

Meeting Minutes for

Lynden Christian School Board

Jon DeJong, Chairman; Mike Smit, Secretary

June 8, 2022 – 7:00 pm

LC High School Library

- I. Present: Jon DeJong, Kathryn Van Weerdhuizen, Leonard Smit, Brian Kooiker, Becky Bos, Lori TeVelde, TJ Mellema, Dan Gibson, Derek DeKoster, Darren Johnson, Lisa Kramer, Mike Smit, Paul Bootsma
Absent: Brian Kooiker
- II. Open Forum from LC Society Members speaking prior to Board Meeting.
-No society members present
- III. Lori TeVelde led our devotions – She read 1 Peter 5:6-8 – Shared a devotional from the Proverbs 31 Ministries with a special reminder not to hold onto things too tightly, but to give them up to Jesus.
- IV. We shared around the table - highlights, joys and prayer concerns.
- V. Approval of consent agenda – Previous board minutes, Finance Committee, Tuition Accounts Committee, Transportation Committee as applicable, Building & Grounds, Education Committee, and Executive Committee minutes; plus Administrator Reports (as applicable). Proposed to move the discussion concerning human sexuality, gender identity and sanctity of life to July.

Jon asked for approval of consent agenda with changes noted - Motion carried by voice vote
- VI. Board Nominees – reviewed the slate.
 - a. Nominees, of whom two would be selected through the societal approval process and drawing of lots:
 - Greg Bode
 - Don Kok
 - Connie Kooi
 - Stephanie Parriera
 - Karla Swan
 - Mandy VanHofwegen
 - Shawna VanderLeest
 - Kelly Visser

These would be two separate draws to make sure there were at least 9 members from Reformed Churches as per LC Constitution.
- VII. There was discussion about the Home Bulletin needs to come out earlier and not include events which have already happened. Changes and improvements are underway.
- VIII. Strategic Planning – Kathryn walked us through the Early Action items (through 2022) where we need to begin taking specific steps within our key impact areas (attachments included?):

- a. Mission Alignment and Fidelity – “Deeper community understanding of LCS philosophy”. **M-S-P** - Establish a board approved task force that researches and presents the case for LC education. Paul & Kathryn will recruit & oversee. Task force will:
 - i. Answer the essential questions:
 - What is the Reformed historical influence on Lynden Christian education?
 - How does it impact our mission, admissions, hiring, teaching, and strategic action for the next 5 years?
 - What do our staff, students, parents, and board members need to know about this to be supportive, aligned, and connected?
 - ii. Deliver to the board for review and approval:
 - Establish the task and framework of Lynden Christian School’s education
 - Succinct parent/society guide/handbook
 - Quick “Who we are” bio for website, prospective families
 - Short questions check list for board, admin, curriculum teams around decision making
 - Staff and parent education outline
- b. Mission-Centered Teaching & Learning – Administration will deliver a staffing plan to the board. See attachment. **M-S-P** – Establish a task force that researches and presents the four-year strategic & tactical CTE plan for K-12 (Duration – 6 months) Based on the existing CTE plan, the task force will:
 - i. Deliver to the board for review and approval:
 - Staffing and budget recommendation
 - Academies and academies implementation recommendation
 - Strategic planning for FFA
- c. Mission Centered Master Campus Planning – Admin. to deliver to board for review and approval by December 2022: Campus site plan, fundraising Coach & Development Team (details in attachment).
- d. Mission-Centered Financial Sustainability – Admin. to deliver five-year strategic financial plan to the board for review and approval.
 - i. There was much discussion surrounding the correct KPI target for wages. Discussion centered around using the traditional model of targeting a percentage of public school wages as our only benchmark or trying to determine an alternative method.
 - ii. The board agreed to a KPI target of 7-10% staff base salary annual increases through the duration of the five-year plan for the strategic financial plan modeling.

M-S-P – Establish a task force to investigate and present possible tuition model(s) based on the real cost of education, including tuition assistance model(s) to keep LC as accessible as possible for families who need assistance.

IX. We reviewed the report/letter from CACE (‘Preliminary findings from Initial Strategic Plan’) which digs deeper into the big questions of how does this happen and are they mission-critical? There was a general consensus that many additions/staff need to be carefully reviewed and could be added over time, rather than so many being ‘front-loaded’. Paul will tell CACE to proceed with the strategic financial plan modeling with the following changes discussed by the board:

- X. Superintendent’s Report
 - a. Several personnel matters were discussed.
 - b. Paul reviewed ongoing conversations Colleen Stremmer is having with WCHD regarding public health policies

Action Points:

- Paul & Kathryn will establish a task force that researches and presents the case for LC education.
- Establish a task force that researches and presents the four-year strategic & tactical CTE plan for K-12.
- Establish a task force to investigate and present possible tuition model(s) based on the real cost of education, including tuition assistance model(s) to keep LC as accessible as possible for families who need assistance. Note: Our goal is to raise staff salaries 7-10% a year through each year of the 5-year strategic plan.
- Asked members of our admin. staff to include observations in their next report on mentoring strategies that are being put into place with some of our staff who come to us with less familiarity the expectation of embracing the Reformed standards outlined in the LC constitution.

Items for next meeting:

1. Human Sexuality, gender identity and sanctity of life – responses from Pastors. (Tabled until July)
- XI. Next meeting scheduled for Tuesday, July 5. Becky Bos will have Devotions
- XII. Adjournment
- a. Meeting ended at 10:50 pm
 - b. Lisa closed with prayer.

Approved: _____
(President)

Approved: _____
(Secretary)