



Manitowoc Lutheran High School Federation Meeting

MLHS PRESIDENT REPORT
Ps. Jason Hacker

8 NOV 2025

PRIORITIES

- Recruitment/Admissions (you can't have a school without students)
- Campus Life/Culture (keeping a balance with the tension of growing enrollment)
- Federation (better tracking of delegate participation, alignment with congregation elections, etc)
- Establishing a renewed "vision"

MINISTRY

Robert Buss, Rachel Holper, Mark Stein, Mike Wieting – Installed 21 AUG
 Pastor Seth Bode – Installed 15 OCT

STATE OF THE SCHOOL

Enrollment is 299 (-4 from start of school)
 Some teachers are at 6 classes per day
 Classes are over 30 students
 We are at full staff

URGENT NEEDS

Class of 2026 is 61, anticipated incoming freshman class for 2026-2027 is 75-80, the following year is 85-90. Just the difference in graduating and coming puts enrollment at 320 a year earlier than what I projected over the winter. We will need classroom space for the 2026-2027 school year.

CONCERNS

Federation LES 6th-7th from 2024-2025 school year lost 31 students going into 7th-8th grade for 2025-2026 school year and there seems to be a developing trend in our LLS of enrollment decline in upper grade levels.

Federation School Enrollments

5K-4 th grade	5 th -8 th grade	
2024-2025	552	429
2025-2026	555 (+3)	402 (-27)



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I spent a considerable amount of time looking at enrollment trends and projections. I evaluated various “chunks” of four grades as they matriculated through LLS and MLHS and noted some interesting trends. What I envision for the future is that enrollment will be 320-330 starting next school year and for at least the next 5 years past that. Since our enrollment in 2022 at 227 students, we have only added ½ position during this time of increasing enrollment. This helps to understand better the instructional need that we are facing. 2026 school year will have 100 more students than 4 years ago.

I noted that Federation congregations contributed \$538,127 in 2014-2015 and \$537,393 in 2024-2025.

The administration had these concerns when considering the recommendation to adding two full time called workers:

- + The current load and stress on the present called workers
- + The impact of the culture on the school with larger sections, classroom management, individual instructional support for students
- + The ability to maintain flexibility for class options/choices for incoming freshman – there isn’t much wiggle room for “elective” class at the lower levels. If we restrict freshman to not taking Woods and Spanish 1, what messages does that send in terms of recruitment?
- + The two positions would give us the “overhead” that is needed to “grow into” if the enrollment increases even more. It wouldn’t seem necessary to add more positions down at least 5 years out.
- + Call these now rather than let the various pressures build and negatively impact school culture, enrollment, and called worker well-being, and the school and enrollment will “catch up” financially with these positions.

I need to credit Pastor Olson from the Finance Committee meeting as he more eloquently stated it – that the projected deficit of \$113,674 accounts for 2% of total expenses. Are we willing to sacrifice the culture of the school, the well-being of our present called workers, and the potential impact on recruitment and retention of students?

This is the ministry opportunity that Jesus has presented us with. Are we going to acknowledge this opportunity and look for his blessing to continue to extend?