



SECTION TWO

DISTRICT PRESIDENT REPORT

DISTRICT HANDBOOK

FINANCIAL REPORT

AUDITORS REPORT

PRESIDENT'S REPORT TO THE DISTRICT CONVENTION OF THE NORTH WISCONSIN DISTRICT

Before we even begin to discuss "light" in connection to our theme, maybe we should ask – "Does our world need the 'light'?" Let's take a look at some events that happened since our last district convention here in the United States.

2015

- ❖ Charleston church shooting June 17th – 9 killed
- ❖ The Supreme Court made a landmark decision (June) by a 5-4 vote to allow same-sex couples to marry nationwide.
- ❖ The San Bernardino shooting December 2nd – 14 killed. This marked at least the 57th mass shooting this year where 3 or more people were killed.
- ❖ Bruce Jenner became Caitlyn Jenner

2016

- ❖ Orlando nightclub shooting June 12th – 49 killed & 58 wounded in a gay nightclub
- ❖ Obama as the first black president finishes his second term as President

2017

- ❖ Donald Trump Becomes president January 20th - Tweets occasionally.
- ❖ Hurricane Harvey hit Texas August 25th – 106 killed
- ❖ NFL players kneel during National Anthem
- ❖ Mass shooting by gunman in Las Vegas October 1st – 58 killed
- ❖ Wildfires hit northern California October 13th – 36 killed
- ❖ Gunman in small Baptist church in Texas November 5th – 26 killed; 20 wounded
- ❖ Harvey Weinstein scandal - widespread prevalence of sexual assault and harassment, especially in the workplace - #Metoo – women speak out

2018

- ❖ Mass shooting at Marjory Stoneman Douglas High School in Parkland, FL February 14th – 17 students and teachers killed
- ❖ Billy Graham died at age 99 February 21st
- ❖ Students stage nationwide walk out in massive protest over gun violence March 14th
- ❖ Immigration issues

"In Your Light, We See Light!" These words are the theme for our convention and are from Psalm 36:9. These words were fitting for the time they were written and fitting for 2018. In this psalm the writer laments a group of people that he calls *'the wicked'* (v. 1) and that they have no fear of God. When we get to the section of our convention text, the theme is the 'steadfast love' (v.5) of God. The psalmist pleads for a continuation of the Lord's love. It is there he refers to ***"in your light, we see light."*** Knowing Him, knowing God brings enlightenment and joy. God is the bright light needed in today's world and in our communities. Apart from Him, we are in darkness.

It is the difference between life and death. *"For with you is the fountain of life"* the psalmist proclaims at the start of verse 9.

Today, more than ever we need to cling to God's steadfast love. We, you and I, need a Savior who calls us *"out of darkness into His marvelous light."* All people need to know and believe in Jesus who died for the sins of the world, who is *"the way, the truth and the life."* Jesus stated it clearly: *"I am the light of the world. Whoever follows me will never walk in darkness, but will have the light of life"*(John 8.12).

We need to hear God's words of assurance proclaimed to the members of our congregations so that they can stand strong in their faith as they live in this world that is not "Jesus friendly" the way it used to be. We need to encourage each other, band together so that God's word is continued to be proclaimed in our neck of the woods in north Wisconsin and upper Michigan. We need to encourage each other and be a bold witness in our communities. We need to share the love of Christ in word and deed inside and outside our churches. We need to share what we have learned: ***"In Your Light, We See Light!"***

Our district will gather on June 3 & 4 in Rothschild for a distinct purpose as stated in the bylaws of our synod's handbook: *"Conventions of the districts shall afford opportunities for worship, nurture, inspiration, fellowship, and the communication of vital information. They are the principal legislative assemblies, which amend the district's Articles of Incorporation and Bylaws, consider and take action on reports and overtures, and handle appropriate appeals."*

"The president shall preside at regular and special conventions of the district and shall generally discharge the duties to his office. He shall present a report of his official work to the district convention." (Bylaw 3.07.a - NWD Handbook)

Before you arrive I wish to share with you the district president's report on what has taken place in the past three years in the North Wisconsin District.

MISSION

Encourage, network and equip Lutheran congregations of the North Wisconsin District-LCMS to vigorously make known the love of Christ.

"The district president is responsible for the implementation of all board of directors' outcome policies and decisions. Ordinarily this is done through the district staff." (Bylaw 1.05.a – NWD Handbook)

I would like to begin by thanking the district staff in Wausau who have helped me to encourage, network and equip the congregations of this district. Besides the many

things they do on a daily basis, I am thankful for them to ensure that this convention is planned and happens! They make sure it happens!

Dennis Johnson has been serving as our District Lutheran Church Extension Fund (LCEF) Vice-President for 25+ years. 90% of his support is paid by LCEF and the other 10% by NWD. He serves as Assistant to the President as our stewardship resource person, as well as managing the property of the Wausau office. He will be retiring in the spring of 2019.

DJ Schult serves as Assistant to the President and works primarily with the staffs of the parochial schools and preschools of our district, encouraging them and being a resource in many areas. He also oversees the communications that come out of our office whether online or in print. His time is also spent working with leaders of the congregations dealing with style of governance, as well as other board and personnel issues. DJ has served in this position since 2013.

Lori Kavajecz continues to serve as Executive Assistant to the President dating back to 2008. Her primary task is to assist my office in maintaining order and working with Synod's roster and statistics in new calls, transfers, etc., as well as assisting schools and congregations with call documents and other matters. She also supports our Board of Directors and has coordinated the planning and implementation of this convention.

Paul Dean has served as the Accountant for the district since 2004. He maintains, prepares and analyzes the financial data for the district. The result of his work is always the same – a great audit.

Sandie Pagel, Administrative Assistant, is the newest staff member who joined our team in 2015 on a part-time basis. She assists Lori in supporting Senior Staff and the many tasks that come along with managing the office efficiently. She also plays a key role in organizing our district newsletters.

Below are individual reports provided by Dennis and DJ.

Dennis Johnson

The activity for the past triennium for my areas of responsibility are detailed below.

Lutheran Church Extension Fund

The mission of LCEF is to support the LCMS in fulfilling its mission of sharing the Gospel of Jesus Christ. This is done through the supporting work of loans, ministry support services and investments.

Through 2018 to date, the North Wisconsin District program has \$46,856,000 invested, 4,000 investors, and \$9,833,000 from 52 loans to congregations. Time and effort have been expended to promote Rostered Church Worker Loans (housing, debt consolidation, home equity) and there currently is over \$2,578,000 loaned to workers.

Stewardship

The district is committed to having a Stewardship Committee that will encourage and equip workers for this important work. Stewardship information and resources are shared through the website and the E-Finance newsletter.

Building and Grounds

Major mechanical and cosmetic renovations were completed in the 2012-15 triennium, and the focus in the 2015-18 timeframe was timely maintenance and repairs. The heating/cooling overhaul has resulted in substantial energy savings. Some new landscaping was completed, and a planned maintenance schedule was instituted to avoid expensive unplanned expenditures in the future.

DJ Schult

Much has happened to encourage, network and equip congregations in this triennium. Having been blessed recently to celebrate 20 years in ministry, I am reminded of all the forgiven sinners who serve the Lord with gladness in our NWD; ordained, commissioned and lay leaders...great influencers unashamed to give a reason for the hope they have, vigorously making known the love of Christ.

We give thanks to God for our 3 LCMS high schools, 19 elementary schools, and 42 stand-alone preschools/childcares. Some of our ministry support this triennium included:

- ❖ Expansion of the school choice voucher program. 11 schools participate, with more added each year.
- ❖ Increased accreditation participation. Now 16 schools have achieved the five-year recognition.
- ❖ Creation of a regional training event for potential principals to combat the shortage of school leaders.
- ❖ New funding for teacher colloquy to develop the Lutheran identity of the increasing number of non-rostered teachers.
- ❖ Financial support for teacher technology training cohorts to improve professional practice.
- ❖ Financial support for online curriculum mapping tools to develop and align written curriculum.
- ❖ School board training in best practice roles, responsibilities and strategic planning.
- ❖ Planning and hosting multiple conferences, including: all-schools, professional church workers, early childhood, principals' academies, early childhood directors, state youth gathering, state teachers.

- ❖ The communications ministry of the NWD connects our churches, schools, called and lay leaders. Have you visited the NWDlcms.org website, signed up for our online publications, and viewed us on social media? *District Communications* include:
 - The Happenings - a monthly, general newsletter for everyone in the district.
 - School Happenings - a monthly newsletter for those interested in schools/early childhood.
 - Finance Happenings - a monthly newsletter for those interested in church finance/stewardship.
 - Church Happenings - a monthly newsletter for those interested in pastor/church worker items.
 - Guiding Connection - a weekly devotional connected to the weekly Gospel reading.
 - Lutheran Witness – monthly district inserts to the LW, archived for viewing.
 - Facebook.org/nwdlcms – for interesting news across the District and Synod.
 - Website – nwdlcms.org for resources, information, and upcoming events.
 - Conference Registration – online signup for multiple conferences and events.

Personally, I enjoy serving as the Head Girls Basketball Coach at WI Valley Lutheran High School and the Assistant Baseball Coach. All three of my children attend WVLHS, with my oldest leaving the nest this fall. My wife Sara and I look forward to all God has planned for our future, as a family and through service to you in the NWD.

Three other staff work on a part-time basis for the district and have been busy with encouraging and supporting our professional church workers. They are:

Lee Belmas – Specifically supports, encourages and works with the Directors of Christian Education throughout the district.

Rev. Dan Kohn – Provides counseling for professional church workers and serves as a resource for pastoral counseling and referrals.

Rev. Mark Lundgren – Assists congregations and their leaders to encourage their professional church workers.

Below are their individual reports:

Lee Belmas

My name is Lee Belmas and I have lived in the North Wisconsin District nearly all my life. I worked as a called, commissioned minister (Director of Christian Education/DCE) in the district for 27+ years as an Assistant to the President. I retired in the fall of 2012.

Currently I am assisting the District President on a very part-time basis as a part of ministerial health and wellness. I work with 30+ professional workers and 2-5 DCE interns in the district, as well as other youth volunteers when requested. I visit each professional worker an average of two times each year to see how they are doing and to determine if there is any way I or the district staff can assist them. I serve as their contact person for the district. From time-to-time I work together with the pastor and professional youth worker as the need arises.

The visits are a blessing to our workers, as they show the district cares about them and are concerned about their health and well-being. A healthy worker is a happy worker who performs better at work and in his/her personal life.

Thank you, North Wisconsin District, for caring for your workers and providing ways to keep them healthy. You are a blessing to many.

Rev. Dan Kohn

I am Pastor Dan Kohn, serving as sole pastor at Bethlehem Lutheran in Altoona, Wisconsin for the past seven years.

I also serve as the District Counselor where I assist pastors and other church workers who are going through a troubling time. Pastoral ministry can be remarkably stressful. This can lead to spiritual, emotional and psychological issues that can be effectively addressed in Bible-based counseling. Such counseling can also help overcome addictions and burnout—that are also common in ministry.

I assist in developing resources to assist pastors stay healthy. I am available to do specialized trainings to circuits and regions (Addiction 101, Brief Pastoral Counseling, Burnout Prevention, Addressing Conflict in the Church, etc.). I am also a trained reconciler for the District and Synod.

In a small way I assist the district in maintaining healthy ministers and healthy ministries. So we can be a vibrant district bringing God glory.

Rev. Mark Lundgren

I am Pastor Mark Lundgren currently serving full-time in a dual-parish, with 25 years of pastoral ministry experience in suburban, inner-city, and rural settings. I received training as a coach through CoachAdvance (an LCMS RSO), have served as a retreat chaplain for Grace Place Wellness Ministries, and have been a presenter for 6 years at the Circuit Leadership Forums held by our district every January. I have worked in the area of ministerial health for two districts for over 20 years.

My job description states: Pastor Lundgren serves the North Wisconsin District by providing support, encouragement, and assistance to congregations and their

professional church workers through networking, consulting, counseling, coaching, and the development of resources.

How does this help the North Wisconsin District? In trying to fulfill the District Resources Mission to “encourage, network and equip” the congregations of our district, in the past triennium, I have met with representatives of over 60 congregations to share with them ways to keep their professional church workers in, and healthy in, ministry. I have also provided coaching and counseling to individual church workers, assisting them to develop healthy responses to the challenges of carrying out their callings. I have spoken to congregational leaders, pastors, pastors’ wives, and Circuit Visitors.

“Caring for the Called,” a presentation I developed for use in helping church leadership boards implement healthy practices for their workers, has been shared around the Missouri Synod and is now being used in other districts. The response to this presentation has been extremely positive.

District Archivist

Greetings in the name of Christ!

My name is Rev. Ryan Fehrmann. I serve as pastor of Zion Lutheran of Aniwa, Wisconsin. In late 2015 I was asked, due to my interest and background in history, if I would be willing to oversee the North Wisconsin district archives. I entered into that service in January 2016. In that role I have worked to maintain and improve the condition of the archives which are housed in the district office’s basement.

The relevance of having archives for any institution is best summed up by the Archivist of King’s College, Cambridge England, “Archives are important because they provide evidence of activities and tell us more about individuals and institutions. They tell stories. They also increase our sense of identity and understanding of cultures. They can even ensure justice. Records weren’t usually created for the purpose of historical research so they often provide a less biased account of events than secondary sources.” To that end the NWD archives store historical records of active NWD congregations. These include, but are not limited to, bulletins for new building dedications, school openings, anniversaries, constitutions, and some correspondence with the district office. The archives also maintain records on active and retired pastors and church workers including installation and ordinations. Also maintained are district-specific items like convention records, district board minutes, and other district-wide events. The archives also house records on behalf of the NWD LWML, Walther League, and some Camp Luther materials. It does not contain the full records of congregations that have closed which, though are to be sent to the NWD archives for initial processing, are then passed on to the LCMS archives at The Concordia Historical Institute in St. Louis.

Please consider sharing your congregation's items of historical interest with the NWD archives to maintain that extra copy apart from your church's archives. This is helpful to people doing research and is an extra safety measure in case of a church copy being lost or destroyed. These items can be sent directly to the District Office, c/o "NWD Archives". It is a joy to maintain for you the archives of the district and be encouraged by the pictures and reports of the past to the present. To rejoice at what a blessed heritage has been handed to us over the years, indeed to see Christ's work among the NWD's pastors, church workers, and congregations in both peaceful and challenging times. Finally, access to the archives is welcome by appointment with the archivist.

VISION

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

"The board of directors shall have full authority to manage and control the property and affairs of the district except as the powers of the board may be limited by the Bylaws or by the district convention. The board of directors also shall have such other powers as may be authorized by the district convention." (Bylaw 1.04 - NWD Handbook)

This district is blessed to have faithful board members who have carried out the work that they were asked to do since our last convention. (Their names are listed within this convention workbook.) The board lost a faithful member this last December as David Selmeier passed away. He served faithfully not only on the Board of Directors, but also as the NWD Board Representative on the Camp Luther Board. His position was not filled since it was so close to this convention.

The board elected Craig Timm to serve as chairman the past three years. This was his second term; he is not eligible to serve this next triennium. He did an excellent job of leading and presiding over the meetings of the Board of Directors. Following are a few words from him.

NWD Board of Directors

Dear NWD convention delegates and guests:

On behalf of your Board of Directors, we all want to thank you for your interest and work on behalf of our wonderful district. May God bless each and every one of you as we do the important work for His church.

I have had the honor of serving as your board chairman during this past three-year cycle. I can't thank enough our devoted board members, staff and all that have assisted us during this time. The district is in wonderful shape and I wish the best of luck to all persons who will assume duties after our various elections.

Please take a moment to remember a dear and loyal servant of God, David Selmeyer, who went home to be with his Lord this past year. His service to all of us can never be replaced.

Specifically, I want to share a few highlights with you that your board has accomplished during our term:

- ❖ We renewed a five-year agreement with Camp Luther. Nothing more to say – this is one of the finest facilities in all of the LCMS!
- ❖ To be sure we are doing the best with your resources, but on a more negative note, we decreased our support to Synod from 40% to 39% during 2018.
- ❖ We have been working hard on salary guidelines for all church workers. At a recent meeting, we approved using Concordia Plan Services for these guidelines. Please note that this doesn't include commissioned teachers at this time since that is still being developed. These new guidelines are already being used by some LCMS districts.

So, as they say, "on with the show" and let's all continue to serve our Lord and the Lutheran Church—Missouri Synod.

In Your Light, We See Light!

Craig Timm
Chairman, NWD Board of Directors

DISTRICT CORE VALUES

Faithful to the Scriptures and the Lutheran Confessions

Excellence in all our endeavors

Integrity in all our relationships

Sustainability in all our ministries

Harmony in life together

"The district president is responsible for the implementation of all board of directors' outcome policies and decisions." (Bylaw 1.05.a – NWD Handbook)

OUTCOMES

To fulfill our Mission, we in the North Wisconsin District will work together to fulfill these outcomes:

PROFESSIONAL CHURCH WORKERS

Church workers will be encouraged, equipped and aided to fulfill their Calls and vocations.

CONGREGATIONS

Congregations will be encouraged, equipped and aided to minister to the needs of all through Word and Sacrament.

DISTRICT MINISTRY RESOURCES AND AID

Ministry opportunities will be identified and resources deployed to collectively carry

Camp Luther

"Building up all people in Christ for service and witness to the world."

Through God's grace and the support of the North Wisconsin District, Camp Luther continues to grow and expand its ministry programs. All activities at Camp Luther focus on the core values of Christ-centered community, relationships, servant leadership and meaningful service. Campers, young and old, engage in a community that builds them up in Christ, and encourages them to live out the Gospel and share the Good News with others.

Camp Luther is a place to grow in faith and make memories that will last forever.

The growing ministry of Camp Luther is linked closely to the North Wisconsin District and its congregations. Encouraged through that relationship, Camp Luther campers and staff reach out in love and service to the people of our district and beyond.

- ❖ Servant events and mission projects in the local communities of Three Lakes, Wisconsin, Houghton, Michigan and Wayside, Wisconsin areas strive to make known the love of Christ to all.
- ❖ Camper mission projects have provided a means for campers and staff to make a difference for Christ in Kenya, Guatemala, and Hong Kong.
- ❖ As the camp of the North Wisconsin District, Camp Luther provides programs and resources to assist congregations in ministry and outreach. A variety of year-round retreats for youth, confirmands, adults, and families provide a place for learning, growth, and fellowship.

- ❖ Keweenaw Base Camp, in Houghton, Michigan, offers intentional, Christ-centered programs that challenge youth and adults to grow in community, service, adventure, and faith.
- ❖ Every Kid to Camp remains a core ministry, funding summer camp for first-time campers. Since 2006, more than 3,000 children have participated in Every Kid to Camp.
- ❖ Traveling Day Camp takes Camp Luther Staff to district congregations to assist them in reaching children and families of their local communities.
- ❖ Camp Luther cottage retreats are offered at no cost as a refuge for church workers in need of rest, family time, and renewal.

The best place on earth! I always leave feeling refreshed in my faith and life!

- ❖ The Lord has blessed the North Wisconsin District with a beautiful camp. Stewardship of these valuable resources is vital to the long-term sustainability of the Lord's work.
- ❖ The Filled with the Spirit Campaign, through the participation of individuals and congregations, is bringing much needed support to the Outdoor Ministry Fund (general), Every Kid to Camp, and capital improvements. More than 100 volunteers have assisted with the development and planning of the Filled with the Spirit Campaign.
- ❖ The lower level of the Retreat Center was completed in 2017, and a new Community Center with dining and kitchen, is planned for 2020.
- ❖ Approximately 1/3 of Camp Luther's annual income comes through donations from individuals, congregations, the NWD, and others.
- ❖ The 2017 timber harvest at Camp provided income that is being reinvested into the ministry.
- ❖ As of March 2018, Camp Luther is debt free!

Campus Ministry

Peace Lutheran Campus Center

My name is Andy Weden, pastor, teacher and advisor to the students of Peace Lutheran Campus Center in Stevens Point, Wisconsin.

Peace Lutheran Campus Center has been an absolute blessing and refuge for students and the university community in Stevens Point, as our culture and society continue to diverge further and further from a biblical worldview. In addition to weekly Sunday worship with Holy Communion and a Wednesday evening worship and prayer service, there are various activities throughout the week for students to get involved in as part of the Body of Christ. Students also have the opportunity for growth by participating in retreats, various mission trips and regional servant events. God is truly working in the lives of students through Peace and the support Peace receives.

Some recent highlights include our 500th Anniversary Celebration of the Reformation that included a Gospel Choir from Chicago in October, as well as the showing of the Luther Film in the Campus Theater. In celebration of the reformation, Peace also created a “museum like” History Exhibit highlighting the major events surrounding the 1517 event. The exhibit has been on tour since January 2018 and is available to congregations to host for approximately 2 weeks at a time. We are very proud of this professional and educational display.

Another wonderful blessing was traveling to the greater Houston area with 12 students to help victims of Hurricane Harvey recover from the devastation they experienced in August 2017. The mission trip was a time of great growth through morning devotions and evening Bible studies. The team of students got a glimpse of the hope they truly gave to homeowners who had been in a constant state of discouragement for almost 6 months. Their humble service was indeed the hands and feet of a loving and merciful Savior.

Spring 2018 also brought the completion of the second phase of Peace’s “Mission Field Project” as a local contractor worked to finish leveling and bringing the final ½ acre of the playing surface up to grade. The hope is that by fall 2018 the field will be ready for university students to play intramural and club sports. This will be a tremendous opportunity for Peace to share God’s blessings with new students coming to Peace. As we approach our 50th year of ministry at Peace, we’re encouraged by the lives that have been touched and the blessings that have been received through this campus ministry of the North Wisconsin District. Thanks be to God!

Marquette/Northern Michigan

Redeemer’s Campus Ministry has been working to connect with Northern Michigan University students in various outreach ways. Those connections include small groups, one-to-one, as well as connections with the worship community of Redeemer.

Meals, game nights, Bible studies, and worship nights are held at the Campus Ministry House where students share in fellowship and growing in God’s Word. We are planning a mission trip to Nicaragua in January 2019 which will be availed to our college students to be a part of. Our college students have also been able to be involved in our middle and high school ministries—providing leadership and connections to the younger students within the Redeemer Family.

Through the financial support of the North Wisconsin District these opportunities for connections and building relationships provide the means for the message of Christ’s love to be shared and made known.

What a blessing for these students to know and grow in Christ; knowing that “In Your Light, We See Light” throughout their college experience.

Houghton/Michigan Tech

Saints Peter and Paul Lutheran Church in Houghton called DCO Marcus Huff in 2016 to serve as Director of Youth and Campus Ministry.

His ministry on the campus of Michigan Technological University is an integral part of what we do as a church. Through the generosity of the district, we are able to own and operate a campus house where 6 students live. The rent is significantly lowered for the students because of the district's support and in return these 6 students are asked to be leaders of ministry on campus and in our church. These students run a shuttle to the dorms to bring students to worship. Many college students are involved as musicians, ushers, Sunday School teachers, etc. at church. We have an active group of around 50 college students on an average weekend. On campus, they run weekly activities/outings on Saturdays and Bible study on Sundays. Each spring break students go on a mission trip. Most recently, in 2018, they traveled to Houston, Texas to work with Glocal Mission. We have an adopt-a-student program where church families adopt a student to be a home away from home during their college years. We see our church as a training ground and a sending place for these students. While with us, they will experience the light of Jesus Christ and as they graduate we send them to be the light to the world.

Chaplaincy

Pastor Wayne Schwanke, North Wisconsin District Chaplain at the Wisconsin Veterans Home in King, Wisconsin (WVH-King).

The North Wisconsin District's Chaplaincy at the WVH-King continues to provide a very unique Lutheran presence in this government owned and operated facility, and affords a great Christian witness to the members, families and staff who live, visit and work here. The gracious and generous support of our NWD congregations makes it possible to bring the love, mercy and grace of our God through Jesus Christ to men and women who have faithfully served our nation in times of war and during times of peace.

Throughout this triennium, the WVH-King has seen some rather significant changes. Our population has shifted from a majority of World War II veterans to a majority of Vietnam era veterans. This change has brought physical, emotional and spiritual challenges as we care for and minister to members who have higher occurrences of Post-Traumatic Stress and face multiple health problems associated with Agent Orange exposure. As the needs of our veterans changed so did our residential capacity. Over the past three years, WVH-King has reduced its available beds from 721 to 664, with an average daily census of 610 members. Consolidating beds has made it possible to make more efficient use of our nursing care staff. Also new, is Daniel Zimmerman, our Secretary for the Wisconsin Department of Veterans Affairs. Secretary Zimmerman is a retired Lieutenant Colonel with 25 years of service in the United States Army. He is greatly supportive of spiritual care provided to veterans. I am honored to serve with him at various public events and to be an advocate on behalf of our Lutheran members.

Lutherans at King make up 31% of the veteran population. Along with King's change in overall bed capacity, the monthly average of Lutheran members living at King has gone from 215 to 190. However, the needs of the members remain the same. Every week 4 to 6 worship services are held, 4 Bible studies are provided, daily pastoral care calls and hospital visits are made. Sadly, WVH-King experiences 200 deaths each year. Ministry to dying members and bereavement care for their families is a significant part of my ministry, which takes the Gospel of Jesus Christ into homes and lives far beyond the boundaries of King. As the district's full-time chaplain at the Veterans Home, I live and serve among all its members, Lutheran and non-Lutheran alike, always looking for opportunities to encourage the faithful, reach out to the faltering, and bring the Gospel of Jesus Christ to all who make WVH-King their home.

As I complete my 15th year at the Wisconsin Veterans Home, I thank you for the privilege and the joy you have given me to serve as your Chaplain. I pray that the North Wisconsin District will always be an abundant blessing to our veterans and the citizens of Wisconsin and Upper Michigan.

Deaf Ministry

I am Pastor Bill Knaack. After serving for 22 years as missionary at large for the Deaf in this district, I retired on January 1, 2016. However, I continue to serve the Deaf on a reduced basis.

Currently deaf ministry worship services are held in Wausau, Stevens Point, and Eau Claire. Wausau is the largest group. Those Deaf members have been trained to lead Bible studies, visit the sick and shut-ins, and post fellowship events. The Deaf have taught Pastor Timothy Swanson American Sign Language. He is now leading a worship service and holding Bible classes monthly for the Deaf at Rib Mountain Lutheran. The North Wisconsin District's Deaf Ministry is one of the very few ministries reaching out to the Deaf in their own language. The Deaf are a huge mission field. Only about 10 percent of the Deaf nationwide, are Christians. LCMS in the North Wisconsin District has been committed to reach this special group of people for over 115 years.

French African Ministry

Mission Among Us

Things around us are always changing. In the last few years many immigrants from Africa have been arriving in the Fox Valley. With change, however, God opens doors with new opportunities to share the Gospel. In early 2017, Pastor Kasongo Gui Kabeo from the International Lutheran Church of Zion in Milwaukee approached Good Shepherd Lutheran Church in Appleton with regard to sponsoring a mission for these new African immigrants in the Fox Valley. He had gathered about 15 people in a home and was looking for a place to expand the ministry. He and other representatives of the congregation met with the circuit in the spring of 2017. The pastors were very supportive. Several area churches, the North Wisconsin District, and the Siebert

Foundation are all supporting this ministry financially. The ministry started with Pastor Gui preaching at Appleton and several members of the Milwaukee congregation coming to Appleton for the services.

We have been able to identify leaders named Robert Mutombo and Immanuel Thsikala who are beginning the EIIT program at Concordia Seminary, St. Louis. Currently we are serving 75 people with a weekly attendance of about 65. We have already celebrated 4 baptisms and 2 weddings in this first year.

None of the people of this congregation were Lutherans. We have spent a lot of time this year teaching both the children and their parents our Lutheran faith from *Luther's Small Catechism*. Our emphasis on "Justification by grace" is something that they have grown to love and cherish.

Zion is most grateful to the members of Good Shepherd for their support and patience and to the other congregations of the district for your help and prayers in bringing the Good News to our new neighbors from Africa.

Hmong Ministry

In the past 3 years the Hmong Lutheran Mission of Eau Claire has undergone many changes and hardship, especially with the recent departure of Pastor Neil Xiong and his family in 2014. Also in the short year from 2014-2015, Pastor Richard Her served a year here as the vicar of the mission to keep things going, but after returning back to finish his studies at the Seminary, the mission was left vacant without a Pastor. Pastor Neil Xiong had led the mission and the people of the mission for over 10 years and had done many good things through his call to bring the Hmong people of Eau Claire the gospel message of Jesus Christ. Through that gospel message the Hmong people have been called by the Holy Spirit to be part of the Church of God. Many of them came from an Animistic background and faith, and because of this mission over 20 Hmong families and 50 or more Hmong have been converted over to the Christian faith and life. The mission has become and continues to be a faith community of believers reaching out to the Hmong people in both the Eau Claire and Wausau area. Also along the way, many traditions have been developed and established as part of the mission and continues to be an important part of the life of the mission and its purpose to serve the Eau Claire community.

Since having been installed and ordained here at the mission in fall of 2016, I have continued the work to maintain and build the life of the mission, which continues to reach out with the gospel message to the Hmong people of Eau Claire and Wausau. Although the membership numbers have declined through the recent years before I had arrived to the call, the success of the mission has been a great blessing in all already. The decline was not because the mission was failing or ineffective, but it was because times have changed and so have the Hmong people. Many of the children who grew up in the mission are grown up now and have moved out to different areas because of marriage and/or work. However, they continue to live and walk in their new faith and life in Christ worshipping God in the areas where they now live and work. For those who

did not move out, but continued to live in the Eau Claire area, they too have found a home in the other surrounding Lutheran Church Missouri Synod churches. The transition to the other churches were made because many of the Hmong children since then have become more familiar and fluent with the vernacular language in the United States.

In the hopes for the many years to come, I hope to continue the life of this Hmong Mission for the Hmong people and their children. Even though the plans and hopes for the Hmong Lutheran Mission of Eau Claire before was to charter a Hmong Lutheran Church someday, I strongly believe the goal and task of the mission will change. More importantly, I strongly believe the life of this mission is to teach and equip the Hmong people the faith and life in Christ, so that through this mission it will build up the Church of God for the future generations. I will continue to build on the plans and hopes of this mission, so we ask for all of your support. We pray and hope the North Wisconsin District with the combined efforts of all the churches and friends of the Hmong Mission can continue to support this mission for the purpose of building up the kingdom of God in Eau Claire and Wausau. For the love of God through Christ Jesus will always be with us all, and all glory be to God our Father and our Lord and Savior Jesus Christ, who with the Holy Spirit, One God now and forever. Amen.

Rev. Chou Vang
Hmong Ministry – Eau Claire

Mission Mini Grants

In 2015 the NWD began distributing mission mini grants for local witness and mercy outreach. Now in the fourth year, granting amounts have ranged from \$200-\$2000, with over \$60,000 distributed through 54 separate outreach events. Many ministries have combined NWD Mini-Grants with Thrivent funding to impact their communities for Christ. Successful grants have included training for missional communities, billboards, witnessing events, community gardens, parades, family events, worship and picnics, campus ministry and much more.

National and State Youth Gatherings

Many from the NWD traveled to New Orleans for the 2016 LCMS National Youth Gathering (NYG), under the theme *In Christ Alone*. Held every 3 years, the NYG provides thousands of youth and adults the opportunity to come together as a community of God's people to learn more about Jesus Christ, the Christian faith and their Lutheran identity. During the five days of the Gathering, youth spend time together in God's word, worship, service and fellowship with others from across the Synod. This event is organized by LCMS Youth Ministry in Saint Louis, Missouri. Special thanks to DCE Mike Henning (Faith, Appleton) for organizing our NWD participation, and thanks to DCE's Tara Barrett (Immanuel, Wisconsin Rapids, and Samantha Tracy (St. Paul Stevens Point) for leading the 2019 NYG.

The State Youth Gathering (SYG) continues to be held the year after the NYG, this time in 2017 in Wisconsin Dells under the theme *Hero*. The SYG is meant to be an exciting, engaging event that strengthens the bonds of faith and friendship our youth form at the

national gathering. The SYG included familiar presenters from the NYG mass events, break out sectionals, evening candle light worship at a local LCMS church, and plenty of fellowship time at the waterpark. This event will be held again in Wisconsin Dells in 2020.

Peru

Dear Brothers and Sister of the North Wisconsin District:

I am Rev. Eddie Hosch and I am a career missionary serving in Lima, Perú. I wanted to take a moment to thank you for the ongoing and generous support that you have given to support the mission work taking place in Perú.

Many things have changed in our world over the years since this mission first began 10 year ago. However, we have never wavered from our mission: to share the Gospel (Witness), to plant Lutheran Churches (Life Together) and to share Christ's mercy (Mercy).

Your support helps men, women and children living in some of the poorest parts of the city of Lima to see Jesus. They see Jesus in our mission and ministry as we serve in a variety of ways, always pointing to Jesus. Please accept this thanks from those who we are called to serve, volunteers, staff and our Mission Team.

We pray that you are blessed in the coming year and know that your support will bring comfort, joy and Jesus to so many in Lima, Perú.

In Christ's Service!

Rev. Eddie Hosch and the Perú Mission Team

Disaster Response

- ❖ **May 16, 2017** – Chetek, Wisconsin tornado – longest (83 miles on the ground) in Wisconsin History
 - Many members of the NWD north of Hwy 8 experienced power outages and some minor wind damage. Congregations were contacted along the storm's path to learn of any needs and to offer district support.
- ❖ **June 2017** – Central and East Central, Wisconsin – Several storms including several small tornados.
 - Several members of the NWD along the Hwy 10 corridor experienced extreme winds and rain leading to flooding and power outages that in some cases lasted as long as a week. No catastrophic damage reported.
- ❖ **Fall 2017**
 - Hurricanes Maria, Irma, and Harvey
 - District Coordinator was in contact with Lutheran Disaster Response in St. Louis and Lutheran Church Charities in Northbrook, Illinois to learn how NWD could help.

- Volunteers were eventually directed to coordinate with the Texas District (LCMS) and their disaster response efforts coordinated by Julie Tucker.
- LERT training was held at Pilgrim Lutheran, Green Bay in early November 2017
- Several members of the NWD have since served those affected by Hurricane Harvey by traveling to Texas and working with various congregations of the Texas District.

❖ **October 2018**

- NWD Disaster Coordinator to attend LCMS National Disaster Response Conference in St. Louis.

Rev. Andy Weden
District Disaster Coordinator

Parish Nurse Ministry

I am Tricia Osterberg the Parish Nurse for Our Redeemer Lutheran Church in Kingsford, Michigan. I have been their Parish Nurse since 2001 and the North Wisconsin District representative since 2014.

The LCMS had grant money for each district to present a "Convocation". I worked together with the South Wisconsin District representative, Carol Lueders Bolwerk, to present last October. I presented, along with another Parish Nurse, on "Serving Rural Churches". We had almost 20 in attendance, 4 of them being from the North Wisconsin District. We had enough money left to have another "Convocation" on March 20, 2018. Deb Hammen presented on the LCMS Disaster Relief in Texas and Mr. Mario Valdes and Gary Last talked about Church Safety in an Active Shooting Situation.

I attend the annual district representative meeting and the Parish Nurse conference, both held at Concordia University, where there is networking with other state district representatives and parish nurses.

I communicate mostly by email to other Parish Nurses in the district to encourage and assist them with whatever they may need. At Our Redeemer, I write health-related articles in the newsletter, have a blood pressure clinic the first Sunday of the month, have a "Baby Shower for Jesus" in Epiphany to provide baby gifts for babies in the congregation and others in the community, hold a CPR/AED class annually for education on resuscitation, prayer shawl ministry, complete a church assessment annually with the Trustee, am available to members to discuss any health issues they might have, have available a brochure rack on medical topics, provide "Care Notes" for members to have, update the First Aid Kits, visit with the shut-ins and nursing home residents from our congregation, and more. I feel these are needed and necessary to assist with the health care of the congregation.

A Parish Nurse is the visible symbol of the congregation's healing and health ministry. Gifted and educated for a health profession, the parish nurse assists members in the

body of Christ in the care and nurture of the life God has given to them. The parish nurse combines knowledge of the body with Christian motivation to help people toward better health.

PALS

PALS stands for Post-seminary Applied Learning and Support. It is an initiative in the LCMS that began in the 1990s. Its purpose is to acclimate and encourage pastors and their families to healthy and effective practices in their first three years of their pastoral ministry. Among the reasons this initiative began and continues is the evidence that the habits a pastor develops in his first three years of service persist for his entire career. Visit www.lcms.org/pals for more official information.

Here in the North Wisconsin District, Pastor Nate Reichle and his wife, Sarah, of St. Paul Lutheran Church and School in Manawa serve as facilitators. They have been facilitators since 2010. The North Wisconsin PALS group meets for three, three-day retreats each year, typically in February, June, and October. At these retreats the pastors meet to discuss and apply their learning on a topic of pastoral concern such as teaching, administering, preaching, visiting, etc. The wives meet together to discuss and encourage one another in the joys and struggles of being a wife to a pastor. Further, the whole group together has informal meal and recreation times to support and draw closer together in fellowship.

Congregations who call pastors from our seminaries are encouraged to avail themselves and their pastor of PALS. The cost to the congregation in the North Wisconsin District is \$450 annually (\$150 per retreat); this pays for a portion of the lodging, meal, and material expenses of each retreat. The remainder of retreat expenses is funded by the generosity of other donors. A further word of encouragement for participation in PALS is that it begins the healthy habit of funding a pastor's continuing education on the part of the congregation and the healthy habit of participating in continuing education on the part of the pastor.

Retirement Workshop

Annually, Concordia Plan Services (CPS) presents information concerning retirement and things that help workers to prepare for retirement. As usual, this workshop is scheduled in October.

Adult Gathering

Dr. Paul Maier, former Synod Vice President, college professor and author, was the presenter for two of the adult gatherings at Mt Olive, Weston. He spoke on "Islam, Christianity, and Christian Martyrdom from Nero to Isis." Last year Rev. Dr. Patrick Ferry, President at Concordia University Wisconsin & Ann Arbor, spoke on "The Reformation and our Reformation – Martin Luther the Preacher." An average of over 200 adults from around the district have attended this annual gathering.

Gift Planning

"Helping people maximize what the Lord has given them to manage" has been very rewarding for individuals as they see ways to give more to their heirs, less for taxes and more to Ministry.

Once people have gone through the planning process they become aware of how the gifts can be a blessing to their heirs and not a stumbling block. Congregations that have an endowment fund in place and promote the planning process, tend to receive more unrestricted estate gifts.

By taking advantage of this service provided by the North Wisconsin District, people are shown how they can make much larger gifts to the ministries they care about than they ever thought possible. These gifts did not shortchange their family, but rather the gifts to family were structured in such a way as to not take away their heir's integrity or initiative upon receipt of the gift.

Each family's gift plan has been facilitated by a Gift Planner in a confidential one-on-one visit that educates the donor on what their opportunities may be to leave gifts to family AND ministry. Once decisions are made, the gift planner is available to coordinate with the donor's professional advisors. We never try to replace your current advisors.

Through the coordinated work of Gift Planning Services, LLC, the donors and their professional advisors, **\$16,642,000** gifts have been designated for ministry over the last 3 years.

\$12,094,000 – bequests and testamentary charitable trusts (funded at death).

\$ 2,537,000 – matured gifts – given to ministry.

\$ 1,806,000 – Funded Gifts (funded Charitable Trusts and Endowments).

\$ 205,000 – Endowment Fund Income to Ministry.

\$ 1,863,497*– Funded Endowments at LCMS Foundation & Lutheran Legacy Foundation, for the benefit of district ministries. *Not included in total for new gifts during the last 3 years, these numbers have been added through different categories.

The Lord continues to bless the work of Gift Planning and the donors we are serving.

Respectfully Submitted,

Jennifer S. Nohelty, CFRE
Gift Planning Services, LLC

Scholarships

The North Wisconsin District granted the following scholarships to students over the last triennium.

Year	Scholarships	
	Expense	# Students
2017	95,122	42
2016	106,775	40
2015	103,425	48

Finances

Analysis of NWD District Operating Results \$M

	2015	2016	2017
District (w/o CL):			
Cong. Income	1,898	1,866	1,811
Other Income	490	1,000	904
Total Income	2,388	2,866	2,715
Total Expense	2,400	2,579	2,360
Net Income	(12)	287	355
Camp Luther:			
CL Income	1,980	1,519	1,885
District Payment	100	110	150
Total Income	2,080	1,629	2,035
Total Expense	1,673	1,571	1,615
Net Income	407	58	420
Consolidated Net Income	395	345	775

The above operating results bring the word "stable" to mind when reviewing the past triennium. Please note that years 2015 and 2016 are audited and the audit is still in process for 2017.

District without Camp Luther

The Congregation Income for the district has remained consistent over the past three years in the range of \$1,800M, while the Other Income has increased in part due to the Gain in Book Value for the various scholarship funds. The increase in the value of the scholarship funds has allowed the NWD to increase scholarship awards each year to over \$100M per year.

Expenses for the period have also been stable varying between \$2,360 to \$2,579. The Other Income and Total Expense for the district were both elevated by nearly equal amounts in 2015 for the District Convention and in 2017 for the Synod Convention.

Camp Luther

The operating results for Camp Luther have also been consistent. A decrease in Income and Expense in 2016 is attributed in part to the national youth gathering in 2016 which historically has an adverse impact on the Camp results for the year.

The Filled with the Spirit campaign is experiencing good results as pledges for all three segments of the campaign are being supported by donors. The payments received each year to Outdoor Ministry and Every Kid to Camp have a favorable impact on the current year's performance.

Submitted by David Ackerman
District Treasurer

"Each Circuit Visitor shall assist the district president within the circuit. He shall serve under the direction of and be accountable to the district president and shall serve as his spokesman when so authorized and directed and shall assist him in doctrinal and spiritual supervision. (Bylaw 5.2.3.a – Synod Handbook)

Circuit Visitors

Circuit Visitors meet twice a year. For the past three years the Circuit Visitors from both North and South Wisconsin Districts have met together in Stevens Point. Outside speakers were invited to speak on various issues including conflict, counseling church workers. This year LCMS Vice President Herb Mueller represented President Harrison and talked over various Synod issues and listened to concerns and issues raised by those in attendance and also encouraged them.

Every September we gather at Camp Luther to discuss issues and review how we can encourage and support our church workers and attempt to visit all the congregations and leaders.

These men are invaluable as they help with vacancies, call committees, circuit business and various issues that arise in congregations, as well as being my spokesmen on district or Synod issues. I cannot thank them enough.

This certainly is not all that was undertaken by the district, but more details will be provided in my report to the Convention on June 3rd and 4th. The work of the church is never done. We are on a journey that is both challenging and exciting. I will share some more thoughts with you in the next portion of this Presidential Report at the Convention.

So the good news is – “In Your Light, We See Light!” The opportunity to let our light shine and be a witness for our Lord, to show mercy and be a blessing to those in our community and together be the church of Jesus Christ could not be better. Blessings to you as you prepare to attend the 2018 Convention.

The Handbook of the Synod requires that certain other information be reported to the Convention. This information follows:

During the triennium, the Board of Directors approved 34 congregational constitutions.

November 2015

St. Luke, Wisconsin Rapids
Faith, Marinette
Peace, Eau Claire
Trinity, Wausau
St. John, Auburndale
Peace, Arbor Vitae
Hope, DePere
Faith, Harshaw

February 2016

Immanuel, Marshfield
St. John, Black River Falls
St. Paul, Birnamwood
Immanuel, Wisconsin Rapids
Christ, Abbotsford
St. John, Suring (Hayes)
Good Shepherd, Munising
Faith, Spooner

May 2016

Bethlehem, Fall Creek

July 2016

Our Redeemer, Fall Creek
St. John, Dancy/St. Paul, Junction City

February 2017

St. Paul, Manawa
Luther Memorial, River Falls
First Lutheran, Rice Lake
Bethlehem, Nekoosa
Trinity (on Stewart), Wausau

May 2017

Hope, Land O'Lakes
Trinity, Merrill
Christ, Comstock

November 2017

Zion, Colby
Prince of Peace, Sturgeon Bay
St. Jakobi, Shawano
Peace, Eau Claire
Christ, Marshfield
Lakes Area Christian Fellowship, Rome
St. Paul, Amherst

The following district congregations observed significant anniversaries during the past triennium. May God graciously continue to use and bless them to gather, strengthen, and equip his people for Christian witness and godly living!

25 years

2015 Beautiful Savior Lutheran Church, Plover

50 years

2017 Trinity Lutheran Church, Prentice

60 years

2016 St. John Lutheran Church, Pulaski

100 years

2015 Christ Lutheran Church, Abbotsford

2016 St. John Lutheran Church, Ladysmith

120 years

2016 Bethlehem Lutheran Church, Fall Creek

125 years

2017 St. Paul Lutheran Church, Pine River

140 years

2015 Trinity Lutheran Church, Bear Creek

150 years

2015 St. John Lutheran Church, Kellner

2015 St. John Lutheran Church, Wisconsin Rapids (Siegel)

2017 SS Peter & Paul Lutheran Church, Houghton, Michigan

Significant Anniversaries of professional church workers were acknowledged over the last trienium as follows:

2015-2016 Commissioned Ministry Anniversaries

10 Years

Lisa Dunahoo
Lori Steingraber
Kari Williams

15 Years

Caroline Bedroske
Sarah Seiske

20 Years

Kathi Bartel
Rebecca Van Rixel
James Wegner

25 Years

Dian Schlichtmann

30 Years

Dave Jones
Laura Marnholtz
Gina Maroszek
Cindy Muther
Donna Zimmermann

35 Years

Mark Schultz

40 Years

Ted Voelker

2016-2017 Commissioned Ministry Anniversaries

15 Years

Brenda Jenks
Tanya Johnson
Lisa Papendorf

20 Years

Rachel Gilles
Linda Derricks
Jeff Holt
DJ Schult

25 Years

Jan Beversdorf
Dean Frick
Deborah Frick
Ruth Hagenow
Carrie Krake
Sue Lilienthal
Susan Longmire
Bill Zuelsdorff

35 Years

Sallie Kamps
Llew Kramer

40 Years

Dan Mansk

2017-2018 Commissioned Ministry Anniversaries

10 Years

Lynnette Hansen
Rhonda Newsome
Heidi Pahnke

15 Years

Deb Kamp-Schroeder
Sherry Koch
Kristin McCauley
Michael Schmidt

20 Years

Jane Reineke
Erin Schaefer
Jeff Wegner

25 Years

Brian Betts
Mark Meerstein
Pam Siudak

30 Years

Kimberly Burns
Lorraine Doell
Karen Fritz
Mark Moran
Sandy Raben

35 Years

Peg Schroeder
Carol Spatz

40 Years

Ivan Beethe
Eileen Bordeleau
Kris Reinke
John Schultz

45 Years

Michael Stock

2015 Pastoral Ministry Anniversaries

10 Years

Carl Brewer
Michael Mathey
Brian Stolarczyk

15 Years

Timothy Coppersmith
David DePaoli
Chad Ott
Steven Pockat
Tim Seabaugh
Dennis Voss

20 Years

Curtis Brooks
Jeff Dobratz
Daniel Olson
Doug Reinders
Leonard Wildauer

25 Years

Bruce Blocker
James Fundum
Paul Pett
Daniel Pfaffe

30 Years

Brent Berkesch
Mark Lewis
Dean Pingel
Mark Schoen

35 Years

Kenneth Albers
Larry Borgelt
Carlton Kangas
Mark Neumann
Gary Paul
Paul Scheunemann
William Trosien

40 Years

Paul Alliet
Jerome Hahn
Rex Rinne
Mark Schoenherr
Dennis Schwalenberg

45 Years

Frederick Buth
David Luhrs
John Poppe
Donn Radde

50 Years

Stanley Bahn
Arthur Callesen
Roger Moldenhauer
DuWayne Schneider
James Vanek

55 Years

Robert Buckman
Burton Harger
Harley Kopitske

60 Years

Walter Rosin

2016 Pastoral Ministry Anniversaries

10 Years

Christopher Jackson
Scott Jensen
Gary Markworth
Nathan Reichle
Martin Rich
Kurt Schilling
David Szeto
James Whatley
Levi Willms

15 Years

Jamie Brei
Jonathan Cluppert
John Grohs
Allen Montgomery

20 Years

Bruce Richardson

25 Years

Kevin Ader
David Miller
Timothy Moe
Daniel Schoessow
Mark Schwalenberg
Charles Sheffler

30 Years

Ricky Bertels
John Laatscj

35 Years

Raymond Connor
Rudy Herbrich
Mark Neumann
William Plautz

40 Years

Mark Krueger

45 Years

Vernon Heim
Richard Miller
Robert Selle
Walter Steinbach
Timothy Wenger

50 Years

Gary Bratz
Duane Geary
Jordan Horst
Clifford Kessen
Terrell Schneider

55 Years

Gordon Giese
Carl Kummer
Donald White

60 Years

Leonard Erdman
Orville Jank
Donald Wesener
James Wuebben

2017 Pastoral Ministry Anniversaries

10 Years

David Ficken
James Klug
Chia Thao
Larry Yaw

15 Years

Matthew Christians
James Gomez
Aaron Rosenau

20 Years

David Faulkner
Mark Reinsch
Jeff Shearier
Eric Wenger

25 Years

Daryn Bahn
Kenneth Hinrichs
Steven Kline
Mark Lundgren
Scott Malme
Jody Walter
Karl Wellnitz

30 Years

Daniel Bohn
Steve Hulke
Paul Kelto
Bruce Lamont
Gary Schultz
Timothy Shoup

35 Years

Timm Griffin
David Hatch
Stephen Mueller
Thomas Myhre
Stephen Pope
Mark Schulz
Larry Steckling
Steven Stork
Steven Vaudt

40 Years

Stephen Miller
Gary Uttech

45 Years

Daniel Hinrichs
Bruce Hoffmann
Norman Peterson

50 Years

Paul Brinkman
Edward Olson
Dennis Pegorsch
Roy Rinehard

55 Years

J. Robert Koch
John Schmidt
Donald Sprengler
David Thierfelder
Orlan Zuberbier

North Wisconsin District The Lutheran Church—Missouri Synod



2018 HANDBOOK

Mission Statement
The Reason We Exist

**Encourage, network and equip
Lutheran congregations of the LCMS North Wisconsin District
to vigorously make known the love of Christ.**

Vision Statement
Success in Fulfilling Our Mission

**North Wisconsin District church workers
and congregations Will work collectively
to carry out “Witness, Mercy and Life Together”.**

**North Wisconsin District
The Lutheran Church—Missouri Synod
3103 Seymour Lane
Wausau, WI 54401
715-845-8241**

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SECTION I

**RESTATED ARTICLES OF INCORPORATION
of the
NORTH WISCONSIN DISTRICT
of
THE LUTHERAN CHURCH—MISSOURI SYNOD**

Pursuant to Section 181.39 of the Wisconsin Statutes, the North Wisconsin District of The Lutheran Church—Missouri Synod, a Wisconsin corporation, without stock and not for profit, does hereby restate its Articles of Incorporation, and does hereby elect to become subject to Chapter 181 of the Wisconsin Statutes. These restated Articles of Incorporation supersede and take the place of the heretofore existing Articles of Incorporation and amendments thereto.

ARTICLE I - NAME

The name of the corporation shall be North Wisconsin District of The Lutheran Church—Missouri Synod.

ARTICLE II - EXISTENCE

The period of existence shall be perpetual.

ARTICLE III - PURPOSES

The corporation consists of Lutheran congregations of the LCMS in Northern Wisconsin and Upper Michigan, which as congregations and individual members thereof accept and remain true to the canonical books of the Old and New Testament as the sole and exclusive rule of the Christian doctrine and practice and acknowledge as a true exhibition of sound Christian doctrine the Book of Concord of the year of our Lord 1580.

The purposes of this corporation shall be to promote the efficiency and extend the influence of the North Wisconsin District of The Lutheran Church—Missouri Synod and to cooperate in ecclesiastical work in the extension of The Lutheran Church—Missouri Synod, by educational, charitable, and missionary work and in helping to establish and maintain colleges, seminaries and other institutions of learning for the education of ministers and teacher for The Lutheran Church—Missouri Synod, and thereby to aid and perpetuate the good work of disseminating the knowledge of the Gospel throughout the world, and to engage in any lawful business or purpose for which non-profit corporations may be organized under Chapter 181 of the Wisconsin Statutes.

ARTICLE IV - RELATIONSHIP TO THE SYNOD

This corporation, as part of The Lutheran Church—Missouri Synod (the Synod), acknowledges its allegiance to the Synod and to the convention of the Synod (the convention). It submits to the authority of the Synod and the convention. It accedes to, recognizes, and accepts the doctrine taught and practiced in the Synod (Art. II) and also the Articles of Incorporation, Constitution, and Bylaws of the Synod, as currently in effect and as may hereafter be amended from time to time.

In the event of any conflict or inconsistency between the organizational documents of this corporation and the Articles of Incorporation, Constitution, or Bylaws of the Synod, as may hereafter be amended from time to time, the Articles, Constitution, or Bylaws of the Synod shall control and govern.

This provision may not be altered or deleted without the approval of the Synod in convention or the Board of Directors of the Synod.

Neither The Lutheran Church—Missouri Synod, nor The Lutheran Church—Missouri Synod Incorporated is responsible for the debts or other obligation of this corporation, nor do they represent or endorse the fiscal solvency of this corporation.

ARTICLE V - DISSOLUTION

In the event this corporation is dissolved or its existence otherwise terminates or is terminated, after the payment of the debts of the corporation, all right, title, and interest in and to its property, whether tangible or intangible and whether real or personal, shall thereupon automatically vest in or be transferred to the Synod, and this corporation covenants and agrees to execute and deliver to the Synod such documents and instruments and to take such other and further actions as the Synod may deem reasonably necessary or desirable, in order to evidence and give full effect to the foregoing. This provision may not be altered or deleted without the approval of the Synod in convention or the Board of Directors of the Synod. If, however, on the date of such proposed dissolution, The Lutheran Church—Missouri Synod, a Missouri Corporation, or its successor, is no longer in existence, the assets of the corporation may be distributed to any other Section 501(c)(3) organization as designated by the Board of Directors.

ARTICLE VI- PRINCIPAL OFFICE

The location of the principal office of the corporation shall be 3103 Seymour Lane, Wausau, Marathon County, Wisconsin.

ARTICLE VII - REGISTERED AGENT

The name of the registered agent of the corporation at the time of the adoption of these restated Articles of Incorporation is the Citizens State Bank and Trust Company.

ARTICLE VIII - REGISTERED AGENT ADDRESS

The address of the registered agent of the corporation at the time of the adoption of these restated Articles of Incorporation is Wausau, Wisconsin.

ARTICLE IX - DIRECTORS

The number of directors shall be as fixed by the Bylaws of the corporation but shall not be less than three (3).

ARTICLE X - MEMBERSHIP

The members of the corporation shall be the various congregations organized as corporations or existing as voluntary organizations; *ministers of religion--ordained; and*

96
97 *ministers of religion--commissioned*, now constituting the North Wisconsin District of
98 The Lutheran Church—Missouri Synod. Other congregations may become members in
99 accordance with the Bylaws, provided they as congregations and the individual
100 members who compose them, believe in and remain true to the canonical books of the
101 Old and New Testament as the sole and exclusive rule of the Christian doctrine and
102 practice and acknowledge as a true exhibition of sound Christian doctrine the Book of
103 Concord of the year of our Lord 1580.

104
105 Membership in the corporation may be terminated as provided in the Bylaws.

106
107 The voting rights of the members of the corporation shall be as specified and fixed in
108 the Bylaws of the corporation.

109
110 **ARTICLE XI - AMENDMENTS**

111 Amendments to these Articles of Incorporation may be made at any regular or special
112 meeting of the corporation, provided the same are not inconsistent with the
113 fundamental principles of the corporation as set forth in Article III or of the laws of the
114 State of Wisconsin, and provided further that prior approval of the proposed
115 amendment has been given by the CCM of The Lutheran Church—Missouri Synod.
116 Passage of the proposed amendment shall require a two-thirds vote of the accredited
117 delegates present at such convention. A copy of the proposed amendment or
118 amendments shall have been forwarded to all congregations constituting the
119 membership of the corporation sixty (60) days before such meeting.

120
121 **ARTICLE XII - NON PROFIT**

122 This corporation is formed without capital stock and no dividends shall ever be declared
123 nor pecuniary profit be distributed among its members.

125 **SECTION II**

126

127 **CONSTITUTION**

128 **of the**

129 **NORTH WISCONSIN DISTRICT**

130 **of**

131 **THE LUTHERAN CHURCH—MISSOURI SYNOD**

132

133

134 The Constitution of The Lutheran Church—Missouri Synod as printed in the current

135 edition of the Handbook of The Lutheran Church—Missouri Synod is also the

136 Constitution of the North Wisconsin District. The Bylaws of the Synod shall be primarily

137 the Bylaws of the district.

138

SECTION III

**BYLAWS
of the
NORTH WISCONSIN DISTRICT
of
THE LUTHERAN CHURCH—MISSOURI SYNOD**

1.0 DISTRICT STRUCTURE**1.01 Preamble**

- a. Committed to a common confession and mission, congregations of The Lutheran Church—Missouri Synod join with one another in a Synod to support and work with one another in accordance with their commonly adopted objectives (See Constitution Article III).
- b. The Synod supports its member congregations by providing resources and assistance for their local ministries. It provides those ministries which can be accomplished more effectively in cooperation with sister congregations.
- c. The delegate convention of the Synod is the legislative assembly which ultimately establishes policy and provides program direction to carry on the Synod's work, reserving to itself the right to give direction to all officers, boards, and commissions of the Synod (See section on Synod Convention in current Handbook).
- d. The district is an administrative arm of the Synod. It implements resolutions of the Synod within the district. The Synod is not merely an advisory body in relation to the district. The district is the Synod itself performing the functions of the Synod within the boundaries of the district. The Constitution of the Synod, therefore, is also the Constitution of the district as are the applicable Bylaws contained in the current edition of the Handbook of The Lutheran Church—Missouri Synod. Resolutions of the Synod also are binding on the district.
- e. The district supports its member congregations by supplying resources, providing assistance and conducting other ministries for the entire district.
- f. The delegate convention of the district is the legislative assembly which ultimately establishes policies and provides program direction to carry on the work of the district.
- g. The organizational chart included at the end of this document shall serve as a graphic illustration of the relationships in policy-based governance between the district's structure: Board of Directors, Administrative Services Committee, Stewardship/Finance Committee, Nominations Committee, task forces, officers, staff and other appointed persons.

185 1.02 Offices

- 186 a. The district office is located at 3103 Seymour Lane, Wausau, WI 54401.
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- 188 b. The location of the district office may be changed by the district convention or
- 189 the board of directors.
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191 1.03 Membership

- 192 a. Membership in the district is as defined and assigned according to the
- 193 Constitution and bylaws of the Synod
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- 195 b. A congregation applying for membership in the Synod must have its constitution
- 196 and bylaws approved by the district board of directors.
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- 198 c. Membership in the district may be terminated as specified in the Constitution and
- 199 bylaws of the Synod
- 200 d. Any member whose membership in this Synod has been terminated by any
- 201 means shall forfeit any rights to any property of the Synod or district.
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203 1.04 Board of Directors

- 204 a. The board of directors shall consist of 14 voting members and 1 advisory
- 205 member. The voting members shall be the five officers, namely, the president,
- 206 the three vice presidents, and the secretary; and nine directors, namely, one
- 207 minister of religion--ordained, two ministers of religion--commissioned and six lay
- 208 persons. All members are elected by the convention except the treasurer who is
- 209 appointed by the board of directors. The treasurer shall serve as an advisory
- 210 member of the Board.
- 211
- 212 b. The board of directors shall have full authority to manage and control the
- 213 property and affairs of the district except as the powers of the board may be
- 214 limited by the Bylaws or by the district convention. The board of directors also
- 215 shall have such other powers as may be authorized by the district convention.
- 216
- 217 c. All directors shall be a member of a member congregation of the district. Any
- 218 member of the board of directors whose membership in a member congregation
- 219 has been terminated shall cease to be a director of this district.
- 220
- 221 d. The board, at the first meeting of the triennium, shall elect from within the
- 222 membership of the board of directors, a chair and vice chair, who shall preside at
- 223 board meetings.
- 224
- 225 e. Meetings of the board of directors shall be held at such time and place as may
- 226 be designated by the district president or the board of directors. A majority of
- 227 the directors entitled to vote shall constitute a quorum.
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- f. Vacancies on the board of directors shall be filled by appointment by the board of directors, except that a vacancy in which the director is also an officer shall be filled as hereinafter provided. A director appointed by reason of vacancy shall complete the unexpired term of the director he succeeds.
- g. The board of directors shall have power to take informal action pursuant to Wisconsin Statutes and as appropriate under the Constitution and Bylaws of the Synod.
- h. The board of directors is authorized at any time to establish policy and refer decisions to the district convention for approval or disapproval.
- i. All standing committees and taskforces shall triennially make a complete comprehensive report of their activities to the board of directors at least 120 days before the convention to enable the board of directors to make its triennial report to the district convention.
- j. The work of the board of directors, unless otherwise specifically stated, is implemented by the district president through the district staff and other persons who have been assigned to a particular task.
- k. The board of directors, upon recommendation of the district president, shall engage legal counsel and services as needed by the district.

1.05 District Staff

- a. The district president is responsible for the implementation of all board of directors' outcome policies and decisions. Ordinarily this is done through the district staff.
- b. The district staff assignments and evaluations shall be made by the district president with the approval of the board of directors.

2.00 BOARD OF DIRECTORS, STANDING COMMITTEES AND TASKFORCES

2.01 Board of Directors

- a. The board of directors shall be responsible for the general management of the business and legal affairs of the district. It shall receive copies of all legal opinions or written counsel received by the district. It shall be authorized to take on behalf of the district any action related to such business and legal affairs which has not been expressly delegated by Constitution, Bylaws, and resolutions of the Synod or district.
- b. The board of directors shall provide for the review and coordination of the policies of the district, evaluate plans and policies and communicate suggestions for improvement.

- c. The board of directors shall have such powers and duties as are accorded to it by the Constitution, Bylaws, Articles of Incorporation, resolutions, and policies of the Synod, as well as those of the district. (See Synod Bylaw 4.5.1)

2.02 Standing Committees

- a. Standing committees shall provide professional or technical assistance to the board.
- b. Standing committee members are appointed by the board chairperson and the district president from current board membership.
- c. The district president is *ex officio* and may assign staff to standing committees as *ex officio* members, but such staff members shall be non-voting members of the committee.
- d. The board chairperson or district president shall recommend to the board-specific monitoring or governing responsibilities to each standing committee.
- e. An Administrative Services Committee, Audit and Investment Management Committee, Governance Committee and Stewardship/Finance Committee are appointed by the board chairperson and the district president from current board membership.

2.03 Taskforces

- a. Taskforces are established to carry out specific assignments or tasks under the supervision of its establishing body.
- b. Each taskforce shall be established by the board of directors or district staff. Staff-generated taskforces are formed, managed, responsible to, and dissolved under the direction of staff.
- c. Taskforces established by the Board shall be formed, managed, responsible to, and dissolved under the direction of the Board.
- d. A member of the district staff shall be assigned to each staff-generated taskforce and shall work with it in carrying out its assignment under the direction of the district president.
- e. Board members may serve on board generated taskforces whose sole purpose is to perform board functions.

The board of directors is not responsible for:

- The Roster
- The Calling Process
- Ecclesiastical Supervision
- Discipline and Excommunication cases

3.00 OFFICERS, STAFF, AND OTHER POSITIONS

3.01 Officers

- a. The officers of the district shall be a president, first vice president, second vice president, third vice president, secretary, treasurer, and circuit visitors.
- b. The president, vice presidents, secretary and circuit visitors shall be ministers of religion—ordained who are on the roster of the Synod and shall be elected by the Convention. The treasurer shall be appointed by the board of directors.
- c. The vice presidents shall be elected on a regional basis and each vice president shall live within the region he represents. The three regions are as follows:
Region A – Circuits 2, 12, 13, 14, 18 and 19; Region B – Circuits 1, 5, 6, 7, 11, 16, and 17; Region C – Circuits 3, 4, 8, 9, 10, 15, and 20.
- d. If the office of a vice president becomes vacant for any reason, or if he becomes incapacitated, the district president shall appoint the candidate within the region who received the next highest number of votes in the election to fill the unexpired term assuming the rank of the third vice president. In the event that no candidate is available the district president with the approval of the board of directors shall appoint a minister of religion—ordained of the region to fill the unexpired term assuming the rank of third vice president. The ranking of the other vice presidents shall be adjusted accordingly.

3.02 Terms of Office

- a. The term of office of the president, vice presidents, secretary and circuit visitors and of members of the district board of directors and committees shall be three years, unless these Bylaws shall hereinafter specifically provide otherwise.
- b. The office of president, vice presidents, secretary of the district, and of the circuit visitors, shall be without limitation as to re-election. All other elected district officers and members of the district board of directors shall be ineligible for re-election to the same position after serving a total of two complete successive terms. Officers and members of the board of directors may become eligible again for election or appointment to the same office or board after an interval of three or more years.
- c. Any officer or member of the board of directors or Nomination Committee who is ineligible for re-election or re-appointment may be elected or appointed to any other position.
- d. The limitation on tenure shall not apply in cases which are specifically excepted from such limitation by these Bylaws.

3.03 Procedure for Assuming Office

- a. All elected officers and the board of directors shall assume their duties thirty days after their election.

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377 b. All appointive offices shall be filled within 30 days after the elected officials have
378 assumed their duties.

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380 **3.04 Removal**

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382 a. **Removal of Officers**

383 Officers of the Synod and a district shall discharge the duties of office in good
384 faith according to Synod Bylaws 1.5.8 and 1.5.81.

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386 b. **Removal of Board Members**

387 Individual members of the Board shall discharge the duties of their offices in
388 good faith according to Synod Bylaws 1.5.7 and 1.5.7.1.

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390 **3.05 Vacancy**

- 391 a. In the event of a vacancy in the office of the president, the next ranking vice
392 president shall be the president of the district.

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394 b. A vacancy in the office of first vice president shall be filled by advancement of
395 the second vice president.

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397 c. If any office cannot be filled by advancement, such office shall be filled by
398 appointment by the board of directors.

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400 d. A vacancy in the office of circuit visitor shall be filled by appointment by the
401 district president.

- 402
403 e. A vacancy in any other elective or appointive office of the district shall be filled
404 by appointment by the board of directors except as provided for in Bylaw 3.01.d.

- 405
406 f. An officer appointed by reason of a vacancy shall complete the unexpired term of
407 the officer he succeeds.

408
409 **3.06 Duties of Officers**

- 410 a. The officers shall have such authority and perform such duties as may be
411 necessary for the operation of the district consistent with the Articles of
412 Incorporation and the Bylaws and shall have such powers as provided by
413 Wisconsin Statutes.

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415 b. The officers of the district may delegate duties necessary to accomplish the work
416 of the district. However, no officer may delegate the responsibilities connected
417 with his office.

418
419 **3.07 District President**

- 420 a. The president shall preside at regular and special conventions of the district and
421 shall generally discharge the duties pertaining to his office. He shall present a
422

report of his official work to the district convention. (See Synod Constitution Art. XII and Bylaw section 4.4)

b. At the first regular meeting of the board of directors following the district convention in which the president is elected, the vice presidents and secretary of the district shall sign and issue a Certificate of Election to the elected president.

c. If the office of district president becomes vacant after the president has assumed office, or if the president becomes incapacitated, the office shall be assumed by the first vice president who, while remaining pastor of a parish, shall serve as president of the district until the time of the next presidential election. A reasonable stipend determined by the board of directors shall be paid him.

Incapacity of the president shall be determined by a 2/3 vote of a committee composed of the members of the board of directors, vice presidents, secretary and treasurer after consultation with the president and area vice president of the Synod.

d. The salary and housing allowance of the district president shall be established and reviewed annually by the board of directors; all travel and other expenses connected with his official duties shall be paid by the district; as well as the necessary contributions to the Concordia Plans.

e. If the president is not re-elected or if he resigns before he qualifies for Synod retirement benefits, a stipend may be paid as determined by the board of directors for such length of time as seems advisable to provide adequately for his sustenance. This shall include the necessary contributions to the Concordia Plans.

f. Positions such as archivist and Lutheran Witness District Supplement editor, etc. shall be appointed by the district president to accomplish the work of the district. (This section moved from 1.08)

3.08 District Vice Presidents

The district vice presidents shall generally discharge such duties as pertain to their offices and as delegated by the president.

3.09 District Secretary

The district secretary shall keep a full and complete record of the proceedings of the district at its regular and special conventions and the meetings of the board of directors and generally perform the duties ordinarily pertaining to the office.

3.10 District Treasurer

A district treasurer shall be appointed by the Board of Directors and shall be considered a non-voting/advisory member of the Board. He/she shall perform the duties ordinarily pertaining to that office, including oversight of financial reporting

and annual audit. He/she shall submit, as required by the board of directors, a full and accurate statement of all transactions, finances, and property of the district. In addition, he/she shall coordinate the preparation of a detailed report for the Board of Directors to be presented by them to the convention of the district. The treasurer will report the financial status of the district twice each fiscal year to the member churches of the district through an official periodical, which may include posting on the district website, of the income and expenses of the district. He/she shall perform such other duties as may be prescribed by the Board of Directors.

3.11 Circuit Visitors

- a. Each circuit visitor shall assist the district president within the circuit.
- b. A job description for the circuit visitor is included in the Synod Handbook.

3.12 District Staff

- a. The district staff shall include individuals called or appointed to assist the president in implementing the decisions and policies of the convention and the board of directors.
- b. Members of the district staff shall be called or appointed for a period of three years, each call or appointment subject to renewal at the end of the year in which the district convention is held.
- c. Members of the district staff are responsible to the district president.

4.00 DISTRICT CONVENTION

4.01 Convention Regulations

- a. The district convention shall meet during the year preceding the Synod Convention unless otherwise directed by the Synod. The board of directors shall determine the date and place of the meeting.
- b. Notice of the convention shall be given at least 60 days before the time set by publication in the official publications of the North Wisconsin District or in such manner as may be determined by the board of directors.
- c. A convention committee of five to fifteen members shall be appointed by the district president to assist him in planning the convention.
- d. A convention manual containing appropriate reports and overtures shall be made available by means of electronic communication provided that any designated recipient shall be provided a printed copy of the manual upon request.
- e. The convention theme, the essayist and the topic shall be selected by the district president and submitted to the board of directors for approval.

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- 521 f. The convention calendar shall be arranged by the district president and all
522 necessary committees shall be appointed by him. To aid in this appointment, the
523 names of all pastoral and lay delegates, together with a description of their
524 experiences and talents, shall be submitted to the district president no later than
525 120 days prior to the opening of the convention.
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- 527 g. A convention parliamentarian shall be appointed by the district president, who
528 shall advise the president and/or the assembly regarding proper parliamentary
529 procedure when requested to do so.
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- 531 h. The convention registration fee shall be determined by the board of directors.
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533 4.02 Special Meetings

- 534 a. Special meetings of the district shall also be organized and conducted in the
535 same manner as the regular district convention.
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- 537 b. Special meetings of the district may be called pursuant to and in accord with
538 Article XII 15 of the Constitution of The Lutheran Church—Missouri Synod.
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- 540 c. The board of directors shall determine the time and place of special meetings.
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542 4.03 Convention Delegates

- 543 a. Voting delegates shall include one pastor from each member congregation or
544 parish and the duly elected lay representative of each member congregation or
545 parish. If a pastor serves two or more member congregations, these shall be
546 considered as one parish and shall be entitled to only one lay vote. The names
547 and addresses of lay delegates shall be published and made available to all
548 district congregations approximately 45-60 days prior to the convention.
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- 550 b. Voting rights shall be exercised only by the accredited delegates in person and
551 such voting rights cannot be exercised by proxy.
552
- 553 c. All non-voting ordained members of the Synod within the district, all
554 commissioned members of the Synod within the district, the members of the
555 board of directors not representing their respective congregations as voting
556 delegates, and the members of the district staff shall serve as advisory delegates
557 entitled to voice and vote on a floor committee, if appointed, and to voice in the
558 convention.
559
- 560 d. Retired workers, ordained or commissioned, shall be guests of the convention.
561 They need pay no registration fee, and lodging shall be furnished to them
562 without cost. They shall serve as advisory delegates entitled to voice and vote
563 on a floor committee, if appointed, and to voice in the convention.
564

4.04 Quorum

At least one-third of the voting members represented by at least one of their respective representatives (pastor or lay delegate) shall constitute a quorum for either a regular or a special meeting of the corporation.

4.05 Convention Overtures

- a. Overtures to the convention may be submitted by member congregations of the Synod, the board of directors of the district, an official district conference of ordained and/or commissioned ministers, or a forum of a circuit.
- b. Overtures shall be submitted in writing to the district president 120 days prior to the convention for inclusion in the convention manual.
- c. Late overtures shall be accepted for convention consideration only if a committee consisting of the district president, first vice president, and secretary agree that it is a matter of importance and urgency not adequately covered in other documents already before the convention.
- d. Overtures requesting the district to take action which is in conflict with the Constitution and Bylaws of the district or the Synod, or in matters for which the Constitution or Bylaws have provided specific procedures, which contain defamatory allegations, or overtures which may subject the district president or the district to civil action for libel or slander, shall not be published or presented to any floor committee or to the convention; nor shall any overture be accepted with reference to any cause involving suspension, expulsion or appeals.

5.00 NOMINATIONS AND ELECTIONS

5.01 Nominations Committee

- a. A Nominations Committee consisting of seven members shall be elected at each district convention to serve as an ad hoc committee until the close of the next convention. One minister of religion—ordained and one layman shall be elected from each of the following areas: Area A (Circuits 2, 12, 13, 14, 18, and 19); Area B (Circuits 1, 5, 6, 7, 11, 16, and 17); Area C (Circuits 3, 4, 8, 9, 10, 15, and 20); and one minister of religion—commissioned from the roster of district ministers of religion--commissioned. Members of the nominations committee may not succeed themselves. Vacancies on the committee shall be filled from the list of non-elected nominees in the order of the highest number of votes received. If this is not possible, a replacement shall be appointed by the district president. The retiring chairman and secretary shall serve as advisory members of the new committee.
- b. The nominations committee shall meet at least 270 days prior to the district convention to prepare a slate of candidates for the elections to be held at the forthcoming convention.

- c. The nominations committee shall nominate twice the number of candidates needed for each position on the general ballot. Only one candidate for the board of directors may be nominated from one parish. A report shall be submitted to the district president at least 120 days prior to the convention for inclusion in the convention manual, which shall contain the following information on the nominees for each position: name, age, address, congregational affiliation, occupation, specific qualifications and experiences for the position, and any other information which the nominations committee may request.
- d. The report of the nominations committee in the convention manual shall be in the form of a specimen ballot containing the names and pertinent information for each candidate, listed in alphabetical order for each position to be filled.
- e. Additional candidates may be nominated for any position on the general ballot by the convention provided that prior written consent has been obtained from the prospective candidate. Whenever possible, written information similar to that provided by the nominations committee shall be presented for each candidate nominated from the floor to the district secretary along with the written consent form at the time the name is placed in nomination or before. Nomination forms shall be sent to all delegates.
- f. All candidates nominated for any position on the general ballot by the Nominations Committee or from the floor must be approved by the convention before ballots are printed.

5.02 Elections Committee

- a. An Elections Committee of eight members shall be appointed by the district president to conduct and supervise all convention elections according to the regulations adopted by the district.
- b. When the nomination process for the positions on the general ballot is completed, the Elections Committee shall prepare a final specimen ballot containing the names and pertinent information for each candidate approved by the convention.
- c. All convention ballots shall be prepared by the Elections Committee. Only names and addresses shall be listed on ballots. The order of the nominees for each position on any ballot shall be determined by a drawing conducted by the Elections Committee. The order in which the nominees are listed on the general ballot shall be the same as on the final specimen ballot. The order of nominees on the initial ballot shall prevail for all succeeding ballots.
- d. A majority of all votes cast shall be required for election in all convention elections.

5.03 Nomination and Election of District President

- a. Each member congregation of the district shall be entitled to nominate one minister of religion—ordained pastor from the roster of the Synod as a candidate for district president. The district secretary shall mail to each voting congregation a ballot for this purpose. Those congregations wishing to place a name in nomination shall return the ballot signed by the president and secretary of the congregation to the district secretary not later than 120 days prior to the opening date of the convention.
- b. The nominating ballots shall be tabulated by the district secretary together with the chairman of the nominations committee. The candidates for the office of district president shall be the five ministers of religion—ordained receiving the highest number of nominations except in the event of a tie for the fifth position among the candidates, all names involved in the tie shall be listed as candidates.
- c. The district secretary shall notify each candidate and secure in writing his approval for inclusion of his name on the convention ballot. Each candidate shall have ten days within which to indicate his willingness to serve. In the event of the death, declination, or unavailability of any candidate, the nominee having the next highest number of votes shall become a candidate.
- d. The district secretary shall publish in the convention manual brief biographies of the five candidates, giving such pertinent information on each candidate as age, residence, number of years in the ministry in Synod and district, present position, district or Synod offices held, year of ordination, parishes served, involvement in community, government, or interchurch affairs, and any other specific experience and qualification for the office.
- e. The convention shall have the right to alter the slate at the proper time by amendment. Any delegate making a nomination from the floor shall have secured prior written consent of the pastor to be nominated together with the pertinent written information specified in paragraph d. above and shall submit both to the district secretary at the time the nomination is made or before. After all such amendments have been voted on, the convention shall ratify the slate of candidates.
- f. Each candidate shall be afforded the opportunity by the chairman of the convention to speak in behalf of his candidacy either in person or by someone in his behalf. The time allowed for such speeches shall be five minutes.
- g. The election shall be held as soon as possible in the first or second session. Each voting delegate shall be entitled to vote for one of the candidates. If no candidate receives a majority of the votes cast on the first ballot, the four candidates receiving the highest number of votes shall be retained on the second ballot. Thereafter, the candidate receiving the smallest number of votes shall be eliminated on each subsequent ballot until one candidate is elected.

5.04 Nomination and Election of Vice Presidents

- a. Every voting congregation of each region shall be entitled to nominate three candidates for regional vice president of its region from the clergy roster of the district. They shall be three different ministers of religion—ordained from the roster of the district residing. A congregation may not nominate the same name more than once. Those congregations wishing to place names in nomination shall return the ballot signed by the president and secretary of the congregation to the district secretary at least 120 days prior to the opening of the district convention. To facilitate this election, a list containing the names of all eligible ministers of religion—ordained shall be submitted to the congregations with the official nomination ballot.
- b. The district secretary and the chairman of the nominations committee shall tabulate the nominating ballots. In the event of a tie among the three candidates receiving the most nominations in a region, all names involved in the tie shall be included as candidates. The district secretary shall notify the three pastors receiving the most nominations in each region, and secure in writing the approval of each to have his name presented to the convention as needed.
- c. After the election of the district president, the names of the three eligible ministers of religion—ordained having received the most nominations in each region shall be presented to the convention for election of the regional vice president by ballot vote.
- d. Upon the election of all regional vice presidents, a final election will take place ranking the vice presidents by separate ballots with a simple majority of voting delegates determining the second and third vice presidents in lien of succession.

5.05 Nomination and Election of Circuit Visitors

- a. The process for the nomination and election of circuit visitors is prescribed in the Handbook of the Synod.
- b. The amendment and/or ratification of the slate of circuit visitors shall follow the election of the district president and vice presidents.

5.06 General Election

- a. The election of all district officers, with the exception of the district president, vice presidents and circuit visitors, shall be done with one general ballot. This ballot shall be presented by the elections committee after the candidates for the general ballot have been approved by the convention which shall take place after the election of the circuit counselors.
- b. Candidates for the following positions shall appear on the general ballot: district secretary, the board of directors (one minister of religion--ordained, two ministers of religion—commissioned, and six lay persons), and the Nominations Committee as provided for in Bylaw 5.01a. Candidates shall also appear on the general ballot for election at every other convention of a member of the Synod's

Committee on Convention Nominations as provided by Synod Bylaws 3.12.3.1-3.12.3.3.

5.07 Induction

The elected officers, the circuit visitors, and the board of directors shall be jointly inducted into their office. The time and place shall be determined by the board of directors and shall be announced at the close of the convention. Arrangements for the induction services shall be made by the district president in consultation with the newly elected president and approved by the board of directors.

6.00 **OTHER REGULATIONS**

6.01 Fiscal Year

The fiscal year of the district shall begin on January 1 and shall end on December 31 of the same year.

6.02 Parliamentary Procedures

The proceedings of the district convention and the meetings of the board of directors shall be governed by and conducted according to standard parliamentary practice, except as it may be in conflict with these Bylaws.

6.03 Interpretation of Bylaws

The board of directors through an Administrative Services Committee shall interpret the Constitution, Articles of Incorporation, Bylaws, and Resolutions of the district. Its opinions shall be binding unless the district convention or Synod overrules them.

6.04 Amendments

A district convention may vote to amend its articles or bylaws provided the resolution is contingent on approval of the Commission of Constitutional Matters (CCM). The amended articles or bylaws become effective immediately upon, and only upon, approval of the CCM. Should the CCM not approve the adopted changes, the district Board of Directors may modify the amendments to comply with the CCM requirements upon their two-thirds vote.

**NORTH WISCONSIN DISTRICT - LCMS
SUMMARIZED FINANCIAL STATEMENT
FOR THE YEARS ENDED 2015-2017**

	Audited		Preliminary Audited
	2015	2016	2017
Congregation Support	1,898,474	1,865,507	1,811,790
Outdoor Ministry	1,522,434	1,238,951	1,375,559
LCEF Ministry	134,544	138,576	158,588
Restricted	602,450	720,597	945,756
Unrestricted	210,903	421,572	359,227
TOTAL INCOME	4,368,806	4,385,204	4,650,920
Congregational % to Synod	40%	40%	40%
Synod Support	759,390	746,203	724,716
Outdoor Ministry	1,673,357	1,571,086	1,614,929
LCEF Ministry	118,373	189,053	164,002
Ecclesiastical & Administration	242,157	251,840	250,365
Congregational Services	538,503	517,209	550,212
Scholarships - Preparing Church Workers	111,097	115,967	104,607
Financial Services & Office	445,730	563,296	381,668
Development	84,678	85,117	85,714
TOTAL EXPENSES	3,973,284	4,039,769	3,876,214
CHANGE IN NET ASSETS	395,522	345,435	774,707