

# Annual Association Meeting

**MAY 6, 2019, 7:00 PM**



**Manhattan Christian School**

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## Annual Association Meeting

**May 6, 2019, 7:00 PM**

### Agenda

1. Devotions: Martin Kimm, President
2. 2018 Minutes
3. Vote to move to approve the presented idea of adjusting the number of non-CRC Board members from 2 to 3 persons to better represent the 40+ churches that attend MCS. Board membership would remain at 9, however, as many as 3 members could be at large members of the Board.
4. Board Elections
5. Floor Nominations for the 2019-20 Board Nominating Committee
6. Presentation of Reports from Board and Board Sub-Committees
7. Presentation of the 2019-2020 Preliminary Budget
8. Report on progress on plan for the rebuild or remodel of the Elementary Building
9. Special Recognition of retiring Board Members
10. Closing Prayer

## Superintendent's Report

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Since moving here in July, our lives have been a whirlwind of learning. Sue and I are very thankful for all the great teachers within the Manhattan Christian community who are helping us to understand the liturgies, practices, and stories of our school. Most of the time, our learning comes as easily as taking sips from a cup of coffee. There are also the days when it feels like I am trying to consume coffee from a fire hose. On those days, I especially appreciate the grace, patience, and encouragement offered as I get my head around what is happening and why.

I operate best when I can understand the big picture. I think that is the part of *Teaching for Transformation* that intrigues me the most. *Teaching for Transformation* guides a thought process that helps to integrate faith with learning. Born in Edmonton, Alberta, and facilitated by The Center for the Advancement of Christian Education (CACE) of Dordt College, we look at unifying the school's curriculum around themes designed to help students think about using their learning to discern what it means to live in responsive obedience to God. The process also involves thinking differently about what we teach and how we teach it in grades Preschool through High School. The journey is going to take a few years to be fully realized. We begin next year with eight early adopters. These teachers will be coached by representatives from CACE over the course of the year and will act as coaches to the rest of our teachers in subsequent years. Along the way, we get to think about how we make all of our work tell the unique story that is Manhattan Christian.

Most of my work is done within the framework of the committee structure used to advise the Board. I am very impressed by the dedication of the people on these committees. While committees can do a great deal of the heavy lifting within an organization, there are a few things that I would like to challenge our community to consider and hope to spark continuing discussions within our committees and community:

- Do you know the families new to the school? Manhattan Christian is a great community that echoes the qualities pointed to by authors like Sen. Ben Sasse in his book titled, *Them*. Families are looking to find community within the school, but are challenged because our most traveled pathways to community through family connections, church, and athletic interests are not readily available them. There are some unique opportunities offered in the Harvest Festivals and Dutch Supper/Tulip Mania, but what becomes the follow-up? How can we integrate new families into the Manhattan Christian community?
- Keeping Technology in its Place—The accessibility to information and connectivity is both a blessing and a challenge. Unfettered access to all things coupled with perceived

anonymity and privacy issues challenges us to generate standards that help young people develop of what it means to live as God intended. In many ways, it feels a great deal like we are trying to put toothpaste back in the tube as we seek to address the impact of technology in the lives of our students. As a community, how do we work together to guide our children to use technology that they understand better than we do?

## 6-12 Principal's Report

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By **Matt Kamps**

In last year's report to the Association I said that "I believe that the world is hungry for Christian school students who have learned to love what is good, beautiful, and true; who understand Christ's lordship in all of life; who think deeply and take action; and who walk daily with Christ." Those are words gleaned from our mission, vision, and portrait of a graduate at MCS. These words give the reason why we have all come together to educate our children at this place and in this time. It takes a big commitment of time, money, and resources to get it done. It takes parents and teachers, board and staff, students and the community to get there.

I am thankful for all the ways in which I see us meeting our mission: teachers who give their extra time to help students learn; caring actions of students, staff, and teachers to those that are hurting; leadership seeking God's wisdom for their decisions; seniors with a sense of calling, ready to move on to the next step of their lives; students in drama and athletics showing off the ways that God has gifted them; chapels and discipleship groups where students are learning to walk with Christ; classroom lessons that meet real needs for a real audience, helping students participate in God's work in the world. There are many, many things to be glad about at MCS, and we give all the honor and glory to our creator as we think of all the 'good, beautiful, and true' things happening here.

As we look to the future, we want to continue to keep the mission of MCS in our sights as we intentionally work to meet it. Meeting our mission doesn't just happen, we have to work to get there and re-think each part of our school in light of our goals. Our journey with Teaching for Transformation is the main vehicle and catalyst for doing this. On one hand, we are helping teachers live more fully out of their callings to be Christian school teachers, and on the other, we are giving students a clear vision of what being a disciple of Christ and finding their calling is all about. Over the next few years, you will learn more about this distinctive way of being a Christian school. We are working to help students understand their place in God's story and we want our curriculum, teaching, and all our activities to point to Him.

There are many challenges that face our community and our life together at school. We all have a slightly different conception of why we are here in the first place and many of us come from different backgrounds. We all are thinking of the challenges they will face in the world. Through helping teachers grow, making sure our handbook reflects what we want to teach our students, and partnering with parents, we can help prepare our students for the future. Please keep Manhattan Christian in your prayers, and thank God for his faithfulness and providence.

In His Service, Matt Kamps (Middle School/High School Principal)

## Department Reports

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### Board Report

**By Martin Kimm, Chairman**

The Board of Directors of Manhattan Christian School is pleased to report on a nearly complete and very successful year at MCS.

After the retirement of our Superintendent/K-5 Principal, Patrick DeJong, at the end of last year, we began our new school year with Tim Visser, who has proven to be, as Patrick was, a confident and effective leader for the school and is learning the community and getting to know the people who make it up. Matthew Kamps, our Middle/High School Principal, continues to lead the teachers and students that are under his daily care with love and concern. Both of these men, and the excellent job that each one does, makes the work of the board members easier and everything runs more smoothly with the leadership that is in place. We thank the Lord for each of these men.

A large part of running a private school the size of Manhattan Christian is the fundraising. Many might wish that it did not have to be, but it is a fact of life in our situation. It is the Board's wish that a Christian education would be available to all who seek it. This means that, as a community, we all pull together to make that happen. Again, the giving and helpful spirits of our extended community have come through this year.

The Board is pleased to have received a check from Twice Treasured Thrift (TTT) in the amount of \$30,000 after only their SECOND year in business. This thrift store, an arm of Manhattan Christian School in the greater Gallatin Valley community, has proven to be a blessing, not only to the financial needs of the school, but also to the volunteers that work there and, even more importantly, to the patrons who shop there. Miracles seem to happen very frequently and many shoppers voice needs and prayer requests because they realize that our people care. The challenges are great, but the blessings far outweigh them. Consider being blessed and being a blessing to others by helping out at TTT.

Our next large and extensive building project at Manhattan Christian will be the Elementary wing of the school. Plans have been drawn up, and more detailed plans and estimates are in the works. The committee that has taken on this project has already put in many, many hours and has really just begun the process. Plans are available for you to look over. It's an exciting move forward and has been needed for decades. There will be more information from this committee as they continue forward.

Our school is represented by over 40 different churches in the Gallatin Valley and the Board recognizes that it is a challenge to meet every need and expectation while remaining true to the Christian Reformed faith and tradition in which this school was conceived. With this in mind, the Board is made up of seven members from the supporting Christian Reformed churches and two members from other churches/denominations that make up our faculty and student population. We are thankful to retiring Board members Michelle Leum, Mike Cassidy, and Nate Kamerman for their years spent on the Board. We know that they will continue to support MCS in other ways in the coming years and we are thankful for all they do.

Manhattan Christian School has been blessed for over 100 years. On the good years, we may feel more blessed than on the lean years, but that's really just human feeling. God's faithfulness never changes and He has remained faithful for over a century. We trust that Manhattan Christian School, under the shelter of God's wings, the direction of its Board and the eagle eye of its parents, will continue to educate our children and grandchildren in a Christ-centered world view that prepares them to make a difference in the world in which they have been placed.

Martin Kimm, Chairman

## **Facilities Report**

**By Tim Visser, Superintendent**

*Facilities and Transportation Committee*

Operations Committee Report

Committee Members: Jeff Dyksterhouse, Terry Sinnema, Nathan Kamerman, Travis Hamilton, Jeremy Smith, Gary Dykstra, Gene Bennett, Todd Flikkema, Tim Visser

The work of the Operations Committee is divided into three elements:

### **A. Janitorial**

- The janitorial element is tasked with maintaining the cleanliness of the school. In the past, the head custodian was assisted with after school help in the secondary wing, elementary wing, and Memorial Events Center (MEC). For much of this year, we have had sporadic help in the secondary and MEC. We are thankful for the consistent help in our elementary wing. It has been a struggle to maintain the standards we enjoyed in the past.

- Future needs: we will need help filling after school cleaning in at least two of our three areas. With Shirley Jones retiring after graduation this year, we will also need help filling our event cleaning. Work this summer will include stripping the floors and cleaning carpets.

**B. Maintenance**

- The winter seemed split between moving snow and finding a happy medium with our aging boilers. In between, work was done to improve ventilation in the kitchen and daily upkeep of our facilities.
- Future needs: we are looking at the potential of moving toward LED lights throughout our campus. This move would reduce our energy costs and limit our maintenance expenses of replacing bulbs and ballasts. If approved, this work could be completed by a contractor this summer. As with any summer, we have a few classrooms that could use a coat of paint and minor repairs. We may have some new lockers to install in the secondary wing.

**C. Transportation**

- We are operating three bus routes that service the needs of our school and the Amsterdam school. A new bus was purchased. It is currently awaiting a radio and a couple of other updates. The bus is equipped with seatbelts that all passengers will be required to use once this bus is in service.
- Future needs: we need at least one more driver for a fourth bus route. This would help to reduce the time students are spending on the bus as well as expand our service. If a fifth driver could be found, we could look into offering more service into Bozeman. Recently, we began research on the purchase of a couple of 12-passenger vans. These vans do not require special driver's licensing and would help transport some of our smaller teams/classes.

**D. Other**

- The Elementary Remodel Committee is now a separate ad hoc committee of the Board and will begin reporting directly to the Board. Concept drawings will be available for you to see at the Association Meeting. Their next step is to determine the structural, mechanical, and financial feasibility of the plans.
- In a recent audit conducted to understand lighting needs and energy costs, we are budgeting the MEC for 14 hours per day and being used 260 days of the year. In

comparison, a classroom is used 9.5 hours per day and 220 days of the year. We are blessed to have a quality facility that can be shared by the MCS community and the greater Gallatin Valley. In all of this, we derive very limited income that can be put toward the maintenance of the floor, bleachers, and supporting areas like the locker rooms and weight room. We could use everyone's help in making sure they leave it cleaner than they find it, this includes the floors. Also, we will be looking at a day to invite the community to help clean the bleachers prior to the start of a busy sports season.

### **Friends Report**

**By Randy Visser – Chair**

“Friends” of MCS is the booster fundraising branch of Manhattan Christian School. Each year, Friends is asked to raise funds for the school in order to help bridge the gap between tuition receipts and actual operating costs.

For the current school year, Friends is asked to raise a total of \$210,000. This amount is broken down into three broad categories:

General Fund: \$130,000 Tuition Assistance: \$20,000 Athletics: \$60,000

Fundraising is accomplished through the following list of activities.

- Booster Plaque Program - (Booster, Athletic Ad Boosters, Fine Arts Boosters)
- Cattle Fund Committee
- Fall Harvest Festival
- Spring Dutch Supper and Tulip Mania Auction
- SCRIP Program and Box Tops for Education
- Sporting Event Concessions
- 3 on 3 basketball tournament and Dutch Dash for Education

The “Athletics” amount of the total comes primarily from athletic activities such as the 3 on 3 basketball tournament, concessions, and the athletic portion of the Booster plaque program. The remaining fundraisers make up the support for the General Fund and Tuition assistance.

Parents with students enrolled at MCS are asked to contribute time toward the fundraising efforts. Each family is asked to sign up for jobs at the various fundraising events. Each job has

been assigned a “point” value called Family Service Opportunities (FSO) and families are asked to sign up for five FSO points.

Although our numbers are down a little this year from recent past years, God has truly blessed us again financially during the 2018-2019 school year. I will hit on a few highlights: Our two major events, the Harvest Festival, and the Dutch Supper/Tulip Mania continue to be well attended and raise valuable funds for the school. Our Boosters Program continues to be successful and reaches a variety of businesses with varying advertising and sponsorship opportunities. This next year we will begin taking a close look at new Booster recruitment and how to tap into a growing business economy in the Gallatin Valley. Brett Heidema and Taylor Kimm have taken over the Cattle Program and are building on past success in this area. Event Concessions had another great year, and not only provides funds for our athletic programs, but receives many compliments on the selection and quality of the food. Jodi Smith has joined the leadership team for the concessions program. She has been a welcome addition and is doing a tremendous job helping to coordinate our helpers and events.

The Friends committee wants to thank the hundreds of volunteers that participated in fundraising efforts this past school year. The committee also wants to thank the many generous individual and business donors that gave freely of their financial resources. The dedicated effort of so many volunteers and abundant generosity of donors continue to make Christian education an affordable opportunity for those parents desiring to train their children in the way of the Lord.

## **Education Report**

**By Jeanette Walhof – Board/Committee Member**

The education committee consists of Tim Visser, Matt Kamps, Jonathan Schutter, Kurt Kimm, Marylou Sytsma, Julie Hager, Sam Eaton, and Jeanette Walhof. We are blessed to have all these members and their dedicated work to MCS and this committee. We have been tasked with overseeing the educational aspects of Manhattan Christian and have had a busy year! Here are some highlights:

- We have discussed enrollment and class size. We again are considering the split class for the second grade.
- Approved a new middle school outdoor education experience for the six grade class in Luccock Park.

- We worked to hire new staff in the high school, middle school, elementary, and in the resource room. We also had meetings regarding the hiring of Mr. Visser.
- Teaching for Transformation (TFT) is always a topic of discussion. TFT seeks to challenge our staff to integrate our faith into our teaching/learning in such a way that our school goals become evident from the preschool to senior levels.
- The grading scale has been reviewed and investigation towards the benefits of maintaining a high standard without eliminating students from scholarships has been a topic of study.
- We have revised the job description for our Counseling Department.
- Worked on producing a 2019-2020 School Calendar.
- We have begun a review of the usefulness of some of our standardized testing for grades K-8.
- We have added a new sex education curriculum called “45 North” with the help of Zoe Care.
- Approved the introduction of the Kelso Curriculum concerning conflict management and resolution.
- Began to regularly update teachers on Education Committee directives and agendas.
- Approved teacher contracts for 2018-2019.

### **Stewardship Report**

**By Gloria Veltkamp –Admissions Director, Committee Member**

The 2018-2019 Stewardship Committee included Tim Visser, Mark Bradford, Erika Kimm, Brooke Sinnema, Gloria Veltkamp, Susan Beth Bruener, and Ryan Ruffatto. The committee’s responsibilities are to oversee the admissions of the new students to our school and to manage the marketing/advertising for our school.

Marketing has been working at getting our name and mission of the school out to the greater Gallatin Valley. We have increased our use of social media this year, adding Instagram alongside Facebook and Twitter. The marketing department enjoyed having David Aamot (a MCS Senior) as a TA to assist in making daily posts and capturing content during the second semester of the school year.

We continue to keep MCS logo apparel updated for student and community purchase. New students are now given MCS apparel as a welcome gift.

We were pleased to add 27 new students to Manhattan Christian this school year. It is a joy to have families come for tours and share the education we have to offer with them. We appreciate every parent's help in spreading the word about MCS. Sharing your positive experiences with others is one of the greatest marketing tools that we have. Thank you for your help in sharing these experiences with others.

### **Athletics Report**

**By Liz Flikkema – Athletic Director**

#### **Athletics 2018-19**

The student athletes of the 2018-2019 school year have continued to build on the traditions of the past while raising the bar higher for future generations. As with previous years, student athletes have continued to reap the benefits of participation in interscholastic athletics including Christian character, discipline, leadership, teamwork, and sportsmanship. Manhattan Christian coaches continue to expect our student athletes to be quality Christian citizens, model students and hard-working athletes; and our athletes have answered that call.

The athletic program has many people to thank for its continued success this year. The first and most obvious goes to the coaches for their countless hours of dedicated service both on and off the field. Also, the countless volunteers who have contributed their hours of expertise and experience in running score clocks, filling in scorebooks, timing at track meets, driving vans and buses to events, and helping in the concession stands. There is also the additional fundraising efforts of Jeff & Faith Dyksterhouse and Jodi Smith running concessions; Curt VanDyken organizing the 3-on-3 basketball tournament; and Tom Hubers, Ryan Ruffatto, and their committee putting on the Benefit Golf Tournament in August. Volleyball, basketball and track coaches organize summer camps for our athletes to gain additional experience learning their sport and to provide additional financial resources for their programs. Bonnie Potts takes team pictures of our teams for use by the newspaper and end-of-season programs. Registered nurses provide support for the staff of Pro-Chiropractic Clinic, who offer student-athlete sports physicals at Manhattan Christian in May of every school year. Thankful for bus drivers Doug Dyk, Clary Flikkema and Todd Flikkema for their years of transporting our athletes to events. The staff and administration at Manhattan Christian have been super supportive of our student-athletes in regard to patience for students missing classes due to sports contests, and providing game supervision.

Highlights of the year:

- State Championships in Boys Cross Country and Basketball – with Coach Nate TeSlaa and Jeff Bellach named Coach-of-the-Year
- Many accolades for our boys' basketball team and Coach Bellach, including the team of the year honors from the Bozeman Chronicle
- Volleyball finishing in the top four at the State Tournament
- Spring sports teams are looking to once again earn top three hardware at the state golf and track meets
- Numerous student-athletes earning all-state academic awards by earning a varsity letter and managing at least a 3.5 GPA for the quarter in which their sport was played

Concerns for the future:

- Student-athlete non-participation in school sports due to involvement on out-of-school teams is becoming a problem, especially in the spring. Travel teams and club teams are taking our athletes away from our track and golf teams. At times if athletes do participate on a school team, coaches, athletes and parents are having to make difficult decisions because practices and contests conflict with the time commitment athletes have to their other team. There is a great book titled *Overplayed* by Christian author, David King, dealing with the topic of the dramatic change in youth sports over the past 10 years. He says, "I've become increasingly concerned about the toll that current youth sports culture is taking on children, young people, and families. Families' dollars and time are stretched and stressed. Children are suffering overuse injuries and burning out at younger and younger ages." Please consider reading this book to fully understand the plight of today's parent and student-athlete, caught in the cycle of "more is better".
- There is also a concern for bus drivers for our sports teams. Our present driver pool of three is aging and either retiring or nearing retirement. We desperately need others to step up and provide bus driving assistance.

Thanks be to God for providing for all our needs this past year and blessing us with tremendous accomplishments on the court, on the track and on the course.

## Early Learning Center Report

**By Stacey Burley & Lorna Wyatt, ELC Co-Directors**

We continue to be amazed at all the good things happening here at the ELC, and praise the Lord for all the wonderful children that bring so much energy and enthusiasm to each day. The ELC currently has 50 children enrolled into our program, and our waiting list consist of 45 families wishing to enroll their children at our facility. We currently employ 10 wonderful Christian women who bless the ELC with their talents and love for the Lord. In 2018, we said good bye to Emily Veltkamp, Leah Turner, and Marki Dykema. Each of these women worked for the ELC for 8+ years, and we were extremely grateful for their dedication to early childhood education. We were also able to recognize the 10 years of service that Lorna Wyatt, Sheri Van Dyken, and Stacy Burley completed. Fanny Hofer retired as our lead preschool teacher, but continues to work a couple afternoons per week as the afternoon preschool teacher. In October, the ELC hired Emily Vander Vos to work as a caregiver in our infant room. Emily has previous childcare experience, and has been a wonderful addition to our facility. We are in the process of finalizing our fall 2019/2020 schedule and enrollment numbers are once again right where we want them to be.

The ELC continues to remain in the Stars to Quality program at a Star 2 rating, but before our next application period in June, we will be meeting with our Stars coach to determine what criteria we need to meet to move up to Star 3. At a Star 2 level, we receive \$4876 per year that must be used towards items or services that benefit the children in our care. If we move up to a Star 3, those incentives are increased to \$10,000 per year. Moving up to a Star 3 requires some of the staff to complete a 60 hours college course which will ultimately be the biggest challenge, and has been what has held us back in the past. We are constantly assessing our current operations to ensure that we are making decisions that benefit the function of the ELC, our staff, and the families we are serving.

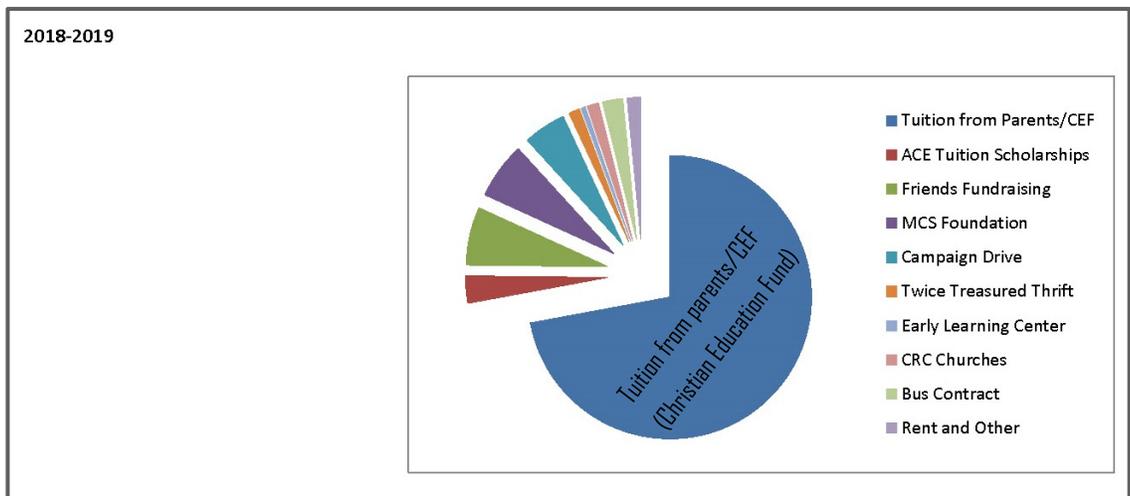
As we move into our 11<sup>th</sup> year, our building is starting to show areas where maintenance is required. Our 2/3 classroom is in need of new laminate, and in some of our high traffic areas, the seams are starting to fray, and we are seeing signs of wear. We are also working on a plan to improve the functionality of our current office space. Our goal is to provide a space where the directors can work, but also give the teachers an area where they can plan and prep, as well as a breakroom. We also have outside therapists come and work with the children, and our current set up does not create the best environment for those services.

The Lord has blessed the ELC with His continued presence and guidance through the school year, and we praise Him for all he has done, and continues to do for the ELC.

### Finance Report

By Mike DeVries, MCS Board Treasurer

It has been a very blessed year for MCS as we are in healthy financial position. We have a lot to be thankful for and look forward to our future. We had to increase tuition this year as it accounts for nearly 75% of the schools income. The main purpose in doing this was to keep our staff's wages moving higher. We live in a beautiful place and with that our cost of living is increasing, we need to do our best to keep our wages in line with that increase. We are working on plans for an expansion of the elementary school and we have been blessed with enough money to move forward on this without dipping into the general budget. We will know a lot more about the cost of this in the next 6-12 months.



### Twice Treasured Thrift Report

By Faith Dyksterhouse, Twice Treasured Thrift CEO

Twice Treasured Thrift has continued to grow and gain popularity throughout the Gallatin Valley and the state! Each day we see new customers come into the store and are delighted by what they see. When they compliment us on how clean and beautifully displayed our merchandise is along with the helpfulness of the volunteers it opens the door for us to share our passion for Christian education. The volunteers are always excited to hear the positive comments from customers and

encouraged that their hard work is appreciated. Twice Treasured could not exist without the selfless giving of the volunteers! Every little thing that volunteers do, from measuring fabric to repairing furniture, helps in raising money for the school.

The blessings are very abundant at Twice Treasured! Here are a few highlights:

- We were able to purchase shelving units for the processing area. This has helped immensely with organizing and streamlining what we do each and every day.
- Over the past year we have had a great group of guys that have worked together to stay on top of the items that need to be checked to make sure they work. This often includes putting batteries in toys to make sure they work, plugging in LOTS of Christmas lights and learning how things work, such as “wipes warmers”! The sound of chuckling and laughing are a constant reminder of their willingness to give of their time and their love of the Lord.
- We also were given a semi-trailer so that we can store our extra unusable clothing and linens. A company from Billings now comes and empties the trailer and we get paid for it! Love Inc. is also helping us with this endeavor.
- “We Recycle of Montana” has donated their service of picking up our cardboard. Previously, Dick Flikkema was picking up all the cardboard and bringing it to Churchill every week. We thank him for being so faithful in helping us with that huge task.
- Kredit Electric installed lights on our sign which has helped in making the store easier to find/locate.
- The Thrift Board worked on putting together a "Volunteer Talent Tithe" brochure. This is a printed brochure listing all the ways a person can get involved at the thrift store. Please consider picking one up and looking at some of the ways in which you could contribute—they are available at school or at the store.
- We have volunteers working at TTT that have no connection to the school. These individuals have truly been a blessing to all of us.
- Twice Treasured was voted the "Best Thrift Store" in Bozeman!
- We have many folks that give us great stuff to sell; and this is key to being successful at the thrift store.
- We were able to give \$30,000 to the school. Thanks be to God!

Blessings that cannot be measured are the relationships that we have between customers that come in and share with us their joys and sorrows. There is so much hurt in our world, and sometimes people just need someone to listen and care. We ask that you continue praying for Twice Treasured and those who share Christ's love to those who are searching. Ask a volunteer to share a story about the work that is going on to further His kingdom through Twice Treasured.

**Annual Association Minutes 2018**

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**Annual Association Meeting  
Minutes of the May 7, 2018 Meeting  
Manhattan Christian School**

Article I

Board President Martin Kimm opened the meeting with devotions and prayer.

Article II

A motion was made and supported to approve the minutes of the 2017 MCS Association Meeting. The motion carried. 79 people were present and 25 absentee ballots were accepted.

Article III

Board elections were made by ballot. Absentee ballots were accepted for first ballot only. Newly elected board members were Ryan Ruffato, Mike De Vries and Jonathon Schutter. Patrick thanked the outgoing board members Ben Leep, Susan Beth Breuner and John Schutter for their service and time.

Article IV

Patrick briefly introduced the Board, Superintendent's and Principal's Reports. Department Reports from Facilities, Friends, Education, Stewardship, Athletics, the Early Learning Center, Finance and the Thrift Store were highlighted by Patrick and received as information.

Article V

The 2018-2019 Board Nominating Committee Members were Jason Kimm, Lorna Wyatt, Darrel Flikkema, Stephanie Hoekema and Nate Dyk.

Article VI

John Schutter thanked the Finance Committee Members and acknowledged our budget of \$2,410,000 for the 2018-2019 school year. He thanked the staff and thanked all

parents for paying the tuition they faithfully pay each year. God continues to bless MCS!

Article VII

Travis Hamilton gave an update on the progress being made toward the remodel of the elementary wing of the school. The design and development committee is working with some architects and an engineering firm in order to establish a remodel plan. The committee received a positive report concerning the overall condition of the roof and walls of the existing structure. No date of construction has been set at this time.

Article VII

Martin presented the idea of adjusting the number of non-CRC Board members from 2 to 3 persons to better represent the 40+ churches that attend MCS. Board membership would remain at 9, however, as many as 3 members could be at large members of the Board. The community is encouraged to contact any Board Member for comment and a vote to change the constitution would not be held until late winter or spring of 2019.

Article VIII

Patrick reported on the transition of leadership that is currently taking place with Tim Visser. Tim will be here the first of July and they have purchased a home in the four corners area. Patrick and Tim communicate weekly.

Article IX

Martin thanked Patrick for his years of service at MCS and for his 42 years of serving in Christian Education. Martin closed the meeting in prayer.

**MCS Constitution Articles I, II & III**

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**CONSTITUTION of MANHATTAN CHRISTIAN SCHOOL**

**ARTICLE I**

**NAME**

The name of the school shall be Manhattan Christian School.

**GOVERNING AUTHORITY**

The Association.

**ARTICLE II**

**BASIS**

The basis on which the school is founded is the infallible Word of God interpreted in accordance with the Reformed tenets and in agreement with the three Standards of Unity: the Belgic Confession, the Canons of Dordt, and the Heidelberg Catechism. The following statements will help to clarify this article as to what it means for education:

1. The ultimate basis in the Scriptures of the Old and New testaments which we believe are the written Word of God, the revelation of the Triune God; the truth by which He enlightens our understanding of God, man, and the universe; and the infallible authority by which He directs and governs all of our activities, including the education of our children.
2. The foundation of Christian education is in the Creator-creature relationship as taught in the Bible. Imbedded in creation is the pattern of our educational task: understanding the universe, communication with God, and creative performance.
3. We acknowledge the disruptive effect of sin, man's estrangement from God, and his blindness to the true meaning of life. We heartily acknowledge the restorative work of Jesus Christ (e.g. Col 1:16-20), His reconciliation of the world to God, and the redemption of our life in its entirety. This implies the necessity of a distinctive and peculiar dimension in our educational task, namely, to direct and guide the child to commit his heart to Christ, the Truth.
4. The primary responsibility for education rests upon the parents (e.g. Deut. 6:6-9, Eph. 6:1-4). They may delegate a part of this responsibility to an institution that is able to carry forward this God-given task. While standing in place of the parent, the teacher, as a servant of God, exercises authority in the performance of his office in educating the child in the school.
5. The child, created in the image of God, is regarded as a spiritual-physical creature who through grace is capable of learning the laws of God's creation and knowing and obeying the truth of God's Word. He is, as image-bearer, regarded as a social

creature standing in relation to his fellow man, having moral, intellectual, and emotional needs.

6. The total educational program of the Christian school is designed to orient the child to a life in Christ, through his culture, for fellowship with and service to God and his fellow man.

### **ARTICLE III**

#### **OBJECT**

The object of this Association is the establishment and the maintenance of a school in which instruction is given in harmony with the basis of this Association.

## **By-laws Concerning Membership and Absentee Voting**

#### **Association Membership**

1. Any person who has reached the age of 18 and subscribes to Articles II and III of the Constitution may become a member of this association.
2. Members of the Association are eligible to vote at any duly called meeting of the Association.

#### **Absentee Voting**

Ballots signed by Association members will count on the initial vote only.

**Current Board of Trustees and Nominees**

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<b>Name</b>	<b>Year of Retirement</b>	<b>Church</b>
Gary Dykstra	2020	Bethel Christian Reformed
*Mike Kassity	2019	Springhill Presbyterian
Jonathan Schutter	2021	Bethel Christian Reformed
Martin Kimm	2020	Bethel Christian Reformed
*Nathan Kamerman	2019	Bethel Christian Reformed
Jeanette Walhof	2020	Bethel Christian Reformed
Ryan Ruffatto	2021	Bozeman Christian Center
*Michelle Leum	2019	Manhattan Christian Reformed
Mike DeVries	2021	Manhattan Christian Reformed

Thank you for your years of service to Manhattan Christian School!

\*Retiring

## Nominee Introductions

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### 2019 Manhattan Christian School Board Nominees

**Name: Teresa Kredit**

**Spouse:** Mark Kredit

**Children:** Janae (2007), Matthew (2009), Karsen (2015).

Grandchildren: Alexa (3rd), Kenzie (2nd), Harper & Cora (ELC)

**Educational Background (high school, college, degree):**

B.A. in Business Administration - Dordt College 1987

Manhattan Christian High School - 1983

**Job Position:**

Accounting Manager - Kredit Electric Inc (1995-present)

**Church Membership (location, years):**

Bethel CRC, Manhattan, MT- 1996 - Present

Faith CRC, Sioux Center, IA - 1987 – 1995

Bethel CRC, Manhattan, MT - Birth - 1986

**Church Involvement (service, etc.):**

Coffee Break Bible Study Coordinator - 6 years

Christian Education Committee - 4 years

**MCS Involvement:**

Dutch Supper Coordinator - 3 years

Concessions Coordinator - 2 years

**Perspective on Christian Education and MCS:**

I love to see how God is working through MCS! We have a wonderful history of training our children in the way that God wants them to go. We need to endeavor to support our teachers, staff and parents so that our children will be life-long learners and will be salt and light in our dark and changing world. To God be the glory!

**Name: Travis Hamilton**

**Spouse:** Laura Hamilton

**Children:** Rance 6<sup>th</sup>, Tate 4<sup>th</sup>

**Education:** Seeley-Swan High School

**Job Position:** Business Owner

TD Hamilton Excavation Inc.

D&D Trucking

**Church Membership:** Journey Church

**Church Involvement:** Partner, Usher

**MCS Involvement:** Facilities Committee, Remodel Committee

**Perspective on Christian Education and MCS:**

Laura and I both attended public schools. When we were referred to Manhattan Christian we were a little skeptical. Within the first weeks we noticed something different about the teachers and staff's perspective toward the kids. They genuinely loved and cared for all the kids. Laura and I were amazed and I think we both realized that it was God's love through the teachers themselves. We now realize the unmeasurable value of the Christian education our boys are receiving. It has been exciting to watch our boys learn and grow at Manhattan Christian and now we can't picture them being in school anywhere else. I believe MCS gives kids a great education and a Christian Foundation that they will take with them the rest of their lives.

**Name: Rod Triemstra**

**Spouse:** Libby Triemstra

**Children:** Christian, Isabella, Lucca, Holland, Dominic, and Dakota

**Educational Background (high school, college, degree):**

Graduate of MCS, 1996

Attended MSU Northern for 1 year

Attended MSU Bozeman for 3 years

**Job Position:**

Farmer and Automotive Technician

**Church Membership (location, years):**

Member of First Manhattan Christian Reformed Church since 2003

Grew up attending Gallatin Gateway Church

**Church Involvement (service, etc.):**

Served as Deacon 2007-2010

Cadet Leader from 2014-2019

**MCS Involvement:**

Coaching youth basketball 5th grade and 7th grade

Enjoy being able to help on field trips of younger children and attend numerous events from sports, music, and assist at fund raisers.

**Perspective on Christian Education and MCS:**

My perspective on Christian Education is that it is our primary role as parents to teach our children about Christ and His love for us. MCS reinforces the Biblical values we teach our kids at home; and through the church and our school we can help guide our children on this path of serving and living for Him. We are blessed to have MCS and its teachers, staff, and school leaders that seek to instill the love of Christ in every area of learning.

**Name: Greg Leep**

**Spouse:** Kara Leep

**Children:** 3 sons—Taylor, Jorden, Logan

**Educational Background (high school, college, degree):** High School –MCS

**Job Position:** Farming in a partnership with my brother. We have grown our operation over the years and now have 4 of our sons involved, along with some other key help.

**Church Membership (location, years):** Gallatin Gateway CRC 25 years. We now are members of Springhill Presbyterian Church for the last 8 years.

**Church Involvement (service, etc.):** I have served as Elder, Deacon, and Kara and I led young peoples for a number of years, as well as teaching Sunday school.

**MCS Involvement:** All 3 of our sons have attended MCS, and 1 still attends MCS. We have helped with fund raisers and where ever else we have been asked to contribute.

**Perspective on Christian Education and MCS:** We very much appreciate Manhattan Christian School. It has always been nice to be able to work with like-minded people who honor and glorify our Savior. I believe the goal of school is not only to identify how each child learns, but to help each child find his or her passion in life, and to teach them that they can glorify God wherever their life leads them. By learning character, integrity, dependability, and hard work anyone can be a success and a contributor to society.

**Name: Sharon Kamp**

**Spouse:** Bob Kamp

**Children:** Lisa (2004), Charlotte (2006), Matthew (2009)

**Educational background (high school, college, degree):** High School—MCS; Calvin College—BA Secondary Education; University of LaVerne—MS Psychology-Counseling

**Job Position:** Retired teacher: MCS 1 year (4<sup>th</sup> grade)

Ontario Christian School, Ontario CA—12 years: 4<sup>th</sup>, 6<sup>th</sup>, Art K-12

**Church Membership (location, years):** Manhattan CRC—34 years

**Church Involvement (service, etc.):** *Past:* GEMS, Coffee Break: Story Hour teacher, various committees. *Present:* Catering Committee.

**MCS Involvement: Present:** Choir and Band clothing coordination, substitute teacher, books at volleyball games

**Perspective on Christian Education and MCS:** Receiving a Christ-centered, quality education is key to the purpose and goals of MCS. It is also a primary reason as to what parents expect who support our school by sending their children to MCS. Learning in a classroom and in a school environment with Christian teachers and staff will hopefully impact and guide our students to lead lives of service and compassion that reflect Christ wherever they go.

**Name: Alan Venema**

**Spouse:** Jodi Venema

**Children:** Tori (grade 8), Addison (grade 5), Zoe (grade 2)

**Educational Background (high school, college, degree):**

Manhattan Christian School: K-12

Dordt College: 1 year

Montana State: 2 years

**Job Position:** Farmer, Kimm Seed Potatoes

**Church Membership (locations, years):** Manhattan CRC, 7 years. Bethel CRC, 18 years.

**Church Involvement (service, etc.):** I have previously taught Sunday school and served as a deacon at Bethel CRC.

**MCS Involvement:** My wife and I both attended MCS from K-12. Our 3 girls are presently attending MCS.

**Perspective on Christian Education and MCS:** I believe Christian education is very important. Children are most impressionable during their school age years. I think MCS is influential in guiding our children in their pursuit of knowledge, but more importantly their understanding of God. I know from attending MCS what an impact it had on my life.

...that we have put our hope in the living God, who is the Savior of all men, and especially those who believe. Command and teach these things. Don't let anyone look down on you because you are young, but set an example for the believers in speech, in life, in love, in faith, and in purity. (1 Timothy 4:10-12)

## Absentee Ballot

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### Manhattan Christian School

Please vote for three. This will be good toward the first round of voting only.

_____	Travis Hamilton	_____	Alan Venema
_____	Teresa Kredit	_____	Greg Leep
_____	Rod Triemstra		
_____	Sharon Kamp		

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**Absentee Ballots must arrive in sealed envelopes with the voter's signature both printed and signed on the outside. Ballots must be delivered to the school no later than Monday, May 6 at 4:00 pm.**

Voter must be an Association Member of record; your signature must be in the Association membership book. Call the school if you are not sure of your status.

#### **IMPORTANT ABSENTEE BALLOT INSTRUCTIONS:**

1. Please put your **Absentee Ballot** inside a sealed blank envelope
2. Place inside a second envelope
3. **Sign** and seal the outside envelope