

**North Wisconsin District – LCMS
Board of Directors Meeting
Tuesday, July 25, 2017
Minutes**

In Attendance

Mr. Craig Timm, Chairman
Rev. Dwayne Lueck, District President
Rev. Dr. Timothy Roser, First Vice President
Rev. William Plautz, Second Vice President
David Ackerman, Treasurer
Richard Bartanen
Paul Duerst
Stephen Fisher
Bruce Plautz
Karol Selle

Unable to Attend

Susan Longmire
David Selmeyer
Rev. Timothy Shoup, Third Vice President
Rev. Dan Thews, District Secretary

Recording Secretary

Lori Kavajecz

Chairman Timm called the meeting to order at 9:03 a.m.

Opening Devotion – Karol Selle provided the Opening Devotion based on Jeremiah 31:3. Her devotion was entitled: “He Loves Me Forever”.

Adoption of Agenda

The agenda was adopted as presented. A **motion** was made and seconded to approve the agenda.

APPROVED.

Approval of Consent Voting Agenda

- ❖ May 1 & 2, 2017 Minutes
- ❖ NWD Unaudited June 2017 Financials & Consolidated P & L
- ❖ NWD Audited December 2016 Financials & Consolidated P & L
- ❖ NWD Convention Registration Fee - \$270/congregation.

The Consent Voting Agenda was adopted as presented. A motion was made and seconded to approve the above Consent Voting Agenda.

APPROVED.

December 2016 Final Audit Report

Mr. Ackerman shared that he believed the audit went well. An area of concern that comes up every year and is due to the minimal amount of staff at the North Wisconsin District is separation of duties. Mr. Ackerman clarified that he filled in when Mr. Dean was on leave for a few months and he feels that the District does have proper checks and balances in place to assist with incoming checks, deposit, etc. He also shared that checks written for greater than \$5,000 require two signatures.

A motion was made and seconded to accept the audit as presented.

APPROVED.

Management Agreement

Rev. Roser presented the following changes to the Management Agreement:

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- ❖ The second WHEREAS was revised as follows: *WHEREAS, the District is the owner of the real estate and buildings and thereon which are used by the Camp in the operation of Camp Luther and the buildings on the KBC property; and*

- ❖ 2d should be revised as follows:*The amount of compensation paid an employee shall comply with state and federal employment laws **and shall take into consideration the District's policies and guidelines for church workers.** The Camp....*

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- ❖ 2e in the last sentence was revised to read:*Written consent from the Executive Director for the commitment of an employee is required. Unless specifically waived in writing, the Camp shall be ~~shall be~~ compensated for the employee's time and reimbursed for reasonable and customary expenses incurred.*
- ❖ 2f – revised as follows:*however, it shall not solicit funds from congregations or persons within what is known as the North Wisconsin District of **The Lutheran Church—Missouri Synod** for major capital improvements valued in excess of....*
- ❖ The second paragraph of #5 should read:*and other items of personal property used in the operation of Camp Luther ~~the personal property~~. The Camp may dispose of any items that are no longer useful or operational, with the proceeds of any sale to be given **to** Camp.*

Lease

Rev. Roser stated that there were no proposed changes to the lease.

Rev. Roser opened these two documents up for discussion. It was suggested this Board have an open conversation with the Camp Board to begin discussions about the District's ability to sustain the current subsidy amount in the future. Begin looking at the potential to decrease this amount in the 2023 Management Agreement.

A motion was made and seconded to approve the Management Agreement with the proposed changes and the Lease as presented. **APPROVED.**

Next Steps

Rev. Roser will pass along the Management Agreement and Lease as approved by this Board to the Camp Luther Board. Once we have Camp Board approval, it should be ready to be signed at our November 2017 meeting.

DP Annual Review

Chairman Timm shared that he had received annual review forms back from most everyone and that he and President Lueck met to share the results. He shared that all comments were positive and reflective of the President doing a great job.

Board Annual Review

Chairman Timm reviewed the compiled results from this annual review and shared some of the highlights to the group. He shared that all reviews that came back were in the following categories: Exceeds Expectations, Meets Expectations, or Insignificant Knowledge to Rate. He also shared that he feels that this Board seems to be very respectful of one another and are able to disagree, voice their concerns and opinions and leave the meeting feeling as if you have been heard.

Constitution and Bylaw Changes

There were no new Constitution and Bylaw revisions for approval.

Reformation Celebration Update

Rev. Roser shared that Synod has released their resources for the Reformation Services. He is almost finished with the final revisions and will then forward onto District Communications to share with our pastors and congregations.

District Convention Nominations

Chairman Timm shared that the Chair and Secretary from the 2016 Nominations Committee met with the 2018 Nominations Committee last week Tuesday, July 18, 2017, to provide them with an overview of their duties. He then asked Mr. Bartanen, member of the 2018 Nominations Committee to provide an update. Mr. Bartanen shared that the Committee elected Rev. Todd Jerabek as the Chair and Anne Hartman as the Secretary. They created a timeline for their next meetings and steps to allow them to meet the February 2, 2018 report deadline to President Lueck. He also shared that he is checking with those NWD Board members who are eligible for re-election to confirm their interest in allowing their names to stand.

District Convention Offering

President Lueck shared that although it is not required that the Board of Directors approve the convention offering, he is looking for any ideas they may have. Please share ideas with him soon so that this can begin to be communicated in the District through our various communication avenues.

TEC21

Sue Lillienthal of St. Paul Lutheran School in Stevens Point joined the group to share her role as facilitator in the TEC21 program. TEC21 stands for Technology Enriched Classrooms for the 21st Century.

She shared that TEC21 is a unique professional development strategy with a mission to:

- ❖ Connect Lutheran educators at local, regional, national and international levels.
- ❖ Assist teachers in gaining new expertise to confidently and effectively integrate technology into the learning environment.
- ❖ Encourage and equip TEC21 teachers to become peer resources in their schools.

The Board had an opportunity to try the various tools and resources that educators are learning about and implementing in their classrooms. She thanked the NWD for their support of this program as it allows more teachers to attend; this program in our District is growing leaps and bounds.

Strategic Plan Update

Mr. Johnson shared that Senior Staff met offsite to revise the Strategic Plan. He led the Board through a discussion to review the changes that were provided with their packet.

Church Worker Debt

Mr. Johnson stated that at the last Board meeting an ad hoc committee consisting of himself, Rev. Tim Shoup, Mr. Bruce Plautz and Mr. Dave Ackerman was formed to examine the issues of worker indebtedness and how the District might be able to help. He provided a handout with the responses received.

Mr. Bruce Plautz also shared that Thrivent has a program designed to help church workers with their college debt. They offer educational webinars to have individuals begin to think about ways to reduce their debt, consolidating debt, etc. He shared that Thrivent has also offered to go out to individual locations to help spread the word. It was stated that this would be good to do prior to kids entering college; perhaps their junior and senior year of high school.

Mr. Johnson asked the Board to review the responses from the various districts and share any comments or thoughts they might have with the Committee prior to the November meeting. The committee will be meeting to provide thoughts on the positives and negatives of this potential program.

Standing Committees

Administrative Services Committee

Rev. Plautz shared that he had contacted the Minnesota South District to investigate how they created their compensation guidelines. He learned that they use an economic adjuster by county.

Other thoughts shared included:

- ❖ No spot on guidelines for positions such as organist, deaconess, etc.
- ❖ Because our District consists of both Wisconsin and Michigan; makes it tricky
- ❖ Suggestion to share somewhere on the guidelines where the incremental increase comes from (i.e. CPI)

Audit & Investment Management Committee

Mr. Plautz and Mr. Ackerman shared that the scholarship funds continue to climb. They have been completely funded by the interest and dividends being earned. For the past 3 years through June 2017, the scholarship investments with the LCMS Foundation have generated \$190,000 of income for scholarships

Governance

Nothing further to report.

Stewardship Committee

Mr. Johnson shared that the Committee hopes to launch the new and improved website in September. Mr. Johnson will get with the committee and report back in November.

President's Report

President Lueck distributed his report to all attendees—see attached.

Staff Reports

DJ Schult

Due to a conflict DJ was unable to attend this meeting. Mr. Johnson shared the following report in his absence:

- ❖ 3 teachers are already taking advantage of the Colloquy support the District is providing
- ❖ FLAME event held at CU-AA and included 35 potential principals; 5 from NWD
- ❖ 2 principal vacancies - Wisconsin Valley Lutheran High School and Trinity Green Bay

Dennis Johnson

Dennis shared the following items:

- ❖ Made his loan goal for LCEF - \$900,000 of it was from rostered church worker loans
- ❖ LCEF has a new president – Rev. Bart Day
- ❖ Building updates include: outside lighting, front steps, potential bathroom updates and security lighting around the building.

Closing Prayer

The meeting was adjourned at 1:45 p.m.

Respectfully submitted,

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

President's Report to NWD-LCMS Board of Directors

July 25, 2017 – Wausau, WI

Management report

- Parking lot sealed and maybe get parking lines
- Planning for 2018 NWD District Convention: Logo selected
"In Your Light, We See Light" Ps 36:9

Financial information - See Board documents

Missions & Ministry

- **Spring Pastors' Conference** – May 8-9, 2017 in Wausau
- **International LWML**/June 23-25, 2017 – Albuquerque, NM
- **District Golf Outing** – Merrill on July 31, 2017
- **Early Childhood Conference** - August 4, 2017 - St. Paul Lutheran, Bonduel
- **NWD-CUW All Schools Summit** - August 11, 2017 - St. Paul Lutheran, Bonduel
- **New Workers Retreat**– Aug 29-30, 2017 - Camp Luther
- **Adult Gathering** - October 17, 2017 - Mt. Olive Lutheran, Weston
Speaker - Rev. Patrick T. Ferry, Ph.D., President of CUW
- **Professional Church Worker Conference 2017** October 26, 2017
- Mt. Olive Lutheran, Weston
- **State Youth Gathering** - Nov 3-5, 2017 - Kalahari Resort, Wisconsin Dells

NWD Vacancies

- Right now there are 14 vacancies. 5 of these positions are for an associate.
- Faith/Chippewa Falls – soon to be vacant. Pastor retiring July 30!!!!!!!!!!!!!!
- Pastors will be installed at Trinity/Wausau, St Martin/Clintonville, Our Savior & Pilgrim/Green Bay, Immanuel/Mellen, St Luke's/Wis Rapids before next meeting.

Report of DP activity

- LCMS Blue Ribbon Task Force on schools: May 11-12
- Ordain & Install John Stransky, St John's. Wausau (7/2/17)
- Install: Michael Mathey, Marinette (5/14/17); David Faulkner, Immanuel, Marshfield (5/27/17)
- Funeral: Donald Dominkowski – Boulder Junction on July 22
- Pre-call: Sheldon/Gilman; Wrightstown; Kingsford; Pickerel; Hayward
- Camp Luther: Preached and administered HC for new staff on May 30
- St Paul/Hamburg – met with leaders about joining LCMS – July 2
- Camp Luther – did some video filming for campaign at camp
- Met with Circuit 3 about smaller churches and their future – July 24
- LCMS Hearing Panel – Aug1-3, 2017 in Kentucky
- Peru: Missionary Herb Burch moving to Belize
- Attended LWML convention in Albuquerque: June 21-25, 2017
- July 9: baptized my first grandchild – Mila Katherine Daubert

Staff Reports

- DJ Schult (Son playing in American Legion State Tournament)
- Dennis Johnson