

Mission of the Lutheran High School Association

Keep Faith With Our Youth

Keeping Faith With Our Sensee (master
Teachers) And With Our Students

Core Values of the LHSA

- To provide the Light for the pathway of life. Psalm 119: 105 “Your Word is a lamp unto my feet and a light for my path.” (LHSA Logo) (also backdrop of pp)
- To provide quality Christian Secondary Education striving for excellence.
- To prepare Christian Young Men and Women for a value based life not only for here and now but for eternity.
- To effectively teach and model the truths of Scripture in this post-secular area from creationism to pro-life to God’s plan for our sexuality via abstinence and avoidance of alternative life styles to personal responsibility for behavior, to our witness and care for the needs of others.

2009-10 Themes for the LHSA and N, NW, WL, S

- LHSA – Ps. 119:105
“Your Word is a light for my path.”
- LHN – Heb. 12:1 “A cloud of witnesses”
- LHNW – Eph. 3:17-18
“The powerful love of Christ”
- LHWL – Col. 3:15-17 “Let the word of Christ dwell in you richly”
- LHS – Eph. 5:8
“Live as children of light”

BHAGs from Built to Last

by Tim Collins

- “Successful Habits of Visionary Companies” which include:
- Ten-thirty year “Big Harry Audacious Goals” and “Vivid Descriptions” of what Lutheran High Schools will be like when BHAGs are achieved. Ten BHAGS for the next ten years.

1st BHAG – The Best Called Workers

- A BHAG means a goal that in 10 – 30 Years the LHSAs will have a waiting list of effective Called LCMS Faculty who want to teach in our Lutheran High Schools.
- Faculty will have high expectations beyond their public school counterparts and be paid more (worthy of double honorariums) with documented effectiveness via pretest and posttest, student and administrative evaluations along with Board observations.

2nd BHAG –Debt Free Facilities, Maintenance, and Expansion

- No further Capital Debt by “banking/setting aside” the Depreciation Fund to maintain and develop quality schools/athletic facilities that are constantly improved to “state of the art.”
- Continued careful study and planting of new Lutheran High Schools or other models that are sustainable such as a Westland 7 - 12 and a South 7 - 12 (with 7th – 8th International Student offerings) and other “pilots” that are developed and linked to District Mission starts.

3rd BHAG – Without doubt to “be what we say we are...”

- Program quality for a variety of learning styles and ability along with the Christian environment and Christian modeling that are so well known and experienced that students and their parents plan to enroll already in the early grades of a Lutheran Elementary School.
- Lutheran High Schools are the “place to go” given the avid marketing and recruiting, particularly to Christian students and their parents who see the effectiveness.
- School Climate/Cultures are organized around Servant Leadership and Mission Outreach Opportunities for Students/Faculty/Parents.

4th BHAG-Everyone Can Come Regardless of the Cost

- The Operations Investment Fund, the Lutheran Education Foundation, and the Angel Student Tuition Gift Programs continue growing so every student can attend regardless of financial needs.
- Tuition and Congregational levels of support are gradually lowered or held level with Churches doing more with their own Student Tuition Aid as the LHSA will increase salaries and stipends beyond public school scales, maintain quality/cutting edge facilities, and seed new K-12 or 7-12 Schools.
- Sustainable Funding Models (Benevon) at each LHS.

5th BHAG-Internal Leadership

Transition when possible

- Celebrate the uniqueness of the LHSA “District” with its unified Budget, Policies, and Administration with a strong Joint Leadership Council; with its historic Board Policy model relying on the input of a Joint Administrative Council; and planned grooming of internal candidates for openings that develop from the Superintendent to Principals to Controller to Assistant Principals and to Athletic Directors when possible with viable candidates.

6th BHAG – High Tech and High Touch

- In the next ten years become “Schools of the 21st Century” via technology that exceeds expectations of the Parents, Students, Faculty, Staff, Board of Directors, Delegates, and our Constituency. For example, Web based software, Smart Phones, Web 2.0, Wiki Interactive Projects, Moodle, Web Sites, Blogs, Alumni Social Networking, etc.
- Remain High Touch with the High Tech

7th BHAG – Alumni Say Yes!

- Provide the valid and reliable documentation from Alumni that Lutheran High Schools make a vital difference in the faith/life commitment of Alumni, in choice of church work or other careers, in lay involvement in congregational life, and in the role of their Christian faith in daily life.
- Use Technology to reconnect and maintain involvement with Alumni, Parents of Alumni, Grandparents, and Supporters of this Ministry to Young People.

8th BHAG-Schools that Work

- A learning environment that is known and respected as challenging and effective for college bound students who will graduate with a semester or more of College credit along with adequate and effective accommodations for all other students who want to be at a LHS.

9th BHAG-Distance Is Never a Limiting Factor

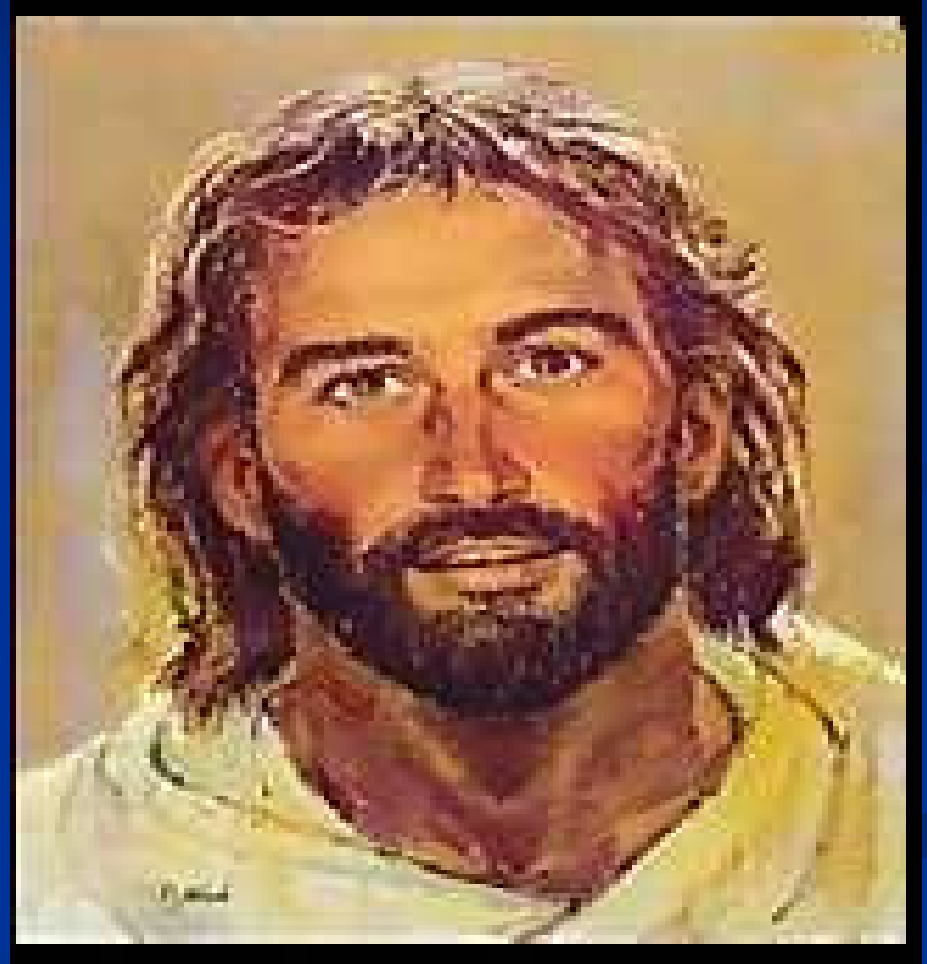
- All avenues of transportation from car pools, to a fleet of LHSA mini-vans driven by volunteer drivers, to contracted bussing for greater student enrollment. Transportation should never be a deterrent to attending a LHS.

10th BHAG - Respected Integrity As a LHSA Trademark

- To be the model “not-for-profit” LHSA that has developed and fully implemented the provisions of the Sarbanes – Oxley Act required for publicly traded for profit corporations.
- Please refer to the correlated response forms for Conflict of Interest, Gift Reporting, Gifts and Local Fund/Auxiliary Expenditures (as of 2007)

Thanks be to our Lord...

- For servant leadership of Administrators, Faculty, Staff, Board, Delegates
- For students, parents, Pastors, Principals, Lay members of Churches
- For Alumni, parents of Alumni, Grand Club Members, Angel Donors, LEF Trustees, Benevon Sustainable Funding at each LHS
- All who are Christian soldiers sacrificing for our young people... THANK YOU
- God's Richest Blessings



1st Critical Target – Faculty/Staff Models for Parents and Students

- Goal: To hire, retain, and care for the most effective called/contracted Lutheran Teachers and Staff who model the Master Teacher as “servant leaders.”
- Objectives: Interview all faculty and staff with dual veto of Principal and Superintendent for alignment to Core Values; Provide frequent observation and evaluation to monitor and adjust their effectiveness within the three year renewable period and beyond; Guarantee continued improvement in salary striving for public scale along with the greatest quality of benefits possible; out counsel those who have a different philosophy or are ineffective; continued due diligence with “the Church’s Plan.”

2nd Critical Target – Regional LHS with quality space

- Goal: To provide the most achievable quality and well maintained educational and athletic facilities with minimal debt that serve the greater Metro area.
- Objectives: Verify total cost includes capital expense; Fund depreciation as a reserve for ongoing renovation and new construction; Utilize a design/build firm as the vendor of choice for maintaining facilities and new construction; Planned program of renovation with local input for prioritized needs;

2nd Critical Target Continued...

- Objectives Continued: Careful analysis of future sites and need for new schools correlated to enrollment trends; Prepare for the impact of a new Catholic High School in the North area along with the erosion of the Lutheran Feeder School base, particularly in the Southeast Michigan area; Planning and with continued growth - Construction of the Academic Wing of Lutheran High School South by the Summer of 2011 when the extension is over of the Frenchtown Township Approval for the Modular Classroom Building.

3rd Critical Target - Recruitment

- Goal: To recruit a greater percentage of our Lutheran students, particularly those not in the Lutheran Elementary Schools and other Christian students.
- Objectives: Intensify personal recruitment in our congregations student to student, administration to students, faculty to students and to their families; Actively recruit from area Christian Congregations along with our Lutheran Churches; Develop a mentoring follow up program to track potential Christian students with print media, technology, and as much face time as possible using part time admissions counselors at each school; Expand the angel program and other forms of funded student tuition aid (Sustainable Funding via Benevon) to help families send their students to a LHS; Expand recruitment into the home schooling market; Grow the boarding program for International Students.

4th Critical Target – Financial resources for the future

- Goal: Proportionately distribute investment revenue from the Operations Investment Fund to offset increases in congregational levels and tuition along with funded student tuition aid while operating each established LHS as a “balanced budget” center with staffing sized to enrollment.
- Objectives: Maintain as little capital debt as possible; Evaluate and modify LHSA Investment Guidelines to maximize short term (5 years) investment of the Operations Investment Fund and float while maintaining liquidity and safety; Prepare for the potential “fall out” of Congregations that can no longer maintain Level One commitments even with the substantial \$620 discount for parents; Continue to grow the Lutheran Education Foundation of the LHSA as a long term (10 years) “Joseph Fund” for the lean times ahead in the Michigan economy.
- Develop school based Sustainable Funding via the Benevon Model.

5th Critical Target - Prepare for a Superintendent leadership change.

- Goal: Continue the LHSA longstanding process of promoting from within when appropriate with viable candidates for greater continuity, grooming for positions, and faculty/staff morale – (A Built to Last research finding)
- Objectives: In a Fall 2011 or Spring 2012 Board Meeting, appoint Assistant Superintendent Mr. Steve Meseke (who has been groomed for years as Assistant Superintendent) to replace the Superintendent upon his retirement in 2012. Or conduct a targeted search for qualified candidates (particularly with programmatic, financial expertise with operations and foundation, and a vision for the future); Carefully reconsider the need for a part time or full time Assistant Superintendent until enrollment patterns and challenging economic conditions have improved.

6th Critical Target - Technology

- Goal: Continued planned upgrading of LHSA technology for classroom, administrative, marketing, recruitment, and constituency needs to become schools of the 21st century.
- Objectives: Web based software starting in 2009 with Powerschool; wireless access by 2010 for student owned notebooks, smart phones, and laptops; concerted faculty inservice to use these 21st century tools, marketing and constituency communication via Web 2.0, Smash Ups to tap the Social Networking Sites for Recruitment, Alumni and Constituency communication, Blogs; use Web to maintain all LHSA and School Policies, Handbooks, and related forms for easy access/updating.
- An ongoing Joint Administrative Technology Committee.

7th Critical Target – Student faith in action as evidence of an effective Theology Curriculum

- Goal: Develop the longitudinal survey methodology that is valid and reliable to track Alumni church work careers, lay involvement in congregations, and their perceived faith in action
- Objectives: To document most effective methods to integrate the faith of our youth into their lives and thereby increase their commitment and decrease the back door losses in the two to three decades after graduation

8th Critical Target – Effective College Prep Curriculum/Accommodations

- Goal: To challenge and stretch the ability of students on a secondary level while providing accommodations for students who have learning disabilities or struggle to learn
- Objectives: Challenging Standard Based Curriculum beyond state and federal expectations; numerous Honor and AP courses as appropriate; on – line courses; College Credit Courses; sufficient core courses and accommodations for other students

9th Critical Target - Transportation

- Goal: Avoid transportation issues as a deterrent to enrollment, particularly for the further removed congregations.
- Objectives: Continue fleet of seven passenger mini-vans with volunteer parent drivers placed on LHSA Fleet Insurance with nominal charge to riders for gas; Consider purchase of Bus Fleet with issues of state inspections, CDL certified drivers and annual costs to compensate drivers and cover cost of repair and maintenance in addition to gas and insurance;

10th Critical Target – Fiscal Integrity

- Goal: To implement Sarbanes – Oxley Policies as ethical and transparent business practices even though not required for not-for-profits.
- Objectives: Fully implement Code of Ethics, Conflict of Interest, Gifting, and Whistleblower Policies adopted by the Board in 2005; Annual Independent Audits with a new Auditing firm every decade or less; Executive Committees of the Board and Lutheran Education Foundation acting as an Investment Committee following Board approved Investment Guidelines.