



Attendance

- staff: Dr. Dean Ridder, Beth Ngo
- board members: John Garbes, Katie Warner, Stephen Pitts, Gabe Rohwedder, Steve Howard, James Perry, Amanda Lane, Nick Dose, Stephanie Prochaska
- guests: Bob Mosey, Neil Gutschmidt (outgoing board officers, through election of officers at 6:30)

Opening

James opened the meeting in prayer. Gabe shared a devotional about change, Matt 28:19-20, John 13:34-35, with a challenge to be good disciples, so we lead by following and sharing our faith. John 8:12. etc. Amanda will prepare a devotional for the next board meeting.

Professional Growth

The Christian Board Meeting Agenda, published by CSM. – Katie will send an electronic copy for the board to review. In future, the Board Stewardship Committee will provide content for this agenda item.

Recommendations and Decisions

- Head Stewardship Committee – Katie is serving as the chair, and Dean has been hunting for other good committee members, with Dr. Christian Overman of Seattle willing to join for one year as a trial run. He has sought other heads of schools, and they are intrigued by the idea, but the full committee is not yet functioning.
- Board Stewardship Committee – Stephanie is serving as the chair, committee will function as nominating committee for future board member recruitment, but also as a funnel for potential board members to serve, onboarding new board members, and checking in with each active board member at least twice a year, formally documenting the purpose/charge for each board committee, and conducting the annual board evaluation. Nick, Steve and Katie (ad hoc) are current committee members.
- Finance Committee – Amanda is serving as the chair, committee is reviewing all finance policies, especially to be aligned with current Director of Operations methodology; next meeting is 7/24; analyzing bank accounts and check signers, simplifying and consolidating; accounts are at CRBT; reviewing endowment; timeline for 25/26 budget development currently aligned to 8/25 committee meeting for final preparation, board approval 9/25, next year budget development starting immediately after, with a more aggressive timeline to have formal budget approval for the 26/27 year before 7/1/26. No new committee members for six months while fundamentals are solidified. Neil, Gabe, Dean, Beth are current committee members.
- Philanthropy Committee – Gabe is serving as chair, Lindsey Gruber, Kristin Roberts and Tracy King are current committee members. Board is expected to identify and commit to their best gift during the current “quiet phase” of the Capital Campaign. Katie will follow up with CSM on a confidentiality agreement document for Board members and committee members to sign.
- Building and Grounds Committee – see handouts; potential house acquisition, board agreed to not pursue now but to maintain the contact for the future.

Administrative Items

- Head of School – policies for review are Mission Statement and Statement of Faith, neither have recommended changes, none were made.
- Hiring update = some in progress, still looking for some.
 - The interview process for the Director of Development will start next week.
 - P/T Pre-K Teacher Aid - in progress
 - Maintenance Team Member - will look to fill this position in the Fall
- After the new Upper School Art Teacher position was posted and applicants were interviewed, Dr. Ridder recommended Mrs. Nicole Wildeboer for the position. A vote to approve the hire of Mrs. Wildeboer was taken via email and passed.
- After an opening for Lower School 4th Grade Teacher was posted and applicants were interviewed, Dr. Ridder recommended the hire of former Isaac Newton teacher Mrs. Kelly Funston for the position. A vote to approve the hire of Mrs. Funston was conducted via email and passed.

2025/2026 Officer Election

- Secretary = Steve (Bob outgoing)
- Treasurer = Amanda (Neil outgoing)
- VP = John (for one more year)
- President = Katie

Bob & Neil left the meeting at this time.

Annual Strategy Meeting

- The Board completed an Annual Board Self-Evaluation, and a review of the School Foundational Documents.
- Upcoming School Year Highlights were given by Dean.
 - The school purchased Canvas online software to manage classes.
 - At the end of the 24/25 school year, CSM came back and did additional training on how to reformat the class schedule. The schedule will impact Upper and Middle School as well as the Lower School grades. There will be four different day layouts that cycle through ("I" day, "N" day, "C" day and "A" day), so each day is different. Six longer periods each day will allow more time to complete homework in class. The staff expects that this will translate to less homework. Extended time will be given between classes, with intentional breaks between every two classes. Fifteen minutes of extra time will be allotted each day for students to meet with teachers as needed. One side effect of the new schedule: it took the space problem and turned it into a creative experience!
 - The classrooms have been reorganized this year as well.
 - Parents are encouraged to attend Back to School Night to learn more! A meeting is available the morning after for those who cannot attend Back to School Night.
 - Although the new schedule may sound complicated, much effort is being put into making it simple to understand. The teachers will help the students, there will be signage in the hallways, and the new LMS system will also assist. It is anticipated that once everyone gets through the initial learning curve, it will be an enjoyable experience for all.

- Review of the Annual Board Calendar
- Open Discussion of the Strategic Plan
 - All of the 25/26 action items in the Strategic Plan are either completed or in progress, other than the items that are pending the hire of the Director of Development.
 - Isaac Newton Christian Academy will be applying for exemplary accreditation status.
 - Teacher wish lists are being fulfilled. This has been well received by the teachers. They say it is like Christmas!
 - The teacher lounge is being upgraded to be a more comfortable place for the teachers.
 - Adding direct billing to the cafeteria to ease the load on teachers.
 - New LMS system being rolled out for this school year.
 - Each of the Board Committees identified in the Strategic Plan have been created and some level of progress has been made in each. The committees will continue to mature and accomplish the goals set forth for each.
- The Reduced Asks email was sent out.
 - The large annual effort for making pies did not make a significant amount of profit.
 - The Board is committed to the two asks in the school year: the annual fund and the Spring Banquet.
 - The Board is also looking forward to additional community-building events that are being planned to continue on with the connections and camaraderie that has been built over the years from making pies together.
 - The pie recipe came from Sheboygan Christian School in Sheboygan, Wisconsin.
 - Isaac Newton has changed the recipe over the years, so it is not the same, but Stephanie will contact Sheboygan Christian School to ask about giving away the recipe. If they are opposed, Isaac Newton will not give out the recipe.
 - Discussion was had on blessing another organization with the pie trailer, pie-making supplies and the program.
- Pre-K enrollment is not full yet.
- Stasha, the Director of Communications, has developed a good communications calendar.
- Beth, the Director of Operations, will be the single point of contact for updating the Strategic Plan document.
- Committee Assignments - everyone on the Board had their Committee Assignments prior to the meeting with the exception of Pastor James. Pastor James is a great addition to the Board and is able to provide Pastoral Care. He will be on the Board Stewardship Committee, and an Ad Hoc member of the Philanthropy Committee. No other additional committee assignments or changes were made.

Celebration – A Report on Something Good!

- Dr. Ridder reported that there is light and fire in the school because of this strategic plan and the strategic planning process. What has been done, and the vision we now have, has made us an Exemplary School!
- Praise God for a full staff!
- Pray for Wisdom and Discernment for all the people, parts, and pieces coming together for this next school year.

Closing

Nick closed the meeting in prayer.

Future Board Meetings

- 3rd Tuesday of each month at 6:00 pm – 8:00 pm (no mtg in June or Dec).
 - August 19th
 - September 16th
 - October 21st
 - November 18th
 - December, no meeting unless deemed necessary