

**NORTH WISCONSIN DISTRICT
THE LUTHERAN CHURCH MISSOURI SYNOD
BOARD OF DIRECTORS MEETINGS
November 1, 2022
District Office**

MINUTES

In Attendance

Mr. Craig Timm, Chairman
Rev. Timothy Shoup, 1st VP
Rev. Ryan Fehrmann, 2nd VP
Rev. Preston Paul, 3rd 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 –Brian Betts provided the Opening Devotion.

Adoption of Agenda

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

Board Training

The Board watched a short video entitled “Clean Windows” which focused on leaders providing clarity to describe the outcome desired. Board members shared thoughts on what this meant for them as a Board.

Built on the Rock

President Lueck provided this book to all members. The plan is for Board members to read Part 1 for the first assignment and then come together at the next meeting, break into small groups for discussion and then come back together for large group discussion.

Approval of Consent Voting Agenda

Approval of August 1 & 2, 2022 Minutes

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

NWD Unaudited September 2022 Financials

Mr. Maroszek provided the Board with a line-by-line overview of the financials to help interpret what they mean and point out items that should be on their radar. He also reviewed the graphs that were included to show the history of where we were and where we are now.

Strategic Plan Update

DJ walked the Board through the Outcome policies and asked for comments. It was suggested that scripture be added to the outcomes to help guide the staff.

Review of Board Budget Responsibilities

To assist the Board through the budget, DJ reviewed the board responsibilities from the Board Policy Manual.

A **motion** was made, seconded and approved to change the verbiage in Board Policy Manual 4.4.7 which currently reads: *“President shall maintain a monthly operating reserve of no less than 3% of budgeted receipts.”* to read *“...no less than 10% of budgeted receipts.”*

APPROVED.

NWD 2021 Budget

President Lueck presented the proposed balanced budget for 2023. He asked Mr. Maroszek to walk the Board through some of the highlights. The Board was given an opportunity for questions and discussion. Rev. Gehrke stated that he would like to see an addition to the financials showing how the District ended up; in the red or black.

A **motion** was made and seconded to approve the NWD 2023 Budget as presented.

APPROVED.

Elect District Board of Directors Advisory Representative to 2023 LCMS Convention

District Secretary, Rev. Don Engebretson shared with the Board that besides being responsible for certifying voting delegates and alternates attending the Synod convention, he is also responsible for the certification of advisory representatives.

He shared Bylaw 3.1.4.5, which states: your district is required to be represented at Synod conventions by one representative member of the district board of directors and one member of the district executive staff (other than the district president).

DJ Schult of the District Office will be attending as the executive staff member. Secretary Engebretson asked if anyone was interested in filling the board position. Rev. Preston Paul stated that he would like to be considered for this position.

A **motion** was made, seconded and approved to name Rev. Preston Paul as the board representative for the 2023 Synod Convention in Milwaukee.

APPROVED.

Resolution to Call Randall Plourde as Guest Service Manager for Camp Luther

President Lueck shared that he had installed Randall Plourde as Guest Services Manager for Camp Luther on May 30, 2022. We were informed by Rosters & Statistics in St. Louis that the call should have been extended by the North Wisconsin District as the parent company instead of Camp Luther as Camp Luther is not a RSO but a subsidiary of the District. To remedy this situation, the Board was asked to approve a resolution that the call be issued from the North Wisconsin District instead of Camp Luther and that the installation need not be repeated to effectuate the call to Randall Plourde.

A **motion** was made, seconded and approved to accept the proposed resolution as presented. **APPROVED.**

Election of Camp Luther Board Members

The Board was asked to vote for two positions for the Camp Luther Board. David Reineke (commissioned) and Tim Strasser (lay member) will be completing their second term at the end of December. Biographical information was provided for five candidates for these positions prior to the meeting.

Board members who knew the candidates provided a brief overview.

Votes were cast, Secretary Engebretson and Brian Betts were asked to tally the votes. The tally revealed that Terry Hanstadt and Andrew Hulke received the highest number of votes cast; they will serve as the new Camp Luther Board members beginning in January 2023. Rev. Aaron Gehrke, as the district representative for the District Board was asked to share the information with Camp Luther.

2023 Proposed Management & Lease Agreement

DJ Schult shared that the work to update the Management Agreement and Lease Agreement was completed by members of the previous District Board and Camp Luther.

The Management Agreement was revised to change the District's current annual contribution of \$100,000 to remain for the first year and then decrease by \$5,000 over the next 4 years. At the end of this next 5-year agreement, the contribution will be at \$80,000 a year.

DJ shared that the only additional change made to the Lease Agreement was the inclusion of the legal description and survey map contained in the addendum of the property. Over the years, Camp has sold a few parcels of land. Luke Kunze was able to provide the information in the addendum for approval today. Attorney David Piehler stated that this addendum is acceptable for approval today, but the legal description will need to be updated in the near future so that an accurate description is with the Lease.

The proposed and agreed upon revised documents for the period of 2023 through 2027 were shared with the Board and recommended for approval.

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

Camp Luther

Rev. Gehrke shared the following updates:

- New policy for staff concerning housing for staff
- Keweenaw Base Camp – revisiting this ministry
- Project list/timeline being created for unaddressed housing maintenance issues
- Staffing

Camp Luther 2023 Budget

The Camp Luther budget was approved by the Camp Luther Board in October. Dwayne Maroszek shared that they will be moving toward a similar budget as the District currently uses in the future.

Camp Luther Sexuality Standards Policy

Pastor Gehrke shared that the Camp Luther Board created a Sexuality Standards ad hoc committee that met over the last year or so to work on the creation of this policy. The objective was to have a policy in place that would share where Camp stands on these issues and give clarity for staff on how to handle issues when they arise. The Camp Board approved this policy at their October 10, 2022 meeting. It was also reviewed by Attorney David Piehler. Under Mr. Peihler's direction he asked that the District Board also review and provide their stamp of approval.

A motion was made to adopt the policy as presented and seconded. Mr. Timm opened the floor for further discussion. Several areas of concern were raised:

- Would like to see more Biblical references in the policy
- Not sure about wording in 3(e)
- Preamble needs to be looked at
- Not sure about wording in 4(a)

Due to the above concerns, it was suggested to have individuals from both Boards share their thoughts and suggestions and work on revising the policy.

A **motion to table the motion** was made, seconded and **approved**.

Revs. Shoup, Fehrmann and Gehrke agreed to form a task force to review this policy with Camp Luther and bring the policy back for approval at the February meeting.

Constitution & Bylaw Changes

Secretary Engebretson provided a report on the below Constitution & Bylaws that were submitted:

- St John, Black River Falls – *Recommend changes be made prior to final approval*
- Trinity, Wausau
- Peace, Eau Claire

Secretary Engebretson will follow up with St John, Black River Falls regarding the requested changes.

A **motion** was made and seconded for approval to be granted to Trinity-Wausau and Peace-Eau Claire. **APPROVED.**

Ministry Safe

DJ Schult shared that we have a contract for abuse awareness training. Ministry Safe provides the abuse awareness training with a series of videos that participants watch and then take a test at the end. Once the training is complete, the administrator will receive a message notifying them of completion. President Lueck is requesting that the entire Board take this training. Members will receive an email with a link to connect to the videos in the near future. Please have this training completed by our February 14, 2023 Board meeting.

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

Brian Betts was named the lead.

Audit & Investment Management Committee

The Audit & Investment Committee was missing two members so they will be choosing a leader at a later date.

Governance Committee

Rev. Aaron Gehrke was named the lead and the group stated that they will be ready to present Section 2-Board Self Governance Policies for approval at the February meeting.

Stewardship Committee

Rev. Ryan Fehrmann was named the lead.

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:

- Business Managers/Treasurers Zoom – CPS Tool – good attendance
- Early Childhood Director Zoom – Marketing your Early Childcare
- Early Childhood Teacher meeting – Dian Schlichtmann modeled how to teach the faith
- Principal Gathering – Paul Albers, Ed. Exec. – great attendance
- Principals reading the book *Grit* by Duckworth
- Team Ministry Workshop – January 31, 2023 – initiate change
- Lay Leader Training – January 17, 2023
- School visits
- NWD All School Summit – CUW – October 27, 2023

Bill Jordan

Mr. Jordan shared the following highlights:

- 100% LCEF as of January 1, 2023
- Despite COVID – lots of congregations are growing
- Labor of Love grant application open until December 5 – Decision early January
- LCMS Foundation will take over gift planning for District – January 1, 2023

Brian Betts closed the meeting in prayer.

Meeting adjourned at 2:50 p.m.

Respectfully submitted,

Rev. Donald Engebretson, District Secretary
Lori Kavajecz, Recording Secretary