

THE LUTHERAN HIGH SCHOOL ASSOCIATION OF GREATER MILWAUKEE
DELEGATE MEETING
Thursday, September 26, 2024
7:00 PM

Milwaukee Lutheran High School – Red Knight Room

- I. CALL TO ORDER AND WELCOME TO NEW DELEGATES
Board of Directors Chairperson – **Delegate Member Vote**
- Nathan called the meeting to order at 7:02 pm – introduced all new Delegate members.
 - Cole reminded that there should be two delegates per church at the Delegate meetings.
- II. FOCUS ON THE WORD / OPENING DEVOTIONS
Cole Braun, CEO, and Mike Waugh, Head of Schools
- Cole handed out little Jesus’ to everyone in the meeting because you never know when you will need a little Jesus.
 - Cole went through the theme of the school – Fear Not.
- III. SUMMARY AND APPROVAL OF THE MINUTES OF THE MAY 25, 2023, MEETING
Board of Directors Secretary – **Delegate Member Vote**
- Pastor Chad K will go through the minutes from May
Motioned | 2nd | (APPROVED)
- ELECTION OF NOMINATING COMMITTEE
Board of Directors Chairperson – **Delegate Member Vote**
- Motion D24-9-2
 - Open to the floor for any nominees to be put on the committee
Motioned | 2nd | (APPROVED)
- IV. INFORMATIONAL UPDATES
Cole Braun, CEO, and Other Executive Team Members
- A. Overall Operational Updates
- 24/25 Enrollment Highlights
 - Current year – 2,402 students – Last year was 2,151
 - 5 Significant Initiatives for the Association
 - Rebranding three of our high schools – including logos, tagline, web and digital media changes, and a new marketing strategy.
 - Preliminary explore a dBA for the LHSAGM
 - Showed LCL and ML rebranding
 - We are starting MLHS rebranding
 - Continued development of Lake Country; Christian cradle-to-grave concept visioned by the donor of the Lake Country property.
 - This month will be a public hearing
 - Hopefully, by the end of October, we will have approvals
 - Should be a really cool experience to offer
 - Village of Hartland is cheering for it.
 - The interaction and the ministry that could take place between the seniors and students at LCL.

- Shovels will go in the ground (depending on the weather) in October.
 - Looking at 2026
- Education innovation, campus strategic plans, and educational improvement initiatives at all campuses.
 - Re-introduce Mike Waugh as the Head of Schools
 - Mike speaking on education
 - Strategic plans – different this time around. We want to get local buy-in at all of our schools.
 - MLHS plan was written by the local level around the direction for the next three years.
 - Once approved, the leaders at MLHS would then be assigned specific strategies to manage and implement.
 - It's a living document
 - Going to try something – if it doesn't work, adjust and try coming from a different angle.
 - All the plans are sequential
 - Have six campuses
 - Spoke about the MLHS strategic plan in September, Mt. Calvary in October, and LCL in November. ML will come out during the spring.
 - Trinity Lutheran Classical – 300% growth from last year, just really trying to grow the school – goal is to get to senior year and higher more teachers.
 - Our Redeemer is our last school – next 18 months is a transitional phase. Plugs some holes. Invest in the school. Have a strategic plan in the 25/26 school year.
 - Strategic plans shared?
 - Previous were public documents
 - At this point are written in a completely different way.
 - At a minimum, we would share the targets but not the details.
 - At the May delegate meeting – show the targets.
 - Commonality for the schools
 - Some – but have different schools
- Beginning of executing campus facilities master plans for LCL, ML and MLHS with multiphase capital campaigns for specific current improvement needs and growth opportunities. This includes increased focus and resources on our “legacy” (annual) fundraising initiatives.
 - Today is the starting point for tomorrow
 - Invest in more kids so that they can hear God's word and have an opportunity to defend their faith.
 - More kids, more ready.
 - Significant gaps and needs that we need to address to be a competitive market and ensure exceptional experiences.
 - Really aggressive capital campaigns
 - Closed the gap a lot – but it's going to grow.
 - Changed our approach to our Legacy/Annual Fund
 - Need to raise money so we can close that gap
 - We are just starting...so many plans to serve more kids.

- Continued pursuit of building “Better Together” partnerships with other schools in the high school and elementary school markets.
 - Average enrollment in LCMS is 160
 - Our high schools enrollment are monsters compared to the other schools around.
 - The Plus 1 Mentality (book of Acts)
 - A growing, thriving, and abundant mindset. A “we can provide more and serve more to Grow God’s kingdom” mentality. Why wouldn’t we?
 - Lutheran schools are failing over and over...we need to be working together.
 - All about can we make our high schools – which would deliver a high-quality Christian education – make it affordable

B. Financial Updates

- Financials are amazing
- Up 16.7%
- Increase in Choice Funding
- Excited about the future about our annual giving
- Global students/housing is increasing
- Thank you to partner churches who are still donating since the partnership model has changed as of July 1st.
- We do not take it for granted.
- Focused on continued growth.
- Expenses are up 18%
 - Increased faculty compensation by 11%
 - Significant investments in safety/security
- Our debt sits at about \$20 million.
- Audited financials – will be updated and put on the website
 - Middle to end of October be made public on the website.
 - Information that was shared today was from the audit

C. Association Vision Updates

V. CLOSING REMARKS / PRAYER / ADJOURNMENT

Board of Directors Chairperson – **Delegate Member Vote**

- As delegates – take this information back to your congregations
 - Nathan closed us in prayer at 8:08 pm
 - Nathan adjourned the meeting at 8:13 pm
- Motioned | 2nd | (APPROVED)**

NEXT MEETINGS:

THURSDAY, MAY 22, 2025-LAKE COUNTRY LUTHERAN-CHOIR ROOM, 7:00 PM

THURSDAY, SEPTEMBER 25, 2025-MARTIN LUTHER-STUDY CENTER, 7:00 PM

THURSDAY, MAY 28, 2026-MILWAUKEE LUTHERAN-RED KNIGHT ROOM, 7:00 PM

Motioned | 2nd | (APPROVED)