



S C H A E F F E R
A C A D E M Y



SCHAEFFER
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ANNUAL MEETING

November 7, 2023

ANNUAL MEETING

Once a year – usually in October or November – the Board and Administration hold an annual meeting in which to share with Schaeffer Academy’s member families **a report on the state of the school**. This report provides updates on enrollment, staffing, academics, extracurriculars, and finances. At the Annual Meeting, member families also have the opportunity to **elect a board member** to a three year term.

MONTHLY BOARD MEETINGS

Each month – usually on the third Thursday evening – Schaeffer Academy’s Board of Directors holds its regular meetings. At these meetings, the Board establishes policies to direct the Headmaster and staff in the day to day operations of the academy. Parents who wish to ask questions or share input about policies can contact the Board anytime at boardofdirectors@schaefferacademy.org



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ANNUAL MEETING

November 7, 2023

Governance

Vote

Enrollment

Staffing

Academics

Extracurriculars

Finances



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GOVERNANCE

- God has provided leadership through the Board of Directors which has kept our school stable through past and present challenges.
- Mr. Pacyna and Mr. Allen are moving from Elected Seats into Appointed Seats.
- We are thankful for the continuing board members, and that Dr. Koster and Mrs. Yager are willing to stand for election to the board.



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Board of Directors

Elected Members (3-year terms, renewable)

Mr. Caleb Nelson 2021-2024

Dr. Matthew Koster *2023-2025*

Mrs. Katie Yager *2023-2026*

Ex Officio Member (from the office of Headmaster, non voting)

Mr. Keith Phillips

Appointed Members (10-year terms, renewable)

Mr. Jacob Allen

Mrs. Cari Ekbom

Mr. Joel Pacyna

Mr. Neal Sanger

Mr. Chuck Wallace

Mr. Jason Zimmerman



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- Standing to complete the final two years of the seat formerly held by Mr. Jacob Allen(2022-2025) who has moved to an appointed seat.
- Involved Schaeffer parent with children in 2nd, 6th, and 8th grades, and a 3 year old coming soon!
- Married for 17 years
- Attends Autumn Ridge Church
- Rheumatologist at Mayo Clinic
- Graduate of Christian high school and college
- Strong supporter of Schaeffer Academy's educational mission



Dr. Matthew Koster

Board Candidate
2023-2025



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- Standing for election to the term seat 2023-2026. Mr. Joel Pacyna held this elected seat for the term of 2020-2023 and has moved to an appointed seat.
- Involved Schaeffer parent with children in 4th, 6th, and 9th grades.
- Married for 18 years
- Attends Calvary Evangelical Free Church
- Owns and operates Chocolaterie Stam with her husband Travis
- Graduate of Christian high school
- Strong supporter of Schaeffer Academy's educational mission



Mrs. Katie Yager

Board Candidate
2023-2026



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ENROLLMENT

- In 2022-23, we began the year with 291 students and **ended the year with 294 students.**
- **96% of our 2022-23 students reenrolled last January.** That is outstanding!
In the private school world, a 90% reenrollment rate is considered excellent.
- **Our enrollment has grown** each of the last 3 years.
- In 2023-24, **our current enrollment is 297.**



ENROLLMENT

- **Per Section Average Enrollment is now 22.85** – the highest in our school's history.
- That number is good, because:
Lower per section enrollment (smaller class sizes) requires higher tuition rates.
Per Section Average Enrollment is the key to Competitive Tuition Rates and Financial Stability.
- **Our Strategic Plan calls for a Total Enrollment of 260 to 338 over the next 5 years,** which will keep our **Per Section Average Enrollment in the range of 20 to 26.**
- **This plan enables us to maintain Good Class Sizes** along with Competitive Tuition Rates.
No class will be larger than 26, and teacher aide support will be provided for K-2nd grade classes larger than 19, 3rd-6th grade classes larger than 22, and 7th-12th grade classes larger than 24.

STAFFING

For the 2023-24 school-year, we hired:

- **Dr. David Larson** to teach History, Theology, and Logic.
- **Mr. Todd Nagel** to teach Mathematics
- **Mrs. Jenni Zeuli** to teach Math and Science
- **Mrs. Melinda Little** as Receptionist and Teacher Aide.

Dr. Larson is taking on the courses previously taught by **Mr. Hubin**. Mr. Hubin resigned at the end of the first semester of the 2022-23 school-year. We are very grateful to **Mr. Hunderfund**, **Mrs. Lee**, and **Mr. Phillips** for covering these courses as long-term subs during the second semester.

Mr. Nagel and Mrs. Zeuli are taking on courses opened up by the departure of **Mrs. Monson**. Mrs. Monson stepped down at the end of the 2022-23 school-year to take a position at Cedarville University along with her husband.

Mrs. Little will help us continue to improve communication and service for our Schaeffer families.





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STAFFING



We were also very happy to promote **Mrs. Debbie Montalvo** to the position of **Lower School Associate Headmaster** at the beginning of the 2023-24 school-year.

We have wanted to add this position for many years, and we are thrilled to have been able to fill it with such a quality candidate who is well known to our school community.

We are already seeing good fruit from this addition: Mrs. Montalvo is providing additional support for our Lower School teachers and students. Her extra efforts are also freeing up time for Dr. Schultz to provide additional support for our Middle and Upper School teachers and students and for Mr. Phillips to focus on strategic initiatives.



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STAFFING

We have an outstanding and experienced faculty.

Even with the recent departures and new hires, our faculty has an **average of 13 years of experience at Schaeffer.**

9 faculty members have been here 10 to 20 years.

6 faculty members have been here 20 years or more.

The stability and experience of Schaeffer Academy's Faculty and Staff is unusual in the private school world, and it is one of the key elements that makes our school so strong.



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ACADEMICS

- We continue to pursue our mission: **“To provide Christ-centered and Classical Education which emphasizes academic excellence in the liberal arts.”**
- In line with the 5-Year Plan, our K-12 program prepares students “to apply a biblical framework to their academic studies so that they are able to thoughtfully address the important issues found in their future studies and vocations.”
- Test scores are significantly better than national and state averages, and college acceptances remain strong.



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2023 Average Score - ACT

Schaeffer Academy: 28.1

National Average: 19.5

Minnesota Average: 20.8

Perfect Score is 36

2023 Average Score - SAT

Schaeffer Academy: 1348

National Average: 1028

Minnesota Average: 1201

Perfect Score is 1600



Members of the Class of 2023 were accepted at 22 different colleges and universities, and they enrolled in the following 12:

- Bethel University
- Butler University
- Cedarville University
- Free Lutheran Bible College
- Grove City College
- Liberty University
- Point Loma Nazarene University
- RCTC
- University of Wisconsin-Madison
- University of Wisconsin-Stout
- Wheaton College
- WyoTech

Additionally, one member of this class entered the **U.S. Army**.

More than 150 colleges, universities, and other programs have accepted Schaeffer Academy students since our first graduating class in 2001.



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LATIN

In 2022-23, 43 students took the National Latin Exam.

20 students - **47%** - scored well enough to receive a certificate or medal.

- 2 **Summa Cum Laude** gold medals
- 6 **Maxima Cum Laude** silver medals
- 8 **Magna Cum Laude** certificates
- 4 **Cum Laude** certificates



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MUSIC

As a part of our pursuit of Truth, Beauty, and Goodness, **Schaeffer Academy emphasizes instruction in excellent, high-culture music.** All K-6th Grade students are required to take Music Appreciation and Choral Music. All 7th grade and 10th grade students are also required to take Music Appreciation.

In 2022-23, 85 students also participated in our elective Choir, Band, and Strings programs. – approximately 40% of the eligible student body (grades 4-12).

In April, Schaeffer Academy sent 13 Upper School students to compete in the **Minnesota State High School League Small Ensemble Competition** at St. Charles High School. The students were judged on a variety of performance factors using the MSHSL rating system. Schaeffer Academy earned **10 Superior Ratings** and **1 Best-in-Site Award!**

In March, 37 Middle and Upper School band, orchestra, and choir students, along with 9 chaperones, and 2 music faculty attended the **ACSI Music Festival at Olivet Nazarene University** in Bourbonnais, Illinois.



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ART

As a part of our pursuit of Truth, Beauty, and Goodness, **Schaeffer emphasizes instruction in the Visual Arts.**

All K-6th Grade students receive art instruction. 7th and 10th Grade students are also required to take Art Appreciation.

24 Middle and Upper School students took our elective Studio Art classes.



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THEATER

Schaeffer Academy's **Drama Program** is also a part of our pursuit of Truth, Beauty, and Goodness.

In 2022-23 our Drama Program was led by Schaeffer Alumna Mrs. AJ Bradshaw who holds a BFA in Theater Performance and professional experience in theater production.

Students gave 3 performances of children's literature classic ***The Secret Garden*** by Frances Hodgson Burnett, adapted for the stage by Sylvia Ashby. This timeless story of hope and healing was well-attended by Schaeffer families and Rochester community members, including many elementary age children.

The Cast and Crew was made up of:

- 10 student actors - 5 of whom were making their SA drama debut
- 6 student crew members - all of whom were new to crew roles at SA



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ATHLETICS

Schaeffer Athletics contributes to the overall educational program provided for our students. We are committed to offering **at least one Varsity Sport** in each season for both boys and girls. We offer additional teams at lower levels when possible. Schaeffer Academy seeks to provide opportunities for as many **Middle and Upper School students** as possible to participate here. Lower School students are encouraged to participate in community sports programs.

In 2022-2023 Schaeffer was able to offer **21 Teams in 7 Sports** for Junior High through Varsity level players. **92 students participated** in one or more of our sports – that is **77% of our Middle and Upper School students**.

We have outstanding coaches – 8 head coaches and 13 assistants.

Half of our head coaches have over 10 years of experience coaching and 5 years at SA.

Schaeffer Academy competes in the **Minnesota State High School League** in all sports, and we are also a member of the **Southeast Conference** for Volleyball, Boys and Girls Basketball, Baseball, and Softball.

In 2022-23, our **Tennis Team** finished as Section Runner up.

Schaeffer Athletics defines success as **doing everything to the best of one's ability while bringing glory to God**. **Our goal is that our athletes will feel God's pleasure** in their practice, play, and physical efforts.



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FINANCES

Last year the Lord blessed our school financially, and we are financially strong as we enter this new school-year.

In 2021-22, we **refinanced the mortgage** on our campus and buildings and achieved a significant reduction in annual payments. With the savings, we are taking care of needed capital improvements. The first project tackled was the **replacement of essential Plumbing Equipment and Heating/Air Conditioning Units** that had reached the end of their serviceable lives. **That project was completed in 2022-23.**

2022-23 Budget

Income

• Tuition	\$2,622,000
• Development	\$253,000
• Other Income	<u>\$130,000</u>
• Total	\$3,005,000

Expenditures

• Salaries	\$1,266,000
• Benefits	\$460,000
• Mortgage	\$191,000
• Asset Replace/Acquire	\$244,000
• Facilities	\$281,000
• Operations	\$206,000
• General Admin	\$37,000
• Maint & Emergency	\$42,000
• Development & Financial Aid	<u>\$278,000</u>
• Total	\$3,005,000

Surplus/(Shortfall) \$0

2022-23 Actual

Income

• Tuition	\$2,610,000
• Development	\$255,000
• Other Income	<u>\$169,000</u>
• Total	\$3,034,000

Expenditures

• Salaries	\$1,213,000
• Benefits	\$414,000
• Mortgage	\$193,000
• Asset Replace/Acquire	\$265,000
• Facilities	\$296,000
• Operations	\$197,000
• General Admin	\$40,000
• Maint & Emergency	\$42,000
• Development & Financial Aid	<u>\$278,000</u>
• Total	\$2,938,000

Surplus/(Shortfall) \$96,000

2022-23 Actual

Income

• Tuition	\$2,610,000
• Development	\$255,000
• Other Income	<u>\$169,000</u>
• Total	\$3,034,000

Expenditures

• Salaries	\$1,213,000
• Benefits	\$414,000
• Mortgage	\$193,000
• Asset Replace/Acquire	\$265,000
• Facilities	\$296,000
• Operations	\$197,000
• General Admin	\$40,000
• Maint & Emergency	\$42,000
• Development & Financial Aid	<u>\$278,000</u>
• Total	\$2,938,000

Surplus/(Shortfall) **\$96,000**

2023-24 Budget

Income

• Tuition	\$2,747,000
• Development	\$237,000
• Other Income	<u>\$146,000</u>
• Total	\$3,130,000

Expenditures

• Salaries	\$1,308,000
• Benefits	\$475,000
• Mortgage	\$191,000
• Asset Replace/Acquire	\$230,000
• Facilities	\$314,000
• Operations	\$225,000
• General Admin	\$39,000
• Maint & Emergency	\$42,000
• Development & Financial Aid	<u>\$306,000</u>
• Total	\$3,130,000

Surplus/(Shortfall) **\$0**



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With our current Governing Board, Enrollment, Staffing, Student Achievement, and Finances, we are poised for another successful year.

Praise the Lord for his provision and direction!

Your questions and comments are always welcome at:

- Board BoardofDirectors@schaefferacademy.org
- Headmaster Phillips.Keith@schaefferacademy.org

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