

**NORTH WISCONSIN DISTRICT LCMS
Board of Directors Meeting
Camp Luther, Three Lakes
May 6-7, 2019
Minutes**

NWD Board Members Present	NWD Board Members Unable to Attend
Mr. Bruce Plautz	Mr. Paul Duerst
Rev. William Plautz, 2 nd VP	Rev. Dr. Timothy Roser, 1 st VP
Rev. Timothy Shoup, 3 rd VP	Mrs. Karol Selle
Rev. Donald Engebretson, Secretary	Mrs. Kathy Strasser
Mr. David Ackerman	
Mr. Richard Bartanen	NWD Staff Present
Mr. Brian Betts	Mr. Bill Jordan
Mr. Paul Duerst	Mrs. Lori Kavajecz
Mr. Stephen Fisher	
Rev. Aaron Gehrke	NWD Unable to Attend
Rev. Dwayne Lueck, President	DJ Schult
Mrs. Sharon Voight (Tuesday only)	

Monday, May 6, 2019

Opening Devotion

Brian Betts welcomed the group and read Acts 9. Then he went on with his devotion asking the group to think about what makes their hearts 'skip a beat'.

Adoption of Agenda

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

Consent Voting Agenda

- ❖ Approval of March 11, 2019 Minutes
- ❖ NWD Unaudited March 2019 Financials
- ❖ NWD Unaudited March 2019 Consolidated P & L
- ❖ NWD Audited December 2018 Financials
- ❖ NWD Audited December 2019 Consolidated P & L
- ❖ **2020 Additional Information for CPS Compensation Tool**
- ❖ **Board Policy Manual – Section 4**
- ❖ **Board Policy Manual – Section 5**

A **motion** was made and seconded to remove the above **bolded** items from the Consent Voting Agenda for further discussion and to approve the agenda with this change. **APPROVED.**

Introduction of Bill Jordan

Chairman Plautz asked the group to go around and introduce themselves and share where they were born and where they are from to allow members to get to know each other a little bit better. President Lueck introduced Bill and shared with the group that the time allocated to the district has increased to 40% with the remaining 60% to LCEF. This additional time for the district will allow Bill to serve as a business consultant for our congregations, lead stewardship initiatives, oversee budget and ministry plans, as well as overseeing building maintenance, vendor contract negotiations and property improvements.

Board Policy Manual – Section 4 & 5

Chairman Plautz referred the Board to Attachments E & F (BPM Section 4 & 5) and walked the group through these documents as a refresher to bring awareness of what they entail and to allow for a discussion to prompt any questions.

JOINT MEETING WITH CAMP LUTHER

Community Center Update – Q & A

The North Wisconsin District Board joined the Camp Luther Board for an update on the status of the project. Members of both boards introduced themselves.

Woody provided an overview of the history of Camp Luther. Terry Hanstedt gave an update on the cost projections from Bayland Builder. He shared that the Filled with the Spirit Campaign started over 5.5 years ago and that at that time their initial goal for the cost of the entire project was \$2.5 million. Due to time and inflation, the project came in at \$3.2 million. If they proceed as planned, groundbreaking is set for September 1, 2019 with a completion date of May 2020. All cash on-hand will be used toward the project first; they will be working with LCEF to secure other financial assistance as needed. Terry has agreed to be the on-site project manager to oversee the entire project to ensure all runs smoothly from start to finish. Fundraising will be ongoing.

Meeting was adjourned at 8:00 p.m. and all were invited for Fellowship in the Dining Hall.

Tuesday, May 7, 2019

Opening Devotion

Rev. Aaron Gehrke opened the group with an interactive reading of Psalm 148. He blessed us with his gift of music by playing guitar and singing *All Creatures Of Our God and King* as we joined in to sing along.

NWD Board Annual Review Results

Chairman Plautz handed out the results of the annual review that Board members were asked to complete prior to the meeting. Some of the discussion points included outcomes and financial reporting. President Lueck shared that at future meetings he has asked Bill Jordan to provide a 'verbal' snapshot of where we are at fiscally. Board members also shared a desire to have a 'visual' snapshot with charts or graphs. Pastor Gehrke stated that his office just created such a document and agreed to share it with Bill to reference as a starting place. It was also suggested to put some narratives and key indicators on this visual document for Board members as a guide. It was also requested that for future meetings we will take the financials off of the Consent Voting Agenda and add them as a regular agenda item to assist Board members in becoming more familiar with what to look for.

NWD District President Annual Review Results

Chairman Plautz handed out the results of the annual review that Board members were asked to complete prior to the meeting. He stated that he didn't have a chance to meet with President Lueck prior to the meeting so this is the first time he is seeing the results as well. The results were reviewed with several items being discussed.

Constitution & Bylaw Changes

Secretary Engebretson stated that he has contacted all of the congregations that submitted Bylaw changes at the last meeting to share the results.

The following Constitutions were presented for approval:

- ❖ Our Savior – Eagle River
- ❖ Zion – Aniwa

Secretary Engebretson recommended approval of Our Savior, Eagle River as reported and Zion, Aniwa was recommended for provisional approval upon the below stated changes being implemented, received and approved by him.

Zion-Aniwa

Request to include the following two items:

- ❖ A minimum requirement of 2/3 vote for the excommunication of a member (Bylaws, Article 2, Section 1 & 4); and
- ❖ Include language in Article 5, that will specify that the congregation will call only “ordained ministers who are members of the Synod” or “commissioned workers who are members of the Synod”.

A **motion** was made and seconded to approve the Constitution & Bylaw changes for Our Savior, Eagle River as presented and to grant provisional approval to Zion, Aniwa once the above changes are implemented.

APPROVED.

Standing Committee Updates

Administrative Services Committee

Additional Information for CPS Compensation Tool

Rev. Plautz directed members to the revised ‘Additional Information not addressed in CPS Compensation Tool’ – Attachment D and gave an overview of suggested changes. It was requested that the ‘Guest Preacher Fee’ should continue to increase on a yearly basis. A **motion** was made and seconded to approve increasing the dollar amounts under the ‘Guest Preacher Fee’ for one service to \$150 and for two services and a Bible study to \$235, as well as all proposed changes shared.

APPROVED.

Severance Package

Rev. Plautz reported that at a previous meeting the committee was charged with creating a recommendation to congregations regarding severance packages. He shared verbiage he received from the Minnesota South District which reads as follows:

On occasion professional church workers find it necessary to resign their Call. Such a decision can be reached for a variety of reasons. Whatever the reason, resigning one's Call is a traumatic event. One of the significant challenges it presents to the worker is the need to care for his/her family during the time of transition. Another significant challenge is that it is not appropriate for the professional church worker to generate a new ministry position for himself/herself as one would be expected to do in the secular world. On the contrary, the professional church worker is expected to wait until the Holy Spirit calls him/her to a new ministry position. Unlike those in the corporate world, the professional church worker also normally does not accumulate compensatory time, sick leave, or vacation time which can sustain his/her family during the time of transition. In view of the above factors, the resignation of one's Call provides the worker's congregation/school with the unique opportunity to display the care of our Savior for those who are in need (Matthew 25: 31-46, Luke 10:25-37).

The Board of Directors recommends that when the professional church worker does not have immediate occupational plans and a source of income that the congregation and/or school seriously consider granting the worker his/her full salary, housing and allowable benefits for a period of at least six (6) months, or until he/she accepts a Divine Call and is installed in that position, whichever comes first, as an expression of their thankfulness for the past service of the worker, the respect which they have for the

Approved at the August 6, 2019 NWD Board of Directors Meeting

Office of the Holy Ministry, and their desire to show Christian compassion and care for a fellow brother/sister in Christ.

After discussion, it was determined that rather than making this a separate document, we will include it in the 'Additional Information for CPS Compensation Tool'.

A **motion** was made and seconded to approve the verbiage presented and include it in the Additional Information for CPS Compensation Tool document. **APPROVED.**

Audit & Investment Management Committee

Chairman Plautz shared that the first quarter investments reflect a 7.7% positive increase which will help to offset the 4th quarter 2018 results. David Ackerman shared that he continues to monitor the investments to ensure that we are in the right place from an investment perspective. He also shared that the audit reports just came in and will be shared with the Board via email. Once you receive them if there are any questions please let him know.

Governance Committee

Stephen Fisher stated that there is nothing to report at this time.

Stewardship Committee

Bill Jordan stated that he has no report at this time. He does plan to step up the initiative when it comes to stewardship to help bring awareness to congregations. He will be introducing a new LCEF product called "Joyful Response". Besides Bill, current committee members include Revs. Shoup and Gehrke.

Camp Luther Bylaws Revision

Chairman Plautz brought forward an additional item to the agenda. The Camp Luther Board voted to approve the changes to their Bylaws that were recommended by the Commission on Constitutional Matters (CCM) in a January 10, 2019 letter. Chairman Plautz handed out copies of the revised Bylaws to members for discussion. A **motion** was made and seconded to approve the proposed changes as presented. **APPROVED.**

President's Report

President Lueck shared an overview of the Gift Planning Services report he received for the first quarter. He stated he will continue to share these reports each quarter. He also handed out his report to share with members.

Ongoing Board Education & Training

President Lueck shared a presentation that was provided at the Leadership meetings with an opportunity for Board members to ask questions.

Rev. Gehrke closed the meeting with a prayer of thanksgiving and safe travel.

A **motion** was made and seconded to adjourn the meeting at 11:51 a.m.

Respectfully submitted,

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