



**ZEELAND
CHRISTIAN
SCHOOL**

Annual Society Meeting

April 23, 2020

334 West Central Avenue, Zeeland, Michigan 49464
Phone (616) 772-2609 • Fax (616) 772-2706 • www.zcs.org



Annual Society Meeting
Thursday, April 23, 2020 - 7:00 P.M.

- | | | |
|-------|--|--------------------------------------|
| I. | Opening Prayer and Devotions | Betsy Koop
Board President |
| II. | Minutes of the 2019 Annual Society Meeting
(Presented for information only, page 3) | Ann Hemmeke
Board Secretary |
| III. | President's Report
(Presented for information only, page 4-5) | Betsy Koop
Board President |
| IV. | Finance Committee Report
(Presented for information only, page 6-7, 10-12) | Chris Lamer
Board Treasurer |
| V. | Report on which nominees received at least 50 percent of the vote
(See pages 8-9) | |
| | 2019-2020 Nominees: Molly Kehrer, Joel Pyper, Andy VanderZwaag | |
| VI. | Select new Board members | |
| VII. | Report on number of votes for and/or against budget proposal | Chris Lamer
Finance Committee |
| VIII. | Advancement Report
(Presented for information only, see page 13) | Peter Jenkins
Dir. of Advancement |
| IX. | Report on number of votes for and/or against proposed bylaws
(Page 14-23) | Ann Hemmeke
Board Secretary |
| X. | Head of School Report
(Presented for information only, see pages 23-32) | Tim McAboy
Head of School |

2019 Zeeland Christian School Annual Society Meeting

March 14, 2019

1. Devotions and Opening Prayer - Chad Geenen, Board President
2. Notice made of the 2018 Annual Society Meeting minutes in the Annual Society packet, submitted by Lori Slenk, Board Secretary
3. Notice made of the 2019 President's Report in the Annual Society packet, submitted by Chad Geenen, Board President
4. 2019 Board Member Voting:
 - a. Three nominees were presented as approved candidates by the society: Jeff Dornbos, Brian Lamar, and Craig Oosterhouse.
 - b. Only online approval occurred, ending on March 13, 2019.
 - c. From the three approved candidates, two names were drawn from an envelope by lot. Chosen: Jeff Dornbos, Craig Oosterhouse.
5. Finance Report and the 2019-2020 Budget
 - a. The Finance Committee Report, including the 2019-2020 proposed budget, was presented by Chris Lamer, Board Treasurer.
 - b. With 34 ballots cast, the 2019-2020 budget was approved with 100% voting support. This notice was made by Chad Geenen, Board President.
6. Advancement Report - Peter Jenkins, Director of Communication and Advancement
 - a. Praise God for a generous year of giving! THANK YOU! ZCS is a debt-free school!
 - b. Tuition assistance was fully funded this year!
 - c. Through fundraisers, the ZCS Parent Club raised just over \$135,000. This includes the auction, which raised over \$115,000.
7. Head of School Report - Tim McAboy, Zeeland Christian Head of School
 - a. Tim expressed thanks for a relational community (with Christ and with each other), a committed faculty and staff, a dedicated Leadership Team, and a beautiful partnership with parents.
 - b. Looking ahead, we are striving to provide a nature-rich learning environment, offer support for staff (in and out of the classroom), participate in intentional professional development, and always look for ways to improve.
 - c. Notice was made of the Head of School Report in the Annual Society packet, submitted by Tim McAboy, Head of School.
8. Open Forum: No questions at this time.

President's Report

April 23, 2020

Greeting ZCS Family,

Amidst the unprecedented COVID-19 pandemic, the values and culture of ZCS and its community of families are as prevalent as ever. This community continues to burn bright and cling to the hope found in Jesus. In this season of uncertainty, an inspiring number of individuals continue to come together amidst our being apart and encourage one another. We collectively hurt for the sick and bereaved and applaud the courage of those on the front lines. We practice social distancing yet work to creatively connect as classmates, friends and teachers. We parents take on the challenging role of “distance learning facilitators” and the amazing ZCS teachers work tirelessly and bravely to transition to a completely new learning platform to advance learning and connect with our children. I am profoundly grateful to be part of this community of families who love others deeply and trust in God’s faithfulness amidst challenging circumstances.

As you know well, at the core of Christian education is a connection between the school and home. The annual ZCS society meeting provides the opportunity for our community to convene (albeit virtually), reflect upon the current state of the school, look ahead together, and share valuable insights and perspectives.

In reflecting on this school year at ZCS, I am inspired by the inclusivity and curiosity of our student body, the enthusiastic and dynamic instruction offered daily by our outstanding teachers, the focused momentum of our leadership team towards enhancing our learning culture, the commitment and support of our parents and community, and the servant leadership of Tim McAboy as he continues to make the mission and vision of ZCS “come alive” through his Spirit-led leadership. It takes a unified team to progress forward with such intention and momentum. We have so much to celebrate and the gains made this year are significant!

The Board of Trustees, leadership team, and faculty representatives underwent a thorough strategic planning process this year which will continue to propel ZCS forward with focus and intention. The unity we experienced throughout the process was overwhelming and our commitment to **Christ-centeredness, inclusivity, integrity, and sustainable innovation** are as evident as ever. We anticipate sharing the outcomes of our strategic planning process in the weeks to come and are excited to see them realized in the years ahead.

It is an honor to partner with you to advance ZCS's mission to love God, love kids, and love learning. As a Board of Trustees, we take seriously our role of governing in such a way that the mission and vision of ZCS are strategically advanced and in which we remain wholly faithful to God's calling. Thank you for your continued prayers and support as we work together to ensure that this community burns a little brighter every day.

On behalf of the Board of Trustees,

Betsy Koop

Finance Committee Report To Society

The Finance Committee meets once a month to go over Zeeland Christian's financial statements. The Finance Committee also looks specifically at tuition revenue and spending compared to budget, follows up with families falling behind on their tuition, and reviews/approves tuition assistance requests. The Finance Committee also spends time looking at ways to contain the cost of education here at Zeeland Christian and makes sure that all our funds are spent in a stewardly way.

Income at Zeeland Christian comes from many sources like SMP (Sustaining Membership Plan), individual gifts, and gifts from businesses and churches. We also have an active Parents' Club that raises over \$135,000 every year. The reality of our budget is that the biggest percent of our income, approximately 83 percent, comes from tuition receipts. As a Finance Committee, we'd like to thank everyone who has supported Zeeland Christian so generously in the past year.

Information from the Finance Committee

- **Salaries**

The staff at Zeeland Christian will receive a 2.0 percent increase this year, both in the base pay and in the increments, which is pay for experience up to 14 years.

- **Insurance**

The projection from CSI is that insurance costs will see a 5% decrease from current year. This is mainly due to a change within our Priority insurance plan to the West Michigan Partners (WMP) network. This plan has the same coverages and deductibles as before but with a smaller network of providers. Insurance rates are also based on Zeeland Christians' history of claims and the group of which we are a part. Zeeland Christian staff has an HSA insurance plan. The teachers pay 20 percent of the premium. This plan is through Priority Health.

- **Maintenance**

Last summer we addressed a few key areas of our building that needed maintaining. We replaced the roof over the original 1940s/50s building and also for the 1989 addition. We replaced the boiler and upgraded the fire alarm in the original building too. This coming spring/summer we will be upgrading our restrooms throughout the entire facility. These projects were all funded through our Mission Possible fundraising campaign. The preschool parking lot is in pretty bad shape as well, and will need to be replaced in the next year or two.

- **Computer Equipment**

Our One To One Laptop Program and technology in every classroom is a huge blessing, but there are costs associated. We defray some of the costs by charging a middle school fee. This fee has been \$150 per student for many years. We are raising it to \$225 starting the 2020/21 school year. This helps cover the costs of classroom technology and the infrastructure to support it.

- Endowment

The Endowment Fund is at \$5.0 million. This includes approximately \$4.0 million with Barnabas and \$1.0 million with the Community Foundation of Holland/Zeeland. Endowment balances are in a state of flux due to the recent impacts of COVID-19 on the financial markets.

- Class Sizes

The Board continues to look at classes here at Zeeland Christian and walk the fine line between classes that are too small, and therefore expensive, and classes that are too big and are not as effective as they should be.

- Sliding Scale

The family mix in our sliding scale has a significant impact on tuition revenue.

- Ditto

Ditto continues to prosper. We praise God for the amazing support that we get from ditto. For 2020/21, this amount is expected to be \$315 per student (up from \$300). This amount is reflected in the tuition scale.

- Tuition

Based on the above information, the School Board is projecting an increase in the cost of education of approximately 3.50 percent. This is reflected in the tuition schedule. The only fees outside of tuition will be the \$225 technology fee for grades 6-8, and the \$380 high school activity fee for grades 9-12.

- Student Billing Software.

Back in the 2018/19 school year, parents were introduced to Smart Tuition. Smart Tuition is a web based tuition management software that is integrated with ZCS's accounting software. SMART offers tuition and fees invoicing and payment processing for the school. All parents/families will have online account access to their accounts including checking balances and making payments. Smart Tuition will continue for the 2020/21 school year.

As a Finance Committee we are willing to help any families that are facing financial hardship. If you have questions about the kind of help that we can provide, please don't hesitate to contact the school office and ask for Mike Arendsen for additional information.

Additional details on the budget and tuition schedule are shown on pages 9-11.

ZCS Board Nominees



Molly Kehrer and her husband Jason are members of Pillar Church in Holland.

ZCS Affiliation: Molly is a parent of two ZCS students: Henry - 3rd and Eloise - Kindergarten. Crosby will be in Creation Ridge Threeschool this fall.

Occupation: Molly is a stay at home mom, writer, and doula.

Thoughts on Christian Education:

Growing up, my perspective of a Christian education was through the lens of a student in a Catholic high school. My experience there was formative, as I learned to value education, unique opportunities and access to passionate and talented teachers. I gained a higher level of respect for my elders, a strong work ethic and an understanding of the sacrifice and intention it took on the part of my parents to prioritize Christian education over other options. Today, my perspective on a Christian education has evolved, but it still maintains many of the same tenants: a high value placed on hard work and academic progress, unique opportunities offered to students and families, consistent values communicated and modeled by school staff, faculty and leadership, and an awareness of the privilege it is to select where and how we educate our children. Now, I would also add the thread of a commitment to Jesus Christ that runs through the fabric of every classroom, conversation and decision. With this in common, the result is a community that can serve and honor our faith daily, through interactions with classmates, teachers and colleagues, but also with the outside world. To pursue Christian education is, in my experience, to make a conscious decision to direct our childrens' paths towards a greater understanding of (and hopefully a deeper love for) Christ in all aspects of living.



Joel Pyper and his wife Joy are members of Christ Memorial Church.

ZCS Affiliation: Joel is a parent of three ZCS students: EJ - 7th, Jace - 6th, and Liberty - 3rd.

Occupation: Joel owns a tool and die business.

Thoughts on Christian Education:

I see Christian education as a partnership between parents and educators to encourage and ingrain truths of God's Word into the lives of His disciples, our kids.



Andy VanderZwaag and his wife Elizabeth are members of Ridge Point Community Church.

ZCS Affiliation: Andy is a parent of three ZCS students: Gavin - 8th, Eviney - 6th, and Zavien - 3rd. They have a younger daughter, Lilah, who is two years old.

Occupation: Andy owns Macatawa Radiant Inc.

Thoughts on Christian Education:

The gift of a Christian education is immeasurable. Students are shaped and molded everyday by the Christian teachers and staff that teach everything from Bible to science to social skills from a Christian perspective. Christ is at the center of everything. What a blessing it is for families to be able to partner with a school in the upbringing of their child. The foundation for a child's life is being set so they can live their life for Christ in all that they do.

Our own children have been blessed by Zeeland Christian and every year I see this and appreciate it all the more. We have been blown away by the love and care that has been poured into our children, all in the name of Christ.

Proposed Budget for the 2020-2021 School Year

Revenues	Proposed Budget 2020/21	Budget 2019/20	Expenditures	Proposed Budget 2020/21	Budget 2019/20
<u>Tuition</u>			<u>Instruction</u>		
K-12 Net Tuition	\$6,921,000	\$6,475,190	Elementary, Middle School	\$3,630,423	\$3,474,788
Preschool Tuition	\$475,000	\$405,000	High School (Tuition to HC)	\$2,023,033	\$1,823,856
Total Tuition	\$7,396,000	\$6,880,190	Preschool	\$561,503	\$459,526
			CLC	\$772,044	\$783,146
<u>Contribution Revenue</u>			School Home Collaborative	\$70,088	\$73,779
Ditto	\$339,570	\$325,000	Total Instruction	\$7,057,091	\$6,615,095
Industrial Drive	\$20,000	\$20,000			
Churches and Special Collections	\$15,000	\$18,000	<u>Instructional Support</u>		
Other Gifts and Donations	\$152,000	\$52,115	Professional Development	\$62,500	\$56,500
Total Contribution Revenue	\$526,570	\$415,115	Library	\$7,000	\$7,000
			Technology	\$217,865	\$204,728
			School Administration	\$423,757	\$420,364
<u>Generated and Transfers</u>			Total Instructional Support	\$711,122	\$688,592
Activity Fees	\$142,745	\$111,310			
Rentals	\$10,000	\$10,000	<u>Support Services</u>		
Other and Miscellaneous	\$211,000	\$229,100	Advancement/Promotions	\$149,062	\$164,228
from Endowment	\$115,000	\$62,000	Business	\$352,155	\$318,938
from School Circles	\$135,000	\$165,000	Business Other (Insurance/Contingency)	\$177,041	\$126,089
from Tuition Assistance	\$260,000	\$257,135	Buildings and Grounds	\$400,696	\$392,858
from Special Needs	\$47,000	\$25,000	Extra Curricular	\$22,648	\$22,648
from Other & Activity	\$30,000	\$97,098	Transportation	\$3,500	\$3,500
Total Generated and Transfers	\$950,745	\$956,643	Total Support Services	\$1,105,102	\$1,028,261
Total Revenue	\$8,873,315	\$8,251,948	Total Expenditures	\$8,873,315	\$8,331,948
Surplus / Deficit	(\$0)	(\$80,000)			

Highlights of the Proposed 2020-2021 Budget

- Our budgeted enrollment projection for the 2020-21 school year is 1,324 students. The projection assumes an increase of 25 students in grades K-12 and 4 students in preschool. 17 of the 25 are high school. This is due to a small graduating class and a larger incoming class of 9th graders. The K-8 increase is mainly due to recent new enrollments .
- The proposed budget reflects a 3.50% increase in tuition.
- Non-tuition revenues make up 17% of the budget with tuition making up the 83% balance.
- The budget reflects a 2.0% salary increase overall, along with experience step increases for eligible staff within the range recommendations by Christian Schools International (CSI).
- Health insurance and related benefit costs are budgeted at a 5% decrease for 2020/21, with no changes to current benefits (provided your provider is part of the West MI Partners network).
- The budget accounts for the staffing costs to accommodate current enrollment estimates.
- The budget includes the ongoing funding requirements for the CSI pension.
- The Ditto contribution is expected to continue at \$315 per student, generating approximately \$340,000 for ZCS.
- Over the years, many ZCS families have donated “their” portion of the Ditto grant back to the school. For 2019/20 this totaled about \$41,500. 100% of this goes to the tuition assistance fund.
- The 2019-20 and 2020-21 budgets are projected to maintain a positive fund balance position.

Tuition Schedule for the 2020-2021 School Year

The proposed tuition schedule for the 2020-21 school year includes a 3.50% increase from the 2019-2020 schedule amounts, along with a \$100 increase per student for high school (grades 9-12). The tuition table below breaks out the tuition amounts based on number of students and grade level configurations. The table also shows increases per child, both yearly and monthly.

Note Regarding the Tuition Schedule

Zeeland Christian School is a covenantal family made up of many parents and guardians. Many years ago the School Board decided it would implement a *sliding tuition schedule* that would allow parents with more children to pay a lower percent of the cost of education. What this means at the present time is that a family with one child pays more than 100 percent of the cost of education and a family with more children pays less than 100 percent.

Enrolling at ZCS makes you a member of the ZCS Society. As a member of this Society, we are asking that you commit to this sliding scale until your child(ren) leave the ZCS school system. That may be in eighth grade or upon graduation from high school at Holland Christian. This way we can continue to provide this service for our families and continue to provide quality education for the children in this community. Thank you!

Tuition Schedule for the 2020-2021 School Year

Elementary and Middle School (K-8)				Proposed 2020/21	Proposed 2020/21	
	2019/20	2020/21	Per Child Increase	Monthly	Quarterly	% increase
1 Child	\$8,880	\$9,191	\$311	\$765.92	\$2,297.75	3.5%
2 Children	\$13,317	\$13,784	\$234	\$1,148.67	\$3,446.00	3.5%
3 Children	\$16,425	\$17,000	\$192	\$1,416.67	\$4,250.00	3.5%
4 Children	\$18,644	\$19,297	\$163	\$1,608.08	\$4,824.25	3.5%
5 Children	\$20,345	\$21,058	\$143	\$1,754.83	\$5,264.50	3.5%
6 Children	\$24,415	\$25,270	\$143	\$2,105.83	\$6,317.50	3.5%
High School (Grades 9-12)						
1 Child	\$11,259	\$11,754	\$495	\$979.50	\$2,938.50	4.4%
2 Children	\$17,262	\$18,067	\$403	\$1,505.58	\$4,516.75	4.7%
3 Children	\$21,391	\$22,440	\$350	\$1,870.00	\$5,610.00	4.9%
Combinations						
G1, H1	\$15,439	\$16,080	\$321	\$1,340.00	\$4,020.00	4.2%
G1, H2	\$19,884	\$20,780	\$299	\$1,731.67	\$5,195.00	4.5%
G1, H3	\$23,460	\$24,582	\$281	\$2,048.50	\$6,145.50	4.8%
G2, H1	\$18,376	\$19,120	\$248	\$1,593.33	\$4,780.00	4.0%
G2, H2	\$21,983	\$22,953	\$243	\$1,912.75	\$5,738.25	4.4%
G2, H3	\$24,907	\$26,079	\$234	\$2,173.25	\$6,519.75	4.7%
G3, H1	\$20,367	\$21,180	\$203	\$1,765.00	\$5,295.00	4.0%
G3, H2	\$23,346	\$24,364	\$204	\$2,030.33	\$6,091.00	4.4%
G3, H3	\$29,197	\$30,519	\$220	\$2,543.25	\$7,629.75	4.5%
G4, H1	\$21,827	\$22,691	\$173	\$1,890.92	\$5,672.75	4.0%
G4, H2	\$27,565	\$28,730	\$194	\$2,394.17	\$7,182.50	4.2%
G5, H1	\$26,433	\$27,459	\$171	\$2,288.25	\$6,864.75	3.9%

Student Fees for 2020-2021 (in addition to tuition) are as follows:

\$225/technology fee - grades 6-8

\$380/high school activity fee - grades 9-12

Advancement Update

The ZCS Advancement Office has four main functions:

- Assist individuals and businesses in the donation of gifts and services
- Organize and facilitate the ZCS Parent Club
- Oversee the ZCS Endowment Fund
- Tell the ZCS story

The ZCS Society was generous to the students at Zeeland Christian School in 2019. A few of the highlights include:

Mission:Possible: We embarked on a mission this year to renovate the aging parts of our building. We raised a total of \$1.1mil. through the generosity of the ZCS community and we expect the work to be completed by the end of Summer 2020.

Year-End Giving: Our 2019 year-end campaign raised over \$300,000! Thank you to our generous Society who supports ZCS throughout the year. Nearly \$180,000 of these funds was directed towards tuition assistance. Praise God for providing through all of you.

Parent Club: The ZCS Parent Club utilizes the “Parent Points” system to conduct fundraisers for the school. During the 2018-19 school year, the Parent Club raised just over \$135,000. That includes the auction which raised over \$115,000! A major thank you to Jennifer Schafer and her team for all their efforts in making the ZCS Auction such a success.

In addition to supporting the initiatives listed above, ZCS families and friends gave money to Philippines Student Sponsorship, El Puente, the Genzink Grant, Tuition Assistance, the General Fund, Kevin Witte Memorial and many other initiatives.

We are grateful for the support of the ZCS community!

To God be the glory.

Updated by Peter Jenkins (Dir. of Communication and Advancement)

CONSTITUTION

(As Adopted _____)

CONSTITUTION of THE SOCIETY FOR CHRISTIAN INSTRUCTION

Article I

The Society for Christian Instruction is founded on the Holy Scriptures as interpreted in the Confessional Standards of the Reformed Churches.

Article II

The purpose of the Society for Christian Instruction is to train children, in co-operation with the parents in such a way that they, as fellow-workers with God, can perform their duties in this world, to the glory of God, to their own well-being, and to the welfare of others.

Article III

Members of the Society for Christian Instruction are those who have children in attendance at our school, and who agree with the principles expressed in this constitution, and the three forms of unity of the Reformed Churches as embodied in the Heidelberg Catechism, the Belgic Confession, and the Canons of the Synod of Dordrecht of 1618-19. Also those who agree with the principles expressed in this constitution, and the three forms of unity of the Reformed Churches as embodied in the Heidelberg Catechism, the Belgic Confession, and the Canons of the Synod of Dordrecht of 1618-19, and pay a membership of Five Dollars a year, and have attained the age of eighteen years.

Article IV

This Constitution cannot be changed.

Adopted By Resolution On: _____

SECOND AMENDED BYLAWS

OF

The Society for Christian Instruction of Zeeland, Michigan

(A Michigan Nonprofit ZCS)

ARTICLE I

PURPOSE

1. **Organization.** The Society for Christian Instruction of Zeeland, Michigan *d/b/a* Zeeland Christian School, (“ZCS”) is a Domestic Non-Profit Corporation organized under the laws of the State of Michigan, including the Michigan Nonprofit Corporation Act (the “Act”).

2. **Purpose.** The purpose of ZCS is as set forth in the Constitution, Articles of Incorporation, and documents granting non-profit status.

ARTICLE II

BOARD OF TRUSTEES AS MANAGERS

1. **Board.** ZCS shall be managed by a Board of Trustees (collectively, the “**Board**” and individually, a “**Trustee**”) consisting of at least nine people and no more than fifteen people, as determined by the Board from time to time. The Board shall implement, define, and maintain the Board Membership Selection process within the Board Policy Manual.

2. **Qualifications.** A person is deemed to be qualified to serve on the Board if that person:

- (a) subscribes to the doctrinal basis set forth in Article III of the Constitution;
- (b) acknowledges Jesus Christ as Savior and Lord;
- (c) is committed to the mission of ZCS;
- (d) is a proponent of Christian education;

- (e) is committed to investing the time and energy necessary to assure that ZCS maintains spiritual, financial, and educational integrity throughout the community;
- (f) is not a full time employee or married to a full time employee of ZCS.

3. **Term.** A Trustee's term shall begin on July 1 unless the Board determines otherwise at its annual meeting. The terms of the Trustees shall be staggered so that approximately one-third of the Trustees are elected each year. Unless appointed to fill a vacancy as described in the next section, the term of office for a Trustee shall be for three years from the beginning of the Term.

4. **Vacancy.** If, at any time, a Trustee's term becomes vacant before the term would otherwise end as described in the previous section, then the Board, by a majority vote, may appoint a person who fits the criteria set forth above to fill out the remainder of the term of the departing Trustee.

5. **Resignation & Removal.** A Trustee may resign by written notice to the Board. The resignation will be effective upon its receipt by the Board. A Trustee may be removed, either with or without cause, by the affirmative vote of 2/3 of the Trustees then in office.

6. **Successive Terms.** Trustees may be re-elected for a subsequent term immediately after completing their initial term by affirmative vote of a majority of the Board. No member of the Board shall serve more than six (6) consecutive years without being off the Board for at least one (1) year.

7. **Membership.** There is no requirement that a Trustee be a member to serve on the Board.

ARTICLE III

OFFICERS

1. **Election or Appointment.** The Board shall elect a President, a Vice President, a Secretary, and a Treasurer at each annual meeting. The same person may hold any two or more offices, but no officer will execute, acknowledge or verify any instrument in more than one capacity. The Trustees may also appoint any other officers and agents as they deem necessary for accomplishing the purposes of the ZCS.

2. **Term of Office.** The term of office of all officers will commence upon their election or appointment and will continue until the next annual meeting of the ZCS and until their respective successors are chosen or until their resignation or removal. Any officer may be removed from office at any meeting of the Trustees, with or without cause, by the affirmative

vote of a majority of the Trustees then in office, whenever in their judgment the best interests of the ZCS will be served.

3. **The President.** The President will see that all orders and resolutions of the Board of Trustees are carried into effect. The President will execute all authorized conveyances, contracts or other obligations in the name of the ZCS except where required by law to be otherwise signed and executed and except where the signing and execution is expressly delegated by the Trustees to some other person.

4. **Vice President.** The Vice President will, in the absence or disability of the President, perform the duties and exercise the powers of the President and will perform any other duties prescribed by the Board of Trustees or the President.

5. **The Secretary.** The Secretary will attend meetings of the Board of Trustees and record or cause to be recorded the minutes of all proceedings. The Secretary will give or cause to be given notice of all meetings of the Board of Trustees for which notice may be required and will perform any other duties prescribed by the Trustees.

6. **The Treasurer.** The Treasurer will oversee the financial activities of the ZCS. The Treasurer will perform all duties incident to the office of Treasurer and act as the chief steward of the school's resources.

ARTICLE IV

MEMBERS

1. **Members.** A Member of ZCS is anyone who fits the following criteria:

- have children in attendance at our school (including parents, legal guardians, and step-parents); and
- acknowledge and accept that education at ZCS is taught in alignment with the principles expressed in this constitution, and the three forms of unity of the Reformed Churches as embodied in the Heidelberg Catechism, the Belgic Confession, and the Canons of the Synod of Dordrecht of 1618-19.

“Having children in attendance at our school” is defined as including parents, legal guardians and step-parents of children who are enrolled at or through ZCS.

2. **Membership Nontransferable.** Membership is not transferable.

ARTICLE V

AUTHORITY & COMPENSATION

1. **General Powers as to Negotiable Instruments.** The Board may, from time to time, authorize the making, signature or endorsement of checks, drafts, notes and other negotiable paper or other instruments for the payment of money and designate the persons who will be authorized to make, sign or endorse the same on behalf of the ZCS.

2. **Powers as to Other Documents.** All contracts, conveyances, or other instruments that have been previously approved through the budget process may be executed on behalf of ZCS by the Head of School. If a contract, conveyance, or other instrument has not been previously approved through the budget process, and if it exceeds \$5,000, then it requires approval by a majority vote of the Board. If the contract, conveyance, or other instrument is approved by the Board, then, upon approval, the Head of School may execute that document on behalf of ZCS.

3. **Compensation.** Trustees will serve without compensation but may be reimbursed for actual, reasonable and necessary expenses incurred by the Trustee so long as the Trustee received approval by way of an affirmative vote of the majority of the Board.

ARTICLE VI

MEETINGS OF BOARD

1. **Regular Meetings.** Regular meetings of the Board shall be held from time to time at a place and time determined by the Board. The Board shall hold at least one meeting during the first fiscal quarter of each year for the purpose of electing officers, designating committee assignments, and approving any amendments.

2. **Special Meetings.** Special meetings of the Board may be called by the President. The President shall call a special meeting if requested by at least two Trustees. Special meetings shall be held at ZCS unless otherwise directed by the President or Secretary and stated in the notice of meeting. The President may call for special meeting by electronic communication.

3. **Notice of Meeting.** Except as otherwise provided by these Bylaws or by law, reasonable notice of the time and place of regular meetings shall be provided to the Board. Notice of a special meeting shall be given to each Board Member, by personal contact or electronic communication, a reasonable time before the meeting, and shall state the location and purpose of the special meeting.

4. **Quorum and Voting.** A majority of the Board shall constitute a quorum at any meeting. The vote of a majority of the Trustees present at a meeting at which a quorum is present will constitute the action of the Board, unless the vote of a larger number is required by law or by

other sections of these Bylaws or the Articles. Participation by Remote Communication, as described below, constitutes participation under this Section.

5. **Conduct at Meetings.** Meetings of the Trustees will be presided over by the President, or an appointee from the current Board in the absence of the President.

6. **Action by Unanimous Written Consent and Electronic Communication.** Any action required or permitted to be taken at an annual or special meeting of Trustees may be taken without a meeting, without prior notice and without a vote, if all of the Trustees consent in writing, including by electronic transmission such as electronic mail, to the action so taken. The Secretary shall ensure that the minutes reflect a record of any consent given by electronic communication.

7. **Participation by Remote Communication.** A Trustee may participate in a meeting of the Board by phone. Participation in a meeting pursuant to this section constitutes presence in person at the meeting.

ARTICLE VII

MEETINGS OF SOCIETY

1. **Annual Meeting of Society Members.** The Annual Meeting of Society Members shall be held at ZCS at least sixty days prior to the end of the fiscal year, or at any other place and date as designated by the Board. The purpose of the annual meeting shall be to elect Trustees, approve the budget, and transact other business as properly brought before the Board.

2. **Participation by Remote Communication.** A Member may participate in voting at the Annual Meeting by electronic means in any manner designated by the Board. The Secretary shall ensure that the minutes reflect a record of any participation or voting as described in this Section.

3. **Quorum.** Presence in person or by proxy of fifty (50) members shall constitute a quorum. By way of example, for clarification purposes only, and without limiting the foregoing, if thirty (30) members voted by electronic means prior to the meeting and twenty-one (21) members attended the meeting in person, that would be sufficient to constitute a quorum. Whether or not a quorum is present, the meeting may be adjourned by a vote of the members present.

4. **Voting.** Each member is entitled to one vote on each matter submitted to a vote at a meeting of the members. A vote may be cast either orally or in writing or electronically. When an action is to be taken by a vote of the members, it shall be authorized by a majority of the votes cast, unless a greater vote is required by the Articles of Incorporation or the Act.

ARTICLE VIII

COMMITTEES

1. **Committees.** The Board may designate committees as deemed appropriate. The designated committees will have the authority as delegated to them by the Board.

2. **Procedure.** All committees, and each member thereof, will serve at the pleasure of the Board. The Board will have the power at any time to increase or decrease the number of members of any committee, to fill vacancies thereon, to change any member thereof, and to change the functions or terminate the existence of any committee. Regular or special meetings of any committee may be held in the same manner provided in these Bylaws for regular or special meetings of the Board, and a majority of any committee will constitute a quorum at the meeting.

ARTICLE IX

INDEMNIFICATION

1. **Indemnification.** As used in this Article VIII, any word or words defined in sections 561–569 of the Act (the “*indemnification sections of the Act*”) shall have the same meaning as provided in the indemnification sections of the Act.

2. **Indemnification of Trustees.** ZCS shall indemnify a Trustee and officer to the fullest extent permitted by and in accordance with the Articles of Incorporation and the indemnification sections of the Act. ZCS will, and does, consistent with the Act, indemnify any Trustee or officer that was or is a party or is threatened to be made a party to a threatened, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative and whether formal or informal, other than an action by or in the right of the corporation, by reason of the fact that the person is or was a Trustee, officer, employee, nonTrustee volunteer, or agent of the corporation, or is or was serving at the request of the corporation as a Trustee, officer, partner, Trustee, employee, nonTrustee volunteer, or agent of another foreign or domestic corporation, business corporation, partnership, joint venture, trust, or other enterprise, whether for profit or not, for expenses, including attorneys' fees, judgments, penalties, fines, and amounts paid in settlement actually and reasonably incurred by the person in connection with the action, suit, or proceeding if the person acted in good faith and in a manner the person reasonably believed to be in or not opposed to the best interests of ZCS or its shareholders or members, and with respect to a criminal action or proceeding, if the person had no reasonable cause to believe that the conduct was unlawful.

3. **Indemnification of employees, non-Trustee volunteers, and agents.** ZCS may, as determined by the Board, in its discretion, indemnify and advance expenses to an employee, non-Trustee volunteer, or agent in connection with a proceeding to the extent permitted by and in accordance with the indemnification sections of the Act.

4. **Insurance.** ZCS shall purchase and maintain insurance, at its expense, to protect itself and any Trustee, officer, employee, volunteer, or agent of ZCS against any potential liability

or expense, whether or not the Corporation would have the power to indemnify the person against the liability or expense under the Act.

5. **Rights to Continue.** This indemnification will continue as to a person who has ceased to be a Trustee of ZCS. Indemnification may continue as to a person who has ceased to be a volunteer, employee, or agent of ZCS to the extent provided in a resolution of the Board.

ARTICLE X

CONFLICTS OF INTEREST

1. **Disclosure.** When a Trustee or his/her immediate family member is affiliated with an organization seeking to provide services or facilities to ZCS, or when a Trustee has any possible conflict of interest, then: (a) the Trustee must disclose the conflict of interest; and (b) the Trustee must not participate in any votes regarding that conflict of interest. An affiliation with an organization will be considered to exist when a Board Trustee, officer, or committee member, or a member of his or her immediate family or close relative is an officer, Trustee, partner, employee or agent of the organization, or has any other substantial interest or dealings with the organization.

2. **Voting.** Any Trustee having a conflict of interest on any matter should not vote or use his or her personal influence on the matter, however, he or she may be counted in determining a quorum for the meeting at which the matter is voted upon, as permitted by law. The minutes of the meeting should reflect that the disclosure was made and that the interested Board member or committee member abstained from voting.

ARTICLE XI

FINANCIAL MATTERS

1. **Fiscal Year.** The fiscal year of the corporation, for tax and financial accounting purposes, shall be fixed by resolution of the Board of Trustees.

2. **Compensation and expenses of Trustees and officers.** Each of the Trustees shall be a “*volunteer Trustee*” as that term is defined in the Act; and all of the officers shall be “*volunteer officers*” as that term is used in the Act. All Trustees and officers shall serve without compensation other than reimbursement of actual, reasonable and necessary expenses incurred on behalf of ZCS or otherwise in his capacity as a Trustee or officer; provided, however, that any such reimbursement of expenses shall be made only after it has been approved by the Board. The Trustee or officer to be reimbursed shall not be entitled to vote on the matter; and if the vote is taken after the expenses have been incurred, the Board may, in its discretion, vote to deny reimbursement, even though the expenses have already been incurred.

3. **Budgets.** All budgets must be approved by the affirmative vote of a majority of the Trustees entitled to vote at a regular or special meeting. The annual operating budget, including any adjustment in school tuition rates or fees, must be approved by a simple majority of the members present at each annual meeting of the members.

ARTICLE XII

AMENDMENTS

1. **Amendment.** Unless otherwise required by law, these Restated Bylaws may be amended only by way of an amendment initiated by the Board and approved by an affirmative vote of a majority of the Trustees, subject to final approval by an affirmative vote of a majority of members present in person, by proxy, or by absentee ballot at a regular or special meeting of the members.

End of Bylaws

RESOLUTION ADOPTING AMENDED BYLAWS
_____, 2020

The undersigned are the members of the Society for Christian Instruction of Zeeland, Michigan *d/b/a* Zeeland Christian School, (“ZCS”) is a Domestic Non-Profit Corporation organized under the laws of the State of Michigan. The undersigned waive any notice or meeting requirements and hereby resolve as follows, effective as of the date set forth above:

RESOLVED that all prior Bylaws of ZCS are hereby repealed and are replaced with the Second Amended Bylaws, dated _____, and titled Second Amended Bylaws of The Society for Christian Instruction of Zeeland, Michigan, and attached hereto;

FURTHER RESOLVED that the attached Second Amended Bylaws of The Society for Christian Instruction of Zeeland, Michigan, and attached hereto, are hereby adopted in their entirety subject to approval of the Society.

BOARD OF Trustees

[INSERT NAMES] / [INSERT DATE]

[INSERT NAMES] / [INSERT DATE]

Head of School
April 23, 2020

I. Present Enrollment Information:

Threeschool	80	First	101	Fifth	96
Preschool	171	Second	85	Sixth	81
Young Fives	31	Third	82	Seventh	84
Kindergarten	88	Fourth	110	Eighth	78

School Home Collaborative 19
Holland Christian High School 193

II. Facilities

Zeeland Christian has been blessed with beautiful and very functional facilities. The multiple additions over the years have, not only provided additional space, but the new spaces have been designed with our goals in educating the students taken into consideration. Bryce Huffman, along with our custodial staff, do a wonderful job maintaining the school plant with daily cleaning and maintenance.

Zeeland Christian School began in 1915 when the School Society purchased property on the corner of Cherry and State. In the late 1940s, the school added a building on Central Avenue, and then in 1982 moved the entire program to the Central Avenue location where it has been since then. Zeeland Christian has 130,107 square feet of education space. We are blessed with outside space which allows for a variety of outdoor activities for our students during recess times. Our property has a winter sledding hill, baseball diamond, soccer field, and many pieces of playground equipment. Zeeland Christian's property is used not only by Zeeland Christian but also by Zeeland Recreation and the rest of the community.

The halls and walls of Zeeland Christian tell the story of God's faithfulness. When you walk through the school, you will see many murals and Bible verses on the walls in the hallways and in the classrooms. When people come into our building, we want not only the staff and students to tell the story of God's faithfulness, but also the walls and halls. Our educational facility reflects our faith, beginning with the standing stone in the front hallway, which reminds us to tell stories of God's greatness. There's also a stained glass window in the front hallway that shows children at Jesus' feet and reminds us that that is our goal – to bring kids to the feet of Jesus. In the front entry on Central Avenue there is a mural that shows how the Holy Spirit needs to fill the hearts and souls of everyone in this building. In the latest addition, the story of God's faithfulness is evidenced through posters that tell the stories of influential people and events in the life of Zeeland Christian as well as displays of murals and themes that have been our focus over the last 20 years. There are small standing stones from former 8th grade students that testify to the growth they each have experienced in their faith. We are blessed to have a room that is specifically

dedicated to prayer that is used by classes, groups of students, and parents. By walking the halls and rooms of Zeeland Christian you have the opportunity to see our Christian faith expressed in a variety of ways.

Last summer, because of the generous giving of our community, we were able to install air conditioning in all classrooms that didn't previously have it. Additionally, a new roof and boiler were installed. This spring, work began on updating many of our bathrooms, some of which have not been updated in over 50 years! We are thankful for the continued support of a generous community.

III. Preschool

Our preschool program serves a large number of families in the Zeeland and surrounding communities. We offer many schedule and language options for parents of three and four-year-olds. Our English program continues to be the foundation of our preschool, and parents are thrilled with the love, care, learning, and spiritual development their children receive. The Mandarin and Spanish immersion programs continue to be well-received options for parents enrolling their children in preschool who are looking for second language learning. The Drenthe site has been a great opportunity to serve a growing area to the southeast of Zeeland. During the 2020-2021 school year, we will launch our third preschool site: Creation Ridge - a Zeeland Christian nature-based preschool at Ridge Point Church. We are excited about our new partnership with Ridge Point and the Outdoor Discovery Center to offer a Christian nature-based preschool option to our community. Zeeland Christian's preschool programs are often a first experience with Christian education for many families, and we are privileged to share our love of God with the kids in our preschool classes.

IV. Extended Care

Extended Care is our childcare program designed for students in threeschool - 5th grade. We offer childcare from 7:00 a.m. to 6:00 p.m. at our Central Ave. site. By offering various childcare options for families, we are meeting the needs of many parents who otherwise would have a hard time sending their children to ZCS because of scheduling concerns. We offer full day care for families with preschoolers so that they can have their child at ZCS 5 full days a week if needed.

V. Literacy Support Services

We continue to offer literacy support at the elementary grade levels. Several ZCS teachers have been trained in Reading Recovery. We continue to use this philosophy as we support our young readers in the classroom and additional literacy support. Currently, Sherri Tibbe is the Reading Specialist and Elementary Principal. Marianne Raitz serves as the Language Arts Learning Innovation Team chairperson, working to aid staff in literacy learning and classroom support. Marianne Raitz services the first-grade classrooms with English and Spanish reading support. Sherri services the kindergarten through fifth-grade classrooms while overseeing Dena Apotheker's work in grades 3-5, as well as Andrea Cantu's work with Spanish Immersion students in grades 2-5. Mandarin literacy support is also in place, with Joecy Fan. Judy Zwiep

and Marianne Raitz are Reading Recovery trained and use their knowledge while teaching in classrooms.

VI. Counseling Program

We have been blessed to be able to provide counseling services to students at Zeeland Christian. Julie Postmus has a Masters in Counseling Education and, at the request of parents and/or teachers, will see students for 3-4 sessions during the school day. Mrs. Postmus also supports families who are involved in adoption or foster care. Zeeland Public Schools provides a school social worker to support students who have qualified for that service..

VII. Support Services

Support Services is comprised of two strands. One strand is the resource room, which provides support for students with learning disabilities and other learning-related challenges. The resource room program continues to meet the needs of many students, teachers, and parents through assessment, support, and direct instruction.

The other strand is the inclusion program, which provides modified educational goals for students with varied abilities. In partnership with All Belong Center for Inclusive Education children with autism spectrum disorder, intellectual differences, physical differences, trauma, social/emotional needs, and other developmental delays can find a place of acceptance and belonging in the heart of the general education classrooms. Friendships and educational growth take place each day as we live together as one body in Christ.

In support services we currently serve over 100 children through these two strands. We have well-trained staff members who daily meet their needs. We are also grateful for the support of Zeeland Public staff and All Belong who share their expertise and resources with us. This program has shown tremendous growth over the years.

VIII. Language Immersion

Zeeland Christian has continued its Spanish Immersion Program, now in its 14th year. The program currently enrolls students in three-year-old preschool to eighth grade. Our Mandarin Chinese Immersion Program, currently in its eighth year, has students in preschool through eighth grade. In an immersion classroom, the teachers and students engage in all academic and classroom interaction in the target language while meeting the same curriculum goals as the students in traditional classrooms. Immersion pedagogy guides students to develop proficiency in Spanish or Mandarin Chinese. Formal English instruction begins in third grade through the medium of Social Studies for two hours and 45 minutes per week. The time spent in English gradually increases through the grade levels. Throughout middle school, students continue to receive several hours each day of curriculum instruction in the target language to improve their fluency and expand their vocabulary and cognitive ability in the target language. The immersion staff is committed to immerse children in

various languages and cultures in order for them to be better equipped to interact with our global community through the lenses of our faith. Our program model is being used in many other schools around the country and continues to be supported by addalingua.

IX. Technology in Education

Zeeland Christian School has a passion to integrate technology into learning. ZCS has always been intentional in placing technology into the hands of the students. Giving the students connected devices has allowed us to incorporate technology in the regular classrooms at any time of the day. Information is now at our fingertips and we have increased the ability for students to collaborate with each other and communicate with teachers. We continue to change as we look for ways in which students can reach out beyond our school walls and place their work on a larger stage. Technology is becoming a larger part of all of our lives. We want to continue to look for ways in which technology can change and reform this world for Christ. Technologies that help classes around the world connect are part of the vision for technology in the years to come. We want our technology to encourage the desire of teachers and students have to make those connections.

X. Music Education

Music education is a vital part of the ZCS student's experience. General music classes in grades K-5 meet twice per week to teach students how to understand, explain, and appreciate the music they experience. Because singing is such a natural way to express themselves, and to worship the Creator, it is always an important part of music classes. As part of their general music class, students in 4th grade experience playing instruments through the addition of a recorder unit. 5th grade students may also choose to begin a band instrument. Students in grades 6-8 choose either a choir or band class to continue their music development. All of these students perform concerts throughout the year, and an annual elementary musical is also a part of the curriculum. Our ZCS band students have the opportunity to march in several local parades, such as Pumpkinfest, Tulip Festival, and Memorial Day. A spring day 'off campus' is often part of continued music enrichment for middle school students. The music program is taught by Kendra Gontjes and Kevin Schonewill.

XI. Physical Education

All the students in kindergarten through eighth grade have an opportunity to get involved in physical education on a regular basis. Susan Miller meets the physical education needs of students in grades K-8. P.E. addresses areas of physical fitness, team and individual sports, and movement concepts during class. The "Jingle Jog" has become a P.E. highlight for elementary students.

XII. Art Education

The opportunity to be involved in art classes at Zeeland Christian is certainly a blessing and something the students enjoy doing. Our art classes, taught by Lynn Groothuis and Wendy Kragt, incorporate art history and problem solving. The

results of this art program are proudly displayed throughout the school and really make the halls and classrooms at Zeeland Christian an enjoyable place to visit.

XIII. Academic Extracurricular Activities

Some of the examples of these programs are Destination ImagiNation, Whitecaps Reading Program, Spelling Bee, Eighth Grade Play, Middle Grades Math Competitions (at Calvin and Trinity) and Geography Bee.

XIV. Athletic Activities

ZCMS students have the opportunity to participate in either intramural and/or interscholastic sports. The interscholastic sports program is a part of the A.O.K. Christian Athletic League. It includes these Christian schools: Byron Center, Legacy, Dutton, Heritage, Hope, Moline, Adams, Hudsonville, West Side, Jenison, Allendale, Calvin, and Zeeland. The league offers basketball, baseball, soccer, track, and volleyball. Joel Nagelkirk, the athletic director, oversees these activities. In addition, ZCS is in a cooperative athletic program with Holland Christian Middle School. This allows ZCS students to participate in football, swimming, cross-country, lacrosse, boys' and girls' tennis, and competitive cheer.

XV. Curriculum

Zeeland Christian continues to develop and maintain its classroom curriculum to provide a relevant, well-rounded education for its students. Through active learning, knowledge is directly experienced, constructed, acted upon, tested, or revised by the learner. Our teachers organize learning experiences around Michigan State Standards as well as Christian Schools International Bible Outcomes. Our standards based report card is reflective of these standards/outcomes.

We believe that curiosity is the basis of all learning! Our teachers value creative ways to awaken wonder and problem solving through rigor, relevance and relationships. Each child is talented and our job is to effectively develop their God-given talents as they grow as a reader, writer, communicator, scientist, musician, mathematician, collaborator, artist, historian, designer, and more! The approach to learning and curriculum is the same across all language programs.

Staying up to date with regional and national curriculum innovations is a priority, and we greatly value the professional growth of our teacher' instructional practices. We are committed to continuous improvement in our curriculum and instruction in order to maximize student learning. We continue to implement project based learning and design thinking approaches as a way to incorporate rigor, relevance, and relationships throughout our curriculum. Our Preschool through Kindergarten incorporates Nature-Rich learning, worship and play within our curriculum.

Our Director of Learning Innovation convenes K-8 teacher leaders who guide Learning Innovation Teams where every content area is considered monthly and actions are taken to pursue best practices and next practices. Learning Innovation Teams have an elementary and a middle school focused teacher leader and team of teachers for each content area. Proposals for curriculum changes are made to the

Education Committee of the Board of Directors before adoption is taken.

From balanced literacy instruction to next gen science standards to project based learning across curricular areas, we see our kids learn to the best of their abilities and giving praise and honor to God each and every day.

Testing

Zeeland Christian uses a variety of assessments to evaluate the general quality of our curriculum and academic program here at Zeeland Christian. Assessments provide ongoing measurement of student progress and help us encourage each child to work towards his/her potential. This has been our third year of utilizing NWEA MAP testing in the Fall and then again in the Spring as a way to ensure we effectively ensure growth for all students. NWEA delivers the insights that help students learn, teachers teach, and leaders lead. Grade level teams analyze NWEA results to set curricular/instructional goals related to improvements the grade level can take to improve student achievement.

xvi. Middle School

Chuck Commeret, Middle School Principal is in charge of the sixth, seventh, and eighth grade program. Working in grade level teams has enabled our staff to develop a progressive and effective middle school. The focus on positive relationships between teachers and students has led to the development of small group Bible study, worship team, worship class, service projects, and camp experiences. The commitment of staff and students to positive relationships and attitudes have created a Christian learning environment where education takes place in a natural yet effective way. The educational goal of Zeeland Christian Middle School is to provide a well-rounded academic program. Examples of that include second language instruction in Spanish, opportunity for advanced Math instruction, differentiated instruction in Reading, regular art, physical education, and technology instruction, a one to one laptop program, as well as the implementation of more real-life application of concepts through project-based learning.

Media Center

The ZCS media center is a fantastic space that not only houses our school's library of books and reference materials, but also serves as a chapel space for our middle school students to worship together, a stage for guest speakers and presenters to enlighten us, and a meeting center for staff, students and even members of the community to gather. Laurie Joustra, the media center staff, provides service, maintenance and scheduling.

xvii. Additional Information

Our mission at ZCS is to: Love God, Love Kids and Love Learning.

It is very important to all of us that everything that we do here at Zeeland Christian

needs to follow this mission. To us as a staff, that means that we first dedicate everything that we think, do, and say to the honor and glory of God. We then focus on understanding our students so that we can teach them in the most effective ways possible. Much of our staff meeting time is spent on creating the best curriculum and developing the best teaching methods possible.

Peter Jenkins helps us not only in the area of fundraising but also in promoting our school. It's very important that we share the good news about Zeeland Christian with others around us. Our communication tools are very important in sharing this good news.

- A. Communication is very important to the staff at Zeeland Christian. Zeeland Christian communicates in the following ways:
1. The "Blue Note" goes out weekly to all families who attend Zeeland Christian and to many local churches.
 2. Zeeland Christian has regular postings on Facebook. Please 'Like' the Zeeland Christian Facebook page so that you get this information automatically. ZCS also posts regularly on Instagram and Twitter.
 3. The staff in preschool through eighth grade sends weekly newsletters home. These are often sent electronically to email sites so that parents are sure to have an opportunity to read them.
 4. All of the staff members are using the internet to share important information with parents also. We'd like to encourage as many parents as possible to receive information through the internet so that we can use less paper.
 5. At the beginning of the school year, all teachers in first through eighth grade have an open house. This is a great time for students to show off their classrooms and for parents to meet the teachers.
 6. Parent/teacher conferences are scheduled for both the fall and the spring. We encourage all parents to get involved in both sets of conferences.
 7. We encourage parents to get and use their Parent Portal access. This online computer access program, provided through Zeeland Public Schools, allows parents to access their students' school information such as assignments, attendance, and report cards.
 8. Communication from home to school is a very important part of the educational process, and we encourage you to contact the teachers and other staff if there are any concerns or ideas that you may have.
 9. Please continue to check our website at www.zcs.org. We have updated our website to better reflect everything we do here at Zeeland Christian and make it easier for you to navigate through the site.
- B. Grandparents' Day is a great event here at Zeeland Christian. This year we had over 800 grandparents attend this special day. Both the students and the grandparents enjoyed the time they could spend together.

- C. The Parents' Club is an organization at Zeeland Christian that raised over \$135,000 last year. This is vital to keeping tuition costs down, and we certainly encourage everyone to get involved.
- D. Zeeland Christian and Holland Christian have joined forces and established a resale store called Ditto. This store is located on Eighth Street just west of US31 in Holland. So far, Ditto has raised approximately \$300 per student in both the Holland Christian and Zeeland Christian systems. Your support of Ditto both in the form of donations, volunteering and purchases will guarantee its future success.
- E. Zeeland Christian is blessed with wonderful support from local churches. Last year these churches donated to the general fund budget to help defray the cost of tuition.
- F. Zeeland Christian is owned and operated by the parents who send their children here and supporters who make financial contributions. Once a year this group of supporters appoints Board members to serve on a thirteen-member Board. Please take the time to say thank you to the Board members who dedicate their time and energy to direct Zeeland Christian School.
- G. Community worship is an important part of every day at Zeeland Christian. All the classes begin the day with devotions and have an opportunity to talk to God through prayer several times a day. The middle school students also have chapel or small group Bible studies each week. We also have all-school chapels once a month. Family groups made up of students in first through eighth grades get together for fellowship and for service activities. We praise God for these opportunities.
- H. The staff at Zeeland Christian is a group of hardworking professionals. Our teachers are leaders in their field and spend much of their personal time becoming better educated in the latest education advancements. Our teachers are often asked to be presenters at educational conferences.
- I. Education at Zeeland Christian would be impossible without the support of parents. Parents are a vital part of the program here at Zeeland Christian. By working together as a team, we can give the students the best education possible.
- J. Our T.R.I.P. (Tuition Reduction Incentive Program) program continues to run very smoothly. Deb Vanden Heuvel is in charge of running the program, and it is supported by many loyal volunteers.
- K. Moms In Prayer has been active this last year at Zeeland Christian. We thank them for keeping the school, staff, students, and school community in their prayers.

xxii. Closing Comments

"Then I heard the voice of the Lord saying, 'Whom shall I send? And who will go for us?' And I said, 'Here am I. Send me!'" Isaiah 6:8

Here am I. Send me! These are powerful words spoken by the prophet Isaiah to God's request to deliver a difficult message to the people of Israel. A call to the unknown, to certain difficulty, but Isaiah met this call enthusiastically.

Our theme for this school year is "Send Me!" Throughout the year, through tragic accidents, illnesses, family difficulties, and pandemics, as our students and families hear God asking, "Whom shall I send?", you've answered with an emphatic, "Here I am! Send me!" This has been a year like no other, and when we tell the story, may it be a story of our God who was and is faithful.

It is my distinct pleasure to serve as Head of School at Zeeland Christian. Every day I am honored to serve alongside a faculty and staff who strive to serve Jesus as they work with our children. I'm inspired by great parents who seek to parent in the way in which God intends. I am thankful for the School Board who serve with passion and commitment to Zeeland Christian. I praise God for the blessings that he has given to Zeeland Christian and pray His continued blessing and guidance as we move into the 2020-21 school year.

Sincerely,

Tim McAboy
Head of School