



Hillcrest Academy
Operating Board Minutes
9 March 2026 - 7:00 p.m.
In Person

Hillcrest Academy, in partnership with the family and the church, offers students an academically excellent, Christ-centered education rooted in an Anabaptist perspective. Within a caring community, Hillcrest prepares students for lives of Christian discipleship, peacemaking, and service.

Board Members Present: Joel Beachy, Nick Detweiler-Stoddard, Terry Erb, Gabby Frederick, Allison Goertz, Cassidy Hertzler, Amy Landes, Troy Roth, Robin Schrock (virtual), Marshall Swartzendruber, Gretchen Yoder, Sarah Yoder, and Ella Walker

Principal: Nate Miller

March Board Meeting

I. Call to Order

- A. Commitment to Mission - Allison read aloud Hillcrest's Mission.
- B. Devotional Focusing - Cassidy started the meeting with devotion and prayer.
- C. Community Forum - No community members in attendance for the Community Forum.

II. Approve Consent Agenda

- A. February Minutes - The February minutes were reviewed.
- B. Administrative Reports - The Principal, Advancement, and Enrollment reports were reviewed.
- C. March Board Meeting Agenda - The March agenda was reviewed.

ACTION 1 Approve consent agenda items.
Joel/Gabby/Carried

III. New Member Welcome

- A. New board member affirmation of Confession of Faith and Missio Dei - Wellman Mennonite Board representative reviewed the documents and affirmed using these documents as foundational documents to guide the Operating Board work.

IV. Salary Schedule & Benefits

- A. Salary Schedule - The finance committee shared the 2052-2026 salary schedule which reflects the goal of achieving 95% of MidPraire's salary schedule in the near future.

ACTION 2 Approve salary schedule for 2025-2026.
Gabby/Cassidy/Carried

V. Employee Handbook Review

- A. Employee Handbook - Nate shared updates to the Employee Handbook. The Board affirms the handbook.

VI. Calendar Review for 2026-2027



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- A. The Board reviewed the 2026-2027 proposed calendar. The changes include: parent conferences earlier in the semester, music concerts changed to Wednesdays, SALT before spring break, and MEC conference for teachers in February.
- ACTION 3 Approve 2026-2027 school calendar.
Gabby/Terry/Carried

VII. Campaign Update

- A. The task group shared updates on a potential capital campaign..

VIII. Closing

- A. Summary of meeting and review of task assignments
B. Next Meeting: Monday, April 13, 2026
C. Adjournment
- ACTION 4 Motion to adjourn at 8:23 PM
Joel/Troy/Carried

Executive Session