

HIGHLAND CHRISTIAN SCHOOL

ANNUAL SOCIETY MEETING AGENDA

2017/2018 School Year

MONDAY, MAY 7, 2018
7:30 p.m.

3040 Ridge Road
Highland, Indiana 46322
838-0356
www.highlandchristian.org

HCS Vision Statement: *“All Highland Christian School students will be academically equipped, biblically grounded, and spiritually nurtured to impact their world for Christ.”*

Highland Christian School
ANNUAL SOCIETY MEETING
AGENDA
MONDAY, MAY 7, 2018
7:30 P.M.

- I. Registration:
 - Please sign in when you arrive.
 - Ballots will be handed out when you sign in.
 - Hand in any absentee ballots before meeting begins.

- II. Opening Devotions and Prayer: John Surowiec, Board President

- III. Song: Our Christian School

- IV. Minutes of the 2016-2017 Society Meeting on May 1, 2017:
 - These minutes are received for information.

- V. Approval of Slate for Highland Christian School Board:
 - Jason Smit, April Vander Meyden, Gerritt Wieringa

- VI. Presentation of Proposed 2018/2019 Budget: Dave Bosman

- VII. Committee Reports:
 - A. Finance: Dave Bosman
 - B. Education: Bob Payne
 - C. Building & Grounds: Dan Aardsma
 - D. Transportation: Bridget De Young
 - E. Foundation: Wayne Scheeringa

- VIII. Development Director's Report: Jodi Lineburg

- IX. Comments from the Membership

- X. Recognition of outgoing board members: Randy De Vries
 - Dan Aardsma, John Surowiec, Kyle Van Prooyen

- XI. Closing Prayer: Randy De Vries

OUR CHRISTIAN SCHOOL

Thanks for a school
that's built upon the Savior.
With Christ as Head
and Counselor and Guide
Where ev'ry child
is taught His care and favor
And learns to love the Christ the crucified;
How sweet to know
that tho their footsteps waver
Our faithful Lord is walking by their side?

Thanks for a school
where Christ is Lord and Master.
The Bible read,
the precious hymns still sung;
Where prayer comes first
in peace or in disaster,
Where teachers place
their hope and trust in Him;
Where mountains move
before a faith that's vaster,
And Christ sufficient is for ev'ryone.

O Lord, our God,
our school be Thine forever;
We trust to Thee its problems, toil, and care;
Its bonds of love no enemy can sever
If Thou are always Lord and Master there;
Be Thou the center of our education.
And at life's end, invite us all to share.

GENERAL BALLOTING

All members of the Society eligible to vote will be asked to sign in and will receive a ballot for the board election. This will save time in counting members and distributing ballots and determining how many votes are needed to elect. These ballots will be a different color than the absentee ballots.

Official absentee ballots for board member elections will be available from the school office for those who cannot be at the meeting. The following procedure will be followed for absentee ballots:

1. Only an official absentee ballot will be accepted and counted.
2. Absentee ballots may be picked up at the school office. The person picking up the ballot must sign for any absentee ballot picked up.
3. Absentee ballots will be used only on the first vote.
4. Place only one absentee ballot in each envelope.
5. Sign the envelope in which the ballot is placed. Envelopes not signed will not be counted.
6. Envelope with the absentee ballot may be brought by anyone to the meeting or to the school office prior to the meeting.

Highland Christian School
MINUTES OF THE ANNUAL SOCIETY MEETING
MONDAY, MAY 1st 2017 -7:30PM

I. Registration:

- A. Members signed in upon arrival and absentee ballots were collected.
- B. 39 members were present and 4 absentee ballots were received for a total of 43 votes.

II. John Surowiec, Board President opened the meeting with a devotional based off of this year's school verse, Ephesians 2:10, and then opened in prayer

III. Singing of the School Song: Our Christian School was led John Surowiec and accompanied on the piano by teacher Vicki Huizenga.

IV. Minutes the of May 2nd, 2016 Society Meeting were received for information

V. Approval of Slate for Highland Christian School Board

- A. Board President John Surowiec introduced the slate
Keith Boender, Henry Groot, Tim Spoelman, and Gladys Van Til
- B. All three names were approved by the society by a vote of 42 votes for approval and 1 vote against. (simple 50% majority was required) Voting was conducted by Ballot.
- C. Dwayne Evenhouse served as teller representing the School Board and Hank Bolkema served as teller representing the Society.

VI. Presentation of the Proposed 2017-2018 Financial Budget: Jim Bandstra, Finance Chairman.

- A. The budget was presented with highlights, special notations and comments.
- B. Jim Bandstra made a motion to accept the 2017-2018 Budget as presented. There was support from the floor. Hearing no further questions, the motion passed unanimously with a verbal vote and no one objecting.

VII. Committee Reports:

- A. Finance Committee: Jim Bandstra presented the finance report noting that due to the building expansion being paid in full, this year a School Improvement Plan Drive was held in place of the Debt Reduction Drive. Also noted was the additional cost for the CSI pension expense.
- B. Education Committee: Principal Bob Payne presented the education report noting various informational highlights. The junior high will be 1:1 beginning in 2017-2018 and the school has been recommended for full accreditation by CSI and AdvancEd.
- C. Building and Grounds: Chairman Gary Meter presented the building and grounds report and gave an overview of some of the completed projects and upcoming projects including an update of the fire prevention and alarm systems. Gary publicly thanked the custodians for their workmanship in keeping the school clean. He asked for questions from the floor, hearing none, he thanked the membership for their continued support.
- D. Transportation Committee: Chairman Ryan Terpstra read his report noting the purchase of a used 2010 yellow bus as well as a used 2010 fifteen passenger bus for sporting events and other activities. Ryan asked for questions from the floor and thanked the membership for their support and continued prayers for the driver and safety of the students.
- E. Foundation Board Report: Wayne Scheeringa, President of the Foundation Board, He highlighted the continuation of ETC's gifts to the Foundation Board. He also noted an increase in the Foundation's gift for 2017-2018 from \$90,000 to \$95,000 Wayne asked for questions from the floor, hearing none he concluded his report.

VIII. Development Director Report: Jodi Lineburg presented highlights from her written report. Jodi asked for questions from the floor, hearing none, she thanked the membership for their continued support and prayers for the school.

IX. Comments received from the floor: President John Surowiec asked if there were any comments from the membership. Head custodian Glen De Young thanked the retiring board members for their hard work and commitment to Highland Christian School.

X. Recognition of outgoing board members: John Surowiec

- A. Jim Bandstra was recognized for his three years of serving on the Education and Finance Committees as well as his work as part of the Technology and Auction Committees. Thanks was also expressed for his role as Treasurer the past two years.
- B. Dwayne Evenhouse was recognized for his three years of serving on Education and Transportation Committees as well as his work as part of the Foundation Board.
- C. Gary Meter was recognized for his three years of serving on the Building and Grounds and Finance Committees as well as his work on the Auction Committee and SPICE Board. Thanks was also expressed for his role as chairperson of the Building and Grounds committee the past two years.
- D. Ryan Terpstra was recognized for his three years of serving on the Transportation and Education Committees as well as his work on the Auction Committee. Thanks was also expressed for his role as chairperson of the Transportation committee the past two years and as Vice President this year.

XI. Ryan Terpstra closed the association meeting in prayer.

Respectfully Submitted,
David Bosman, Secretary

SCHOOL BOARD NOMINEES

Jason Smit

Jason and his wife Nicole live in Schererville and have three children. Their two sons are students at Highland Christian and their daughter will be starting Sonshine Preschool program in the 2018 – 2019 school year. They are members at Crossroads Community Church in Schererville. Jason has worked in education for the past 15 years as a teacher, Assistant Principal, and currently as the Instructional Technology Coordinator for Riverside School District 96 in Riverside, IL.

April Vander Meyden

April and her husband Bradley have two children at Highland Christian - Caden (5th grade) and Danica (1st grade). They live in Highland and are members of Bethel Christian Reformed Church in Lansing, IL. April is a Highland Christian and Illiana Christian graduate and is working as a part-time aide at HCS. In the past, she has served as the HCS PTO President and is currently a SPICE board member as well as a TRIP and Auction volunteer. In her spare time, April enjoys camping with her family.

Gerritt Wieringa

Gerritt and his wife Amy live in Griffith and are members of Munster Christian Reformed Church. They have three children at Highland Christian - Micah (3rd grade), Abigail (1st grade), and Madeline (kindergarten). Gerritt is an attorney at Conagra Brands in Chicago. At their previous church, Gerritt served as a deacon and as a member of the Pastoral Search Committee.

HCS Budget History and Proposal for 2018-19	2016/2017 Actual	2017/2018 Approved Budget (332 FTE)	2018/2019 Proposed Budget (338 FTE)
	Tuition \$6,650	Tuition \$6,875	Tuition \$6,975
Income:			
Parent Receipts	2,258,951	2,282,500	2,257,550
Tuition Credits	(34,216)	(27,992)	(34,645)
New Family Registration Fees	9,350	13,000	11,000
Milk Income	11,533	12,000	11,750
Bad Debt Recovery	525	-	-
Gifts to Offset Expenditures	32,600	31,500	22,000
Foundation Gift to Operating	90,000	90,000	100,000
Loan from Foundation	-	60,000	60,000
Miscellaneous Revenue	2,601	6,000	6,000
Administrative Income	24,248	20,100	20,100
Building & Grounds Income (User Fees)	73,658	75,603	78,185
Transportation Income	53,135	49,610	49,610
BAC Income	39,748	32,704	38,000
Hot Lunch Income	83,151	77,630	82,000
SEC Income	194,627	207,780	196,460
Total Income	2,839,911	2,930,435	2,898,010
Expenses:			
Wages & Salaries	1,683,068	1,734,863	1,740,779
Payroll Taxes	123,969	131,952	133,170
Pension Expense	128,698	190,374	191,669
Health Insurance	213,440	222,815	227,603
Workman's Compensation	13,890	12,277	13,870
Language Arts Curriculum	-	40,000	10,000
Online Curriculum	11,575	11,000	20,000
Resource Room Curriculum	1,138	2,000	1,500
Consumables	17,798	16,000	16,500
Text Books	2,163	7,000	5,000
PLTW Expense	-	16,000	5,000
Continuing Education/Inservice	10,727	14,450	14,000
Convention Expense	3,110	3,600	3,200
Miscellaneous Expense	16,398	14,700	14,500
Memberships & Dues	12,803	9,200	13,000
Milk Expense	10,900	10,360	10,000
Copier Equipment Expenses	7,660	9,500	8,000
Standardized Assessments	(4,993)	4,235	4,500
Loan Repayment to Foundation	-	10,000	10,000
Banking Expense	2,940	3,630	2,900
Communication Expense	5,075	4,900	4,500
Payroll Fees	1,519	1,100	1,640
Professional Fees	11,381	14,500	16,000
Bad Debt Expense	18,537	18,000	18,000
Publicity/Recruitment Expense	10,921	12,535	11,000
Paper Expense	4,214	4,300	5,000
Postage Expense	3,760	5,200	4,000
Maintenance Agreements	21,013	25,540	28,000
Outside Support & Repairs	19,048	14,700	15,000
Licensing Fees	36,769	41,000	40,000
In-Kind Expenses	2,606	-	-
Property/General/Umbrella Insurance	23,789	27,754	23,700
School Repairs & Maintenance	48,887	39,518	37,550
Utilities	52,994	48,300	43,000
Capital Improvement Fund Transfer	70,745	73,553	75,285
Athletic Fund Transfer	8,000	8,000	8,000
Transportation Expenses (Insurance, Maintenance, Fuel & Repairs)	75,831	45,939	59,700
Bus Replacement Fund Transfers	25,000	25,000	10,000
BAC Expenses	492	400	350
Hot Lunch Expense	43,667	42,900	42,725
SEC Expenses	7,935	10,600	8,100
Total Expenses	2,747,467	2,927,696	2,896,741
Net Income	92,444	2,739	1,269

FINANCE COMMITTEE REPORT

As we near the end of the 2017-2018 school year, we are pleased to report that our current financial position is still strong. The Finance Committee continues to analyze the income and expenses on a monthly basis to manage expenses accountable to the existing budget and responsibly plan for future financial budgets.

Thanks to the many generous gifts and donations HCS has received this past year, we were able to fund many new projects. These projects included installing projectors in all K-8 classrooms that did not currently have one, and expanding the 1:1 technology program to include iPads for each student in grades K-5. We also successfully launched our 1:1 program in grades 6-8 with Mac Air laptops for each student to use. With the help of the School Improvement Drive and Auction, we were able to raise money to purchase sensory aides to help students that may struggle with sensory issues focus and learn better, send teachers to a Professional Learning Community (PLC) Conference, continue to build our STEM program in the junior high with robotics equipment as well as begin STEM in K-5, continue to help fund our 1:1 technology program, and improve the school's lighting with LED lights, which will save the school thousands of dollars annually in the cost of electricity. Since all of the projects mentioned above are funded through gifts to HCS, these projects do not affect the cost of tuition for the coming year.

The Foundation's gift for the 2017-2018 school year was \$95,000, resulting in a tuition credit of approximately \$286 per student. The School Board is grateful for this yearly gift that continues to help reduce the tuition of each student.

The budget proposal for 2018-2019 assumes total enrollment of 338 students with tuition set at \$6,975.00. For comparison purposes, our enrollment for 2017-2018 has averaged 344 students and our tuition was \$6,875.00. The Finance Committee is committed to keeping the cost of tuition as affordable as possible for all families, as evidenced by the proposed increase in tuition of \$100.00 annually. This represents a modest increase of 1.45% year-over-year. It should also be noted that the total income as presented in last year's budget has subsequently been amended downwards by \$90,000.00 to address a necessary accounting adjustment. This was a "non-cash" adjustment that has had no operational impact on the school's financial performance in 2017-2018.

Due to changes in the pension plan provided by CSI, HCS will continue to incur an additional pension expense of approximately \$60,000 next year. In order to cover this expense without reducing salaries or pension benefits of our staff, we will have to ability to borrow up to \$60,000 this year from the HCS Foundation. This will allow HCS to spread the additional pension cost over a few years instead of bearing the burden of the entire expense in one year. We are extremely grateful to the Foundation Board for providing this opportunity to HCS.

Also, due to a "hard freeze" of the CSI pension plan that will occur in the fall of 2019, the 2018-2019 school year will be the final year we can invest in the CSI plan. To prepare for this change, we have begun a defined contribution plan (401k) to supplement the pension this coming year. Our expectation is to continue the 401k in future school years to ensure we provide an adequate retirement savings benefit for the HCS staff.

As we look forward to next year, we are thankful to God for the many financial blessings he has provided to HCS. We will continue to pray for guidance and wisdom as we act as stewards of the many gifts God has provided to HCS.

Dave Bosman
Finance Committee Chairman

EDUCATION COMMITTEE REPORT

Again this year, the Education Committee of the Board has supported the faculty and staff of the school in their vision to see that Highland Christian School students are and become *academically equipped, Biblically grounded and spiritually nurtured to impact the world for Christ*. The Education Committee meets on the second Tuesday of each month and is guided by their mandate which requires them to *consider all matters relative to the educational program and policies of the school and make recommendations concerning same to the Board; investigate the qualifications of candidates for administrative and teaching positions and make recommendations to the Board concerning the appointment of such candidates; and keep itself informed in regard to the scholastic quality and Christian character of the instruction given, the courses of study, discipline, equipment, etc., and made recommendations concerning these and allied matters to the Board*.

Programatically. We continue to make progress in a number of areas, including the following:

- Project Lead the Way – This year we added the second engineering class to Junior High – Automation and Robotics. Additionally, all K-5 students had one module of PLTW and we look forward to additional engineering opportunities in the future. (Engineering is the ‘E’ in STEM.) HCS students will be well positioned to take advantage of PLTW classes in high school;
- Technology – thanks to the incredible generosity of the HCS Community through the auction and through individual donations, HCS is now fully 1:1 with each Jr High student having their own MacBook and each K-5 student having their own iPad. These devices have significantly impacted the instruction, assessment, and intervention programs at HCS. Targeted instruction in areas of weakness are helping us fulfill our commitment to learning for all;
- Professional Learning Community is the model to ensure learning for all. Clear learning targets, multiple opportunities to demonstrate learning, and robust responses both for students who struggle and for students who are ready for greater challenges are the hallmarks of a PLC – Professional Learning Community. To this point, almost half of our teachers have attended the premier PLC training in August and I will take eight more teachers this year. Additionally, through a generous donation we have begun to look for ways to meet some of the sensory needs of students – needs that are keeping them from learning at high levels;
- Standards Based Grading is a component of our School Improvement Plan which comes from our Accreditation through CSI – Christian Schools International. Standards Based Grading gives students, parents and teachers a clear picture of student progress toward mastery of standards. This year we used this approach in Kindergarten, Art, Music and PE. Next year, we will expand it into grades one and two.

Personnel

This year we welcomed Miss Kaitlyn Van Milligan to teach Junior High Spanish. Students can now complete Spanish I and begin high school with Spanish II. We also welcomed Mrs. Mandy Aardsma who teaches part-time in fourth grade and also assists with assessment including MAP, ISTEP and IREAD. I am grateful to say that with one exception, all teachers have accepted contracts to return next school year. The exception is Mrs. Karin Brown, who will be moving to Michigan. Mrs. Brown has served HCS faithfully for 30 years, including one year as Principal. She has positively impacted hundreds of lives and will be greatly missed. We wish God’s blessings for her and know that others will be blessed by her.

Challenges

Both the commitment of being a Professional Learning Community (PLC) and the transparency of the state of Indiana requirements have brought a level of accountability to HCS that we have not known before. At the same time as we commit ourselves to learning at high levels, students are coming to us with greater needs than ever before. Pressure to perform, family stress, economic stress, the competition from media and games are all things that impact students’ ability to learn. And yet, while the challenges have never been greater, neither has the need. I am grateful to be part of a school that is committed to making a difference in the lives of students through an excellent education that recognizes Christ as the author and sustainer of our world, and the One whose kingdom we want our students to serve.

Bob Payne
Highland Christian School Principal

BUILDING AND GROUNDS COMMITTEE REPORT

The Building and Grounds Committee has had another great year full of projects and would like to report on its work throughout the past year and future plans for the summer.

Prior to the end of the previous academic year, the school was able to retrofit all of the lights in the gym to improve light output and appearance in the room while saving energy. The bulbs were replaced with much more energy-efficient LED tubes and are projected to last much longer than the previous fluorescent bulbs. With the NIPSCO rebates, this upgrade has paid for itself in about 9 months and the school will continue to realize these savings year after year.

As the security and safety of the students and building are becoming increasingly more important, the Building and Grounds Committee made several relevant improvements throughout the facility. The outdated fire alarm system was updated to a modern, compliant system that can pinpoint the originating areas of alarm and also enables remote monitoring for specific triggers. While the fire alarm components were being installed, it was also decided to install building security hardware as well. This includes login keypads, door sensors and motion detectors throughout the school. This system also has remote monitoring and logging capabilities for very specific triggers. The ongoing project of upgrading security cameras continued with additional analog cameras being upgraded to higher resolution digital ones. A security monitoring station was added to the server room and also a security monitor displaying the camera feeds was added in the front office.

Last summer also saw the repair, regrading, and repaving of the front drive. This project was completed to eliminate dangerous ice patches and puddles that formed in the front of the building. The project was successful and has led to safer driving conditions around the students.

To better enhance the learning environment and allow the teachers to be their most effective, the Building and Grounds Committee, along with the Technology Committee, was able to oversee the purchase and installation of interactive projectors for the balance of the school. This completes the project started last year in the Jr High, continued in the Elementary during the summer, and completed in the Primary this Christmas. Each classroom now has a consistent set of tools (Whiteboard, iPad, AppleTV, desktop computer, projector, etc) for the teachers to use. This project was accelerated by a generous donation for which we are very grateful.

Removing the classroom TVs has given the school an opportunity to expand collaboration spaces by reusing these resources. Classroom 21 has received 3 of the TVs as monitors for students to work in groups on Project Lead the Way assignments. Information monitors have also been installed at the front entrance and in the gym foyer utilizing the previously removed classroom TVs. Additional locations and use cases are being considered for the remaining devices.

The shingles over the gym foyer were totally removed, rotted sheathing replaced, water barrier installed, and shingles replaced to eliminate the water problems occurring in that area of the school. This repair now brings all roof surfaces to an age of 12 years or less.

This coming summer, through the funds raised by the School Improvement Drive, the lighting in the remainder of the school will be upgraded to energy-efficient LED lamps. Again, with the help of a NIPSCO rebate, the project should pay for itself in less than one year and continue to allow the school to realize these savings in perpetuity.

The Committee would like to thank the maintenance staff for all the work they do each day in keeping the facilities clean and safe. The Committee would also like to thank all those who have volunteered time and services throughout the year. We thank you for all your support.

Dan Aardsma
Building and Grounds Chairman

TRANSPORTATION COMMITTEE REPORT

Again this year, the Transportation Committee has tried to help students at Highland Christian School to become *academically equipped, Biblically grounded and spiritually nurtured to impact the world for Christ*. For bus riders, this starts when they are picked up in the morning and goes on until they are dropped off. The Transportation Committee meets on the second Tuesday of each month and is guided by their mandate which requires them to: concern itself with all phases of the proper care, maintenance and adequacy of the physical equipment of the school buses and make recommendations to the Board concerning these matters. Also the committee must make recommendations to the Board concerning the appointment, work and salary of the bus drivers. Last, the committee must concern itself with all phases of bus replacement, users' fees and routes.

Here is some information from this year's activities:

- The Transportation Committee has addressed a new law that requires younger students to have a harness when riding a school bus. The preschool students were no longer allowed to ride after January 1, 2018. This included field trips for the preschool. The preschool was able to adjust their activities to accommodate this new law. Installation of the harnesses was not cost effective for the school. It may be considered in the future.
- The Transportation Committee evaluated new routing software. We plan to purchase the software and utilize it to assist with creating routes for the 2018-2019 school year.
- The Transportation Committee will be purchasing either one or two new buses in the summer of 2018. These will most likely be slightly smaller buses than the ones we currently use.
- The Transportation Committee has determined that the position of a substitute bus driver is nearly impossible to fill, given the small number of hours worked. An outside bus service has been used to assist with athletic activities and some route driving.
- As the members and the head of the committee are very new, we have worked closely with Rick Malsch and Ann Lynch to be sure all regularly scheduled maintenance and inspections have occurred. The buses were cleaned inside on a volunteer work day this year.
- Maintenance costs have been one important challenge. We hope to reduce unexpected maintenance costs by purchasing the new buses.
- The Transportation Committee has considered hiring another bus driver to reduce route times. This would make use of our busing system more attractive to parents. Hiring for this position has been a big challenge for the committee.
- The committee has found some cheaper vendors for maintenance and repairs.
- There is still a lot of work to do to improve the bus system. Keep the committee in your prayers.
- Current Staff:
 - Ann Lynch - Driver
 - John Cruse - Driver
 - Amy Wilcox - Driver
 - Hank Balkema - Driver
 - Michelle Herrell - Driver
 - Rick Malsch - Mechanic

Bridget De Young
Transportation Committee Chairman

FOUNDATION REPORT

The Purpose of the Foundation is to promote the long-term viability of Highland Christian School by growing the assets of the Foundation and by receiving, managing, and administering funds and property for the exclusive use and benefit of Highland Christian School.

Highland Christian School is a member of the Barnabas Foundation. Christian schools comprise nearly half of all their members. Barnabas is committed to the principles of Christian stewardship based upon recognition that God owns it all. The Barnabas Foundation works with individuals, families, couples, businesses, and grandparents who may be looking at ways of accomplishing their Estate Planning goals. Barnabas assures complete confidentiality in the planning process. Their planning services are provided at *no charge*. (888-448-3040)

The Highland Christian School Foundation assets of approximately \$2.8M are invested with the Barnabas Foundation. The relationship between these two foundations has lasted for over a decade. By investing with Barnabas, the HCS Foundation Board gains a high level of professional expertise. Barnabas uses NEPC, LLC Philanthropic Group, who are dedicated to providing proactive investment solutions to endowment/foundations.

The Foundation asset growth for the past year (7/31/2016 - 7/31/2017) has been primarily achieved through the gifts from etc...Thrift Store (\$150k), followed by the work of the Development Office receiving donations through individual and corporate memberships, memorials and gifts in honor, and special gifts (\$55k). Revenue from Investment Income for the past year was \$293k. Net Asset Balance for the year ending 07/31/2017 is \$2,786,885.

The annual gift from the Foundation Board to Highland Christian School is based on 4% of the rolling three-year average of Foundation's net asset value. The HCS Foundation Board is happy to present Highland Christian School with a gift of \$100,000 for the 2018/2019 school year, distributing half in December of 2018 and the other half in May of 2019.

Every effort will be made to maintain the significant annual gift that is so much appreciated by families whose children attend Highland Christian School.

To God be the glory for His most gracious providence!

Wayne Scheeringa
Foundation Board President

2017/2018 Highland Christian Foundation Members are: Dwayne Evenhouse, Darla Kinkade, Craig Menninga (Vice President), Mike Natelborg, Dave Neibert, George Oostema (Treasurer), Wayne Scheeringa (President), Tim Spoelman, John Surowiec (Secretary), Kyle Van Prooyen, Dan Voudrie, Chris Yonkman.

OFFICE OF RECRUITMENT AND DEVELOPMENT

These are invigorating times at Highland Christian School! It is exciting to observe the depth and breadth of our vision and bear witness to the incredible ways God is at work within our community as we strive to prepare students for the call of God in their lives. As is true in life, change is inherent in education. Therefore, when it comes to equipping students academically, grounding them in the Word of God and nurturing their spiritual growth, creativity and clarity go hand-in-hand.

As we make these wonderful adjustments to our educational program and facility, we are grateful for the community that stewards Highland Christian School. We are also thankful for the immense amount of energy our staff and Board have invested to see our students excel. Their investment is matched only by the generosity of our community.

For the 2017-18 school year, we're pleased to report that enrollment and fundraising targets have been met. Tuition for the K-8 level this year was set on a projection of 332 FTEs. God provided us with 346.8 FTEs (104% of budget). Even with mid-year enrollment changes, we are ending the year at 341.8 FTES (103% of budget). Preschool enrollment stayed in line with our expectations and remains profitable. As we look ahead to 2018-19, we anticipate continued stability and growth within each student group.

In regard to fundraising and development, we are incredibly grateful for God's blessing through you. As demonstrated below, our needs have once again been met through the generosity of God's people.

- **School Improvement:** With a soft target of \$40K for 2017-18, God provided \$43,117. This covers the cost of the projects we sought funding for through this appeal.
- **SGO Scholarship** – This fund provides \$500 scholarships for eligible students and creates a pathway into the CHOICE Scholarship program for families who pursue Christian education at the beginning of their child's educational career. We received \$12,055 and provided 20 scholarships.
- **Foundation** – With a soft target of \$20K, our community has given \$21,480.
- **Auction** –As we prepare for Auction 2018, volunteers and donors alike are hard at work. We're looking forward to God's blessing on these efforts.
- **Family Legacy Funds** – These donor designated funds produce earnings each year for specially designated purposes. This year Highland Christian School received \$22,903.
- **STEM Fund Estate Gift** – Highland Christian School's STEM Program was named in a constituent's estate plan. This local scientist is delighted that Christian, elementary students' are being exposed to high levels of learning in science, technology, engineering and math.
- **HOPE Fund** – A new tuition assistance fund was established this past year to assist the Board in meeting family needs. To date we have received \$40K to support families at Highland Christian School.

Finally, to the hundreds of volunteers who serve each year, thank you. We can't do what we do without you. May the Lord continue to bless each of you for the time you invest for His glory in our students' lives.

Jodi Lineburg
Development Director/Recruiter