

*We ought always to thank God for you,  
brothers and sisters, and rightly so, because your*

# *faith is growing*

*2 Thessalonians 1:3*

*more and more*

*and the love all of you have  
for one another is increasing.*





## Pastor Dwayne Lueck

District President

Pastor Lueck serves as the ecclesiastical supervisor of the LCMS North Wisconsin District (NWD). "Visiting with those who serve in our churches is a great joy. I represent the interests of the NWD when in St. Louis, and spend much of my time assisting congregations in matters of pastoral calls and conflict resolution. I am honored and humbled to serve as district president."

Pastor Lueck was born in Shelbyville, Illinois and grew up in Reedsburg, Wisconsin. In 1979, he graduated from Concordia Seminary in St. Louis and then served congregations in Nebraska and Oklahoma. In 1987, he was called to serve the NWD as Mission, Evangelism and Stewardship Executive, and was elected president of the NWD in 2012. He's married to Cheryl and they have three children, Alison (spouse David), Benjamin (spouse Michelle), and Kimberly.

*I THANK CHRIST JESUS our Lord, who has given me STRENGTH, that he considered me TRUSTWORTHY, appointing me to his SERVICE.* 1 Timothy 1:12



# Your District Resources team

## DJ Schult

Assistant to the President

DJ has served the LCMS North Wisconsin District (NWD) for over 20 years as a Lutheran school teacher, principal and now as District Resource staff. Much of his time is spent in three core areas: schools, church governance/strategic planning, and communications.

“Every day is different in my office, which could be anything from staffing/call questions, human resources, accreditation, conflict resolution, mission-vision, board training, website and social media updating, newsletter creation, conference planning and more. It’s my job to encourage, network and equip. Contact me if I can help do that for your ministry.”

## Bill Jordan

Assistant to the President and  
Lutheran Church Extension Fund (LCEF)  
District Vice President

Bill is new to the District Resources team, eager to carry out the district mission to encourage, network and equip. He will provide leadership to congregations regarding business practices and stewardship, while also promoting the investment, loans and other services provided through Lutheran Church Extension Fund (LCEF).

“To provide these services and loans for ministry, I work with congregations to share the LCEF story and to encourage members to invest funds that can be loaned. Examples of LCEF work in the recent past include an addition on a church for expanded ministry, a new church building and vision planning for another, and debt consolidation and capital fundraising to give a church and school hope for a new beginning of service to the Lord.”



Lori Kavajecz



Sandie Pagel




Paul Dean

## Support Staff

Lori serves as the full-time executive assistant to President Lueck and the manager of all office related secretarial support.

Sandie is a part-time administrative assistant, handling much of the daily functions of the office and communications in the District.

Paul is the full-time accountant and manages the financial functions of the office, from payroll and billing to record keeping.



*GO therefore and MAKE DISCIPLES of all nations,  
BAPTIZING THEM  
in the name of the Father and of the Son and of the Holy Spirit,  
TEACHING THEM to observe  
ALL THAT I HAVE COMMANDED YOU.*

Matthew 28:19-20





## Who we are

The North Wisconsin District is one of 35 districts in the The Lutheran Church—Missouri Synod, with a ministry area that includes the top half of Wisconsin and the upper peninsula of Michigan. We host 217 churches, 3 high schools, 19 elementary schools, 38 preschools, a campus ministry, a Lutheran camp and much more. Our mission statement, which incorporates part of the Synod mission, describes our purpose as this, *“Encourage, network and equip Lutheran congregations of the LCMS North Wisconsin District to vigorously make known the love of Christ.”*

## What we do


Our vision is to have NWD church workers and congregations work collectively to carry out the Synod emphases of Witness, Mercy and Life Together. Specifically, we have aligned our personnel and financial resources to meet these three key outcome areas: church workers, congregations, collective missions.

Working together as a District has allowed most of our churches to be involved in important state, national and international mission work that would be difficult to organize and support on their own.

As the needs of our congregations and workers have changed, so has our support. No longer focused on one size fits all programs, the District Resources staff works with the congregation to provide the best approach to the local need. These needs have most often included...

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- Pastoral Call Support
  - Board Training
  - Continuing Education
  - Worker Compensation
  - Strategic Planning
  - Coaching
  - Conflict Resolution
  - Governance Changes
  - Commissioned Worker Call Support
  - Business Manager Support
  - Stewardship
  - Leadership Development
- 

Contact your District Resources staff to be encouraged, networked and equipped for ministry!



*FIX THESE WORDS OF MINE  
in your HEARTS and MINDS...  
TEACH THEM  
TO YOUR CHILDREN,  
Talking about them  
when you sit at home  
and when you walk along the road,  
when you lie down,  
and when you get up.*

Deuteronomy 11:18-19



# *Ministering to our children and youth*



## Lutheran Schools

Early childhood, elementary, high school

NWD Lutheran schools have been a critical outreach tool of our congregations for many years. As the educational landscape has changed, so has our service to schools. Working together, school leaders have identified and participated in the following critical, ongoing improvement strategies:

- Strong Lutheran ethos despite rostered teacher shortage (Colloquy)
- New principal recruitment and development (FLAME)
- Strengthening curriculum through mapping (C.Trak)
- Technology integration for teachers (Tec21)
- Accreditation (NLSA)
- Understanding state/national trends (WCRIS)
- Early Childhood Director leadership development (regional meetings)
- School safety tools to prevent student sexual abuse (Ministry Safe)

## Youth Ministry

The NWD provides youth ministry support through visits and coaching with Directors of Christian Education and volunteer youth leaders. These visits are a time of encouragement and sharing of ideas. Also, much of the work of planning the state and national youth gatherings is a result of collaboration between district youth leaders and the District Resources staff.



*All this is for your benefit, so that THE GRACE that is  
REACHING MORE AND MORE PEOPLE  
may cause thanksgiving to overflow to the GLORY OF GOD.*

2 Corinthians 4:15





# *Ministry together*



## Deaf Ministry

Deaf Ministry began in the NWD in 1907. Back at that time a pastor who knew sign language would travel to numerous towns in the District, meeting with the deaf for worship, Bible study and shut-in visits. This tradition still continues today.



## Hmong Ministry

Ministry includes Hmong Pilgrim Church of Green Bay, Fox Cities Hmong Lutheran Church, and Hmong Lutheran Mission of Eau Claire. They are established for the purpose of serving as a place of worship for the Hmong people as well as a tool for generating more awareness among non-Christian Hmong families.



## Ministry to Veterans

The NWD brings the grace and strength of Jesus Christ to the members of the Wisconsin Veterans Home in King, Wisconsin. Each week provides four worship services and four Bible studies for worship and praise. Ministry also goes beyond the boundaries of King, through hospital visits, funerals, and pastoral care contacts with veteran's family members who live throughout Wisconsin.



*For we are God's handiwork,  
CREATED in Christ Jesus  
TO DO GOOD WORKS...*

*Ephesians 2:10*



# *Mission outreach*



## Campus Ministry

The NWD provides a pastor who serves as teacher and advisor to the students of Peace Lutheran Campus Center at the University of Wisconsin Stevens Point. The Gospel is proclaimed every Sunday during worship and every Wednesday night at vespers as well as during Bible study each week. Care for students; from simple struggles with roommates to life changing events, is provided through this pastor. A winter and spring break mission trip are part of this ministry. We also support campus ministry through our congregations at Houghton (Michigan Tech) and Marquette (Northern Michigan University).



## Camp Luther

Camp Luther is a special place to thousands of children, adults, and families across our District. Located on over 215 acres in Three Lakes, Wisconsin, it is surrounded by the beauty of God's creation. There you'll find comfortable facilities, exciting recreation, and a friendly staff. Camp Luther, and Keweenaw Base Camp near Houghton, Michigan, provide outstanding, faith-shaping experiences, for more than 2500 children each summer. Fall, winter, and spring retreats provide unique opportunities for youth, families and adults to be encouraged in their faith. Visit Camp Luther for an unforgettable Christian camping experience.



## Peru

The NWD has embraced the work of the Synod in Lima, Peru since 2014. President Lueck serves on an advisory board for the ministry, and the NWD supports Peru work with a \$30,000 annual gift. Multiple missionaries are busy teaching God's Word and providing mercy ministry through Castillo Fuerte and other community centers. Congregations in the district are encouraged to send servant teams to Peru.

*The centurion replied, "Lord, I do not deserve  
to have you come under my roof.  
But JUST SAY THE WORD, and my servant will be HEALED.*

Matthew 8:8



# Wellness matters



## Worker Care

As Christians, we are God's new creation, strengthened by His grace and the Holy Spirit to walk in newness of life toward well-being in all areas. The wholeness wheel highlights important areas for all church workers to consider as they move to improved wellness. The NWD provides a whole life stewardship link on its website, pointing workers to multiple district and synod resources. We also provide a pastor trained in worker care to visit with congregations about caring for their leaders, as well as providing a District counselor to support workers in their counseling needs.



*And they did all eat, and were filled:  
and they took up of the fragments that remained*

*TWELVE BASKETS FULL.*

Matthew 14:20



# Financial resources



## Lutheran Church Extension Fund

Lutheran Church Extension Fund exists for the sole purpose of helping empower ministries in Kingdom work. LCEF provides loans to congregations and workers for buildings, housing, construction, renovation projects, and more. We also connect congregations with ministry vision development and planning, project fundraising, and with Laborers For Christ who work to save ministry dollars during building construction. LCEF works with congregations to share the LCEF story and to encourage members to invest funds that can be loaned.

## Church Worker Student Grants

Each year the NWD pays out about \$100,000 in non-budget related gifts to students pursuing professional church work. Undergrad prep courses in the Concordia system, seminary and deaconess training all qualify. Over the years, vision-minded donors have contributed to this fund. What a blessing! There is always more need. Consider a gift to support our students pursuing professional church work.

## Website Resources

The [NWDLCMS.org](http://NWDLCMS.org) website includes volumes of resources to support our churches and their workers. Areas posted include compensation guidelines, treasurer's manuals, tax law guides, employment manuals, financial aid forms and more.

## Business Manager Support

The new expanded role of business manager support allows the LCEF district vice president to provide leadership to congregations regarding business practices and general stewardship. Many of our smaller and rural congregations have a limited pool of financial leaders when it comes to managing the business portion of church operations.

## Gift Planning Services

The NWD has been providing the support of Gift Planning Services to congregations and their members, helping people maximize what the Lord has given them to manage. Proper gift planning allows you to maximize assets and provide for the care of loved ones, while providing for the church to continue its ministries. Planning can also include gifts for charities, leaving the legacy of a scholarship, and creating memorials that touch the lives of people. Contact the District Resources office for more information.

*You will be ENRICHED in every way to be GENEROUS in every way,  
which through us will produce thanksgiving to GOD.*

2 Corinthians 9:11







## Our Ministry

A unique ministry-through-investment organization that offers the Lutheran Church—Missouri Synod (LCMS) members the opportunity to invest their money, earn interest and help build LCMS churches and schools at the same time.



## Our Mission

The mission of Lutheran Church Extension Fund (LCEF) is to support the Church in fulfilling its mission of sharing the Gospel of Jesus Christ by being a Christ-centered servant partner of The Lutheran Church—Missouri Synod, ensuring that funds and services are available now and in the future.



## How It Works

LCEF investments (from individuals and congregations) earn a fair rate of return. At the same time, these invested dollars are loaned to LCMS organizations at reasonable rates. As borrowers repay their loans, funds become available for other congregations and schools to acquire loans for their building projects. Without the support from investors, LCEF would not be able to offer such low-cost loans and facility-planning services to the entire LCMS. When you invest with LCEF, your dollars earn interest, but your true investment is in helping others spread the Good News of Jesus Christ.

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*From IRAs to the Young Investors (Y.I.) Club, the Lutheran Church Extension Fund offers a wide array of opportunities to invest in and grow the Kingdom of God. Find out more at [lcef.org](https://lcef.org)*

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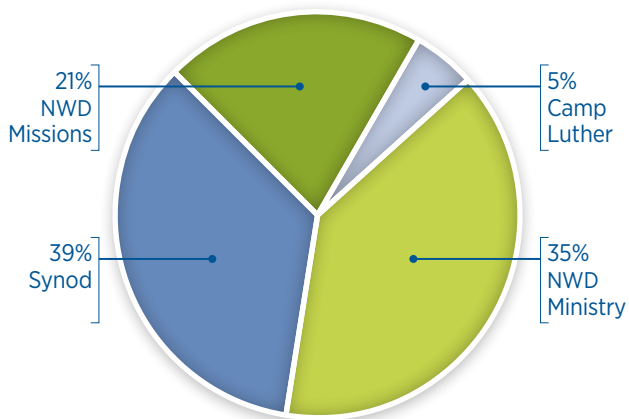


*“COME, FOLLOW ME,” Jesus said, “  
and I will make you fishers of men.”*

Matthew 4:19



### NWD Annual Budget



35%

Support for NWD workers, schools and congregations

65%

NWD and Synod Missions



### NWD Annual Expenses

217

NWD churches

300,000

dollars, Camp Luther support, three years

22

Lutheran schools

92,760

baptized members

113,000

dollars in Peru support, three years

38

childcare and preschools

60,000

dollars in Outreach Grants, three years

182

NWD pastors

*This service that you perform is not only supplying the needs of the Lord's people but is also overflowing in many expressions of THANKS TO GOD. 2 Corinthians 9:12*



North Wisconsin District of The Lutheran Church—Missouri Synod

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