

# HIGHLAND CHRISTIAN SCHOOL

## ANNUAL SOCIETY MEETING AGENDA

2018/2019 School Year

MONDAY, MAY 6, 2019  
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 6, 2019

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: Dave Bosman, Board President
  - III. Song: Our Christian School
  - IV. Minutes of the 2017-2018 Society Meeting on May 7, 2018:
    - These minutes are received for information.
  - V. Approval of Slate for Highland Christian School Board:
    - Jim Bandstra, Nancy Scheeringa, John Stammis
  - VI. Presentation of Proposed 2019/2020 Budget: Tim Spoelman
  - VII. Committee Reports:
    - A. Finance: Tim Spoelman
    - B. Education: Bob Payne
    - C. Building & Grounds: Henry Groot
    - D. Transportation: Bridget De Young
    - E. Foundation: Craig Menninga
  - VIII. Development Director's Report: Jodi Lineburg
  - IX. Comments from the Membership
  - X. Recognition of outgoing board members: Randy De Vries, Board Vice President
    - Dave Bosman, Randy De Vries, Bridget De Young
- Closing Prayer: Randy De Vries, Board Vice President

## 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**  
**MONDAY, MAY 7, 2018 - 7:30 PM**

- I. Registration:
  - A. Members signed in upon arrival and absentee ballots were collected
  - B. 36 members were present and 1 absentee ballot was received for a total of 37 votes.
  
- II. John Surowiec, Board President opened the meeting with a devotional based on this year's theme verse Matthew 5:41 and opened with prayer.
  
- III. Singing of the School Song, Our Christian School was led by Board member, Tim Spoelman and accompanied by teacher Vicki Huizenga.
  
- IV. Minutes of the May 1, 2017 Society meeting were received for information
  
- V. Approval of the Slate for Highland Christian School Board
  - A. Board President John Surowiec introduced the slate. Jason Smit, April Vander Meyden, Gerritt Wieringa
  - B. All 3 names were approved by the Society by a vote of 35 approval and 2 "no votes" (simple 50% majority was required) Voting was conducted by paper ballot.
  - C. Keith Boender served as teller representing the School Board and Dave Neibert served as teller representing the Society.
  
- VI. Presentation of the Proposed 2018-2019 Financial Budget
  - A. Dave Bosman, Finance Chairman with highlights, special notations and comments, presented the budget.
  - B. Dave Bosman made a motion to accept the 2018-2019 Budget as presented. There was support from the floor. Hearing no further questions, the motion passed unanimously with a verbal vote.
  
- VI. Committee Reports
  - A. Finance Committee: Dave Bosman presented the Finance Committee report. He thanked the Foundation for their gift for the coming year at \$100,000. He also thanked the many donors that make our schoolwork. Also noted was a 2% increase in wages for the faculty. An explanation of the CSI pension situation was provided and it was noted that we are starting our own 401(k) plan this year with a 2% match.
  - B. Education Committee: Bob Payne noted the report and also highlighted the handout explaining our Mission and Vision statements and how our school is fulfilling them. Karin Brown will be moving and leaving HCS after 29 years. She was thanked for that service. The first year of 1:1 program was successful and technology changed the face of education at HCS. The Verse for the 2018-2019 school year is Hebrews 12:1
  - C. Building and Grounds: Dan Aardsma presented the Building and Grounds Committee report and highlighted the projects of last year including the installation of the alarm system, Whiteboards and Projectors. The repair of the roof of the gym lobby was also completed. He noted some of the summer projects that will be addressed including installations of LED lights in the total school and updating some rooms. He thanked the custodial staff for maintaining the school.
  - D. Transportation Committee: Chairperson Bridget De Young presented the report and highlighted some items. Bus repair costs have been high so we are planning to purchase 2 new busses (mid size) and selling the 2 busses that have a lot of repairs. Still looking for another bus driver so we

can have 6 routes and less travel time for students. Rick Malsh was thanked for his work on maintaining the busses.

- E. Foundation Board Report: Wayne Scheeringa, President of the Foundation Board presented the report and highlighted items. He thanked God for the blessings to HCS through the Foundation. The Foundation has reached \$3,000,000 and gift to the school will be \$100,000 for the 2018-2019 school year. 2 members (Darla Kincaid and Wayne Scheeringa have completed their terms with our thanks. Foundation Board will need 2 new replacements.
  
- VII. Development Director Jodi Lineburg presented highlights from her report and thanked the membership for their continued support. A first cut of the newest video was shown for our information.
  
- VIII. John Surowiec asked if there were any questions from the floor. There being none we proceeded.
  
- IX. Recognition of retiring Board members: Randy De Vries, Vice President thanked the 3 retiring Board members for their service and highlighted each one with their service.
  - A. John Surowiec served as Assistant Treasurer and 2 years as Board President. He was a member of both the Education (2 years as chairman) and Finance Committees for 3 years. He also served on the Strategic Plan committee, the School Improvement Committee, and the Pension Committee. John was noted for always being willing to step up when needed with an "I will"
  - B. Dan Aardsma served on Building and Grounds Committee (one year as Chairman). He also served on the Finance Committee, Technology Committee and Auction Committee. He was noted as the person who was willing to take on projects with an "I can" do that.
  - C. Kyle Van Prooyen served 3 years on Building and Grounds and Transportation Committee. He also served on the SPICE and Foundation Boards. Kyle was noted as a Board member who took on projects and as the person who stood out with an "I did". Kyle was thanked for the many things he did.
  
- X. Randy De Vries closed in prayer.

Respectfully Submitted  
Gladys Van Til, Secretary

## SCHOOL BOARD NOMINEES

### **Jim Bandstra**

Jim and his wife, Tracy live in Schererville and have three children - Fletcher is currently a sophomore at Illiana Christian High School, Addison is in 8th grade and Spencer is in 5<sup>th</sup> grade at Highland Christian School. They are members of Pathway Church in St. John, IN.

Jim is a graduate of Calvin College, and has been employed as an accountant for Fuchs Lubricants Company in Harvey, IL for the last nineteen years. He previously served a term on the HCS board from 2014 – 2017 and is currently on the Auction Committee at HCS as well.

### **Nancy Scheeringa**

Nancy and Tim have been married for 35 years and have three grown children all who attended Highland Christian. Jessica is married to Matt Hiskes, Scott is married to Erica Terpstra, and Mike is single and lives in Chicago. They have three grandchildren, Hayden (6) attends HCS, Owen (4) attends SEC, and Parker (2). While their children were in school, Nancy volunteered in many aspects of Highland Christian and Illiana Christian such as the Auction Committee, Sports Concessions, Hot Lunch Coordinator, and PIE Board Member. She also worked at etc...Thrift Store as a manager for 7 ½ years.

Nancy and Tim are long standing members of Faith Church – Highland and volunteer in various ways to help in its mission and growth. Nancy feels that HCS helped mold their children into the faithful adults they are today and is excited to serve on the Board of Highland Christian School.

### **John Stammis**

John and Dawn have been married for 28 years, live in Highland, and are members of Crossroads Community Church in Schererville. They have three adult children who attended HCS. Curtis (27) is a nurse at Community Hospital in Munster, Joshua (24) attends Calvin Seminary in Grand Rapids, and Andrew (22) is pursuing graduate studies in math and statistics.

John works from home for GG Healthcare as a team lead for support of hospital radiology viewing software. John has previously served on the HCS School Board from 2011-2014.

**BUDGET PROPOSAL: 2019-2020 FY**

HCS School Year 2017/2018	HCS School Year 2018/2019	HCS School Year 2019/2020
Tuition \$6,875 Annual (Budget)	Tuition \$6,975 Annual (Budget)	Tuition \$7,075 Annual PROPOSED
*Based on 332 FTE	*Based on 338 FTE	*Based on 345 FTE

**REVENUES**

Parent Receipts	2,282,500	2,257,550	2,330,875
Tuition Credits	(27,992)	(1,200)	(800)
4th Child Free	0	(33,445)	(20,565)
New Family Registration Fees	13,000	11,000	11,000
Milk Income	12,000	11,750	11,750
Gifts to Offset Expenditures	31,500	22,000	20,000
Support from Foundation	90,000	100,000	110,000
Loan from Foundation	60,000	60,000	0 (Do not plan on drawing)
Administrative Revenue	20,100	20,100	20,200
Building & Grounds Revenue (User Fees)	75,603	78,185	77,375
Transportation Revenue	49,610	49,610	49,581
BAC Revenue	32,704	38,000	35,000
Hot Lunch Revenue	77,630	82,000	85,200
SEC Revenue	207,780	196,460	245,765
Miscellaneous Revenue	6,000	6,000	12,000
<b>TOTAL REVENUE</b>	<b>2,930,435</b>	<b>2,898,010</b>	<b>2,987,381</b>

**EXPENSES**

Wages & Salaries	1,734,863	1,740,779	1,857,022
Payroll Taxes	131,952	133,170	141,948
Pension Expense - CSI Legacy	190,374	191,669	52,269 (Plan Overhead Costs)
401K Match & Related Fees	0	0	46,413 (3% Match)
Health Insurance	222,815	227,603	236,383
Workman's Compensation	12,277	13,870	10,065
Curriculum	40,000	10,000	10,000
Online Curriculum	11,000	20,000	20,000
Resource Room Curriculum	2,000	1,500	1,500
Consumables	16,000	16,500	16,500
Text Books	7,000	5,000	5,000
Smart Tuition Enhancements	0	0	16,350 (New Fee in 2019. \$500.00 per Family)
PLTW Expenses (STEM)	16,000	5,000	5,000
Continuing Education/Inservice	14,450	14,000	16,000
Counseling Expense	0	0	10,000 (New Expense - 2019)
Convention Expenses	3,600	3,200	3,200
Misc. Expenses	14,700	14,500	14,700
Memberships & Dues	9,200	13,000	13,000
Milk Expense	10,360	10,000	10,000
Copier Equipment Expenses	9,500	8,000	8,000
Standardized Assessments	4,235	4,500	4,500
Loan Repayment to Foundation	10,000	10,000	0 (not drawing)
Banking Expenses	3,630	2,900	2,900
Telcom Expense	4,900	4,500	5,000
Payroll Fees	1,100	1,640	3,000
Professional Fees	14,500	16,000	12,000
Bad Debt Expenses	18,000	18,000	18,000
Publicity/Recruitment Expenses	12,535	11,000	12,000
Paper Expense	4,300	5,000	5,000
Postage Expense	5,200	4,000	4,700
Maintenance Agreements	25,540	28,000	28,500
Outside Support	14,700	15,000	9,000
Licensing Fees	41,000	40,000	47,250
Property/General/Umbrella Insurance	27,754	23,700	28,971
School Repairs & Maintenance	39,518	37,550	42,800
Utilities	48,300	43,000	47,500
Transfer to Capital Improvement Fund	73,553	75,285	74,025
Transfer to Athletic Fund	8,000	8,000	13,000
Transportation Expenses (Gas, Ins., Etc.)	45,939	59,700	71,500
Transfer to Bus Replacement Fund	25,000	10,000	10,000
BAC Expenses	400	350	350
Hot Lunch Expense	42,900	42,725	45,175
SEC Expenses	10,600	8,100	8,400
<b>TOTAL EXPENSES</b>	<b>2,927,695</b>	<b>2,896,741</b>	<b>2,986,921</b>
<b>NET INCOME</b>	<b>2,740 0</b>	<b>1,269</b>	<b>460</b>

## FINANCE COMMITTEE REPORT

As we near the end of the 2018-2019 school year, we are pleased to report that our current financial position remains strong. Robust enrollment numbers have provided adequate revenue to cover our expenses and allowed us to continue to pursue new initiatives, programs, curriculum, technology, and resources to enhance the quality of our school.

Thanks to the many generous gifts and donations HCS has received this past year, we were able to fund many new projects and initiatives. These include:

- The installation of a new gaga ball pit in the playground area
- Completed installation of LED light bulbs in all class rooms and common areas
- Initial research and the acquisition of 21<sup>st</sup> century furniture for the junior high class rooms
- Sending another group of teachers to the Professional Learning Community Conference
- Remodel of the library, SEC Rooms, and Discovery Center (paint, carpet, and countertops)
- Further technology upgrades – Enhancement to school's software program, I-Pads for SEC with charging cart, new protective covers for the 1:1 computers, plus a multitude of other enhancements made throughout the year.
- Research and acquisition of a new science curriculum for next school year
- Funds set aside to enhance both the music and art programs

Since all of the projects and initiatives mentioned above are funded through gifts to HCS (Auction and School Improvement Drive), these projects do not affect the cost of tuition for the coming year.

The Foundation's gift for the 2018-2019 school year increased from \$95,000 to \$100,000, resulting in a tuition credit of approximately \$294.00 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 2019-2020 assumes total enrollment of 345 students with tuition set at \$7,075.00. For comparison purposes, last year's budget was based on an expected 338 students and tuition was set at \$6,975.00. 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 1.43% year-over-year. Due to the projected strong enrollment numbers, we will be able to cover all expected expenses, and provide all staff members a 2% increase in pay next year. We are very confident we should reach the expected enrollment and revenue projections. However, if for some reason we have a need for additional revenue, the HCS Foundation has agreed to provide us a \$60,000 loan if needed. Over the last few years, we have not had to borrow on the loan and we do not anticipate needing to in 2019-2020. We appreciate the Foundation providing this additional resource and take comfort in knowing these additional funds are available if ever needed.

As discussed in last year's presentation, the troubled CSI Pension Plan has been frozen and we will no longer pay into the fund for our staff's retirement plan. However, there is an ongoing annual expense tied to the management and oversight of the assets remaining in the fund. Fortunately, this new expense to the school is not as significant as we had first feared. Going forward, this ongoing expense has been included in our annual budget and the costs will be covered by our normal operations. We have replaced the CSI Pension Plan with a new 401K retirement plan and all appears to be working well. In 2019-2020 we will increase our employer match from 2% to 3%, which compares favorably to other schools in our area who offer a similar benefit.

The Finance Committee is grateful for God's providence and for the continued financial support from the school's constituency. We are truly blessed! Please continue to pray for us so that we may have wisdom and discernment as we act as stewards of the many gifts God has provided to HCS.

Tim Spoelman, Treasurer  
Finance Committee Chairman



## EDUCATION COMMITTEE REPORT

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

In the fall we celebrated the fact that, due to the efforts of both teachers and students, Highland Christian earned an A rating on the ISTEP State Assessment. We saw excellent growth in our English Language Arts scores going from 74% passing to 77% passing and in our Math scores where we went from 62% passing to 66% passing. This is in large part due to the way HCS teachers have embraced the Professional Learning Communities Model which focuses on clear learning targets, frequent formative assessment and timely interventions for those who struggle. The Education Committee is supportive of this approach and is glad that the Department Heads will again attend the PLC Conference this summer with new Principal Kyle Weener. Teachers benefitted this year from those who went to the conference leading the initiative to unwrap standards, and break learning goals into manageable objectives.

Last year was the end of ISTEP and we are ready for the new state assessment ILEARN. We have already taken the third grade IREAD assessment and had a 97% pass rate.

The Education Committee continues to support the integration of technology and learning at HCS. Leaders from other schools have been very interested in the work of our teachers in this regard. Our second full year of all K-8 students learning in a 1:1 environment continues to positively impact learning at Highland. A goal of our Strategic Plan is to embrace a 21<sup>st</sup> Century approach to learning; our technology is allowing students to either work collaboratively or individually.

Another way in which the Education Committee has supported 21<sup>st</sup> Century Learning is by moving to flexible seating in the Junior High. Funds raised in the Fall School Improvement Drive will outfit two classes and we hope to do more classes thanks to the auction.

While learning continues to improve, the social, emotional and sensory needs of students have never been greater. Goal six of the Strategic Plan is to address whole student development. This year, we have sought to meet these needs by introducing health lessons to the Junior High, sensory supports in the classroom and support groups through our counselor interns. This is the last year of the intern program and we look forward to the school having its own counselor next year.

The missing 'E' in most STEM programs – engineering – is thriving at HCS. This is our third year of Project Lead the Way in the Junior High and our second year in K-5. For example Kindergarten students continued their study of Structure and Function in the Human Body and third grade studied the Science of Flight. The Committee supports the adoption of a new science curriculum for next year which is aligned to Indiana standards.

While not measured by state assessments, there were two new additions this year. The Jogathon fundraiser, which gave us a gaga ball pit that the students love, also allowed students the joy of giving \$6,000 to Roseland Christian Ministries and \$4,000 to Love, Inc. Multi-age teams were added this year where students were divided into 20 groups that included students from all grades. This gave the opportunity to build cross-grade relationships.

The Committee appreciates your prayers as they support teachers and students in learning at high levels at Highland Christian School.

Bob Payne  
Highland Christian School Principal

## BUILDING AND GROUNDS COMMITTEE REPORT

The Building and Grounds Committee would like to report that God has blessed us with a great year again. We have had plenty of opportunities to improve and maintain the facility and very few issues. I would like to report on some of the completed projects and also a few things in the near future.

Last summer, the library and Sonshine Enrichment Center room 3 (or north room) were remodeled. Both rooms received new carpet and paint. The preschool room also received a new countertop to cover the existing metal shelving units which were not easy to clean and showing wear. The built in lockers were removed as they were not easy for the smaller children to use. The doors also had hard edges which were at times banging into the children. The lockers were replaced with built in cubbies which are open in the front. Each student gets their own cubby and there is usable shelf space above. The cubbies are painted to match the new color scheme of the room.

We also replaced the fluorescent lighting with LED lighting in all the hallways and classrooms. This completed a long term project of converting the entire school that started with the gym in 2017. We would like to show our appreciation to Dan Aardsma for all the time and research that went into the project. The classroom lights were replaced with LED bulbs. In the hallways and entries, we wired new fixtures. The hall lights are a more aesthetically appealing panel light. These upgrades were paid in large part by a NIPSCO rebate. When we check against last year's KWH usage, this year's usage was about a 20 percent overall reduction. This will represent roughly \$750.00 a month.

We have permanently repaired the leaking gym roof. The source of the leaks was the skylights and we have eliminated and replaced the leaking components.

Funded entirely with Jogathon funds, we have a Gaga ball pit. The materials, labor, site work and installation were funded entirely with Jogathon funds. We would like to extend a special thank you to Ken Mulderink for all his efforts organizing the fundraiser. The pit was dug and a drain tile was installed that starts under the pit and runs to the storm drain at the street. A layer of geofabric stabilizing material was laid down, and then a layer of limestone screenings was installed and tamped down. The Gaga ball pit walls are made of a composite lumber material, which should not fade or warp. The floor of the pit is a new technology in court floors called UltraBase flooring. This material is used in upscale tennis and handball courts. According to the manufacturer, we have the first Gaga ball pit in the world to use this floor and will be featured in their sales literature.

This coming summer, we anticipate that with funds from the School Improvement Drive, we will be able to update the front sign. We would like to make the sign more modern in appearance yet keep a classic look to match school facade. We also would like to increase recognition as you drive down Ridge Road. This would involve turning the name and logo perpendicular to the street.

The B&G Committee would like to thank the maintenance staff for all the work they do each day in maintaining the facilities. 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.

Henry Groot  
Building and Grounds Committee Chairman

## TRANSPORTATION COMMITTEE REPORT

The Transportation Committee supports the bus drivers and bus system at HCS to ensure the children get to school and back safely. For bus riders, the bus driver is the first person they see in the morning and the last person they see after school. It is very important that our service supports the mission of the school, supports enrollment goals, and that our bus service is safe.

The Transportation Committee meets on the second Tuesday of each month and is guided by the mandate which requires them to: be concerned with the adequacy of the buses and the bus drivers. The committee also works on bus replacement, user fees, and routes.

This year we purchased a new bus. We did our best to organize routes with the drivers. Rick Malsch has, as always, been an extremely important part of maintaining the buses that we have. The bus drivers have helped to ensure the buses are taken in for normal service, and Rick has prepared them for inspections, performed repairs, and taken buses in for unplanned repairs.

Our new driver, Vernon Bonner, has also been doing a good job. We have had struggles with hiring. It is a challenge because there are a lot of companies hiring bus drivers in the area. Our positions are part time, and the time is split. We are so grateful for the bus drivers we have. They have been flexible with re-arranging routes. Both Bob and the office staff have been helpful in contacting parents when we have run a 5-bus route system. We currently are advertising for new drivers for next fall.

Financially, the most difficult thing has been repairs. We are hoping to offset the cost of repairs in the future by continuing to purchase additional gasoline powered buses. It is smaller.

The members of the bus committee have been very supportive. At the beginning of the year, Jason Smits worked diligently to organize the bus routes. Ann is always supportive with this task as well. We tried routing software with some success. Henry and Keith are always helpful with understanding mechanical issues. Henry is working to get all the parts we can off the bus we replaced before we scrap. Taking parts from this bus, we can save money in repairs.

Enrollment for bus service has been good. The committee will continue to face challenges, but with the right support, we hope to continue to offer a bus service that will support enrollment at HCS. Our service has a wide mileage range. Our drivers safely get kids to and from school from so many areas in Lake County. The bus service continues to be a vital part of HCS. Thank you to everyone involved.

Bridget De Young  
Transportation Committee Chairman

## **FOUNDATION REPORT**

The Foundation Report will be available at the Society Meeting.

## OFFICE OF RECRUITMENT AND DEVELOPMENT

What a great year it's been! After several years of hard work, we kicked this year off with an "A" rating from the State of Indiana. Knowing that this "A" must be earned each year, our celebration was accompanied by an emphasis on the "20 Mile March" that is ours each day at Highland Christian School. If you are new to this concept, the 20 Mile March was developed by Jim Collins and documented in Great by Choice. It defines the critical essence of focus and discipline as it relates to sustainability and growth. It demands that one keep pace and put in calculated, measured effort *every day* regardless of disorder, chaos and change.

Disorder, chaos and change may seem like strong words for an elementary school. However, it takes but a moment of observation to note the myriad of factors that teachers manage as they move students forward in their learning and a quick listen at our Board meeting to note the rapid and frequent changes our leaders respond to as they plan for the future of learning here at HCS. The 20 Mile March focuses our minds and establishes common markers that we all recognize, value and work for. The 20 Mile March in Development resulted in fundraising targets being met and growth beyond our enrollment targets

Bob has modeled the 20 Mile March since day one with unrelenting focus on our vision, our process and our results. He has led us with humility, truth and grace; encouraging and equipping us for growth and grit. As we prepare to celebrate his retirement, we do so with gratitude for the gifts he invested here.

So to, we rejoice in the gifts our community brought to Highland Christian this year. We appreciate the many who built up our community- offering hospitality, encouragement, and spiritual nurture: our PTO, the many parent volunteers, our Parent Prayer Group, our ETC Family, and community partners. We also acknowledge all who participated materially to see our financial needs met. We are so thankful to be co-laborers with you in God's kingdom for His glory! In closing, here are some community & development highlights from 2018-2019:

- We served **96** preschool students and **361** K-8 students.
- We provided **\$28K** in tuition assistance.
- We provided counseling services for approximately 15 students.
- We served **34+** students through our Discovery and Academic Resource Centers.
- We hosted (**14**) HCS community events, (**5**) Preview Events, (**1**) Christian Education Church Event, and (**10**) Grade level ETC sort nights ..... *and Auction is yet to come!*
- We provided monthly job-embedded Professional Development for all teachers.
- We provided a corporate stewardship opportunity for students through the Jogathon.
- We provided (**16**) SGO Scholarships (\$8K).
- We launched a Monthly Giving Program.
- We raised **\$16K** to update two Junior High classrooms with flexible seating.
- We raised **\$15K** for 2019-2020 Professional Development activities.
- We raised **\$25K** for the Foundation.

Jodi Lineburg,  
Development Director and Recruiter