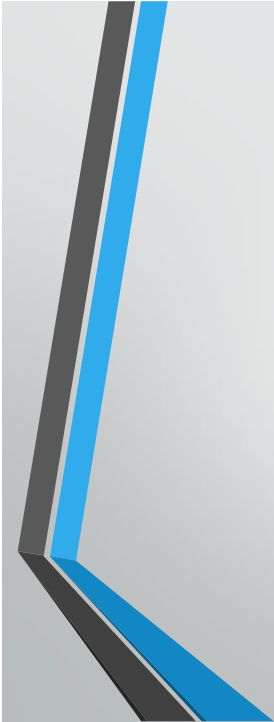




# Challenges

1



For which of you, desiring to build a tower, does not first sit down and count the cost, whether he has enough to complete it? Otherwise, when he has laid a foundation and is not able to finish, all who see it begin to mock him, saying, 'This man began to build and was not able to finish.' Luke 14:28-30

2

## Why are we here?

To share the certain hope in Jesus

## Why are school families here?

To obtain a better education than in public school

### Hope needs:

- Academic leadership (a.k.a. a principal)
- Certified, preferably LCMS-rostered, staff

3

## Our salaries are not attractive

### 2021-2022 Budget

- K-6<sup>th</sup> grades payroll = **\$159,942** (Includes FICA, workman's comp, benefits)

### District Guidelines

- Base salary = \$38,998  
(Idaho base = \$40,000, up from \$35,800)
- K-6<sup>th</sup> grades payroll = **\$233,931** (Includes FICA, workman's comp, benefits)
- Administrator salary (if 5 years in ministry) = \$55,377

For these four teachers the difference in compensation is  
**\$73,989**

4

The next two slides show two paths for K-6<sup>th</sup>:

- Continue as is
- Build a new building for K-6th

Neither path includes aides, reading intervention, library or music.

A third option is to focus on Early Childhood and Kindergarten, dropping the grades.

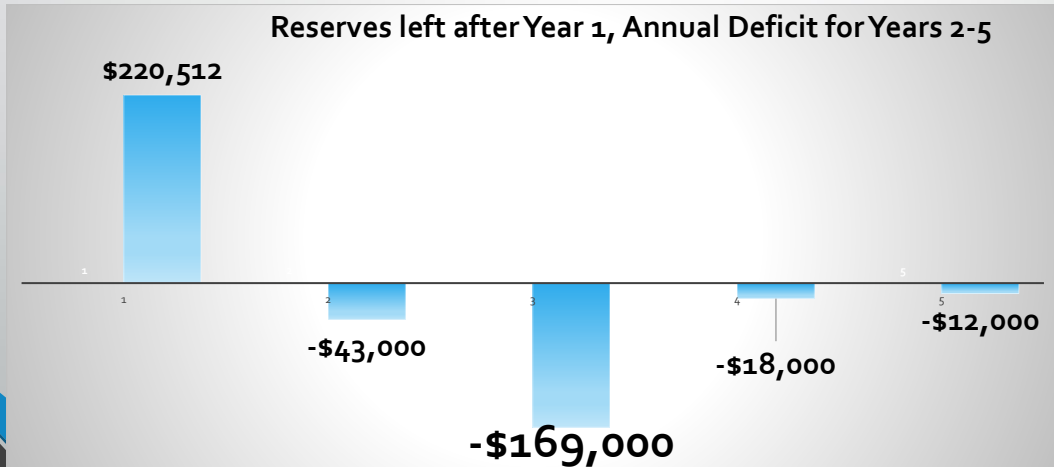
5

## Current Program, 2021-2022

Budget		Resources		
Income from Tuition	\$71,700	Donations for scholarships	??	2020 donations through offering plate = \$54K
		Unrestricted donations	??	
Expenses		School reserves	\$331,000	
Staff	\$194,094	Sustainability fund	\$19,500	
Other Expenses	\$44,000		\$350,500	
	\$238,094			
Deficit	-\$166,394	<b>Reserves + donations last 3 years</b>		

6

## Build 7 classrooms--Requires \$242,000 + All Current School Reserves



7

## Summary

- Continuing as-is uses all the reserves in about 3 years. It does nothing to address ongoing deficits.
- Building a new building uses all the reserves and requires significant additional money. It includes salary increases that may permit hiring certified/rostered staff. Many of the assumptions are very optimistic.

8

## Early Childhood

- Currently early childhood is a feeder to the grades, i.e., the focus is on families that will continue.
- If the focus was early childhood, we could reach underserved low-income families that benefit from Idaho Child Care Program funding.

9

## Budgets Aren't Everything

- Staff is a major issue—where do we find an administrator? Certified/rostered teachers?
- Who will recruit students? How? The “Build” scenario requires many new students.
- Will the staff and Day School Committee pursue accreditation? Other “quality” measures?

10

- We need volunteers
  - On the Day School Committee that understand nonprofit governance and can oversee a \$500,000 operation with almost 20 employees.
  - On the Property Board.
- The Day School proposal has Pastor Pay part-time in school administration. Is that what we want?

11

We have resources. How do we best use them to share the certain hope in Jesus?

12