

**NORTH WISCONSIN DISTRICT
THE LUTHERAN CHURCH MISSOURI SYNOD
BOARD OF DIRECTORS MEETINGS
November 7, 2019
District Office - Wausau, Wisconsin**

MINUTES

In Attendance

Mr. Bruce Plautz, Chairman
Rev. Dr. Timothy Roser, 1st VP
Rev. William Plautz, 2nd VP
Rev. Timothy Shoup, 3rd VP
Rev. Donald Engebretson, Secretary
Mr. Dave Ackerman, Treasurer
Mr. Richard Bartanen
Mr. Brian Betts
Mr. Paul Duerst
Mr. Stephen Fisher
Rev. Aaron Gehrke
Mrs. Karol Selle
Mrs. Kathy Strasser
Mrs. Sharon Voight

District Staff

Mr. Bill Jordan
Mrs. Lori Kavajecz
Rev. Dr. Dwayne Lueck, President
Mr. DJ Schult

Vice Chairman Duerst was asked to fill in for Chairman Plautz until he was able to be present at the meeting. He called the meeting to order at 9:03 a.m.

Opening Devotion

Mrs. Sharon Voight provided the Opening Devotion based on Hebrews 10:25.

Adoption of Agenda

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

Approval of Consent Voting Agenda

- ❖ Approval of August 6, 2019 Minutes
- ❖ Board Policy Manual – Section 2
- ❖ NWD Board designated \$5,392.63 from the 2019 Youth Gathering to subsidize the Houghton Campus Ministry for 2020.

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

To accommodate Chairman Plautz to be able to participate in the discussion items of the meeting, the agenda was rearranged and handled in the following order

Compensation Tool

Mr. Schult stated that he had received a phone call from a preschool director stating that the CPS Compensation Tool doesn't seem fair for this position. In researching this conversation further, he shared the following facts:

- ❖ The number the tool provides is what the market is at presently.

- ❖ The number may change annually dependent on where the market is currently.
- ❖ Market data is king for the CPS tool; you will only make what the market offers.
- ❖ Synod does not use Lutheran numbers in the data for preschool directors, thus skewing the number.

Mr. Schult asked the question: Is there some sort of guidance we should be providing to our ministries in addition to what we already provide to explain how the tool works for this position?

After discussion, it was determined that Mr. Schult will take a look at creating an educational piece that will share what we have learned after the first year of using the tool. Also intend to share with Circuit Visitors and the upcoming Lay Leader training meeting.

Mr. Schult also shared that CPS is working on creating a compensation tool educational video for congregations.

Camp Luther

Rev. Gehrke directed the Board to Attachment G and answered any questions.

Election of Camp Luther Board Members

The Board was asked to vote for three members for the Camp Luther Board. David Reineke, commissioned member and Tim Strasser, lay member have both completed a one-year term and are eligible to serve a second term. Amy Pflieger has completed her second term and will need to be replaced. Biographical information was provided for the two new candidates prior to the meeting. The Board was asked if there were any other names that they wished to be added to the ballot. Hearing none, ballots were handed out with the following names present:

- ❖ David Reineke (Commissioned)
- ❖ Tim Strasser (Lay)
- ❖ Amy Kamien (Member at Large)
- ❖ Karen Mielke (Member at Large)

Votes were cast, ballots were collected and Mrs. Kavajecz & Mr. Ackerman were asked to count and report the results. It was reported that David Reineke and Tim Strasser were elected for their second term and Amy Kamien will be the new Member at Large. Chairman Duerst asked that President Lueck let the individuals know of their election.

Sexual Harassment Committee

Vice-Chairman Duerst stated that a Sexual Harassment Committee needs to be appointed by the Board for the District Office. Members wondered where this request came from. Mr. Schult shared that after review of the District Employee Handbook and the *Sexual Harassment Policy* that a committee consisting of the District President plus two members of the District Board of Directors, one male and one female, is to be established. Vice-Chairman Duerst asked for volunteers. Mrs. Strasser and Mr. Fisher have volunteered to serve on this committee. The Board agreed with the appointment.

Constitution & Bylaw Changes

Secretary Engebretson recommended St. Paul-Montpelier for approval as received.

Secretary Engebretson recommended the following Constitution & Bylaws with provisional approval upon the below stated changes being implemented, received and approved by him.

St. John – Merrill

- ❖ Article V, The Offices of Pastor and Teacher, I would recommend the addition of: **“Pastors and teachers shall be served only by ordained ministers who are members of The Lutheran Church—Missouri Synod.”**
- ❖ Article VI, Powers of the Congregation, section E.: Removal from office, I would recommend the addition of **“by a two-thirds majority vote of the voters’ assembly”** to follow the words *“in Christian and lawful order”* and before *“for one of the following causes.”*

Immanuel – Merrill

- ❖ Article IX – Officers, section C. Removal from Office, the addition of: **“by a two-thirds majority vote of the voters’ assembly”**, after the phrase *“in Christian and lawful order.”*

Secretary Engebretson also reported on St. Paul – Butternut and Peace – Antigo. It was determined that more follow up will need to be done on these two and then be brought back to the Board for ratification.

A **motion** was made and seconded to approve the Constitution & Bylaw changes for St. Paul-Montpelier as presented and St. John-Merrill and Immanuel Merrill with provisional approval. **APPROVED.**

Standing Committee Updates

Administrative Services Committee

Rev. Plautz stated that there is no further report separate from the compensation tool discussion.

Audit & Investment Management Committee

Mr. Ackerman provided the following information:

- ❖ Has done research on the four largest funds that we have with LCMS Foundation
 - We are paying more in fees with lower returns
- ❖ District-managed funds are performing better than Foundation-managed funds
- ❖ Plan to have a conversation with LCMS Foundation in December to see if we can talk about options to reduce fees, etc.

Governance Committee

Dr. Roser pointed the Board to Attachment L requesting the following changes to the Board Policy Manual:

- ❖ Section 2.2 Governing Policies to read: *“The Board shall maintain written policies of only ~~four~~ five types.”*
- ❖ Add Section 2.2.5 *“Policies of Subsidiary Management Governing the relationship between the NWD Board of Directors and the Camp Luther Board of Directors.”*

A **motion** was made and seconded to approve the above changes to the Board Policy Manual. **APPROVED.**

Dr. Roser also shared that the Conflict of Interest Policy which is to be signed annually was handed out and requested to be signed and returned to Mrs. Kavajecz by the end of the meeting.

Stewardship Committee

Mr. Jordan stated that there is nothing to report at this time.

President's Report

President Lueck distributed his president's report and provided a brief overview.

Staff Reports

DJ Schult

Mr. Schult shared the following highlights:

- ❖ Opening a new preschool in Barron
- ❖ Down a principal as of last week
- ❖ Have held 4 regional Early Childhood meetings
- ❖ Have had 11 school visits
- ❖ District now has a Twitter channel: nwdlcms
- ❖ Lay Leader training being held at Pilgrim, Green Bay on January 7th
- ❖ Team Ministry Workshop being offered at St. Mark's, Wausau on January 28th
- ❖ Ministry Safe Training – asked members what they thought of this training; overall consensus that it was very good and valuable.
- ❖ Lutheran Special Education voucher program through LCEM to try to assist schools with this growing need.
- ❖ Right Now Media – video tool that has lots of Bible Studies, etc. has been rolled out to our pastors to help them determine if they wish to purchase and use this in their congregations in the future.

Bill Jordan

LCEF

- ❖ Scheduling congregational visits from now through December (western side of the state)
- ❖ Working with following congregations with various projects:
 - St. James, Shawano
 - Peace, Antigo
 - St. Jakobi, Shawano
 - Trinity On Stewart
- ❖ St. Paul, Luxemburg just received the Kaleidoscope grant for their grade school.
- ❖ Encouraging congregations to move toward online giving
- ❖ LCEF Fall Conference – November 22-24

District

- ❖ Joint Business Administrators Conference – November 18-21
- ❖ Attended 2 Rural Ministry Task Force conferences
- ❖ Reinvested liquid funds to obtain a greater return
- ❖ Church Worker Debt Relief Fund

The Forgotten Church Book Discussion

President Lueck asked the group to share any comments or reflections on the book. Lots of discussion. President Lueck shared statistics that truly show the decline in our congregations and the reality of where we are at. Good discussion and good book for the state of our District.

NWD 2020 Budget

Mr. Jordan walked the Board through the steps that Senior Staff took to get the proposed budget balanced.

President Lueck presented the proposed 2020 Budget which reduced Synod giving to 36%.

A **motion** was made and seconded to approve the 2020 budget by reducing Synod giving from 36% to 35% with the 1% difference to be used for ministry projects within the District.

APPROVED.

Discussion: Best use of funds for ministry projects

Board members stated that they would like a task force for ministry projects to be responsible for the following:

- ❖ Send congregations information regarding opportunity
- ❖ Receive the applications
- ❖ Read through the applications
- ❖ Make recommendation to District
- ❖ District will have final approval on recommendation

Chairman Plautz asked for volunteers to serve on this task force. Below are the members that were willing to serve.

- ❖ Rev. Timothy Shoup
- ❖ Mr. Richard Bartanen
- ❖ Mrs. Karol Selle

Mr. Schult stated that he would share with the task force the information that was previously used for Mission Mini Grants. It is the hope of the task force to be ready to send out applications to congregations by March 1, 2020.

Reschedule of August 4, 2020 Board Meeting

A **motion** was made, seconded and approved to change the August 4, 2020 meeting to Tuesday, August 11, 2020.

APPROVED.

Mrs. Voight closed the meeting in prayer and the Doxology.

Meeting adjourned at 2:07 p.m.