

DENVER CHRISTIAN SCHOOLS

Board of Trustees

September 14, 2015

6:00 PM –Teller

- I. Welcome
- II. Opening Devotions- Cal Van Heukelem
 - a. Steward Leadership – How to make your non-profit thrive
 - b. Gen 24: 1-4
 - c. We are all stewards of DCS – a gift that God has given us
- III. Review and Acceptance of Agenda
 - a. Agenda was approved
- IV. Review of Minutes of May 21st Society Meeting
 - a. Minutes were approved (attached)
- V. Consent Agenda Items- None
- VI. Executive Team Reports
 - A. Academics – See attached report from Dr. Steve Kortenhoven
 - B. Student life – See attached report from Tyler Amidon
 - C. Community life – See attached report from Rich Schemper
 - D. Admissions
 - a. Some key numbers for this year's enrollment:
 - Admissions has increased for the first time in over a decade. Praise the Lord!
 - 90 new students this year + 57 new students last year means that 36% of our students are new to DC. This is a good sign for future years.
 - If we don't include the 30 students that did not return due to the commute, student retention is above 90%
 - 53 families are brand new to the DC community and 14 pre-k and K families have younger siblings
 - b. The Board and the Executive Team would like to thank the families that tried the longer commute last year We wish them well will pray for them as they try to find a school closer to their homes.
 - c. Planning on equipping and training teachers on their role in retention and enrollment
 - d. "Enrollment" is a year-round focus and there are several upcoming enrollment activities and events planned for the fall.
 - e. As the geographic nexus of the community shifts west, the school is targeting several area businesses, church groups, and other private groups to grow enrollment for this year and next year.

- f. The school is looking for outside consultant to advise on how to grow enrollment – we would appreciate prayers for this process
- E. Capital campaign
 - a. \$6M in cash and pledges, \$10M remains to be raised
 - b. Applying for and looking for foundation and grant money – 22 applications in progress.
 - c. Timothy Group continues to consult with DC on Capital Campaign
 - d. 100th Birthday event on or around April 16
- F. Construction
 - a. Two areas that need to be finished are north athletic facilities and fine arts auditorium
 - i. Auditorium will cost \$2.3M
 - ii. Fields and basic facilities will cost \$5.2M
 - iii. Field lights, dugouts, bullpens, fencing, and track, etc. will cost \$2.5M
 - b. North site preliminary work (tree removal and underground irrigation routing) nearly complete
 - c. Auditorium major structural work is complete
 - d. Need to commit to \$20k - \$30k in next 8-10 weeks.
 - e. Have until Jan to make decision on overall construction
 - f. \$10M in financing is available – Brandt/Todd to provide well in advance of Jan decision
- G. Operations/Development
 - a. Admissions director's role is to retain prospective families once they get in the door, not to get them in the door for the first time
 - b. Potentially use a fraction of the budget allocated for the development director for a development consultant
 - c. Loyalty drive events:
 - i. Nov 7 is auction which is the main event for the school year
 - ii. There will also be spring event – possibly golf scramble
 - d. Monies are used for next year's operational budget – goal is to use funds on wants and not needs
 - e. Executive team and the Board continue to work to establish a Management by Objective (MBO) model for the management and administration of the school.
- H. Finance
 - a. After VanDellen sale closes and a \$1M matching pledge is delivered next January, DC will be debt free.
 - b. Annual audit is under way
 - c. Budget will be revised based on actual enrollment – Brandt believes budget can be balanced
 - d. Continue to improve practices, systems, and policies with goal to move towards key metrics to measure financial performance
- I. Facility
 - a. Brad Lanser added to manage physical plant and transportation
 - b. Chuck Aardsma will now focus on technology
 - c. Working on transitioning from reactive maintenance to preventative maintenance

VII. Board Items

- A. Old Business
 - 1) Van Dellen Sale Update- Trevor
 - a. Closing date has been delayed – buyer wants to hear back from City of Denver to ensure they can use the facility how they planned.
 - B. New Business
 - 2) Management by Objective Update- Christian
 - a. Overview of Policy Governance – built for allowing executive team to operate within a formalized framework. Allows the board to look at long term goals, long-term vision
 - b. Improves communication, reduces micro-management
 - c. Board sets strategic initiatives and direction for next 1, 3, 5 years
 - d. Creates a framework for success while allowing the board to be informed and ensure both short-term and long-term objectives are met
 - e. Todd and executive team are starting to put together first pass at framework – will work with board
- VIII. Public Comment (visitors please submit topics to DCS.Board@denverchristian.org at least two days prior to the meeting)
- a. Question: Are volunteers for DC background checked?
 - b. Answer (Todd Lanting): The school is working towards the goal of getting a background check for every volunteer who has the possibility of coming in contact with students.
 - c. Public Comment: It was requested that the bench in front of the Van Dellen building be moved to the new campus.
- IX. Closing Prayer- Dan Addink

END OF MEETING MINUTES

Minutes from Spring Society meeting

May 21, 2015 6:30-8:30 pm

Denver Christian School

I. **Board President**, Trevor Nydam welcomed everyone and opened with prayer

II. **Faculty Recognition- Years of Service**

Todd Lanting, CEO recognized anniversaries of the following DCS teachers;

5 Years:	Ben Kloosterman
10 Years:	Karen Waanders
15 Years:	Tyler Amidon Laurie Sanderson
20 Years:	Russ Smith
25 Years:	Rene Meyer Dee Dyk Judy Gunnick Adele Kroonenberg
30 Years:	Barry Meyer
35 Years:	Pam Dykhouse
40 Years:	Rich Schemper

III. **New Board members**

Erin Reynolds introduced Nominated Board Members

Jen Kawasaki: Jen and her husband, Robert, have two boys, ages 5 and 7 at Denver Christian Schools.

Alan Natelborg: Alan and his wife, Suzanne, have three children, one who has already graduated from Denver Christian and the other two are in Middle School and High school.

Dan Addink: Dan and his wife Jessica have three boys, ranging in age from four to 12.

[Motion to approve all three was made and seconded- PASSED]

IV. **2015-16 Budget Presentation-** Brant Epperhart, DFF

2014-15: Current Year

Budgeted Enrollment- 457

October 2014 Enrollment- 411

Year End Enrollment- 402

2015-16: Projections

Budgeted Enrollment- 428

Re-Enrollment & In Process- 426

Summer 2014 added 55 Students

2015-2016 Budget as Presented

2015-2016 Budget_updated_05 21 2015

2015/16 Budget	Proposed Budget 2015-2016	Enrollment Revision 2014/15	Bd & Soc Approved 2014/15	Variance	% Change
	5% - PK to 8 / 3% - HS	3.0%	3%		
<u>Tuition increase</u>					
<u>Salary scale increase</u>	0%		3%	0	
<u>Enrollment (K-12)</u>	403	388	437	15	4%
<u>Enrollment (PreK-12)</u>	428	411	457	17	4%
INCOME:					
Tuition	3,951,391	3,647,105	4,022,660	304,286	8%
Scholarships/Assistance	(95,678)	(80,000)	(126,912)	-15,678	20%
Scholarships Offsets (ACE, etc.)	7,000	26,912	26,912	-19,912	-74%
Loyalty Drive	145,000	250,000	250,000	-105,000	-42%
Foundation contribution	150,000	75,000	75,000	75,000	100%
ReNew contribution			0	0	
Enrollment Fees	98,500	80,032	88,989	18,468	23%
Before/After School Rev./Ext Care	12,000	28,700	28,700	-16,700	-58%
Finance Charge/Scrip Forfeitures	0		0	0	
Receipts-General	5,500	7,000	7,000	-1,500	-21%
Athletic-HS	48,000	15,000	15,000	33,000	220%
Athletic-MS	7,500	7,500	7,500	0	0%
Rental Income	60,000	32,000	32,000	28,000	88%
Testing/Technology	20,000	18,500	18,500	1,500	8%
Application Fees	2,500	2,000	2,000	500	25%
Shuttle Fees	60,000	35,000	35,000	25,000	71%
Curriculum/Innovation	28,000	24,000	24,000	4,000	17%
Interest Income	3,000	2,500	1,500	500	20%
Releases from Restriction	145,335	200,000	200,000	-54,665	-27%
Collection of Acct Writeoffs	0	0	0	0	
TOTAL INCOME	4,648,048	4,371,249	4,707,849	276,799	6%
**Income per student	11,534	11,266	10,773	268	2%
EXPENSE ACCOUNTS					
PERSONNEL:					
Faculty - Classroom	1,564,948	1,432,476	1,557,383	132,472	9%
Educational Leadership	39,676	32,237	24,798	7,439	23%
Admin. Salaries	470,616	478,738	471,766	-8,122	-2%
Clerical Salaries	110,215	108,521	146,217	1,694	2%
Custodial/IT/Oper Salaries	97,352	124,335	124,335	-26,983	-22%
Substitute Salaries	10,000	15,000	15,000	-5,000	-33%
Para Professional Salaries	49,284	41,240	41,240	8,044	20%
Testing Compensation	3,000	7,500	7,500	-4,500	-60%
Bus Driver's Salaries	26,000	33,331	38,731	-7,331	-22%
Supplementary-Athletic	48,000	71,500	71,500	-23,500	-33%
Supplementary-Drama & Adjuncts	5,000	31,000	31,000	-26,000	-84%
Before/After School Comp.	15,000	20,000	20,000	-5,000	-25%
Payroll Taxes	188,790	183,568	195,034	5,222	3%
Unemployment Expense	2,500	20,000	20,000	-17,500	-88%
Pension	205,000	214,162	227,652	-9,162	-4%
Staff Tuition Discount	83,356	90,832	77,500	-7,476	-8%
Group Insurance	369,600	336,000	278,060	33,600	10%
Benefits Admin	2,200	2,200	2,200	0	0%
Workman's Comp	13,975	13,000	13,000	975	8%
*Total Personnel	3,304,511	3,255,639	3,362,916	48,872	2%
**Cost/FTE	8,200	8,391	7,695	-191	-2%
DIRECT (Instructional) EXPENSE:					
Curriculum Revision Cycle (\$20k)	20,000				
Innovation Budget	5,000				
General Instructional	100,000				
*Total Direct Expense	125,000	117,783	117,783	7,217	6%
**Cost/FTE	310	304	270	7	2%

2015-2016 Budget_updated_05 21 2015

2015/16 Budget	Proposed Budget 2015-2016	Enrollment Revision 2014/15	Bd & Soc Approved 2014/15	Variance	% Change
ADMINISTRATION:					
Designated Gift Expenditures	0	200,000	200,000	-200,000	-100%
Dues	12,500	25,000	25,000	-12,500	-50%
Bad Debt Expense	20,000	20,000	20,000	0	0%
Audit Fee/Legal	15,000	13,000	13,000	2,000	15%
Commencement	2,500	4,000	4,000	-1,500	-38%
K-12 In-Service	1,000	1,000	1,000	0	0%
Fundraising Expenses	10,000	10,000	10,000	0	0%
Office Supplies	11,000	18,000	18,000	-7,000	-39%
Postage	7,500	10,000	10,000	-2,500	-25%
Community Care/Contact/Bd	0	0	0	0	0
Staff Relations		0	0	0	0
Marketing	175,000	50,000	50,000	125,000	250%
Admin Conferences	1,000	2,000	2,000	-1,000	-50%
Professional Growth	5,000	4,700	4,700	300	6%
Copiers	50,000	40,000	55,000	10,000	25%
Paper	5,000	12,500	10,000	-7,500	-60%
Telephone	20,000	28,000	7,200	-8,000	-29%
Internet connections	25,000	36,000	17,000	-11,000	-31%
Recruitment	1,000	2,000	2,000	-1,000	-50%
*Total Administration	361,500	476,200	448,900	-114,700	-24%
**Cost/FTE	897	1,227	1,027	-330	-27%
OPERATION/MAINTENANCE:					
Contracted Service	250,000	275,000	275,000	-25,000	-9%
Payroll service	9,200	9,200	9,200	0	59%
Bank/Merchant Fees	10,000	4,000	4,000	6,000	10%
Background Checks	938	750	750	188	156%
Custodial Supplies	30,000	20,000	20,000	10,000	49%
Property Insurance	46,881	50,057	48,000	-3,176	2%
Maintenance & Repair	75,000	75,000	75,000	0	2%
Field Maintenance	15,000	10,000	10,000	5,000	14%
Utilities	235,320	266,000	266,000	-30,680	-24%
Vehicle Lease & Maintenance	26,445	26,445	19,000	0	28%
Vehicle Insurance	13,537	12,892	14,000	645	8%
Gas, Oil, & Grease	25,800	25,800	25,800	0	16%
Employee Travel Expense	1,000	1,500	1,500	-500	14%
*Total Opr/Maint	739,120	776,644	768,250	-37,524	-5%
**Cost/FTE	1,834	2,002	1,758	-168	-8%
PROPERTY/REPLACEMENT:					
Equipment	105,335	5,000	5,000	100,335	2007%
Tech Equipment	7,500	5,000	5,000	2,500	50%
Capital Fund	0	0	0	0	
New Tech Fund	0	0	0	0	
Debt Service	0	0	0	0	
*Total Property/Replacement	112,835	10,000	10,000	102,835	1028%
**Cost/FTE	280	26	23	254	986%
TOTAL EXPENSE	4,642,966	4,636,266	4,707,849	6,700	0%
**Cost/FTE	11,521	11,949	10,773	-428	-4%
=====					
NET SURPLUS (DEFICIT)	\$5,082	(\$265,018)	\$0	139,794	98%
=====					

[Motion to approve budget was made and seconded- PASSED]

V. Construction Update- Tim Van Stelle

- Everything Proceeding well and Gym should be ready for start of school.
- Working with City of Lakewood regarding construction of fields on the North side of the building.
- Last big item to construct will be the auditorium which is highly dependent upon a successful capital campaign

VI. Property Sale Updates- Todd Lanting

- Highlands Ranch campus sold
- VanDellen Campus set to close July of 2015
- City of Denver no longer interested in High School campus

VII. Capital Campaign- Todd Lanting

- Going very well and the “loud” phase of the campaign is all set to go into high gear this fall. Have almost Five Million pledged so far.

VIII. Question from audience regarding parent survey- it will be distributed this Summer

IX. Closing Prayer

September 2015 Board Meeting
Academics Report by Steve Kortenhoven

Staffing

The year is off to a great start. We welcome the following new staff members to our educational team:

- PreK – Jan Budreau (actually joined us last spring)
- 5th Grade – Jessica Lauer
- MS English/Bible – Matt DeBoer
- MS PE/Science – Lynae Steketee
- HS Math – Mike Lockyer
- MS/HS Library – Nancy Waanders

Existing Staff Members:

PreK – Maggie Ballard (director), Jan Budreau

K – Laurie Sanderson, Deb Hogan

1st – Jana Swalley

2nd – Kristy Natelborg, Leanne Koetje

3rd – Kim Vogel

4th – Carla Lenderink

5th – Dave Byma, Ben Sneller, Jessica Lauer

MS – Matt DeBoer, Ben Kloosterman, Val Poland, Tim Zietse, Ben Dirksen, Judy Perkins, Lynae Steketee

HS – Patrick Boyd, Brad Homan, Tami Zietse, Reba Bull, Rene Meyer, Mike Lockyer, James Timmer, Barry Meyer, Holly Horner, Amber Van Maanen (maternity leave),

Extend – Dee Dyk (HS), Judy Perkins (MS), Tracey Twinam (Elem), Jason Romero (para), (para)

Specials – Mark Wurst (5-12 Band, HS choir), Davina Perret (PreK-8 music), Linda Holmes (PreK-6 art), Pam Dykhouse (7-12 art), Lauralee Veenstra (elem computers), Carol Buikema (PreK-6 PE), Lynae Steketee (7-8 PE), Danielle Mayen (MS Spanish).

Counseling – Ben DeNooy, Jen Jackson-Gustafson

Update on Academic Initiatives:

1. Inclusion Program with Extend – we are now providing special education services within a modified program for four students with disabilities (2 in elementary, 1 in middle school, 1 in high school). This includes adding two Para-Professionals to work with these students.
2. MakerSpaces – We have designated a location for an elementary makerspace, which will begin with a Lego lab and grow to include a wide range of STEM activities for the elementary students. Lauralee Veenstra is taking the lead in developing this space. This complements the minecraft.edu and technology classes and explorer classes at the middle school and high school level. Patrick Boyd is working on maker kits for all grades so that teachers can utilize these mini-units in their classrooms.
3. Dual Enrollment and Advanced Placement (AP) – We added another dual enrollment class at the high school: Drama and Poetry Honors. This class will

- provide students with three college credits in English. The Drama/Poetry class joins Spanish IV, Advanced Chemistry, and Calculus as dual enrollment classes. We are beginning to re-emphasize Advanced Placement (AP) tests at the high school with students this year being able to take AP Biology and AP Statistics. These two courses will join the following options that have been taken by our students recently: Calculus AB, English Literature and Composition, English Language and Composition, US History, and Government. Both dual enrollment and AP tests provide students with the opportunity to receive college credit.
4. Enrichment Block days at the HS – The past few years, the high school has had a rotating schedule with every class meeting 6 out of 7 days. This year we are returning to a traditional schedule with every class meeting every day. However, every three weeks, we are also incorporating “enrichment block” days in which classes meet for longer times to allow for academic enrichment activities. This schedule also provides the high school with times for service, advisory, extended chapels and assemblies. Initial calculations appear to show that we will gain approximately 4 days of teaching/learning with this change to the schedule, and teachers expect that number to be even higher in increased academic content being able to be covered.

Professional Development (PD) Focus

1. We added a day before school and two days after school for additional professional development for teachers. As last year was an unusual one with PD days eliminated, we also returned to the PD days for teachers throughout the year.
2. Inclusion – Barbara Newman, from the Christian Learning Center (CLC) Network, led our professional development before the school year began. Her presentations were on how we can become an inclusive school and how we can effectively meet the academic needs of all students.
3. Guest Speakers – In addition to Barbara Newman, we will be having Ray Vander Laan and Glenn Vos speak to the staff to inspire and equip them to excellence in Christian education.
4. Professional Development Funds and Innovation Grant – This year, we have included professional development funds back into the budget and have added an innovation grant. Both of these funds can be accessed by teachers through an application process in which they need to demonstrate how the funds would be used to help them achieve their professional goals and benefit the entire school.

Standardized Test Scores

1. MAP – our primary standardized test is the Measures of Academic Progress (MAP). These are given each Fall (1st – 8th grade) and Spring (K-12). This year we will be utilizing these test results more effectively, as the fall results will be used to identify learning goals for each student and the spring results will be used to measure growth in those goal areas. Our Parent Teacher Conferences dates have been adjusted to allow for the goal setting (fall) and the review of achievement (spring). We are in the middle of our MAP testing for the fall. Results will be reported as soon as those are completed.

2. College Entrance Testing – at the high school, in addition to the MAP tests, we utilize the PSAT (fall-juniors), ACT (fall-seniors; spring-juniors), and AP (spring-juniors/seniors) to assess how we are doing compared to other schools. All of these are given on campus. The PSAT is reported individually to students, providing areas of improvement as they prepare to take the SAT or ACT. The AP tests provides us with data to assess our curriculum in specific subject areas, the ACT test provides us with data on college preparedness. The 2015 ACT results were very encouraging and reported in a recent DCS Newsletter.
3. While we do not “teach to the test,” we are engaged in discussions about ways to best prepare students to excel on these college entrance tests.

Accreditation and School Improvement Team

1. CSI / AdvancEd Accreditation -- We received an excellent response based on our spring accreditation annual update (attached separately). We are expecting our accreditation external review to be in the 2016-2017 school year. Accreditation external reviews require extensive effort by every stakeholder at the school, but we have made such great progress on our school improvement plan already, that the external review should be a time of affirmation and encouragement.
2. Primary goals in the school improvement plan for 2015-2016:
 - a. Communication – especially teacher usage of Renweb and communication with parents.
 - b. Curriculum review – Curriculum maps for Social Studies, Technology, and PE (and possibly one other); a full review of the social studies curriculum.

2015 - September Board Report - Student Life

Restorative Practices: (<http://goo.gl/WbtZPa>) - This way on building on and restoring relations in the Denver Christian student community continues to gain more and more momentum as the staff becomes more comfortable with it. Quality training time was spent with faculty and staff in professional development days prior to the start of school. This was definitely time well spent. Time was also spent at parent information night sharing about the benefits of restorative practices. Ultimately, it will take time and patience but it will and is very much worth the effort.

Hallway Heroes: Set to relaunch soon... stay tuned. [Click here for details](#)

Chapel / Faith Teams: Significant time was spent this summer and this fall making connections for our students to “plug in” and make a difference in the both our local community and the world. Organizations that were coordinated with include; [Operation Christmas Child](#), [Family Promise](#) (they came and did a really powerful chapel for us this year) and [Project C.U.R.E.'s Kits for Kids](#) program.

Social Media: Here are the different outlets that are being managed:

- We have added another social media tool: Google Plus Page: <https://plus.google.com/+Denverchristianorg/> The reason for this is it increases our visibility
- Alumni Facebook page: <https://www.facebook.com/DenverChristianSchoolAlumni> - Note: address changed from “Schools” to “School”
- DCS Facebook page: <https://www.facebook.com/DenverChristianSchool> - Note: address changed from “Schools” to “School”
- DCS Twitter account: https://twitter.com/DC_Schools
- Student Life Twitter account: <https://twitter.com/lifeatdcs>
- Athletics Twitter Account: twitter.com/dcsgameday
- DCS Instagram account: <http://instagram.com/denverchristian> (the goal is to post a picture a day, this goal has been met. We get tremendous feedback from both parents and students on this account.)

Personal note from Tyler Amidon regarding the shift to also being the Middle School Principal: “Having a portion of our days spent as principals has made a real difference in the day to day functioning of the school. However, I am very thankful for maintaining my director of student life role as well because I do love the big picture thinking especially when it comes to strengthening the relationships on campus. Plus, as for communication with both families and staff, it seems to have simplified that process, which is a good thing.”

Questions? tamidon@denverchristian.org or 303.763.7916

Board Report
Director of Community Life
September 2015

ADMISSIONS

- Carrie Johnson has been a blessing to work with
- Open houses on Oct. 19 and 20 are being planned as well as DC Experience Days
- We are working at streamlining the enrollment process as we anticipate another great year of bringing in new students.

STAFF/COMMUNITY RELATIONS

- What a difference the gym is already making!
- Convocation, chapels, and volleyball games are showing the gym will be a hub for the DC community.
- Many things are still in the planning stage: Concerts, music programs, drama productions, etc.
- Hope Buddies have met and continues to be great program.
- DC Dash is this Saturday along with Homecoming Activities this week. Kristy Bol and Tyler Amidon deserve a lot of credit for the getting the DC Dash off the ground.
- Staff social committee has been formed and is also planning events for the year.

PARENT ASSOCIATION:

- A new Steering Committee structure has been put into place, comprised of Heidi Dorr, Amy Ruter, and Stephanie Luther. Heidi and Amy serve as co-presidents and Stephanie as treasurer.
- Meetings are held on the first Friday of each month and open to all who would like to come.
- Events for the year are getting laid out and committees are being formed. Up first are Dads and Donuts on Friday, Sept. 18, Fall Festival on October 2, and DC Auction on Nov. 7. PK-5
- Clarifying my role as PK-5 Principal in addition to Director of Community Life has been well received by both staff and parents.
- Moving Adele Kroonenberg's office has also been a huge plus! Both staff and parents are finding it to be a great resource and support. It will also serve as a community builder.
- Maggie Ballard has taken over the role as Pre-school Director. Her enthusiasm and management have already paid dividends with the enrollment and positive feel of the preschool.
- An unexpected opening in our staff took place in July with the departure of Olivia Heaston. Jessica Laurer, who is a Colorado Christian graduate and taught 5th grade for 2 years at an International Christian School in China, was a late hire who is working out well with our 5th grade team. Grade five is our first grade to go "triple streamed"!



August 2015

Todd Lanting, CEO
Denver Christian Schools
3898 S Teller St
Lakewood, CO 80235

Dear Todd,

Greetings from Christian Schools International!

Your Annual Report and School Improvement Plan have been reviewed by a group of independent readers and recommended to the Christian Schools International Accreditation Commission in July for continuing full accreditation. The Accreditation Commission has granted continuing accreditation to Denver Christian Schools valid from August 1, 2015 - July 31, 2016. Congratulations!

A new Christian Schools International Accreditation certificate is enclosed reflecting the new dates. (If you are dually accredited by a Regional accrediting association you should have or will receive a certificate from that association.) A window decal announcing that your school is accredited by Christian Schools International is also included. If you would like additional decals please contact Ellen Dekker at edekker@csionline.org.

The reviewers of your annual report expressed the following encouragement, comments, or concerns after reading your annual report:

- *Congratulations on all that has been accomplished with the merger, building, curriculum work and so much more!*
- *Good to include building healthy community, staff, students, and parent communities at the start of a new campus for the school. The goals are vital to school and student success. A lot of good goals outlined in the SIP. Press on.*
- *Congratulations on 100 years of Christian education. Good Christian education and community building going on at DCS. Using the challenges of our time to grow the Kingdom in the Denver area.*

Congratulations again on your accreditation renewal and your faithfulness in nurturing the lives of God's precious children and young people.

For the Christian Schools International Accreditation Commission,

Bob Van Wieren
Accreditation Program Director
Christian Schools International