

**NORTH WISCONSIN DISTRICT LCMS**  
**Board of Directors Meeting**  
**April 30 & May 1, 2018**  
**Minutes**

**NWD Board Members Attending**

Mr. Craig Timm, Chairman  
Rev. Dr. Timothy Roser, 1<sup>st</sup> VP  
Rev. William Plautz, 2<sup>nd</sup> VP  
Rev. Timothy Shoup, 3<sup>rd</sup> VP  
Rev. Dan Thews, Secretary  
Mr. Dave Ackerman, Treasurer  
Mr. Richard Bartanen  
Mr. Paul Duerst  
Mr. Stephen Fisher  
Rev. Aaron Gehrke  
Mrs. Susan Longmire  
Rev. Dwayne Lueck, President  
Mr. Bruce Plautz

**North Wisconsin District Staff Present**

Mr. Dennis Johnson

**NWD Board Unable to Attend**

Mrs. Karol Selle

**Recording Secretary**

Mrs. Lori Kavajecz

**Monday, April 30, 2018**

**Opening Devotion**

President Lueck gave the opening devotion.

Chairman Timm reminded the Board to complete Attachment G and provide feedback to him by the end of the meeting on Tuesday. The Board acknowledged Lori Kavajecz for her ten years of service to them and the District.

**Adoption of Agenda**

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

**Consent Voting Agenda**

- ❖ Approval of March 5, 2018 Minutes
- ❖ NWD Unaudited March 2018 Financials & Consolidated P & L
- ❖ NWD Preliminary Audited December 2018 Financials & Consolidated P & L
- ❖ 2018-2019 Compensation Guidelines
- ❖ Board Policy Manual - Section 4
- ❖ Board Policy Manual – Section 5

A **motion** was made and seconded to remove Attachment D (2018-2018 Compensation Guidelines) from the Consent Voting Agenda for further discussion. **APPROVED.**

A **motion** was made and seconded to approve the Consent Agenda as presented, with the exception as stated in the above motion. **APPROVED.**

### **Compensation Guidelines**

Rev. William Plautz read the proposed verbiage by the ASC to the Board explaining the decision to move forward with the new compensation tool, proposed layout for the new compensation guidelines for teachers (until the CPS tool is revised for them in fall of 2018), as well as a new document that would share other items that are not addressed in the CPS tool but are currently in the old Compensation Guidelines.

The following items were suggested/discussed:

- How to properly communicate these changes.
- Appropriate time to communicate.
- Does CPS have a virtual tool we could use to educate our district leaders on these changes?

Chairman Timm has agreed to work with President Lueck to create a communication piece for distribution in the near future. This topic will be discussed further at Tuesday's meeting.

### **Joint Meeting with Camp Luther**

Mr. Gary "Woody" Vought provided both Boards with an overview of the Camp Luther annual report along with the status of the Filled with the Spirit campaign.

Rev. Steve Hulke lead the Mortgage Burning Worship based on a whole lot of "heart". The mortgage was burned and fellowship followed.

Meeting was adjourned at 8:00 p.m.

### **Tuesday, May 1, 2018**

#### **Opening Devotion**

Mr. Dave Ackerman provided the opening devotion.

#### **NWD Board Annual Review**

Chairman Timm stated he had received several reviews and asked that if others still wished to complete them they should return them to him and he will make sure to share any suggestions with the new Board.

#### **District President Annual Review**

Chairman Timm stated that he met with President Lueck on Friday, April 27, 2018 to provide him with feedback from the reviews that had been submitted. He stated that the majority of the comments were very positive and ratings were mostly in the Exceeds or Meets Expectations categories. Overall the reviews show that President Lueck is doing a good job leading the district.

#### **Constitution & Bylaws**

Secretary Thews shared that there were no new Constitution and Bylaw revisions for approval.

## **Standing Committee Updates**

### Administrative Services Committee

Rev. William Plautz asked that the discussion on Compensation Guidelines continue from the previous evening. The following points were further discussed for inclusion:

- Verbiage within the new compensation materials that state that the Board of Directors strongly suggest that congregations offer a benefit package to cover the church worker and their family. After further review, the ASC will look at the verbiage that is currently within the CPS tool and consider quoting it in the District tool that is created.
- Keep the verbiage that states: "Consider a plan for implementation which will effectively install these guidelines over a period of time (for example 85% of goal in the first year, 92% in the second year and 100% in the third year)" – or something similar.

A **motion** was made and seconded to approve the package of guidelines as presented by the Administrative Services Committee. **APPROVED.**

The ASC will work over the next two weeks to provide the proper verbiage to be placed on the District website for congregations to begin using.

On a side note, President Lueck also suggested that the Board consider creating a policy that would strongly suggest that a congregation provide a pastor who has resigned with a severance package.

### Audit & Investment Management Committee

Mr. Bruce Plautz shared that given the state of the market, there was a decrease in funds by \$38,000.

### Governance Committee

Rev. Tim Roser extended his gratitude toward the Governance Committee for all of their hard work with the Board Policy Manual over the last triennium.

### Stewardship Committee

Mr. Dennis Johnson shared that he is in conversation with a representative from Stewardship Innovations for guidance on the proper direction to get important stewardship information onto our website. He is hoping to have something for the website by 2019.

A question was asked if anything has been considered regarding setting up automatic giving programs. Rev. Dan Thews stated that his congregation has an app, as well as kiosks in their church that are being well received. Mr. Johnson made a note to look into this a little further.

## **Executive Session**

The District Staff were asked to step out of the meeting as the remainder of the Board went into Executive Session.

District staff were called back into the meeting and the following motion was presented and taken to vote.

A **motion** was made and seconded by the Board of Directors to approve a matter discussed in Executive Session to make an increase to the District President's salary for the remainder of 2018 based on the average salary of Level 2 District Presidents. **APPROVED.**

**President's Report**

President Lueck shared a letter the Board received from LCMS Chief Financial Officer thanking us for our financial support to Synod over the last year, as well as gifts of support for missions and specifically for the Together-in-Mission program.

Please see the attached President's Report for further updates.

The meeting was adjourned at 11:25 a.m.

Respectfully submitted,

Reverend Dan Thews, District Secretary  
Lori A. Kavajecz, Recording Secretary

**President's Report to NWD-LCMS Board of Directors  
April 30-May 1, 2018 – Camp Luther, Three Lakes WI**

**MISSION**

Encourage, network and equip Lutheran congregations of the North Wisconsin

**VISION**

*North Wisconsin District church workers and congregations  
will work collectively to carry out "Witness, Mercy and Life Together".*

**Management report**

- Snow removed from parking lot
- Continue to plan for 2018 NWD District Convention:  
*"In Your Light, We See Light" Ps 36:9*

**Financial information**

- See Board documents

**Missions & Ministry**

- **Great Lakes Regional COP meeting** – March 21-23 - Harshaw
- **Youth Bible Bowl 2018** - April 7, 2018 - Rib Mountain Lutheran, Wausau
- ~~**Spring Pastors' Conference** – April 16-17~~
- **NWD Floor Committee, Wausau** - April 19, 2018
- **LCMS COP/Placement of Candidates** – April 21-26
- **June 3-4 – NWD District Convention – Rothschild, WI**

**NWD Vacancies** (See Attachment I) 14 vacancies

- **Pastor vacancies** As of 4/28/18
  - 2 senior
  - 3 dual parish
  - 7 sole
  - 5 associate
  - (2 calls extended, 3 declined)
  - 4 calling seminary candidates - all filled (See below)
- **Commissioned Minister Vacancies:**
  - 19 Teachers
  - 2 Principals
  - 4 Pre-school directors
  - 1 Director of Family Ministry
  - 1 Director of Music
  - 1 DCE

**LCMS Vacancies**

35 District reporting, As of April 2018, Vacancy totals (2017 numbers in parenthesis) are as follows:

Sole Pastor	352 (302)
Senior Pastor	44 (37)
Associate/Assistant Pastor:	63 (83)
Total:	459 (422)

## VICARS

- Collin Moon, (Emily) Pilgrim Lutheran Church & School, Green Bay, Wisconsin (StL)
- Michael Fox, Peace Lutheran Church, Antigo, Wisconsin (StL)
- Grant Sorenson (Kimberly), Faith Lutheran Church, Green Bay, Wisconsin (FW)

## CANDIDATES

- Andrew Belt (Rebecca) – Christ, Marshfield, WI (Associate) (StL)
- Matthew Bless – St. John, Merrill, WI (Associate) (FW)
- Daniel Ondov – Redeemer, Marquette, MI (Associate) (StL)
- David Shudy (Jennifer) – St John, Black River Falls & Grace, Alma Center, WI (StL)

## Numbers for calls

### Candidates

- 127 applications (29 not used)
- 98 calls extended
  - 59 StL
  - 32 FW

### Vicars

- 105 applications (4 not used)
- 101 used
  - 59 StL
  - 42 FW

## Report of DP activity (March – April 2018)

- **Pre-call:** Alma Center/Black River Falls; Wis Rapids/Immanuel; Wis Rapids/St Luke's
- **Funerals:** John Mueller
- **Hospital:** 9 visits
- **Joint Circuit Visitors Meeting/Stevens Point** – Feb 13-14
- **Council of Presidents' Meeting** – April 21-26 (Meeting & Placement services)
- **Great Lakes Region COP** – Irma - Mar 21-23
- **LCMS Placement Committee** – April 12 (FW); April 20 (StL)
- **Best Practices** – Phoenix – Feb 22-24
- **Pastor Retreat** – March 12-14
- **Seminary Interview** – April 12 (3)
- **Bible Bowl** – Rib Mountain – April 7
- **Preach** St Paul, Fall Creek – April 8 – Dedicate remodeling  
Cancelled preaching Mission Festival at 2 Fall Creek Congregations 4/15  
St John, Townsend – April 30 – Groundbreaking
- ~~**NWD Pastors Conference** at Camp Luther cancelled April 16-17 (snow)~~

April 2 – New granddaughter: **Riley Elizabeth Lueck** (Baptism: May 6, 2018 in Texas)