



Lincoln Lutheran School Association Board of Directors
MEETING MINUTES
Monday, November 24, 2014 – 7:00 pm

Opening Devotion and Prayer – Rev. Matthew Tooman

1. 7:01 pm - Recording of Members Present / Recognition of Guests
 Present:Cory Bergt, Jill Fiddler, Travis Lebo,
 Jason Leimbach, John Roeber, Bryce Wendland
 Rev. Matthew Tooman, Scott Ernstmeyer, Matt Heibel
 Absent: Chris Blomenberg
 Guests:.....

2. Agenda Review
 Motion by Bryce Wendland, second by Cory Bergt to approve agenda as presented.
 Motion carried.

3. Guest Comments

4. Consent Agenda
 - a. Approval of Prior Meeting’s Minutes – October 27, 2014
 - b. Approval of Financial Reports –
 - Financial Statement as of October 31
 - Account Balances as of October 31
 - Treasurer’s Report
 - c. Development Report
 - d. Principal’s Report
 - e. Congregational Reports
 - Calvary, Holy Savior, Messiah, Redeemer, Trinity
 - f. Approval of Revisions to Policy 5.15 – Policy for Emergency Succession Plan
 - g. Approve Christmas Gift Proposal for Faculty & Staff
 - h. Motion by Jason Leimbach, second by Bryce Wendland to approve the consent agenda with the exception of the Holy Savior report which will be presented in December.
 Motion carried.

5. Board Education
 - a. Supervision/Evaluation Plan – Matt Heibel
 - Matt reported the basic structure of the supervision /evaluation model was borrowed from models in several other schools, with adaptations to meet the standards of the LL environment. He reviewed the overall structure of the model with Board members and highlighted information from the various documents supporting the process.
 - b. Board Policy Review
 - Policy 5.14 – Planned Giving Gifts Guidelines
 - The LLSA policy reflects the LEF policy. The LEF policy will be up for review soon. Our goal is to keep both organizations accepting gifts in a consistent manner.
 - Policy 5.20 – Site/Land Acquisition Policy
 - This policy is an attempt to capture what circumstances must exist for the LLSA to seriously consider an acquisition of property to further the ministry. Scott reviewed the conditions outlined in the policy. Board members discussed the conditions listed and were supportive of the policy.
 - Scott will take the policies to the next Governance Committee meeting for a final review and include approval in the consent agenda for the December Board meeting.

6. Reports
 - a. Executive Director – Strategic Plan
 - Strategic Plan Update
 - Scott explained that the document reflects activities and target dates designed to pursue the corporate goals.
 - Spiritual Life Survey
 - Matt and several teachers worked with a LL parent who works for the Center for Bible Engagement to customize a survey for LL. After completion of the survey, the parent reviewed results with the faculty at a late start meeting.
 - Board members discussed results of the survey.
 - Spiritual Health Review
 - Pastor Justin Hannemann met with approximately 50% of the faculty members. Scott highlighted some themes from the recommendations. Is there a place for a spiritual life or spiritual health committee, and if so who should appropriately sit on the committee? Pastors who work with youth, DCEs, teachers?
 - b. Executive Director - Other
 - Fine Arts Sound Enhancement Project
 - Doug was working on final installation of items in the gym today. Evaluation of whether to replace the sound board will continue. We received very positive feedback after the drama production about the improvement in sound quality.
 - Date for 3rd Quarter Delegate Assembly Meeting – Thursday, January 22?
 - This is the corresponding date to last year's meeting. Board members did not identify any major conflicts, so Scott will ask Board members to take action on setting the meeting date.
 - c. Principal
 - Request for Peaceful Release from Call
 - Mariel Olp's husband will complete his PHD this spring and she will be moving with him to wherever he finds a job. Mariel has served LL for six years.
 - d. Activities Department
 - Soccer Cooperative Proposal
 - Scott reviewed the proposal prepared by Brent Johnson. A primary concern is what the College View players should pay to participate in the LL program. A coop would be a two-year contract, per NSAA rules. Administration will continue to pursue the potential coop and will bring updated information to the Board in December.
 - Policy Concerning Female Wrestlers
 - The policy will fall under the Activities Department, and is consistent with the policy in place in other Centennial Conference schools. The Board does not need to adopt the policy, but Brent wanted the Board to be aware of the policy and feel they could support the policy. Board members felt the policy was appropriate.
7. Action Items –
 - a. Set 3rd Quarter Delegate Assembly Date – January 22?
 - Motion by Jill Fiddler, second by Jason Leimbach to set the meeting date 1/22/2015. Motion carried.
 - b. Grant Peaceful Release from Call
 - Motion by Jason Leimbach, second by Bryce Wendland to grant a peaceful release from call to Mariel Olp as of June 30, 2015. Motion carried.

8. Discussion Agenda

a. Sustainability

- The sustainability study document is a compilation of materials from LEF Executive Committee meetings and feedback from the October Board meeting. Scott asks Board members to consider the issue of sustainability at LL and to identify persons who may be a good fit to serve on a Sustainability Committee. He would like to receive suggestions for committee members through December and look at narrowing down the list in January to finalize a committee early in 2015. Please send names to Scott by early to mid-December.

9. Closed Session

8:35 pm - Motion by Cory Bergt, second by Jason Leimbach to enter closed session.
Motion carried.

8:40 pm – Motion by Bryce Wendland, second by Cory Bergt to exit closed session.
Motion carried.

10. Closing & Adjournment

- a. 8:43 pm – Motion by Bryce Wendland, second by Jill Fiddler to adjourn.
Motion carried.
Meeting closed with prayer.

Next Meeting – Monday, December 15 @ 7:00 pm