



## Frequently Asked Questions (FAQ): Retirement of Executive Director

### What is happening?

Valley Lutheran High School Executive Director, Dr. John Brandt, has announced his intent to retire from Valley Lutheran High School at the end of the 2019/2020 school year, effective July 31, 2020.

### Has this information been shared publicly?

Yes. Beginning on Monday, Nov. 25th a Constant Contact email was sent to the following groups:

- Board of Directors
- Foundation Board
- Association Pastors and Principals
- Current Parents
- Campaign Cabinet
- Building Committee
- Faculty & Staff
- LEAP members
- GROWING Campaign donors
- MI District of the LCMS

In addition, other constituents will be informed through Valley's regular upcoming communications including:

- VL website news post
- VL Social Media (FB and Instagram, web post)
- Valley Vision - January 2020
- Family and Friends - Spring 2020
- Charger Connection - Winter
- Michigan District E-newsletter
- Saginaw Chamber of Commerce
- Township View newspaper

## FAQ - continued

### **How long has Dr. Brandt served at Valley Lutheran?**

Over 40 years! John began his faith-filled service to Valley Lutheran as a teacher and athletic coach in the fall of 1979. During his time at Valley Lutheran, John has served as a teacher, coach, athletic director, and principal. He was named Executive Director in 1999 and has served in the role since. Regardless of the role, Dr. Brandt has dedicated his entire career to sharing the Gospel and improving the lives of our students and families through his service in Lutheran education.

### **What are some of Dr. Brandt's notable accomplishments at Valley Lutheran?**

Under Dr. Brandt's Christian leadership, Valley has continually remained a top academic institution in the area and has achieved national recognition as first a National Exemplary Lutheran School (2015) and then a National Distinguished Lutheran School (2019). He has guided the school to be a Christ-centered environment that educates minds, nurtures faith, and cultivates leaders prepared to engage the world. Most recently, John has shepherded the GROWING Campaign – the largest school building and expansion project since our school began serving students on our campus in 1979.

In addition, there are a number of athletic accomplishments teams have achieved under Dr. Brandt's coaching leadership.

### **What action is the Board taking in response to Dr. Brandt's announcement?**

The Valley Lutheran Board of Directors has already begun the important process for moving into the future. Holding the strategic plan in front as a guiding document the Board has already reviewed and determined that the current administrative structure is the most effective way for us to meet the needs of our school going forward. Therefore, a search of the next Executive Director has already begun.

### **Are there other people in addition to the Board of Directors who will speak into this process?**

The Board will be gathering input from key stakeholders including Board, Faculty, and the Michigan District of the Lutheran Church Missouri Synod.

### **Who will serve as the actual "search committee?"**

The Executive Committee of the Board will serve as the search/call committee throughout the search process. They reserve the right to appoint others to also serve on the committee.

## FAQ - continued

### **How will the new Executive Director be selected?**

The search/call committee will lead the search for our new Executive Director. Input will be collected from various groups and individuals to ensure a thorough process. A wide net will be cast to receive names of eligible candidates from a variety of sources including the Lutheran Church Missouri Synod Michigan District Office as well as from the public at large. Interested parties may reach out to the LCMS Michigan District office, John Brandt, or Todd Brechtelsbauer (Board Member and Chairman-elect). The search committee will review candidate materials and applicable candidate information. Interviews of top candidates will be conducted. And most importantly, the entire process will be held up in prayer until the final selection is made.

### **Who will be the new Executive Director?**

At this time, we do not know who will serve as the next Executive Director for VL. A thorough search has already begun. There may be candidates from within the current staff. There may be candidates from among our VL alumni family or others who have a connection to VL. There may be candidates who are unknown to VL who may be interested in the Christ-centered mission of our school. The Search Committee will consider all qualified applicants including those whose primary experience is outside of education.

### **Should I be concerned about the future of Valley Lutheran High School as a result of this change?**

We know that this will be a time of growth and renewal as God reveals the next leader of our school. While Dr. Brandt's departure may evoke immediate feelings of sadness, we also celebrate his time with us and what his leadership has meant to our school. The Board is confident this transition will lead to a new chapter in the history of our school, continuing to build on what has made VLHS a special place for over 40 years.

### **Who will staff report to during the transition?**

Staff will continue the same reporting relationships throughout this transition. Dr. Brandt will be in charge of the school until his actual retirement date from Valley Lutheran High School in the summer of 2020.

## FAQ - continued

### **What will happen to the current building campaign?**

The GROWING Campaign for Valley Lutheran was designed from the onset to be a 5-year fund development campaign and is approaching its planned conclusion at the end of June 2020. Just like other major initiatives of the school, the GROWING Campaign (or building campaign) will continue as planned throughout this transition until its completion. God has blessed VLHS through this campaign with financial gifts and new relationships that we could not have anticipated when the Campaign began. Valley Lutheran continues to be an important ministry within the community and we are in a position of great strength to move forward.

### **Will the school continue to need financial support during this transition?**

Yes, VLHS will continue to rely on donor investment for the foreseeable future just as we have throughout our history. We are blessed to be in a position of financial strength thanks to great leadership and wise stewardship of the resources God has given us. The success of the capital campaign certainly provides our school with a strengthened financial position, and continued financial support of our school and its mission is as important as ever.

Donors who are accustomed to working directly with John concerning financial gifts are welcome and encouraged to continue to work with him until he retires. Valley Lutheran also has a Development Director, Kyle DeWees ([kdewees@vlhs.com](mailto:kdewees@vlhs.com)), who works closely with Dr. Brandt on all fundraising matters. Please do not hesitate to reach out to either person with any needs or questions throughout this transition.

### **What if I have other questions about the ministry of Valley Lutheran or about this topic?**

Valley Lutheran's website provides a wealth of information about a variety of topics related to VLHS. You are encouraged to visit the school's website: [www.vlhs.com](http://www.vlhs.com).

Questions specifically about the process of hiring a new Executive Director can also be directed to:

Dr. John Brandt (989-790-1676 or [jbrandt@vlhs.com](mailto:jbrandt@vlhs.com))

Todd Brechtelsbauer ([tsbrechtelsbauer@msn.com](mailto:tsbrechtelsbauer@msn.com))

