



Lincoln Lutheran School Association Board of Directors
MEETING MINUTES
Monday, October 22, 2012 – 7:00 pm

6:30 - Campus Tour

7:45 pm - Opening Devotion and Prayer – Rev. Jacob Heine

1. Recording of Members Present / Recognition of Guests

Present:Daryl Bell, Cory Bergt, Chris Blomenberg,
..... Jason Leimbach, Todd Schmeckle, Tom Schulte
..... Rev. Jacob Heine, Matt Heibel, Scott Ernstmeyer
Absent:..... Travis Lebo
Guests:.....

2. Agenda Review

Action item added to accept the audit.

3. Guest Comments

4. Consent Agenda

a. Approval of Prior Meetings' Minutes – September 24, 2012

b. Approval of Financial Reports –

- Financial Statement as of September 30
- Account Balances as of September 30
- Treasurer's Report

c. Congregational Reports

- Christ, Faith, Messiah, Trinity

d. Development Report

e. Principal's Report

Motion by Tom Schulte, second by Cory Bergt to approve Consent Agenda as presented.
Motion carried.

5. Board Education

a. Twelve Principles of Governance That Power Exceptional Boards

- Scott proposed the Board work through this book, reading and discussing one principle each month during the Board Education portion of the meeting. He will purchase a copy for each Board member.
- Preamble/Principle #1 –Constructive partnership between chief executive and board.

b. Review Board Policy Manual Section 2 – Board Self-Governance

Draft information provided by Scott.

- Review of Section 2.3.4.1
Change so this section aligns with the intent of Policy 5.17 – Financial Conditions.
- Listing of Pastoral Advisor in Section 2.9.3
Specifically list Pastoral Advisor as an attendee at Board meetings.

c. Consider Addition under Board Policy Manual Section 4.1

- At the September Board meeting it was discussed that there may be a need for a general policy statement concerning authority not specifically addressed in the Board Policy Manual. Chris Blomenberg has begun drafting verbiage for the policy, and recommends the Governance Committee work through the topic to determine best placement in the Board Policy Manual to ensure consistency with the full Policy

Manual. He suggests the Committee discuss the draft at their next meeting and bring a new version with recommended placement in the Policy Manual to the November Board meeting.

d. Policy Review Calendar

- Scott shared an updated review calendar with the Board. The Governance Committee will monitor the review cycle and bring policies for Board review as appropriate.

6. Reports

a. Executive Director

- Strategic Plan
 - K-12 Marketing
 - The committee has met several times and is working to develop a global marketing concept for the Lutheran schools in Lincoln. A flyer is being developed that would present a consistent look across all schools, but would allow for each school to provide information specific to their mission.
 - The committee is currently gathering feedback from the schools and will then pursue the next round of flyer development.
 - The focus of marketing at the elementary level is to bring students into the Lutheran system at the Pre-K and Kindergarten levels, with intent of keeping students in the system through high school. Lincoln Lutheran will be looking at long-term benefits of the effort – getting students into the Lutheran system and keeping them in the system.
 - Site Study
 - Proposals from developers are due by November 2. The committee will review proposals at their next meeting and begin organizing their thoughts on the overall topic. In addition to receiving proposals for Lincoln Lutheran activity from developers, Scott has received an initial inquiry from a congregation interested in exploring options for additional space, possibly through a lease agreement allowing them to use space at a host facility.
 - Joint Development
 - Based on the desire to pursue joint development efforts between the LLSA and the LEF, the current Linking Agreement between the two groups is being amended to reflect this intent. A revised agreement would reflect transition of primary development responsibilities to the LEF over a 3-year time period.
 - Work on the agreement will continue, with the next version being brought to the Board at their November meeting. The goal would be to reach an agreement that the Board would approve at their December meeting, the LEF Board of Trustees would approve at their January meeting, and the agreement would be taken to the Delegate Assembly meeting in January.
 - Weight Room Makeover Potential
 - Scott highlighted potential plans during the campus tour. As more definite cost estimates become available Scott will bring the information to the Board. Based on projected cost, the project can be scaled back to fall within an acceptable cost range.
- Other
 - Development Assistant / Recruiting Coordinator
 - The position was offered this weekend, and accepted. Our new employee is a Lincoln Lutheran alum, class of 2001, and has two children attending Trinity Elementary. She plans to start work November 5.
 - Raymond Central coop request for girls' soccer
 - We have received an inquiry about cooping with Raymond Central for girls' soccer. LL administration has held initial discussions with our coach and some current team members. They will continue to discuss the issue and will

bring a proposal to the Board. A decision must be finalized by the December Board meeting if the desire is to offer a coop program spring, 2013.

- LL administration has also directed an initial inquiry to Raymond Central considering the possibility of allowing LL to coop in their softball program.
 - Our experience with Raymond Central as a partner in baseball has been good.
 - Audit
 - The final audit report was reviewed by the Finance Committee and routed to Board members for their review. No deficiencies were noted in the audit.
 - Debt Renewal Process
 - Scott reviewed information on the debt refinance process. Our current agreement was for a 3-yr. term and comes up for renewal September, 2013. We will work with our current agency and will explore at least two other organizations.
 - November and December Board Meeting Schedules
 - The November 26 meeting falls the evening of the winter Booster Bash. Scott encourages Board members to attend the Booster Bash and come to the Board meeting at 7:00.
 - Our normal December meeting date would be Christmas Eve. Scott proposed meeting the December 17, the Monday prior.
- b. Principal's Report
- Strategic Plan
 - Curriculum Study
 - At the last meeting faculty reps from each subject area gave their area's view of the future of the subject area. After the meeting Matt & Molly brainstormed ideas on graduation requirements based on faculty recommendations, research done on other Nebraska school requirements, and college entrance requirements.
 - Parent survey - 198 parents have taken the parent survey to date. Faculty members have begun taking a faculty survey. Students will take a student survey this week. An alumni survey will be distributed to alumni for whom we have email addresses, with a request to post information on Facebook encouraging other alumni to take the survey.

7. Action Items –

- a. Action on Board Policy Manual changes 2.3.4.1 and 2.9.3.
Motion by Tom Schulte, second by Todd Schmeackle to accept the change to Policy Section 2.9.3 as proposed.
Motion carried.
Motion by Cory Bergt, second by Jason Leimbach to accept the change to Policy Section 2.3.4.1 as proposed.
Motion carried.
- b. November and December Board Meeting Schedules
Motion by Jason Leimbach, second by Todd Schmeackle to schedule the December meeting Dec. 17 @ 7:00 pm.
Motion carried.
- c. Acceptance of Audit
Motion by Chris Blomenberg, second by Cory Bergt to accept the audit as presented by Dana Cole.
Motion carried.

8. Discussion Agenda

- a. Succession Plan Review

- Information Security Question - Scott outlined distribution of the full Succession Plan.

9. Closed Session –

a. 9:21 pm

Motion by Jason Leimbach, second by Tom Schulte to move to closed session.

Motion carried.

b. 9:33 pm

Motion by Chris Blomenberg, second by Jason Leimbach to leave closed session.

Motion carried.

10. Closing & Adjournment – 9:35 pm

Meeting closed with prayer led by Pastor Heine.

Next Meeting – Monday, November 26 @ 7:00 pm