

**THE LUTHERAN HIGH SCHOOL ASSOCIATION OF GREATER MILWAUKEE**  
**DELEGATE MEETING**  
**THURSDAY, SEPTEMBER 22, 2022**  
7:00 PM

*There is not a zoom option available for this meeting*

***Lake Country Lutheran High School – Choir Room (PAC)***

I. CALL TO ORDER AND WELCOME TO NEW DELEGATES

Nathan Gabler, Board of Directors Chairperson – **Delegate Member Vote**

- Opened with a word of prayer at 7:03 pm
- Welcomed new delegates

II. FOCUS ON THE WORD / OPENING DEVOTIONS

Cole Braun, CEO

- “Harmony in Christ”
- New school theme for the 2022-23 school year.
  - Working for one another
  - Encouraging one another
- Romans 12
- Thanking the delegates for being here

III. SUMMARY AND APPROVAL OF THE MINUTES OF THE JUNE 2, 2022, MEETING

John O’Connor, Board of Directors Secretary – **Delegate Member Vote**

- Minutes were read by John
- Minutes are posted on the We Teach Truth Site  
**Motion #D22 – 9 -1: Motion | Second | Approved**

ELECTION OF NOMINATING COMMITTEE

Nathan Gabler, Board of Directors Chairperson – **Delegate Member Vote**

- Approve Trinity Evangelical Lutheran Church and Oklahoma Avenue Lutheran Church
- Cole received letters from Pastor Koble
  - Letters humbly asked to join the LHSAGM Association as non-voting members
- Trinity is located in West Allis
- Benefits of non-voting member
  - Sit in on meetings
  - Same benefits as members
  - Do not get the partnership discount / no financial commitment either way

**Motion #D22 – 9 -2: Motion | Second | Approved**

- Motion to approve the members of the nominating committee as recommended by the Board of Directors
  - Nathan Gabler, Pastor Chad Kogutkiewicz
  - Nominating Committee
    - Any nominations from the floor?

**Motion #D22 – 9 -3: Motion | Second | Approved**

## IV. INFORMATIONAL UPDATES AND DISCUSSION

Cole Braun, CEO

### A. Overall Operational Updates

- Brief Updates
- Educational
  - LCL – went through its accreditation process last spring
    - NLSA and Cognia
  - New ministries starting at our schools
    - ATK Ministries at MLHS
      - Started with 5 students; now there are 4 classes and 40 students.
    - Forensics at MLHS
    - Foods and Power Technology programs growing at ML
- Enrollment Highlights
  - 2,061 students we are serving
  - 61 students in our virtual academy
  - MLHS budgeted 825 – 856 actual students
  - ML budgeted 653 – 644 actual students
  - LCL budgeted 335 – 336 actual students
  - MTC budgeted 167 – 165 actual students
  - 18% are tuition-paying students
  - 82% are public choice in some form
  - 47% of WI private school students are choice
  - Voucher program has been around for 26 years
- Marketing Highlights
  - Digital marketing campaign at Mount Calvary and Lake Country Lutheran started
    - Launched June/July
  - Open houses begin the week of September 26<sup>th</sup>.
  - Virtual campus marketing campaign is complete
    - Partnered with BrightStar
- Financials
  - Audit is not yet completed
  - We are more completed with Spartan Development and other entities
  - Will be posted on the website
  - Do not see any adjustments
  - Did not take a donation from the Foundation
    - Used other non-operating revenue
  - \$560,000 surplus – left as much money in the Foundation as we could
  - \$717,000 restricted surplus
  - \$22 million asset balance – the previous year was \$15 million
  - \$8,982 MPCP reimbursement / Approximately \$3,000 gap
  - Reimbursement rate increased this year - \$70
  - Cost of inflation, salary increases, increased benefit costs
  - The numbers do not work, that is why:
    - Non-educational revenue is so important:
      - Church Support
      - Donations
      - TRIUN3
        - Added 3-4 more customers since May
      - Alternative revenue businesses
      - Real estate
  - One election away from education changing good or bad
- Advancement Highlights
  - Just launched Lives Forever Changed comprehensive campaign

- \$70 million / 5-year campaign
  - \$20 million facilities at all campuses
  - \$50 million for Foundation / endowment / annual fund – long-term sustainability
  - Met with several people already
  - Outside advisors and counsel are telling us we can do this
- Facility Updates
  - Put 5% of our budget into facility upgrades every year
  - Painting and floor scrubbing at Mount Calvary
  - Maintenance and Housekeeping workforce
    - Really tough to find them
    - Do not want to use a service
- Athletics Highlights
  - New AD at LCL – Andy Thomson
  - Fall seasons are in session
  - LCL Homecoming 9/23
  - ML and MLHS Homecomings 9/30
- Organizational Vision Highlights
  - 70% of Americans feel undervalued and unsettled in our jobs
    - Listed to our faculty/staff
    - Started individual vision meetings for each school with 12 individuals
      - Powerful ideas are coming out of these meetings
    - Employee engagement/enthusiasm in all industries is at a low
      - People feel victimized
      - For us, we want to celebrate our people
      - Using lots of tools to re-engage
    - Do all we can to invest in our teachers
- Pastor's Luncheon 10/25

#### B. Discussion related to the LHSAGM / Association Church partnership

- Transactional piece between our Association churches and the Association
  - Association church member gets a \$2,000 discount
  - Association church pays to be a voting member of the Association
- How can we be better partners?
- Partners in ministry, doing God's work and investing in one another. It appears the transactional piece is always in the way.
- Current church partnership goes away completely, and we start over.
- LHSAGM Association / Member Church Partnership (AMCP) Discussion
  - Work together – completely off the charts of what we are doing now
  - How many students get the \$2000 discount?
    - Approximately over 200
    - We still would give the students the discount regardless of the transactional piece
  - Needs to be a partnership and relationship
  - Formula was around forever
  - Power switches hands to Association if it's up to Association to decide if the student receives the discount instead of the pastor of the congregation.
    - Students have no incentive to come to the church
  - Who gets control of the 300 x \$2000?
  - Average student at LCL pays approximately \$9500
  - The tuition assistance is much higher than the \$2000 discount through churches.
  - It's an incentive also for the church members
  - Motivation is legitimate of the discount

- Idea behind the program is that we end up working with every student and every family.
- Purpose of this model – churches who love and support the school
- Churches wanted to stay involved but couldn't because of the financial piece
- We believe that the ministry and mission of the 2000 students are worth huge consideration, not to be tied to a number.
- Not an ask; it would be a decision by the church
  - Want the opportunity to sit down with the church
  - Make it part of the church's mission outreach
- Want to inspire the congregation to support our ministry
- Association does nothing for me
  - Homeschoolers cannot take advantage of anything / no benefit
  - Like to be able to say we support the Association
- Bethlehem Wales is head over heels for the Association
  - We love the ministry
- Don't want to diminish the love of the ministry
  - Challenging
- Be more engaged
- Money is always a barrier – a deal killer on what we can do together
- Reason we have gone from \$1.6 million in church financial support to \$500,000.
- When you give a gift, you do not get anything back
  - Transactional piece is you give us this, and you get this.
- Being inspired to support is still the objective
- Have to be about serving others
- If we served every eligible Association church student, we would have one school with 450 students.
- Every congregation will figure it out differently in the ministry mindset.
- Every student is getting around \$5000 in assistance.
- \$2000 is irrelevant – what are we doing as people
- Interact with more than the churches themselves
- Not the end of the discussion. Would love to have open conversations personally.
  - Intent is that some version of this will end up on the agenda to vote.
  - If we make a decision in May, roll it out in September 2023, and it would take effect for the 2024-25 school year.
  - Discussion phase now
    - Have pastors send us a note
- Association is supported by our church
  - Mixing the \$2000 thing with who wants to be a member of the Association.
- Churches will not lose their membership
- Bring this discussion up at Pastor's luncheon
- 54 Association churches to 29 churches now

#### V. CLOSING REMARKS / PRAYER / ADJOURNMENT

Nathan Gabler, Board of Directors Chairperson – **Delegate Member Vote**

- Meeting adjourned at 8:38 pm

#### **NEXT MEETINGS:**

**THURSDAY, MAY 25, 2023 – MARTIN LUTHER HS – STUDY CENTER, 7:00 PM**

**THURSDAY, SEPTEMBER 28, 2023 – MT. CALVARY LUTHERAN – LUNCHROOM, 7:00 PM**

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