

**NORTH WISCONSIN DISTRICT  
THE LUTHERAN CHURCH MISSOURI SYNOD  
BOARD OF DIRECTORS MEETINGS  
February 14, 2023  
District Office**

**MINUTES**

**In Attendance**

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

**Unable to Attend**

Mr. David Post

**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** –Rev. Aaron Gehrke provided the Opening Devotion.

**Adoption of Agenda**

President Lueck requested that an Overage Report be added to the Agenda and that the NWD Unaudited December 2022 Financials & Consolidated P & L be taken out of the Consent Voting Agenda for further discussion. A **motion** was made and seconded to approve the agenda with the above exceptions as noted. **APPROVED**

**Board Training**

Board members were asked to read Part 1 of the book *Built On The Rock*. Members broke into small groups to discuss and then came back together to share something from their discussion with the large group. The assignment for May is to read Part 2 (pages 93-156)

**Approval of Consent Voting Agenda**

- Approval of November 1, 2022 NWD Board Minutes
- 2022 Convention Minutes

A **motion** was made and seconded to approve the Consent Voting Agenda minus the NWD Unaudited December 2022 financials as noted above. **APPROVED**

## **NWD Unaudited December 2022 Financials & Consolidated P & L**

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

### **Overage Report**

President Lueck reported that because of increased congregational income the District has an overage of \$136,971. He pointed the Board to the following policies:

**4.5.2** President shall operate with a budget that has been ratified by the Board; and

**4.5.3** President shall report to the Board any line item adjustments he may approve between Board meetings.

President Lueck's plan to designate the overage is as follows:

- 10% - Synod - \$14,000
- 18% - Camp Luther - \$25,000
- 2% - LWML Convention - \$3,000
- 7% - Colloquy - \$10,000
- 11% - School starts - \$15,000
- 5% - Black Caucus - \$7,000
- 7% - Peru - \$10,000
- 40% - Labor of Love - \$55,971

It was noted that dependent on our audit results in March, the percentage given will remain the same, but the dollar amounts could change.

### **Worker Debt Grant Report**

Mr. Jordan reported that in 2023 at the time of the application deadline we only had three applicants. We extended the deadline for another two weeks and gained another 11 applicants for a total of 14. A total of \$30,000 was given out this year. Recipients are notified in January and checks are distributed directly to the lender.

### **Mission Mini Grants**

Pastor Shoup shared that offering a mission grant is a significant way for us as a District to encourage and equip applicants to vigorously make known the love of Christ. The application specifically asks them to tell us how their project directly ties to local missions/Gospel outreach. Grant requests are evaluated by the task force according to their outreach/evangelism potential. Historically the District has distributed between \$15-\$20,000 annually. Typically grant amounts are between \$500-\$5,000 per applicant dependent on the project. We have received \$50,000 for grant distribution for 2023.

Pastor Shoup asked for volunteers to serve on the 2023 task force. Rev. Ryan Fehrmann and Dr. Jeffrey Nielsen have agreed to work on this task force with Pastor Shoup.

### **Camp Luther**

**District Representative Report** Rev. Gehrke shared that Luke "Trigger" Kunze is doing a great job. They have changed the registration process which seems to have made things quicker and easier for campers to get signed up; numbers look good. Summer hiring is also going very well. The Camp Board will be looking at a potential restructure to policy-based governance and have invited Mr. Schult to assist them with this process.

### Camp Luther Unaudited December 2022 Financials

Mr. Maroszek presented the December 2022 Unaudited Financial Statements for Camp. He stated that they have changed the format of their financial statements to align with the District using an operating statement. He also shared that he has been getting them ready for the upcoming audit in March.

### Camp Luther Sexuality Standards Policy

Pastor Shoup had shared suggested changes with the Board prior to the meeting. After Board input and discussion it was determined to make the following changes to the policy:

The **Preamble** should read as follows: *Camp Luther is a ministry of the North Wisconsin District of the Lutheran Church—Missouri Synod. The mission of Camp Luther is to build up all people in faith in Christ unto salvation and for service and witness in the world.*

Following the **Preamble** paragraph, Pastor Shoup read four additional introductory paragraphs to the policy explaining a little more in depth about our Christian beliefs and God's plan for us.

**4. CAMPER AND GUEST STANDARDS** should read as follows: *a. All individuals at Camp Luther will be respected and cared for as image-bearers of God. Those considering themselves transgender or misgendered are welcome to participate in Camp Luther programs as campers but should not expect that an identity outside of God's male and female design will be affirmed or celebrated.*

**5. CAMPER AND GUEST BEHAVIORAL EXPECTATIONS** *a. Campers are held to behavioral standards that reflect the Christian ethic to love God and neighbor.*

A **motion** was made, seconded and approved to support and adopt this revised document with the changes suggested and to present it to Camp Luther leadership for their review and approval.

**APPROVED**

### Section 2 – Board Policy Manual Discussion

Pastor Gehrke walked the Board through the proposed changes submitted by the Governance Committee to section 2 of the Board Policy Manual. The below changes are a reflection of Board discussion in addition to those presented by Pastor Gehrke.

**2.1.1** Leave as it previously read – do not make change suggested.

**2.1.4** Leave as it previously read and add this verbiage taken from 2.1.6: *They shall show respect for others and their opinions and respect the right of others to disagree.*

**2.1.7** Change to read as follows: *They shall act in accordance with Board Policy and Bylaws and bring to the attention of the Chair any actions that are not in compliance.*

**2.5.3.4** Delete the proposed addition of 2.5.3.4

**2.7 Standing Committees and Task Forces** It was noted that the committees that are not currently listed in the policy manual are Audit & Investment Committee and Stewardship Committee. It is requested by the Governance Committee that these committees draft a short policy to be included in the manual.

**2.8.3.1.1** Clarification was provided; leave as it previously read.

A **motion** was made and seconded to accept the changes as presented, discussed and noted above. **APPROVED**

### **Constitution & Bylaw Changes**

Secretary Engebretson provided a report and recommended the below Constitution & Bylaws that were submitted for approval:

- Tabor, Mountain
- Luther Memorial, Gleason
- Zion, Colby
- St John, Black River Falls
- St Martin, Clintonville
- St Paul, Hamburg

A **motion** was made and seconded to approve the above Constitution & Bylaws as presented. **APPROVED**

### **MinistrySafe**

Board members were asked to complete this training by February 14, 2023. Members shared that they felt it was excellent and well done. Mr. Schult shared that Synod is also very favorable of this training. They have offered that all LCMS congregations and schools have access to the online MinistrySafe resources at no cost to the end-user (church, camp or school), now through June 30, 2024. The cost for the North Wisconsin District will be \$6,000/year, however, the annual renewal of \$1,500 from 2022 (year 1) will roll over to 2023 (year 2) so our cost starting in July 1, 2024 will be \$4,500. Beginning in year 3 we would pay the full amount of \$6,000.

The Board felt so strongly about this training that they would like to encourage the entire North Wisconsin District to participate.

A **motion** was made and seconded to strongly recommend the congregations of the North Wisconsin District to participate in the MinistrySafe sexual abuse training program. **APPROVED**

It was also recommended that a resolution encouraging the same be submitted to the 2025 North Wisconsin District Convention.

### **Strategic Plan Scripture**

Mr. Schult shared that the proposed Strategic Plan with the addition of Bible verses has been revised. He thanked Mrs. Wirtala for all the hard work she put into this task. Mrs. Wirtala stated that she would ask that if anyone has any other suggestions on different passages that they feel would be more appropriate to please bring it back to the Board.

A **motion** was made and seconded to approve the revised Strategic Plan as presented with the addition of Bible passages. **APPROVED**

## **Capital Campaign**

President Lueck reminded the group of the Labor of Love – Million Dollar Campaign Resolution that was passed by the 2022 North Wisconsin District Convention with amazing support by those gathered. Funds collected for this campaign would be over and above congregational gifts and individual pledges that are currently being received. In the last three years we have given out 39 grants totaling \$80,000.

The campaign will enter the Quiet Phase in the spring of 2023 with the goal of \$500k. The kickoff for the Congregational Phase will happen in the fall of 2023 with a goal of \$400k. Projection of individual gifts is \$100k.

The District Staff have been busy planning and organizing next steps in the campaign. A brochure has been created to share the story.

## **Building**

At our November meeting, the Board asked what it costs to stay in this building vs renting office space. Mr. Schult provided a cost comparison for the Board. After discussion, it was determined that with the seemingly decrease in value in the building over the years and its lack of marketability, coupled with the time intensive capital campaign work that is currently underway, now is not the time to spend our resources to look into the potential sale of the building. It was suggested that perhaps this idea could be brought back at a future date.

## **Standing Committee Updates**

President Lueck shared a handout with brief descriptions of each committee, as well as the information from the Board Policy Manual and District Handbook. Members were sent with their individual committees to receive a brief overview of the committee duties and to choose a lead person. The committees reported back with the following information.

### **Administrative Services Committee**

Mr. Betts shared that given conversation from today the ASC will be working on the District President salary package to present at the August Board meeting.

### **Audit & Investment Management Committee**

Mr. Mellem has agreed to lead this committee.

### **Governance Committee**

Rev. Gehrke stated there was no additional report.

### **Stewardship Committee**

Rev. Fehrmann stated there was no report.

## **President's Report**

President Lueck shared highlights from his written report which was shared with members at the meeting.

## **Staff Reports**

### **DJ Schult**

Mr. Schult shared the following highlights:

- Team Ministry Workshop-Best Practices; well attended
- Zooms: EC Directors and Treasurers-Business Managers
- Principal regional meetings

- April annual EC Directors Gathering in Antigo
- Office staff annual review overhaul
- Synod accreditation task force – Emerging Schools
- Capital Campaign

**Bill Jordan**

Mr. Jordan shared the following highlights:

- 100% LCEF effective January 1, 2023
- Still here to support the District – please continue to use him as a resource
- Consecrated Stewards available – 8-week program
- Working on lots of different loans (line of credit, construction, remodeling, etc.)
- LCEF offering a 4% one-year fixed-rate term note
- Matrix for NWD looks great with over \$58.6 million in investment dollars
- LCMS Foundation will announce the new dedicated gift planner for the District soon

Rev. Paul closed the meeting in prayer.

Meeting adjourned at 2:40 p.m.

Respectfully submitted,

Rev. Donald Engeberetson, District Secretary  
Lori A. Kavajecz, Recording Secretary