



Delegate Meeting – April 1, 2025

WeTeachTruth
Education

Jesus makes all the difference.

Dr. Nathan Gabler
Board of Directors, Chairperson

Call the meeting to order

Welcome to the new delegates

School Theme for 2025 - 26

“Amazing Grace”

Ephesians 2:8-9

*For by grace, you have been saved through faith.
And this is not your own doing; it is the gift of God,
not a result of works, so that no one may boast. (ESV)*

Let us Pray.

Items Requiring Delegate Action

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Approval of Previous Meeting Minutes: # D25-4-1

Renewal of Board Members (2-year Terms): # D25-4-2

Approval of New Board Members: # D25-4-3

Approval to Execute a Loan for Capital Expansion #D25-4-4

Rev. Chad K.— Board of Directors, Secretary

**Reading of the Minutes of the
September 26th, 2024, Delegate Meeting.**

***Motion #D25-4-1:* Request a motion to approve the
Minutes of the Sept. 26th, 2024, Delegate Meeting
as read and presented tonight on April 1, 2025, by
the Board Secretary.**

Motion / Second / Discussion / All those in Favor

Dr. Nathan Gabler

Board of Directors, Chairperson

**Motion to approve the renewal of 5 Board Members for another
2-year Term. Starting Term # in ()**

Mr. Paul Bell (3)

Mr. Todd Blazei (2)

Mrs. Jill George (3)



Motion #D25-4-2: On Next Slide

Dr. Nathan Gabler

Board of Directors, Chairperson

Rev. Steve Henderson (2)



Mr. Kole Knueppel (2)



Motion #D25-4-2: Request a motion to approve the renewal of the listed Board of Directors members to a two-year term as presented. **Motion / Second / Discussion / Vote**

Dr. Nathan Gabler, Chairperson
Ryan Glor, Vice – Chairperson and Nominating Committee Chairperson

We currently have 12 board members. Three members are terming out and one is stepping off the board. The nominating committee has done its work, and the Board of Directors has vetted and is recommending these (3) new board members to join the LHSAGM Board.

If these board members are approved by the delegates of the Association, the LHSAGM will be operating with 11 board members. (By-Laws require between 10 and 15 members)

Motion to approve on following slides.

Dr. Nathan Gabler, Chairperson
Ryan Glor, Vice – Chairperson and Nominating Committee Chairperson

Rev. Aaron Boerst – Board Member

Sr. Pastor: Bethlehem Lutheran - Wales

Occupation: Senior Pastor



Dr. Nathan Gabler, Chairperson
Ryan Glor, Vice – Chairperson and Nominating Committee Chairperson

Mr. Matt Oldenburg– Board Member

Member: Divine Redeemer Lutheran Church

Occupation: Chief Operating Officer at Silver Lake
Auto and Tire Centers

Graduate: Lake Country Lutheran High School



Dr. Nathan Gabler, Chairperson
Ryan Glor, Vice – Chairperson and Nominating Committee Chairperson

Mr. Marc Dennert– Board Member

Member: Hales Corners Lutheran Church

Occupation: Design Manager at Square

Areas of Work: Web Design, Software Design
and Print Design.



Motion # D25 – 4 - 3

Request a motion to approve Rev. Aaron Boerst, Mr. Matt Oldenburg and Mr. Marc Dennert to the LHSAGM Board of Directors for a 2-year term starting July 1st, 2025.

Motion / Second / Discussion / All those in Favor



Association Updates

And 1 more Delegate Action

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Education

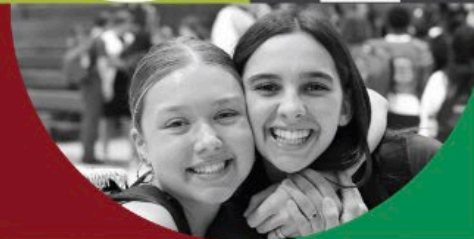
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**YOU'RE
INVITED**
to the
**44th Annual
Dinner Auction**

forum

PERSPECTIVES

**APRIL 11,
2025**





Thank You to Outgoing Board Members

Rev. Dan Czaplewski (8 yrs)



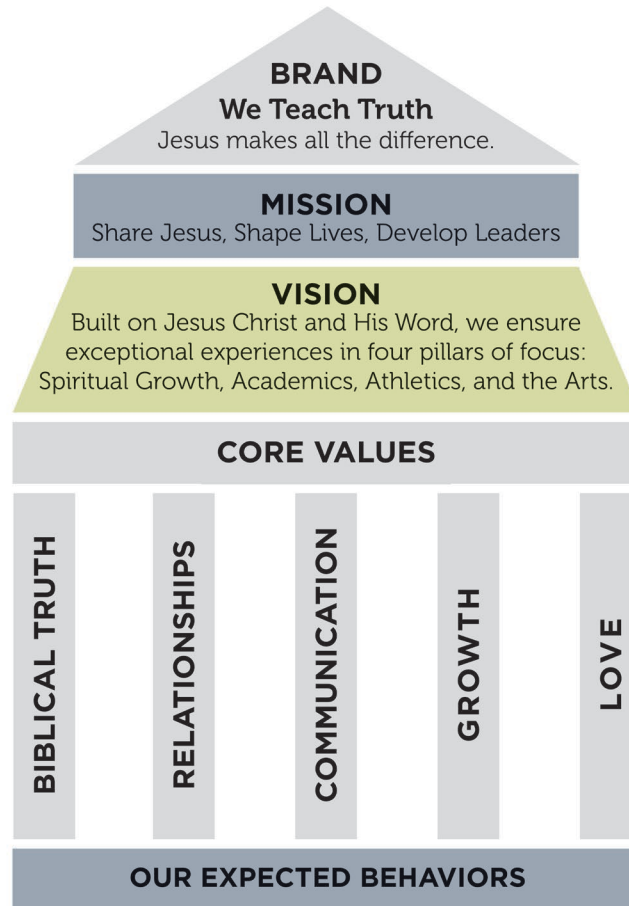
Dr. Nathan Gabler (8 yrs).



Rev. Chad Kogutkiewicz (8 yrs)



**ALL THE TIME.
IT'S JUST WHO WE ARE.**



Coming – July 2025



DBA (Doing Business As)

WeTeachTruth
Lutheran Education

BIBLICAL TRUTH We believe in the inerrancy of the Scripture and the literal interpretation of God's Word as it applies to our lives in service to others.	RELATIONSHIPS Our commitment to others is marked by care, dignity, humility, integrity, and the application of Grace as we build meaningful life-long connections with one another.	COMMUNICATION We aspire for interactions which are honest, respectful, clear, consistent, and timely, where expectations and accountability are embraced.	GROWTH An attitude of continuous improvement and the pursuit of excellence allows each individual to seek opportunities that use God-given talents for the benefit of others.	LOVE Evidenced by unconditional care, compassion, joy, and passion, we strive to emulate Christ's love for others in all situations.
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WeTeachTruth

"Nothing makes me happier than to hear that my children are living according to the truth." 3 John 1:4

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Milwaukee Lutheran Middle School

Launch: 2026-27 School Year

Mike Waugh: Head of Schools

Why ?

Why Add a Middle School?

Addressing Academic Readiness — 3

Enhancing Student Retention & Graduation — 3

Parental Involvement & Support — 3

Using High School Resources Efficiently — 3

Long-Term Growth & Stability — 3

Milwaukee Lutheran Middle School

Mike Waugh: Head of Schools

26/27 Market Projection

Potential 6th Grade Siblings	37
Potential 6th Grade Virtual Students	19
Potential from Marketing & Recruiting Efforts	20
Total 6th Grade Class 26/27	75

Milwaukee Lutheran Middle School

Mike Waugh: Head of Schools



Wauwatosa
LUTHERAN SCHOOL

Mike Waugh: Head of Schools



Lake Country Christian Senior Living Center – Update

Mark Bahr – Chief Growth Officer



Lake Country Christian Senior Living Center – Update





“Kingdom Impact - Vision 2030”

WeTeachTruth
Education

Jesus makes all the difference.

What is the Desired Outcome of our Foundational Statements?

Why?

Our Brand: We Teach Truth.
Jesus Makes All the Difference.



Our Mission Statement: Share Jesus, Shape Lives, and Develop Leaders

Our Vision Statement: Built on Jesus Christ and His Word, we ensure exceptional experiences in our 4 pillars of focus: Spiritual Growth, Academics, Athletics, and the Arts.

Our Core Values: Biblical Truth, Relationships, Communication, Growth, and Love.



Our graduates are - prepared to defend their faith
- inspired to share their faith with others
- Lead, through Christ, no matter
what their vocation.

Nearly two-thirds of U.S. 18–29-year-olds who grew up in church tell Barna they have withdrawn from church involvement as an adult after having been active as a child or teen.

INCREASE IN CHURCH DROPOUTS

Barna



Church
Dropouts



“Kingdom Impact - Vision 2030”



We believe that a “High Quality, Lutheran PreK to 12th Grade Education should be **Available and Accessible** to everyone who Desires it. WE WANT TO HELP GROW GOD’S KINGDOM THROUGH LUTHERAN EDUCATION



“Kingdom Impact - Vision 2030”



**2013: 3 Schools
1,085 Students**



**2024: 6 Schools
2,315 Students**



**2030: 8+ Schools
3,500 Students**

The Journey from 2013 - to 2024 and now to 2030

The Focus From 2013 to 2024

Growing Enrollment to Fill Up the Schools
Renegotiating Loan, Health Care Contracts
Real Estate Solutions to Maximize God's Gifts
Dorm, Starbucks, Apartments, Condos, Thrift
TRIUN3: Business Solutions for over 50 schools
Financial Discipline in Budgeting and Forecasting
Inspiring Supporters with a Strong, Bold, Vision.
Advancement Efforts to Grow Foundation Balance
Efforts to establish an operating reserve
Operating Efficiencies: Association Model (Stack Assets)
PPP / EANS Funding Management
Investment in Teachers and staff Financially and other
Growth through partnerships
Utilizing 2 different three-year strategic plans
Strong Governance: Board / CEO relationship

The Focus From 2025 to 2030

2025 – 28 Strategic Plans for each campus
Academic Innovation and Excellence
Curriculum and Professional Development
Cutting Edge Education Elective Offerings
Expansion and Continued Refresh Facilities
Continued focus on Safety and Security
Focus on Culture and Student "EI" and Empathy
Investment in Teachers and staff Financially and other
Growth through partnerships
Focused partnership with Assoc. Schools and Churches
Strong Governance: Board / CEO relationship
Continued Financial Discipline and Foundation Growth
Annual Operating Sustainability
Inspire the Community with Growing God's Kingdom
through a bold and, strong vision.



2030: 8 Schools 3,500 Students

“Kingdom Impact - Vision 2030” (Internal Growth Only)

Milwaukee Lutheran High School:	1,000
Milwaukee Lutheran Middle School:	200
Milwaukee Lutheran Virtual School:	500
Martin Luther High School:	800
Lake Country Lutheran High School:	500
Mount Calvary Elementary School:	225
Wauwatosa Lutheran Elementary School:	250
Trinity Lutheran Classical School	25

Total Students Served 3,500

“Kingdom Impact - Vision 2030” (Potential Additional Growth)

There have been Thirteen (13)
Additional Lutheran Elementary
or High Schools identified to consider for
our “Better Together” Initiatives.

We are in some level of discussions with
ALL 13 of these possible partners in
Lutheran Educational Ministries.

**Total Impact of this would be:
20 Schools
7,000 Students Served**

H.S. Facilities Expansion Projects



Martin Luther

Backyard Project

Turf Field, Track, Lighting, Fence

Apr25 – Aug25

\$3.2 - \$3.5M

Lake Country Lutheran

Fitness Center / Ed

Weight Room, Sports Training,
STEAM, Flex classrooms

Jun25 – Jun26

\$6.5 - \$8.0M

Milwaukee Lutheran

Middle School / Office
Relocation

Convert Offices to Classrooms and
former Library to Office

Jan26 – Aug26

\$2.8 - \$3.5M

Motion # D25 – 4 - 4

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Dr. Nathan Gabler, Board Chairperson

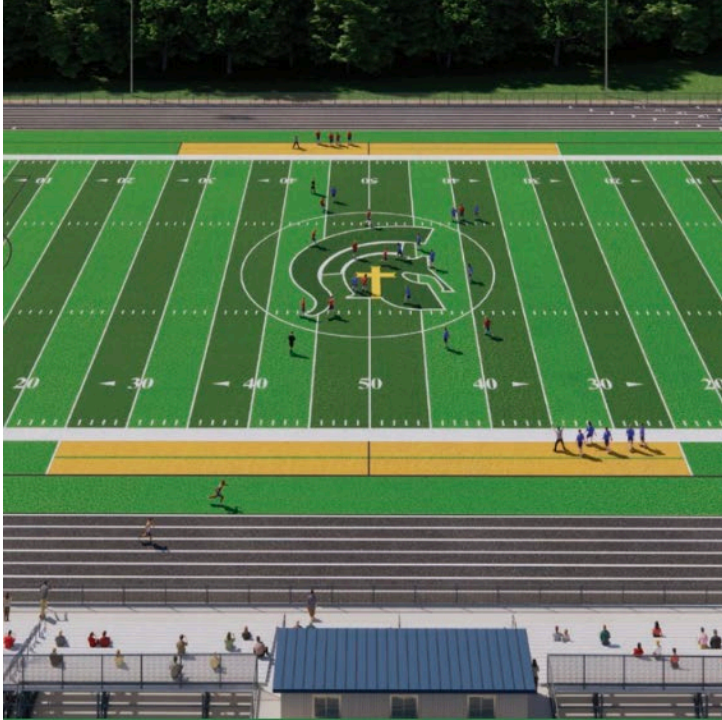
Motion # D25 – 4 - 4

Request a motion to approve the LHSAGM Administration to enter into a loan agreement not to exceed \$10,000,000.00 with LCEF for the purposes of funding the LCL, ML, and MLHS facilities expansion and renovation projects described in this presentation.

The Finance Committee and the LHSAGM Board of Directors have reviewed the details of the loan and the use of the funds, and both recommend that this be approved by the Delegates.

Motion / Second / Discussion on following slides

Martin Luther Backyard Project



TURF FIELD

Capturing the commitment to excellence in all programming, a turf field elevates the athletic experience for multiple sports and a vast majority of students. A turf field allows all outdoor sports to practice safely with minimal weather limitations, and its durability permits a high frequency of competition. This visibly improved field ensures our athletes have the foundation to grow, thrive, and succeed—at Martin Luther.



STATE-OF-THE-ART TRACK

A renewed track surface builds more than a safe, effective platform for our student athletes. It restores a long history of hosting the Spartan Invitational, conference meets, and regional events. Relocating and adding field event competition spaces allows us to host a complete meet at Martin Luther, generating revenue and school spirit.

OUTDOOR PHYSICAL EDUCATION SPACE



Martin Luther “2030 Vision”

FINE ARTS CENTER

An upgraded, black box theater space generates a world of possibilities.

Restructuring the Fine Arts Center offers endless opportunities to embrace and capture the spirit, talent, and strength of the past... inspiring current and future generations to explore talents, intellect, and dreams. Also used for seminars and lectures, this interactive, versatile space will be a hub of learning and exploration for the entire student body. The Fine Arts Center invites the Martin Luther community to open minds, build futures, and share God-given talents... all in an innovative, intimate space that generates and showcases creativity.



WHAT IT TAKES

to push students academically and help them achieve

to re-establish traditions and create a foundation to thrive

to showcase creativity and inspire generations



\$6 MILLION

Athletic Complex
\$4 Million

Fine Arts Center
\$1.5 Million

Honors Academy
\$500,000

LCL Innovative Ed. and Training Facilities



THE VISION

To provide exceptional experiences to
500 STUDENTS
at Lake Country Lutheran High School,
creating a community of
LEADERS PREPARED BY FAITH.

LCL'S STRATEGIC NEEDS ASSESSMENT

- 1 Excellent Athletics:** Enhanced athletic programs through state-of-the-art training facilities that empower students to develop strength, speed, and leadership.
- 2 Innovative Academics:** Specialized academic pathways that inspire innovation and equip students with the skills for success in a rapidly changing world.
- 3 Enrollment Growth:** Expanded programming and services to support up to 500 students, providing the resources needed for academic and personal growth.

ACADEMIC INNOVATION

Additional programmatic spaces will enhance the college preparatory experience for LCL students.



STEM

With state-of-the-art spaces for STEM-focused learning, students will gain expertise in science, technology, engineering, and math-related fields. LCL students will engage in hands-on learning, critical thinking, and problem-solving experiences that empower them to stand apart as Christian leaders in the fast-growing and rapidly changing career fields now and in the future.



3-DIMENSIONAL & DIGITAL ART

LCL students will explore and enhance their artistic expression utilizing expanded professional grade facilities for 3-D art, graphic design, digital photography, and other visual media arts. Glorifying God through their creative endeavors while developing professional proficiencies in the arts, students will be prepared to positively impact and influence culture through their uniquely designed creations.



BUSINESS

Thoughtfully developed business curriculum supported by newly expanded and innovative learning spaces will enable students to develop the acumen needed to embrace transformational entrepreneurship opportunities. LCL students will be prepared as strong Christian leaders to meet the dynamic challenges of the business field.





WEIGHT ROOM



DANCE STUDIO



FLEXIBLE SPACE

ATHLETIC EXCELLENCE

LCL aims to give students a competitive edge with top-tier athletic facilities.

PHYSICAL FITNESS



WRESTLING ROOM



**STRENGTH &
CONDITIONING**



SPEED TRAINING



“Whatever you do, work at it with all your heart, as working for the Lord, not for men.”

COLOSSIANS 3:23

Lake Country Lutheran “2030 Vision”



WHAT IT TAKES

to expand
athletic
facilities

to drive
academic
innovation

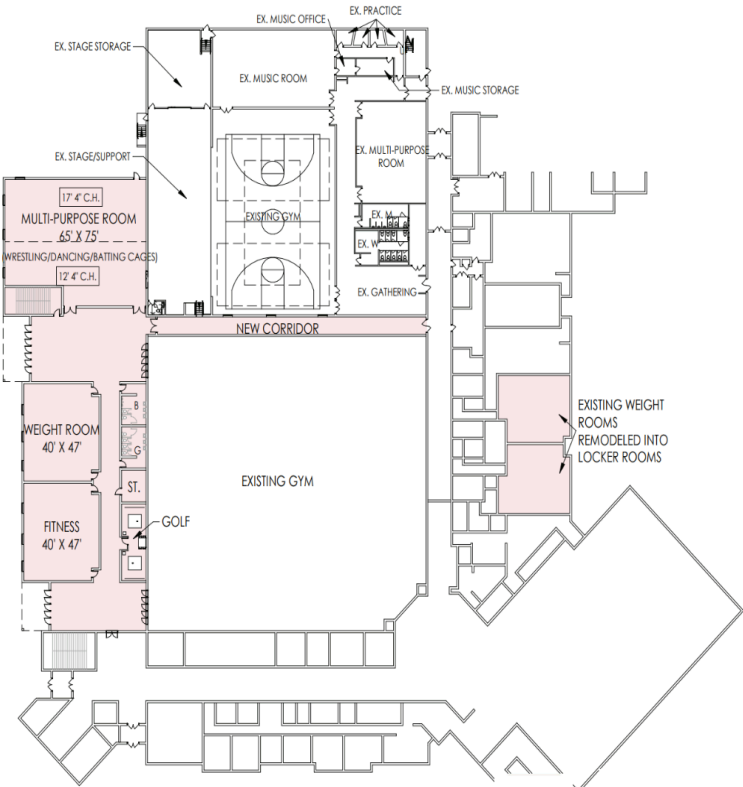
to spread
Christ’s love to
more students

\$6 MILLION

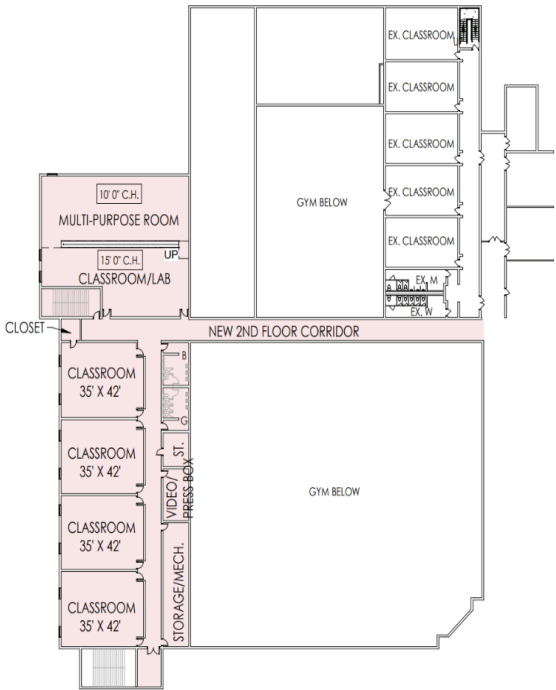
**Athletic Training
Facility**
\$4 Million

**Academic
Expansion**
\$2 Million

Proposed Campus Expansion



FIRST FLOOR PLAN



SECOND FLOOR PLAN

MLHS Middle School and H.S. Renovation



THE VISION

EDUCATE 1,500

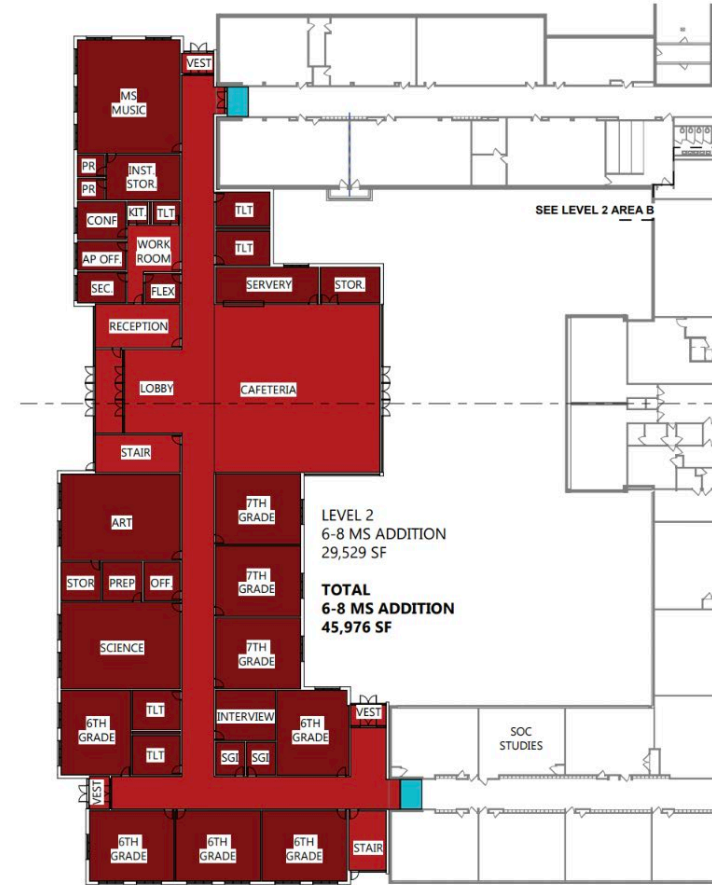
**middle and high school students, and build a community
WHERE LOVE RULES AND LEADERS RISE.**

STRATEGIC NEEDS ASSESSMENT

- 1 Academic Growth:** With Milwaukee's poverty rate ranking second highest among large cities at approximately 25%, students from low-income backgrounds often face academic disadvantages before even beginning high school. Milwaukee Lutheran has designed its curriculum to close academic gaps and meet students where they are to ensure greater academic success for all students.
- 2 Parental Support:** Parental support is critical to the development and success of children. A strong partnership between families and the school contributes to an improved overall school environment, such as increased student achievement and engagement, better parent-teacher and teacher-student relationships, and higher student retention rates.

Milwaukee Lutheran Middle School

Proposed Campus Expansion



STAGE 1: Relocate school offices for middle and high school expansion

STAGE 2: Add four dedicated middle school classrooms

STAGE 3: Create a secure entry vestibule to improve student safety

STAGES 4 & 5: Build a 64,000 sq. ft. addition which can house up to 500 middle school students and includes new classrooms, specialized learning spaces, and new gathering/cafeteria spaces.

PHASE ONE

PHASE TWO

Milwaukee Lutheran Middle School

Milwaukee Lutheran “2030 Vision”

WHAT IT TAKES

\$25 MILLION

PHASE ONE:
\$3 million

PHASE TWO:
\$22 million



Campaign Targets: 80% Rule

(\$000s)		Calendar Year							
Location	Received	Pledged	2025	2026	2027	2028	2029	TOTAL	% Raised
ML	60	170	500	250	250	150	100	1,250	36%
LCL	355	2,793	2,000	2,000	1,500	1,000	750	7,250	91%
MLHS	484	-	1,000	1,250	750	350	150	3,500	100%
TOTAL	899	2,963	3,500	3,500	2,500	1,500	1,000	12,000	80%

Costs	\$12.5-15.0M	2025	2026	2027	2028	2029	TOTAL
ML		3,500					3,500
LCL		4,000	4,000				8,000
MLHS			3,500				3,500
TOTAL		7,500	7,500	-	-	-	15,000

Financed	2025	2026	2027	2028	2029	TOTAL
ML	3,000	(250)	(250)	(150)	(100)	2,250
LCL	2,000	2,000	(1,500)	(1,000)	(750)	750
MLHS	(1,000)	2,250	(750)	(350)	(150)	-
TOTAL	4,000	4,000	(2,500)	(1,500)	(1,000)	3,000

Cumulative \$ Financed **4,000** **8,000** **5,500** **4,000** **3,000**



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LCEF Option: Reducing Revolver

Structure : **REDUCING REVOLVING LINE OF CREDIT**

Term : **10 Years** (with expectation we would refinance)

Amount : **\$10 Million**

Amortization : **20 years**

- Draw on the line of credit when needed (like a construction loan) and pay interest on the amount drawn monthly
- Amount of Line of Credit available decreases annually at the end of the year (replicates an annual principal payment)
- For example, if \$10 Mil is committed and the amortization is 20 years, then the amount of the available in year 2 would decrease by \$500k to \$9.5 Mil

Rate : **COF (4.125%) + Borrower Spread;** adjusts Monthly, Quarterly or Annually

Fee : **0.25%** of Loan Amount (\$25k) + Appraisal Cost

Collateral : **Pledge** of Real Estate

Covenants : **Debt Service Coverage Ratio of 1.1x**

Advantages : **Flexibility in future phases, Low Fees, Interest paid as borrowed; replaces existing Line of Credit**

Dr. Nathan Gabler, Board Chairperson

Motion # D25 – 4 – 4 is on the table: Further Discussion?

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The Finance Committee and the LHSAGM Board of Directors have reviewed the details of the loan and the use of the funds, and both recommend that this be approved by the Delegates.

All those in Favor



Closing Remarks – Prayer – Adjournment

Dr. Nathan Gabler

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Education

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