

**Conference of Delegates Meeting**  
**Wednesday, November 14, 2012**  
**7:30 PM**

**Conference of Delegates Meeting Agenda**

- |                     |                              |
|---------------------|------------------------------|
| 1. Opening Devotion | Chairman, Pastor Shaun Arndt |
| 2. Minutes          | Secretary, Dr. Gregg Henckel |

3. Mission Statement Review

We assist parents and area WELS congregations in training their children in the Lord by keeping Christ in high school education.

Therefore, Luther High School will:

1. faithfully proclaim and apply the Word of God through the teaching of classes, life skills, and activities in accordance with the Lutheran Confessions.
2. promote spiritual growth and maturity through the proper use of God's Law and Gospel.
3. encourage and train students to share their faith throughout their lives whether in personal or public ministry.
4. instill a desire for knowledge, understanding and wisdom while taking "every thought captive and making it obedient to Christ."  
(2 Corinthians 10:5)

- |                                          |                                       |
|------------------------------------------|---------------------------------------|
| 4. Principal's Report                    | Mr. Paul Wichmann                     |
| 5. Education Committee Report            | Mr. Jon Hahm                          |
| 6. Finance Committee Report              | Mr. Kyle Rupprecht & Mrs. Nancy Rieck |
| 7. Ministry of Christian Giving Report   | Mr. Harry Mears                       |
| 8. Building and Grounds Committee Report | Mr. Paul Albrecht                     |
| 9. Friends of Luther Report              | Pastor Roger Sachs                    |
| 10. Old Business –                       |                                       |
| 11. New Business – COD Survey            |                                       |
| 12. Adjourn with Lord's Prayer           |                                       |

**Luther High School  
Conference of Delegates Minutes  
August 8, 2012**

- 1. Opening Devotion** by Pastor Mark Wessel
- 2. Mission / Vision / Objectives Review**
- 3. Minutes** approved as submitted by Dr. Gregg Henckel
- 4. Principal's Report** by Mr. Paul Wichmann – see attached
  - A. WELSSA Annual Report – Building Security and Classroom Safety deficiencies corrected with recommendation for full accreditation
  - B. Pastor Bilitz and Mr. Wichmann met with non-WELS families
  - C. Self-Study Long Range Plan additional recommendations encouraged
  - D. Pastor Bartling providing additional course for foreign students
  - E. Signed LaCrosse Promise agreement
- 5. Education Committee Report** by Mr. Jon Hahm – see attached
  - A. AdHoc Committee on Co-Ops update – gathering input, establishing guidelines, assuring that any Co-Op does not negatively affect present programs. Will provide further info/proposals at next meeting.
- 6. Finance Committee Report** by Mr. Kyle Rupprecht & Mrs. Nancy Rieck – see attached
  - A. Tax Exempt Number usage
  - B. Past Due Account Update – one additional (total of 3) family will not be returning due to non-payment of '11-'12 tuition
  - C. Registration backlog
  - D. Tuition Assistance update
- 7. Building and Grounds Committee Report** by Mr. Dave Ekhoﬀ – see attached
  - A. Well Pump will be replaced with Perpetual Maintenance funds
  - B. Roof Overhang repair completed. Perpetual Maintenance funds used.
- 8. Friends of Luther Report & Good Steward Store Report** by Pastor Roger Sachs – see attached
- 9. Ministry of Christian Giving** by Mr. Harry Mears – no report given
- 10. Luther High School Foundation Report** by Mr. John Pieper – see attached

- A. MCG contract renewed
- B. Estate money brings STEF fund to over \$843,000
- C. Building Donation still in process of getting all entities set up properly

**11. Old Business** – Motion to authorize Lift High the Cross committee to resume fund raising effort for building expansion. Building moratorium would still be in place and only fund raising would be reestablished. Extended discussion ensued. Motion defeated.

**12. New Business**

- A. Nominations Committee Report –
- B. Board of Control Elections nominations

Pastors Brandt, Christianson, Derme and Werner  
Teachers Kutz and Payne  
Laymen Havlik, Jentz, Wetzal and Zenke

- C. Installation of new Board of Control Members – Pastor Christian Christianson, Mr. Mark Kutz, Mr. Bruce Jentz and Mr. Travis Zenke installed as newly elected members.

**13. Adjourned with the Lord's Prayer**

**Principal's Report**  
**Conference of Delegates Meeting**  
**November 14, 2012**

*“Lord God. Our Maker and Preserver, our hearts overflow with gratitude for the blessings you have showered upon us. Your mercies are new every morning, great is your faithfulness.”*

Among those blessings are:

**Knight for a Night** 56 seventh graders of our association attended this September 14<sup>th</sup>. . Food, fund and fellowship are all part of this special evening. After playing some mixer games, the seventh graders enjoy a brat, hot dog or hamburger prepared by the Friends of Luther grill masters. They were part of the crowd that cheered on our Luther Knights football team in their game against Westby. Pastor Bodden concluded the evening with a devotion around a bon fire in the north parking lot.

**Open House Evening**– On October 12, families with students in grades 5-8 had an opportunity to learn more about Luther High School at our annual Open House. Those present learned about courses, activities, and many other aspects of “life at Luther.” Your continuing encouragement of these students is an integral part of promoting our high school.

**Grandparents' Day** –On October 12 Luther High School was privileged to have 200 attend the annual Grandparents' Day. The National Honor Society organizes this event.

**Children's Theater** This year the Drama Department performed the play “Hansel and Gretel. Two hundred attended the public performance on Sunday, October 14. Five hundred students from the lower grades of Lutheran elementary schools attended their special performance on Monday, October 15.

**Board Visitation Day** - The Board visited classes on Tuesday, October 16. Each year the Board has occasion to discuss the curriculum of one of the academic departments or the various co-curricular activities. This year Pastor Sachs and Mrs. Bilitz provided the Board with information about the Friends of Luther, Good Steward Store, and the Big Knight Auction.

**5<sup>th</sup> Grade Science Day** - Mr. Schibbelhut and several Luther High students shared scientific activities with our 5<sup>th</sup> grade guests on Friday, November 9.

**Veterans' Day** – Luther High School will have a special Veterans' Day program from 9:45-11:15 AM, on November 12. This year's program will focus on special ops units of the Armed Forces.

**School Accreditation** – Notification of continuing accreditation with WRISA (Wisconsin Religious and Independent School Accreditation) has been received. LHS has also been approved for accreditation for 2012-13 school year by WELSAA (Wisconsin Evangelical Lutheran School Accrediting Association) and NCPSA (National Council Private School Accreditation) .

**Enrollment** Current enrollment is 267 (63 seniors).

Freshmen enrollment for 2013-14 is already 10. . Estimate is 65. Pool of 128. 53% average.  
Really 60-70+ range depending on the undecided

1. **International Students** - Current International students seem to be adjusting well to Luther. All three have intentions of graduating from Luther and stay in the US for college. Their extra-curricular activities include Cross Country, Tennis and Football. Special religion class by Pastor Bartling is working well for both student and instructor. Numerous contacts have been made to Brad Schaper (Luther's International Student Coordinator) for additional students to enroll next school year.
2. **Wish List** – approval of the 2012-13 wish list and is posted on the Luther High School website at [http://www.lutherhigh.org/documents/advancement/wish\\_list.pdf](http://www.lutherhigh.org/documents/advancement/wish_list.pdf)
3. **Technology Advisory Committee** – committee report based on Technology Audit completed in the summer of 2012
  - a. GOVERNANCE – completed with the creation of the TAC
  - b. FUNDING – reviewed future projects (replacement desktops, servers, etc.) suggested annual funding by the auditor is ~\$50,000 per year vs current \$25,000. TAC was concerned that this be addressed as quickly as possible and we avoid the support from special gifts and instead budget the funds. The current proposed budget for 2013-14 includes \$50,000 for technology.
  - c. EMAIL – suggested infrastructure change would only save about \$100 per year and would not yield significant savings for the amount of work necessary for the change. The next time a major upgrade to our email server is necessary we will pursue this option.
  - d. BUDGET COMPARISONS – a work in progress as a survey to all the ALHS schools has been circulated
  - e. CROSSTRaining PERSONNEL – impractical in our situation. Not enough resources to train others on what James does and have continued use of those skills (e.g. training someone to reprogram the phone system as necessary, etc.)
  - f. SECURITY – cameras in hallways will likely happen sometime at Luther. Most other high schools already have them installed. Committee(s) will discuss details before implementation.
  - g. TRAINING – continue to provide training to faculty and staff as needed. James will try to increase opportunities as time allows.
  - h. COLLABORATION – other WELS ALHSs are already working with LHS (WALE conference, email list, summer conference, BrainStorm, etc.)
4. **2013-14 Calendar** – approval of 2013-14 summary calendar
5. **State Teacher Licensure** – Gathered a list of instructor interest and timeline of intent to qualify for a WI state teaching license
6. **LHS Guidance Website** – Changes are being made to the website. The monthly newsletter (Guidance FYI) is being discontinued and replaced with more timely website updates. Forms will be posted on the site for students to print if lost or forgotten. Will continue to keep it up-to-date.
7. **ALHSO** – Continuing to provide feedback to ALHSO (Online WELS high school courses) administration and promoting classes through the Advisors to their students
8. **ALHS Curriculum Committee** – James Mahnke, Luther High School's Registrar, will serve on an Area Lutheran High School (ALHS) curriculum committee

Conference of Delegates  
B&G Report  
November 14, 2012

- A. **Well Pump:** Replaced at a cost of \$2158.14. We will convert the irrigation system for the practice field from city water to well water next spring.
- B. **Storage Trailer for Good Steward:** City ordinance does not allow parked trailers for storage
- C. **Bus Contract:** We are in the fourth year of our five year contract with First Student, which parallels La Crosse School District's. First Student has begun negotiations to extend La Crosse's contract. If successful, ours will follow.
- D. **Insurance Quote:** The Committee is reviewing our policies with Church Mutual and has received a quote for comparison.

<b>WRISA Standard</b>	<b>2012-2013 Goal / Plan</b>	<b>Study / Recommendation / Report Sequence</b>	<b>Status Report</b>
	Become more active in hosting WIAA events as means of community and association outreach	Athletic Dept > AD & Activities Planner > Admin Council > Faculty > BOC Building & Grounds Committee>BOC > CO	
	Upgrade volleyball standard system in Auxiliary Gym	Athletic Dept> AD> BOC Building & Grounds Committee> BOC>COD	
	Consider landscaping project around cell tower	Building & Grounds Committee> Applied Home Maintenance>BOC Building & Grounds Committee> BOC>COD	
	Develop plans for “Hall of Fame” picture display of past athletic teams in Association Center hallway. Something that ties alumni back to their school and recognizes their contributions to school history.	Athletic Dept > AD > Administrative Council> Promotions Committee> Faculty>BOC Building & Grounds Committee>BOC>COD	
	Develop plans for athletic Wall of Honor to recognize state champions and male & female athlete of the year.	Athletic Dept > AD > Administrative Council> Promotions Committee> Faculty> BOC Building & Grounds Committee >BOC>COD	
	Re-evaluate adopted building security measures	Administrative Council> Faculty>BOC Building & Grounds Committee> BOC >COD	
	Expand Luther’s website to promote guidance events	Guidance Dept > Website manager> BOC Education Committee>BOC>COD	
	Implement recommendations of technology audit	Technology director> Administrative Council> BOC Education Committee >BOC> COD	
	Promote use and expansion of on-line courses	Technology director> Faculty> Students & their parents> BOC Education Committee >BOC> COD	
	Provide more faculty, staff and BOC team building activities	Ad Hoc Committee consisting of representatives of faculty, staff and BOC> BOC Education Committee BOC > COD	
	Re-evaluate “Academic Honors” criteria	Ad Hoc Committee> Faculty> BOC Education Committee BOC> COD	
	Seek approval and implement recommendations of ad hoc committee on sport program co-oping	Ad hoc committee>faculty>Administrative Council> BOC Education Committee >BOC>COD	
	Solicit school improvement suggestions from students, parents, faculty, staff, alumni, association congregations & schools	Administrative Council> BOC Education Committee BOC> Publications secretary>Administrative Council>BOC>COD	

	Secure state teaching licensure for faculty	Administrative Council> BOC Education Committee>BOC Finance Committee>BOC>COD	
	Encourage faculty to belong to a professional organization and attend conferences relating to their field of instruction.	BOC> principal>faculty>BOC Education Committee> BOC>COD	
	Standardize current academic grading system	Ad hoc committee> Faculty>BOC Education Committee>BOC>COD	
	Continue to promote congregational involvement / participation in Luther High activities to promote fellowship and a feeling of ownership	Faculty> promotions committee>publications secretary>BOC Education Committee	
	Implement an organized classroom visitation / observation procedure	Principal>Faculty.BOC Education Committee>BOC>COD	
	Take greater advantage of electronic communication media to further public relations efforts	Faculty & staff> Promotions committee> website manager>BOC Education Committee>BOC>COD	
	Continue to look for opportunities to strengthen the relationship with WELS and its mission	FOL>Faculty>BOC Education Committee>BOC>COD	
	Develop and detail a more extensive system of follow-up with inquiries and potential new students	Principal>Promotions Committee>Faculty>BOC Education Committee>BOC>COD	
	Seek approval and implement recommendations of ad hoc committee on health insurance.	Ad hoc committee>faculty> BOC Finance Committee BOC>COD	
	Review / revise Direct Regular Contributor Fund program	Ad hoc committee> BOC Finance Committee> BOC > COD	
	Conduct financial audit and consider implementing recommendations	Financial Manager > Auditor > BOC Finance Committee > BOC > COD	
	Schedule financial planning meetings with association congregations to increase understanding and appreciation of Luther High School's operational expenses and sources of funding	BOC Finance Committee>Association Congregations>BOC>COD	
	Continue to find ways to let the mission of Luther High School be seen in all that is done	Students, faculty, staff, BOC, COD -	ongoing goal
	Request BOC to reassess current administrative structure and consider adding the position of Dean of Students. Provide report to COD in February.	BOC Ad hoc committee> Administrative Council> BOC> COD	



Luther High School  
 WELSSA Accreditation  
 Long Range Plan

I Standard #	II School Improvement Goal	III Proposed Completion Date	IV Completion Date	V Explanation	Decision/Action Flow
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3.6	Institute a plan to enhance the ongoing, personal communication with parents/guardians that would include personal, follow-up phone calls, or visits.	2011-12	2011-12	<ol style="list-style-type: none"> <li>1. Advisors make home visits to all new students before start of school year.</li> <li>2. Instructors contact parents of students with failing grades at each marking period.</li> <li>3. Two parent/teacher consultations are scheduled each year.</li> <li>4. Parents are contacted should a student sustain an injury in school or school related activity.</li> <li>5. Faculty is encouraged to engage parents in conversation at Luther High events.</li> <li>6. All parents new to Luther are contacted by phone after the first two weeks of a new school year.</li> <li>7. Parents are encouraged to speak personally regarding concerns, rather than correspond via e-mail.</li> <li>8. ALL OF THE ABOVE ARE ONGOING EFFORTS</li> </ol>	Faculty > Education Comm > BOC > COD
3.1	Look for opportunities to provide for spiritual needs of families.	2012-13	2012-13	<ol style="list-style-type: none"> <li>1. Home-room devotions highlighted in Parent Connection</li> <li>2. Home-room devotions posted on school website</li> <li>3. Remind parents of the "Bible Verse of the Day" on school website.</li> </ol>	K. Lisk/J. Bilitz > Mary Bilitz > Education Comm > BOC > COD
3.5	Schedule opportunities for students and ministry team to go home soon after school to allow for more family time.	2012-13	2012-13	2012=13 Academic calendar provides four non-holiday days off. (Oct 26 Jan 2, Feb 15, Mar 8) beyond the scheduled holiday breaks.	
4.6	Find ways for students not involved in athletics, music, or drama to find a "niche" at Luther High School	2012-13	2012-13	<ol style="list-style-type: none"> <li>1. Existing opportunities include Wings Team, Pro-Life Knights and Robotics</li> <li>2. Publications class involves students in numerous school-related activities as they develop articles and take pictures of activities.</li> <li>3. Advisors who work closely with students and parents will explore other interests via surveys</li> <li>4. Faculty will explore interest in</li> </ol>	Faculty > Education Comm > BOC > COD

				<p><i>establishing a "green team" to promote conservation / ecology initiatives at school</i></p> <p><b>5. Bulletin boards feature student interests and activities beyond school (karate, archery, figure skating, etc.)</b></p>	
<b>13.5</b>	Encourage broader use of Christian counselors as needed	<b>2012-13</b>	<b>2012-13</b>	<p><b>1. Luther's website lists the Lutheran Child and Family Service on-line counseling option</b></p> <p><b>2. Local Christian counselor options were e-mailed to all faculty on June 8, 2012.</b></p>	<b>Faculty &gt; Mary Bilitz &gt; Education Comm &gt; BOC &gt; COD</b>
<b>5.2</b>	Take greater advantage of electronic communication media to further public relations efforts of school	<b>2012-13</b>			<b>Promotions Comm &gt; Faculty &gt; Education Comm &gt; BOC &gt; COD</b>
<b>13.8</b>	Strive to improve recruitment for ministry efforts	<b>2012-13</b>	<b>2012-13</b>	<p><b>1. 8 of 69 members of the Class of 2012 enrolled at MLC</b></p> <p><b>2. Luther High School provides shadowing day opportunities for those interested in the teaching or preaching ministry</b></p> <p><b>3. Each year students review their post-high school plans with the guidance counselor or academic advisor</b></p> <p><b>4. Each Fall a special "Pastor's Day" affords pastors an opportunity to meet with students from their congregation.</b></p>	<b>Faculty &gt; Education Comm &gt; BOC &gt; COD</b>
<b>7.3</b>	Develop and detail a more extensive system of follow-up for inquiries and potential new students	<b>2012-13</b>			<b>Promotions Comm &gt; Faculty &gt; Education Comm &gt; BOC &gt; COD</b>
<b>9.34</b>	Implement an organized classroom visitation / observation procedure.	<b>2012-13</b>			<b>Principal &gt; Faculty &gt; Education Comm &gt; BOC &gt; COD</b>

10.5	Faculty members should pursue state teaching licensure	2012-13			<i>Faculty &gt; Education Comm &gt; BOC &gt; COD</i>
12.3	Update course syllabi	2012-13	2012-13	<i>All course syllabi were updated by June 1, 2012</i>	<i>Faculty &gt; Education Comm &gt; BOC &gt; COD</i>
12.28	Create and maintain a data base of instructional materials and resources	2012-13	2012-13	<i>The faculty completed a comprehensive paper and video inventory of all instructional materials and resources during June and July, 2012.</i>	<i>Faculty &gt; Education Comm &gt; BOC &gt; COD</i>
13.22 13.24	Improve safety procedures throughout the school.	2012-13	2012-13	<i>Representatives from local hospital 4/30/11 , police department 7/10/12 , fire department 7/17/12, ambulance service 7/17/12, and CESA (Cooperative Educational Services Agency) 5/29/12 collaborated to review / revise Luther High School's Emergency Management Plan. On site review of drills is planned for the 2012-13 school year.</i>  <i>CESA conducted an Environmental Health and Safety Program Assessment on 4/26/12. "Luther High School was found to be in compliance with all local, state and federal safety requirements."</i>	<i>Administration &gt; Faculty &gt; B&amp;G Comm &gt; BOC &gt; COD</i>
13.25	Improve safety procedures throughout the school	2012-13	2012-13	<i>In consultation with CESA (Cooperative Educational Services Agency), local public school administrators, and Onalaska Police Department protocol for daily safety measures have been established.</i> <ol style="list-style-type: none"><li><i>1. Restricted building access during school hours</i></li><li><i>2. Appropriate signage to direct visitors to main office</i></li><li><i>3. Sign in / Sign out register</i></li><li><i>4. Visitor passes for guests</i></li></ol>	<i>Administration &gt; Faculty &gt; B&amp;G Comm &gt; BOC &gt; COD</i>

<b>13.22 13.24</b>	Evaluate adopted building security measures	<b>2012-13</b>			<b><i>Students &gt; Parents &gt; Faculty &gt; BOC &gt; COD</i></b>
<b>1.4</b>	Continue to find ways to let the mission of Luther High School be seen in all that is done	<b>2012-13</b>			<b><i>LHS Pastors &amp; LES Principals &gt; Faculty BOC Education Comm &gt; BOC &gt; COD</i></b>
<b>2.3</b>	Continue to promote congregational involvement / participation in LHS activities to promote a feeling of ownership and fellowship	<b>2012-13</b>			<b><i>Faculty &gt; Finance Comm &gt; BOC &gt; COD</i></b>
<b>6.2</b>	Continue to look for opportunities to strengthen the relationship with WELS and its mission	<b>2012-13</b>			<b><i>Faculty &gt; BOC &gt; COD</i></b>
<b>12.18</b>	Encourage all faculty members to belong to a professional organization and attend conferences relating to their field of instruction	<b>2012-13</b>			<b><i>Adminstration &gt; Faculty &gt; Education Comm &gt; BOC &gt; COD</i></b>
<b>13.22</b>	Consider installing a video camera for the front door to enhance security	<b>2012-13</b>			<b><i>Technology Dept &gt; B&amp;G Comm . BOC &gt; COD</i></b>
<b>12.30</b>	Install clocks in hallways	<b>2012-13</b>			<b><i>B&amp;G Comm &gt; BOC &gt; COD</i></b>
	Implement recommendations of Ad Hoc Committee on Sport Program Co-oping	<b>2012-13</b>			<b><i>Ad Hoc Comm &gt; Education Comm &gt; Faculty &gt; BOC &gt; COD</i></b>
	Implement recommendations of Ad Hoc Committee on Health Insurance	<b>2012-13</b>			<b><i>Ad Hoc Comm &gt; Finance Comm &gt; Faculty &gt; BOC &gt; COD</i></b>
	Review administrative job descriptions and duties	<b>2012-13</b>			<b><i>Administration &gt; Faculty &gt; Finance Comm &gt; BOC &gt; COD</i></b>

	Consider adding a Dean of Students	<b>2012-13</b>			<b>Administration &gt; Faculty &gt; Finance Comm &gt; BOC &gt; COD</b>
	Implement recommendations of Technology Audit	<b>2012-13</b>			<b>Technology Comm &gt; Administration &gt; Faculty &gt; BOC &gt; COD</b>
	Implement recommendations of Financial Audit	<b>2012-13</b>			<b>Finance Comm &gt; Administration &gt; Faculty &gt; BOC &gt; COD</b>
	Expand Luther High School's website to promote guidance events	<b>2012-13</b>			<b>Guidance Dept &gt; Mary Bilitz &gt; Faculty &gt; BOC &gt; COD</b>
	Promote expansion and use of approved on-line courses	<b>2012-13</b>			<b>Registrar &gt; Faculty &gt; Students &amp; Parents &gt; Education Comm &gt; BOC &gt; COD</b>
	Solicit school improvement suggestions from students, parents, alumni, association congregations & elementary schools, faculty and staff	<b>2012-13</b>			<b>BOC Education Comm and Faculty develop surveys &gt; Surveys to constituents &gt; Education Committee &gt; BOC &gt; Faculty &gt; BOC &gt; COD</b>
	Upgrade volleyball standard system in Auxiliary Gym	<b>2013-14</b>			
	Add advanced placement courses in social studies and English	<b>2013-14</b>			
	Replace baskets in Auxiliary Gym with adjustable baskets	<b>2013-14</b>			
	Consider use of current stage as site for video/sound recording studio	<b>2013-14</b>			

	Begin construction of Chapel / Auditorium	<b>2014-15</b>			
	Continue funding efforts for classroom additions	<b>2014-15</b>			
	Improve signage on campus along Oak Forrest Drive exposure	<b>2014-15</b>			
	Digital video class produces fall and spring videos promoting Luther High School within association congregations and schools	<b>2015-16</b>			
	Implement digital textbooks	<b>2015-16</b>			
	Appoint Self-Study Steering Committee	<b>2016-17</b>			
	Appoint Self-Study Committees	<b>2016-17</b>			
	Conduct Self-Study	<b>2017-18</b>			
	Arrange for Self-Study Visitation Team	<b>2017-18</b>			

### **WELSSA SCHOOL IMPROVEMENT PLAN (SIP)**

*NOTE: If your school is accredited by another agency, attach a copy of the annual report that was submitted to the agency. It is not necessary to complete this form. The ASAR / SIP reports and annual fee payment are due by June 30 of each year.*

**I – Standard number:** Enter the standard number from the visiting team’s report and self-study recommendations. (Example: 3.5 or 8.21)

**II – Long Range Goal:** Describe in detail your proposed goal that addresses the recommendation. (Make sure it is written as a goal statement.)

**III – Proposed Completion Date:** Fill in the school year in which you plan to achieve your goal.

**IV – Completion Date:** Fill in the school year in which the goal was achieved.

**V – Explanation:** Choose **one** of the following and describe in detail –

1) how the goal was achieved; 2) why the goal was not achieved ; if the goal was not achieved but you will plan on addressing it later, put in the new date; 3) what has been achieved in the on-going process and include the year this was achieved. Attach supporting documentation that demonstrate the work completed.

**NOTE: On-going goals need explanations for each year.**

**Arrange the goals in order of the year they will be addressed, not in order of standards.**



Co-operative Team Ad Hoc Committee    UPDATED 10-10-12

Mark Kutz (Chairman), Joel Babinec, Mark Loersch, Matt Schiebel, Kial Rushlow, Scott Kish, Pastor Galen Riediger

#### Formal Meeting Dates

3-19-12

4-17-12

5-15-12

7-30-12

9-10-12

In February 2012, an ad hoc committee was established to bring recommendation to the BOC / COD regarding co-operative teams involving Luther High School. Committee membership included: Mark Kutz (BOC), Joel Babinec (AD), Mark Loersch (LHS Coach/staff), Matt Schiebel (LHS Coach/staff), Pastor Galen Riediger (Christ Lutheran, West Salem), Scott Kish (Mt. Calvary), Kial Rushlow (St. John's, Nodine)

The committee felt it was important to address two areas before even discussing any specifics about how co-operative teams might be utilized. 1) Is the offering of a cooperative team a fellowship issue? and 2) Does offering a cooperative sport team fall within the mission of Luther High School?

In our April meeting, Pastor Riediger led the committee in a Bible Study which focused on fellowship. We used pages 203-209 in the Catechism to guide our discussion. We reviewed the Christian's desire to join with others to worship, pray, educate and spread the gospel. Such fellowship is always based on a united confession of all God's Word. Love for the Word, our own souls and the souls of others may prevent us from sharing the fellowship we desire lest we give a weak Christian or someone confident in his error the impression that we can pick and choose which teachings of God's Word we wish to follow. The committee's first meetings were spent discussing whether or not playing on a sports team would be a confession of a united faith. Pastor Riediger included the question of "would co-operative sport teams be a fellowship issue" at his circuit meeting. While using one's talent on a coop team is not an expression of fellowship in and of itself, the brothers did offer some caution: 1) How would a co-op team affect the Christian's (and our school's) desire to do all to the glory of God? 2) WIAA describes a co-op team as "an extension of the classroom." Is it wise to "extend our classroom" in this way? 3) Could Luther High School lose its identity and focus by becoming wrapped up with other schools?

Secondly, do co-operative teams fall within the mission of Luther High School? The committee felt that this avenue of the high school experience would not conflict with the stated mission of Luther High School. In fact, it would complement the mission. We also recognized, however, that each request would need to be addressed on its own merit and situation.

## Luther High School Mission Statement

*(The red italicized printing are the thoughts of the committee.)*

Luther High School provides a Christ-centered education that encourages and equips students for life and for eternity.

*Cooperative teams will give Luther students an opportunity to let their light shine outside the walls of LHS. It would serve as an opportunity to prepare them for a time when they will interact with those who don't necessarily share the same faith.*

### VISION STATEMENT

Luther High School desires that its students, mindful of baptismal grace, live the holiness that God gave to them in Christ.

*Cooperative teams will give Luther students an opportunity to live the holiness that God gave to them in Christ.*

### OBJECTIVES

Therefore, Luther High School will keep Christ in higher education by:

1. faithfully proclaiming and applying the Word of God through the teaching of classes, life skills, and activities in accordance with the Lutheran Confessions.

*By offering a sport program cooperatively, Luther High School would oversee student participation in conjunction with parents. We would not abdicate our responsibility to the student / family.*

2. promoting spiritual growth and maturity through the proper use of God's Law and Gospel.

*Cooperative teams would offer real-life practice applications for students involved to use the skill they have been given – equipping them for life and affording opportunity to share their faith.*

3. encouraging and training students to share their faith throughout their lives whether in personal or public ministry.

*Cooperative teams would give students an excellent opportunity to witness – to let their light shine.*

4. instilling a desire for knowledge, understanding and wisdom while taking “every thought captive and making it obedient to Christ.” (2 Corinthians 10:5)

*Luther High School would continue to nurture students through advisors, instructors, athletic director and school administration.*

Co-oping with other schools can be an opportunity for our students to “let their light shine,” much as summer leagues currently do. Co-oping may also provide an opportunity not usually available for the student to use a talent.

Since each cooperative situation will be uniquely different, we offer the following guidelines be used by the athletic director in preparing his recommendation. These guidelines are based on four questions currently used to assess implementation of our own athletic program. Each co-op request will be handed on a case by case basis.

### **I. Is there student interest?**

- Is there a club or other organization that can meet their needs?
- Luther High School will continue to enforce its eligibility requirements and discipline procedures.
- Co-operative team agreements are reviewed every two years and can be terminated every year if both schools agree. The WIAA Board of Control may terminate a co-operative agreement for documented extenuating circumstances.

### **II. How will a co-operative team be monitored?**

- As Luther High School will not be the “lead” school under our recommendation, we recommend the following steps be taken to monitor the co-operative team:
  - Parents are the foremost liaison between the host school and Luther High School. Consistent and regular communication between parents and Luther athletic director will be stressed.
  - The athletic director is directly involved with the day to day operation of all teams at Luther High School. Any co-operative school team would be included.
  - Luther’s athletic director would keep the lines of communication open with the cooperating school’s athletic director, parents of LHS athletes involved and the athletes themselves.
  - The advisor of the LHS student-athlete involved in the cooperative agreement may also serve as a resource to help address any problems that may arise.
  - Athletes will be asked to complete an end of season survey on their experience. (sample survey attached)
- While we are not recommending that Luther High School serve as the lead school in the co-op, we suggest that if in the future this possibility seems desirable, then all policies currently in place for our teams will be followed. The other schools will be made aware of our policies and can take them into consideration as they determine whether they wish to be in the co-op or not.

### **III. How will the team be financed?**

- The parents of athletes involved in the co-operative team will cover all expenses incurred.

### **IV. Is there a negative impact?**

- Will the co-op confuse the community and /or our congregations regarding our confession and purpose as an Area Lutheran high school?
- What is the tone of the coaching?
- Will the co-op affect Luther’s ability to offer our existing programs?
- Will large numbers of Luther students end up playing for other schools?
- The committee realizes the extra challenges that would present themselves if a co-op was entered with a non-WELS school. Co-ops consideration should only include public schools as the lead school.

If the concept of allowing cooperative teams is approved, then the normal chain of command for adding a sport would be implemented.

Athletic Director would prepare recommendation to move through:  
 Athletic Department => Administration => BOC

***Recommendation: to give approval for Luther High School’s athletic director to secure a gymnastics co-op for the 2013-14 / 2014-15 winter sport season with a public lead school. This co-op would serve as a pilot program based upon the guidelines stated in this report. The co-operative agreement would be reviewed at the conclusion of each season.***

*Note: Underlined portion amended at prior to faculty vote with support of the committee.*

**Suggested Time Frame**

<b>September 7</b>	<b>Committee Work complete</b>
<b>Sep 10-Oct 5</b>	<b>Athletic Department =&gt; Faculty =&gt; Administrative Council</b>
<b>October 16</b>	<b>Board of Control</b>
<b>November 7</b>	<b>Pastor’s Day Discussion - Update</b>
<b>November 14</b>	<b>Conference of Delegates</b>
<b>April 1, 2013</b>	<b>Deadline for Winter Sport Application</b>

Committee / Department Action

Ad-Hoc Committee	<u>  7  </u>	YES	<u>  0  </u>	NO	<u>    </u>	Abstain	9-10-12
Athletic Department	<u> 10 </u>	YES	<u>  3 </u>	NO	<u>    </u>	Abstain	9-21-12
Faculty	<u> 11 </u>	YES	<u>  8 </u>	NO	<u>  1 </u>	Abstain	10-11-12
Administrative Council	<u>    </u>	YES	<u>    </u>	NO	<u>    </u>	Abstain	
Board of Control	<u>    </u>	YES	<u>    </u>	NO	<u>    </u>	Abstain	

## Solicited Responses on Co-op Question

Summary: Order of responses simply groups them by support/non-support  
Responses #1-6 speak in support of the concept of co-operative agreements.  
Responses #7-8 speak in support of not entering co-operative agreements.

Breakdown of responses: 3 Pastors, 1 Teacher, 4 Lay Persons

### **Response #1**

I am strongly in favor of allowing our students at Luther the opportunity to participate in programs we don't offer at Luther High School. It broadens their opportunities at absolutely no cost to Luther!

### **Response #2**

My wife and I feel very strongly that there is no reason not to coop. This past year Luther had the perfect opportunity with 1 student to try a one year trial program in gymnastics. It was chance to dip a toe in the water and test the waters, instead Luther passed on it for more study. Cooping presents a wonderful opportunity for our children to participate in sports LHS does not offer its students. It also gives our students and parents a chance to witness their faith to their new teammates. If the parents of our students that want to participate support the coop, we say why wouldn't you coop? The potential student base in our grade schools continues to shrink, LHS administration needs to re-evaluate all of our programs and make Luther user friendly, not make it more difficult for parents and potential students to attend. Other area lutheran high schools have been cooping for years, why not LHS?? I think it is time for the administration and Board of Control to start communicating and listening to its association families. May God continue to bless your work and lead the administration and Board to a God pleasing decision.

### **Response #3**

## **THOUGHTS ABOUT COOPING in SPORTS**

I will admit that I have not done any deep study on this issue, but here are the thoughts I have:

### **SPIRITUAL**

- I do not believe that participating in sports is a fellowship issue. Our students work and are involved in other organizations outside of school in which their bosses, managers and leaders aren't WELS.
- I believe our students who co-op will have opportunities to "let their lights shine" (Mat 5:16). What a blessing to be able to experience those "faith-sharing" moments.
- Several graduates of Luther have expressed a gratitude for the religious training they received at Luther, but felt unprepared for what the world was really like. Cooperative sports may provide some of that preparation.

## **PRACTICAL**

- Parents who want their students to have a Christian education but have a student involved in a sport not offered at Luther would not have to choose one or the other.
- Luther students would be given opportunities to use their gifts in unique ways.
- Luther High School's reputation might get a boost from a willingness to work together with another school in a matter that is not religious in nature.

While I realize the religious beliefs and world views of coaches and teammates might not square with our students' beliefs, I feel that parents should be given the opportunity to make this choice for their students and monitor any conflicts that might arise.

I support the opportunity to coop in sports not currently offered at Luther.

## **Response #4**

There are a number of reasons that I feel cooping should be done at Luther:

1. Most basically, I believe that prohibiting cooping in sports is an unnecessary restriction of Christian freedom.
2. Some people view things as either black or white, it's either right or wrong. I think they view the cooping issue with the idea, "There is a remote chance that someone might misunderstand this, it isn't purely white, so we shouldn't do it." This black & white view is especially prevalent in what has been termed the "Midwestern States German Ghetto" (Jeb Schaeffer, former editor of *The Northwestern Lutheran*). Living outside the ghetto for a number of years, I've realized that while there are black and white issues, there are many, many gray issues too. I believe that cooping is a gray one -- one with a lot of positives and not a whole lot of negatives that I can see -- so a pretty pale gray one at that. So, I view cooping with the thought, "It's a pretty pale shade of gray, so we should do it."
3. Some other area Lutheran high schools are doing it. If Luther doesn't, it raises the question in many people's minds, "Why do they allow it and Luther doesn't?" Tough one to answer.
4. I love and cherish our (and the Bible's) fellowship principles, but if we apply them too rigidly, too minutely (and some might say too "un-lovingly") -- which is what I view continuing to prohibit sports cooping -- we risk leading people to misunderstand fellowship or to reject the entire teaching out of hand. I believe that if Luther does not permit cooping, some might think, "then I shouldn't have a cup of coffee with my Catholic neighbor," while others might think, "well, if that's the way the WELS is, I don't want to have anything to do with them."

In summary, I believe that Luther entering into cooping with other schools would be a good thing and should be pursued.

## Response #5

Although it is not likely that either of my daughters will be on a cooperative team, I feel strongly that Luther should allow their students to be part of them. The Lord places all of His children in positions where he needs them. Teams like these will be ideal places for our students to live their faith. Who knows, and we probably won't know, who may be touched by the faith of just one of our students?

Response #6 *\*This response came in after the committee's report was finalized.*

At (our) Church Council meeting last week, we discussed the request that a Luther High School student's family has asked the Board of Delegates to consider, that students be allowed to "co-op" for sports activities with sports teams from area public schools when Luther does not offer a particular sport in which the student would like to participate. As always, when doctrinal purity and practice come into play, there was a lot of good discussion.

I would like to offer my opinion, which several others and I at the meeting shared. It seems the biggest concern with this practice of co-oping has to do with fellowship principles. Several of us felt that since there would likely not be any religious or spiritual activities taking place with a public school sports activity, fellowship principles would not come into play here and there would be nothing wrong with the student participating in the activity offered by a public school. However, if a student wanted to participate in a sports activity at a religious high school, e.g. Aquinas, then we felt this would be problematic and perhaps not something we would want to allow. One other thought we had, was that if this practice is allowed for sports activities at a public school, this would be an excellent opportunity for one of the pastors at Luther to meet with the student and review what God says in his Word about fellowship principles and their applications.

I pray that this issue can be resolved amicably and without too much divisiveness by all involved. To God be the glory.

Response #7 *\*Submitted to committee after proposal was made.*

I saw in the latest LHS Athletic Newsletter that you're looking for input regarding the possibility of having Coop teams at Luther. I feel when this issue came up at the COD meeting, the Board had not sufficiently considered the many cases where other WELS LHSs had *successfully* been a part of Coop teams in their area. I believe there are great opportunities for our students to shine their Christian lights as a part of these teams. I also believe if there are any problems that arise as a result of these situations (either as a result of the student's actions or problems with the coach/team), they *can be* addressed when they occur. However, past history seems to indicate that the results of Coop teams can have a lot more positives than negatives.

I also believe having these types of opportunities will open the door for *more* students to attend Luther and hear God's Word through their HS education, as there have been a number of students who have not gone to Luther as a result of not having a particular sport. We should do all we can to remove these impediments to maximize the number of students who are building their faith through these important years.

I encourage the Board to identify a way to make this work. Other schools have proven that it can.

## Response #8

How would team prayer be handled? How would giving guidance in light of God's Word and with God's Word be handled, assuming these are other H.S. not in our fellowship. Do we close our mouths and not speak His truths when opportunity arises so we can have a soccer team? I'm sure the committee must be considering these fellowship issues. Unless I'm missing something with the topic, there seems to be some real issues here, a road that we should not go down.

## Response #9

I appreciate the invitation for input on the subject of cooperative teams. I am not so naive as to assume that my input (or anyone else's, for that matter) will have any impact upon the ultimate outcome of the question at hand, for experience and past actions of a similar nature within our synod have convinced me that when God's people are braced with decisions involving "cooperation in externals", invariably at some point in time, the question will itself become a "non-issue", or a "no brainer", to quote what I heard from someone else in the ALHS on the same topic. Thus, Luther will undoubtedly at some time, either now or in the future be involved with other schools in some type of cooperative educational effort, so why not go ahead immediately and save ourselves much effort and discussion? I guess the answer is the same as that which faced Noah; he knew the world was doomed and that despite his best efforts people were not going to listen and God was, in 120 years, going to bring things to a drastic conclusion. So we also, knowing full well that Judgment Day is coming and that the world is going to continue to deteriorate to the point that "even the elect would fall away" were a gracious God not to intervene, prayerfully do our best to follow God's Word and apply it to our daily lives. For that reason you have an appointed committee at Luther to study this issue; for that reason you have invited input; and for that reason I am contacting you with my thoughts, all in the hope of stemming the inevitable for a while longer.

I know where parents are coming from. They want the best for their children, and when God has blessed those children with certain abilities and talents which are such that they cannot be cultivated and honed at Luther, then we are prone to wonder why we cannot do as others have done and cooperate with a school which is able to provide such facilities. After all, it is just a sports event such as swimming or gymnastics, and God's Word would not be involved in any way...or so goes the argument. And that is the crux of the problem. We must strive in discussions of this matter to keep the true meaning of Christian education in mind:

1. God says "...whatever you do...do it all in the name of the Lord Jesus, giving thanks to God the Father through Him," Col. 3:17. Again, "For by him all things were created: things in heaven and on earth, visible and invisible, whether thrones or powers or rulers or authorities; all things were created by him and for him," Col.1:16 On the basis of passages such as these, we have traditionally maintained that Christian education is not compartmentalized but encompasses every class, every activity, every endeavor connected with the school. Christian education is "a living expression in teachers, pupils, curriculum, and administration of the One whose Name it bears," Gaebelein, Christian Education in a Democracy;



2. President Zarling, in his paper, "Christian Education...A Matter of Life and Death"(If you don't have this excellent treatise, I will be happy to forward it to you) speaks to this point:

Means of grace ministry is a constant application of law and Gospel throughout every classroom endeavor, curricular or extracurricular. Such discerning application is to be evident in the teaching of every subject discipline. It is demonstrated in classroom management that reflects Biblical discipline and not behaviorist drivel. It is seen in the hallway "counseling" or the coaching on the court. Only then is the Spirit unleashed to do his work of crucifixion and vivification. *For through the law I died to the law so that I might live for God. I have been crucified with Christ and I no longer live, but Christ lives in me. The life I live in the body, I live by faith in the Son of God, who loved me and gave himself for me.* Whether methods or motivation or content message is the topic *du jour...*, every faculty member understands that in this school, everything starts and ends with the One who is *the First and the Last*.

There is much I could say on this matter, but in striving to be as brief as possible, I will simply ask, how can we presume to cooperate with those who do not believe and confess the Lord Jesus Christ as we do in teaching our children, whether it be the Word of God...or mathematics...or swimming? When we are to do all things to God's glory, and when we are to strive to live "by faith in the Son of God", and when we are to teach and instruct in ALL THINGS via a "constant application of law and Gospel throughout every classroom endeavor, curricular or extracurricular...'counseling' or...coaching on the court", then how can we possibly think of joining together with those who do not believe as we do just to offer something which we cannot at the moment. It boggles my mind that we even discuss the matter but such is the work of the devil. He gets us to relax and rationalize the little things of seemingly little consequence and thus he conditions us to drift further and further away from the truth of God's Word.

This is hastily written and probably difficult to follow, but I wanted to say something while I thought about it. I wish you and the committee, the board, faculty and administration well. It is very difficult to stand firm when even our brothers in the faith begin to crumble with sound "no brainer" arguments, but my prayer for all of you is that you strive to keep Christian education in clear focus and perspective. It is indeed, a "matter of life and death".

## Area Lutheran High School Co-op Data

Note: Host = Lead School of Co-op, Secondary = schools that "attach" to the host  
Request for data was regional (MN, WI, IL, MI)

### Lakeside Lutheran

- *Does not co-op. Reason: Not supported by mission*

### Winnebago Lutheran

- *Does not co-op. Reason: Not supported by mission*

### Kettle Moraine Lutheran

- *Does not co-op. Reason: Not supported by mission*

### Michigan Lutheran

- *Does not currently co-op.*
- *Topic is currently on agenda to co-op in football.*

### Shoreland Lutheran

- *Does not currently co-op.*
- *All of the requests (scenarios) that they have addressed to this point in time have been co-op requests with parochial school of other denominations. Felt that these types of co-ops would compromise ministry.*
- *Closest application is two girls participating in club bowling with Kenosha Tremper (public HS).*

### Wisconsin Lutheran

- *Does not currently co-op.*
- *5 years ago pursued a hockey co-op with several suburban schools as an opening in an existing co-op became available. Would have done it, but the school that had originally left the co-op reapplied, so opportunity was no longer available.*
- *All schools in this specific co-op scenario would have been public. (the school that got out and then back in last minute was private, non-WELS)*

### Northland Lutheran

- *Currently co-op with Wisconsin Valley Lutheran (MO Synod) in baseball and softball. (Host)*
- *Has been in co-op with Mosinee in gymnastics (Secondary School). Discontinued due to students no longer involved.*
- *Recent board action has been to consider only co-ops where Northland is the lead school with WELS coach.*

### Manitowoc Lutheran

- *Currently in co-op agreement in hockey. (Secondary School) Manitowoc Lincoln is host. This hockey co-op includes public and catholic schools.*
- *Future plans are to look for involvement in wrestling co-op.*

### West Lutheran

- *Currently participates in 6 different co-ops with both public and private, non-WELS*
- *Host School: Football, Girls Tennis*
- *Secondary School: Boys Soccer, Gymnastics, Boys Hockey, Boys Tennis*

#### Fox Valley Lutheran

- *Currently participates in boys and girls hockey co-op (secondary). Xavier is host for both.*
- *Boys co-op involves 7 teams: FVL, two Catholic and four public.*
- *Girls co-op involves 6 teams: FVL, one Catholic and five public.*
- *They have offered to host Xavier in a wrestling co-op, but to date no acceptance from Xavier.*

#### St. Croix Lutheran

- *Currently participates in four co-ops. These co-ops include both public and private schools (MO Synod, Catholic, other Christian)*
- *Host: Girls Tennis*
- *Secondary: Boys Hockey, Girls Hockey, Girls Swimming*

#### Minnesota Valley Lutheran

- *Currently participates in eight co-ops.*
- *Host: Boys and Girls Track*
- *Secondary: Boys Hockey, Gymnastics, Wrestling, Girls Tennis, Boys and Girls Soccer*
- *Also previously hosted a Cross Country co-op for two years.*
- *Co-ops involve both public and catholic schools.*

#### Illinois Lutheran

- *No response*

#### Huron Valley Lutheran

- *No response*

None of the schools that presently participate in co-ops voiced concerns of any negative aspects of the co-operative agreements of which they are or have been a part.

Q/A

**Q. Why does the recommendation only include one individual sport?**

**A.** *The committee felt that starting slowly with an individual sport would be an appropriate first step into the co-operative sport offering. As proposed, it would have no financial impact. In addition, it would not negatively affect any current sport offered at Luther.*

**Q. At one point, you as Athletic Director, were opposed to the consideration of co-ops. Why the change?**

**A.** *That is correct. I can only speak for myself in that change is sometimes hard and that it is sometimes easier to remain with the status quo than to make changes, whether minor or major. Previously, when requests were presented, I simply stayed with the status quo. With this latest request, I requested that a committee be appointed to study the question further and make a recommendation. Through this study, I had an opportunity to objectively listen to many different viewpoints on the subject. A number of good religious scholars, whom I respect greatly, have weighed in from "both sides of the fence".*

*From the beginning of our assigned work, I wanted the ad-hoc committee not to focus on any one individual request, but rather the two main questions of fellowship and mission. Without those answered affirmatively, the rest would be a mute point. I appreciated their diligent work and objective study. Through this work and a great deal of prayer, it became clear to me that this is a matter of adiaphora. It is not a violation of fellowship principles. It can complement the mission of Luther High School. Would it require a change in the way we do things? Yes. Would it mean that we abdicate our responsibility to instruct and discipline our students? No. We would need to do it differently, but we would still do it.*

**Q. A notable omission from the report are answers to the section "Is there a negative impact?". I'm sure your committee did an objective review of the topic and must have discussed the answers to the questions posed. Please resend the report with those answers as it will help me weigh the pros and cons.**

**A.** *The report doesn't have specific answers because they are all general questions that the athletic director would ask if there were to be a co-op situation.*

*To the first question, much is answered in the very first page of this proposal where the committee did a study on fellowship issues led by Pastor Riediger. Through this deliberate study, we didn't feel that a co-op was a fellowship issue or that it would be oppose our mission. The committee was concerned about entering a co-operative agreement with another paraochial school, such as Aquinas.*

*To the second question, we would likely know the coaching staff prior to entrance of an agreement and would therefore make that part of the consideration process. As in any situation, whether a stand-alone program at Luther or a co-operative team, events may arise that make us no longer comfortable with the situation. If something were to happen that would compromise our mission, it would give opportunity for Luther to state publicly its unique mission and to end any co-operative relationship. Careful proactive planning before entering any co-operative agreement will be the key.*

*The third question is one that is currently asked before starting any sport at Luther and would be applicable for consideration of any co-operative team. If through the normal process for starting a new sport it was determined that this new offering would negatively impact current*

*Luther sport offerings, then we would not consider the new offering (whether a stand-alone sport or co-operative sport).*

*Regarding the fourth question, if that scenario presented itself, then we would likely be at a point where the student-athlete base is large enough to offer the team independently at Luther.*

*In summary, we will never be able to answer all questions/scenarios that may be out there in advance. If we move forward, it will be important to be as proactive as possible in the co-operative agreement that is reached. Every agreement may be uniquely different.*

**Q. What does it mean if the committee's proposal is approved?**

A. *The approval of the committee's proposal allows the athletic director to begin the process of securing a workable co-operative setting for gymnastics for the 2013-14/2014-15 seasons.*

*Upon approval of this proposal, the athletic director would have authority to begin the planning for Luther's first potential co-op: Gymnastics. What schools would be part of the co-op? Who will be the lead school? Who are the coaches? What is the actual cost? What is the name of the co-op? etc. Once all parameters of the potential co-op are set, the specific co-operative team agreement would be forwarded to the administration and Board of Control for their final approval. In addition, by WIAA procedure, all co-operating schools involved in the proposed program must also secure signatures (approval) from their respective administrators and Boards of Education. Finally the conference in which the proposed co-operative team would be participating also gives their consent.*

*In summary, Luther's Board of Control would still have final authority on the exact type of co-operative agreement that would be proposed. This would hold true for any and all subsequent co-operative agreement requests.*

**Q. Did your committee discuss any other ways a co-op would play into Luther OUTSIDE of athletics?**

A. *No. The directive given the committee was to study the cooperative sport team concept. We did not expand beyond the athletic venue.*

**Q. I'm sure you discussed the possibility of a "team prayer" before or after an event. That would be a fellowship issue. How would this be handled?**

A. Yes, the committee did consider that question.

If Luther were the lead school, prayer before a game would be no different than what we do now – not a fellowship issue. Any athletes coming to our school to participate in a co-op with Luther as the lead would be informed in advance of what we do and why. No different than non-WELS kids who go to school here every day and are here when we pray. It's what we do.

If Luther students are going to another school to participate in a co-operative team, then....

- 1) Public schools – not an issue. They can't pray before games. This certainly wouldn't stop our kids from praying before the game or after or during!! It would certainly be a situation that would afford us an opportunity to teach our kids about the importance of prayer in all circumstances and situations. If a public school coach would pray publicly with the kids....again an opportunity for us to teach our youth how to handle that type of situation in a God-pleasing manner.

- 2) Private schools – the committee realized the extra challenges that would present themselves if a co-op was entered with a non-WELS school. While not specifically stated in the recommendation, we did not think it would be wise to consider a co-operative arrangement with area private schools.

In retrospect, it may have been helpful in this process had we stated that concern about co-ops with other private schools?