

NORTH WISCONSIN DISTRICT LCMS

Board of Directors Meeting

March 5, 2018

(Original meeting was scheduled for January 23, 2018)

Minutes

NWD Board Members Attending

Mr. Craig Timm, Chairman
Rev. Dr. Timothy Roser, 1st P
Rev. William Plautz, 2nd VP
Rev. Timothy Shoup, 3rd VP
Mr. Richard Bartanen
Mr. Paul Duerst
Rev. Aaron Gehrke
Rev. Dwayne Lueck, President
Mr. Bruce Plautz
Mrs. Karol Selle

North Wisconsin District Staff Present

Mr. Dennis Johnson
Mr. DJ Schult

NWD Board Unable to Attend

Mr. David Ackerman, Treasurer
Mr. Stephen Fisher
Mrs. Susan Longmire
Rev. Dan Thews, Secretary

Recording Secretary

Mrs. Lori Kavajecz

Opening Devotion – Mr. Craig Timm provided the Opening Devotion.

A moment of silence in memory of David Selmeier was offered by the group.

Adoption of Agenda

President Lueck asked that the below items be added to the agenda for approval:

- ❖ Board Designated Funds
- ❖ Expense approval over \$5,000

A **motion** was made, seconded and approved to adopt the agenda as presented with the addition of Board designated funds and an expense approval.

APPROVED.

Consent Voting Agenda

- ❖ Approval of November 7, 2017 Minutes
- ❖ NWD Unaudited December 2017 Financials & Consolidated P & L
- ❖ Section 3 – Board & Executive Relationship Policies Review

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

APPROVED.

Designated Funds

President Lueck shared that at the end of the year we have \$106,000 left to designate for future needs. He proposed the following designations:

- ❖ Server/computers \$ 3,000 (planning for replacement)
- ❖ Roof 7,000 (rainy day/replacement - \$21,000 w/\$7,000 next year)
- ❖ LCMS 12,000 (back to 40%)
- ❖ SLED 5,000 (training new principals)
- ❖ Communications 5,000 (new brochures)
- ❖ Peru 10,000 (need help)

❖ LCMS/Youth	10,000 (2019)
❖ NWD/Youth	10,000 (2020)
❖ Transition	<u>\$30,000</u> (next year transition plan)
Total	\$92,000

This will leave an additional \$14,000 left. President Lueck asked the Board for ideas on where to designate these monies. After much discussion, a **motion** was made and seconded to approve the \$92,000 designated funds as proposed above and to designate the \$14,000 to a Rostered Worker Assistance fund. **APPROVED.**

Peace Campus Center

Peace Campus Center received an invoice in the amount of \$8,000 for the excavation of the athletic field. This invoice was presented to the Board for approval. A **motion** was made and seconded to approve the payment of the \$8,000 invoice for the excavating that took place at the Peace Campus Center athletic field. **APPROVED.**

Camp Luther

Mr. Bruce Plautz provided an overview of the Camp Luther Report (Attachment D). Since Mr. Plautz is now the Camp Luther representative, Chairman Timm asked the Board for a volunteer to step into the 'alternate representative' position to fill in when Mr. Plautz is unable to attend their meetings. Rev. Aaron Gehrke volunteered to serve in this role.

Constitution and Bylaw Changes

Secretary Thews was unable to attend the meeting; no report provided.

Standing Committee Updates

Administrative Services Committee

Rev. William Plautz shared that the survey regarding Compensation Guidelines did go out, however, participation was not that good. He stated that they have since learned that CPS has a compensation tool that is very good. DJ Schult will be presenting on this topic later in this meeting.

Audit & Investment Management Committee

Mr. Bruce Plautz shared that there is no new business to report. He also stated that Mr. David Ackerman has shared with him that he has made some adjustments to investments to ensure that we are putting our funds in the right place to avoid risk.

Governance Committee

Rev. Roser shared that there is nothing further to report.

Stewardship Committee

Mr. Johnson shared that he and the Committee are working to get the Best Practices on our website. There is good content, the Committee just needs to figure out the best plan to present it. He also shared that they are hoping to share this at Circuit meetings.

Compensation Guidelines Discussion

DJ Schult shared a presentation providing an overview of the compensation guideline tool that CPS is using. He stated that at this point, this tool is being used for pastors and several other rostered church workers, however, they are not yet ready for teachers. He also shared that this tool is currently being used in the Texas District, as well as others and seems to be going well.

Rev. Plautz stated that his former congregation used this tool to assist them with their planning to call their new pastor. He said it was user friendly and took very little time to provide them with a pay range. He also shared that the tool asks for certain variables such as congregation size, pastor education, pastor experience, location of congregation, etc. which allows it to pinpoint the economic state of a specific area. This tool is offered by CPS at no charge.

The Board felt that if it is determined to move forward with this tool that communication to our congregations would be crucial. We would want them to know the detail (all the variables it asks for) that it goes into which makes it very accurate. President Lueck stated that if we move forward with this, he would also put this in his written report to the Convention. It was also suggested to have one of our Board members verbally present this at the Convention as well.

Since the CPS tool isn't compatible for teachers as of yet, discussion about making both the CPS tool and the District Compensation Guidelines available during the transition period ensued.

A **motion** was made and seconded to approve beginning the use of the CPS tool for pastors and commissioned workers that are included in the tool at this time. Also continued use of the current District Compensation Guidelines for teachers until CPS rolls out the tool for them.

APPROVED.

Church Worker Debt

DJ Schult shared that a survey regarding church worker debt went out and was well received; approximately 150 people responded. The survey results were shared with Rev. Timothy Roser and analyzed. Rev. Roser shared an Overture (Attachment F) to be approved for presentation to the District Convention. The overture was reviewed by the Board with one minor change to the second to last *Resolved* to read: *...these issues, be it **finally***

DJ Schult asked if there was something that should be reported back to those who took the survey. It was determined that there would be a summary of the results put into various District communications.

A **motion** was made and seconded to approve the Student Debt overture as presented with the above change reflected.

APPROVED.

NWD Handbook

Chairman Timm stated that the NWD Handbook had been submitted to the Commission on Constitution Matters (CCM) for their review and approval. The handbook has since come back with several required changes noted. Mrs. Lori Kavajecz has made the changes as requested with the exception of a change to Bylaw 6.03(a).

President Lueck shared that Bylaw 6.03(a) is noted as a *recommendation* from the CCM and being brought to the Board for discussion. The *recommendation* from the CCM was as follows: *"it may be wise to establish an independent committee or commission to interpret district documents authoritatively."*

The Board feels that since Board members are elected and not assigned by the District President, that it would not be necessary to create another committee. The Board also felt that if there was a discrepancy a sub-committee could be formed at said time to handle the situation.

A **motion** was made and seconded to approve the revised Bylaws as presented with the exception of a few minimal formatting changes. **APPROVED.**

Oklahoma Overture

The Oklahoma overture was shared with Board members in their packet prior to the meeting. Basically the overture is asking that the congregations of a multi-congregation setting would be allowed to each have a lay vote at district convention and voting for Synod president. Discussion concerning this overture ensued and it was determined by this Board that we would not be supporting this overture.

Circuit Visitation Exception

President Lueck shared that as Synod prepares for the 2019 Synod convention we need to ensure that our visitation circuits meet the requirements for delegate representation.

Synod Bylaw 3.1.2 states: "*Electoral circuits shall meet as required by the Bylaws of the Synod to elect circuit voting delegates to the Synod's national conventions.*

(a) An electoral circuit shall consist either of one or two adjacent visitation circuits, as shall be determined by the district board of directors on the basis of the following requirements: each pair of delegates shall represent from 7 to 20 member congregations involving an aggregate confirmed membership ranging from 1,500 to 10,000.

(b) Exceptions to these requirements may be made only by the President of the Synod upon request of a district board of directors.

President Lueck shared that we currently have two circuits that fall outside of the above parameters. Circuit 5 is short by 1 member with a total membership of 1,499 and Circuit 8 is short by 19 members with a total membership of 1,481.

President Lueck shared that the options before the Board are to ask for an exception for these two circuits or to combine circuits to meet the parameters. Discussion ensued and a **motion** was made to ask for an exception from Synod for Circuit 5 and 8. **APPROVED.**

President's Report

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

DJ Schult – Education/Communication

DJ shared the following highlights from his area:

- ❖ Over half of our schools are in the voucher program; this has been a tremendous blessing. It has allowed for an increase in students, as well as the ability to provide our teachers with wage increases.
- ❖ 13-14 teacher/principal vacancies in our District
- ❖ Nationwide there is a teacher shortage
- ❖ Early Childhood Conference – we are looking at a new format; regional model for this event

Dennis Johnson – LCEF/Stewardship

Dennis shared the following highlights from his area:

- ❖ Rev. Bart Day new LCEF leader
- ❖ Have seen slight uptick in loans
- ❖ Investors are decreasing

Nominations Committee

Mr. Richard Bartanen shared that the 2018 Nominations Committee met one last time and officially had a slate to present to President Lueck on February 14, 2018.

The meeting was adjourned at 12:15 p.m.

Respectfully submitted,

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

President's Report to NWD-LCMS Board of Directors

March 5, 2018 – Wausau, WI

MISSION

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

VISION

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

Management report

- Snow removed from parking lot
- Continue to plan for 2018 NWD District Convention:
“In Your Light, We See Light” Ps 36:9

Financial information

- See Board documents

Missions & Ministry

- **State Youth Gathering** – Nov.3-5, 2017 - Wisconsin Dells
- **Leadership meetings** at Ladysmith, Milan, Appleton; (12 Cong attended)
3 called off (weather) at Eau Claire, Minocqua, Marshfield
- **Mission mini-grants** offered again to District congregations (\$20,000)
- **LCMS Council of Presidents (COP)** – Feb .6-9
- **Joint NWD & SWD Circuit Visitors** – Feb. 12-13 - Stevens Point
- **Early Childhood Directors' Gathering** – Feb. 23, 2018 - NWD Office
- **Principal Academy** – Feb. 28, 2018 - NWD Office
- **Great Lakes Regional COP meeting** – March 21-23 - Harshaw
- **Youth Bible Bowl 2018** - April 7, 2018 - Rib Mountain Lutheran, Wausau
- **Spring Pastors' Conference** – April 16-17
- **LCMS COP/Placement of Candidates** – April 21-26

NWD Vacancies (See Attachment) 19 vacancies

- **Pastor vacancies:** As of 2/15/18 2 – senior; 3 dual parish; 6 sole; 8 – associate (4 calls extended to 4 associates & 1 accepted (St Pt - 3/11/18), 3 declined); 3 calling sem.
- **Commissioned Minister Vacancies:** 8 teachers; 2 Principals; 2 Pre-school directors; 1 Early childhood director

LCMS Vacancies

- 35 Dist. reporting, as of Feb. 2018, Vacancy totals (2017 numbers in parenthesis) are as follows:

Sole Pastor	364	(350)
Senior Pastor	47	(33)
Associate/Assistant Pastor:	71	(101)
Total:	482	(484)

Report of DP activity

- **Install:** Matt Ruesch, Our Redeemer/Kingsford (Nov. 26)
 - William Fischer, Lakes Area Christian Fellowship/Rome (Jan. 14)

- Mark Walters, Alleluia, Wrightstown (Jan. 21)
- Curtis DeCoste, Christ of the Bay/Green Bay & Zion, Oconto (Jan. 21)
- **Pre-call:** St Paul/Wittenberg; St Paul/Tomahawk
- **Funerals:** David Selmeyer/Antigo; Donald Wesener/Wis Rapids
- **New Congregation:** Lakes Area Christian Fellowship – Nov.12, 2017
- **Visit Winkels:** Fall Creek
- **CUW Board of Regents - Leadership Summit @ Ann Arbor – Nov. 9-11, 2017**
- **Council of Presidents' Meeting – Nov.14-16, 2017**
- **LCEF Conference – Nov. 17-19, 2017**
- **Peru – Dec. 1-6, 2017 (ENGAGE/Winter 2018. Pages 11-15)**

Circuit Visitor meeting with VP Mueller – Feb. 12-13

- **Issues**

Synod nominations

- Ballots for LCMS nominations are available to you and your congregation

Some DP reflections

- Our district....some economic and trends in some of our communities....

“In Wis. Portage County (Stevens Point/Plover)) has the No. 1 aging population and Marathon County (Wausau) is right behind at No. 2. People over the age of 65 are projected to make up one quarter of Marathon County’s population by 2035, an increase from 12-15% currently.” (from CITY PAGES – Wausau, Jan 11-18, 2018)

Marathon County....2017 LIFE Survey Data....

Biggest concern (412 responses)

- | | |
|---------------------------------|-------|
| 1. Illegal drug use | 23.5% |
| 2. Affordability of health care | 22.6% |
| 3. Texting and driving | 11.4% |

Joel, 32, of Tomahawk and Valerie, 25, of Wausau were booked Thursday into the Trempealeau County Jail on a variety of felony and misdemeanor charges, including charges relating to the chase, warrant charges and possession with intent to deliver marijuana....Between the two of them, Holding and Flores had about 290 pounds of marijuana, three guns and two stun guns in their vehicles, police say. (1/18/19)

“The Pew Research Center has identified **Wausau**, a former timber hub, as the US community with the highest percentage of middle-income households, defined as a three-person household with an annual income of about \$42,000 to \$125,000.” (Wall St Journal....12/20/17 from IN AMERICA’S MOST MIDDLE-CLASS CITY, THE MALL ID DYING. HERE IS WHY) (Eau Claire placed 9th)

The next generation after the Millennials is “Gen Z.” Here are some research findings. “Teens 13 to 18 years old are twice as likely as adults to say they are atheist (13% vs. 6%).” “One-third of teens says gender is how a person feels inside, not their birth sex.” “Half say parents are their primary role model, but only one-third that family is core to their identity.” “More than half use screen media four hours or more on an average day.” “Out of 69 million children and teens in Gen Z, just 4% have a biblical worldview.” (Barna, “Gen Z: The Culture, Beliefs and Motivations Shaping the Next Generation”). (from Meyer Minute. 2/2/18)