

THE LUTHERAN HIGH SCHOOL ASSOCIATION OF GREATER MILWAUKEE
DELEGATE MEETING
Lake Country Lutheran High School – Choir Room

Thursday May 23, 2024
7:00 PM

ITEMS REQUIRING DELEGATE APPROVAL / ACTION

I. CALL TO ORDER AND WELCOME TO NEW DELEGATES

Nathan Gabler, Board of Directors - Chairperson

- Nathan called the meeting to order at 7:05 pm
- New Delegate – Matt Wolf
- Thanks to all for coming.
- Nathan opened in prayer

II. FOCUS ON THE WORD / OPENING DEVOTIONS

Cole Braun, CEO

- Mark Bahr opening devotion
 - School theme 2024-2025
 - “Fear Not” - Isaiah 41:10
 - MLHS junior student – Bailey Gaufin
 - Scary world for our kids
 - Campuses are still vulnerable to what’s happening in society
 - Our schools have been a safe haven

III. APPROVAL OF THE MINUTES OF THE SEPTEMBER 28, 2023 MEETING

Kathy Allen, Board of Directors Secretary

- Motion #D24-5-1 – Request a motion to approve the minutes of the September 28, 2023, Delegate Meeting as read and presented tonight on May 23, 2024 by the Board Secretary
Motioned | 2nd | (APPROVED)

IV. BOARD OF DIRECTORS CANDIDATES FOR ELECTION / RE-ELECTION OF CURRENT BOARD MEMBERS

Nathan Gabler, Board of Directors - Chairperson

- Motion #D24-5-2 – Motion to approve the renewal of Board Members for another 2-year Term.
 - Kyle Witte
 - Lanetta Greer
 - Ryan Glor
- Happy with resources on the current Board
Motioned | 2nd | (APPROVED)
- Candidates for election – Martin Keck
 - Member at Hales Corners
 - Detective Wauwatosa Police Department
 - Having
- Motion #24-5-3 - Request a motion to approve Mr. Martin Keck to the LHSAGM Board of Directors for a 2-year term starting July 1, 2024
Motioned | 2nd | (APPROVED)

INFORMATIONAL UPDATES ONLY: NO DELEGATE ACTION REQUIRED

V. FINANCIAL PRESENTATION: CURRENT OPERATION RESULTS / BUDGET 2024-25

Kyle Hanson, CFO

- Collaborative budget process, starts in February and ends in April
- 2,084 students for 24-25 school year
- Increased tuition rates to align with Choice
- 2.5% wage increase on average effective in October.
- Revenue
 - \$31.6 million – FY24
 - \$34.7 million – budgeted FY25
- Expenses
- Breakeven budget
- Significant increase in wages
- Post-covid funding has expired
- Those staff will be going back to LHSAGM next year
- Contribution back to the Foundation to be \$1.6 million. Budgeting \$2 million for next year.
- Financial Position
 - 8.5 million in investments
 - 7.4 million in Foundation
 - Bank Debt at a very low interest
- In a great position as we grow into the future
- We cannot make this work without third-source funding or donations.
- A lot better place than we were before
- Capital Outlay cannot be ignored, but have to do all 4.
- Staff pay vs. public – percentage
 - As good as anybody in Lutheran education
 - Do not pay as much as public school systems
 - Have received phone calls from teachers who want to get out of the public school systems.
 - 80%-85%
 - You have to compare benefits as well with the salary.
- Online program
 - Manage the growth – different financial model?
 - Britestar for online education.
 - Great partner
 - We build curriculum with them, and they find the teachers.
 - Exclusively choice dollar students
 - Get 30% of the revenue
 - Provide all the support and resources
 - Align curriculum with our own brick-and-mortar students.
 - Teachers who do not get benefits – do we offer an incentive?
 - Something we consider regularly.
 - Benefits is a continuous item we talk about.

VI. INFORMATIONAL UPDATES ON THE ASSOCIATION

Cole Braun, CEO

- We will never stray from We Teach Truth – Jesus makes all the difference
- Over 90% of our donors – if the organization waived, they would give to a different organization.
- Organization highlights
 - Kathy Allen, Jennifer Rhodes are leaving the Board after 8 years.
 - Thank You!
 - Retiring – Scott Nickel, Steve Kohrs, Kim Mallegni, Randy Wehyrich
 - Dr. Wayne Jensen is leaving ML and going back to MLHS as principal.
 - John Buetow – interim at MLHS – is going to be the interim principal at ML.

- Others are moving on to other schools.
- Asset Monetization Strategies
- Senior Living Center
 - Delegate approved to develop the LCL land thru partnership or sale.
 - Did with the apartments
 - Land has to be used for institutional purposes
 - Board approved investing in 3.76 acres to Lightning Holdings to build a Christian Senior Living Facility.
 - Partnering with Matt Burow – Three-Leaf Development
 - Filling the legacy and this dream is very validating.
 - Donate the land become a limited partner.
 - Paid first as a preferred partner
 - Opportunity to engage LCL students to interact and serve.
 - 120 units
 - Independent Living, Assisted Living and Memory Care (not hospice)
 - Three-Leaf would guarantee the debt.
 - This would be the 4th Senior Living Center.
 - Strong Christian facility
 - Proposal is to continue to move forward
 - Start construction in the 4th quarter – over a year
- Strategic planning process for all schools and the LHSAGM
 - We do this consistently – 3-year strategic plan
- Discussion about LCMS based Members from non-Association Congregations
 - 20% and be at large
 - What do you feel about having it say be a member of an LCMS church?
 - Talented people around the country.
 - Is it something that the Association Delegates think would make sense?
 - Could include non-Association churches – Grace Menomonee Falls, etc
 - Beginning, July 1st, any of those churches are our Association churches. Churches have to write a letter to LHSAGM be a part of the Association, as partners, and the delegates would vote on them being a partner with us.
 - Other local churches that are not Association churches, but want to become partners.
 - We think they will join if we cultivate that relationship.
 - Our responsibility to provide real value
 - Have committees – could be advisors
 - Need 10-15 people on our Board, that are voting.
 - How do we get a representation of the schools we are serving?
 - Scares some of our conservative delegates/members to find at large board members.
 - Put a safeguard in place – vet them out
 - Seek out District and Pastor input
 - Diversity – difference in thought, gender, race
 - The standard is in errancy of scripture
 - A lot of white males on our board
 - Losing 2 women from the board
 - Have some youth
 - Have military experience
 - Have a person working through a cognitive disability
- Effective July 1st – the transition to the Association & Member Church Partnership Model
 - Getting a call from Advancement, Cole, Mark, etc.
 - Sit with you and cultivate the relationship
 - Take this back to the senior pastor.
 - What does this look like moving forward
 - More than just Lutheran High Sundays

- Going from 4 delegates to 2 delegates.
 - If within in a year no one shows up, LHSAGM will meet with the pastor to find a new person to be that delegate.
- Church is in good standing / worked with Finance Team
 - Church will automatically be an Association Church
- On us and churches to build those relationships and grow.
- Tailor visits based on where the students are going to high school
 - i.e. Grace Oak Creek – ML Advancement
- Our approach hasn't changed...we want to get the student into our schools – work with them.

VII. CLOSING REMARKS / PRAYER / ADJOURNMENT

Nathan Gabler, Board of Directors – Chairperson

- Nathan closes the meeting in prayer
- Meeting Adjourned at 8:47 pm

NEXT MEETINGS:

THURSDAY, SEPTEMBER 26, 2024 – MARTIN LUTHERAN HS, 7:00 PM

THURSDAY, MAY 22, 2025 – MILWAUKEE LUTHERAN HS, 7:00 PM