



January 13, 2005
State of School Message, Part I

Thank you for enrolling your children at Hillcrest Christian School. I know that there are many choices for education. Thank you for the confidence you have and the trust you place in Hillcrest. It is difficult to state all that is going on in a short letter, but the Board of Directors and the administration desire to keep you informed regarding where Hillcrest Christian has been and where it is going.

First, you will note that this communication is from me as the president of the Board of Directors. As the CEO and day-to-day operations manager and educational leader, Steve Allen will present part II of this address in next week's newsletter. The administration and Board of Directors continue to work well together, taking care of the immediate business of today and the planning for the continued future ministry.

In the past year, the Board of Directors has completed some assignments that we gave ourselves and communicated to you previously:

- Approximately two years ago, we had only two board members and we were faced with several issues as a school. One of the first concerns was the selection of additional board members. To accomplish that priority, the existing board members, Tim Ahern and I, established an advisory committee to interview and recommend other board members for Hillcrest Christian School. Out of that process, Frank Nascimento, Melissa Dundas, Ken Kendall, Bob Dingman, and Kelley Barcus were added to the board.
- In the 2003-2004 school year, the Board of Directors (BOD) worked to solidify the unity of the administrative team and at the same time search for a new overall manager and educational leader to daily lead the staff in our school's ministry. The board retained the services of Dingman Associates, a professional search firm, to seek out a new lead administrator.
- During that first year, the board attempted to communicate with parents through a more visible and available relationship. This was accomplished through what we hoped was a servant orientation to school families, through town hall meetings, and by establishing committees for board members and others to become more involved in improving Hillcrest Christian School. We delivered the first state of the school address to HCS families at the 2003 Back to School Night(s) kicking off the school year.
- During the same school year, and to the present date, the BOD has extended itself to encourage teachers corporately and individually - to let them know that they are appreciated. This effort has manifested itself in the form of meals, fellowship time, and during summer 2004 improving the main building's inner courtyard to become an extension of the teachers' lounge to improve the school work environment.
- Steve Allen became our new Head of School in late spring 2004. I believe you have found find him as we did, and do - qualified with education and thirty years of experience, capable, an excellent role model as a Christian educator and communicator, with a humble, spiritual servant/leader attitude. He is already making a significant difference in what Hillcrest is offering to our students.
- In September 2003, we appealed to our families due to our concern of a potential deficit of \$400,000. Friends and families greatly responded to allow us to balance our income and expenses during 2003-2004.
- This past summer, because of donations and a refinance, the BOD arranged for the completion

of a long-overdue remodel to our main school building. Many of you have expressed appreciation for the improved environment due to the painting, the carpeting, the ceilings, and the brightness of the new lighting.

- Finally, working with Steve Allen, the BOD is committed to maintaining the best in relationships with him and others in the administration. Keeping the BOD at a policy level of governance and staying out of the day-to-day operations is important. However, the members of the BOD continue to understand the importance of volunteering beyond merely preparing for and attending BOD meetings.

What is the focus for the future?

- We will be adding new members to the Board of Directors. Due to a variety of reasons, mainly related to his balance of time with family and his work, this past fall, Ken Kendall resigned from the BOD. We are thankful for his enthusiasm, insights, and all that he had to offer HCS.
- In an effort to further improve our communications with school families, we post the approved BOD minutes on the bulletin board in the hallway outside the school auditorium. In addition, available upon request, you can view the school budget. Further, we are planning another Town Hall Meeting for sometime this spring.
- As many Christian schools, HCS continues to walk the fine line of needing more resources to balance the budget. Similarly, yet better than last year, a deficit of \$150,000 could occur if sufficient resources do not result from unsolicited donations, the Heritage Fund, the Auction (April 22), and the May 2 Golf Tournament. I am confident of God's provision through the support of His people.
- The BOD desire to achieve the eventual goal of developing a steady rate of annual tuition increases that are sufficient to provide for the school needs, but also to regulate the increase so it is not similar to last year's increase. One of the best ways we can all help is through our support of the Annual Fund. As your board president, I have been convicted of the truth that HCS leadership has not adequately asked our friends, families, alumni, and our community to support all of the programs and dreams of what we want to accomplish at HCS. We are committed to correcting this. If we have not, it is because we ask not - of our Lord and of one another. The inception of the Annual Fund Drive this year is part of this important foundational approach, a solid requirement of any non-profit organization.
- It is important that the BOD are focused on several simple tasks:
 - o Sound leadership with policy governance
 - o Active volunteerism
 - o Financial stewardship
 - o Provision of funds for future development

I am confident that even more progress is possible and on the horizon. Thank you for standing by us. Many volunteers serve without fanfare and recognition. You are all appreciated. We remember our goal for all that we do.

“That the man of God may be adequate, equipped for every good work.”

II Timothy 3:17

If you need to reach me, my office phone is 805-496-8255. My email is tatterins@aol.com.

Mark Tattersall

HCS President of Board of Directors

Current List of Board of Directors: Mark Tattersall (President), Tim Ahern (Vice President), Melissa Dundas (Secretary), Kelley Barcus, and Frank Nascimento
