

NCAIS

North Carolina Association of Independent Schools

ANNUAL REPORT

ANNUAL OVERVIEW | PROGRAM HIGHLIGHTS | OUR COMMUNITY



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GREENSBORO, NC 27404

WWW.NCAIS.ORG

A Letter From the Executive Director

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.

Linda D. Nelson



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.

NCAIS AT-A-GLANCE

89

Member Schools

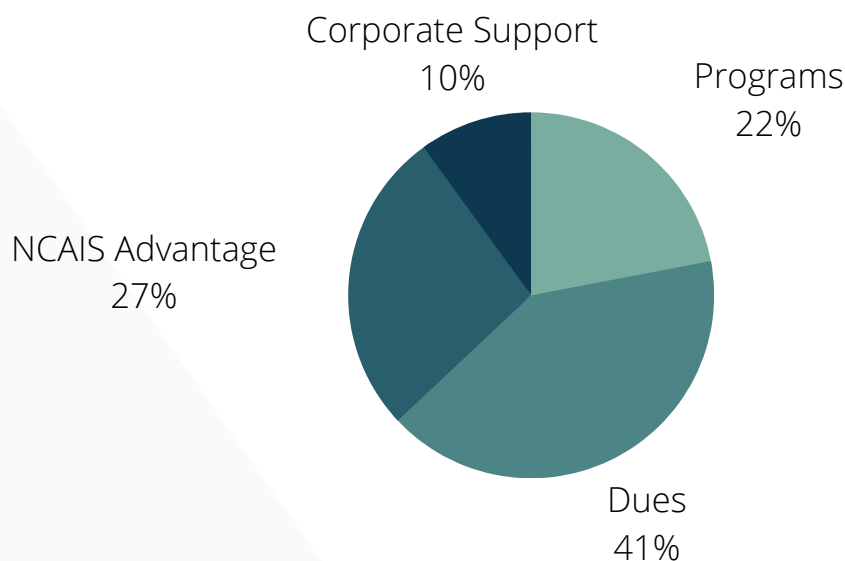


FINANCIAL SUMMARY

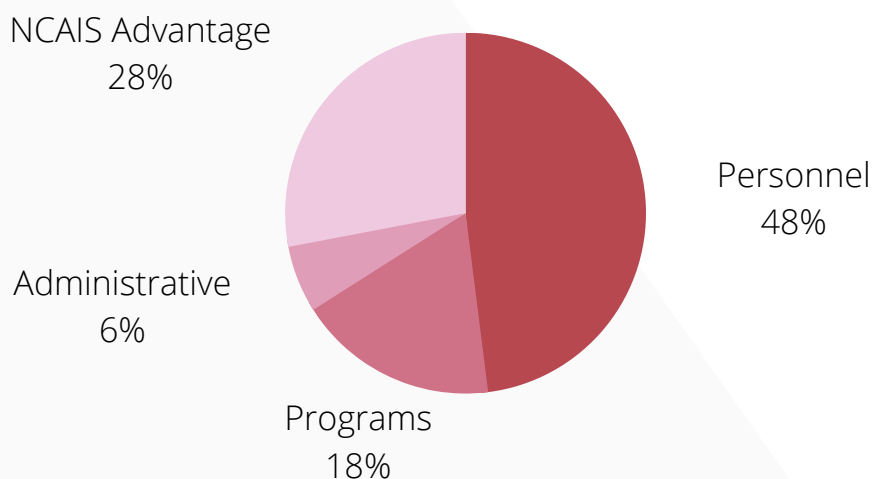
Total Operating Revenue	\$ 1,053,356
Total Operating Expenses	\$ 1,018,077
Net Operating Income	\$ 35,280

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

Operating Revenue



Operating Expenses





MULTIPLE EMPLOYER PLAN



INDEPENDENT SCHOOL
COLLABORATIVE
MULTIPLE EMPLOYER RETIREMENT PLAN

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.

LEGISLATIVE UPDATE

Highlights of the 2021-2022 legislative session include final pandemic relief funding, redistricting of congressional and state legislative district boundaries, and expanding school choice.

- 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 BOARD OF DIRECTORS

Officers

Kerin Hughes, President
Doreen Kelly, Vice President
Paul Ibsen, Treasurer
Rob Brown, Secretary

Directors

Beth Covolo
Karen Cumberbatch
Beverly Fowler
Tom Franz
Ray Quesnel
Tracy Shaw

NCAIS STAFF

Linda Nelson, Executive Director
Stephanie Keaney, Associate Director
Rebecca Slay, Director of Finance
Meghan Hilleboe, Program Coordinator

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.



NCAIS

North Carolina Association of Independent Schools

Member Schools

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

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