



Lincoln Lutheran School Association Board of Directors
MEETING MINUTES
Monday, February 25, 2013 – 7:00 pm

7:05 pm Opening Devotion and Prayer – Rev. Jacob Heine

1. Recording of Members Present / Recognition of Guests

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

Absent:.....

Guests:..... Mark Fahleson, Jen Bartels, Lynn Bartels, Trisha Frost,
..... Steve Garbe, Sheryl Gartner, Abbie Johnson, Carl Johnson,
..... Julie Klein, Rod Lane, Cindy Sorensen, Ron Volin

President Daryl Bell welcomed guests. Board members and guests introduced themselves.

2. Agenda Review

- a. Daryl recommended moving action items to the end of the agenda – immediately prior to adjournment.
- b. Motion by Travis Lebo, second by Todd Schmeeckle to approve agenda as amended.
Motion carried.

3. Guest Comments

- a. Steve Garbe and Sheryl Gartner addressed the Board concerning the reduction in force process. Comments focused on the impact of the current process, support of Mr. Krall and on the more general topic of ongoing student recruiting and retention.

4. Consent Agenda

- a. Approval of Prior Meeting's Minutes – January 28, 2013
- b. Approval of Financial Reports –
 - Financial Statement as of January 31
 - Account Balances as of January 31
 - Treasurer's Report

c. Development Report

d. Principal's Report

e. Approval of Revised Policy 5.6 – Financial Payment Policy

Motion by Chris Blomenberg, second by Cory Bergt to approve the consent agenda as presented.

Motion carried.

5. Board Education

a. Twelve Principles of Governance That Power Exceptional Boards – Principle #5 – Independent-Mindedness

- Board members discussed the recommendation that the LLSA should instate a conflict of interest policy for Board members. The balance of responsibility between serving as a Board member and as a congregational member (delegate) was noted. Board members serve as a primary link between LL and congregations. They should be strong proponents of the LL mission to their congregations.

b. Review/Revision of Policy 5.3 – Claims Against the LLSA

- The only revision in the draft is to remove Section 5.3.2 – Consideration of Current Claims – which has become irrelevant to the Policy.

c. Reduction in Force Appeal Process – Special Meeting Thursday, Feb. 28 at 7:00 pm

- Daryl Bell reviewed procedural materials for the appeals meeting distributed thus far.
- Mark Fahleson spoke as a guest of the Board and shared a scripted outline of the process to be presented at the beginning of Thursday's appeals meeting. A suggestion was made that an appeals procedure be documented as part of LL policy.
- A question from a guest concerning details of the procedure followed to arrive at the reduction in force decision was addressed by the Board and administration.

6. Reports

a. Executive Director – Strategic Plan

- Site Study
 - No action on this in the last 2 months.
- Warrior Wellness Makeover
 - Mr. Ernstmeyer shared the document created as a marketing tool for the project.
 - Between \$35,000 & \$40,000 has been committed to the project so far. Advance commitments will continue to be solicited, and potential grant applications will be pursued.
 - If fully funded, demolition will begin as soon as possible at the end of the school year, with a projected 4 – 6 week timeline to completion.
 - A temporary setup location for current equipment will be arranged, to allow for availability during the construction process.
- Debt Renewal Process
 - Travis Lebo reviewed the history of the tax exempt bond process and explained we will need to work through a renewal process by September, 2013. The Finance Committee continues to evaluate alternatives, and it was noted US Bank is very positive about maintaining our relationship with them.

b. Executive Director - Other

- School Climate
 - Scott shared a summary of feedback from listening sessions held with faculty over the past few weeks and from parental input. Faculty meetings will be held over three consecutive Mondays to discuss topics of importance to the LL mission. The intent is to hold open discussions, brainstorm ideas and pursue action items. Administration will also pursue methods to gather student input.
 - Board members requested Scott provide ongoing information for the monthly Board meetings reflective of discussions and action plans.
 - The concept of building "Unity" among the staff and school family by developing a plan for working together was discussed.

c. Principal

- NETA Conference – April 25 & 26
 - Mr. Heibel noted this is an excellent conference and that he would like to schedule all faculty members to attend April 25 and optionally April 26. Conference registration can be funded with Title 2 money. Attendance by all faculty members would necessitate using a "snow day" on April 25, cancelling school so faculty could attend the conference. A decision will be made as we get closer to the end of the winter season.

7. Discussion Agenda

a. Wish List Items for Potential Grant Proposals

- Scott referenced the current Major Gifts Policy, and noted LL has not received an undesignated gift of the size to trigger enactment of the policy. We will need to revisit the policy in light of transition of development efforts to the LEF.
- Board members reviewed and discussed an updated "wish list" for facilities and academic projects. A number of items were proposed to be added to the list.

- The review and prioritization of projects becomes important with the funding of the Lillich Foundation Endowment Fund. We understand funds may become available this summer. It is important that we organize our thoughts on projects for which we would submit grant requests, as there are no guaranteed funds to LL.
 - Todd suggested tapping into assistance from an experienced grant writer who might be willing to work with us on a volunteer basis.
8. Closed Session –
- a. 8:40pm – Motion by Cory Bergt, second by Tom Schulte to move to closed session. Motion carried.
 - b. 10:24pm – Motion by Jason Leimbach, second by Todd Schmeeckle to leave closed session. Motion carried.
9. Action Items –
- a. Approval of Revised Policy 5.3 – Claims Against the LLSA
 - Motion by Travis Lebo, second by Cory Bergt to approve revised Policy 5.3 as presented. Motion carried.
10. Closing/Meeting Recess
- a. 10:25 pm – Motion by Todd Schmeeckle, second by Cory Bergt to recess the meeting until Thursday, February 28 at 7:00 pm. Motion carried.
 - b. Meeting recessed to Thursday.



**Lincoln Lutheran School Association Board of Directors
MINUTES OF RECONVENED MEETING
Thursday, February 28, 2013 – 7:00 pm**

The regularly scheduled LLSA Board meeting held Monday, February 25, was recessed to Thursday, February 28 @ 7:00 pm.

The following minutes reflect the reconvened meeting.

7:02 pm Opening Prayer – Rev. Jacob Heine

11. Recording of Members Present / Recognition of Guests

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

12. Agenda Review

- a. The only agenda item for the reconvened meeting is a closed session to discuss the Reduction in Force.

13. Closed Session –

- a. 7:05 pm –
 Motion by Cory Bergt, second by Jason Leimbach to move to closed session.
 Motion carried.
- b. 7:43 pm –
 Motion by Chris Blomenberg, second by Travis Lebo to leave closed session.
 Motion carried.

14. Action Items –

- a. Motion by Todd Schmeeckle, second by Cory Bergt:

On January 28, 2013, the Lincoln Lutheran School Association (LLSA) Board of Directors approved a Reduction in Force plan that was part of the 2013-14 LLSA preliminary budget. On February 1, 2013, Lincoln Lutheran Middle School Teacher Mr. Robert Krall was notified of the reduction of his position to be effective at the conclusion of the 2012-13 school year. Given the proposal of an alternative ministry opportunity, the following points were presented by Mr. Krall to the LLSA Board of Directors on February 28, 2013:

- 1) Mr. Krall states the need of one more year to complete his Call at Lincoln Lutheran;
- 2) Mr. Krall is requesting a peaceful release from his Call to be effective June 30, 2014;
- 3) Mr. Krall is waiving his right to appeal now and following the 2013-14 school year;
- 4) Mr. Krall will be using the time between now and the conclusion of the 2013-14 school year to prepare himself for attending seminary;
- 5) Mr. Krall is agreeable to a possible partnership with the larger Lutheran community that may serve to aid in his preparation for seminary which may result in teaching part-time at Lincoln Lutheran.

Given these facts, the LLSA Board of Directors hereby reinstates Mr. Robert Krall for the 2013-14 school year and grants him a peaceful release from his Call on June 30, 2014.

The LLSA Board of Directors believes it is important to note the following:

- The Reduction in Force plan approved as part of the 2013-14 preliminary budget is still in force, however, we do not recommend the reduction of any further personnel to complete this plan, which effectively postpones the full implementation of the proposed Reduction in Force to June 30, 2014 as it applies to Mr. Robert Krall;
- The LLSA Board of Directors understands the financial impact of this decision on the 2013-14 preliminary budget, and will address this impact as we develop the 2013-14 final budget, which will not realize any changes in tuition levels already communicated;
- Mr. Krall and the administration of Lincoln Lutheran will develop the details of Mr. Krall's duties and responsibilities over the coming months.

The LLSA Board of Directors is blessed that through the efforts and prayers of the larger Lincoln Lutheran community, Lincoln Lutheran will be able to participate in an opportunity that will utilize Mr. Krall's talents at the school, and we are thankful and excited that this opportunity may better assist Mr. Krall in the preparation of his heart and mind for the possibility of seminary, and if it be the Lord's Will, to ultimately serve the Lord as a Called and Ordained servant of the Word.

Motion carried.

15. Closing –

a. 7:50 pm –

Motion by Tom Schulte, second by Chris Blomenberg to adjourn.

Motion carried.

Meeting closed with prayer led by Pastor Jacob Heine.

Next Meeting – Monday, March 25 @ 7:00 pm