



# CELEBRATE CWC 2020 ANNUAL REPORT

WHERE CHRIST IS CENTRAL

WEARECWC.ORG

The plan for our 2020 meeting was to do something celebratory, something directly focusing on praise for the ways in which God has been blessing CWC. This would have involved our kids!!!

In this time of pandemic, we recognize that though we are unable to gather in person to celebrate, there still are many things for which we can pause, ponder, and praise.

Should you have any questions, please pass them along via email to [office@WeAreCWC.org](mailto:office@WeAreCWC.org), or call 920.324.4233, ext 311. We'll be compiling your questions and returning the answers to the membership later this week, along with a video report from our Leadership Team and a digital ballot for society members to complete and return. Members of the CWC Society are parents who have students enrolled and anyone who has contributed \$50 or more to the school in this fiscal year.

In this way we can complete the business at hand and together move forward in faith for the days ahead, just as we have since our founders broke ground in 1948. To God be the glory!

## INCLUDED MATERIALS

- ❖ Proposed General Fund Budget Overview
- ❖ 2020/2021 Tuition Schedule
- ❖ Profiles of Board of Directors Nominees
- ❖ Budget Narrative
- ❖ Board President's Report
- ❖ Bargains Galore Thrift Store Report
- ❖ Foundation for Christian Education in Central Wisconsin Report
- ❖ Parents in Action Report



## Central Wisconsin Christian School Proposed General Fund Budget Overview

	Approved Budget 2019/20		Proposed Budget 2020/21	
<b>Income</b>				
Tuition Income	\$ 2,151,220	75.47%	\$ 2,243,226	75.79%
Development Income	514,500	18.06%	513,400	17.36%
Miscellaneous	184,350	6.47%	203,075	6.86%
<b>Total Income</b>	<b>\$ 2,850,070</b>	<b>100.00%</b>	<b>\$ 2,959,701</b>	<b>100.00%</b>
<b>Operating Expenses</b>				
Salaries & Benefits	\$ 2,329,204	81.74%	\$ 2,412,807	81.52%
Facility	217,720	7.64%	226,100	7.64%
Transportation	55,000	1.93%	58,000	1.96%
Administration	136,121	4.78%	120,400	4.07%
Curricular Funding	74,450	2.61%	84,500	2.86%
Teaching Staff Expense	15,500	0.54%	17,000	0.57%
Public Relations	10,000	0.35%	10,000	0.34%
Membership Dues	11,459	0.42%	12,050	0.41%
Excess Choice Investment				
<b>Operating Expenses</b>	<b>\$ 2,850,070</b>	<b>100.00%</b>	<b>\$ 2,940,857</b>	<b>99.36%</b>
<b>INCOME (LOSS) FROM OPERATION</b>	<b>\$ -</b>		<b>\$ 18,844</b>	

## 2020.21 Proposed Tuition Schedule

1.5% Increase

Left to Right	9-12	6-8	1-5	K
1 <sup>st</sup> Child	\$8,384	\$7,519	\$7,184	\$5,389
2 <sup>nd</sup> Child	\$5,106	\$4,511	\$4,311	\$3,233
3 <sup>rd</sup> Child	\$4,432	\$2,016	\$1,927	\$1,445
4 <sup>th</sup> Child	\$4,046	\$1,129	\$1,079	\$809
5 <sup>th</sup> Child	\$3,698	\$811	\$775	\$581

### Proposed Tuition Schedule for RCS/FCS Parents Cost per child enrolled at CWC

Left to Right	1 <sup>st</sup> Child	2 <sup>nd</sup> Child	3 <sup>rd</sup> Child
1 child at RCS/FCS	\$6,870	\$2,106	\$995
2 children at RCS/FCS	\$6,141	\$1,092	\$917
3 children at RCS/FCS	\$4,736	\$917	\$857
4 children at RCS/FCS	\$4,000	\$836	\$782
5 children at RCS/FCS	\$4,000	\$763	\$716

**Notes:**

- \*Early Childhood Program: 2-day 3/4K \$900; 3-day 4K is \$1,300
- \*\$14,350 Maximum tuition per family
- \*Welcome Discounts available for new families

# Board Nominee Profiles

## Bob Jors



Bob Jors and his wife Beth live in Fond du Lac with their children Amelia (4<sup>th</sup>) and Emmersyn (K). The Jors are members of Edgewood Community Church. Bob was born and raised in Fond du Lac, and graduated from Goodrich in 1987 and holds a degree in Economics from Grand Rapids Community College. He has spent his career in sales, working for over 20 years as a Dealership General Manager, and for the last eight-plus years has worked as a Regional Sales Manager for Dominion Dealer Solutions.

“I’m excited about having a role and a voice in the Christian education of today’s children. We appreciate the true dedication of the teachers and leadership to children, providing a solid foundation based on Christ. I believe today’s society has drastically declined on morals and standards, and they have really fallen away from God. It is so important that what we teach at home is backed up in their daily school life so as they come into society they are the light of the world.”

## Mike Perry



Mike Perry ('99) and his wife Carrie are lifelong residents of the Waupun area. He was born and raised near Fox Lake, and currently their family resides between Alto and Markesan. For the last 20 years, he has worked at Double S Dairy as their Field Operations Manager. A year ago he and Carrie started a small business called Seedtime and Harvest, LLC, which focuses on technology-powered solutions for optimal crop performance. The family attends Bethel CRC in Waupun, where Mike has served two terms as a deacon and taught Sunday School. He also served on CWC’s AgProTech Vision team. Their three daughters attend CWC – Kaelie (7<sup>th</sup>), Ellie (5<sup>th</sup>), and Brenna (2<sup>nd</sup>), and next fall their twin sons (Jace & Coy) will start Kindergarten.

“I believe that our children are our greatest blessings as well as our biggest responsibility, so I am excited to come along side the teachers, staff, and board who invest so much into our children. I appreciate how CWC walks beside each student to help them discover their true identity in Christ through a personal relationship with Him. They are taught to love and serve others while living a life for God, and at the same time finding out who God wants them to be in this world. Christian education for our family has been an essential way to build on the values we are trying to instill in our children at home. God’s call should permeate everything we do in this life – that is why we feel all aspects of our children’s education should be viewed from Christ’s perspective.”

# Board Nominee Profiles



## Josh Schaalma

Josh and Michelle Schaalma live in Waupun, and currently have three children attending CWC – Baylee (freshman), Jacob (7<sup>th</sup>), and Bella (4<sup>th</sup>). Josh was born and raised in Beaver Dam, graduating from Beaver Dam High School. He then graduated from UW-Platteville and holds a masters’ degree in Engineering Management from Milwaukee School of Engineering. After spending 14 years in the engineering and manufacturing world, he became a

financial advisor for Edward Jones, and now is a Vice President for Investments and Premier Financial Advisor with BMO Harris Financial Advisors. The Schaalma’s are members of Bethel CRC in Waupun, where Josh has served as Chairman of the Deacons.

“I am excited about the opportunity to give back to our school and serve God in any way I am called. I appreciate the mission of CWC, and believe as parents that we are called to lead our children to be followers of Christ in all ways. I appreciate the Christ-centered/Biblical approach to education that CWC offers to our children. I believe that God is needed in our communities and schools now more than ever before. As a parent, I believe that God’s Word is vital to our everyday life. I love knowing that my children are growing and learning from teachers and leaders who share the same belief. Our kids spend so much time in school, and I want to know that they are being taught in a way that gives glory to God in all things. My hope is that this Christ-centered mentality will continue not only for my children’s lives but for generations beyond them.”

## Annie Syens

Annie Syens (’96) was born and raised in Waupun, attending CWC for all of her K-12 education. She and her husband, Matt, graduated from Calvin College. Annie spent 18 years in the public relations/marketing world, including more than 13 years at WDS Construction. At present she works for Central Cable Contractors in Accounts Payable. For many years Annie has been the passionate coordinator of the Waupun GEMS (Girls Everywhere Meeting the Savior), a faith-based program for girls in grades 3-8. Matt and Annie and their kids – Will (9<sup>th</sup>) and Piper (4<sup>th</sup>) – are members of Edgewood Community Church, where she has taught Sunday School. Annie has served CWC in the past as our PIA President, and you’ll find their family at almost every CWC event.



“I look forward to learning how the school is run behind the scenes as a Board member. I love that the Bible is taught at my kids’ school. The Bible is alive and powerful; it heals, it gives light, and I want my kids around it. CWC was not an automatic for us when we were deciding where to send Will for 4K. We had many discussions about it. Ultimately, it boiled down to how much Bible knowledge kids have when they graduate from CWC. I draw on that depth of knowledge every day – as a wife, a parent a friend, and an employee. I knew that I could not teach that vast amount of Biblical study at home after school if we did not send them to a Christian school. Psalm 112 talks about how those that fear the Lord are compassionate and generous people, they conduct business fairly, they share freely, they do not fear bad news, and face their foes triumphantly. This passage became my parenting guide, and those principles are reinforced at CWC. I know that not every Christian or CWC student embraces that style of living, but I wanted them to learn from that viewpoint



# Budget Narrative

## 2019-2020 Budget Update

With the onset of the COVID-19, life changed dramatically in mid-March. At that time, schools were closed along with non-essential businesses. This affected CWC and Bargains Galore significantly. The finance team made the decision to continue to pay teachers according to contract and all support and thrift store personnel according to their compensation agreements. The teachers have delivered distance instruction and many support persons continue in capacity in supporting students and cleaning and maintaining the CWC grounds. Finance estimates that the loss of income due to the closing of Bargains Galore will be about \$70,000. There will be some savings due to the school being closed in transportation and utilities but they will not offset the Bargains donations completely.

At the end of March, the U.S. Government passed that CARES Act which allowed CWC to apply for and receive a forgivable loan as part of the Paycheck Protection Program. That "loan" requires the school to continue to pay employees during the closure and will help soften the blow due to Bargains not operating. That loan will enable the finance committee to have additional grant monies for those tuition paying families who have been negatively affected by the current crisis. The Board has committed to assist those affected families that are finishing the current year's tuition and who may struggle with registration in July. No family will be turned away because of inability to pay tuition due to the COVID-19 pandemic. The finance and advancement committees will also be monitoring the potential hit to donations that may happen during the 2020-2021 due to a receding economy.

## 2020-2021 Budget Narrative

The CWC finance committee and Board propose a budget for approval to the school community at its annual meeting. The 2020-2021 budget contains a 3% staff wage increase along with a 1.5% tuition increase.

The Board continues to monitor the increasing teacher shortage in our country and affecting our state directly. Over the course of the recent four years, the Board has increased the base salary to be more competitive with private and public schools alike. The 3% increase, while not significant, is an increase that is greater than the past year's consumer price index (inflation). Given the current

crisis, it is a firm commitment by the Board to be market competitive and to provide for its teachers financially.

The 1.5% tuition increase was discussed at some length. Initially, this modest increase was proposed and passed prior to mid-March and later revisited after the hit to the economy. The tuition increase is just the second in the last five budget years. Rather than holding tuition to no increase once again for all tuition paying families, the Board seeks to be in a position to assist those that are most impacted negatively by the pandemic through our tuition assistance process.

Beyond tuition and wages, the budget reflects some increases to educational materials and building maintenance costs due to growing enrollment and additional square footage and building systems for which to care.



# President's Report

"Be still before the Lord and wait patiently for him" (Psalm 37:7a). Many of us may find ourselves praying for patience and calm during the past month as Governor Evers gave the emergency order of "safer at home" during the COVID-19 pandemic. As the board, we see so many of His blessings during this time. CWC's staff, faculty, and administration have adapted in these unprecedented times quickly. The willingness to provide the school at home learning using virtual media, engaging our students to continue to grow daily in the Lord and in their academics. We understand that this change was not something that could be done overnight, but has evolved each week as the teachers and parents communicate on what is working and what is not working. Mr. Buteyn appreciates each of the parents and teacher's thoughts/feedback as we continue utilize this format for the remaining 2019-2020 school year.

The board worked through the accreditation process over the past school year. We would like to thank everyone that completed surveys, spent time in meetings working on the various strands, and the Accreditation Committee as the completed gathering all of the data. We look forward to completing this process next fall. The board did approve a 1.5% tuition increase for the 2020-2021 school year after having three years with no change in tuition costs. We are being mindful as the student enrollment increases and the classes of 30 or more students move into the Middle School and High School to add staffing accordingly.

The board would like to recognize Mr. Dan Ten Napel and Mrs. Nancy Smits for there years of dedication to CWCS as they each begin a new chapter in

their lives at the end of this school year. We appreciate their commitment and the impact they have made on their students and the society. Congratulations!

I would also like to recognize the outgoing board members. Thank you to Mark Buwalda, Andrea Buwalda, Luke Lentscher, and Brett Bille for sharing your gifts/talents on each of the committees you served on over the past three years. CWC has been blessed with your time commitment for the various committee and board meetings. So much of your work will be utilized for years to come, most importantly the Vision '18 project.

CWC is blessed with a terrific staff that includes the bus drivers, custodians, and hot lunch staff. The administrative staff steps each year as the enrollment numbers have increased. The teachers and assistants continue their commitment to our students daily. I would like to say "thank you" to each one of you. Being homebound has brought many of us parents to recognize and appreciate what you do each day a lot more than normal!

Please continue to lift each other up prayer daily as we cope with COVID-19 pandemic. I would like to end with II Peter 3:18, the verse we began this school year with. "But grow in the grace and knowledge of our Lord and Savior Jesus Christ. To him be glory both now and forever! Amen."

Mitch Greenfield,  
CWC Board President



This is a quick snapshot of the financial position for the Foundation. The Foundation ended their year with \$569,116 of a balance having deducted for

excess funds from the school choice program. Over the fiscal year ending March 31, 2020, the Foundation received donations and memorials equating to \$20,900. There was a loss on investments equating to \$38,520 (which occurred during the month of March) and a decent portion of the loss has been made up during the last couple of weeks. The Foundation made their annual disbursement to CWC of \$14,299 that goes to the general fund of the school.

Our main goal for the Foundation in the short term is assist our families in looking at their long term financial and estate planning. We are working with Barnabas on a "simple will" process which we hope will be enacted in the fall of this year.

Mark Homan, FCECW President



#### BGTS Update

Bargains continues to be well-loved and treasured by our countless loyal customers. Total Sales over the last 19 years exceed \$7,300,000 with contributions to CWC exceeding \$4,450,000. Current YTD Sales = \$330,000. Due to COVID-19, sadly the store has been closed since March 16; we wait patiently, looking forward to the day we can once again open up our doors! We reached a HUGE milestone this year in becoming Debt Free as of January 1, 2020!!

#### Donations

So thankful for continuous flow of donations throughout the year! Our volume has remained very consistent. Always in need of Good, Quality Furniture! Happy to report that we currently have an abundance of donations to sort once we re-open!

#### Staffing / Volunteers

Grateful for our wonderful team of staff & volunteers. We are looking to hire a Clothing Sorter soon. We'll also keep you posted regarding upcoming Volunteer Needs.

Thankful to continue impacting those around us for nearly 19 years! God's Goodness Galore!

Brenda Hofman, BGTS Manager

# Parents in Action

Spring Meeting Agenda/Report

Treasurer's Report—see attached document

## Elections:

1. Vice President—Sara Westra
2. Treasurer—Erin Wieringa/Tina Gough

## New Business

1. More Opportunities for serve our school have been added to the PIA list. See below for more options to help out our school.
2. New Cookbooks are in production—Contact school office if you want one

## PIA Online Sign up Genius Updates for 2020-21

1. New items added—8th grade Play Director, Athletic Worker Volleyball Line Judge, Athletic Worker Basketball Book, Athletic Worker Basketball Clock, Athletic Worker Soccer Clock/Scorer, Athletic Worker Girls Soccer Clock/Scorer, Athletic Worker Volleyball Clock, Booster Club Worker, CSI Teacher Conference Co-Chairs, CSI Teacher Conference Workers, Flu Shot Day Worker, Golf Outing Chair, Golf Outing Worker, Grandparent Day Host, Grandparent day Kitchen Worker, Memorial Day Breakfast Chair, Memorial Day Breakfast Worker, Picture Day worker, Picture retake day worker, Servathon Coordinator, Teacher Appreciation Meal Chair, Teacher Appreciation Meal Worker
2. Please reach out to [cwcpia@gmail.com](mailto:cwcpia@gmail.com) if you have any questions about upcoming serving opportunities.
3. Signup Genius email will be sent out 5/1/2020.
4. Deadline for sign up is 5/23/20.

## Recognition of Senior Parents with last child graduating:

1. David & Jennie Braaksma, Jeff & Mary Brower, Tony & Brenda Edmunds, Jayne Groenewold, Steve & Christina Mindt, Jeff & Melissa Pausma, Jeff & Kelly Straks, Joe & Christine Tschumperlin, Mike & Bonnie Vander Berg.

# PIA Treasurer Report

Beginning Checkbook Balance 09/15/19

\$13,126.31

## Income:

Cards & Cook Books	\$839.00
General Mills Box Tops	\$263.90
Parent Opt Out Fee	\$500.00
TRIP Fall Payout	\$10,003.00
TRIP Spring Payout	\$10,000.00

Total Income

\$21,605.90

## Expenses:

Sem 2 Teacher Stipends	\$900.00
Room Mom Christmas party reimb	\$64.38
Cookbooks	\$3,668.00
EL Christmas Program Ice Cream	\$215.00
Postage	\$10.59
Spring teacher request	\$399.00

Total Expenses

\$5,256.97

Net Increase/(Decrease) in Cash

\$16,348.93

Ending Checkbook Balance 04/1/20

\$29,475.24

Respectfully submitted by,

Amy Van Den Berg, PIA Treasurer

## Estimated Upcoming Expenses:

MacBook Pro, Worship leader, Spring Teacher Request	\$2,800.00
Other Spring Teacher Requests still coming?	<u>\$0.00</u>
Total Estimated Upcoming Expenses	<u><u>\$2,800.00</u></u>