

**NORTH WISCONSIN DISTRICT
THE LUTHERAN CHURCH MISSOURI SYNOD
BOARD OF DIRECTORS MEETINGS
November 7, 2023
District Office**

MINUTES

In Attendance

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

Guests

Mr. David Piehler
Mr. Luke Kunze

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. Graff shared 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 August 8, 2023 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 *Built on The Rock*. 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 *Faith that Engages the Culture* by Alfonso Espinosa was distributed with Part 1 to be reviewed at the January 30th meeting.

Camp Luther Management Agreement, Lease & Bylaws

Mr. Piehler provided a little background on his position with the District. He also shared that we should begin to start looking for someone to replace him as there are not a lot of attorneys around who deal with non-profit religious organizations with knowledge of LCMS polity.

Mr. Piehler then shared the history of how Camp Luther became a subsidiary of the District, as well as an overview of the Bylaws, Management Agreement and Lease. He shared the following final thoughts:

- The District has no direct control over the day-to-day operations of Camp. This is by design.
- The District has substantial influence and control over the operation of Camp through the means set forth in the Bylaws, Management Agreement and Lease, principally appointing directors, providing subsidy, and owning the land on which Camp operates.
- The Management Agreement and Lease must be periodically renewed and should be reviewed at each renewal for any desirable or necessary modifications. This should occur well in advance of the expiration of those agreements. Someone should be actively monitoring this issue.
- At lease renewal, the property description attached to the lease should be reviewed, since from time-to-time there are small changes in the property through sales of small parts at the margins. It is important that the description of the leased premises be accurate.

Board members agreed that in addition to the Management Agreement and Lease, the Board Governance Committee should periodically review the Camp Luther Bylaws as one of their regular tasks.

New Building Proposal

Mr. Kunze (Trigger) shared that the Lease agreement states that Camp must obtain prior written consent from the District Board for any changes or improvements that in the aggregate cost \$50,000 or more. The proposed building project consists of a 6-bedroom modular duplex with an anticipated cost of \$500,000. If approved, the addition of this new building will primarily support Family, Retreat, and Specialty programs.

Trigger shared that Camp currently has over 300 on the wait list for their Family Camp programs; an additional 22 families would benefit from this new build beginning in 2025. The new building would also allow for much flexibility with the additional space and adjustable room configuration to benefit the Retreat and Specialty Programs with their varying sizes of groups served. It is the intent to use this new building year-round, not just for the summer programs.

Trigger shared the breakdown of monies already secured and those still needed:

- \$330,000 secured.
- Have a \$100,000 matching opportunity through 2024; \$50,000 guaranteed.
- \$100,000 still needed to meet the match.

After discussion, a **motion** was made, seconded, and approved for Camp to move forward with this new building project. **APPROVED.**

NWD Unaudited September 2023 Financials

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

Camp Luther Unaudited September 2023 Financials

Mr. Maroszek provided an overview of the Operating Statement and provided an opportunity for questions. He also shared that he is working with Camp to move toward the same format for their Operating Statement as District.

NWD 2024 Budget

President Lueck presented the proposed balanced budget for 2024. He asked Mr. Maroszek to walk 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 2024 Budget as presented.

APPROVED.

Camp Luther 2024 Budget

Mr. Maroszek presented the 2024 Camp budget, shared a few highlights and gave the Board an opportunity to ask questions.

A **motion** was made and seconded to approve the Camp Luther 2024 Budget as presented.

APPROVED.

Strategic Plan Update

Mr. Schult shared that he and President Lueck met to review the strategic plan. He stated that there were not any major changes. Stewardship of staff workloads was considered, as well as the impact of items from the Synodical Convention.

Convention Resolutions

Mr. Schult shared key Synod Convention resolutions that will require District involvement. He stated that you will notice that some of them we are already doing and some others we are in a holding pattern as we await Synod, ONM, or some other group to provide further direction. Further updates will be provided as we become aware of actions needing to take place.

Election of North Wisconsin District Board Members

Chairman Timm shared that after two members stepped down from the District Board, we have two open lay positions. Biographical information was provided for seven candidates prior to the meeting. Ballots were handed out and elections were held. Mrs. Marie Fenske and Mr. William Zick were elected.

Election of Camp Luther Board Members

The Board was asked to vote for two positions for the Camp Luther Board. Rev. Dwain Thomsen (ordained) and Mr. Phil Kirchner (lay member) will be termed out. Biographical information was provided for four candidates for these positions prior to the meeting. Ballots were handed out and elections were held. Rev. Matthew Lorfeld (ordained) and Mrs. Laura Palzkill (lay) were elected. Rev. Aaron Gehrke, as the district representative for the District Board was asked to share these results with Camp Luther.

President's Report

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

Staff Reports

DJ Schult

Mr. Schult shared the following highlights:

- Labor of Love – watch for thermometer on NWD website.
- Facilities – working with electrician to replace exterior lights.
- Open enrollment for CPS
- Endowment for Labor of Love with Lutheran Legacy Foundation
- NWD All School Summit – St Paul Bonduel – 215 attendees, keynote and session led by CUW, well received by attendees.
- Zoom meetings are going well.
- Principal Regional Meeting in WI Rapids – November 9th
- School visits – A meaningful time to better understand joys/challenges/needs of teachers and principals.
- School accreditation – 8 schools equal lots of teams/volunteers needed to serve.

Bill Jordan

Mr. Jordan shared the following highlights:

- Labor of Love grant application open until December 10 – currently only have 3 applicants – Decision made in early January.
- Large building project at Immanuel WI Rapids – brand new campus
- Pilgrim Green Bay – 8-room addition
- LCEF goal to interview and perform a discovery survey for 21 churches (8 completed)
- Team Ministry Workshop – February 1, 2024
- DVP & LCEF Annual meeting in St Louis November 8-10, 2023
- Ministry Clarity with St John Merrill
- Consecrated Stewards with Trinity Merrill
- 2 ½ year CD at 6.25% return

Camp Luther

District Representative Report

Rev. Gehrke stated there was no report.

Thank You Letter

Chairman Timm shared a thank you letter from Camp for the \$25,000 Outdoor Ministry Fund gift received from the District.

Mission Grant Report

Rev. Fehrmann reported that 29 requests for around 32 separate projects were received. These requests totaled about \$200,000 in asks of the \$50,000 available for grants. The committee tried to fulfill as many grant requests as possible, either fully or partially, with an eye toward the granted monies being effective since the total amount requested was not always provided. The committee turned down a handful of grants for either not fitting the grant purpose (evangelism) or the request would not contribute meaningfully to the project as we could not give enough to cover the base amount requested. Pastor Shoup passed around several thank you cards. It was a positive experience to read about all the creative outreach work being done by congregations in the North Wisconsin District.

Constitution & Bylaw Changes

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

- Immanuel – Marshfield
- Hope – DePere
- Christ – Marshfield
- Peace – Arbor Vitae
- Christ-Comstock

Secretary Engebretson requested approval for Peace – Arbor Vitae. A **motion** was made and seconded for approval to be granted to Peace – Arbor Vitae as presented.

APPROVED.

Sexual Harassment Committee

President Lueck stated that because of the recent vacancies on our Board we also have vacancies to the Administrative Services Committee, Audit & Investment Committee and Sexual Harassment Committee. He proposed appointing Marie Fenske to the Administrative Services Committee and Sexual Harassment Committee and William Zick to the Audit & Investment Committee.

A **motion** was made and seconded to approve these appointments.

APPROVED.

Thrivent Revisited

President Lueck shared that we have all heard about Thrivent's recent support of issues that are not in alignment with LCMS and our Christian beliefs. The district is not in a position to tell anyone where to invest their money; that is none of our business. It was suggested that we do not have to support them as a vendor at our District Convention.

Standing Committee Updates

Administrative Services Committee

Mr. Betts shared proposed changes to the 2023 Additional Info Not Included in the CPS Compensation Tool document for 2024. Board members discussed the proposal.

A **motion** was made, seconded, and approved to accept the proposed changes as presented.

APPROVED.

Audit & Investment Management Committee

Mr. Maroszek shared that this will be our final year on our 3-year contract with Hawkins Ash and if the Board chooses, they can go to market and get more bids for the 2025 audit. The Board asked if District is satisfied with the service. Mr. Maroszek shared that they are doing a good job, and he doesn't feel that we will be able to find a more competitive price. The Board will make a decision regarding the auditors following the 2023 fiscal year audit. Mr. Maroszek stated that our investment returns from Lutheran Foundation are averaging a 6% annual return through the third quarter. District cash reserves are at 55.7% of annual expenditures.

Stewardship Committee

Rev. Ryan Fehrmann stated there was no report.

Secretary Engebretson closed the meeting in prayer.

Meeting adjourned at 2:19 p.m.

Approved at the January 30, 2024, North Wisconsin District Board of Directors Meeting