Heraclitus, a Greek philosopher, is quoted as saying "change is the only constant in life." While that "constant" can bring with it uncertainty, anxiety, decision fatigue, and fear as we’ve seen these last two years, it can also bring excitement, hope, and opportunity. Think of the beauty of a babbling brook, ocean waves breaking on the sand, or white water spilling over a giant waterfall. They are all wonders that we are drawn to. They are soothing, renewing, and all-consuming. They also are the epitome of change.

Change is inevitable but there’s magic in how we navigate it and model it to our students. We’ve survived the recent pandemic rapids and we have new skills, confidence, and perspective to handle the unending river of changes that come our way. What a gift that is.

Reflecting back, change and innovation have characterized NCAIS during my 15 years. NCAIS has grown to be recognized as a thought leader and innovator among independent school associations, receiving 3 E.E. Ford grants to create new programs like VISnet, Women in Leadership, and most recently, our Race and Equity online course. These all were responses to changing needs and trends in our schools and communities. During my tenure, the NCAIS Board and NCAIS team have supported me in bold initiatives and programs that both addressed the changing landscape and challenged the current paradigm. Most recently, we have ventured into the Multiple Employer Retirement Plan arena and are well on our way to creating the first multi-state independent school MEP. I am both humbled and grateful to work with a board that embraces and advances change and innovation in the independent school space.

As we look ahead to the coming year, NCAIS will experience a gradual change as our leadership transitions. After 16 years, I will retire as Executive Director, effective June 30th, 2023, and Stephanie Keaney, our Associate Director will become your new Association Leader. Stephanie and I have had the privilege of navigating the NCAIS waters together for more than 10 years and while I’m sure the voyage under Stephanie’s leadership will be calm, it will, no doubt, bring innovation, inspiration, and thought leadership to address both challenges and changes on the horizon. Please join me in a year of celebration as we reflect on the successes we’ve shared together these last 15 years and look upstream with anticipation.
PROGRAM HIGHLIGHTS

PROFESSIONAL DEVELOPMENT

A significant portion of NCAIS revenue is generated through professional development offerings. As a core commitment, we strive to offer leading edge opportunities with our workshops and conferences. During the 2021-2022 school year, NCAIS offered 22 events, a combination of one-day and multi-day formats, with 1,133 participants. 37 NCAIS schools and 27 guest organizations attended events during the year. Additionally, we offered monthly virtual cohort meetings for 12 constituent groups.

FINANCIAL SUMMARY

Total Operating Revenue $1,053,356
Total Operating Expenses $1,018,077
Net Operating Income $35,280

*Note: The 2021-2022 Revenue Surplus included funds from the Employee Retention Tax Credit.

Operating Revenue

Corporate Support 10%
Programs 22%
NCAIS Advantage 27%
Dues 41%

Operating Expenses

NCAIS Advantage 28%
Personnel 48%
Administrative 6%
Programs 18%

NCAIS AT-A-GLANCE

89 Member Schools
In the Fall of 2021, NCAIS began conversations with Compass Financial Advisors, TIAA, and Pentegra with the intention of starting a Multiple Employer Retirement Plan (MEP) that would be available to NCAIS member schools. MEPs offer members lower fees, better investments for participants, and reduced work and liability for schools. Over the winter and spring months, the MEP Team had conversations with individual schools, resulting in high interest and 20+ letters of intent. The first group of schools will transition to the MEP in December of 2022. NCAIS is also exploring the possibility of expanding the MEP to include neighboring state associations and their members, recognizing that larger plans ensure long-term sustainability and increased cost savings to participants.

The American Rescue Plan Act Elementary and Secondary School Emergency Relief Fund (ESSER Fund) was made available to both public and private schools, providing much needed resources to a number of NCAIS schools.

Redistricting to realign voting districts after the 2020 Census was at the top of the 2021-2022 year’s legislative agenda. The new district plan approved by the Republican-led legislature was challenged, citing gerrymandering. It was subsequently struck down by Wake County Superior Court and a new plan was drawn by three court-appointed redistricting special masters. The map will be in effect for the 2022 mid-term Congressional elections.

School Choice was expanded both in grant amounts and eligibility requirements. The Scholarship for Students with Disabilities and the Educational Savings Account Program were combined with the Opportunity Scholarship, primarily to streamline state offerings. Eligibility requirements for the Opportunity Scholarship were expanded, minimum income levels were raised, and the amount of individual grants was increased to more than $6,000 per student per year.
2021-2022 ANNUAL SUPPORTERS

A.W.G. Dewar, Inc.
Brown Edwards & Company
The Budd Group
CBIZ
Checkwriters
Constangy, Brooks, Smith & Prophete, LLP
Edifice, Inc
FACTS Management
First Tryon Securities, LLC
Flik Independent School Dining
GreerWalker, LLP

Independent School Management
Little Diversified Architectural Consulting
Paymerang
Marsh & McLennan Agency
Proactive Chiropractic & Rehab Center
Rhodes Branding
Soil3
Southern Teachers Agency
Stifel
TriNet

Sponsorship Level: Leadership Circle | Gold | Silver | Bronze

2021-2022 CONFERENCE SUPPORT

Active Defender
Boomerang Design
Cetera Investors
The College Funding Coach
Compass Financial Partners
Finalsite

Key Risk
Lexington Independents
MUSCO Sports Lighting
Pediatric Hair Solutions
Pentegra
SAGE

Samet Construction
Selective Insurance
The Social Institute
TIAA
Truist Bank
UNUM Insurance

Sponsorship Level: Event Sponsor | Event Exhibitor

NCAIS promotes educational excellence and empowers member schools to thrive in pursuit of their missions.
Al-Iman School  
Arendell Parrott Academy  
Asheville Christian Academy  
Asheville School  
B'nai Shalom Day School  
Bishop McGuinness Catholic High School  
Brookstone Schools  
The Burlington School  
Calvary Day School  
Cannon School  
Canterbury School  
Cape Fear Academy  
Carmel Christian School  
Carolina Day School  
Carolina Friends School  
Cary Academy  
Charlotte Christian School  
Charlotte Country Day School  
Charlotte Jewish Day School  
Charlotte Latin School  
Charlotte Preparatory School  
Christ Classical Academy of Charlotte  
Christ School  
Coastal Christian High School  
Covenant Day School  
Davidson Day School  
Duke School  
Durham Academy  
Emerson Waldorf School  
The Epiphany School of Global Studies  
Episcopal Day School  
Fayetteville Academy  
The Fletcher Academy  
The Fletcher School  
Forsyth Country Day School  
Friends School of Wilmington  
Gaston Day School  
GRACE Christian School  
Greenfield School  
Greensboro Day School  
Greensboro Montessori School  
Harrells Christian Academy  
Hickory Day School  
High Point Christian Academy  
High Point Friends School  
Hill Learning Center  
Hope Academy  
Immaculata Catholic School  
The John Crosland School  
Kerr-Vance Academy  
Lawrence Academy  
The Lerner Jewish Community Day School  
Montessori Community School  
Montessori School of Durham  
The Montessori School of Raleigh  
Myrtle Grove Christian School  
Neuse Christian Academy  
New Garden Friends School  
Noble Academy  
Oak Ridge Military Academy  
The Oakwood School  
Omni Montessori School  
The O'Neal School  
The Outdoor Academy  
Palisades Episcopal School  
The Piedmont School  
Pinewoods Montessori School  
Providence Day School  
Rabun Gap-Nacoochee School  
The Raleigh School  
Ravenscroft School  
Ridgecroft School  
Rocky Mount Academy  
Saint Mary's School  
Salem Academy  
Salisbury Academy  
St. David's School  
St. Timothy's School  
Statesville Christian School  
Summit School  
Triangle Day School  
Trinity Academy  
Trinity Episcopal School  
Trinity School of Durham and Chapel Hill  
Wayne Country Day School  
Wesleyan Christian Academy  
Westchester Country Day School  
Winston Salem Christian School  
Woodlawn School