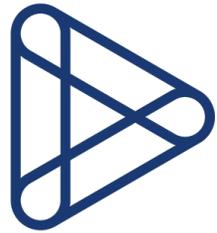


# Southeast

## CHRISTIAN SCHOOL



- Call to Order
- Budget Projection for 22-23
  - Staff adds to keep up with growth
  - Solid plans regarding professional development, tech upkeep, curriculum adoption, and outreach projects
  - 3% COLA included in the budget
  - Donation catch-all removed as a way to disguise a negative budget
  - Looking for grant opportunities to offset
  - Potentially a 1 year stop gap; 5% increase in 23-24 would negate the negative balance if all things remain close to the same
  - Tuition assistance
- Policy creation for discussion on May 16
  - How much cash on hand to carry
  - Potential limits to free tuition (Number of spots as a % of total enrollment or certain number of hours to qualify)
  - Total tuition assistance not to exceed a % of the overall revenue stream
- Vote to adopt if needed or revise with parameters for moving forward

**Meeting of the Board of Directors- Minutes**  
**Solomon Center conference room**  
**April 4, 2022, 11:30-12:15 AM**

**Attendance:**

Board: Aaron Couch, Tom Fitzgerald, Doug Henderson, Wendell Geary, Jeff Spille, Stacy Dean, Jeff Akers (via call)

Ad Hoc Members: Susan Krodel, Melissa Olin (both indicated unable to attend)

Heather Klusek in attendance to take notes

**Closed Board Meeting**

Call to order (1130)

Doug Henderson

Preliminary Budget (1130)

Doug Henderson

Doug presented a deficit budget to the team (specific areas of overages listed on the agenda). Donations adjusted to not be a stop gap but to reflect actual fundraising dollars to reflect what has been raised in the past. 366k in the red at the start of this meeting. The purpose of the meeting is to address the deficit.

Questions/Discussion points:

- Stacy - COLA 5.9% are we doing this? Doug suggested not do a COLA this year to cover deficit. Aaron agreed. (not voted - just discussed)
- Tuition assistance - review staff and church benefits of tuition. The church is not subsidizing this, it is a written off expense. Proposing a minimum hours work to be able to utilize the 100% tuition (that will be discussed at a later board meeting).
- Tom - School chaplain salary should be moved to the church per the agreement made with previous Executive Director
- 

Doug to review the potential moves (reviewed linked document)

- [Potential moves](#)

Questions/Discussion points related to potential move link above:

- Elimination of the Director of Advancement discussion - what have we raised YTD with this effort? The dollars donated are either at or slightly below what we have had in years past. Does the current Advancement Director know that his position is possibly being eliminated or that he is under performing – he will know this week. The money is not coming in and he is not doing that work and it is showing ineffectiveness.
- Eliminating positions does not reflect taxes, benefits, tuition discounts
- Are these roles essential to the functioning of the school next year? Yes. We can operate without them but it would be difficult.
- In order for us to execute the budget, we need to know what direction we need to take
  - Accept a deficit or make cuts? Is there a number that the board is comfortable adopting?
  - Tom: eliminating Director of Advancement would place the responsibility of fundraising to the Executive Director role. The elimination of the COLA would be essentially a pay cut of buying power in staff's pay cut.
  - Additional idea would be to increase middle school grades from 48 to 50 could be a potential 70k savings – this is something we should implement

- Aaron - a small deficit is okay but 366k is a bigger number than he's comfortable with. Suggest adjustments to scholarships

Motions/Agreements:

- Move Chaplain expenses to the church budget

Motions (12:10)

Doug Henderson

- Motion to adopt a \$100k deficit budget - passed unanimously

Closing Prayer (12:23)

Doug Henderson