



CELEBRATE

CWC

2024 ANNUAL REPORT

Central Wisconsin Christian

Annual Meeting Agenda

Collaboration - AgProTech

Tuesday, April 23, 2024 – 6:30 PM

- I. Welcome and Opening Devotions—Jeff Navis, Board President
- II. Parents In Action Reports—Tessa Oosterhouse, PIA President
- III. Review results of 2023 Annual Meeting
- IV. Election of new Board Members
 - Kevin Buwalda, Luke Lentscher, Rob Servais, Julie Westra (3 year terms)
- V. Head of School Report – Mark Buteyn
- VI. Director of Advancement Report—Gregg Zonnefeld
- VII. 2024.25 Budget/Tuition Schedule—Randall Greenfield, Treasurer
- VIII. Diamond Legacy Update—Jared Oosterhouse
- IX. Recognition of Retiring Board Members—Jeff Navis
 - Tina Gough, Randall Greenfield, Bob Jors, Josh Schaalma, Erin Wierenga
- X. Closing Comments and Prayer—Josh Schaalma, Vice President

WHERE CHRIST IS CENTRAL

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Central Wisconsin Christian School Proposed General Fund Budget Overview

	Approved Budget 2023/24		Proposed Budget 2024/25	
Income				
Tuition Income	\$ 3,276,782	78.53%	\$ 4,202,014	80.87%
Development Income	591,400	14.16%	656,400	12.64%
Miscellaneous	282,538	6.78%	337,455	6.49%
Fund Balance Applied	<u>22,040</u>	<u>0.53%</u>	0	0.00%
Total Income	<u>\$ 4,172,760</u>	<u>100.00%</u>	<u>\$ 5,195,869</u>	<u>100.00%</u>
Operating Expenses				
Salaries & Benefits	\$ 3,491,085	83.66%	\$ 4,024,763	77.46%
Facility	306,625	7.35%	423,125	8.14%
Transportation	90,000	2.16%	155,000	2.98%
Administration	146,500	3.51%	200,00	3.86%
Board Reserve Fund	0	0%	141,431	2.72%
Curricular Funding	84,750	2.03%	124,750	2.40%
Teaching Staff Expense	25,000	0.60%	31,000	0.60%
Public Relations	15,000	0.36%	80,000	1.54%
Membership Dues	13,800	0.33%	15,800	0.30%
Operating Expenses	<u>\$ 4,172,760</u>	<u>100.00%</u>	<u>\$ 5,195,869</u>	<u>100.00%</u>
INCOME (LOSS) FROM OPERATION	<u>\$ -</u>		<u>\$ -</u>	

2024.25 Proposed Tuition Schedule

	2.5% Increase			
Left to Right	9-12	6-8	1-5	K
1 st Child	\$9,645	\$8,522	\$8,142	\$6,108
2 nd Child	\$5,787	\$5,113	\$4,886	\$3,665
3 rd Child	\$5,023	\$2,286	\$2,184	\$1,638
4 th Child	\$4,585	\$1,280	\$1,223	\$917
5 th Child	\$4,191	\$920	\$879	\$659

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

Left to Right	1 st Child	2 nd Child	3 rd Child
1 child at RCS/FCS	\$7,596	\$2,329	\$1,101
2 children at RCS/FCS	\$6,790	\$1,208	\$1,014
3 children at RCS/FCS	\$5,236	\$1,014	\$948
4 children at RCS/FCS	\$4,358	\$925	\$865
5 children at RCS/FCS	\$4,358	\$843	\$792

Notes:
 *Early Childhood Program: 4K is \$1,550
 *\$15,990 Maximum tuition per family
 *Welcome Discounts available for new families

Board Nominee Profiles

Kevin Buwalda



Kevin ('03) and Anderea ('03) live in Waupun, where he is an equipment operator at Sam's Well Drilling. Their 4 children Kolten (8th), Morgan (6th), Kase (4th) and Harper (K) all attend CWC. Kevin grew up in Waupun and they currently attend First CRC in Waupun. Kevin has enjoyed teaching catechism and Cadets. He has also served as deacon and elder at First CRC. He is currently on the CWC Auction Leadership, which he has served on several times.

"I would enjoy answering the call to help CWC in whatever path the Lord leads. I appreciate how the CWC community serves individually with the gifts God has blessed them with for the greater good of the school. We have amazing teaching and support staff, volunteers at Bargain's Galore Thrift Store, prayer warriors and generous donors. There are so many people giving towards the same goal of raising the next generation to love and serve the Lord. As a graduate I have taken many of the things I learned attending CWC into my daily life. As a parent I've seen the impact that having a Christ centered education can have on raising future kingdom servants. The close knit community my family has found at CWC has been instrumental throughout my entire life."

Rob Servais

Rob Servais and his wife Natalie live in Waupun, Rob was born and raised in Howard, WI and graduated from Bay Port High School in 1997. They have 4 daughters, Jocelyn is a senior, Rylee is a seventh grader, Harper is a fifth grader, and Brynlee is a third grader. Rob works for Lakeside Packaging Plus as the CEO. They attend Edgewood Community Church where he has led Bible studies and men's groups.



"My opportunity to serve on the board will be wonderful learning the successes, challenges, and opportunities to grow as a school. Especially with the Head of School transition, I think this time of our journey will really be key for the CWC board and leadership to unite. I love the mission of CWC. I love that my kids are fired up about singing a praise song or memorizing a scripture when they get home. The need for Christian education has never been greater. It's important to me because I trust our leaders and teachers to shepherd my kids in becoming Christ-centered young adults."

Luke Lentscher

Luke ('01) and his wife Becca ('02) live in Beaver Dam with their children Linnea (8th), Olivia (6th) and Cooper (4th). The Lentschers are members of Edgewood Community Church in Beaver Dam. Luke was born and raised in Beaver Dam, and graduated from CWC in 2001. He is currently a Physician Assistant with SSM Health.

This will be Luke's second term with the CWC board and he has also served as deacon at their previous church.

"I look forward to the opportunity to help CWC continue to create an enriching Christ-centered environment for students, parents, teachers, and staff. I appreciate that CWC is a place where my children can develop and grow in a Christ-centered learning environment with committed teachers and staff. Christian education is important to our family because it teaches our kids through the lens of Christ and how we can serve God in his Kingdom."



Julie Westra



Julie and Ben ('95) Westra live in Beaver Dam, and currently have three kids attending CWC - Jack (senior), Kate (freshman), and George (3rd). Julie was born and raised in the Chicago suburbs, graduating from Timothy Christian High School in 1993. She then graduated from Trinity Christian College and is the current General Manager of the Westra household. The Westras are attending Edgewood Community Church. Julie has served on the leadership team

for Heart & Home Bible Study at Harvest EFC and also serves at Bargains Galore as a volunteer.

"I am so proud of how CWC has stayed true to its Reformed, Gospel-based foundation especially these last few years through unprecedented changes and circumstances. I look forward to maintaining this vision as CWC grows and strives to improve. I love CWC's Christ-centered staff, not just the teachers but also the coaches, food service, bus drivers, aides, office staff, etc... As a parent, we get the opportunity to see the fingerprints of the teachers and staff on our kids. It is such a blessing to have teachers and staff who are reinforcing the same messages and vision we are trying to instill at home. Also, it is such a comfort to know that the staff see my child as a Child of God and not just another number. Our kids spend 7 hours a day, 5 days a week at school during the most influential years of their lives, we don't want to spend our evenings undoing what they have 'learned' at school. It is important to us that our kids learn that God is present in EVERY aspect of life. He is not limited to Sundays, church or religion class. Education at CWC is not just facts and figures through a Christian worldview, it is how to problem solve, it is how to cultivate a personal relationship with Jesus and it is how to live in this world differently because Christ died for our sins. Our kids have come home from school praying differently, more conversational and personal; asking if they can accept Christ in their hearts; and reading their devotions and Bible on their own, unprompted from us."



President's Report

Central Wisconsin Christian 23/24 school year has been an exciting, busy and rewarding time for the board. We are grateful for God's guiding hand through it all as we navigate through the many new changes, and look to the future of CWC. It is great to see our school community thrive and to be a part of our school board where so many members are working towards the same common goals. I would like to highlight a few of the larger items we as a board worked on over the past year.

The first being the hiring of our new Head of School for the 24/25 school year. Mark has done a fantastic job for the last 14 years and we knew he would be hard to replace. The search team put in countless hours last fall looking for our next leader, and by November had the candidates narrowed to two. Dr. Chris Gann stood out all along the interview process. When he came to visit in person the search team and board knew that he was the man God was calling to be our next Head of School. We unanimously voted for him and we are confident in his abilities to lead us for years to come. We are excited for his arrival in late June and excited to see God use him at CWC.

Another topic over the past year has been the continued growth of CWC. The word is out and interest in our school continues to grow. Our enrollment for next year will conservatively be around 530 students. This continued growth prompted the board to look at class sizes and limitations. Through much research and discussion, we have approved a class size cap of 22 students for grades K-2, 24 students for grades 3-5, and 25 students for grades 6-12. The formation of class size caps inevitably leads to waiting lists for certain grades. In order to deal with the issues that arise in choosing what students fill the appropriate spots in their grade, the board has formed an admission team. They also approved a matrix system with points that will help guide them in the decision making process.

The final board action I would like to touch on is the approval of starting an after school care program. This has been a topic that has been talked about for many years and thanks to the work of the Education Committee is finally going to be put into action. This program will provide care for children K-5 in a controlled environment, and give parents the assurance their children are being well taken care of while they are at work. We know this will be a blessing to many families and add value to the CWC experience.

Christian education is truly a gift from God. I would like to thank all the members of our board, our teachers, and staff for the time and work they all put into making CWC what it is today. God has blessed us for many years and we pray for His guiding hand for generations to come.

Jeff Navis - CWC Board President



2024/25 Budget Narrative

CWC's operating funds are in great shape as we near the end of the 2023-24 school year. With three months remaining, we expect to finish the year with a budget surplus. The Finance Committee, thanks especially to the efforts of Head of School Mark Buteyn and Business Manager Lexy Medema, has prepared a budget for the 2024-25 school year that accommodates 502.5 full-time equivalent students – a full 100 more than where we finished the 2022-23 school year.

The proposed budget reflects an increased tuition rate of 2.5% across the multi-child tuition grid. It also provides a range of annual compensation increase to the teaching and support staff of 2.9-5.1%. Bargains Galore Thrift Store, the Harvest Auction, and donations received via the Sharing the Promise and Giving Tuesday efforts are budgeted to contribute more than \$650,000 to the operating budget.

Current Legacy Project debt totals slightly more than \$7.1 million. The majority of this amount is from a bank loan with a balance just over \$6.0 million. We do have pledge commitments yet to receive of about \$5.2 million, but more donations and early pledge payments will be needed to limit interest expenses and allow the school to move toward starting the next phase of construction, a Worship Arts facility.

Randall Greenfield, Board Treasurer



Store Update

Bargains continues to be well-loved and treasured by our countless loyal customers. Total Sales over the last 22 years have now exceeded \$9,000,000 with contributions to CWC around \$5,200,000. End of February YTD Sales = \$436,000. The month of March was outstanding = \$71,000! We anticipate a strong finish to this fiscal year as well. Over the course of this past year, the store continued to experience a very high level of activity, both via customer traffic and donation volume.

Donations

So thankful for the continuous flow of donations throughout the year! Our volume has remained very consistent & high. Due to the mild winter weather we experienced, we did not see much of an impact in donation traffic. Always in need of Good, Quality Furniture! If you're starting to do some spring cleaning of your own, please consider Bargains for your no-longer loved items!

Staffing / Volunteers

Grateful for our AMAZING team of staff & volunteers - currently, 150 members contributing to the efforts at Bargains! We are always in need of additional Volunteers . . . maybe you're wondering how you could be a part of this outstanding team / help out the kids of CWC / make a difference in God's Kingdom? Give me a call - let's talk! I'd love to visit with you about the current opportunities!

Brenda Hofman - Bargains Galore Manager

Thankful to continue impacting those around us for nearly 23 years! God's Goodness Galore!



More than thirty years ago, a group of supporters of CWC and Randolph Christian established a Foundation to provide for the ongoing needs and long term stability of our Christian schools. Through estate gifts, planned giving, life insurance policies, memorials, and direct donations, these funds are managed by the Foundation Board and through the efforts of the Barnabas Foundation. A percentage of these funds are returned to the schools each year in their budgets, while the remainder continue to grow through investments. The Foundation financials were up last year - as the foundation ended the calendar year with \$1.14 Million in total assets and net income was \$79,000 for the fiscal year. Our annual return was 8.96% for the year which we are very happy with.

Our goals continue to be raising awareness of the foundation to our society to help ensure the long term outlook for Christian education, and also to help our society and parents in their wills and estate planning. We feel that we are still in the "building block" stages of what the Foundation can achieve. One of our main goals is to raise awareness of the Foundation to the Society Members of CWC and RCS. The Foundation offers scholarships, helps lower tuition costs, and helps with needs of both CWC and RCS.

If you have any questions on the Foundation or on wills or estate planning, please feel free to reach out to any of the foundation board members or to Gregg Zonnefeld in the Advancement Office. We will be happy to set up a meeting with Barnabas - the organization that oversees our funds and are the experts on estate planning. Their consulting services to you are available at no cost to members of our constituency. These can be especially advantageous to you from a stewardship and taxations standpoint as you prepare for retirement, the transfer of land/business assets, and more. Together we can grow generosity and stewardship as we plan for the future today.

Mark Homan - FCECW Chair

Parents in Action

Spring Meeting Agenda/Report
April 23, 2024

Review of PIA Spring Minutes—Tessa Oosterhouse, President

Treasurer's Report—Sabrina Hoeft, Treasurer

New Business / Special Requests

1. Spring Teacher Requests —Tessa Oosterhouse
2. Mom's in Prayer - Tessa Oosterhouse
3. Additional ways to get involved - Tessa Oosterhouse

Committee Reports

1. TRIP
2. Special Events—Tessa Oosterhouse
3. New Family Night—Sara Westra, Past President
4. Golf Outing—Ben Buteyn

PIA Points—Sign up Genius

1. Volunteering is a great way to build community among parents of the school.
2. There is something for everyone. Please seek out opportunities in which you can serve
3. A minimum of 3 points is required but feel free to serve more. Remember, it's not about the number of points, but the unique opportunity we have to be a part of something bigger; building and belonging to a community that our children get to see, first-hand, the level of investment we have for their education. Any questions, please reach out to cwcpia@gmail.com.

Nominations

1. Vice President—
2. Treasurer— Ashley Vande Zande

Recognition of Senior Parents with last child graduating: Matt & Michelle Brown, Dale & Tara Cupery, Mike & Sandy Cupery, Mike & Cindy De Vries, Dan & Maggie Drewa, Alex & Laura Hoekstra, Doug & Cheryl Iverson, Remigus Mbah & Delphine Fongang, Brad & Lyn Mulder, Bryan & Sarah Raymond, Edwin Rodriguez-Guzman & Linnette Heyliger-Franqui.

A big thank you to Sabrina Hoeft who will be stepping down as PIA treasurer and Laura Bos who will be stepping down as Past President.

PIA Treasurer Report

Beginning Cash Balance 6/14/2023

\$10,805.71

Income:

Fall Trip Payout	\$10,000.00
Back to School Night Meal	\$1,113.00
Box Tops	\$37.20
Cookbook Sales	\$5.00
TRIP Payout - Spring	
PIA points fee	

Total Income \$11,155.20

Expenses/Cash Disbursements:

Back to School Night	\$1,236.66
2023 Teacher Request N. Durni	\$1,371.24
2023 Teacher Inservice, Go Dutch	\$297.50
PD Day Breakfast	\$67.04
Christmas Party Reimbursement	\$111.79
Teacher Requests 2024	\$10,577.09
RBS Activewear musical shirts	\$1,499.99
YMCA Family Night	
8th and 12 grade graduation	
Teacher Appreciation and Doughnuts	

Total Disbursed \$15,161.31

Current Cash Balance 4/03/2024

\$6,799.60

CENTRAL WISCONSIN CHRISTIAN 2024 ANNUAL MEETING PROXY BALLOT

BY CONSTITUTION, AN ELIGIBLE VOTER IS SOMEONE WHO HAS A CHILD ENROLLED AT CWC OR HAS DONATED A MINIMUM OF \$79.43 (1% OF ELEMENTARY TUITION) DURING THE CURRENT FISCAL YEAR.

ARE YOU A VALID MEMBER OF THE CWC ASSOCIATION? Yes

No



BOARD OF DIRECTORS

PLEASE VOTE "YES" OR "NO" FOR EACH NOMINEE

- YES NO KEVIN BUWALDA (3-YR TERM)
- YES NO LUKE LENTSCHER (3-YR TERM)
- YES NO ROB SERVAIS (3-YR TERM)
- YES NO JULIE WESTRA (3-YR TERM)



PARENTS IN ACTION

PLEASE VOTE "YES" OR "NO" FOR EACH NOMINEE

- VICE-PRESIDENT () YES NO
- TREASURER (ASHLEY VANDE ZANDE) YES NO

SIGNED _____
ALL PROXY BALLOTS MUST BE IN A SIGNED ENVELOPE TO VALIDATE

CENTRAL WISCONSIN CHRISTIAN 2024 ANNUAL MEETING PROXY BALLOT

BY CONSTITUTION, AN ELIGIBLE VOTER IS SOMEONE WHO HAS A CHILD ENROLLED AT CWC OR HAS DONATED A MINIMUM OF \$79.43 (1% OF ELEMENTARY TUITION) DURING THE CURRENT FISCAL YEAR.

ARE YOU A VALID MEMBER OF THE CWC ASSOCIATION? Yes

No



BOARD OF DIRECTORS

PLEASE VOTE "YES" OR "NO" FOR EACH NOMINEE

- YES NO KEVIN BUWALDA (3-YR TERM)
- YES NO LUKE LENTSCHER (3-YR TERM)
- YES NO ROB SERVAIS (3-YR TERM)
- YES NO JULIE WESTRA (3-YR TERM)



PARENTS IN ACTION

PLEASE VOTE "YES" OR "NO" FOR EACH NOMINEE

- VICE-PRESIDENT () YES NO
- TREASURER (ASHLEY VANDE ZANDE) YES NO

SIGNED _____
ALL PROXY BALLOTS MUST BE IN A SIGNED ENVELOPE TO VALIDATE

