

**Luther High School
Conference of Delegates Minutes
May 11, 2011**

- 1. Opening Devotion by Pastor Jonathan Rimmert** based on 1 Peter 1:17 on being a stranger in this world
- 2. Mission Statement review**
- 3. Minutes** as presented by Dr. Gregg Henckel approved as presented
- 4. Principal's Report** presented Mr. Paul Wichmann – see attached
 - A. Thanked those who participated in the self-study
- 5. Education Committee Report** presented by Mr. Jon Hahm – see attached
- 6. Finance Committee Report** presented by Mr. Paul Albrecht – see attached
 - A. Budget as presented approved
 - B. Pastor Bader requested guidance for congregations for congregational commitments
 - C. Current year tuition in arrears is about \$8,000
 - D. Handbook policy modification on tuition payment approved
 - E. Reminder on deadlines and limitations for requests for tuition assistance
- 7. WELS Ministry of Christian Giving Report**
 - A. \$2,570 for April, \$32,908 for fiscal year to date
- 8. Building and Grounds Committee Report** by Mr. Richard Dorn – see attached
- 9. Luther High Foundation Report** by Mr. John Pieper
 - A. up \$82,000 since 3/30 report
 - B. Managing Foundation funds through Ken Schmoker
 - C. Scholarship monies have been forward to Mrs. Lussky
- 10. Friends of Luther Report** by Pastor Roger Sachs
 - A. Proceeding with track upgrade
- 11. Old Business**
 - A. Fellowship / Tabled Motion** – Pastor Wessel presented a review of Fellowship principles.
 - B. Capital Campaign Committee** - thoughts and progress update
- 12. New Business**
 - A. BOC Nominations**
- 13. Adjourn with Lord's Prayer**

Conference of Delegates Meeting
Wednesday, August 10, 2011
7:30 PM
Agenda

- 1. Opening Devotion** Vice Chairman, Pastor Mark Wessel

- 2. Mission / Vision / Objectives Review**
MISSION STATEMENT
Luther High School provides a Christ-centered education that encourages and equips students for life and for eternity.
VISION STATEMENT
Luther High School desires that its students, mindful of baptismal grace, 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.
 2. promoting spiritual growth and maturity through the proper use of God's Law and Gospel
 3. encouraging and training students to testify and witness to the Gospel of Christ throughout their lives
 4. instilling a desire for knowledge, understanding and wisdom while taking "every thought captive and making it obedient to Christ." -- 2 Corinthians 10:5

- 3. Minutes** Secretary Dr. Gregg Henckel

- 4. Principal's Report** Mr. Paul Wichmann

- 5. Education Committee Report** Mr. Jon Hahm

- 6. Finance Committee Report** Mr. Paul Albrecht & Mrs. Nancy Rieck

- 7. Building and Grounds Committee Report** Mr. Richard Dorn

- 8. Friends of Luther Report & Good Steward Store Report** Pastor Roger Sachs

- 9. Ministry of Christian Giving** Mr. Tom DeWitz

- 10. Luther High School Foundation Report** Mr. John Pieper

11. Old Business – Tabled Fellowship Ad Hoc Committee Recommendation -

12. New Business

A. Nominations Committee Report

Pastor Rimmert, Pastor Shawn Arndt, Mr. Richard Dorn and Mr. Paul Albrecht served as the nominating committee. We extend our thanks to these men for this service.

B. Acknowledgement: Pastor Rimmert and Mr. Dorn have completed their elected terms and conclude their current service on the Board of Control. Pastor Arndt and Mr. Albrecht have completed their first term on the Board of Control. We thank our heavenly Father for providing these men who served faithfully and express our gratitude to them for using their God-given time and talents in service to their Lord at Luther High School.

C. Board of Control Elections

D. Installation of new Board of Control Members (Following the COD meeting the Board will meet to elect officers and determine committee membership)

E. Resolution to Luther High School Conference of Delegates

13. Adjournment Lord's Prayer

**Luther High School Conference of Delegates Meeting
August 10, 2011
Principal's Report**

School Year Theme" Commit to the Lord whatever you, and he will establish your plans" Proverbs 16:3

Enrollment:

1. We concluded the 2010-11 school year with an enrollment of 274.
2. Transfers: Three transfers in and four transfers out at this point
3. As of August 2, 2011, our enrollment for the coming school year will be;
9th - **69**, 10th - **79**, 11th - **62**, 12th - **70** **TOTAL 280**
4. Freshmen applications received but will not be attending (not included in enrollment figure above):
 - a. Enrolling at Sparta (Distance, Finances and Family work schedule) -
 - b. Enrolling at Sparta (Distance and Finances)
 - c. Enrolling at LaCrescent (Curriculum options)
 - d. Enrolling at OHS (Finances)

Faculty In-Service Topics included in this year's faculty in-service meetings included:

- Blood Borne Pathogen Training
- "Waiting for Superman?" (Turn Perception Into a Positive Reality) (Clark Kent or Dr. Robert Klindworth)
- Various Program Regulations and Guidelines including: Fire Protection, Hazard Communication, Personal Protective Equipment, Medical and First Aid, Chemical and Biological Hygiene, Control of Hazardous Energy (Jessica Schroeder and Todd Busch)
- Brain Concussion Implications Socially and Academically (Sheldon Wagner and Bill Ward)
- Review of Available Tax Sheltered Plans (Ken Schmocker)
- 2011-12 Long Range Plans
- Faculty Handbook review

Opening Service Our 2011-12 school begins with the opening service at 2:00 PM on Sunday, August 21. Pastor Riediger, Christ, West Salem will be the speaker, Pastor Mark Wessel, St. John's Sparta will be the liturgist. Andrew Appold, Luther High alumnus, will be the organist. Our new instructor, Mr. Dan Larson, will be installed during this service.

Opening Service Food Shower / Welcome / Fellowship On August 21, there will be a food shower (non-perishables) to help welcome the Larson's. Following the opening service there will be a meet/greet/treat fellowship opportunity in the Commons for all attending the opening service.

Study Hall Supervisors Mrs. Kathy Krajewski was hired to serve as study hall supervisor for class periods 1-4. (Mrs. Kilmer will continue to serve as study hall supervisor for class periods 5-8).

WELSSA Annual Report – Report submitted 6/3/11. Copies of report available at BOC meeting

WELSSA Self Study Visit - Tuesday-Thursday, Feb. 14-16 for the actual visit. A welcoming supper, will be planned for the evening of Monday, Feb. 13th.

2011-12 Long Range Plans

| GOAL | Consideration Sequence | Recommendation | Dates of Review / Approval |
|---|--|-----------------------|-----------------------------------|
| Complete planning of outdoor storage facility | Ath Dept > Faculty > BOC > COD | | |
| Complete planning for second computer lab OR wireless Internet access | Technology Dept > Faculty > BOC > COD | | |
| Determine scope of next construction | Questionnaire > Faculty > BOC > COD | | |
| Add English electives in Speech and Composition | English Dept > Curriculum Comm > Adm Council>Faculty>BOC>COD | | |
| By November COD mtg conclude consideration of adding faculty members to better meet instructional and co-curricular needs | Adm Council > Curriculum Comm > Faculty > BOC > COD | | |
| Conduct technology audit | Tech Resource > Faculty > BOC > COD | | |
| Signage on baseball field | Ath Dept > Faculty > BOC | | |
| | | | |

| | | | |
|--|--|--|--|
| Expand scope of website to include guidance events and establish website update calendar | Publications Sec > Tech Director > Faculty > BOC > COD | | |
| Review continuing education policy | Ed Comm >BOC> Faculty > Adm Council > BOC > COD | | |
| State teacher licensure | Ed Comm >BOC> Faculty > Adm Council > BOC > COD | | |
| Develop plan to better utilize homeroom time | Faculty > BOC > COD | | |
| Dress code review task force consisting of reps from faculty, student body, parents, and BOC | Task Force > Faculty > BOC > COD | | |
| Consider exempting seniors from second semester exams | Faculty > BOC > COD | Survey of schools in Coulee Conference indicated all schools require either semester exams or senior project | |
| Install clocks in hallways | Faculty > BOC > COD | | |
| Athletic team picture display in ACE hallway | Ath Dept > BOC > COD | | |
| Develop of Wall of Honor recognizing state champions | Ath Dept > BOC > COD | | |
| Develop wall recognition for Male/Female Athlete | Ath Dpt > BOC > COD | | |
| Upgrade volleyball standard system in Auxiliary Gym | Ath Dept > BOC > COD | | |
| Review campus land utilization to add tennis courts or baseball field | Ath Dept > BOC > COD | | |

| | | | |
|--|--|--|--|
| Add Journalism to freshmen and sophomore electives | English Dept > Curriculum Comm > Adm Council>Faculty>BOC>COD | | |
| Promote expansion of use of online curriculum | Curriculum Comm > Adm Council>Faculty>BOC>COD | | |
| | | | |

**Conference of Delegates
B&G Report
August 10, 2011**

- A. Cell Tower:** Airadigm (AirFireMobile) has learned that our cell tower is not in compliance with FAA height regulations. Options are to get a variance, lower the tower, or put a red signal beacon on the top. Present city ordinance does not allow for a red signal beacon. Airadigm continues to work on the problem. They appear to be moving closer to lowering the pole to 75' to comply with the FAA and city regulations.
- B. Land Use Agreement:** Jim McCorkle, our neighbor who lives at 1638 Keller Court (north of the practice field), requests that Luther extend our land use agreement with him for 10 years. He donated \$1000 for the privilege of using a 20'x96' of Luther property for his extended back yard (same as he donated for the expired 5 year lease). The original lease was for \$1 per year.
- C. Kitchen Staff:** Lisa Black, who has been our head cook, took a job which includes medical coverage. Mary Jackson, member at Immanuel, La Crosse, has been hired to fill the position.
- D. Track Resurfacing Project:** Rubber surface will be installed before the first home football game.
- E. Track Project:** Mr. Schibbelhut and volunteers are upgrading the discus and shot put areas and making a nature trail in Luther Hollow.
- F. Parking Lot Surfacing**

CoD Education Committee Report for Aug 10, 2011

1. **Skyward Online Gradebook** - Starting this year parents and students will be able to view assignments and grades through our website. Access is password protected and encrypted for privacy. Most parents should have received their username and passwords via email in July. Students will have a separate username and password than the parent account. Parents will have the ability to not only see grades as soon as they are posted but can also opt to have progress reports automatically emailed. Auto-email alerts can also be set for any grades below a chosen percent (e.g. anything below a 70% would trigger an alert). We are excited to be able to provide this powerful communication tool to improve the partnership we have with our parents in education!

2. **Technology Updates** - All computers have been upgraded to Windows 7 operating system and Microsoft Office 2010. Four more multimedia projectors will be installed near the beginning of the school year. Funding for these projectors was received through a gift. Our instructors have been very appreciative for this modern tool in the classroom and many use it on a daily basis.

3. **Continuing Education Requirements** - The Luther High School policy for continuing education for instructors has been under review for a few months. Because the Synod recently passed a resolution for Called Worker continuing education we will table our review until more details are worked out.

4. **Second Computer Lab** – (also included in Finance Committee Report) With Phase 2 & Phase 3 of our building program moving forward, part of that construction would be a 2nd computer lab. Since the building program was approved over 10 years ago it was not foreseen that we might benefit more from a wireless network vs. a stationary computer lab. Because the benefits of a wireless network can begin to be realized both now and in the future when the building project is complete it would be desirable to purchase the wireless network at this time with available building funds. Cost estimates for the wireless network are aligned with what a stationary lab would cost -\$70,000. This includes the wireless infrastructure, 30 laptops, storage cart, software and training. (A stationary lab would need electrical upgrades, network wiring, furniture, 30 computers, software, air-conditioned space, and carpeting.) The benefits of a wireless network include the ability to add more laptops/carts without having to invest in additional infrastructure, no classroom space is lost because you are not dedicating a physical space for a computer lab, and instructors can bring the computer lab into their own classroom space vs. needing to relocate. The need for a second computer lab was confirmed by both faculty and the Board of Control in a study done 2 years ago. A result of that study showed that Luther High School was the only school our size that does not have at least 2 or more computer labs. The study was done with both area public schools and WELS high schools.

**Finance Committee Report
Luther High School Conference of Delegates Meeting
August 10, 2011**

Tuition accounts / tuition assistance – After over \$131,000 in tuition assistance has been awarded, as of August 3, 2011 there are still 20 Luther High students from six families that need additional tuition assistance totaling more than \$25,000. To address that need the following steps are suggested;

- 1) contact the tuition assistance benefactors by August 10,
- 2) provide a update to the Conference of Delegates,
- 3) suggest that the Association congregations conduct an Luther High School Tuition Assistance thank offering during the 2011-12 school, with the goal of meeting any current tuition assistance fund deficiency by the close of the 2011-12 school year.

Association Center Building Project

1. Phase One - At its May 14, 1997 meeting the Conference of Delegates authorized the building of the Association Center, which consists of a gymnasium, chapel/auditorium and three classrooms.” Ground breaking for the Association Center gymnasium (ACE) took place on May 19, 1999. On August 2, 2000, Pastor Richard Warnecke, a Luther alumnus, served as the guest speaker for the opening service of the school and dedication of Phase One of the Association Center to God’s honor and glory.

2. Phases Two and Three - Funding for Phase Two of the Association Center, consisting of a chapel/auditorium began in March 2000 with a gift of \$150,000 in the name of John H. and Adeline E. Rice. By Conference of Delegates directive, construction of all phases of the Association Center is subject to adequate funding. As of June 1, 2011 the Building and Chapel Funds totaled \$439,584.85.

"Lift High the Cross" is the theme of the current building project which will include a chapel / auditorium and three additional classrooms as God grants sufficient funding. How appropriate that the effort to provide a place which will be the focal point of our student body worship and sacred concerts be proposed under the theme, "Lift High the Cross."

While the estimated cost of this project is between \$1.8 and \$2 million, the Lord has already provided significant financial blessings. Currently there is \$439,584.85 in the bank for this purpose and a gift of \$1.1 million is coming in January of 2013! By Conference of Delegates directive, construction of all phases of the Association Center is subject to adequate funding.

3. Chapel / Auditorium Building Project - As authorized by the Conference of Delegates on May 14, 1997 the building of the three phases of the Association Center consist of a gymnasium, chapel/auditorium and three classrooms. At this time it appears that we will soon have sufficient funding for the Chapel/Auditorium. Pending Conference of Delegates directive, the initial efforts of that construction could begin in the near future.

4. Second Computer Lab - With Phase 2 & Phase 3 of our building program moving forward, part of that construction would be a 2nd computer lab. Since the building program was approved over 10 years ago it was not foreseen that we might benefit more

from a wireless network vs. a stationary computer lab. Because the benefits of a wireless network can begin to be realized both now and in the future when the building project is complete it would be desirable to purchase the wireless network at this time with available building funds. In terms of priority this would move this project from Phase 3 to Phase 2 construction. Cost estimates for the wireless network are aligned with what a stationary lab would cost - \$70,000. This includes the wireless infrastructure, 30 laptops, storage cart, software and training. (A stationary lab would need electrical upgrades, network wiring, furniture, 30 computers, software, air-conditioned space, and carpeting.) The benefits of a wireless network include the ability to add more laptops/carts without having to invest in additional infrastructure, no classroom space is lost because you are not dedicating a physical space for a computer lab, and instructors can bring the computer lab into their own classroom space vs. needing to relocate. The need for a second computer lab was confirmed by both faculty and the Board of Control in a study done 2 years ago. A result of that study showed that Luther High School was the only school our size that does not have at least 2 or more computer labs. The study was done with both area public schools and WELS high schools.

5. Expansion of Scope of Association Center Project - As part of Phase 3 of the Association Center (three additional classrooms) funding, perhaps this may be an advantageous time to consider expanding the scope of the building project to include several other projects, which might include the following;

a. Paving of the parking lot adjacent to the Chapel/Auditorium (estimated cost of \$68,000)

b. Adding bathrooms to the Classroom portion to better serve bathroom needs during indoor and outdoor athletic events and other events in the ACE gymnasium. (Cost TBD)

c. Constructing an athletic storage facility near the football field. In 1996, changes were made on the track and football field. Expanding the track from 6 to 8 lanes and providing room for long jump, triple jump and pole vault required an expansion of 60 feet into the wooded area on the north side of the football field. The small storage shed was demolished to make room for this expansion. Since that time football and track equipment have been stored in west mezzanine of the ACE gym. Having a storage area in closer proximity to the football and track facility would not only better accommodate those needs, but would also allow for other storage uses of the west mezzanine. (Cost TBD)

It is understood any expansion of the scope of the Association Center project would need to comply with the Conference of Delegates directive that construction of all phases of the Association Center is subject to adequate funding. Gathering more input and information from our Luther High Association, may also provide valuable insights as to how we make wise building plans and exercise God-pleasing stewardship of resources.

RESOLUTION TO LUTHER HIGH SCHOOL CONFERENCE OF DELEGATES

WHEREAS In this last year there has been a long discussion and study of the fellowship issues concerning the participation of students not in confessional fellowship with the WELS singing and playing or accompanying as part of the band or choirs in sacred concerts and worship services of Luther; and

WHEREAS to adopt the report of the fellowship Ad Hoc Committee would send a wrong message to our parents and students; and

WHEREAS the doctrinal statement on fellowship of the WELS (section B, conclusions) urges evangelical practices in the difficult situations that might present themselves in the application of the fellowship principles of the WELS and considers such cases as that now confronting LHS in the application of the fellowship principles in the field of casuistry; and

WHEREAS non WELS students who are members of the band and choir are participating with us and are singing not as members of some other church body but as a Luther High School student; and

WHEREAS all non WELS Luther High students attend all our religion classes and chapel services as well as receiving additional instruction in all the other classes they attend at Luther High concerning the doctrines and practices of the Evangelical Lutheran Church; and

WHEREAS non WELS Luther High students, since they have come to us and are willing to receive instruction from us, must be therefore regarded not as persistent errorist but as weak Christians concerning whom WELS doctrinal statement on fellowship urges us not to terminate fellowship but to “**practiced it vigorously;**” and

WHEREAS the WWD pastor/teacher conference (2011) encouraged schools to enroll and join in fellowship activities with “genuine prospects,” that is those who know that we believe that we teach the truth of God’s Word; know that our goal is that they will become WELS members; and are willing to be instructed by us; therefore be it

Resolved, that Luther High School continue in its long-standing admissions policy of admitting those students who are willing to be instructed in the truths of the Bible as taught by WELS; and be it further

Resolved, that within one year of enrollment all students not in a confessional fellowship with WELS and their parent(s) enroll in a class to study the teaching of the WELS with one of our pastors.

Gary Harter, Immanuel Lutheran, LaCrosse, member Conf. of Delegates
Pastor Roger Sachs, First Lutheran, LaCrosse
Steve Loehr, St. Paul, Onalaska
Pastor M.F. Bartling, Immanuel, LaCrosse

Ad hoc Committee on Fellowship Recommendations: Tabled by the COD

- 1. Committee recommends the adoption of revised Admissions Policy to the Board of Control and Conference of Delegates. *Document #1 below***
- 2. Committee recommends the adoption of the “Questionnaire for Non-WELS Students Applying for Enrollment” as a helpful resource for the administration (modified version of FVL’s) *Document#2 below***
- 3. Committee recommends the adoption of the “Questionnaire for Parents of Non-WELS Students Applying for Enrollment” as a helpful resource for the administration (modified version of FVL’s) *Document #3 below***
- 4. Changes in policy and its application would begin with the incoming freshmen. This information will be included in the revised Music Department Handbook. *Document #4 below* In the case of an enrolled non-WELS freshmen, the Principal will make contact to explain this change in policy in a timely manner.**

Document #1 – Revised Luther High Admissions Policy

FONT KEY: This portion = LHS Admissions policy in 2004

This portion = From “Questionnaire for Non-WELS”

ADMISSIONS POLICY

In the spirit of the Reformer, Dr. Martin Luther, after whom our school is named, Luther High School has been established and is maintained by an association of Wisconsin Evangelical Lutheran Synod (WELS) congregations of the La Crosse area in order to offer the members of our congregations a Christ-centered high school education (Proverbs 1:7; 9:10; 2 Corinthians 10:5). Therefore, it is the policy of Luther High School to give enrollment preference to students from WELS congregations of the Luther High School Association and secondly to students from WELS congregations which are not members of the association.

Students from Christian congregations not in confessional fellowship with the Wisconsin Evangelical Lutheran Synod and students who do not belong to a Christian church, but are seeking a Christian education as provided at Luther High School, will be permitted to enroll at Luther High under the following conditions:

a. All students will comply with all the rules and regulations which have been established by Luther High School, including attendance at daily devotional services, religion classes, ~~required choir classes, etc.~~

b. ~~All students not in confessional fellowship with the WELS and their parent(s) will learn the teachings of the WELS by attending an adult information course held by one of our WELS churches within one year of enrollment at Luther High School.~~ ***Within one year of enrollment at Luther High School all students not in confessional fellowship with the WELS and their parent(s) will learn the teachings of the WELS from a Pastor serving one of the Luther High School Association congregations or a Pastor serving on Luther High School's faculty.***

c. ***According to our scriptural belief and practice, Non-WELS students will not be permitted to take representative roles in worship and prayer activities. Such roles include playing for chapel; leading chapel devotions; singing, playing, or accompanying as part of a band or choir in sacred concerts and worship services; leading in prayer; or any other activities that would compromise our fellowship principles.***

d. ***Non-WELS students are not allowed to serve as Student Council president, as this officer may open meetings with prayer, or class speaker at the graduation worship service.***

e. ***Students whose beliefs and practices differ from WELS' scriptural teaching and practice will discuss these questions / concerns privately with the instructor to clarify and define the difference which may exist.***

f. No student shall at any time undermine the stated purpose of the school or doctrines of the Evangelical Lutheran Church, in or outside the classroom.

g. No student shall solicit support for religious convictions contrary to the doctrines of the Evangelical Lutheran Church.

e. ~~Leadership positions in the worship life of the school are reserved for students who are members of the WELS or a church body in doctrinal fellowship with the WELS.~~

h. Students and their parents will recognize that the admissions committee of Luther High School is charged with annually approving or disapproving enrollments on the basis of the above principles. If in the judgment of the admissions committee it seems that a student's past or present conduct or attitude is at variance with the policy and spirit of the school (as set forth in the statement of philosophy and purpose in the Luther High School catalog), his or her enrollment may be denied, even though no specific offense is mentioned.

i. Admission will not be denied on the basis of gender, race, color, national or ethnic origin.

We follow these guidelines out of Christian love and concern for the truth of God's Word, and out of love and concern for Luther High School students, both those in fellowship with WELS as well as those not in fellowship

Document #3 Administrative Questionnaire for Parents of Non-WELS Students

Questionnaire for Parents of Non-WELS Students Applying for Enrollment

Name _____ Phone _____

Address _____

Why would you like your son/daughter to attend Luther School? _____

Current Church Affiliation _____ Pastor's name _____

Is your son/daughter a confirmed member or intends to become a confirmed member of this church?

YES NO

Are you familiar with the scriptural teachings of the Wisconsin Evangelical Lutheran Synod? YES NO

Does your family have any interest in learning more about the teachings of the Wisconsin Evangelical Lutheran Synod? YES NO

Does your family have any interest in joining a Wisconsin Evangelical Lutheran Synod congregation? YES NO

By enrolling your child at Luther High School you understand that your child will be taught a Biblical view of Christ, salvation, the Sacraments of Holy Baptism and Lord's Supper in accordance with the scriptural teachings of the Lutheran Church. Is this acceptable to you? YES NO

Do you have any concerns? _____

God directs that those who join together in fellowship activities believe and confess the same Biblical truths. ("Make every effort to keep the unity of the Spirit through the bond of peace." Ephesians 4:3) Students who are members of a church that is not in doctrinal fellowship with the Evangelical Lutheran Synod may be accepted at Luther High School under the following guidelines.

1. All students are permitted to sign up for any and all classes offered by Luther High School.
2. All students are required to take religion classes and attend daily devotions.
3. According to our scriptural belief and practice, Non-WELS students will not be permitted to take representative roles in worship and prayer activities. Such roles include playing for chapel; leading chapel devotions; singing, playing, or accompanying as part of a band or choir in sacred concerts and worship services; leading in prayer; or any other activities that would compromise our fellowship principles.
4. Students whose beliefs and practices differ from WELS' scriptural teaching and practice will discuss these questions / concerns privately with the instructor to clarify and define the difference which may exist
5. **No student shall at any time undermine the stated purpose of the school or doctrines of the Evangelical Lutheran Church, in or outside the classroom.**
6. **No student shall solicit support for religious convictions contrary to the doctrines of the Evangelical Lutheran Church.**
7. **Within one year of enrollment at Luther High School all students not in confessional fellowship with the WELS and their parent(s) will learn the teachings of the WELS from a Pastor serving one of the Luther High School Association congregations or a Pastor serving on Luther High School's faculty.**
8. **Students and their parents will recognize that the admissions committee of Luther High School is charged with annually approving or disapproving enrollments on the basis of the above principles. If in the judgment of the admissions committee it seems that a student's past or present conduct or attitude is at variance with the policy and spirit of the school (as set forth in the statement of philosophy and purpose in the Luther High School catalog), his or her enrollment may be denied, even though no specific offense is mentioned.**
9. Non-WELS students are not allowed to serve as Student Council president or class speaker at the graduation worship service.
10. **Admission will not be denied on the basis of gender, race, color, national or ethnic origin.**

We follow these guidelines out of Christian love and concern for God's Word, out of Christian love and concern for the confessional differences from the Wisconsin Evangelical Lutheran Synod to which your church adheres, and out of Christian love and concern for preserving the confessional unity of faith within the Wisconsin Evangelical Lutheran Synod.

Are you willing to enroll your student under these guidelines? YES NO

Signature of parent / guardian

Signature of parent / guardian

XII. WORSHIP PARTICIPATION

According to our scriptural belief and practice, and in agreement with the admissions policy adopted by the Luther High School Board of Control, non WELS students will not be permitted to take representative roles in worship and prayer activities. Such roles include playing for chapel; leading chapel devotions; singing, playing, or accompanying as part of a band or choir in sacred concerts and worship services; leading in prayer, or any other activities that would compromise our fellowship principles.

This policy will be put into effect beginning with and applying to the incoming class of 2014. Those students may enroll in Choir and Band, but will not be allowed to serve in a role within those organizations which violates the above mentioned worship participation policy.

Therefore, students not in fellowship with the WELS will not be permitted to participate in sacred worship services. Non-WELS students will be permitted to participate in secular events, such as Heidelberg, Spring Spotlight, and the Spring Band Concert. Alternative assessment for grading purposes will be determined on an individual basis for non - WELS students wishing to participate in Band or Choir.

We follow these guidelines out of Christian love and concern for the truth of God's Word and out of love and concern for the students, both those in fellowship with WELS as well as those not in fellowship.

Luther High School's previous policy regarding worship participation stated below will apply to students in the classes of 2011, 2012, and 2013.

Based on the principles of Christian Love and Christian Fellowship, and in agreement with the admissions policy adopted by the Luther High School Board of Control, Luther High School musicians participating in a worship service will follow these guidelines. All students involved in a musical organization are allowed to participate in worship services within a large group. Leadership positions in the worship services are reserved for students who are members of the Wisconsin Evangelical Lutheran Synod or a church body in doctrinal fellowship with the WELS. Examples of leadership activities are: singing or playing a solo, giving a reading or a solo oral presentation, accompanying a musical organization on a keyboard instrument, and the like.

**CONSTITUTION
OF
LUTHER HIGH SCHOOL ASSOCIATION**
**Highlighting the Roles & Responsibilities of the
Board of Control and Conference of Delegates**

Preamble

We, the duly authorized delegates of the undersigned congregations of the Wisconsin Evangelical Lutheran Synod, recognizing the necessity that children of Lutheran parents be afforded an opportunity to continue their education in Lutheran institutions and under the auspices of the Lutheran Church, adopt the following constitution:

ARTICLE I: NAME

The name of this organization shall be the Luther High School Association.

ARTICLE II: PURPOSE

The purpose of this Association, a non-stock corporation organized under the laws of the state of Wisconsin, shall be to maintain a Lutheran high school in the city of Onalaska, Wisconsin.

ARTICLE III: MEMBERSHIP

Section 1: Any congregation in fellowship with the Wisconsin Evangelical Lutheran Synod shall be eligible for membership.

Section 2: Any eligible congregation desiring to join the Luther High School Association shall adopt a resolution to that effect and submit an official copy of it to the Board of Control together with an official letter requesting membership.

Section 3: This Association may also include an Association of Patrons (e.g. a group within a non-association congregation within our fellowship) that may apply for membership in the same manner as that outlined for congregations in Section 2 of this article.

Section 4: Upon receipt of an official request for membership the Board of Control shall act upon the application and submit its recommendation at a meeting of the Conference of Delegates. A majority vote shall be required for election to membership.

ARTICLE IV: MANAGEMENT

Section 1: The governing body of this Association shall be the Conference of Delegates.

Section 2: The administration of the affairs of management shall be vested in the Board of Control elected from the Conference of Delegates and consisting of twelve voting members.

Section 3: An Executive Committee appointed from and by the Board of Control may be empowered to transact specific and emergency business in the name of the Board of Control. Any decisions by the Executive Committee are subject to the subsequent approval by the Board of Control. This committee shall consist of the principal of the school, the assistant principal(s), and Board of Control chairman.

Section 4: The Board of Control shall select from its midst a chairman, vice-chairman, secretary, and treasurer who shall serve in their respective capacities as officers of the Board of Control and the Conference of Delegates.

ARTICLE V: QUORUM

Delegates present at any regular or duly called special meeting of the Conference of Delegates shall constitute a quorum.

ARTICLE VI: RESPONSIBILITY

Each congregation holding membership in the Association is blessed with the opportunity and responsibility to contribute adequately toward the budget requirements of Luther High School. The method of raising such contributions shall be determined by the individual congregations in accordance with sound Christian stewardship principles.

ARTICLE VII: TERMINATION OF MEMBERSHIP

Section 1: Member congregations who are no longer in fellowship with the Wisconsin Evangelical Lutheran Synod forfeit all their rights in this Association and its property.

Section 2: Member congregations who for reasons that are not contrary to the Word of God desire to terminate their membership shall be peacefully released from the Association. Such released members likewise relinquish all their rights in the Association and its property.

ARTICLE VIII: DUTIES OF OFFICERS

Section 1: The duties of the Chairman shall be to preside at all meetings of the Board of Control and the Conference of Delegates; to have general supervision of the affairs of the Association; to sign and acknowledge all deeds and instruments for the transfer, conveyance, and assignment of the property belonging to the Luther High School Association, and all other instruments, contracts, and papers necessary or convenient in the transaction of the business and affairs of this

Association. The Chairman shall at the annual meeting ensure that a full report of the organization is presented.

Section 2: The duties of the Vice-Chairman shall be to discharge the duties of the chairman in the event of the chairman's absence.

Section 3: The duties of the Secretary or his designate shall be to countersign all deeds, leases, and conveyances executed by the Association; to affix the seal of the organization to such papers as are required to be sealed; to keep a report of the proceedings of the Conference of Delegates and the Board of Control, and safely and systematically keep all books, papers, records, and documents belonging to the organization.

Section 4: The duties of the Treasurer or his designate shall be to take charge of and be responsible for the funds of the Association and their proper disbursements in accordance with the requirements of the Board of Control at the direction of the Conference of Delegates.

Section 5: The Board of Control may provide for the appointment of additional officers as it may deem necessary for the best interests of the Association.

ARTICLE IX: AMENDMENTS

Amendments to this constitution may be proposed at any regular meeting of the Conference of Delegates and acted upon at the next regular meeting or special meeting called for that purpose. **A two-thirds majority vote of delegates present shall be necessary for adoption.**

ARTICLE X: DISSOLUTION

Should situations make the dissolution of this Association necessary or desirable, all property of the Association shall be disposed of in a manner which shall be determined by the Conference of Delegates at the time of dissolution.

BYLAWS

ARTICLE I: THE CONFERENCE OF DELEGATES

Section 1: The pastors of the Association congregations shall be members of the Conference of Delegates.

Section 2: Each congregation having a male staff minister(s) shall have one male staff minister as a delegate in the Conference of Delegates.

Section 3: Each congregation having a Lutheran Elementary School (LES) with one or more male teachers on its staff or a congregation supporting a male teacher shall have one male teacher as a delegate in the Conference of Delegates. Congregations with a LES but no male teachers may substitute one male lay delegate from their congregation to represent the school in the Conference of Delegates.

Section 4: Each congregation is to be represented by two male lay delegates, one of which shall preferably be a member of the Church Council of his congregation.

Section 5: Congregations numbering five hundred communicant members but fewer than one thousand communicants shall be entitled to another male lay delegate in addition to the two specified in Section 4 of this article. Congregations with one thousand communicant members but fewer than fifteen hundred communicants shall be entitled to two additional male lay delegates. Congregations with fifteen hundred or more communicant members are entitled to three additional male lay delegates.

Section 6: A duly accepted Association of Patrons shall be entitled to two lay delegates. An association of five hundred or more members is to be granted additional delegates on the same basis as member congregations.

Section 7: Called or employed personnel at Luther High School are not eligible to become delegates.

Section 8: Methods of electing or appointing their delegates to the Conference of Delegates shall be determined by the respective member congregations. Congregations shall notify Luther High School as soon as possible of any changes of their delegates.

ARTICLE II: THE BOARD OF CONTROL

Section 1: The twelve voting members of the Board of Control shall consist of four pastors, two male called workers of LES's, and six laymen. The principal and assistant principal(s) of Luther High School shall be advisory members of the Board of Control.

Section 2: Members of the Board of Control are to hold office for three years, four members being elected annually. No member of the Board of Control is to serve more than two consecutive full terms.

Section 3: No more than two representatives of any one congregation shall be elected to the Board of Control.

Section 4: Members of the Board of Control not reappointed to the Conference of Delegates by their respective congregations, but still communicant members in good standing, whose term of office on the Board has not expired, shall continue in office until the expiration of their term.

Section 5: Should a vacancy occur on the Board of Control by reason of death, resignation, or otherwise, the vacancy shall be filled at the next regular meeting of the Conference of Delegates by selecting from a slate of three candidates presented to the Conference by a nominating committee of three delegates appointed by the Chairman.

Section 6: The Board of Control may annually appoint other advisory members without voting privileges.

Section 7: The duties of the Board of Control shall be as follows:

- A. Implement all duties and polices in accordance with the Luther High School mission statement
- B. Implement the decisions of the Conference of Delegates.
- C. Acquire, sell, transfer, convey, mortgage or pledge all real and personal property of the Association at the direction of the Conference of Delegates.
- D. Accept or reject grants and bequests.
- E. Arrange for meeting the financial needs of the Association and to administer its funds.
- F. Call or employ, and dismiss, if necessary, personnel of the school.
- G. Submit a balanced budget
- H. Ensure prompt and adequate maintenance of all Association property, buildings, and equipment.

Section 8: POWERS OF THE BOARD OF CONTROL: The Board of Control shall be empowered to conduct, manage, and administer the affairs of this organization; to hold title to all money, property, legacies and bequests that shall be given, granted, bequeathed or purchased by this organization, and shall use, manage, and conduct the same under the direction and for the use and benefits of this Association to the extent and under such restrictions and limitations as may from time to time be prescribed by the Conference of Delegates.

Section 9: LIMITATIONS OF THE BOARD OF CONTROL: The Conference of Delegates reserves to itself, and to that extent limits and restricts the powers of the Board of Control in the following matters:

- A. Increasing or decreasing the size of the faculty. (Emergency arrangements should be submitted for approval to the next meeting of the Conference of Delegates.)
- B. Approving the annual budget.
- C. Establishing the amount of tuition and fees.
- D. Approving or disapproving the incurring of any extraordinary liabilities.
- E. Approving or disapproving the sale of real estate.

ARTICLE III: MEETINGS

Section 1: There shall be four regular meetings of the Conference of Delegates annually. These meetings shall be held on the second Wednesday of February, May, August, and November.

Section 2: The August meeting shall be designated as the annual meeting at which members of the Board of Control are to be elected. The budget for the fiscal year one year in advance shall be approved in the May meeting.

Section 3: Special meetings may be called by the Board of Control. Congregations shall be notified of special meetings and their purpose a minimum of seven days, if possible, before the date of the meeting.

ARTICLE IV: NOMINATING COMMITTEE

Section 1: At the May meeting of the Conference of Delegates, the Chairman shall announce the positions on the Board of Control, which are to be filled at the annual meeting. The Chairman shall at this time appoint a nominating committee comprised of four members of the Conference of Delegates, consisting of one pastor, one male Called worker, and two lay delegates. This committee is to prepare and propose a list of three names for each vacant position.

Section 2: The nominating committee shall inform the congregations of the proposed candidates for the Board of Control at least two weeks in advance of the annual meeting.

Section 3: The nominating committee shall present this list at the annual Conference of Delegates meeting. Additional names may be placed in nomination by the members of the Conference of Delegates. A majority vote is required for election.

ARTICLE V: AMENDMENTS

Amendments to these By-Laws may be proposed at any regular meeting of the Conference of Delegates and acted upon at the next regular meeting or special meeting called for that purpose. A two-thirds majority vote of delegates present shall be necessary for adoption.

