

THE LUTHERAN HIGH SCHOOL ASSOCIATION OF GREATER MILWAUKEE
DELEGATE MEETING
Thursday, May 25, 2023
7:00 PM
Martin Luther High School – Student Center

- I. CALL TO ORDER AND WELCOME TO NEW DELEGATES
Nathan Gabler, Board of Directors - Chairperson
 - Nathan called the meeting to order.
 - Nathan introduced six new delegates.

- II. FOCUS ON THE WORD / OPENING DEVOTIONS
~~Cole Braun, CEO~~ Mark Bahr, Head of Schools
 - New School Theme – “Preach the Word” based on 2 Timothy 4:2-5

- III. APPROVAL OF THE MINUTES OF THE SEPTEMBER 22nd, 2022 MEETING
John O’Connor, Board of Directors Secretary
 - John read minutes
 - Minutes are posted on the We Teach Truth Site

Motion #D23 – 5-1: Motion | Second | Approved

- IV. BOARD OF DIRECTORS CANDIDATES FOR ELECTION / RE-ELECTION OF CURRENT BOARD MEMBERS
Nathan Gabler, Board of Directors – Chairperson
Current BOD re-election
 - No discussion

Motion #D23 – 5-5: Motion | Second | Approved

Candidates for election
 - Todd Blazei
 - Rev. Stephen Henderson
 - Kole Knueppel
 - Read thru all bios, including credentials
 - We are the largest high school that receives St. Marcus students.

Motion #D23 – 5-6: Motion | Second | Approved

- V. FINANCIAL PRESENTATION: CURRENT OPERATION RESULTS / BUDGET 2023-24
Kyle Hanson, CFO
 - Projected 686 at ML – 50 more than 22-23 – 30 are International
 - LCL growing
 - MLHS remains flat
 - MC projecting 185 – leadership change is bringing transfer growth
 - Modest tuition increases – not passing inflation on to our customer
 - 3% wage increases
 - EANS funding \$1.5m
 - \$28m revenue
 - Planning a break-even budget

- VI. DELEGATES APPROVAL OF THE CHANGES TO BY-LAWS, ARTICLES OF INCORPORATION, AND THE ASSOCIATION CHURCH PARTNERSHIP AGREEMENT
Cole Braun, CEO
 - Significant Changes to Articles of Incorporation
 - Try to be consistent with language between President and Chairperson
 - Promoting Lutheran education – expanded geographic opportunity.
 - Original said metro-Milwaukee or Milwaukee

- Language to reflect the correct governing documents By-Laws
- Change regular, associate, and qualified members to just this: “Members.”
 - Article 12 – Section 1 – Clarification
 - Not a change – just a note
 - We are only talking about LCMS congregations
 - RSO status and us as a Lutheran organization are not changing at all
- Is there a rationale for expanding beyond Wisconsin?
 - Not necessarily want to, but we believe education has completely changed.
 - The articles were established based on one school that was in Milwaukee.
 - If it could be efficient for us, we would like to explore that.
- Board gets to know about these things ahead of time
 - Board is aware
 - Delegates’ responsibility is to approve nominating committee, elect BOD, and approve.
 - All other responsibilities – operating – is under the Association Board
- Become affiliated with online high schools?
 - Article 12 is about the congregation, not schools.
 - Regarding online – we use Britestar and serve 80 kids.
 - Doesn’t serve our purposes – not a focus of ours.
 - 45 million if they have a choice where they wanted, they would send them to a brick-and-mortar school.
- Related focus on elementary
 - HS education sits in the middle of elementary and college
 - As the organization expands, there would need to be a specific discussion.
 - We have looked at and turned down 9-10 opportunities to work with the elementary level.
- Working with LUMIN?
 - Today – we have a respected and professional relationship with what LUMIN does and what we do.
 - Wouldn’t it be cool if one organization could manage, operate and grow feeder schools like what we had?
 - Discussions did happen – contend that they will happen again.
 - A great number of LUMIN kids come to our schools.
 - Have an incredible desire to put LUMIN and LHSAGM together.
 - Not currently in any negotiations or discussion.
- Highest performing schools in Milwaukee – those that are Freshmen are at least two grades behind when starting.

Motion #D23 – 5-2: Motion | Second | Approved (ONE Nay)

- Significant Changes to By-Laws
- Try to be consistent with language between President and Chairperson
- BOD Board Members and Member Consistency
 - Allow us to have 10-15 Board Members
 - All have to be approved by delegates
 - Every two years, all of those members have to be approved by the delegates
 - 2 BOD must be active pastors LCMS congregations at Association Churches
 - Maximum number of BOD members that can be non is 2
 - Here’s who would like to have and delegates approve
- Why?
 - We serve all different types of communities
 - Knowledge and opportunities of those out in those communities that are interested in serving; we can bring in talent/expertise of those communities
 - One board member that we would recommend is Kole Knueppel from St. Marcus
 - Gives us the opportunity to have diversity and thought.
- Required to be a confessional Lutheran?
 - No

- Someone as a non-Lutheran could be a chairperson
 - Delegate would have to approve
- Not minimize the effect of
 - Board only acts on the Board
 - Chairperson has no more power than any other board member
- Board has entire
 - Issue with CEO – Board Chair address it? It’s the entire Board
- Leaving it open
- Limiting the potential offices – any consideration as being advisory as voting?
 - Level of information advisors vs. members
 - Documents that govern the Board – it can only act as an entire Board.
 - Maximum of 20% - could swing any issue. True with any vote.
- Required to be Christian
 - Would not get through our nominating committee and then through the other channels to elect them to the Board
- Taken a strong look at the pitfalls
 - No
 - Models that we were looking at – Long Island, Ft. Wayne, Parker – eliminating the influence.
 - Layers of review of the people before they are brought before the delegates.
 - Do not know the details of Rockford Lutheran
- Vetting process is high level – look at Articles...
 - Governed by our doctrine values
- Does the Chair have a vote?
 - Yes – CEO does not
 - Every person who is a member of the Board has a vote
- Board member comes on – part in the process of a statement of faith?
 - Information sheet they fill out – there is a question of values and beliefs, etc.
 - Driven based on those points
 - Nominating committee reads them.
 - Basis of this is are they active in their Christian faith.
- We are not looking at having 20% be non-LCMS – just want the opportunity.
 - Amazing skillset
 - Opportunity to explore those individuals.
- Great opportunity at 20% -
 - Grounds from removal of the board
 - In the BOD policy manual
 - Offering that to the delegates to understand what we are trying to do.
- If they are not holding to the doctrine – if they don’t know them, how are they going to vote
 - Pastoral
- Constantly approving our Faith
- Confessional Lutheran – have run into problems at the Concordia level getting into Board positions and wreaking havoc. It’s easier
- Culture is demanding us to be careful right now. If there isn’t a standard that you can measure a person against.
- Delegates are a loose-knit group
- Stay with what you got
- Morale failures that you see and talk about are Board failures
- Do we trust what the Board does
- It happens with LCMS people too
- Article 4 – bring in another school
 - Discussion off and on
 - Policies as written if we were going to build a new school – acquire land, etc.
- Article 1 / Section 1 – go from 4 delegates to 2
 - 28 member congregations – 112 delegates
 - Idea behind 4 to 2 – bring together
 - Want engagement – delegates invested in us – we are invested in the delegates.

- Attendance isn't consistent – need to be able to go to the church and tell them to get a new delegate that is engaging.
- two delegates – engaged – come up with a different way and figure it out.
- Have 62 in the room.
- Churches not responding – this church wants to be a part of our Association and come before delegates to see if the member congregation should be removed
- Our responsibility to invest in our churches.
- Article 3 / Section 4 – amendments of By-Laws
 - Sentence be added - Chairperson/Vice Chairperson shall be a member of an Association Congregation.

Motion #D23 – 5-3 with Amendment: Motion | Second | Approved

- Significant Aspects of the AMCPA
- Intent is to remove all of the transactional elements
- Limiting, restricting, barriers – exclusive mentality vs. inclusive mentality
- 30 years ago – 3.5M came from congregations – 36% of the budget
- Be more engaged – more invested in what each of us does.
- Need to have a different model
- We want to be your partners
- What would you have to pay \$0?
- How does this work financially
 - Spend a ton of money in financial assistance – over \$1M
 - Give as much money as we can to get kids to come to our schools.
- Glad to see it come for a vote – Pastor O'Donnell – thrilled to see this happening
- Churches are not members of the Association, that were would have to come forward to have them as a member of our Association again. They don't get in – they have to go through the process.
- How will you prioritize LCMS students?
 - We want LCMS kids – every Christian kid
 - Amount of dollars available is not based on divvying up – it's individually handled meeting by meeting – one on one.
 - Never been about splitting it up.

Motion #D23 – 5-4: Motion | Second | Approved

VII. INFORMATIONAL UPDATES ON THE ASSOCIATION

Cole Braun, CEO

- School Theme
- Graduations happening Saturday, May 27, 2023 (all three high schools), and Mt. Calvary on June 1st
- Reviewing of upcoming events
- Thanking those who have served faithfully – those that are retiring, terming off, leaving the Association, or moving to a different role in the Association.
- Using our Brand, Mission, Vision, and Core Values for all of our decisions we make.
- Coming out of COVID – things have shifted throughout the world.
- Incredibly blessed – Lightning Holdings piece \$3.6 return (sits in our operating reserve, which we have never had). Spartan Development piece \$1.5 return for the leasing portion of the building. Sit with a \$5.1M in an operating reserve.
- Financial challenges and opportunities.
 - Chance of getting a 10% bump in choice dollars
 - Challenge of growing gap – 7% inflation, costs go up – we want to be able to give raises.
 - TRIUN continues to go – serving 38 clients
 - Comprehensive Campaign
- Threats
 - Teachers and Administrator shortages
 - Labor Market
 - Economic

- Trinity Lutheran Classical High School will open this fall
 - Classical education model has a market for it.

VIII. CLOSING REMARKS / PRAYER / ADJOURNMENT

Nathan Gabler, Board of Directors - Chairperson

- Thanking all that came to the meeting
- Meeting adjourned at 9:26 pm

NEXT MEETINGS:

THURSDAY, SEPTEMBER 28, 2023 – MILWAUKEE LUTHERAN HS, 7:00 PM

THURSDAY, MAY 23, 2024 – LAKE COUNTRY LUTHERAN HS, 7:00 PM