

# HIGHLAND CHRISTIAN SCHOOL

## ANNUAL SOCIETY MEETING AGENDA

2020/2021 School Year

MONDAY, MAY 3, 2021

7:30 p.m.

3040 Ridge Road

Highland, Indiana 46322

838-0356

[www.highlandchristian.org](http://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 3, 2021

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: Gerritt Wieringa, Board President
- III. Song: Our Christian School
- IV. Minutes of the 2019-2020 Society Meeting on Monday, June 8, 2020:
  - These minutes are received for information.
- V. Approval of Slate for Highland Christian School Board:
  - Curt DeGraff, Julie Sitter, Deanne Van Rosendale
- VI. Committee Report Presentation:
  - A. Education: Kyle Weener
  - B. Finance: Jim Bandstra
  - C. Building & Grounds: Joshua Blocker
  - D. Transportation: Nancy Scheeringa
  - E. Foundation: Terry Krooswyk
- VII. Presentation of Proposed 2021/2022 Budget: Jim Bandstra
- VIII. Development Director's Report: Jodi Lineburg
- IX. Comments from the Membership
- X. Recognition of outgoing board members: John Stammers, Board Vice President
  - Joshua Blocker, April Vander Meyden, Gerritt Wieringa

Closing Prayer: John Stammers

## 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**  
**Annual Society Meeting Minutes**  
**June 8, 2020 – 6:00 PM**

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**Mission Statement:** In order to honor God, we nurture and guide students to SEE the Father's Creation, SENSE order in a world saved by Christ, and SERVE God through the leading of the Holy Spirit.

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

**Theme Verse: 2019-2020 Verse--** Blazin' God's Light - Matthew 5:15-16 - "Neither do people light a lamp and put it under a bowl. Instead they put it on its stand, and it gives light to everyone in the house. In the same way, let your light shine before others, that they may see your good deeds and glorify your Father in heaven."

**Present:** Josh Blocker, Keith Boender, Henry Groot, Kathy Huizenga, Nancy Scheeringa, John Stammis, Gerritt Wieringa, Gladys Van Til, Kyle Weener, and April Vander Meyden

1. School Administrator, Kyle Weener opened the meeting with prayer.
2. Approval of the Slate for Highland Christian School Board and of the 2020-2021 Financial Budget.
  - a. The slate of new board candidates are Jerry Kuiper, Lon Natelborg, Josiah Luttjeboer, and Mike Schutt.
  - b. Votes were submitted remotely to comply with Indiana state group meeting restrictions due to Covid-19.
  - c. All Society Meeting information was available online, and votes were cast by online form or sent via mail/fax to the school.
  - d. Votes were reviewed by the board members present and by Kathy Huizenga who served as teller representing the Society.
  - e. All 3 names were unanimously approved by Society members with 55 total votes being received.
  - f. The proposed 2020-2021 school budget was also unanimously approved by Society members with 55 total votes being received.
3. Meeting was adjourned.

Respectfully submitted,  
John Stammis, Secretary

## SCHOOL BOARD NOMINEES

### **Curt DeGraff**

Curt and his wife, Katie, have three children. Gracyn is in 2<sup>nd</sup> grade and Silas is in kindergarten, both at Highland Christian and daughter Georgie is two years old. Curt attended Calvin Christian School, Illiana Christian High School and graduated with a Bachelor's Degree in Communication Arts from Trinity Christian College. He served as Calvin Christian School's Development Director from 2013-2015 and is currently employed by FutureCeuticals where he serves as a Key Account Specialist.

Curt and his family are members of Faith Church in Dyer where he has served as a deacon and youth ministry leader. He has also served on the Foundation Board of Calvin Christian School for seven years. Curt and Katie have been involved with music their whole lives and enjoy leading worship together at several area churches and events. In his spare time, Curt enjoys fitness, photography, traveling, and spending quality time with his family and friends.

### **Julie Sitter**

Julie and her husband, Mike, live in Highland and have four children. Grant (5<sup>th</sup> grade), Hallie (3<sup>rd</sup> grade), and Maya (kindergarten) all attend Highland Christian School. Their youngest son, Wyatt, attends Sonshine Enrichment Center.

Julie and her family attend Bethel Christian Reformed Church in Lansing, Illinois where she is a GEMS leader, a volunteer in the children's ministry, and a member of the nursery committee. She also volunteers as a member of the TRIP team at HCS. Julie enjoyed eight years as an elementary school teacher before staying home to care for her children. She is currently employed at Traffic Management Company as an account specialist.

### **Deanne Van Rosendale**

Deanne and her husband, Mike, have been married for almost 15 years and have two children, Whitney (2<sup>nd</sup> grade) and Kate (kindergarten), both who attend Highland Christian School. Deanne attended Lansing Christian School and Illiana Christian High School before graduating from Indiana University with a degree in history and political science. She then earned her teaching certificate through additional coursework and taught for three years at Central Middle School in Tinley Park and three years at Illiana Christian before changing careers to real estate. At Highland Christian, Deanne has helped as a Box Tops Coordinator and for the last two years has served on the HCS Foundation Board.

Deanne and her family are members of Faith Church in Highland where she is active in the kids' ministry, MomsNation Ministries, and is a group coordinator for Moms of Littles. She has also served as a youth volunteer leader for the high school group.

## EDUCATION COMMITTEE REPORT

The Education Committee has had a productive year of supporting the educational and missional goals of Highland Christian School.

During the 2020-2021 school year, Highland Christian experienced a first in its 112 year history - providing both virtual and onsite instruction. Amidst the continued COVID-19 pandemic, 302 students returned to full-time onsite instruction, while 51 students started in full-time virtual instruction. As many public and private schools required their onsite instructors to manage both onsite and virtual students, the HCS Education Committee prioritized the hiring of nine eLearning instructors to solely support our online students. As a result of strong communication, effective planning, and innovative problem solving, HCS saw high levels of enrollment and student achievement. By the start of the 4th quarter, all but 23 students returned to onsite instruction.

While the addition of eLearning instruction required a significant number of instructional changes, HCS continued forward with its work to fully integrate standards based grading through 8th grade. To support the staff, Solution Tree speakers Dr. Anthony Muhammad and Garnet Hillman presented on PLCs ("Professional Learning Communities") and standard based grading. With the cancellation of the PLC Conference in Lincolnshire, these professional development opportunities proved to be a valuable and rich learning experience for all HCS teachers.

After state testing was canceled in 2020, assessments began with IREAD in March and ILEARN in April. Baseline assessments, such as NWEA testing, were used to measure progress towards our school goal of 70% of students performing at the 70th percentile or above. In reading, 57% of students met this benchmark, and 51% of students met this benchmark in math. For the 2020-2021 school year, Highland Christian maintained its Grade A rating from the state of Indiana.

In the past year, HCS expanded student and social services to support students reach high levels of academic and spiritual growth. The school hired Mrs. Abby Jacobs as a part-time school counselor to work in partnership with our Student Support Specialist to assist in the socioemotional needs of our students. To cultivate academic growth, the school hired two math tutors to support students in after-school math tutoring. Lastly, in partnership with Bible League, the students raised over \$7,000 through a coin challenge to provide Bibles to children around the world. These proactive measures helped support the school's mission to academically equip, biblically ground, and spiritually nurture students to impact the world for Christ.

In the School Improvement Plan, one of our goals was to set and maintain a curriculum review schedule. This year, three curricular areas were reviewed through a year-long evaluation process. The content areas that were reviewed included math, health, and Bible. From the review, the school updated the 5th-8th grade Bible curriculum to the newest CSI edition, adopted a new math curriculum that significantly increased student rigor, and reviewed health resources that align with Indiana state standards.

Looking ahead to the 2021-2022 school year, the Education Committee is proud to announce the creation of a number of new positions, which include a full-time Title I teacher, full-time Academic Support teacher, and part-time Gifted and Talented teacher. These positions align with the Strategic Plan and are made possible through Title, EANS, and budgetary funds.

In my second year as Highland Christian's administrator, it is my distinct honor to work alongside a dedicated Board, passionate educators, committed parents, kind students, and a beautiful community. May God continue to bless the efforts and Kingdom work that is happening at Highland Christian School.

Kyle Weener  
Highland Christian School Principal

**BUDGET PROPOSAL: 2021-2022**

| HCS School Year<br>2019/2020          | HCS School Year<br>2020/2021          | HCS School Year<br>2021/2022          |
|---------------------------------------|---------------------------------------|---------------------------------------|
| Tuition \$7,075<br>Annual<br>(Budget) | Tuition \$7,195<br>Annual<br>(Budget) | Tuition \$7,325<br>Annual<br>(Budget) |

\*Based on 345 FTE

\*Based on 345 FTE

\*Based on 355 FTE

**REVENUES**

|                                        |                  |                  |                  |
|----------------------------------------|------------------|------------------|------------------|
| Parent Receipts                        | 2,330,875        | 2,362,275        | 2,470,375        |
| Tuition Credits                        | (800)            | (400)            | (9,800)          |
| 4th Child Free                         | (20,565)         | (7,125)          | (20,580)         |
| New Family Registration Fees           | 11,000           | 12,000           | 12,000           |
| Milk Income                            | 11,750           | 11,750           | 11,750           |
| Gifts to Offset Expenditures           | 20,000           | 20,000           | 27,000           |
| Support from Foundation                | 110,000          | 120,000          | 130,000          |
| Administrative Revenue                 | 20,200           | 20,300           | 28,420           |
| Building & Grounds Revenue (User Fees) | 77,375           | 78,285           | 78,285           |
| Transportation Revenue                 | 49,581           | 51,942           | 44,649           |
| BAC Revenue                            | 35,000           | 32,000           | 30,000           |
| Hot Lunch Revenue                      | 85,200           | 87,000           | 85,000           |
| SEC Revenue                            | 245,765          | 236,525          | 206,580          |
| "Carryforward" from 2019/2020 Profits  | 0                | 80,000           | 80,000           |
| Miscellaneous Revenue                  | 12,000           | 12,000           | 15,000           |
| <b>TOTAL REVENUE</b>                   | <b>2,987,381</b> | <b>3,116,552</b> | <b>3,188,679</b> |

**EXPENSES**

|                                           |                  |                  |                  |
|-------------------------------------------|------------------|------------------|------------------|
| Wages & Salaries                          | 1,857,022        | 1,972,263        | 2,010,434        |
| Payroll Taxes                             | 141,948          | 150,878          | 153,798          |
| Pension Expense - CSI Legacy              | 52,269           | 68,067           | 83,808           |
| 401K Match & Related Fees                 | 46,413           | 56,751           | 56,644           |
| Health Insurance                          | 236,383          | 205,545          | 192,385          |
| Workman's Compensation                    | 10,065           | 14,250           | 14,375           |
| Curriculum                                | 10,000           | 10,000           | 10,000           |
| Online Curriculum                         | 20,000           | 25,000           | 14,000           |
| Resource Room Curriculum                  | 1,500            | 1,500            | 500              |
| Consumables                               | 16,500           | 15,000           | 14,700           |
| Text Books                                | 5,000            | 6,000            | 6,000            |
| Smart Tuition Fees (\$50 per family)      | 16,350           | 15,000           | 15,000           |
| PLTW Expenses (STEM)                      | 5,000            | 10,000           | 5,000            |
| Continuing Education/Inservice            | 16,000           | 15,000           | 11,500           |
| Counseling Expense                        | 10,000           | 0                | 0                |
| Convention Expenses                       | 3,200            | 3,900            | 4,100            |
| Misc. Expenses                            | 14,700           | 13,718           | 18,900           |
| Memberships & Dues                        | 13,000           | 13,000           | 13,760           |
| Milk Expense                              | 10,000           | 10,000           | 9,000            |
| Copier Equipment Expenses                 | 8,000            | 8,000            | 9,000            |
| Standardized Assessments                  | 4,500            | 8,000            | 5,200            |
| Banking Expenses                          | 2,900            | 2,800            | 1,300            |
| Telcom Expense                            | 5,000            | 5,500            | 6,000            |
| Payroll Fees                              | 3,000            | 3,200            | 3,200            |
| Professional Fees                         | 12,000           | 10,000           | 10,000           |
| Bad Debt Expenses                         | 18,000           | 18,000           | 18,000           |
| Publicity/Recruitment Expenses            | 12,000           | 12,000           | 14,000           |
| Paper Expense                             | 5,000            | 5,000            | 5,000            |
| Postage Expense                           | 4,700            | 2,600            | 3,000            |
| Maintenance Agreements                    | 28,500           | 28,500           | 32,000           |
| Outside Support                           | 9,000            | 4,000            | 4,000            |
| Licensing Fees                            | 47,250           | 50,000           | 35,000           |
| Property/General/Umbrella Insurance       | 28,971           | 28,900           | 32,000           |
| School Repairs & Maintenance              | 42,800           | 44,800           | 43,500           |
| Utilities                                 | 47,500           | 47,500           | 49,500           |
| Transfer to Capital Improvement Fund      | 74,025           | 75,285           | 75,285           |
| Transfer to Athletic Fund                 | 13,000           | 13,000           | 13,000           |
| Transfer to IN CHOICE Contingency Fund    | 0                | 0                | 47,000           |
| Transportation Expenses (Gas, Ins., Etc.) | 71,500           | 78,600           | 66,600           |
| Transfer to Bus Replacement Fund          | 10,000           | 10,000           | 30,000           |
| BAC Expenses                              | 350              | 525              | 425              |
| Hot Lunch Expense                         | 45,175           | 46,250           | 43,500           |
| SEC Expenses                              | 8,400            | 8,100            | 7,000            |
| <b>TOTAL EXPENSES</b>                     | <b>2,986,921</b> | <b>3,116,432</b> | <b>3,187,414</b> |
| <b>NET INCOME</b>                         | <b>460</b>       | <b>120</b>       | <b>1,265</b>     |

## FINANCE COMMITTEE REPORT

As we come to the close of the 2020-2021 school year, we are pleased to report that our current financial position is 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 over the years, we were able to fund the following over the course of the last year:

- New soccer goals to replace the old and worn-down soccer goals
- New classroom furniture for the 3<sup>rd</sup>-5<sup>th</sup> grades
- A new bus for our fleet to replace an older bus that was beginning to show significant signs of age

Highland Christian School has also been blessed with many gifts to provide tuition assistance for families affected by the COVID 19 pandemic in the last year. We are very grateful for all the gifts we have received and would like to thank our constituency for their generosity, which has allowed many families to continue their child's education at HCS during these unprecedented times.

The budget proposal for the 2021-2022 school year has \$3,187,414 in expenses. This represents a 2.5% increase over last year's budget. Anticipated income for 2021-22 is \$3,188,679. The budget is based on 355 students (kindergarten- grade 8). The Finance Committee is committed to keeping the cost of tuition as affordable as possible for all families. We are proposing an increase in tuition to \$7,325 annually. This represents an increase of \$130 per student per year and an increase of 1.8% over tuition from last year.

The Foundation's gift for the school year 2020-2021 was \$120,000, resulting in a tuition credit of approximately \$335 per student. The School Board is grateful for this yearly gift that continues to help reduce the tuition of each student.

As part of our budget we have increased our funding for the bus replacement account in order to be in a better position to replace the busses in our fleet on a regular schedule. We have also established a fund for roof repairs/replacement to be funded by gifts from the association. While we do not anticipate any major work is needed in the short term, we need to be financially prepared for when the time does come to repair and replace our roofs.

This year we have been blessed to receive funding from Title I, II and IV. We have received over \$120,000 in funding which has been used for technology, Professional Development, student interventions, and other instructional resources.

Finally, we have also budgeted an \$80,000 "carry-over" of excess funds that we anticipate will be available from the 2020-2021 school year. We do realize that this is not a typical result and have already made plans for future budgets to reduce this carry forward to \$0 within the next two budget cycles, so that we do not budget in excess of our actual annual income in future years.

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.

Jim Bandstra, Chairman  
Finance Committee



## **BUILDING AND GROUNDS COMMITTEE REPORT**

I would like to thank board members Jim Bandstra, Lon Natelborg, and Mike Schutt, who have volunteered their time and talents while serving on the Building and Grounds Committee this year. Listed here are some of the projects we completed and also a few projects coming this summer.

This year was a little different making sure school could be in session during the COVID-19 pandemic. As a B & G team for a school, we made changes to different areas to make sure we were ready for students to come back and to keep students as safe as possible when they were back. All of the water fountains were changed out to have the added safety of a bottle filler. The normal drinking fountains were disabled so just the bottle filler was available for student use. Hand sanitizer dispensers were added to all classrooms and common areas; air scrubbers were installed in each classroom to clean the air, and an intentional cleaning schedule was made to ensure all of the high touch points were cleaned and sanitized.

Last year the front sign along Ridge Road was updated. Early this school year, the landscaping around the sign was completed. This finalized the project and creates a nice updated look for those driving by the school.

The school had a few air conditioning units go out this school year - room 17, the server room, and the kitchen. These units were at the end of their expected life and were more cost effective to replace than to repair.

Last year, the board formed a Safety Committee after a safety audit was completed on the school by a school safety consultant. HCS received a grant to help complete some of the items that were brought to our attention from the safety report. The security team defined some of the high priority items and passed these on to the B & G Committee. New security cameras were installed, giving more clarity and more views of the common areas in the building. The vestibule to the main office had glass changed out and reconfigured to make it a safer area. A direct link button system was installed in various spots in the offices to directly page the Highland Police Department if needed.

The middle school classrooms were blessed with new furniture during Christmas Break. This was a great upgrade for them, making their classrooms more flexible and modern.

This summer we have a few projects on the docket: replacing the carpet in the computer lab and replacing the basketball hoops on the playground. Other outdoor upgrades will be made, including some concrete replacement, refinishing the Sunshine Enrichment Center fence, new mulch for the playground, and adding some river rock and a few plants to the front landscaping.

God has blessed us again with a great year and we would like to thank you for your prayers and support.

Joshua Blocker, Chairman  
Building and Grounds Committee

## TRANSPORTATION COMMITTEE REPORT

As we review a very unique and challenging year we are reminded by our theme verse: Psalm 32:8 *"I will instruct you in the way you should go; I will counsel you with my loving eye on you."* The Transportation Committee, in dealing with the return to school life with COVID restrictions, tried its best to equip the bus drivers and students with a safe environment. Lon Natelborg, Mike Schutt, Josh Blocker, and Ann Lynch worked diligently to equip the bus drivers to have a successful school year. I am happy to report our drivers did an awesome job. The buses were sanitized daily, everyone wore their masks, children were spaced with respect to governmental guidelines, and temperatures were taken daily. The dedication to our children by the drivers is to be commended. We would like to thank them for taking on these tasks and always watching out for our student riders.

Ann Lynch - Driver for 20 years, and our Transportation Director for 2 years.

Amy Wilcox - Driver for 14 years.

John Cruse - Driver for 14 years.

Michelle Herrell - Driver for 9 years.

Vernon Bonner - Driver for 3 years.

Eileen Woodard-Goodson - Driver for 2 years.

Hank Balkema – Route driver for 3 years and substitute driver for 2 years.

Rick Malsch - Mechanic for 6 years.

These people go above and beyond for our students. They are the first and last people your children see every day. They do keep a" loving eye on them."

We were blessed this year to be able to purchase a 2019 gasoline powered bus and retire an '04-8 bus. Lon Natelborg and Ann Lynch did a lot of the footwork on this and the transition went well. In our Transportation Committee meetings we are working to devise a plan to update the buses in a more timely manner as our fleet has aged and repairs are costly. The plan is geared to replace a bus every 2-2 ½ years if possible.

This is our second year having Ann Lynch as our Transportation Director. This position has been a blessing to all of us on the committee and the overall bus system at HCS. Last year we worked with Ann to develop the position and its responsibilities. This year we have really seen the fruits of this labor. Ann has her hand on the day to day issues on the bus routes and with the drivers. Along with driving a route, she oversees all aspects related to the buses themselves, as well as the drivers, routes, and scheduling. She has taken a lot of burden off the office staff and Mr. Weener. Ann attends all committee meetings to keep our committee updated on all matters. Ann's experience has been invaluable to the organization and implementation of our bus policies and procedures.

This year has shown us some challenges in demographics for our bus routes. Families seem to be moving further south and we face constraints for distance and time to get our students to and from school with a reasonable schedule for our drivers. We continue to look for better ways to do our routing and start fresh each July. Having parents sign up for bus with a deadline has helped this year. We strive to have a working schedule out for drivers and parents at least the week before school starts. We have sent out more information on our website and our Facebook page to keep parents informed on any updates we have for the school year. It is our hope this means more positive feedback for the future.

As a board and as committees we are striving to look farther into the future for needs and plans for the school. We know that families appreciate that we offer bus transportation for their children. It has been set as a service of the school since its beginning. The Transportation Committee is determined to keep our buses running and adequately maintained in all types of weather. As part of our future plans, we would like to acquire some kind of covering to protect the buses. In 2008 the Society voted to approve a bus garage. We are looking to see where that need is today and how best to implement this idea going forward. The committee will remain diligent to provide a safe experience for your children.

In closing I would like to thank the board, the Transportation Committee, and the drivers for all their work to make this year a success. God has carried us through these unsettled times and remains with His guiding hand upon us for the future.

Nancy Scheeringa, Chairman  
Transportation Committee

## FOUNDATION REPORT

The Highland Christian School Foundation was established by the members of the Society upon approval of a motion of the Highland Christian School Board of Trustees in April 1985. The stated 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.

Over the years the Foundation has accomplished its purpose as it has provided a tuition donation for each student, supported a number of facility expansions and has been available as a resource as the Highland Christian School Board dealt with challenges such as the restructuring of the CSI Employee Pension Plan. Currently the Foundation Board is working with the HCS School Board to develop a plan to support and ensure a smooth, orderly transition in the event that the Indiana Choice Scholarship (voucher) Plan is negatively impacted by legislative or judicial action.

Since the Foundation is over 35 years old and recognizing that a significant number of current HCS parents and members of the broader HCS community are not familiar with the Foundation's history, mission and activities, the Foundation Board has embarked upon a multi-faceted communication plan with the goal of raising awareness of the Foundation's role and its history of supporting Christian education and serving the HCS community. As a part of this communication plan, the Foundation Board approved sponsorship of a golf outing to take place in August, 2021, the Lord willing.

The Highland Christian School Foundation ended fiscal 2020 with assets of approximately \$3.4M. These assets are invested with the Barnabas Foundation. Highland Christian School is a member of the Barnabas Foundation. Christian schools comprise nearly half of all their members. 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 from individuals who are dedicated to providing proactive investment solutions to endowment/foundations.

The Foundation asset growth for the past year (8/1/2019 - 7/31/2020) has been primarily achieved through the gifts from etc...A Thrift Store (\$120K), investment income (\$226K), from individual and corporate memberships (\$22K) and memorials and gifts in honor (\$17K). Net Asset Balance for the year ending 07/31/2020 is \$3,447,575. Even during the unprecedented situation of the COVID pandemic, the Lord has continued to bless the Foundation with financial growth. The Foundation ended March, 2021 with a balance of over \$4 million.

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 \$130,000 for the 2021/2022 school year, distributing half in December of 2021 and the other half in May of 2022.

Your participation in the Foundation, be it through contributions and gifts or by making donations of items, or shopping at etc, will make a meaningful contribution to the tuition gift that is given annually to the families whose children attend Highland Christian School.

To God be the glory for His most gracious providence!

Terry Krooswyk, Chairman  
HCS Foundation Board of Trustees

## OFFICE OF RECRUITMENT AND DEVELOPMENT

**We give thanks to God for the provision He has made – through wisdom and counsel and the generosity of His children. We thank you for co-laboring for His purposes – through your ministry of generosity in 2020-2021. We’re so glad that you’re part of God’s plan for Highland Christian!**

Gifts fill the gap between budgeted expenses and the specific needs we encounter as we work to maintain and enhance our facility, invest in student outcomes, prepare for the future, and nurture the community God has entrusted to us. With this report, we celebrate the outcomes of your generosity and the milestones we achieved on our journey towards excellence this year.

**Enrollment** | God granted us a K-8 enrollment of 355 (103% of budget) with a net loss of 3% compared to 2019-2020. Sadly, preschool enrollment suffered a 35% pandemic related loss.

**School Improvement** | With this year’s appeal, we completed a 3-year transition to active learning furniture in all of our general classrooms. Thank you for seeing this project through to its end!

**Grant Writing** | We are actively seeking ways to maintain and enhance HCS without adding to tuition costs. This year, we identified several grants in line with this goal. We applied for these and were awarded funds to offset COVID related expenses, as well as specific technology and staffing costs. In addition to this, we completed our *Every Minute Matters!* school safety and security projects with zero impact on the budget. We are thankful for this and will continue to pursue these funding sources for additional needs in 2021-2022.

**HCS Foundation** | In addition to being named a beneficiary of an alumni’s estate, the Foundation was honored to receive a completed estate gift from a lifelong supporter of HCS and to be blessed by many tribute gifts for saints and loved ones in our community.

**Auction** | We appreciate the Auction Committee’s resilience, research, and skills as they worked to successfully transition this LIVE event to a *live stream event* - maintaining vibrant community spirit and support. We especially thank our donors, bidders and buyers who stood with us – many giving twice in one year! We recognize that you have a choice and that you chose to honor God and bless our school!

**Family Legacy Funds** | Our family legacy funds are growing! We’re pleased to report that “The Joseph Jonkman Family Legacy Fund” was born this year and that we’re now a family of six! These special funds are invested and remain so until the principal exceeds \$10K. When funds exceed this threshold, annual distributions are initiated for their designated cause. This year’s distribution totaled \$25,460!

**Tuition Assistance** | Granting access to Christian education and providing relief in times of need, these gifts bear special witness to God’s grace and goodness. This year we granted nine SGO Scholarships and assisted 27 families in need. We appreciate the gift income we received this year to the general Tuition Assistance Fund, the Mary Feikema Tuition Assistance Family Legacy Fund, The HOPE Fund and the SGO Scholarship Fund.

**Supporting Churches** | Pastoral counsel is essential in matters of Christian school leadership and student development. We greatly appreciate the wisdom and discernment our supporting church pastors provide, and too, the generous financial support these churches provide generally for Highland Christian School and for their families.

**etc ... A Thrift Store** continues to be a star performer on behalf of the Foundation, yielding \$140K already this year. We appreciate this vibrant community of individuals who contribute their time and talents for the good of our school and future generations.

| <b>CHARITABLE GIFTS BY FUND</b><br>Fiscal Year 2021 as of 4/19/2021 |          |
|---------------------------------------------------------------------|----------|
| School Improvement                                                  | \$58,380 |
| Foundation Appeal                                                   | \$18,695 |
| Foundation Donations                                                | \$4,650  |
| Foundation Special                                                  | \$12,100 |
| Tuition Assistance                                                  | \$20,300 |
| Contingency Fund                                                    | \$45K    |
| Church Offerings                                                    | \$5,989  |
| SGO Scholarships                                                    | \$2,400  |
| Auctions Proceeds                                                   | \$174K   |
| Wish List Gifts                                                     | \$4,135  |
| Tribute Gifts                                                       | \$15,635 |
| Special Gifts                                                       | \$26,216 |

Jodi Lineburg, Development Director/Recruiter