

NORTH WISCONSIN DISTRICT LCMS

Board of Directors Meeting

February 8 & 9, 2016

Minutes

NWD Board Members Attending

Mr. Craig Timm, Chairman
Rev. Dr. Timothy Roser, 1st P
Rev. Steve Hulke, 2nd VP
Rev. William Plautz, 3rd VP
Rev. Hal Toenjes, Secretary
Mr. David Ackerman, Treasurer
Mr. Richard Bartanen
Mr. Paul Duerst
Mr. Stephen Fisher
Mrs. Susan Longmire
Rev. Dwayne Lueck, President
Mrs. Karol Selle
Mr. David Selmeyer
Rev. Timothy Shoup

North Wisconsin District Staff Present

Mr. Dennis Johnson
Mr. DJ Schult

Recording Secretary

Mrs. Lori Kavajecz

Monday, February 8, 2016

Mr. Mark Vincent, CEO/Senior Design Partner for Design Group International, Inc. lead the Board through a process to review our Strategic Outcomes.

Tuesday, February 9, 2016

Opening Devotion – Rev. Steve Hulke provided the Devotion focused on “God is my rock”.

Adoption of Agenda

President Lueck requested to add an agenda item regarding surplus funds.

A **motion** was made, seconded and approved to adopt the agenda with the addition of surplus funds. **APPROVED.**

Consent Voting Agenda

- ❖ Approval of November 3, 2015 Minutes
- ❖ NWD Unaudited December 2015 Financials
- ❖ Section 3 – Board & Executive Relationship Policies Review
- ❖ Approval of 2015 Convention Minutes

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

Surplus Funds

President Lueck shared that at the end of 2015 the District is in the black approximately \$93,000. To ensure that surplus funds are available, the District would like to Board designate \$80,000 to be split as follows:

- ❖ \$10,000 – Camp Luther (undesignated)
- ❖ \$10,000 – Peru Mission
- ❖ \$20,000 – Synod
- ❖ \$40,000 – District Office/Property improvements

A **motion** was made, seconded and approved to designate \$80,000 as shown above.

APPROVED.

NWD Handbook Revision

Dr. Roser shared that at the November Board of Directors meeting a question was raised regarding the composition of Standing Committees of the District Board of Directors: *Must Standing Committees only be made up of members of the Board of Directors, or can other individuals serve on the Board's Standing Committees?*

According to the current District Bylaw 2.02b, "Standing committee members are appointed by the board chairperson and the district president from current board membership." However, neither provision nor limitation is made for the addition of non-voting, non-staff, non-Board of Directors members may serve as participants and/or consultants to a Standing Committee.

Dr. Roser also shared that Synod Bylaw 1.5.3.4 reads: "All mission boards commissions, and governing boards may appoint standing committees of specialists to provide professional or technical assistance to the board or commission and may delegate certain responsibilities to such committees while retaining supervision. Standing committees may be made up of or include non-board or commission members."

If you follow the intent of the Synod Bylaws, then non-board members would be permitted to serve on a Standing Committee of the District as *non-voting* members of that committee. Dr. Roser suggests that there doesn't appear to be a conflict between Synod and District Bylaws, but an oversight on the part of the District Bylaws.

After discussion, a **motion** was made and seconded to approve verbiage to allow non-board members to serve on Standing Committees of the District as *non-voting* members.

APPROVED.

Camp Luther Board Election

Our Camp Luther District Representative, Mr. David Selmeier was unable to attend the January 19, 2016 Camp Luther Board meeting. Mr. Bruce Plautz was asked to attend in his place. Mr. Plautz shared that officers were elected with results as follows:

- ❖ Steve Edwards – Vice President
- ❖ Kris Wesser – Treasurer
- ❖ Ryan Paszek – Secretary

The following other topics were covered:

- ❖ Shelly Karolus was named as the representative for the Development Steering Committee.
- ❖ A subcommittee was formed for the Dining Hall Project and Retreat Center Lower Level Completion Project to prepare a plan for design, budget and campaign review.
- ❖ Camp Luther year-end unaudited profit loss statement indicated a profit of \$16.67
- ❖ KBC year-end unaudited profit loss statement indicated a profit of \$26,672
- ❖ Development report provided by Duane Hilgendorf, Shelly Karolus and Woody Vought – 29 commitments from 2014 thru December 2015 with a total of \$961,800; 11 pending commitments; fundraising over last three years includes donations and commitments of \$3,226,716
- ❖ Advisory Council formed to review program marketing and vision
- ❖ A Youth and Campus Director will be hired to share in the support of Sts. Peter & Paul in Houghton, Michigan and the Keweenaw Base Camp. They are currently soliciting candidates.
- ❖ KBC now under ownership of North Winds Adventure (NWA).
- ❖ With Roger Michelson's intent to retire in 2016, a closed session was held to discuss the Executive Director position. Mr. Plautz also shared that during the closed session the group voted and approved to call Gary Vought (Woody) as the new Executive Director. It was discovered, days after the meeting, that this was not proper procedure; voting should not take place in a "closed" session. They plan to have a remote vote in a regular Board meeting to correct this error in procedure.

Constitution & Bylaws

Secretary Toenjes presented the following Constitution and Bylaw revisions for approval:

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

A **motion** was made and seconded to approve the Constitution & Bylaw revisions presented for the above congregations. **APPROVED.**

Standing Committee Updates

Administrative Services Committee

Rev. Plautz stated that this committee hasn't met since the completion of the 2016 Compensation Guidelines in May. No report.

Audit & Investment Management Committee

Mr. Timm states that the LCMS Foundation investments have seen the impact of the market; showing an increase of 3.8% in October to a decrease of 1.5% in December. Income generated is used to offset market loss through interest and dividends.

The Audit is in progress with District providing requested information; the on-site audit with Wipfli will be held on March 21 & 22, 2016.

Mr. Timm shared that because he is the Chairman of the Board of Directors, he would appreciate it if someone else would step up and take his place as Chair of this Committee. Mr. Bruce Plautz volunteered to accept this position.

Governance Committee

Dr. Roser shared that there is no further report.

District President's Spouse Travel Expenses

Mr. Timm shared that there is at least one Council of President's meeting a year that the spouses of District Presidents are invited to attend. President Lueck's wife, Cheryl, has been a blessing to the District as she has accompanied President Lueck on various District and Synod events. Her attendance is appreciated and looked upon as a ministry as she lends an ear and promotes the District. Mr. Timm asked if this Board would be willing to cover the travel expenses of the spouse of the President to attend more than the one COP meeting which are related to District and Synod during this triennium.

After discussion, this Board agreed that Cheryl Lueck has been a blessing to the District by having her presence at various District and Synod events. A **motion** was made and seconded to support the ministry of the District President and his spouse by paying the travel expenses for the spouse for any travel related to District and Synod during this triennium.

APPROVED.

President's Report

President Lueck distributed his report to all attendees—see attached. He also shared that he has several Nominations for Appointments from Synod; if you are interested, please let him know.

DJ Schult – Education/Communication

DJ shared the following highlights from his area:

- ❖ Continue to provide Board training
- ❖ Working through the details of the National Youth Gathering Contract
- ❖ Hearts for Jesus was rolled out in February – Peace Campus Center is the focus
- ❖ National Lutheran School Accreditation visits coming up
- ❖ Have a few more schools joining the State voucher program
- ❖ With Sandie Pagel replacing Stacy – working through transitioning our communication pieces – going well
- ❖ Early Childhood Directors meet here in April
- ❖ Early Childhood Conference held in August in Bonduel
- ❖ Principal Summit next week (February 17) with CUW as part of our professional development for principals
- ❖ Working on the first ever "All District Teachers get together" before school starts – this was a request by the teachers for such an event
- ❖ Leadership meetings were good

Dennis Johnson – LCEF/Stewardship/Building & Grounds

Dennis shared the following highlights from his area:

- ❖ Plans to visit 25 congregations over the next several weeks to find out how to partner with them.
- ❖ Will be working on a couple of spring workshops with Gift Planning Services

- ❖ Provided four \$1,000 scholarships to students that were presented during a service at their home congregation
- ❖ Lutheran Federal Credit Union (LFCU) officially opened on February 1st; will offer rostered church worker loans.
- ❖ Revs. Timothy Shoup and Joshua Error, along with me, make up the Stewardship Committee. Investigating ways that we can promote and make available stewardship resources through the Synod. We are thinking about trying webinars to be placed on the District website.
- ❖ Building – outside painting/repair in the spring, sandblast steps to eliminate slips and falls, and improve the landscape around the building.

Outcomes Discussion

In follow up to Monday's meeting, the group revisited and decided on the order to tackle the task of making sure we have the right Outcomes to allow the District Staff to create the Strategic Plan for the next triennium.

It was determined that we would begin by electronically sharing the Mission/Vision, Values collected from the group, and the Outcomes Redraft. We will share this in a format that will allow individuals to provide comments right on the documents. Once we have this feedback, we will be better prepared to tackle this and begin the Outcome measures.

Healthy Worker

Rev. David Muench, Director Ministerial Care of Concordia Plan Services presented "The Healthy Church Worker". He left us with the following two challenges:

- ❖ How can the Board be encouraging to keep our congregations healthy? As leaders in the District, we must make sure they are aware of your desire to help vs. correct.
- ❖ What will you do differently in the pursuit of wholeness? What will you say to one other person to encourage wellbeing?

Closing Prayer

Rev. Hulke closed the meeting with prayer of thanks and safe travel.

The meeting was adjourned at 2:00 p.m.

Respectfully submitted,

Reverend Hal Toenjes, District Secretary
Lori A. Kavajecz, Recording Secretary