



Imago Dei Academy
Made In His Image Ministries
1104 Lake Ave West
Ladysmith, WI 54848

Monthly Board Meeting Minutes
February 9, 2026, 6:00 PM

Members Present: Joey Olsen, Rick Rapp, Derek Jochimsen, Pam Kley, Rachel Hauser, Shaun Jochimsen
Public Present: John Waller, Mike Parrott, Tiffany Parrott, Judy Bruce, Kelly Young, Ann Lund, Ann Henneman

Open in prayer @ 6:00 PM by Pastor Olsen

Motion to approve previous minutes: motion by Derek, second by Rick, all in favor, approved

2 Cor 4:8-9 Devotion

Refund question: Waller

8/19/2025, tuition paid in full

A. suspended on Oct 14, doing homeschooling

Requesting refund minus the book fees and 1st quarter or so of actual attendance

Handbook doesn't specify

Calculations show \$2501.37 refund, rounded to \$2500, ok w/J.

Currently A. is still being graded through IDA

If refunded, then A. would need to be withdrawn and registered thru DPI as homeschooled for
3rd and 4th quarters

John agrees that is fine

We also don't have the funds currently, we would owe

Pam Kley makes motion to officially withdraw A. from IDA at beginning of 2nd quarter, refund \$2500 for tuition, knowing we don't have the money now, but will put on books as owing. Derek Jochimsen seconds, all in favor, motion passes.

OCD group: fundraising question/Gala

Board had strongly suggested to postpone Gala, OCD group disagrees/is looking for clarification
Don't have the money to put forth upfront cost

Call it "Fundraiser"

Also there is the possibility of no more school, so difficult to request funding for Gala if
that happens

Facility rental is near \$2k, catering for 150 people is near \$4k

Point of the Gala is to elevate the level of the school

Some people come for the fun and "event" of the Gala due to distance

What is upfront cost vs. afterward?

\$3500 venue (East Bay) w/35% down
Appetizers through them (5-10 days prior)
Band is \$4k, expect 50% down (or so)
near \$7,000 total this year

July 25th this year

No desire to take away this big fundraiser, but we can't afford electricity or teachers or anything....we're to a point where we have major debts and are behind. If we continue the Gala, and continue the money issues,

These teachers are dedicated, families are dedicated, academically these kids are maturing and flourishing...finances aside, we have a school. Where we hold school, doesn't matter. We need to decide tonight if we will or will not have a school next year. The families need to know.

But if we can't make mortgage, we can't have school.

There are possibilities for location

Then we need to make sure folks know for certain that this is a fundraiser and get more people involved in the effort.

People are scared about economy...

Need to remember the "little people" and young people who may only give a bit of \$\$, but they are the future of the school as young people to send their upcoming children

Last year, only half the people wrote checks, only cleared \$20k

Agree that setting aside \$\$ for the Gala is not fiscally responsible, but if money can come from outside, is that OK?? Board says yes!

This is really 2 different ideas:

Here and now needs, and the long-term future to plan for

Can't have the side negatives of possibly no school, which is what the families and teachers are really hearing

Previous board didn't give families anything to trust because we should have never bought the building. Were told we could do it, but in truth, couldn't even cover payroll before this building.

Bible shows tons of places where there is a struggle or hardship and needed a leap of faith
This building was definitely a leap of faith, with plenty of other promises of more enrollment etc.,

Can also see a family tension issue going on here, we need to reunite and unify. God honors unity. We need to work on this just as much.

Motion by Rick Rapp: Board resolves to hold Imago Dei Academy in some form in the 2026/2027 school year, regardless of location. Derek Jochimsen seconds, all in favor, motion passes

Motion by Derek Jochimsen: Move forward with planning and holding the Gala, with the understanding that any down payments must be from outside sources, whether donations, no-interest loans, etc., with intent of repayment later. Joey Olsen second, all in favor, motion passes.

Finance update:

As of today, \$1188.02 in our checking, \$291.66 in savings

See handout from Pam for Estimated Expenses (just to keep doors open)

Full payroll for first PP in Feb!!

See handout for Estimated Known Income for tuition income and monthly donors

Note: not all "monthly donors" donate monthly

Estimated Total Income: \$88,529.72, approx. \$140k if insurance, taxes, building payment, etc. is included

Reason we made payroll the last 2 times, was partially because a couple of families paid tuition in full so all teachers could get paid. But now, we are going to be short...

Some donors are reluctant and/or refusing to donate now until we can prove we're fiscally responsible

Zelle: works with your bank, no fees, no charges. Online platform to transfer money.

Paypal charges fees for business transactions, does Zelle do this??

Unknown for sure.... Lots of banks use this, do have to sign up with your info, but.....

Pam will ask Connexus

200 Volunteer hours/\$500

Many have a hard time with this, it wasn't agreed to by the families

Was discussed during Open Houses, other meetings, etc. that this was being implemented, however the amounts weren't decided on

Lots of people don't have the extra time or funds, however, need to acknowledge the gifts/donations some have given

Can we say, if there's a family that this requirement is going to cause a family hardship, they need to make that statement in written form and we would make an exception??

There are a core of 5 families who do it all...and get burned out. That was the point of this: trying to get more involved

This is the first year we tried it, we needed to do something. If we notice this didn't work well, then we can adjust hours/\$\$.

Motion made by Joey Olsen: if there's a family that this requirement is going to cause a family hardship, they need to make that statement in written form and the Board would make an exception. Second by Rick Rapp. All in favor, motion passes.

Tuition update:

Have talked about this earlier with the growth plan handed out.

We all know tuition doesn't cover expenses, we have to figure out the rest.

The reason to keep tuition low was the area

We have increased tuition little bits every year.

Shaun and Ann have seen a need in full week 4K and K

Gap when finishing K to starting 1st. Additional 2 days would help prepare for 1st grade

It is a shock for the large tuition increase

Of 20 families, 11 will fall under the income level and qualify for School Choice...

Ex: Tuition is \$7000, but it is a tiered approach

FACTS can use families' financial info, using tax documentation, and lists families in a bracket (percentage of what they can afford)

Have families pay what they can afford, then work at finding the way to fill the gap: Scholarship/Sponsorship Donors, RaiseRight, etc.

There are also scholarships out there to apply for

Question posed to families in room: Advise on what you think - if you were a Board member, do you feel we need to give more info, is it clear enough, ????

Advise to announce big meeting to announce the tuition increase and financial aid options, we will be having this school, what tuition needs to be vs what we should keep it at, the tuition increase handout, new marketing things,

Motion made by Pam Kley: Postpone decision on tuition until after the family meeting on Monday, February 16, 2026 at 6:30. If family meeting is done by 8:00, then Board can meet in closed meeting afterwards for discussion/decision. Rachel Hauser second, all in favor, motion passes.

Board Member Recruitment: think, pray, ask others!! We're all suffering right now, there is so much stress due to many things.

We also need more folks due to current and upcoming vacancies:

Kelsey stepped down previously

Rick needs to for medical reasons

Joey has been asked by his church board to step down

Betty isn't planning to be on much longer

Mike Parrott: asking about early graduation for Lucy. She has her credits after this year, if this school isn't around next year, then what?? She is technically complete...

(Review previous meeting's notes regarding this topic.)

Building Maintenance:

We are under state inspection, Shane emails Shaun occasionally asking if things are done yet

HVAC rebalance the system due to new walls

Preschool area needs sink changed for code and toilet handle other side

Table things until we have money

Motion by Joey Olsen to adjourn open session and move to closed session, Derek Jochimsen second, all in favor, motion passes. (at 9:15 PM)

Closed session adjourned in prayer by Joey Olsen at 10:15 PM