

**NORTH WISCONSIN DISTRICT  
THE LUTHERAN CHURCH MISSOURI SYNOD  
BOARD OF DIRECTORS MEETINGS  
November 4, 2025  
District Office**

**MINUTES**

**In Attendance**

Mr. Craig Timm, Chairman  
Rev. Donald Engebretson, 1<sup>st</sup> VP  
Rev. Preston Paul, 2<sup>nd</sup> VP  
Rev. Ryan Fehrman, 3<sup>rd</sup> VP  
Rev. Travis Kleinschmidt, Secretary  
Mr. Dwayne Maroszek, Treasurer  
Mrs. Marie Fenske

Mr. Bryon Graff  
Mrs. Pauline Jerabek  
Mr. David McFarland  
Mr. David Mellem  
Dr. Jeffrey Nielsen  
Rev. Richard Owen  
Mr. William Zick

**District Staff**

Mr. Bill Jordan  
Mrs. Lori Kavajecz  
Rev. Tim Shoup, President  
Mr. DJ Schult

Chairman Timm called the meeting to order at 9:00 a.m.

**Opening Devotion** –President Shoup shared the Opening Devotion.

**Adoption of Agenda**

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

**Approval of Consent Voting Agenda**

Rev. Owen requested an amendment to the minutes reflecting that he attended the August 2025 meeting via phone. A **motion** was made and seconded to approve the Consent Voting Agenda with the proposed amendment. **APPROVED**

**Ministry Plan**

President Shoup shared with members the progress that has been made on the Ministry Plan, suggested goals, team members (listed below), and next steps.

**Fostering Lutheran Education**

Brian Betts  
Shauna Nicholson  
Rev. Daniel Olson  
DJ Schult  
Josh Sommermeyer

**Building Families and Children of Faith & Character**

Rev. Matthew Baye  
Marcus Huff  
Paula Krueger  
Cathy Page  
Rev. Peter Williamson

**Stewardship**

Rev. Ryan Fehrman  
David McFarland  
Rev. Richard Owen  
Rev. Andy Weden

**Revitalization of Congregations**

Rev. Don Engebretson  
Rev. Isaac Nicholson  
Rev. Richard Owen

## Missions

Sonja Baumeister

Rev. Aaron Gehrke

Rev. Michael Hanson

James Russler

A joint meeting with all the above teams will be scheduled in December to rejoice, learn, dialogue together, and begin work in the respective groups.

## Board Training

### Schedule

DJ Schult shared a Board Training schedule for the triennium and stated that if there are other things that members would like to learn about, they should share them with Chairman Timm. He also stated that topics can be moved around on the schedule as needed.

### Budget Responsibilities

DJ Schult reviewed with members their responsibilities for the budget as defined in the Board Policy Manual.

## Treasurer's Report

### District & Camp Luther September 2025 Financials

Dwayne Maroszek provided the Board with an overview of the Operating Statements for both District and Camp Luther, stating that these are the items that District and Camp Luther have control over from day-to-day. They give us a good picture of how we are doing financially and they do not include restricted funds. An opportunity for questions was offered.

### NWD 2026 Budget & Narrative

A proposed balanced budget for 2026 was provided to members prior to the meeting. Mr. Maroszek walked through the numbers and shared what is included in them. The Board was given an opportunity for questions and discussion. A **motion** was made and seconded to approve the NWD 2026 Budget as presented. **APPROVED**

### Camp Luther 2026 Budget

Mr. Maroszek presented the 2026 Camp Luther budget. Per the Management Agreement, since the budget is not more than 10% of the 2025 budget, the District Board does not need to approve it. An opportunity for questions was provided.

### Camp Luther Retreat Center Remodel

Camp Luther provided a proposal for renovations to the retreat center in the amount of \$192,000. Per the Lease Agreement with Camp Luther, the District Board must approve improvements to property that in total cost \$50,000 or more. With these renovations Camp is hoping to improve marketability for fall, winter, and spring retreats. A **motion** was made and seconded to approve the proposal as presented. **APPROVED**

### Election of Camp Luther Board Member

Amy Kamien will complete her member-at-large term in December 2025. Biographical information was provided for three candidates (Maggie Christians, Brock Treankler & Rev. Larry Yaw) prior to the meeting. Ballots were handed out and elections were held. Rev. Larry Yaw was elected.

## **Secretary Report**

### **Constitution & Bylaw Changes**

Secretary Kleinschmidt presented a report on the following Constitution & Bylaws:

- Peace – Eau Claire
- Christ the King – Ishpeming
- Mount Olive - Weston

Secretary Kleinschmidt stated that he has recommended changes for both Christ the King-Ishpeming and Mount Olive-Weston. Once the recommended changes have been implemented, they will be brought back for approval.

A **motion** was made and seconded to approve the Constitution & Bylaws for Peace Lutheran Church in Eau Claire. **APPROVED**

### **2026 Synod Convention Delegate Registration**

Secretary Kleinschmidt shared the following:

- All 16 Electoral Circuits held their Forums and elected delegates which were submitted to Synod Secretary, Dr. Sias.
- The NWD is allowed five advisory delegates who are commissioned ministers. This was opened to District congregations with three people expressing interest; they have been registered.
- The NWD is allowed one advisory ordained delegate who is SMP or who does not currently serve a congregation. Three men expressed interest and Rev. Dr. Dwayne Lueck was elected by those who were eligible to vote.
- President Shoup, DJ Schult and Rev. Ryan Fehrmann will represent the NWD as advisory delegates.

### **2025 NWD Convention Minutes**

Former Secretary Rev. Engebretson prepared the minutes from the 2025 North Wisconsin District Convention held in June. Minutes were provided to members prior to the meeting. A **motion** was made and seconded to approve the minutes as presented. **APPROVED**

## **Staff Reports**

### **President Shoup**

Rev. Shoup provided a handout of his activity for the past 4 months since he has been in office. He verbally shared the following highlights:

- Creation of Ministry Plan, teams, goals, and next steps
- New logo for the District
- Wishes to increase our mission footprint.
- Plans to increase pastor visitations in the months ahead.
- Germany trip experiences

## DJ Schult

Mr. Schult shared the following highlights:

- Ministry Zooms
  - Faithful and Flourishing Lutheran Schools book read for pastors of schools and Early Childhood Directors
- School Visits
- Events
  - Newer Teachers
  - Principal Gathering
  - Regional Principals meetings
  - Others
- Support
  - Threats of violence (three times)
  - Other issues
  - NLSA consulting
  - School Dedication
- Washington DC
  - Invited by Synod to attend the Lutheran Center for Religious Liberty with other policy makers and Lutheran school leaders later this month.
- Joint Business Administrators Conference in St Louis later this month.

## Bill Jordan

Mr. Jordan shared the following highlights:

- First cohort of Small Church Clarity is going well with the final meeting scheduled for Friday, November 21. New cohort to start in the spring of 2026, if you are interested in participating contact President Shoup with questions.
- Continual work with loans, services, real estate solutions, capital campaigns, investments, etc.
- Goal for 2025 is \$66 million; currently at \$65.7 million.

## Mission Grant Report

Rev. Fehrmann reported that the committee has finalized their work. Final details will be sent to DJ Schult so he can communicate awards/denials to all who applied. DJ will coordinate payments with Dwayne Maroszek.

## Standing Committee Updates

### Governance Committee

The committee reviewed Section 1 of the Board Policy Manual. The new Mission and Vision will need to be updated. The specific people named in the policy manual will be bringing the Camp Luther agreements to the February meeting as part of the annual review as stated in the Board Policy Manual.

### Administrative Services Committee

The committee has been working on a new compensation tool with a potential roll out in 2027. They have been working with other districts to compare the tools they are using.

### Audit & Investment Management Committee

Mr. Mellem shared the following highlights:

- Our CDs made roughly 3%.
- Investments through September at 9.81% and non-CD investments on average 14%

### Stewardship Committee

This committee is now a part of the Ministry Plan, and they have their marching orders to move forward.

Meeting adjourned at 1:26 pm

Respectfully submitted,

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