camp Luther Chairman, Emily Schuette.
2. Should Camp Luther Board meetings take place at least a week or two in advance of the District Board meetings? – Mrs. Kavajecz will also look into this to see if she can find where this may be written.

Rev. Gehrke also shared that since his position on the Board of Directors will be ending with the 2025 District Convention, individuals should be thinking about who can replace him as the District Board representative on the Camp Luther Board.

Standing Committee Updates

Administrative Services Committee

Mr. Betts stated the committee has been discussing proposed changes to the 2024 Additional Information Compensation Tool document for 2025. He asked Rev. Shoup to share the proposed changes. After discussion, the following were proposed:

Under “Suggested Guidelines for Remuneration of Pastoral Services During a Vacancy” on page 4, change the verbiage under ‘Option 2: Payment by Function’ as follows:

*Leading Worship/Preaching **from** \$175 for one service **to** \$250 for one service*

A **motion** was made, seconded, and approved to change the proposed verbiage as noted above. **APPROVED**

Also, under “Suggested Guidelines for Remuneration of Pastoral Services During a Vacancy” on page 4, add verbiage under ‘Option 2: Payment by Function’ to include verbiage for an additional service as follows:

Additional Service \$100/each additional service

A **motion** was made, seconded, and approved to change the proposed verbiage as noted above. **APPROVED**

Under Option 2, “Guest Preacher Fee” on Page 4, change the verbiage as follows:

*One service **from** \$170 plus IRS mileage **to** \$200 plus IRS mileage; and*

*Additional service **from** \$110 **to** \$100*

A **motion** was made, seconded, and approved to change the proposed verbiage as noted above. **APPROVED**

The Committee will review ‘Time Off’ and bring it back for approval at the January meeting.

The District President Salary was approved with the 2025 budget approval.

Audit & Investment Management Committee

Mr. Mellem shared the following highlights:

- Our CDs are still producing good returns
- Investments are up approximately 11%
- LCEF has an All Access Account which our accounts were automatically rolled into with a 4.5% return

Stewardship Committee

Rev. Ryan Fehrman stated there was no report.

President’s Report

President Lueck shared highlights from his written report distributed at the meeting.

Chairman Timm shared that Rev. Fehrman has taken a new call to St Paul-Bonduel and this will be his last official meeting on the Board. President Lueck has asked Rev. Timothy Roser to fill in for the remainder of his term and he has accepted.

Secretary Engebretson closed the meeting with prayer and singing the Doxology.

Meeting adjourned at 3:00 p.m.

Respectfully submitted,

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