



COMMITMENT TO QUALITY EDUCATION

by Mr. Ed Hoksbergen, Board President

We would also like to thank everyone for their continued support through prayers, financial giving, and the many men and women who serve on various committees, the Ladies School Circle, and use their gifts in helping out at school. We continue to covet your prayers and support during the remainder of this school year. We would also like to remind everyone to encourage and remember our teachers in the coming months as they consider whether or not to return to their teaching positions next year.

In this Board Newsletter, you will find committee updates along with some Frequently Asked Questions concerning the upcoming possible building project. The Board of Faith Christian School would like to update everyone on some upcoming changes for the 2016-2017 school year. The board has decided that in the coming school year we would like to restructure our classroom and teaching arrangement. This is what has necessitated our advertisement for a new teacher next year in our bulletin and throughout the denomination. If we are able to hire a teacher, D.V., we will be splitting the Upper and Middle Room classrooms so that we will have two grades per teacher (3-4, 5-6, and 7-8). The Board and Education Committee decided that this would be a good time to finally make this change as we will have an open classroom next year since we will not have a kindergarten class next fall and plan on adding classrooms in our building project which will be completed or near completion for the following year. Part of this restructuring will allow us to eliminate the teachers aide positions along with the math teaching position. We are thankful for the many women who have helped fill these positions over the years.

It is also our prayer that you remember the Board and committees in the coming months as they present contracts to our teachers, interview prospective teachers for our new position, create budgets, and nominate men for the Board to be voted on at the June Association meeting to replace the two outgoing Board members, Jon Regnerus and Caleb Van Baren.



Mrs. Regnerus works with the 2nd grade students.

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Change Creates New Challenges

By Mr. Mike Vander Veen, Principal

It was the spring of 2003 and having freshly signed a contract to teach that fall at Faith Christian School, I wanted to see the school in action as well as pick up some of the textbooks I would be teaching from so that I could get a head start on prepping for the next fall. One thing that I noticed right away was that textbooks were not very challenging for the students and the material in them was very simple. Parents, Board members, and Education Committee members had already begun to see the same thing and were making changes.

It was time to bring in a new curriculum that was more challenging to the students and contained more age appropriate standards. In addition to replacing some of the older textbooks, new aspects like VoWac and Spanish were added to the curriculum. These were good changes but they brought about new challenges.

Teachers were required to squeeze more curriculum into the same amount of teaching time; more time for prep and grading were also required. Knowing the strain and workload on teachers was increasing, the Board and Education Committee made decisions to give the teachers time that they could prep or be away from school. As the material got harder, some students also began to struggle and the Special Education position that was originally created to help Daniel Kuiper began to transition into a Discovery Room position. Both of these situations required hiring more staff as aides, creating a math teacher position, or adding by more responsibilities to the Discovery position. We can be thankful that we have been blessed by having many qualified people fill these different roles. It has often taken some creativity by the Board and Education Committee to fill these roles, but we have more often than not been successful.

During the past 5 years there has also been casual discussion by parents, in school committees, and at the Board level of transitioning from our current classroom structure of K, 1-2, 3-5, and 6-8 to K, 1-2, 3-4, 5-6, and 7-8. This has

been a goal for a while but one we didn't know exactly when and how we could achieve it. Over the past couple of months things fell into place that began to show that the goal that once seemed far off, was right before us. They included:

1. As we began to look at building needs for the addition of high school grades, parents reminded us that the focus of the school always be on providing the best education possible for their children.
2. One reason we had always hesitated to make this transition was that there wasn't an empty classroom. We made sure that any building addition would include one extra classroom so that this would be a possibility starting in the 2017-2018 school year or beyond.
3. When the decision was made to send Joelle to Kindergarten this year and have no Kindergarten next year, the Kindergarten room became available to use.
4. When a review of the salaries for the variety of aides and math position was made, we realized by combining these salaries, we were over 2/3's of the way to a full-time salaried teacher position.
5. For the 2017-2018 school year, we would be looking to add a high school teacher position. With having an additional classroom we could also hire another elementary teacher. This would require us to find two teachers in the same year. The Education Committee felt that it would be easier to find one teacher this year than try to find two teachers in the same year.

As all of these things came together over the past couple of months, we began to realize that goal of adding an elementary teacher and restructuring our classrooms was right before us. After much careful consideration and prayer, the Education Committee recommended to the Board that we begin to advertise for an elementary teacher for next year, 2016-2017, and the Board approved that recommendation.

If God blesses us with another teacher for the 2016-2017 school year, the classrooms will be restructured to 1-2, 3-4, 5-6, 7-8. Most likely, that teacher would take on the 5-6 grade position, however there is some flexibility that the Education Committee and Board will take into consideration



when making classroom assignments. We will continue to hire a Discovery Room teacher to work only in the Discovery Room. In 2017-2018, we will again have a Kindergarten teacher as well as adding a high school teacher position.

Being able to restructure the grades in this way, we feel will benefit the teachers and students. A new 3rd grader in the Middle Room or 6th grader in the Upper Room can be a very anxious time for these students. Being in classroom with students who are only one year older and at similar maturity and knowledge level, relieves much of that anxiety. There are great skill differences from 3rd to 5th grade and 6th to 8th grade. These differences become minimized by only having two grades in each room and again make young students feel at ease, rather than comparing themselves to students two grade levels above them. Students will be able to see more consistency and continuity with only having to know the expectations of one teacher and staying in one classroom.

The teachers will see benefits as well and therefore we believe will become better teachers. No longer will they need to know three years worth of material for a variety of subjects. They will only need to master two years worth of material and will see that material every other year. This will allow them to better master and remember the material. Each teacher will have more flexibility with their schedule because they won't have to coordinate among 1 or 2 other teachers who also need teaching time during the school day. Overall, the Education Committee believes that all these things combined will allow for better and more successful education of our children.

Change is never easy and will create new challenges. But we can know that in all of these changes, God is always with us as a never changing God and we know His plans for us are always higher than our plans (Isaiah 55:9). We pray God blesses these endeavors and we are humbled by His blessings that allow us to achieve this level of God-centered education for our covenant children.

Discovery Room Update

This summer, soon after hiring Mrs. Debbi Regnerus to fill our Discovery Room and Aide position at Faith, she was blessed with the expectation that her and Luke would be parents in January of 2016. Debbi was willing to continue to fill the position until then but both her and the Education Committee felt that it would be better and provide more

consistency if someone who could teach all year long were found. After advertising the position, Mrs. Lissa Regnerus was interviewed and offered the Discovery Room and Aide position. A couple of weeks later, Lissa and Glen learned that they too would become parents during the upcoming school year and she too would not be able to fill the position all year long.

After advertising the position again and getting no applicants and after conversations with both Lissa and Debbi, a mutual decision was made to have Debbi fill the position until the end of the first semester in January of 2016 and we advertise for the position starting then. The Education Committee received no applicants at that time who would take on all these roles and began to make contact with individuals from church to see if 2 or 3 of them could each take on one or two of the roles. We are thankful that Mrs. Rene Soodsma and Mrs. Ev Oosterhouse were willing to help us out. Mrs. Oosterhouse even began sitting in many days with Debbi to "learn the ropes". Mrs. Michon Alsum was also willing to take on more teaching duties and give up her prep time. We are thankful to each of these ladies for this willingness.

God however had other plans for us and a suggestion from one of our own church members led us to Ms. Kayla Kooima. We learned Ms. Kooima would be graduating from Dordt in December with a degree that fit exactly what we were looking for. She was interviewed and a recommendation was made to hire Ms. Kooima for the Discovery Room and Aide position. We are thankful to God that she accepted the position and believes God is calling her to Randolph at this time. We believe she will be a blessing to our school and hope you enjoy getting to meet and know her. Ms. Kooima will start on January 4 and work with Mrs. Debbi Regnerus for two weeks.

A few other things needed to be ironed out like housing and we are thankful that a couple of families from church were willing to open up their homes to Kayla for the months that she would be here to help her keep costs down. We again can see in all this that the Lord provides for our needs when we least expect it and in marvelous ways. We again are shown by him to trust in him always (Eph. 5:20).

SmartShop Update

By Mr. Caleb Van Baren, SmartShop Committee

The committee for SmartShop is happy to report that the store continues to enjoy success here in the early going. The store has been open since August 6 and our total sales since that date are \$48,400 – or a rough average of \$2,300 per week. The first advertising for SmartShop (other than Facebook) was when we had flyers printed and placed in grocery bags at Piggly Wiggly. The flyer advertised what the store is about and that we would be open on the Saturday after Thanksgiving rather than on our regular open day of Thursday. The Randolph Craft Bazaar was that same Saturday and we handed out flyers there as well. That day proved to be our largest sales day yet - \$5,330! We have been busy since then and are anxious to see if sales continue to stay strong once the holiday season is over.

The committee recently decided to start selling items online through eBay in addition to our physical location. Dutch American has graciously given us a room & computer/printer to use to keep this inventory separate and organized. There were some growing pains at first with this, but most of the kinks are worked out now and so far is proving to be a very useful resource in selling many of the products we receive in “multiples” (we sometimes receive over 200 of the same pair of pants for example). eBay also allows us to reach a larger market with some of the odd or pricier items that do not appeal so much to our smaller Randolph market. eBay limits the amount of listings allowed when an account is first opened, so as we become more established we will be able to get more of our inventory online (right now we are limited to 200 items). So far the online sales have totaled around \$2,000 (this is in addition to the \$48,400 mentioned earlier). Rebecca Regnerus and Jenn Van Baren

have spearheaded this eBay store and we thank them for their efforts on this!

SmartShop recently paid back \$50,000 of the money that was borrowed to get SmartShop up and established. This leaves \$25,000 remaining to be paid back yet. We do not have a date we hope to have everything paid back and then beginning to make a profit for FCS because of the many factors that will effect that timing (amount of product we purchase, sales, etc.). We can confidently report that the store is profitable and that we look forward to being finished with our debt so we can start making payments to school. The Board has decided that when SmartShop’s debt is paid off, that the profits generated from SmartShop will be applied toward helping make payments for our upcoming building project debt.

The Committee is still open to the idea of receiving product from an additional Costco store to supply Smart Shop with product. While the committee is not actively searching for another store, our inventory of certain products is dwindling and we think it might be necessary to receive more product to keep the store from losing its appeal due to lack of new merchandise. The support needed from our volunteers has also been strong and we feel that we could add another store without taxing our volunteer help.

We have been mindful in all of our dealings with this store that all things happen according to God’s perfect plan. It is our prayerful desire that we are able to continue to move forward with the store and remain open for business. We ask, again, that you continue to remember the benefits of this store and be willing to volunteer your time and energy in this endeavor. If you have not already done so, we encourage you to stop in on Thursday, see the store, and do some shopping!



Snapshots of 2015-2016



Middle Room Art



Putting together the denominational letter.



Lego League Team practicing



Young Reader's Day Activity



Band members play at RCS Veteran's Day



Putting on the Armor of God Activity

2:18 PM
01/02/16
Cash Basis

Faith Christian School
Profit & Loss Budget vs. Actual
July through November 2015

	<u>Jul - Nov 15</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense				
Income				
Special Education	0.00	800.00	-800.00	0.0%
Technology Fee	75.00	3,300.00	-3,225.00	2.3%
Society Dues	950.00	1,950.00	-1,000.00	48.7%
Gift Received	8,181.61	18,000.00	-9,818.39	45.5%
Church Offering	21,516.80	65,000.00	-43,483.20	33.1%
Tuition	74,593.60	141,500.00	-66,906.40	52.7%
Total Income	119,902.35	230,550.00	-110,647.65	52.0%
Gross Profit	119,902.35	230,550.00	-110,647.65	52.0%
Expense				
Accounting/Barnabas Foundation	0.00	850.00	-850.00	0.0%
Sub. Teachers	0.00	1,000.00	-1,000.00	0.0%
Federation Dues	0.00	250.00	-250.00	0.0%
Snow & Lawn	0.00	800.00	-800.00	0.0%
Payroll Taxes	0.00	15,496.00	-15,496.00	0.0%
Misc	67.73	300.00	-232.27	22.6%
Water	141.26	1,100.00	-958.74	12.8%
Playground	229.86	300.00	-70.14	76.6%
Janitorial Supp	280.42	700.00	-419.58	40.1%
Health Ins.	724.50	1,500.00	-775.50	48.3%
Telephone	858.13	2,000.00	-1,141.87	42.9%
Workmens Comp	1,505.00	1,500.00	5.00	100.3%
Gas & Electric	1,793.86	7,000.00	-5,206.14	25.6%
Property Ins.	1,993.00	1,800.00	193.00	110.7%
Office Supplies	2,449.06	8,600.00	-6,150.94	28.5%
Teaching Supplies				
Textbooks	2,433.58	8,000.00	-5,566.42	30.4%
Total Teaching Supplies	4,457.75	8,000.00	-3,542.25	55.7%
Rollover Expense				
Library - Rollover Account	300.00	300.00	0.00	100.0%
Building - Rollover Fund	1,200.00	1,200.00	0.00	100.0%
Discovery Room - Rollover Fund	1,300.00	1,300.00	0.00	100.0%
Continued Ed - Rollover Fund	2,200.00	2,200.00	0.00	100.0%
Computer Supplies - Rollover	3,300.00	3,300.00	0.00	100.0%
Total Rollover Expense	8,300.00	8,300.00	0.00	100.0%
Payroll Expenses	97,624.00	187,700.00	-90,076.00	52.0%
Total Expense	126,694.47	247,196.00	-120,501.53	51.3%
Net Ordinary Income	-6,792.12	-16,646.00	9,853.88	40.8%
Net Income	-6,792.12	-16,646.00	9,853.88	40.8%



Faith Christian School 2015-2016 Calendar

August 2/2

S	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 23/21

S	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October 42/19

S	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 60/18

S	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 77/17

S	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

January 96/19

S	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 116/20

S	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

March 135/19

S	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

April 155/20

S	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

May 173/19

S	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

- Dates:
- August 3: Registration
 - August 26: Back-to-School Parent/Teacher Meeting
 - August 28: 1st Day; 1/2 Day, 11:30 Release
 - September 7: Labor Day
 - October 14-16: Teachers' Convention - no school
 - October 30: End of 1st marking period (44 days)
 - November 3: Parent/Teacher Conferences
 - November 25: 1/2 Day, 11:30 Release
 - November 26-27: Thanksgiving break
 - December 18: Christmas Program
 - December 23: 1/2 day, 12:00 release
 - December 24 - January 1: Christmas break
 - January 15: End of 2nd marking period (44 days)
 - January 11-15: Iowa Basic Tests
 - January 22: Teacher In-Service Day
 - February 19: Teacher In-Service Day
 - March 8: Parent Teacher conferences
 - March 18: End of 3rd marking period (45 days)
 - March 28-April 1: Spring Break
 - May 25 - End of 4th Marking Period (43 days)
 - May 26: Graduation (Half day), 11:30 Release
 - May 27: School picnic
 - May 25: Memorial Day

Report Cards will be sent home:

- Nov. 2
- Jan. 20
- March 23
- May 25



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Life Stories

Charitable Remainder Trust

GIVING THE FARM AWAY...



Don and Nyla Wieberdink

Don and Nyla Wieberdink decided it was time to retire from farming. They had looked at their family situation and their goals. They had analyzed the financial implications. They looked at what they wanted for their future and decided that 2001 was the year to retire.

One significant issue was the huge tax bill they would have to pay when they retired. They knew there would be significant taxes resulting from the sale of their farm machinery. That's when they thought of Barnabas Foundation and wanted to see if they could avoid some of that tax by using a Charitable Remainder Trust.

Don Wieberdink comments, "We have an obligation to be responsible with what God has given us. We've been blessed through the years and we wanted to see that some of what was left when we were gone, would be directed to kingdom causes we love."

The couple discovered that if they gave their machinery to the Trust, they could make their largest gift ever to their favorite kingdom causes, and still get a lifetime income from the Trust. Moreover, they could avoid the tax they would have paid if they sold the machinery at auction. In fact, after looking at the projections, they found they would probably have more income on an annual basis by giving it away than if they sold it, paid the taxes and invested the proceeds.

Barnabas Foundation worked with them to set up the Trust, make the gift and then have an auction. The auction date was set and Don and Nyla began preparing for it as though the property was still their own. The Lord blessed their hard work.

The weather was perfect on the day of the auction and the farm machinery sold well. The Wieberdinks watched as the machinery they had given away was sold, knowing that it would ultimately benefit kingdom causes and still provide them with a lifetime income.