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BOARD
REPORT

GRC'S

Preparing students to be effective servants of Christ in contemporary society.

Tom DeJonge, Superintendent

DECEMBER
2019



2019 —2020 BOARD REPORT

DECEMBER 2019

Tom DeJonge, Superintendent



**GRAND RAPIDS
CHRISTIAN SCHOOLS**

*Preparing students to be effective servants
of Christ in contemporary society.*

MISSION

VISION

VALUES

GOALS

MISSION

Preparing students to be effective servants of Christ in contemporary society.

CORE VALUES

Rooted In
Christ

Connected Through
Relationships

Called to
Serve

Educated
for Life

United with Home
and Church

PORTRAIT OF A GRADUATE

*By using their unique gifts to glorify God, pursue personal faith, and bring about shalom in the world,
graduates of Grand Rapids Christian Schools will be...*

CULTURALLY COMPETENT

Prepared to engage with a diverse range of people and ideologies.

COMMUNICATORS AND COLLABORATORS

Prepared to work in a team environment, articulate ideas, and consider multiple viewpoints.

THOUGHTFUL NEIGHBORS

Prepared to practice hospitality, compassion, service, and empathy for those around them.

JUSTICE SEEKERS

Prepared to actively pursue greater wholeness in the world by working for justice and practicing stewardship.

CREATIVE SOLUTION FINDERS

Prepared to identify issues, engage in critical thinking, and persistently work toward solutions.

LIFELONG EXPLORERS

Prepared to live a life of discovery and wonder in God's world.

DISCIPLES OF CHRIST

Prepared to follow Christ with faithfulness, resilience, and humility in a broken but hopeful world.





GRAND RAPIDS CHRISTIAN SCHOOLS CAMPUS THEME VERSES

EVERY STORY WHISPERS HIS NAME

GRCES IROQUOIS
PSALM 89:1

*I will sing of the Lord's
great love forever; with
my mouth, I will make your
faithfulness known through
all generations.*

GOD IS MY ROCK

GRCES EVERGREEN
PSALM 18:2

*The Lord is my rock, my
fortress and my deliverer;
my God is my rock,
in whom I take refuge,
my shield and the horn of my
salvation, my stronghold.*

LOVE IN ACTION

ROCKFORD CHRISTIAN
ROMANS 12:9-12

*Be joyful in hope, patient in
affliction, faithful in prayer.
Share with the Lord's people
who are in need.
Practice hospitality.*

DO SMALL THINGS WITH GREAT LOVE

GRCMS
ROMANS 12:9-10

*Love must be sincere.
Hate what is evil;
cling to what is good.
Be devoted to one
another in love.
Honor one another
above yourselves.*

LEAD ME TO THE ROCK

GRCHS
PSALM 61:2-3

*From the ends of the earth,
I call to you,
I call as my heart grows faint;
lead me to the rock that is
higher than I.
For you have been my refuge,
a strong tower against the foe.*



GRAND RAPIDS CHRISTIAN SCHOOLS CALENDAR OF EVENTS — LOOKING AHEAD

Below is a brief summary of our school schedule and upcoming events where you are either scheduled, or may wish to attend. For a full list of Grand Rapids Christian Schools event options, please visit grcs.org/calendar

DECEMBER 2019

DATE	TIME	WHAT	LOCATION
2	2:30 PM	Promise Zone Board of Directors	GRPS
2	6:30 pm	Focus on Your Future (EVG 5th)	GRCMS
2	6:00 pm	Board of Trustees Meeting	GRCS Board Room
3	6:00 pm	GRCHS Showcase	GRCHS
4	7:00 am	CQ Meeting	Iroquois Conference Room
5	6:30 pm	Expedition Iroquois (Kindergarten preview)	Iroquois Campus
9	3:45 pm	Compensation Committee	GRCS Board Room
9	7:00 pm	5-8 Band/Orch Concert	RCS
10	—	Future Eagle Day	GRCHS
10	6:30 pm	Cookies and Carols	Evergreen Campus
10	6:30 pm	New 2 You Open House for all GRCS staff	New 2 You Store
11	7:30 pm	GRCMS/GRCHS Choir Concert	DeVos CAW
14	7:30 pm	Christmas Pops feat. Brian Morris, Classical Guitarist	DeVos CAW
16	7:00 pm	Iroquois Christmas Program 3rd-4th graders	DeVos CAW
17 — 20	—	High School Exams	GRCHS
17	7:00 pm	RCS Christmas Program	RCS
19	7:30 pm	5th & 6th Band/Choir/Orchestra Concert	DeVos CAW
20	—	½ day of school	All Buildings
Dec 23 — Jan 3	—	Christmas Vacation	All Buildings

JANUARY 2020

DATE	TIME	WHAT	LOCATION
6	—	First day after Christmas Break	All Buildings
6 — 17	—	<i>Winterim</i>	GRCHS
7	7:00 am	CQ Meeting	Iroquois Conference Room
8	7:00 am	Executive Committee Meeting	GRCS Board Room
9	7:30 am	Finance Committee Meeting	GRCS Board Room
13	12:30 pm	Education Committee Meeting	GRCHS Conference Room
14	6:30 pm	Preschool-Kindergarten Open House	Rockford Christian
16	6:30 pm	Preschool-Kindergarten Open House	Iroquois Campus
20	½ Day	Martin Luther King Jr. Day	All Buildings
21	10:00 am	Foundation Board Meeting	TBD
21	6:30 pm	Preschool-Kindergarten Open House	Evergreen Campus
23	6:30 pm	GRCMS Variety Show	DeVos CAW
24	7:30 am	Meet Us in the Middle	GRCMS
27	6:00 pm	Board of Trustees Meeting	GRCS Board Room



GRAND RAPIDS CHRISTIAN SCHOOLS SUPERINTENDENT'S MESSAGE

Dear Board:

This is a busy time of year for all, both personally and professionally! Here at GRCS, we are filled with a sense of hope and renewal as we look forward to the coming holiday season and year ahead. As we enter the season of Christmas and our first semester of school nears an end, our eyes have already turned toward preparing for the 2020-21 school year. Jim Primus and the Finance Committee have reviewed a draft of the proposed budget for the year and details about projected enrollment, staffing, and other aspects of budget revenues and expenses are currently under careful review and discussion. The board will have an opportunity to review the preliminary budget considerations at its December meeting, and the Finance Committee will continue its review in December and January in order to present the full 2020-21 budget to the board for its final review, discussion, and approval at the January board meeting.

Heartfelt thanks to each of you for your efforts and support, which we experience in many ways. And blessings to you and your family during this season of Joy!

Tom



GRAND RAPIDS CHRISTIAN SCHOOLS CAMPUS THEME VERSES



BRAD MOCKABEE — GRCHS PRINCIPAL

The theme for the 2019/20 school year is **Lead Me To the Rock** and is based on Psalm 61: 2-3.

In the freshman Bible & Theology class, Old Testament, our students are currently presenting their “God Glimpses” to their classmates. It is a powerful time where students share their personal relationships with God in a variety of ways. The assignment reads:

“God has shown himself to his people throughout history, and he desires to show himself to us today as well. You are asked to be thinking about a time when you were aware of God or when you were given some insight about God. God reveals Himself to us in many ways – through nature, through the words or actions of others, through events that happen to us, through art or music or literature, and through His Word. Think of a way you can communicate a glimpse of God’s work in your life to your classmates.”

For our Thanksgiving devotions and chapel, each 2nd-period class was given a rock and asked to reflect and give thanks for the people God has placed in our lives to be our “rocks.” We acknowledge that one of the ways that **God is our Rock** is through the people that support us during difficult times. Each class will bring their rock to the front of the auditorium to start chapel as we give thanks and worship together.

ERIC BURGESS — GRCMS PRINCIPAL

In our GRCMS chapels in November leading up to Thanksgiving, we have focused on having a disposition of gratitude to God for all that He has done for us and about how that ought to motivate us to acts of service as a response of thanks. Related to our theme — **Dream Small: Do Small Things With Great Love** — we have especially been encouraging students to think about the little acts of service they can do for their neighbors around them. We focused on being “Thoughtful Neighbors” in three areas: geographical neighbors (those we live by), creational

neighbors (God’s creation), and relational neighbors (those whose lives intersect and impact ours).

Board of Trustees’ member, Pastor Rebecca Jordan-Heys, came and shared a Thanksgiving chapel message with our students related to our theme and encouraged them that faithfully living the Christian life means doing the little things on a daily basis in order to share His love with others and to build community. We want to thank Rebecca for coming to share her gifts and God’s Word in our worship!

BEN BUURSMA — ROCKFORD PRINCIPAL

Our theme this year, **Love in Action**, continues to be a wonderful way for adults and students alike to think about our community. Students are beginning to internalize the message as well! One of our teachers observed a 2nd-grader throw a winter glove at a classmate, but before the adult could respond, another student quickly pointed out, “Hey! That’s not love in action!” One consistent example of **Love in Action** is a classroom aide, Mr. David Worst. Mr. Dave, as he is affectionately known, is an uplifting presence every Monday, Tuesday, and Thursday at Rockford Christian. He has an uncanny ability to find those students who seem to need the most love and come alongside them.

ANN BAKKER — EVERGREEN CAMPUS PRINCIPAL

On Thursday, October 31 Evergreen staff members launched an exciting new project with their Team Time groups. Teachers and students are creating An Evergreen Christian Team Time Novel. This project weaves the theme, **God is My Rock**, into a book as students work together to develop seven exciting chapters. Each of the seven Team Time leaders plans and leads learning activities for one of the seven chapters and each of the Team Time groups spends two weeks exploring and developing each chapter. The chapters focus on different topics, activities, and leading questions. During this Team Time project students are deeply involved in inquiry learning as they focus on Bible, Geology, Geography, Music and so much more. Evergreen students are busy researching, interviewing other students, developing videos, and reflecting on how they can celebrate and thank God for being our rock.





GRAND RAPIDS CHRISTIAN SCHOOLS STRATEGIC PLAN GOALS



STRATEGIC PLAN GOAL 1

Strengthen the Board of Trustees' strategic role to ensure its leadership of the institution in order to advance Grand Rapids Christian Schools' mission for future generations of students.

TOM DEJONGE — SUPERINTENDENT

Tim Alles, Mike Meeuwsen, and Dave VanWingerden have confirmed their interest and willingness in serving a second board term. Tom Prince's second and final board term expires in June 2020. The Nomination Committee has begun its work in order to identify board nominees who possess qualities and skills in the areas of education and finance.

The committee has reviewed a comprehensive list of individuals with those characteristics and has been in touch with selected individuals to confirm their interest in board service as well as answer questions they may have. The committee will continue to meet until a final list of names is confirmed, which is anticipated in December.



GRAND RAPIDS CHRISTIAN SCHOOLS STRATEGIC PLAN GOALS



STRATEGIC PLAN GOAL 2

Ensure exemplary and aligned PS-12th grade Christian education across all schools that is taught by teachers who embrace mastery and productive Christian citizenship for all students.

BRAD MOCKABEE — GRCHS PRINCIPAL

The Service Branch of Student Congress organized a Thanksgiving food drive at the GRCHS. Over the past week, students brought food to their 4th-period classes. On Friday, student congress members delivered the food to Safe Haven Ministries, a local nonprofit that we are partnering with this year. Our students did an awesome job of collecting food. The winning class collected 700 food items - this was just one class. Safe Haven said our donation was the largest donation they have ever received! We are so thankful we could work together as a school to be thoughtful neighbors and to fill their pantry.



This month our Spanish Immersion 9th-graders volunteered at Bethany Christian's Bridgeway school helping them transition to a new facility. Bridgeway is a transition school for refugee minors with the goal of placing students with family in the US. We have had a wonderful partnership with the Bridgeway school over the last few years as our students have learned a lot through service. Hopefully, their students have learned as well through our relationships.

Last week our Anatomy and Physiology students had the opportunity to attend the Bodies Revealed exhibition at the GR Public Museum. The museum's website describes the experience "Bodies Revealed allows people to learn about their own bodies and, ultimately, teach how to take better care of one's own health and make positive lifestyle choices. In this phenomenal exhibition about the amazing and complex machine, we call the human body, 10 full body human specimens and hundreds of organs are respectfully displayed to tell the story of the miraculous systems at work within each of us. With a reverent, academic approach, this display allows people of all ages to more closely observe the skeletal, muscular, nervous, digestive, respiratory, reproductive and circulatory systems, and to absorb information normally reserved only for medical professionals." What an amazing experience for our students to learn more about God's amazing creation, the human body!

ERIC BURGESS — GRCMS PRINCIPAL

As we continue to implement a Multi-Tiered Systems of Support (MTSS) framework at GRCMS, we had the opportunity in mid-November for seven of our GRCMS staff—both teachers and administrators—to attend the "RTI at Work" workshop held in downtown Grand Rapids. Our team spent two days together hearing from the workshop facilitator and working to revise our school-wide systems for providing student support in the various tiers of support in our MTSS framework. We left with five clear actionable items to implement in the coming weeks and months to ensure that we are providing targeted support for identified students with the appropriate personnel, time, and intensity to help our students to close learning and behavior gaps.



GRAND RAPIDS CHRISTIAN SCHOOLS STRATEGIC PLAN GOALS

STRATEGIC PLAN GOAL 2, CONT'D

JOHN BARKEL — IROQUOIS CAMPUS PRINCIPAL

Teachers, support staff and administration from all campuses had the privilege of attending a two-day workshop focusing on RTI (Response to Intervention). This workshop gave us the opportunity to spend time together, learning further and deepening our understanding of the PLC framework (Professional Learning Community), and how do we effectively implement RTI so ALL kids are learning at high levels. The workshop gave us time to reflect on what we are fully implementing, what we are working on, and what we have yet to begin. It is a privilege to share the Iroquois building has much of the RTI model in place, and it's being carried out very well. I'm grateful for the time and resources being dedicated to our RTI and Inclusion programs. Our teachers, support staff and program directors are top-notch and are motivated to educate all kids. It is important that I add that we do have things we can tweak and adjust in our RTI program at Iroquois, but they are improvements, not gaps. I am continually inspired by the teachers and staff who are fully committed to ensuring ALL kids learn at high levels.

The Iroquois campus is partnering with a company called **Organicycle**. This composting company collects our compostable waste, keeping it out of landfills and reducing our dumpster usage. This is a pilot program solely in the fourth grade. We want to see if it is indeed something we can sustain. It is my hope we will not only sustain this program in 4th-grade but grow the program into the younger grades as well.



The hope is that we can teach kids how to be *Creative Solution Finders* (one of the elements of our **Portrait of a Graduate**) through experience and responsibility, and asking themselves, what goes in the garbage, recycling or compost bins. It is my hope that students will be part of the discussion to find solutions to make this program sustainable and able to grow into the younger grades. I'm thrilled to share this passion for composting and ultimately, taking care of the world God blessed us with, was all sparked by students. A big thanks to some dedicated parents who helped carry their children's passion forward, and are helping make this happen.

ANN BAKKER — EVERGREEN CAMPUS PRINCIPAL

Professional development for teachers is an important element in ensuring exemplary and aligned curriculum. K-4 (5th EV) worked with Mona Toncheff, a consultant from Solution Tree, in August to deepen their understanding of math curriculum and instruction. These same teachers had the opportunity to further that work during the October 24 professional development day by working with their grade level professional learning teams to develop math assessments and proficiency scales.

The next day, October 25, teachers were encouraged "To think intentionally about how the integration of faith and learning is lived out in the community" by listening to and interacting with three speakers. Shannon Jammal-Hollemans spoke about how we can be *Justice Seekers*, Carol Bremer Bennett encouraged us to be *Culturally Competent*, and David Warners challenged us to be *Thoughtful Neighbors*. The activities on these two days further equipped us as we work in our schools and classrooms to *prepare students to be effective servants of Christ in contemporary society*.

KIM PRIMUS — DIRECTOR OF INCLUSION

The second pillar for Inclusion Services focuses on Eagle Circles and Eagle Links. We intentionally focus on building community and genuine friendships. In order to belong, each one of us must be invited, welcomed, truly known, accepted, and befriended. Each Inclusion Coordinator works with classes and small groups to teach how to support our students with unique needs. We learn how to live and work in the community.

This month I received an email from a Child Protective Services investigator. She was touched by what she witnessed in the elementary office at Iroquois. A student with special needs had returned to school from the dentist. A few of the boys came into the office to greet her and check out her new expander. These peers praised her and told her how cool her expander was. The investigator was touched by the genuine effort to show care and compassion for a classmate and felt blessed to see this love in action.



GRAND RAPIDS CHRISTIAN SCHOOLS STRATEGIC PLAN GOALS



STRATEGIC PLAN GOAL 3

Establish a Christian learning institution that is reflective of, demonstrates respect for, and supportive of deepened relationships within Grand Rapids Christian Schools' increasingly diverse student body and the broader community.

BRAD MOCKABEE — GRCHS PRINCIPAL

On October 25, all GRCS faculty came together at the high school for a half-day of professional development. The goal of the morning was “to think intentionally about how the integration of faith and learning is lived out in the community.” Together with our three guest presenters, we explored three of the GRCS **Portrait of a Graduate** characteristics with the goal of learning how to more effectively live them out in our own lives, in the lives of our students, in our classrooms, and in our community.

Our three presenters are briefly introduced below:

Justice Seekers: Prepared to actively pursue greater wholeness in the world by working for justice and practicing stewardship.

[Mrs. Shannon Jammal-Hollemans](#) — GRCS Parent, Pastor, Office of Social Justice (former)

Culturally Competent: Prepared to engage with a diverse range of people and ideologies.

[Mrs. Carol Bremer-Bennett](#) — GRCS Parent, Director of World Renew US

Thoughtful Neighbors: Prepared to practice hospitality, compassion, service, and empathy for those around them.

[Mr. David Warners](#) — GRCS Parent, Biology Professor (Calvin University)

Julian Newman, CEO of [Culture Creative](#), has begun an official partnership with GRCS and has started his work at the high school with the goal of making us a more culturally competent school community. Julian began his relationship with us by supporting us in some much needed racial healing as he spoke in chapel and leading restorative circles. His continued work has him spending time with a variety of student, faculty, and staff groups. We are also

planning a community discussion on race and a professional development day for faculty and staff. Julian's work will eventually lead us to examine curriculum, policy, hiring practices, and other systems and practices that impact our school..

ERIC BURGESS — GRCMS PRINCIPAL

All of the 8th graders at GRCMS are reading through the New Testament of the Immerse Bible this year. You can learn more about this translation at instituteforbiblereading.org/immerse/.

This is a fairly new translation that is written as “a Bible designed for reading at length, [where] readers are invited to get lost in the stories, poetry, letters, and other literature that make up that grand narrative of the Scriptures.”

In October, we had the opportunity to hear from one of the Immerse Bible creators, Paul Caminiti, about the work behind this version of Scripture. The kids were very engaged and learned a lot about God's Word from Paul.

You can see an article about the visit [here](#). We are excited about how our 8th graders are diving into God's Word and reading it both individually and in the community as they study the Bible this year!

On Friday morning, October 25, all of our GRCS Preschool — 12th-grade teachers gathered together at Grand Rapids Christian High School for a time of worship and for a morning of professional development.

The goal of the morning together was “to think intentionally about how the integration of faith and learning is lived out in the community.” Together with our three guest presenters, we thought about three of the GRCS **Portrait of a Graduate** characteristics and how we could learn more about these topics for ourselves in order to effectively live them out in our own lives, in the lives of our students, in our classrooms, and in our community.

Our GRCS Preschool — 12th-grade teachers were placed into one of three groups. We mixed the teachers up into cross-grade level groupings in order to meet one another and to learn with teachers from across our five campuses. The teachers attended three 40-minute sessions with each of our guest presenters. Our hope was to build community and to gain ideas for how each of the three characteristics can be implemented in age-appropriate ways across our GRCS classrooms and campuses.



GRAND RAPIDS CHRISTIAN SCHOOLS STRATEGIC PLAN GOALS

STRATEGIC PLAN GOAL 3, CONT'D

BEN BUURSMA — ROCKFORD PRINCIPAL

Cultural Competence is a key attribute to both our Portrait of a Graduate and our Portrait of Professional Excellence. During a recent all-staff meeting, Rockford Christian Educators read and discussed a recent article from the Christian Educators Journal, “Rethinking Egg “Whiteness”: A Call to Interrogate Colorblindness and Whiteness”. Our conversation prompted our teachers to begin reflecting on the books we read in class and taking note of how and where diverse voices are represented in our curriculum.

JOHN BARKEL — IROQUOIS CAMPUS PRINCIPAL

All GRCS faculty and administration had the privilege of listening to Calvin University professor, Dave Warners speak at our teacher’s convention. The focus of his speech was centered around being Thoughtful Neighbors (one of the elements of our Portrait of a Graduate). Professor Warners shared with us that our impact on the environment is directly correlated to our impact on our fellow humans, particularly those who are in lower socio-economic regions of the city. I invited Professor Warners to the Iroquois campus to see

if there are ways we can be more thoughtful neighbors, not only to our neighbors in the Ottawa Hills neighborhood but in the greater Grand Rapids area. He and his associate visited Iroquois and proposed some ideas that would involve students and be woven through our curriculum, while also teaching kids about being thoughtful neighbors. Now, it is a matter of making sure these plans can be implemented well while connecting them to our curriculum to ensure student learning, and keeping our vision of Iroquois being a beautiful and well-kept campus. Stay tuned!



GRAND RAPIDS CHRISTIAN SCHOOLS STRATEGIC PLAN GOALS



STRATEGIC PLAN GOAL 4

Implement a comprehensive advancement model where admissions, development, marketing, and communications, and database management work cohesively to advance Grand Rapids Christian Schools' mission.

ERIC BURGESS — GRCMS PRINCIPAL

We are planning to host our annual event for current GRCS Evergreen 5th-grade students and their families on Monday evening, December 2. In this event, we have dinner together with the Evergreen students and families and the 6th-grade teaching team. Mrs. Linda Vellenga, Admissions Director for GRCMS, has done a great job organizing this annual event to make sure that our Evergreen families feel connected to and understand the opportunities at GRCMS for middle school, and our retention percentages over the past few years have shown that this is an important event in keeping families connected to GRCS beyond elementary school.

BEN BUURSMAN — ROCKFORD PRINCIPAL

After careful conversations with our Early Childhood teachers and our Admissions Team, Rockford Christian is excited to expand our options of Preschool offerings for families in the 2020-2021 school year. Families who are looking for a 5 full-day preschool will now be able to find it at RCS. Part-day options will remain available to families as well. We are confident that the new choices will bring more students to Rockford Christian.

JOHN BARKEL — IROQUOIS CAMPUS PRINCIPAL

The plans for *Expedition Kindergarten* at Iroquois are underway and I'm confident it will be a wonderful evening. The purpose of the December 5 event is to welcome our current preschool families as well as those looking to enroll in our kindergarten, to see what Kindergarten and Specials classes look like at the Iroquois campus. A lot goes into the planning for this to ensure parents receive a positive and accurate snapshot of what life is like, especially at Iroquois, as well as Grand Rapids Christian Schools altogether. We want these families here for the long haul. Thanks to Michelle Ogdahl, Jessie Renz, Amy Orr, and Lindsay Hart for their efforts and time in making Expedition Iroquois a success.

ANN BAKKER — EVERGREEN CAMPUS PRINCIPAL

Seventeen preschool students and their families enjoyed a delicious camp-inspired meal at Evergreen's *Expedition Kindergarten* on November 14. After dinner, the preschool students played games in the Evergreen commons while parents learned about Evergreen's K-5 program. Then, the students gathered the lanterns that they were given when they arrived and headed to the Team One room and the library on an expedition to explore Evergreen. Mrs. Witteveen and Mrs. Nyenhuis read a picture book about evergreen trees to the children and then the children had time to participate in an inquiry project to learn about pine cones. Mrs. Warren read a story to the children followed by time to draw evergreen trees. Thank-you to Amy Orr, Michelle Ogdahl, Jessie Renz and Linda Vellenga, our admission team, for planning Expedition Kindergarten. They, along with the Evergreen Team One teachers, welcomed preschool families to Evergreen and encouraged them to register for Kindergarten next year.



GRAND RAPIDS CHRISTIAN SCHOOLS STRATEGIC PLAN GOALS



STRATEGIC PLAN GOAL 5

Ensure a business model for financial sustainability that supports the educational program and advances the mission of Grand Rapids Christian Schools.

JIM PRIMUS — CFO

The 2018-2019 Audit is complete and went very smoothly. Beene Garter Managing Partner Tom Rosenbach met with the GRCS Finance Committee on November 7, 2019, and gave a very positive report. GRCS received the Internal Control letter at that time and provided written responses to the Beene Garter's recommendations and management comments. The GRCS Finance Committee reviewed and approved those responses prior to the letter being returned.

The first four months of the 2019-2020 fiscal year are complete and the operations budget is on track with respect to both revenue and expenses.

The GRCS Compensation Committee met on November 4, 2019, to review 2020-21 budget challenges and discuss 2020-2021 staff wages and benefits. The Committee is comprised of one faculty member from Evergreen Christian, GRCS, GRCMS, and RCS, two faculty members from GRCHS, 3 BOT members, and GRCS Administration. The Committee will meet again on December 9, 2019.

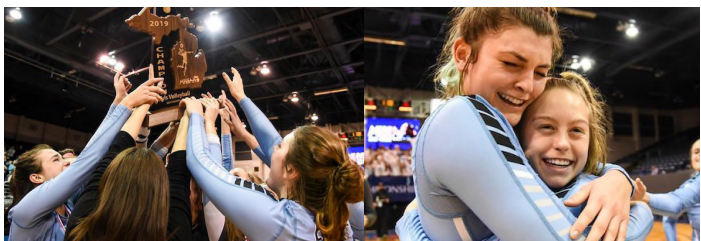
Work on the 2020-2021 Operating budget has begun. A DRAFT budget will be reviewed by the Finance Committee at its December 5, 2019 meeting. A proposed 2020-2021 budget and will be presented to the GRCS BOT at its January 2020 meeting.



GRAND RAPIDS CHRISTIAN SCHOOLS SCHOOL NEWS & UPDATES

BRAD MOCKABEE — GRCHS PRINCIPAL

This past weekend we celebrated another volleyball state championship! The girls finished 46-3 and were barely tested in the playoffs on their way to their second consecutive state title. In the finals, we defeated the #2 ranked team Lake Odessa Lakewood in three straight games (25-21, 25-15, 25-16). Throughout the entire tournament run, we had awesome crowds. Go Eagles!



On Monday, November 25, Molly Rowland, the Executive Director of the German American Partnership Program (GAPP) came to present us with a plaque recognizing GRCHS as a GAPP School of Distinction. Our German teachers, Donna Kamerman-Houskamp, is the point person for this award, but she recognizes that since 1993, many have played an important part in making this a strong program. Specifically, she has felt support from colleagues, administrators, and parents. We are grateful for Donna and all her hard work in providing this life-changing opportunity for our students to become culturally competent lifelong explorers.



The GRCHS Theater Department presented four performances of *TARZAN The Musical* last month. Over 100 students were involved in the show, participating in the pit orchestra, sets and props, as well as cast members (including four middle schoolers in the cast). Over half of the GRCHS student body went to the show, supporting their classmates. It was a great community event!



BEN BUURSMAN — ROCKFORD PRINCIPAL

This week 6th-graders took Mr. Dave out on the Rockford Christian Nature Trail. Thanks to Camp Roger for letting us borrow their all-terrain wheelchair!



ANN BAKKER — EVERGREEN CAMPUS PRINCIPAL

Evergreen students participated in the Foot Frolic Frenzy on October 18. The Evergreen K-5 students ran the track at the Iroquois Campus. Evergreen preschool students ran the field at the Evergreen Campus and were cheered on by the Team Three students. Thank you to the PTO for sponsoring this fundraiser which raises money for field trips and other activities at the Iroquois Campus and the Evergreen Campus.