

Snowtire Administrators' Conference

...the goal of your faith,
the salvation of your souls.

Peter 1:9b

Newsletter: February 4-5, 2010

Thursday, February 4

EARLY CHILDHOOD PRE-CONFERENCE SESSIONS

- 1:00pm Opening Devotion – *Julian Petzold*
1:10-2:00 pm *Kelly McPhee* (School Specialty) You Bought it, Now What?
2:00–2:15 pm Break
2:15-3:15 pm *Keryn Thompson-Kolar* – The Two C's in ECC-Clowning and Characters
3:15-3:30 pm Break
3:30-4:30 pm *Directors Exchange*

GENERAL CONFERENCE

- 4:00-5:15 pm Registration (**no refreshments during this time**) – near front desk
5:30-6:30 pm Welcome and Buffet Dinner (*Kathryn Reither – Thrivent Financial*)
6:30-6:45 pm District President – *Reverend David P.E. Maier*
6:45-7:45 pm Opening Worship, with Communion – Pastor Michael Wentzel
7:45-9:15 pm *Keynote Speaker – Dr. David J. Ludwig*
9:15-9:30 pm Closing Prayer-Pastor Michael Wentzel
9:30 pm Fellowship (sponsored)

Friday, February 5

- 7:30-8:30 am Breakfast (Sponsored by Church Extension Fund)
8:05-8:15 am Ray Zavada-Partnership Opportunities with the District
8:15-8:30 am CEF Presentation – *Paul Wills*
8:30-8:45 am Opening Devotion – Pastor Michael Wentzel
8:45-9:00 am MANS Report -- *Mrs. Barbara Stork* or *Mr. Brian Broderick*
9:00-9:15 am Concordia University Report – *Charles Winterstein*
9:15-9:45 am MTM – *Dr. Michael Uden*
9:45-10:00 am Conference Business – Conference Committee
Approval of Minutes
Treasurer's Report
Superintendent Report
Principal Recognition
10:10-10:25 am Break
10:25-11:55 am *Keynote – Dr. David J. Ludwig*
11:55-12:05 pm Closing Devotions – Pastor Michael Wentzel
12:10 pm **Prize Give Away**
12:15 pm Lunch and Depart

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Prayer Requests

- Cindy Forton, St. Paul, Northville, school secretary who has completed chemotherapy for breast cancer and is now undergoing radiation
- Jacob, 3 years old, at Messiah, Grand Rapids, whose parents are in a custody battle. Pray that God's will in the best interest of Jacob is done.
- Prayers for the family of Alex Rosales, Trinity, St. Joseph. Alex was the student who died last summer in a car accident. His mom and two sisters were with him, but survived the accident. He had just finished 1st grade. His birthday is February 17th, and his oldest sister wants to have us celebrate his first birthday in heaven. They are all struggling still.
- Faith EC Program, Grand Blanc, Zimmerman family with many health issues including cancer and 2 moves for the family
- Faith EC Program, Grand Blanc, Cowen family because of cancer
- Faith EC Program, Grand Blanc, Oppenheiser family because of an eating disorder in a young child and financial difficulties

Superintendent's Report

District

- **Snowtire Conference Feedback Survey:** Help us make the Snowtire Conference better. We want your input in the online feedback survey. You will be receiving a post-conference email reminder that will contain a link to the survey for your convenience.
- **Principal of the Year:** Who would you like to see recognized as the Michigan District Principal of the Year? The time has come to make your suggestion. Please complete the form that is in your folder and give it to your School Committee representative before May 7, 2010.
- **State Police Grants:** Last year about forty schools met to learn more about a \$650 grant from the State Police. Six of our schools completed that grant and are now eligible for the second round of \$3000 in grant money from the State Police. This is another way the MANS organization has aided us through combined efforts with other Faith Based Schools.
- Alpha Omega Publications offers an on-line curriculum that could enhance the educational experience of your school. They are a Christian based company offering assistance in connecting our schools with home school students and different curriculum. Their web-site is www.aopschools.com.

- **Hearts for Jesus:** We pray your school is taking part in the 2010 Hearts for Jesus project. We'll be working with Lutheran World Relief on the Lutheran Malaria Initiative, combating malaria in children in Africa. It will include a "Nothing But Nets" campaign giving our youth an opportunity to sponsor one or more bed nets. In addition, the program will include preventive treatments, education, and early diagnosis and treatment. Last year children in Michigan collected over \$61,000 for Bethania for Kids which serviced children in India. If you have questions about this year's project or require additional materials, please contact Carol Williams at carol.williams@michigandistrict.org or 888.225.2111 Ext. 247. The anticipated 2011 Hearts for Jesus Project will be Detroit Urban Lutheran School. This K-12 school in the city of Detroit daily provides educational services to over 180 students. It is one of the last "Faith Based Schools" in Detroit and the last school recognized by the District serving in Detroit.
- **Annual Report for NLSA:** Due electronically to Mary by May 15, 2010. Please start looking now if you are not aware of where last year's annual report resides.
- **Commissioned Ministers Candidate Database:** Please remember that your call lists won't include any new or recent Concordia graduates who have not previously taken a Call in the LCMS. The purpose of the following Web site is to assist congregations and schools of the LCMS as they seek to call a Commissioned Minister candidate from our colleges and universities. It is a quick way to identify the Concordias that have candidates available: <http://cus.lcms.org/ComMinPlaFeed/>
- **Certification:** In spring 2010, letters will be sent to teachers and administrators for whom certification have already expired, will expire in 2010, or for whom the District Office had no certificate on file. Please encourage any of your teachers to respond to the letters in a timely manner. For those whose certification is expiring in 2011, you can contact Carol Williams at 888.225.2111 ext. 247 or carol.williams@michigandistrict.org.
- **Welcome:** A hearty welcome to our newest administrators, Katherine Beckman, Trinity, Sawyer; Eric Hagenow, St. Peter, Hemlock; and John Hinck, St. John, New Boston.
- **Creative Communications Good News Student Planners 2010-2011:** In your folder you will find a catalog and order form for next year's school planners. These are offered at a reduced rate because we purchase as a group. Please return your order form to Bob Hoch at St. Peter, Macomb by May 15, 2010, to get the special pricing (your order can be modified later without penalty). For every Michigan District elementary school that joins in the group purchase of Good News Students Planners as a new customer for the 2009-2010 school year (i.e. schools that have not ordered in the past two academic school years) Creative Communications for the Parish will donate \$50 to help underwrite urban school leaders' attendance at the principals' conference. We are continuing to research our cooperative agreement with Creative Communications. Some people have suggested we might improve on their price, while others say God's Word in Time looks very appealing.
- **Administrative Development Program:** The Van Lunen Center is accepting Applications for their intense Administrative development program geared for heads of Christian Schools with Board oversight. This program involves July 11-16, 2010 at Calvin College, Jan. 10-14, 2011 in Scottsdale, Az. And July 12-15, 2011 at Calvin College. The cost is \$1500 but those who have attended have been impressed with their program. **Registrations are due by 2/15/10.** Bruce has one application with him or Google 'Van Lunen Center'.

- **Special Thanks:** We would like to express our great gratitude for our interim principals for their selfless service to our schools. Thank you so much James Pagels, Shepherd of the Lakes, Brighton; Mark McLoughlin, St. John, Rochester; Terry Hoeft, St. Paul, Royal Oak; Jacqueline Sturgess, St. Thomas, Eastpointe; Dale Vorwerk, St. Mark, Flint; Brad Feenstra, West Shore, Muskegon; Linda Schalk, St. John, Rogers City.
- **Retirees:** The following is a list of Commissioned Minister/ teacher known to the District Office that will be retiring. If you have additional names to offer please contact Mary Wagoner at 888.225.2111 ext. 248 or email mary.wagoner@michigandistrict.org.

Shirley Leidecker	Immanuel Macomb	Ken Kaschinske	Peace, Saginaw
Marlene Herzog	Immanuel, Macomb	Jim Smith	Trinity, Reed City
Liz Lutz	Immanuel, Macomb	Terry Davis	St. Peter, Macomb
Sue Grueber	Immanuel, Saginaw	Ron Gentz	St. Matthew, Walled Lake
Virginia Bergant	Bethlehem, Saginaw	Peter Fredrich	Grace, Auburn
Mark Steffens	Christ, Stevensville	Roger DeMeyere	Detroit, LSEM
Karen Ott	St.John,Fraser	Donna Strang	Westland HS, Westland
Dianne Wrase	Guardian, Dearborn	William Wrase	Guardian, Dearborn

- **Retirement Benefits:** The Concordia Health Plans is starting to use focus groups to discuss changes in their future retirement benefits. Changes being discussed include changing to 3 years instead of five years before you are vested, have different levels that employers may use to designate workers for both cost and the benefits they will receive. These plans hope to be in place by May of 2010.
- **Retiree Health Care Option:** Please share with your retirees who have their Health Care through Blue Cross Blue Shield that they now have another option. There is a letter in your folder from a new provider (see Schechter Benefits Advisors) who has saved some retirees money every month. Please pass on the contact information to your congregations impacted retirees.
- **NWEA Test:** Many Lutheran Schools are looking into the automated NWEA test for students. Dennis Schmidt, (Zion, Auburn) and Carl Hall (St. Paul, Northville) have both organized meetings with John Flores to discuss this test. If you want information or want to participate, contact Dennis or John for information.
- **Students Defend Their Faith:** The District is working with 11 different ministries to assist your students in defending their faith. Ken Ham, in his book Already Gone states that many children decide to leave the church at an early age because they are not taught how to address questions aimed at science and history. He lists 11 questions that are being addressed by different teams from around the state. We are planning on posting short video clips and PDF documents on the District web-site that will help address these issues. I will keep you posted on what is happening with this topic.
- **Michigan Lutheran Basketball Association State Invitational Tournament 2010:** The 2010 Michigan State Basketball Tournament is coming up quickly. This year it is March 12-14. It will take place at St. Lorenz, Frankenmuth and St. Michael, Richville. If you haven't already done so, and you plan to participate, please register you school's team soon. Information about the event, including Rules and Coaches Handbook, can be downloaded easily by visiting www.michigandistrict.org/2a1StateBBall.html. May God's blessings surround all the participants!

- **Baptisms Grow at District Schools:** The number of new members who were baptized/confirmed due to contact with a Lutheran school went from 351 for the 2007-2008 school year to 354 for the 2008-2009 school year. The number of school children who were baptized due to contact with a Lutheran school went from 233 for the 2007-2008 school year to 197 for the 2008-2009 school year.
- **Playground Inspection News:** As you know all Early Childhood centers are required to be inspected by a nationally certified playground inspector to comply with State of Michigan guidelines for Commercial Playgrounds. The book that contains these guidelines was updated in 2008 based on comments received from members of the ASTM F15 Playground Committees in response to a Consumer Product Safety Commission (CPSC) staff request for suggested revisions. See the Public Playground Safety Handbook at www.cpsc.gov/cpscpub/pubs/325.pdf for the revisions which are listed for your convenience at the beginning of the book. More information is available from Jim Sinnamon, director of the state's Division of Day Care Licensing, at 517.373.8300.
- **Lenten Devotions:** Charles Strohacker email, "A number of you shared kind and positive comments about the Advent devotions I wrote for Lutheran Hour Ministries, and I thank you for your thoughtfulness. My agreement with LHM was to write devotions for both Advent and Lent this church year, and the Lenten devotions are now available online at <http://www.lentendevotions.org>".
- **Early Childhood Leadership Institute:** The District's Early Childhood Cabinet in conjunction with Lutheran Education Association is planning to host an Early Childhood Leadership Institute on June 18-19, 2010. The modules may include but are not necessarily limited to Qualities of a Great Director, Staffing for quality, Playing Nicely together...church and center relationships, Pastoral involvement in the EC ministry, Intentional evangelism in an EC program, Play-based learning in a Technological World, Strengthening relationships with Parents. Planning and working with budgets as well as marketing will be addressed in the modules even though there isn't a separate module for them. Be sure to look at the yellow sheet in your folder for more information.
- **Student Fun and Food:** The following websites help your students build a global awareness and assist those in need. The first site awards grains of rice to charity for each question a student answers correctly. It is www.freerice.com. The next site is an interactive game that helps students deliver nets to people. You drive a scooter and try to distribute your nets before nightfall. <http://www.nothingbutnets.net/its-easy-to-help/game.html>
- **MIMEO Smart Boards:** If you are interested in ordering MIMEO (Smart board Technology) contact Kevin Hendrikson at St. Michael in Richville. If Kevin can receive orders for ten boards we will receive a price discount for each order. Kevin is at our conference or his number at school is 989-868-4809 or his email is khendrikson@stmichaelsrichville.org.
- **NLSW Worship and Activities Manual:** March 7-12 is National Lutheran Schools' Week. The theme this year is "Securing Each Child's Future -- For a Life of Service". The theme is based on 1 Corinthians's 12:5. The Worship and Activity Manual is now available for purchase from the DCS On-line Store: <http://www.lcms.org/ca/dcs/dcsstore/products.asp?cat=16> . Other items like pencils are available from CPH: <http://www.cph.org/cphstore/default.asp?ct=true>.
- **MTM:** The District continues to be a partner in the MTM (Ministry Technology Mentor) program through CUW. Michael Uden will be addressing our group but they offer great online opportunities in increasing teachers understanding and usage of technology as a tool for impacting student learning.

- **Call lists:** Please contact Mary Wagoner at mary.wagoner@michigandistrict.org or 888.225.2111 if you are in need of a call list. The more notice that you can give her, the more beneficial it is to you.
- **Are You Moving?** For your next relocation, you may want to consider moving with Federal Companies, agent for Allied Van Lines. The LCMS is involved in a Group Purchasing Agreement in order to get members great rates. They have impressive features such as free transit insurance, an on-time pick up and delivery pledge, shorter “date windows” for move dates, personal move coordinators from start to finish, and competitive discount provisions. Contact the Relocations Center (ask for Pam Kemp or Anne Woodard) 800.397.8900 X444 (Pam) or X322 (Anne) or email pam_kemp@federalcos.com or anne_wooda@federalcos.com.
- School Committee is seeking a Web 2.0 marketing piece that would use technology to connect with potential students. We are attempting to develop an “Admissions Process” that is uniform among our schools, and if successful develop a “Lutheran School Brand” that uses similar fonts and colors (including the LCMS Cross) but also allows for individuality among school websites. Sugarbush Media would assist us in tagging our information so that families searching schools in Michigan would know about our schools and then personalize and automate responses that will provide you information. The cost is about \$1,000 per school but they also would encourage us to sell one banner advertisement on their page developed for you to cover this cost. Your School Committee representative should know more information about this. You will be asked at a later date if this concept interests you. We are hoping to provide a webinar later in February to allow you to experience and better understand this concept.
- **Unchurched Students:** How do you reach the unchurched students in your school? Please reply to bill.cochran@lcms.org with your program.

Other

- **LEAD National Administrators Conference:** February 18-20, 2010 in New Orleans, Louisiana. Sectional topics include Empowering Parents, Lutheran Schools with Community, Digital Culture and Implications for Lutheran Education, NLSA exemplary Schools—Best Practices, Biblical Discipline, Education in a YouTube World and Lutheran Schools Connecting Technology. For more info, visit www.lea.org/NAC2010.htm. Looking ahead a couple of years, LEA will hold its Tenth Triennial LEA Convocation, Crossing Over, on March 24-26, 2011, at Duke Energy Center in Cincinnati, Ohio.



There will be more than 3,000 Lutheran Educators and 150 Sectionals and Keynote speakers. Check out the web site for lay-away information—www.lea.org/Convocation2011

- **MI Dairy Council:** The Michigan Dairy Council is sponsoring free milk containers for the plastic bottles in our schools. Ron Dressler from Bethlehem in Saginaw could share with you how easy it was to use this program if you are skeptical. You first heard of this at the 2009 MANS Conference in Detroit.
- **CUAA:** CUAA is offering new graduate classes at LHN starting in May of 2010. Classes are also being offered in other areas also. CUAA is offering a 15% tuition reduction for Lutheran Educators. Contact Gary Neumann at 734.995.7521 if you have questions.
- **Grace Place for Singles:** Greetings from Grace Place Lutheran Retreats. I ask that you remind single clergy and educators in your District of the special Grace Place Retreat for Single Clergy and

Teachers to be held at the spectacular Retreat House of St. Benedict's Monastery in the Colorado Rockies in Aspen Valley, September 1-5, 2010. This is the fourth annual Singles Retreat held at St. Benedict's and it provides single church workers with a wonderful "pause point" in ministry to reflect, restore and rejuvenate, focused on body, mind and spiritual health. Our interest is keeping healthy church workers healthy. The retreat center is easily accessible by car, train and air near Aspen, Colorado. Cost \$360 per person covers room, meals and all retreat expenses. Leaders: John D. Eckrich, M.D., Exec. Director of Grace Place and Drs. Mel and Mary Jacob of Orlando, Florida. Visit the Grace Place Website: www.graceplaceretreats.org or call Annette: (314)842-3077.

- **Grace Place for Teachers and Pastors:** Grace Place Lutheran Retreats wants to invite you personally to discover new strategies and skills to be healthy and whole at its Grace Place Retreat for Lutheran Teachers and Pastors to be held this summer, July 26-30, 2010, at the beautiful Heartwood Conference Center in Trego, Wisconsin. This four-day, four-night, professionally guided, mini-sabbatical will introduce you to new physical, relational, fiscal and spiritual directions and behaviors to encourage joy and vibrancy in pilgrim walk and professional ministry. It allows time to reflect, restore and rejuvenate in a grace-filled, Word-saturated environment.

The program will be led by Grace Place founder, John D. Eckrich, M.D., well-known Lutheran physician and retreat leader, and Rev. Dr. Dave and Kathy Ludwig, renowned pastor, professor of psychology, and humorists. The best news of all...if you are a Thrivent member the total cost for you and your spouse to attend is only \$225 per couple for the whole week; \$360 for non-member couples.

Synod

- **Advisory Delegates to the Synodical Convention:** Advisory Delegate positions for the July 10-17, 2010, Synodical Convention in Houston that were ratified at the June 2009 District Convention are as follows:

Delegates:

Bruce Braun	District Office Ann Arbor
Timothy Ernst	Trinity, St. Joseph
Robert Hoch	St. Peter, Macomb
George Locke	Emeritus, Michigan District
Deborah McDonald	Living Word, Rochester
Ian McDonald	Lutheran High NW, Roch.Hills
Henry Pickelmann	Trinity, Bay City
Jonathon Pickelmann	St. John, Midland
Warren Priehs	Peace, Shelby Township
Leslie Roth	Emeritus, St. Michael, Richville
Mark Schallhorn	St. Mark, Flint
Vicki Schallhorn	St. Mark, Flint
Mark Schiefer	St. Michael, Richville
James Schumacher	Emeritus, Faith, Bay City
David Sheldon	Family Life Minister, Trinity, Utica

Alternates:

Thomas Farrand	Christ, Stevensville
Amanda Jones	St. Paul, Flint
Sally Matzke	Trinity, St. Joseph
Ann Pfeiffer	St. Matthew, Westland
Robert Schafer	St. John, Rochester
Amy Weston	St. Matthew, Walled Lake

eCopies anyone?

Note: If you would like an electronic copy of any of the articles in this newsletter, please contact Carol Williams at the District Office carol.williams@michigandistrict.org.

The following articles have been generously contributed by school administrators and media sites. The topics are some we feel are innovative or that we often receive questions on at the District Office.

Your Secret Weapon for Re-recruitment: Your Faculty

In this difficult economic time, everything counts when it comes to your student retention efforts. And your most important tool in making your school a necessary expense rather than a luxury is your faculty. Parents enroll their children for a variety of reasons, like small class size, sports teams, college placement, extracurricular activities, etc. But if you do not have a caring, qualified, and open faculty, it will be harder to keep those students. As School Administrator you need to make sure your faculty understand the powerful role they have in re-recruitment.

Educate Your Faculty

- Give your faculty a primer in your recruitment process, including the strategies used to guide students from inquiry to matriculation; the number of inquiries it takes to enroll one student; and the number of applications the Admission Committee reviews.
- Let the faculty know that keeping a student takes less expense and effort than recruiting a new one, and that current parents are already part of the school culture and require no new orientation.
- The better the retention rate, the more positive effect on your school's image. Happy parents mean strong word-of-mouth advertising, while a few upset parents can cause a lot of damage. Make sure your faculty thoroughly understands this.
- Finally, show faculty who makes the re-enrollment decisions. While in the elementary grades it is the parents who make that decision. Above that grade the students have the most pull. And it is the teachers who spend the most time and have the biggest impact on the students.

Set Clear Expectations

- As School Administrator, make sure your faculty knows and understands your school's culture. Orient them to your school's particular way of operation, and give them the tools they need to interact with students and parents appropriately.
- Impress on your faculty that they must be responsive to parent needs and concerns. Your students are there because their parents want them to be. If parents or students think they are being ignored, they will find a place where they are embraced. Your faculty handbook should outline how often teachers should check for parent communications, and how quickly they are expected

to respond.

- Encourage your faculty to be proactive. Let them know they are expected to contact parents when a problem begins to surface—and not wait until a scheduled conference. When a parent finds out too little, too late, that could be a student lost to another school.
- Ask your faculty to communicate positive news early in the year and continue throughout. “Good News” helps establish a positive relationship between teacher and student/parents. When there is bad news, then it will be easier to manage.

Positive Relationships Mean Strong Bonds

Students want to work with faculty who are devoted to them. That doesn't mean they want a free ride. Rather, they want faculty who create a great program, who expect excellence, and set individually appropriate expectations. Students want teachers who welcome, challenge, support, and treat them fairly.

If you are showing signs of growing attrition, it's time for a checkup. Engage your faculty in setting re-recruitment goals, and refresh their orientation and training.

Michigan Learn Port

Michigan Virtual University now sponsors “Michigan Learn Port” which is a free method of doing staff development. They offer SB-CEU classes online or mandatory training like “Blood Borne Pathogens”. They also can work with you on sending you a list of staff people who have started or finished an offering. Contact Jason Marentette at jasonm@mivu.org if you want more information.

.....
: In my next life...

: If you're a bear, you get to hibernate. You do nothing but sleep for six months. I could deal with that.

: Before you hibernate, you're supposed to eat yourself stupid. I could deal with that, too.

: If you're a bear, you birth your children (who are the size of walnuts) while you're sleeping and wake to partially grown, cute cuddly cubs. I could definitely deal with that.

: If you're a mama bear, everyone knows you mean business. You swat anyone who bothers your cubs. If your cubs get out of line, you swat them too. I could deal with that.

: If you're a bear, your mate EXPECTS you to wake up growling. He EXPECTS that you will have hairy legs and excess body fat.

: Yup...Gonna be a bear.
.....

CONCORDIA LUTHERAN SCHOOL BOARD POLICY

POLICY TITLE: Social Networking and Electronic Communications Policy for
Concordia Lutheran School Teachers and Staff

POLICY CATEGORY:

ADOPTION DATE:

MODIFICATION METHOD: School Board Policy Handbook
School Handbook
Faculty Handbook

GROUPS NOTIFIED: Parents
Teachers
Staff

The faculty and staff of Concordia Lutheran School will communicate with Concordia Lutheran School students (or any children not yet graduated from 8th grade) through the established avenues of face-to-face communication, written note, school phone, school e-mail and the school information site. These are all provided specifically for school-home and school-student interaction.

If any new communication method is established at Concordia Lutheran School through which teachers and staff communicate, it will be assumed that the new method is appropriate for interaction with students unless specifically stated otherwise.

Therefore, faculty and staff of Concordia Lutheran School are not to communicate with students (or any children not yet graduated from 8th grade) through social networking sites, private e-mail, instant messaging, texting, or cell phone use. This policy applies to any newly developed communication medium that is not formally adopted for use at Concordia Lutheran School.

Violations of this policy will be dealt with according to the process spelled out in the Employee Handbook.

Guidelines Related to This Policy

Guidelines Proposal:

The faculty and staff of Concordia Lutheran School are advised to use social networking sites, e-mail, instant messaging, cell phones and texting with discretion when communicating with students beyond graduation, with school parents and in general.

Even personal communications can damage professional and ministry lives and harm the ministry of Concordia Lutheran School. Please be careful.

Be aware that communications can be misconstrued. Choose words, pictures, etc. carefully.

Virtually nothing transmitted using technology is truly private. If you would not want the public to hear or see something, then do not use these communication tools to share it.

Frequent, on-going communications with another person not in your family CAN be a danger signal. Seek the counsel of a ministry professional if communication becomes intense in terms of frequency or content.

Do not allow electronic communications relative to your professional role at Concordia to take place outside of the school phone, school e-mail and the school information site which are provided specifically for school-home and school-student interaction.

Use your role at Concordia Lutheran School to help educate students and parents about how to use social networking, texting, instant messaging and other communications in a positive way while avoiding the inherent dangers.

Be aware that as members of the faculty and staff of Concordia Lutheran School there is a moral and perhaps legal responsibility (as a mandated reporter) to assist people who, through electronic communications, make known to you that they may harm themselves or others or that they are in danger.

.....
Three boys are in the school yard bragging about their fathers. The first boy says, "My Dad scribbles a few words on a piece of paper, he calls it a poem, and they give him \$50." The second boy says, "That's nothing! My Dad scribbles a few words on a piece of paper, he calls it a song, and they give him \$100." The third boy says, "I got you both beat. My Dad scribbles a few words on a piece of paper, he calls it a sermon, and it takes eight people to collect all the money."
.....

Michigan Lutheran State Cross Country Meet

The first annual Michigan Lutheran State Cross Country Meet was held on Saturday, October 31st! Trinity, Utica hosted the event which was held at Lutheran High North in Macomb Township. The two mile course proved to be very tough as it was very wet and muddy. The weather was overcast; the temperature was hovering around 50°F along with being very windy. There were four separate division races; 4th – 6th grade Girls with 20 runners, 4th – 6th Boys with 29 runners, 7th- 8th Girls with 4 runners, and 7th- 8th grade Boys with 14 runners. There were ten schools that competed: Christ the King, Unionville-Sebewaing; Holy Ghost, Monroe; Immanuel, Bay City; Immanuel, Macomb; Our Shepherd, Birmingham; St. Paul, Ann Arbor; St. Peter, East Point; St. Peter, Macomb; St. John, Rochester and Trinity, Utica. The first eight runners in each division were awarded medals. The following are the State Champions for each division!

<u>Division</u>	<u>Name</u>	<u>Gr</u>	<u>School</u>	<u>Time</u>
7&8 Boys	Cameron Santangelo	8	St. Peter, East Point	12:08
7&8 Girls	Haley Garr	7	St. John, Rochester	14:55
5&6 Boys	Jacob Ehrman	6	St. Paul, Ann Arbor	13:15
5&6 Girls	Brianna Weglarz	6	Immanuel, Macomb	15:27

Summary of Task Force Recommendations And LEA Notes for Commissioned Ministers

After four years of work, the Final Report of the Blue Ribbon Task Force on Synod Structure and Governance was officially released on October 15, 2009. The recommendations in the report provide an outline for discussion, leading to consideration by the delegates at the LCMS Convention to be held July 10-17, 2010 in Houston.

Previous consideration of Task Force work involved many levels of involvement, including discussion at a special theological convocation involving district representatives in 2008, collection of input via the web site, presentations made to each district Board of Directors, and presentations made at all district conventions. Several districts also took action in summer of 2009 to bring recommendations for alternatives related to the commissioned minister voting question. Lutheran Education Association, through ongoing involvement of its executive director and action of the Board of Directors, has remained committed to working toward a better solution for commissioned minister franchise.

The process leading to the 2010 Convention includes the following:

- ◇ Individual review of the Task Force report and their 21 recommendations by LCMS members through the documents placed on the LCMS website.
- ◇ Regional meetings comprised of 2010 LCMS Convention delegates, staff and district BOD members to take place December, 2009 through February, 2010.
- ◇ Consideration of the Task Force recommendations AND all overtures submitted by districts and congregations related to structure and governance by the appointed Floor Committee. The resolutions developed by the Floor committee will come to the Synodical Convention.

Implications for Commissioned Ministers

While all recommendations being made by the Task Force should be of interest to Commissioned Ministers, as they affect the overall structure and organization of the Church at all levels, particular recommendations apply directly to those who are currently on the roster of the LCMS as Ministers of Religion – Commissioned. Special references related to this relationship will be made below in the sections that outline those recommendations. *It is important that all church workers be familiar with the work of the Task Force and what is being recommended, whether directly involved in the Convention or not.* The fact is, we ALL have the opportunity to express our opinions and concerns. Those commissioned ministers who have been chosen in each district to be involved with the Convention as advisory delegates will have a special interest in the discussion. LEA will facilitate a process of dialog during the months leading to the Convention next summer.

Following are the two recommendations of the twenty-one which relate specifically to the new role of the commissioned minister regarding voting privileges. Several LEA observations and notes are made beneath each recommendation.

Recommendation #2: Clarify the Congregational Principle

In order to advance Christ's mission and clarify who we are underscoring the essentially congregational character of the Synod, the role of the ordained and commissioned members (all associate members), and the participation of the laity in the life and work of the Synod, we recommend revising and clarifying Article V of the Synod's Constitution into more contemporary and clarifying language. (Appendix 1, Pages 1.4 – 1.5, 1.12)

- ◇ The term “associate minister” is introduced in rewording of the LCMS Constitution. It incorporates both those who are Ministers of Religion – Commissioned and Ministers of Religion – Ordained. Congregations are identified as the basic entities which hold “voting membership in Synod”. Associate members and laity are those who represent those congregations at district and Synod conventions.

Recommendation #5: Allow Commissioned Ministers to Serve as Voting Delegates at District Conventions

The Task Force recommends that every member congregation, regardless of size, shall be entitled to at least two voting representatives at district conventions. One of the voting delegates shall be a lay member of the congregation. The other voting delegate ordinarily (but not necessarily) will be a called pastor of the congregation, but also could be any associate member of Synod who is a member of the congregation from which he or she is chosen. (See Recommendation #2 and Appendix 1, Page 1.69)

- ◇ The recommendation has been modified in the past few months from the one which was originally developed by the Task Force and maintained during the past two years. In the original proposal, the two votes from a congregation were to be a pastor and *either* a layperson or a commissioned minister. This representation was fraught with problems and was the basis for the most concern by LEA. We appreciate the different direction taken by the Task Force, presumably in response to concerns expressed by LEA and by others throughout the districts.
- ◇ The new recommendation places the commissioned minister in the same category as clergy for the purpose of voting. An advantage of this approach is keeping together those who share functions of the public ministry. There will undoubtedly be opposition to the idea that pastors no longer have the exclusive right to voting from this category. Of some concern to LEA is also the unlikelihood that when given the opportunity for a congregation to choose between a pastor or commissioned minister to represent them as an “associate member”, the commissioned minister would be selected for such a responsibility. There would likely be very few commissioned ministers selected to represent congregations at district conventions or to represent districts at Synodical conventions under the new model.
- ◇ LEA would prefer to see the inclusion of a third category of voting delegates that would ensure a certain number of commissioned ministers who have votes at both District and Synodical conventions. A plan similar to the one adopted by the Northern Illinois District needs to be considered and could be incorporated into many of the proposed structural changes. It would also eliminate the need for the rather awkward new designation of “associate member” which artificially places Minister of Religion – Ordained and Ministers of Religion – Commissioned in the same category only for the purpose of voting at conventions.

The above recommendations are only two of the twenty-one being proposed by the Task Force. All deserve attention. Please consider being involved by acting on the following suggestions:

- ◇ Obtain the entire Task Force report from the LCMS web site at <http://www.lcms.org/pages/default.asp?NavID=13795>. It can be downloaded or read online. Familiarize yourself with what the Task Force is recommending and decide if you agree with those recommendations or would like to see different options.

(Continued from page 13)

- ◇ Find out who has been (or will be) involved in any of the nine regional discussions taking place December through February (the district education executive will be able to help with this). A list of the dates and locations of those meetings can be found on the Task Force web page.
- ◇ Know the names of those commissioned ministers representing your district at the LCMS convention next summer.
- ◇ Share with anyone who will be involved with the Convention what you think about the recommendations and suggest any alternatives that you feel would be better.
- ◇ Stay abreast of the developments leading to, and during, the convention.
- ◇ Pray for God's guidance in the entire process of considering changes for LCMS structure and governance.

Email from Dan Dockery, Trinity, Traverse City, to Bruce Braun

Bruce,

I am forwarding a letter from one of our parents. He is a high school physics, calculus, and biology teacher and his wife is our new admissions director. (She is a Trinity alumna.) They have two children in our school, are a non-member family, and deeply involved in their church (Covenant).

Although it is a beautiful letter, the third and fourth paragraphs are the ones that I really wanted to share with you.

Dan,

I had been working my tail off all week and barely found the energy to get myself to the Christmas Concert, and while I knew it would be nice to be there and watch my Hannah do her part, I didn't expect what I got to experience.

I work with so many kids in the public school who have no concept of God. There is a spirit of depression that hangs about so many of them, and I am so limited in how I can approach them and what I can and can't say. Let's just say the public school has a big emptiness in it where God used to be.

Anyway, as I sat and watched the program, I wasn't even aware I was becoming that emotional and I noticed there were tears streaming down my cheeks. What you all do at Trinity is so beautiful. I don't know how to exactly describe what moved me, but it had to do with feeling the blessing of God on so many young lives. I felt so fortunate that my daughters get to be blessed in your school every day. I could see how hard the kids had worked and I was so impressed with the play and the job that those kids did. It was a very entertaining and very moving program.

The program wasn't what made me tear up though. It was the beautiful thing that you people do every day in that school. Sharing God's love and teaching the truth to all those youngsters. So, later that night I confessed to my wife that I had been crying during the program. She then told me that she had been crying too. And then I realized there are probably a lot of people feeling that way.

I write this mainly because I know how tough teaching can be and how the hectic pace of everything can make us feel. We feel like we are missing the opportunities and not reaching our potential and we notice how nothing ever works quite as good as we planned it and the kids never get what we are teaching quite as good as we hoped. And I know how the kids daily, incessant needs wear on the patience and at times gets us to perform just below our potential.

Preventable Claims

OMG! Email Can Be Dangerous

By Janet Willen

Emails are great time and money savers, except when they're not. And when they're not, they can trigger a lawsuit, boost legal expenses, and threaten an institution's reputation.

- In an email in 2000, Edward Scolnick, a physician and former president of Merck Research Labs, acknowledged that cardiovascular links to the prescription painkiller Vioxx were "clearly there." In a later email, he said he was "in minor agony" with worry. However, the company publicly denied any connection between the drug and heart attacks until 2004, when it removed Vioxx from the market. Scolnick's messages helped to sway a Texas jury, which awarded more than \$250 million to the widow of a man who used the drug. Merck won some subsequent trials but lost many more, usually for millions of dollars.

A Word from UE Institutions need to repeatedly remind employees of the golden rule of email: *Do not write anything in an email that you would not want to be viewed by your boss, your family, or the readers of a major newspaper.* This seemingly obvious rule is easy to forget because of the speed and convenience of email. Yet, hundreds, if not thousands, of lawsuits could have been prevented if employees followed the rule consistently. By: D. Frank Vinik, Senior Risk Counsel, United Educators

- Laura Zubulake, an institutional equities trader at the financial services firm then called UBS Warburg, sued her former employer for gender discrimination and retaliation after it dismissed her. Much of the case turned on the recovery of archived emails. Zubulake was convinced that her former supervisor's email messages contained evidence of gender bias, but the company initially turned over only about 100 documents. She demanded that the company go through backup tapes and archived documents, and the judge ordered the company to pay most of the costs for the search and restoration. The evidence included one note to a human resources specialist that said Zubulake should be fired "ASAP" so she would not be eligible for year-end bonuses. Zubulake established that the company had not delivered all relevant documents and that other implicating emails had been deleted. The judge agreed and advised the jury that they should assume that the documents the company failed to retain were adverse to their case. The jury awarded the \$29.3 million.

Educational institutions, too, have felt the effects of dangerous emails.

- A faculty member sued her educational institution after the terms of her buyout for a financial infraction were inadvertently sent by email to all faculty and staff.
- An employee sued his college after it fired him for inadvertently sending his department an email that contained a sentence that appeared to be a physical threat. He maintained that he was misunderstood and that the termination was in retaliation for a complaint he made about risk management practices.
- An instructor sued his university for failing to follow through on what he claimed was an agreement to consider him for a tenure-track position. He alleged that he took a job as an adjunct because the department head said in an email that if he accepted that job, he would be in line for a tenure-track position the next term.

The settlements for these cases, which involved UE members, did not reach the monetary levels of many private corporation lawsuits, but they were costly and time-consuming to defend. They were also preventable.

Employees often treat emails as if they were conversations at the water cooler and not written documents that can be used as evidence. In a lawsuit, any email can be called into evidence, whether it was sent from the educational institution's account or another account using the school's computer equipment. Faculty and staff may think that what they write on their personal accounts is confidential, but a court may not. They may also think what they write is ephemeral, lost somewhere in the ether, but electronic messages are usually recoverable and come with a time and date attached.

In a lawsuit, a party may have no choice but to deliver many years' worth of email files, which amounts to reams and reams of paper. After the trial *Qualcomm Inc. v. Broadcom Corp.*, for example, the court retained jurisdiction over certain outstanding matters. When Qualcomm located some additional potentially relevant emails in the files of 21 employees, the judge made the company turn them over. They amounted to 46,000 emails – 300,000 pieces of paper – which lawyers had to weed through. In some cases, lawyers can pore through many more files and many more printouts. A case that may have involved 300,000 pieces of paper 20 years ago may not contain 100 or even 1,000 times as many, said Ken Withers, director of judicial education at the think tank Sedona Conference, in a radio interview with Ari Shapiro of NPR.

Out of that volume a lawyer may find a smoking-gun message that blinds a jury to any other facts, as happened with USB Warburg and Merck. Email may seem hard to control, but educational institutions have to educate employees and take control to protect themselves from liability. A written email policy, which the university, college or school reiterated in email training, can help limit the risk that damaging messages will go out.

The written policy should make clear that the email system belongs to the educational institution and that the administration can read any emails sent or received on its computers. Courts have ruled that employers have the right to see how their property is being used.

Here are some tips on what to tell your faculty and staff:

- Tell them not to do anything with a keyboard, mouse, computer, cell phone, or pda that they would not want an administrator to see.
- Even more, tell them not to send anything by email that they would not want to be made public. In fact, in some states, email sent from public institutions may fall under the open-records laws. Remind faculty and staff that confidential information belongs in a letter or phone call. People tend to give more thought to what they say in a letter, and the spoken word is harder to verify in a court of law.
- Advise faculty and staff to respond to every point in an email. A court may interpret a non-response as acceptance. For example, if someone says, "I appreciate your offer to consider me for the job and am attaching the interesting article we discussed at the conference," do not just reply with thanks for the article. Let the writer know that you said you would review his or her resume only and then will decide whether to make a job offer.
- Alert them to the outcomes of court cases based on damaging emails. A vivid example can demonstrate the potential danger of a seemingly casual comment.
- Tell them to save the jokes for home. They should not forward jokes from the educational institution's computer, even on their personal account. The joke will remain on the institution's hard drive, and it won't seem so funny if it becomes evidence in a harassment case.
- Advise faculty and staff to fill in the "To" line last on outgoing mail and double check both the name and the message before they hit "send." Some programs have an automatic feature that completes a name after just a few letters have been typed. The convenience can

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become a problem if the writer hits “send” before verifying that the address he or she wants is the address that is inserted. Extra caution is necessary before clicking on “reply all.” Faculty and staff should draft their note first in another file, such as in a blank email, and then paste it into the reply file. Then they should make sure that all the recipients are appropriate before they send the message on its way.

- Tell them to read and reread their notes before they hit “send.” Recipients often misinterpret humor, sarcasm and nuance. While some people think all caps means emphasis, it may convey anger to someone else.

Emails are quick and convenient, but they are not private. When staff and faculty understand that, your campus will be on its way to controlling the notes they send.



ACHIEVE THE BEST POSSIBLE PRICES FROM OFFICE DEPOT

Group Purchasing Agreement (GPA) is a program The Lutheran Church - Missouri Synod offers all churches, schools, and affiliated organizations. For 20 years, the GPA has offered substantial discounts on equipment, supplies, and services by combining the purchasing power of our 8,000+ organizations.

While many have saved 25 to 35 percent annually by purchasing from Office Depot through GPA, it is important to know how to achieve the best possible prices.

“Our retail stores have daily and weekly specials they run on certain items throughout the year,” explains Todd Hinderliter, Office Depot account manager for GPA. “Although these items could be less than the GPA price, the GPA program is designed to have the discounted price locked in for an entire year – extending the discount to you over a longer period of time.”

Hinderliter has covered the LCMS account for a number of years and is committed to helping LCMS churches, schools and organizations achieve the best customer service and lowest price nationally.

“There are two things you can do to ensure you receive the lowest available price when making purchases in the store,” said Hinderliter.

1. Use an SPC (Store Purchasing Card) for in-store purchases. By using the SPC card, you’re assured the lower of the two prices available – either GPA price or the in-store sale price. Applications for the Store Purchasing Card are available online at www.lcms.org/gpa. Click Product Discounts, Office Depot. The application can be emailed to todd.hinderliter@officedepot.com or faxed to 636-230-8497.
2. If the items you commonly purchase aren’t coming up on your account as the “Best Value,” then they can be added to the contract by emailing Hinderliter.

While GPA strives to negotiate the lowest possible prices as a priority on every contract, there are many other factors. High quality products and services, the ability to offer discounts on a national level, and excellent customer service are three other main factors. “The more LCMS churches, schools and organizations that use the program, the better prices we can negotiate,” explains Mike Magee, di-

rector of GPA. “While pricing is important, it doesn’t hurt to have the power of the Synod’s national account backing you up on a larger purchase, either.”

One great way you can be aware of additional discounts is to sign up for GPA’s e-news. Visit www.lcms.org/enews. Click: Newsletter Options, News Group Purchasing Agreement. An e-news subscription offers program updates and special offers.

GPA actively seeks new contracts and is always looking to grow. If you have a need that can be supported nationally, or have questions about the program, contact Mike Magee at mike.magee@lcms.org or call 800-248-1930 ext. #2300.

New School Year...New IDEAS

The Michigan District LCMS Funding Academy, held last June, in Frankenmuth, was an amazing workshop. I am so grateful that Rev. Mark Whittaker and two teachers Kim DuBois and Kelly Wisser were willing to accompany me for the three days of vigorous training, because each of us came away with a different focus of how to market our school and church. Here are the five ideas that we adopted and successfully implemented at the beginning of the school year.

IDEA #1 “Welcome Home”

With Michigan facing challenges in its economy, people need to have an anchor, a safe harbor where they can be nurtured and receive the hope that only God can give them through Jesus Christ. To most people, “Home” suggests a family with open arms and a loving, listening heart.

“Home” paints a picture of friends and family with hands willing to offer help and support in very uncertain, economic times.

To introduce this concept we developed a ten month plan uniting the church and school under one theme “Welcome Home.” Banners reflecting this theme were created and displayed in the sanctuary. Each month’s theme, supported by a corresponding Bible verse, appears on letterhead, calendars, and newsletters.

Sept. “Welcome Home With Jesus”	Jan. “Welcome Home and Warm Your Heart”.
Oct. “Welcome Home, Disciples of Christ”	Feb. “Welcome Home, Friends and Family
Nov. “Welcome Home, All Saints”	Mar. “Welcome Home, Hand in Hand to the Cross”
Dec. “Welcome Home, for Christmas”	April “Welcome Home, To the Garden.”
	May/June “Welcome Home and Celebrate”

To support the theme “Welcome Home,” we also created a card ministry. Parents and staff gathered for an evening of fellowship to create beautiful, hand made cards for families who may be experiencing joys or hardships. It was our way of letting them know that the Trinity Family cares.

IDEA #2 Admissions Policy

Although it was highly recommended that Lutheran schools hire an Admissions Counselor, we knew

that our “bare bones” budget would not allow for this position. To remedy this, we created new enrollment procedures; we identified and trained parents (who understand the mission and ministry of the school) to welcome visitors and lead tours. We made welcome signs to display when new families visit. We also fine-tuned our enrollment procedures to include a script to be used as a guide for staff in answering questions about enrollment. We educated our students in the finesse of being welcoming and respectful especially when visitors are in the building. Under this plan, the principal, when available, still has the opportunity, to conduct interviews, lead tours, and make follow-up calls. With our new procedures in place, we now have added the component of trusted, well trained parents and staff who are representing Trinity in the best way possible.

IDEA #3 Pastor Appreciation Day

Another idea we were able to implement was based on this tenet: “Make every school event an Open House!” We created a special open house in the form of a “Pastor Appreciation Chapel Service.” What better way to engage the community than to invite the spiritual leaders of various churches to one of our chapel services. We wanted the pastors to be aware of the awesome privilege our students have to worship each week and to experience the excitement of chapel services. Held in October, invitations were sent out to the pastors of several churches. We began the day with a continental breakfast served by our parent association, in the school gym. This was followed by classroom visits. The students then accompanied the pastors into the sanctuary where they were treated to a very lively student led service. The high point of the service was the hilarious eye-opening DVD presentation of our kindergarteners telling what they thought their pastors did each week. Finally, each pastor was introduced and thanked for his/her ministry to the community and presented with a book of Advent Devotions. All ten pastors asked us to do this again next year and we will gladly accommodate them.

IDEA #4 STEM (Science, Technology, Engineering, and Math.) and Chess

Trinity has infused its curriculum with science, technology, engineering and mathematics with its STEM Program. In addition to traditional science, mathematics and technology classes, students in grades 5-8 meet three times a week for a STEM class. By adding the STEM class, students have the opportunity to work on mathematics and science objectives at a deeper level. Students have the time to predict outcomes, reflect on their work, and write a culminating paper describing what they have learned.

One activity the 7th and 8th grade students undertook was the creation and launching of tissue paper hot air balloons. To accomplish this, students had to research hot air balloons, design a template for their balloon, make a balloon from tissue paper, wire and glue, and then launch their balloon. Similarly, the 5th and 6th grade students created boats out of aluminum foil. Using trial and error, they designed boats that would hold the most pennies. Later this semester the students will create and race pinewood derby cars for the culminating activity of their “Energy Unit.” Students have spent the last few weeks studying energy transformations and will now explore how Potential Energy can be transformed into Kinetic Energy.

We also introduced Chess to our students in grades 2-8. This is not an after school Chess Club, but rather an integral part of our math curriculum that teaches analytical thinking. The result has been very positive, as students who already were acquainted with the game, volunteered for peer teaching. A Chess competition will be held this spring.

IDEA #5 *Six Traits of Writing*

We fine tuned our Language Arts Curriculum. As educators we know the value of good communication skills through writing and speaking. After researching various resources we chose the series “*Six Traits of Writing*” for our students in grades 1-8. This resource focuses on the following six traits: Ideas, Organization, Word Choice, Sentence Fluency, and Voice. We have seen a tremendous improvement in writing skills. Students actually look forward to each week’s new lesson which culmi-

nates with an essay on Friday. We also integrated a classical approach to language by teaching Latin to our students in grades 5-8, and by exposing them to classic literature.

Implementing new ideas has energized our staff, generated cross-curricular planning, and brought rave reviews from parents. I would like to think of our staff as creative, Christian entrepreneurs, with God as our CEO, guided by the Holy Spirit to incorporate fresh ideas that will market our church and school for the purpose of bringing souls to Jesus Christ. This is only the beginning. There is a whole notebook full of Funding Academy Ideas that we haven't tapped into... YET!

Deanna Hindenach
Principal of Trinity Lutheran School, Paw Paw

Making A Difference With A Rain Garden

After observing a waterfall pouring off the roof of St. Peter's Lutheran School in Big Rapids, 5th/6th grade teacher, Karen Bailey, began dreaming of constructing a rain garden in the church courtyard to prevent water from flowing directly into the Muskegon River through a storm drain.

For many years the 5th/6th grade classes have adopted a local stream and monitored its water quality. Constructing a rain garden would be another opportunity for the students to have a positive impact on the Muskegon River. A rain garden planted with deep rooted native Michigan plants is able to absorb and filter rainwater that would otherwise dump contaminated, warmed water into the river. This storm water can also cause erosion and flooding. In addition, a rain garden could be used as an outdoor classroom that would require very little maintenance because the native plants do not need to be watered or fertilized.



Terry Stilson, the program coordinator for the Muskegon River Watershed Assembly, was the knowledgeable, "we can do this" partner that lead the way through the rain garden project. Mrs. Bailey's students began research to determine if the courtyard could support a rain garden. Rain garden construction plans were studied and plans for their own garden were drawn up.

A student rain garden committee met with St. Peter's trustees seeking permission to turn the courtyard lawn into a rain garden. Mrs. Stilson wrote and received grants from the Consumers Energy Foundation and the Wildflower Association of Michigan, the Wege Foundation provided a matching grant, and a St. Peter's layperson gave a generous donation which allowed a brick path to be constructed within the rain garden.



Plans for fall 2009 construction began. New Horizon Landscaping removed the sod and created a bowl shape in the 1,900 square foot courtyard. The crew also constructed a brick pathway within the garden to allow for easy access.

The students hauled composted soil to the garden by the wheelbarrow load and spread it generously

across the courtyard with the assistance of several dads and one dad's tractor. Planting 1,100 native Michigan plants followed. About 90 bags of mulch were then spread, completing the garden.



The 5th/6th grade students worked with incredible dedication, teamwork and tenacity. They were bursting with pride at their accomplishments. They had helped to construct a beautiful outdoor classroom for the school and community and they had positively impacted “their” Muskegon River.

This project has been one of the biggest highlights of Mrs. Bailey’s career. Her students have demonstrated good stewardship of God’s creation and gained a new level of understanding of how they can make a difference in the environment of their community and beyond.

January 15, 2010 Update on the Rain Garden (email from Karen Bailey):...We now have a bench in the garden and our sign just came today that will be placed in the garden as well. We will have markers to tell what kind of plant is growing in each section.

I’m very excited about how this could be used as an outdoor classroom. Not only to educate about how we can positively impact the water in our watershed but we should also be able to observe a variety of butterflies and watch the whole life cycle beginning with the caterpillar because of the kinds of plants we have chosen.



Schools Making Progress in TECHNOLOGY

Great strides have been taken this year in our Lutheran High Schools towards becoming schools of the 21st Century. A major computer upgrade was completed across the LHSA, labs were rewired, switches added, and servers upgraded. Band width was tripled at each of the schools to incorporate a major web based program known as PowerSchool for administrative purposes including online parental communication and daily follow-up on student academic progress. “Moodle” with its robust online capability for assignments, lectures and other applications is now in use at each LHS. Each LHS has added smart board technology, particularly with portable smart boards known as “Mimeos.” Such 21st Century technological methodology using web based resources is rapidly modifying the delivery of content with increased rigor and effectiveness. Portions of each school have upgraded wireless capability for student and parent access with the goal of student owned “notebooks” and other “smart phone” technology as delivery components in the 2010-2011 Academic Year. Yet, most exciting from the Superintendent’s perspective is the faculty’s willingness and eagerness to embrace the new technology to enhance student learning. In the end it is not the hardware and software that makes the difference, but the appropriate use and application by those leading the learning process that is the key to student learning. Look for more exciting developments in the years to come as the Lutheran High Schools become 21st Century Schools as evidenced by technology.

Lutheran North's journalism class is using technology to increase its readership and expand its coverage. "From its existence the North Star has been published on paper. Beginning this year we are expanding the North Star galaxy by using Twitter and the North Star blog," stated North Star advisor John Brandt.

Don't have time to pick up a paper? Get all the latest information on the Lutheran North community and breaking sports stories on the North Star Blog. (northstarlhn.blogspot.com)

Don't have time to read all the blog stories? Get quicker, to the second updates, by following North Star Twitter. (twitter.com/lhnNorthStar)

Don't like to read? No problem. With North Star Radio and Video feed, the news is all right there to be watched and heard.

"A blog gives us the capability to update quickly and to have more stories that are time-sensitive," stated Jake Suszko, the North Star blog editor. Videos featured on the blog will include sideline coverage of sporting events as well as human-interest stories. "It's a way for students and teachers to be involved. It's more exciting than just a paper," said Tyler Laperriere, North Star video czar.

Brandt is one of many Lutheran North teachers utilizing the online resource, Moodle. "Because there is so much writing, collaborating and editing of stories we needed a place where students could access this information. This technological repository is perfect. We use the wiki feature so students can write, edit and share stories. Not only has it simplified the collaboration process but it's also much more effective." stated Brandt.

Twitter is a popular website among teens, and now the North Star is giving the Lutheran North community the choice of seeing updates quickly. "It is easily accessible and a way teenagers like to communicate. It also helps college students stay in touch," said Suszko. By following the tweets, any students, teachers, parents, or alumni can see quickly what is going on at LHN.

It may sound like an overcooked Italian delicacy, but Moodle is actually one of the latest technology resources that the Lutheran North faculty and students are experiencing this school year. Moodle is a content management system that holds various types of information on the internet. One advantage to using Moodle is that students and faculty have constant access to this content. Another advantage is that it's free.

Lutheran North teachers have been using Moodle this year in a variety of ways to enhance student learning. "Moodle is like Blackboard or WebCT but it's free and has so many features," stated math and computer teacher Tim Hardy. "I use it mostly for math based projects. Students can create content for multiple audiences and turn them in digitally. In my programming class I use it like an online course. Students learn at their own pace and complete projects at different times based on their skill level," added Hardy.

Another benefit Moodle proffers is that assignments can be turned in online. Assignments can be submitted in digital format and kept in a central location easily accessible for students and teachers.

Spanish teacher, Lauren Schaidt, uses the forum option in Moodle. Students post online discussions on course-related material and topics. "I have had students turn in papers through Moodle and then respond to each other's paper," stated Schaidt. This reflective activity occurs outside the classroom, freeing up class time for further learning.

Hardy also utilizes technology that students already use and understand to enhance learning. He's currently exploring uses for the iPod Touch. "I'm just looking at applications right now. There are

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lots of apps that can be used to replace tools students use every day: dictionary, thesaurus, calculator, graphing calculator, constitution, literature and the periodic table of elements.”

Hardy emphasizes that using cool technology in the classroom is not the ultimate purpose. “Engaging students is nice but the goal is that the technology becomes a tool in the learning process not the focus of the learning itself,” stated Hardy.

“Yes, You Can Afford Television Advertising”

Dan Dockery, Trinity-Traverse City

“Advertising on television is one of the most effective ways to reach your target audience. Many small businesses don’t even think about advertising on television because they feel it is too expensive.” [Joe Love and JLM & Associates, Inc.] This is a primer on Trinity’s experience over the past three year.

COPY AND PRODUCTION: For a 30 second ad, you have a maximum of 72 words to tell your story. In writing your copy, focus on your mission in action words that have a visual image that the mind connects with the words. After writing your copy, have the production team critique the copy, but remember, it is your ad. Viewers relate to “people shots,” so focus on involving your children and mission in the shots. Don’t focus on bricks and mortar.

If you do not have a commercial production company in your area, your local television station will produce a 30 second spot for \$300-\$600 or \$150 an hour. We contracted with a local agency who shoots national commercials (Pepsi, Concordia-Ann Arbor, Valpo, etc.) because they sent their children to our school. Their normal production cost would be \$3500 for 30 seconds and we paid \$1000.

Prior to production, you will need to (1) share your vision with the company, (2) finalize your copy, (3) obtain signed releases from students and staff, and (4) find the “Voice”. I chose to hire a soft, reassuring voice who normally charges \$500 per shoot for \$100 as opposed to using a congregational member. Your 30 second ad is 28 seconds long with two seconds of static ID at the end.

Call to Action: Depending on your goal, some research indicates that you need to have a “Call to Action” which motivates people to respond. A Call to Action might be “Enrolling Students Now for Fall Classes,” “Fifty percent tuition reduction for enrolling first year students,” etc. These “creep” across the bottom of the screen and can be inserted or removed easily for a fee. I used it in our Christmas commercial to invite the community to attend our Christmas services.

COST TO AIR: If you use your cable company which is considerably cheaper, you can pick your demographic group and time slots. The cable company has all of that data. I ran 338 spots between 6AM and Midnight on HGTV, Family, Lifetime, Nick, Fox, CNN, Animal Planet, EPSN, Discovery, TLC for \$1200. (Downside: Cable reaches only 45% of home in most areas.) On another ad, I chose to run them during the “Young Mom’s” hours (2PM-5PM) on NBC (*The Doctors*, *Dr. Phil*, and *Oprah*) and during the pre-*Today* local news programming. The Traverse City media market covers the largest geographical area east of the Mississippi so it did blanket more than what I needed.) The deal I negotiated was 30 spots between 5:30-7:00AM and 20 spots during the afternoon hours for \$1600.

I will try and work with Bruce to have all of our spots available to you online. However, you can view one of our spots at <http://www.tctrinity.org/trinityschool/index.html> on the School Tab under “Trinity School Video.” This was an edit of various shoots and some taken in an empty classroom during the summer. To get the full impact, view it once and then minimize the ad or close your eyes and listen just to the audio. Note: The audio has to match the visual and vice versa.

DOES IT WORK?: Over the past two years, the public schools have experienced a loss of 20%+ in enrollment due to people moving and we have increased or maintained our numbers.

.....
As a new school Principal, Mr. Mitchell was checking over his school on the first day. Passing the stockroom, he was startled to see the door wide open and teachers bustling in and out, carrying off books and supplies in preparation for the arrival of students the next day.

The school where he had been a Principal the previous year had used a check-out system only slightly less elaborate than that at Fort Knox.

Cautiously, he asked the school’s long time Custodian, “Do you think it’s wise to keep the stock room unlocked and to let the teachers take things without requisitions?”

The Custodian looked at him gravely. “We trust them with the children, don’t we?”
.....

M-A-N-S Public Policy Day

March 25, 2010

M-A-N-S will host a Public Policy Day on Thursday, March 25th at 9:30 a.m.—4:00 p.m. at the Michigan Catholic Conference in Lansing.

Michelle Doyle, formerly with the U.S. Department of Education Office for Non-public Schools and the United States Conference of Catholic Bishops will address the results of the recent Federal Program Participation Survey completed by MANS members. Michelle currently is an education consultant working with the University of Notre Dame Alliance for Catholic Education (ACE) which developed the survey and tabulated the results.

Representatives of the Michigan Department of Education will also join us to discuss the Title Program administration, field services and other areas of great interest to MANS members.

Other issues involving state and federal law and policies will be addressed, making this a ‘**must attend**’ day for both experienced and new school administrators.

Further details and registration information will be sent to the school administrators soon.

Grace Lutheran School

Admissions Counselor Evaluation

Name: _____

Date: _____

• Activity Focused on Building Relationships

Describe, detail and evaluate the effectiveness of the Admissions Counselor's efforts at making contact and building relationships with the following constituencies:

- * Prospective new families
- * Community groups
- * Media outlets
- * Feeder schools and preschools
- * Other Christian churches
- * Internal groups, i.e. faculty, staff, PTL, Booster Club, existing families

• Events

Describe, detail and evaluate the effectiveness of the events the Admissions Counselor has helped create, improve, lead or support that have enhanced Grace Lutheran School's reputation, visibility and marketing both internally and externally. These events may include but not be limited to:

- * Community events, i.e. carnivals, car shows
- * School events: Grandparents and Special Friends day, charity auction
- * Marketing events: Open Houses, Pastors' Luncheon

• Community Presence

Describe, detail and evaluate the effectiveness of the efforts by the Admissions Counselor to establish a community presence for Grace Lutheran School that enhanced and increased the school's visibility and reputation in the community. This might include but not be limited to:

- * Relationships with and exposure via media outlets, including television, radio and newspapers
- * Maintaining and enhancing a presence for the school on the Internet
- * Participation in community events including Private School Expos, arts and music festivals, education fairs, etc.

Admissions Counselor Signature: _____ **Date:** _____

Principal Signature: _____ **Date:** _____



Happy.



Admissions & Enrollment	Financial Aid Assessment	Agreement & Tuition Management
Keep track of prospects throughout the entire admissions and enrollment process. Brand online and paper forms to your school and let us handle family follow up.	Financial aid tailored to your specific economic environment. Full auditing, contact history, document management and superior support contribute to a product you can trust.	Import all student data from admissions and financial aid and build agreements with a mouse click. Credits/debits, school-wide billing and amendable contracts all with line-item detail.

A Commitment to Service

Service You Can Count On

TADS works for you. We provide a thorough, end-to-end service for your school's admissions enrollment, financial aid and tuition management/billing departments, rather than merely providing a tool with which you perform all the work.

We simplify the communication process. If we have questions for a family, we email, call or mail inquiries, documenting every contact through our system. If you or a family have questions, our in-house support staff is available immediately online, by phone or email.

We are professional partners you can trust. Your school can rely on TADS representatives to make all parent contact in a professional, friendly manner, extending your brand through our services. We understand that we are representing your school and we take great pride in our customer service.

Advanced Technology

Results and Efficiencies Through Technology

TADS offers our services at the speed of technology. We seek advances in all areas of our practice, constantly updating our processes for the mutual benefit of schools and families. We were the first in the industry to introduce an online financial aid application, instant web chat and document OCR for scanning all paper applications. We continue to innovate through our patent-pending agreement builder, document handling and MOSAIC, our upcoming integrated product offering.

Our new division, TADS Technology Group, provides technologies for schools, from enterprise-level email

(Continued from page 27)

and web hosting to taking your computer lab to the cloud with our cloud-computing initiative.

Innovation Through Discovery

Our System Continuously Evolves to Best Serve Your Needs

TADS is constantly engaged with schools to address their needs concerning student acquisition and administration: admissions, enrollment / re-enrollment, financial aid assessment, and agreement & tuition management. We respond when school personnel request an additional capability from our systems. Our development model entails observing school personnel perform their process, creating a prototype/working system that meets the base requirements of the target process and then refining that system while it is used on a small scale.

This working model is then used to create a dynamic, flexible system that many schools may use to manage their school processes. We constantly request feedback from both schools and parents so we can continually improve upon your processes. We create and manage systems so you can do what you do best – educate students.

FY 2010 Readiness and Emergency Management for Schools

The U.S. Department of Education's Office of Safe and Drug-Free Schools has recently released the FY 2010 Readiness and Emergency Management for Schools (REMS) grant application. The REMS program provides funds to Local Educational Agencies (LEAs), which are typically public school districts to establish an emergency management process that focuses on reviewing and strengthening emergency management plans, within the framework of the four phases of emergency management (Prevention-Mitigation, Preparedness, Response and Recovery).

The program also provides resources to LEAs to provide training for staff on emergency management procedures and requires that LEAs develop comprehensive all-hazards emergency management plans in collaboration with community partners including local law enforcement; public safety, public health and mental health agencies; and local government.

Please check with your local emergency manager or local school district to find out whether there is intent to participate in this grant. If so, request for your non-public school to be included. Know that the application submission deadline is February 26, 2010. Funds may be requested for up to 24 months.

The estimated average size of the awards are as follows: \$150,000 for a small-size LEA (1-20 education facilities), \$300,000 for a medium-size LEA (21-75 education facilities) and \$600,000 for a large-size LEA (76 or more education facilities).

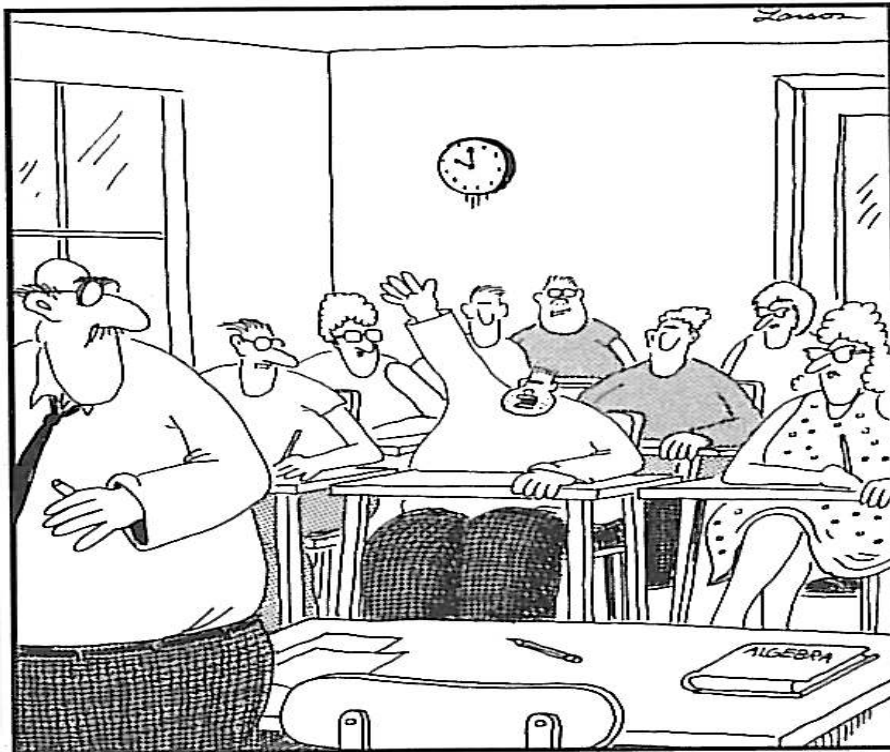
NEW COMMUNICABLE DISEASE RULES 2010—2011 SCHOOL YEAR

Beginning January 1, 2010 the following requirements will be in effect:

- Required for all children entering kindergarten, all 6th grade students and all children changing school districts:
 - * TWO DOSES OF VARICELLA (Var) VACCINE OR HISTORY OF CHICKENPOX DISEASE

- Required for all children 11—18 years of age who are changing school districts or who are enrolled in 6th grade:
 - * ONE DOSE OF MENINGOCOCCAL (MCV4 or MPSV4) VACCINE
 - * ONE DOSE OF TETANUS/DIPHTHERIA/ACELLULAR PERTUSSIS (Tdap) VACCINE (IF 5 YEARS HAVE PASSED SINCE LAST DOSE OF TETANUS/DIPHTHERIA VACCINE—DTaP, Td or DT)

- For more information contact:
 - * Your health care provider
 - * Your local health department
 - * Michigan Department of Community Health · Www.michigan.gov/immunize
 - * Centers for Disease Control (CDC) · www.cdc.gov/vaccines
 - * Vaccine Education Center · www.chop.edu/vaccine
 - * Vaccines for Children program · www.cdc.gov/vaccines/programs/vfc



“Mr. Osborne, may I be excused? My brain is full.”

Lights, Camera, Action!

A hush fell over the crowd as the curtains slid open to reveal a parent in a tree costume. The first and second grade teachers' voices rang out, "Chicka, Chicka, Boom, Boom. Will there be enough room?" as the children, holding letter signs, danced and pranced onto the stage. The annual Trinity Lutheran School Variety Show had begun.

This year, in addition to individual acts, the variety show committee strongly encouraged each teacher to have their class do a group skit or song. The classes presented a variety of fun skits and songs. Each teacher was responsible for scheduling time for their class acts to practice, and the music teacher was available to help the students practice during their class music time.

The BIG hit of the show was the staff's act. The staff had not participated in any of the rehearsals in order to keep the details of our act a secret until the finale of the show. This required finding stolen moments to practice before and after school but it was well worth it to see our students faces light up when they saw all of us on stage. Last year's staff rendition of the dance "Thriller" set the bar pretty high. The students talked about that for weeks afterward. This year, we did a dance to the song "Carwash." It was complete with our science teacher in a cutout car, our principal and secretary doing the sprinkler dance, and several other teachers waving brooms, snapping towels, or brandishing silly string.

After the laughter, hooting, hollering, and clapping resided, ice cream was served to all. What a great way to end an enjoyable evening, with our school "family" members standing around, talking and sharing their favorite moments of the show.

Variety Show Outline

1. Determine Date (get dates for Try Outs, practices, Dress Rehearsal and Show on the calendar)
2. Try Outs
 - a. Note to students about Try Outs
 - acts
 - MC
 - stage crew (mics, lights, curtain, props)
 - b. Hold Try Outs
 - c. Notify students (Did they make the cut? Yes or No)
3. Practices/ Dress Rehearsal
 - a. Note to students (parents)/teachers about dates and times
 - b. Contact sound crew and janitors with dates
4. Programs
 - a. Collect information about acts
 - b. Produce programs
 - c. Individuals to pass out programs
5. Publicity
 - a. Posters for school hallways
 - b. Notice for school newspaper
 - c. Remind teachers to put information in Friday notes
6. Decorations (Could use a theme)
 - a. Set up/ decorate
 - b. Clean up crew
7. Photographer? (During dress rehearsal?)
8. Food? (Ice cream, cookies?)
9. Show Day - Set out reserved signs where needed

VARIETY SHOW NOTES (2009):

1. Variety show participation was open to any student from 4th -8th grade. Individual and small group acts needed to try out. Our criteria for inclusion in the show included:
 - A. In good taste (both the content and the costumes)
 - B. One to four minutes in length (a suggestion not an absolute rule)
 - C. Well prepared (Judges needed to be able to tell that this was, or would be with a little more practice, an appropriate act)
2. We strongly encouraged (twisted arms of?) each teacher in the lower grades to have their class do a group skit/song. The committee gave them ideas if they didn't have any of their own.
3. Each teacher was responsible for scheduling time for their class acts to practice, however, the music teacher was available to help the students practice during their class music time.
4. We scheduled one afterschool practice for:
 - A. individual and small group acts
 - B. sound, light, and stage crew
 - C. MCs (we had two 8th grade girls)
 - D. (Note: we did not require the lower grade classroom acts to be at this practice)
5. We had one dress rehearsal that included everyone. This was held during the afternoon on the day before the show. We invited the school's preschool children, and any parents or grandparents that wanted to come.
6. The BIG hit of the show night was the staff's act. This year we did a skit/dance to the song CAR-WASH. (Two years ago the staff did THRILLER). This involved stolen moments to practice before and after school but it was well worth it to see our students faces light up when they saw all of us on stage. (The staff did not participate in the dress rehearsal but kept the details of our dance a secret until the finale of the show).
7. The following week we planned a school wide assembly to teach all of the students the dance (each grade had to learn their teacher's part). It was a HUGE hit for everyone!
8. This year for the first time we served refreshments (ice cream) after the show. This was a great way to end the evening with students, parents, teachers, and other guests all standing around talking.
9. We did not have an official photographer; that is something that we want to consider for next year.

Bethlehem Lutheran Scores Big in Health



Former Detroit Lion helps school celebrate top honor in state for healthy eating and physical activity.

Saginaw, Michigan—January 29, 2010—Bethlehem Lutheran students roared with excitement Friday as former Detroit Lions All-Pro defensive tackle Luther Ellis and the Lion's mascot, Roary, entered their gym. The celebrity guests of honor were part of an awards assembly held to celebrate the school's distinction as top scoring

2009 Michigan Fuel Up to Play 60 School. Teamed up with a winning game plan, Bethlehem Lutheran students joined the nationwide Fuel Up to Play 60 competition last fall. They logged on and

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tracked healthy eating and physical activity minutes to earn points toward their fuel-o-meter. They earned enough points to make them not only the number one school in Michigan but the fifth in the nation as well. "Fuel up to Play 60 has really motivated the entire student body and staff to eat healthier and be more active," said Mrs. Duclos, Physical Education teacher. "It is exciting to watch the students take their health into their own hands and make a positive lifestyle change!"



Based on the 2005 Dietary Guidelines for Americans, the program empowers students in grades 4-10 to engage their peers to "fuel up" with nutrient-rich foods they often lack—such as low-fat and fat-free milk and milk products, fruits, vegetables and whole grains and "get up and play" with 60 minutes of daily physical activity. "We want young people to discover that healthy habits can be both fun and empowering," Sharon Toth says, registered dietitian and Director of School Nutrition Programs for the United Dairy Industry of Michigan, "while providing a great opportunity for students to take action in the fight against childhood obesity."

At the awards assembly, two-time Pro Bowler, Elliss, urged students to score big and reach the goal line by eating the right foods and becoming more active. Elliss and Lion's mascot, Roary, led students in fun physical activities; posed for pictures; and encouraged all to take a pledge to make healthy changes for themselves, their friends and their school. Rachel Felten, 8th grader, exclaimed "Fuel Up to Play 60 has helped me eat healthier, exercise more, and altogether, it has helped me to live a better, healthier life."



Important Dates

February 2010: Hearts for Jesus Project—Lutheran Malaria Initiative.

February 18-20, 2010: LEAD National Administrators Conference in New Orleans, LA

March 7-13, 2010: National Lutheran Schools Week: *Securing Each Child's Future-For a Life of Service*” based on 1Corinthians 12:5.

March 5-7, 2010: Michigan Lutheran Basketball Association State Invitational Tournament 2010
March 8-16: Iowa testing window

March 10-12, 2010: MACUL Conference at DeVos Place in Grand Rapids, MI.

March 13-14, 2010: Mi. Lutheran Basketball Assn. State Invitational Tournament 2010

March 25, 2010: M-A-N-S Public Policy Day—Thursday, 9:30 a.m.—4:00 p.m. at the Michigan Catholic Conference in Lansing

April 4, 2010: Celebration of our Savior’s resurrection!

May 15, 2010: NLSA annual reports due electronically to Mary Wagoner

& Creative Communication Planner orders due to Bob Hoch at St. Peter, Macomb

May 22, 2010: Regional Track Meets at Valley LHS, Saginaw; Lutheran North HS, Utica; & Monroe HS, Monroe.

June 5, 2010: State Track Meet at Monroe HS, Monroe

June 18-19: Early Childhood Leaders Institute, Marriott, Ypsilanti

July 10-17, 2010: LCMS Synodical Convention at the George R. Brown Convention Center in Houston, TX..

July 17-21, 2010: National Youth Gathering in New Orleans, LA “We Believe”.

August 3-5, 2010: Higgins Lake, Principal Conference (Note it is Tuesday-Thursday)

August 19, 2010: NW Early Childhood Conference at Good Shepherd, Saginaw

August 20, 2010: SE Early Childhood Conference at Trinity, Clinton Township

September 2010: Complete your Non-public School Membership Report (SM-4325)

September, October & November 2010: Complete your Non-public School Personnel Report, MANS assessment form and payment, and Portal/District/Synod statistics forms

Oct. 15, 2010: North and West Teachers Conference at Messiah, Bullock Creek.

Oct. 22, 2010: South and East Teachers Conference at Lutheran North High School, Macomb.

PERSON POWER REPORT for PRINCIPALS' CONFERENCE (August 2009 – January 31, 2010)

CALLING CONGREGATIONS:

Bay City, St. Paul (1st & 2nd Grade Teacher)
Bay City, Zion (Music Administrator)
Big Rapids (Middle Grade Teacher)
Brighton, Shepherd of Lakes (Kindergarten Teacher)
Clinton Township, Trinity (Director of Worship and Music)
Clinton Township, Trinity (Principal)
Dearborn, Guardian (5th-8th Grade Technology w/ Math or Science)
Eastpointe, St. Thomas (Principal)
Grand Rapids, Immanuel (Worship Director/Contemporary Music/Family Ministry)
Grand Rapids, Immanuel-St. James (1st Grade Teacher)
Hale, Loon Lake Lutheran Retreat Center (Executive Director)
Hale, Loon Lake Lutheran Retreat Center (Executive Director)
Holt, St. Matthew (Sonshine Learning Center)(Preschool Teacher)
Holt, St. Matthew (Holt Lutheran School) (Principal)
Holt, St. Matthew (Holt Lutheran School)(HS Science Teacher)
Jackson, Trinity (Preschool Teacher)
Jackson, Trinity (Preschool Director)
Lansing, Our Savior (3rd Grade Teacher)
Leslie, Grace (Preschool Director)
Midland, Messiah (Director of Kids and Youth)
Reed City, Trinity (Principal/Teacher)
Reese, Trinity (Child Care Director)
Rochester, St. John (Director of Sanctuary Worship)
Romeo, Grace (Preschool Director/Teacher)
Saginaw, Peace (1st-8th Classroom Music/School Choir)
Shelby Township, Shepherd's Gate (Children's Ministry Director)
St. Joseph, Trinity (Preschool Director/Teacher)
Walled Lake, St. Matthew (8th Grade Math & Science)

CALLS PENDING:

Bach, Elinor (Candidate) to Immanuel, Grand Rapids
McLoughlin, Mark (Lutheran High School Assoc., Detroit) to St. John, Rochester

CALLS ACCEPTED:

Abraham, Caleb (Concordia, Ann Arbor) to St. Peter, Hemlock
Choroba, Katherine (Non-Candidate) to Shepherd of the Lakes, Brighton
Erlenbeck, Jill (Colloquy) to St. Mark, Flint
Greer, Theresa (LSEM, Detroit) to St. Matthew, Westland
Hoelt, Terry (Candidate) to St. Paul, Royal Oak
Imlah, Peter (First, Charlotte) to Lutheran Church Charities Fund, Addison, IL
Kaschube, Elizabeth (West Shore, Muskegon) to St. Matthew, Spring Lake
Liefer, Kelly J. (Immanuel, Wentzville, MO) to St. Paul, Royal Oak
Lincoln, Cynthia (LSEM) to LSEM to serve at Grace, Winter Haven, FL
Machemer, Matthew (Concordia, Chicago) to Christ Our Savior, Livonia
Monroe, Kelly (Candidate) to St. John, Fraser
Moro, Martin (Detroit Urban, Detroit) to Concordia, Ann Arbor
Ott, Andrea (Concordia, Ann Arbor) to Peace, Saginaw
Smith, Kyle (Concordia, Ann Arbor) to Immanuel, Saginaw
Vorwerk, Dale (Emeritus) to St. Mark, Flint
Williamson, Katie (Candidate) to St. Peter, Eastpointe

CALLS DECLINED:

Luevano, Matthew (Child of God, St. Peter's, MO) to St. Peter, Hemlock
Nelson, Gary (St. John, Rochester) to Christ, Norfolk, NE
Schafer, Robert (St. John, Rochester) to Zion, Mayer, MN
Schneider, Richard (Portage, WI) to Holt Lutheran School, Holt

CHANGE OF STATUS:

Adams, Joyce (Candidate) to Emeritus
Adler, Barbara (Concordia, Ann Arbor) to Candidate
Aubuchon, Barbara (Trinity, Monroe) to Emeritus
Bierlein, Heather (Trinity, Bay City) to Non-Candidate
Brennan, Max (Heart of the Shepherd, Howell) to Non-Candidate
Buchinger, Lori (St. Paul, Millington) to Emeritus
DeMeyer, Roger (LSEM, Detroit) to Emeritus
Gerken, Terri (Christ, Stevensville) to Non-Candidate
Gresens, Walter (Faith, Grand Blanc) to Emeritus
Grim, Katie (Faith, Grand Blanc) to Candidate
Hutton, William (Trinity, Muskegon) to Candidate
Kern, Bonnie (Non-Candidate) to Emeritus
Kuebler, Eugene (Concordia, Ann Arbor) to Emeritus
Kutz, Cathy (St. Peter's, Eastpointe) to Emeritus
Lanthier, Elizabeth (Our Shepherd, Birmingham) to Candidate
Merrill, Kenlyn (Non-Candidate) to Emeritus
O'Boyle, Sharilyn M. Specht – (Birmingham, Our Shepherd) to Non-Candidate
Quade, Karen J. – (Coldwater, St. Paul) to Candidate
Rolf, James (Living Word, Rochester) to Non-Candidate
Scheske, Melissa (Trinity, Sturgis) to Non-Candidate
Schroeder, Kenneth (St. John, Rogers City) to Emeritus
Smith, Jennifer (Immanuel, Alpena) to Candidate
Springer, Sheri (St. John, Rochester) to Non-Candidate
Zahnaw, Sara (St. Michael's, Richville) to Non-Candidate
Zink, Charlene (Candidate) to Non-Candidate
Zobel, Suzanne (Lutheran Heritage Foundation, Macomb) to Candidate

TRANSFERRED OUT OF DISTRICT:

Baars, Mary E Kraft (St. Paul, Royal Oak) to Northern Illinois District
Gelhausen, Albert (Emeritus) to Northern Illinois District
Lincoln, Cynthia (LSEM) to LSEM to serve at Grace, Winter Haven, FL
Meissner, Rebekah (Non-Candidate) to Northern Illinois District

TRANSFERRED INTO DISTRICT

Cooper, Amy (Southeastern) to Saginaw, Saginaw Valley Lutheran High School
Cooper, Benjamin (Southeastern) to Saginaw, Saginaw Valley Lutheran High School
Masengarb, Virginia (Indiana) as Emeritus

RETIRED:

Adams, Joyce
Aubuchon, Barbara
Buchinger, Lori
DeMeyer, Roger
Kern, Bonnie
Merrill, Kenlyn
Schroeder, Kenneth

RESIGNED FROM ROSTER

Bilkey, Katherine
Hohnstadt, Katherine
Rabe, Ellen
Westin, Bethany

CALLED HOME

Dunklau, Esther
Eichinger, Diane
Evans, Evelyn
Schmidt, Milton

COMPLETED

COLLOQUY:

Buchanan, Anne
Erlenbeck, Jill
Kohn, Dawn
Richardson, Brenda



Thrivent Financial for Lutherans®

Where Values Thrive.®

Moving Forward in Youth Ministry

Where have we been? Where are we going?

May 5-6, 2010

Midland, Michigan

A Professional

Youth Worker's Conference for:

- professional growth
- networking
- fellowship
- setting the tone for future ministry

Guest Speaker:

Mark Ostreicher, author of
Youth Ministry 3.0:

*A Manifesto of Where We've
Been, Where We Are & Where
We Need to Go*

Conference sponsored by the Michigan District, LCMS



2010 North and West Michigan District Teachers' Conference

"HOPE IN THE 21ST CENTURY"

October 15, 2010

Messiah Lutheran Church, Bullock Creek

Keynote speaker: Cheryl McGuinness

Sectional topics:

- Technology
- Families
- Nurturing Faith

*"Show me your ways, O Lord, teach me your
paths; guide me in your truth and teach me, for
you are God my Savior, and my hope is in you
all day long." Psalm 25: 4-5*

2010 South and East Michigan District Lutheran Teachers' Conference

"Joyful Teaching and Learning"

- **Worship**
- *Keynote Speaker ~ Joel Koerschen*
- **Breakout Sessions:**
Lower Elementary Language Arts, Autism, Words Their Way, Modifications & Adaptations, Gifted & Talented, Computer Web 2.0, Executive Skills in Preschool, Leadership Essentials, Upper Elementary Differentiated Learning, High School Topics, and Much, Much, More!
- **Entertainment**
Taylor Mason, Comedian
- Snacks & Pig Roast Lunch Provided

Cost - \$50/Participant

Friday, October 22, 2010

8:30 a.m. - 3:15 p.m.

Lutheran High School North
Macomb, Michigan

"Ask and you will receive, and your **joy** will be complete."

John 16:24

When you retire, put your money to work for the Lord.



It will keep us both on course.

This is no time to be off course with your retirement savings. Instead, put your money to work in a tax-advantaged IRA from CEF.

We'll invest your savings doing God's work. Your savings will earn a tidy sum thanks to our attractive interest rates.

And thanks to you, we can provide low-interest loans for the construction of Lutheran churches and schools or homes for pastors and teachers.

We never stop working for Him.

To learn more, please contact us today.



Church Extension Fund

A Christian Connection to All Generations...

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