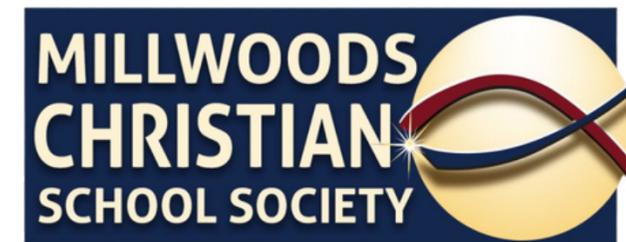


# MCS Society Parent Meeting

Monday February 23



# Topic: New Executive Director

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# Topic: New Executive Director

Question 1: Could it be a single position, and not somebody working at the church as it causes issues and could save money?

Response: Yes, traditionally the position has been one person serving as MCSS Executive Director and Executive Pastor of CCC. However, our next hire will solely be the Executive Director of the MCS Society.

# Topic: New Executive Director

Question 2: Would you hire someone outside of the church and society for the position of MCSS Executive Director?

# Topic: New Executive Director

Question 2: Would you hire someone outside of the church and society for the position of MCSS Executive Director?

Response: Yes, we would encourage the individual to consider making Calvary their church home. However, this would not be a requirement for this position.

# **Topic: New Executive Director Information**

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In late December of 2025, the Society hired Francis Poole as the MCS Society Executive Director. He...

# Topic: New Executive Director Information

In late December of 2025, the Society hired Francis Poole as the MCS Society Executive Director. He...

- Has the sole role as Society Executive Director. He is not Executive Pastor at CCC.

# **Topic: New Executive Director Information**

- Attends Sherwood Park Alliance Church.

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- Comes with 34 years of experience as a school administrator.

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- Comes with 34 years of experience as a school administrator.
- Served for 25 years as a principal in an alternative Christian School in Elk Island Public Schools.

# Topic: New Executive Director Information

- Has served for over 30 years in Christian Schools that are sponsored by a church. He understands the complexities and challenges of a church sponsored school.

# Topic: New Executive Director

## Information

- Has served for over 30 years in Christian Schools that are sponsored by a church. He understands the complexities and challenges of a church sponsored school.
- Has a Bachelors of Education degree and a Masters of Religious Education degree.

# Topic: New Executive Director Information

- He is married, with two married sons and four grandchildren.

# Topic: Society Admin Assistant

Question 3: Why is there a need for an admin assistant for the Executive Director?  
Will the salary be paid out of Society fees?

Response: Currently, the Society pays for admin time to do Society tasks (i.e. re-registration, parent calls and concerns, Society correspondence, Society web page, etc.) The person currently doing these tasks is shared with Calvary.

# Topic: Society Admin Assistant

Question 3: Why is there a need for an admin assistant for the Executive Director?  
Will the salary be paid out of Society fees?

Response: We are moving toward identifying one person to solely serve the needs of the Society - not a shared position. This change will not require an increased use of Society funds.

# Topic: Society Admin Assistant

Question 3: Why is there a need for an admin assistant for the Executive Director?  
Will the salary be paid out of Society fees?

Response: Additionally, this person can do many of the duties at a lower pay grade than the Executive Director.

Note: The Executive Director will be working at .6 FTE.

# Topic: Society Board Membership

Question 4: Could the process to be on the society be reviewed, as people have tried to apply they have not been approved?

# Topic: Society Board Membership

Question 4: Could the process to be on the Society be reviewed, as people have tried to apply they have not been approved?

Response: Yes, the process has not functioned in the past as effectively as we would like. Most recently we have given it more attention, and three parents are in process to be approved to the Society Board.

# Topic: Society Board Membership

These people are in process to be approved:

- Leah Nyman
- Amelia Stevenson
- Dylan Zeller

# Topic: Private School

Question 5: Are the Society and Calvary considering moving towards making MCS a private school?

# Topic: Private School

Question 5: Are the Society and Calvary considering moving towards making MCS a private school?

Response: No. The Society is not considering advancing the idea of MCS as a private school.

# Topic: Maintenance Time

Question 6: What is the percentage of time that maintenance spends between Calvary, MCS, and the ELCC? How will the new Executive Director ensure that the percentage paid by parents equals the amount of time maintenance spends at MCS?

# Topic: Maintenance Time

Response to Question 6:

It is the job of the Executive Director to ensure the Society is getting expected value for the dollars spent. Most importantly, the Executive Director needs to ensure that maintenance occurs at MCS at a high level that properly serves the staff and students.

# Topic: Lead Pastor Salary

Question 7: Is Pastor Barry receiving any funds from Society fees as part of his salary? If so, how much is he involved with school and staff? Please be specific. How is the percentage of funds given to the lead pastor determined? Please be specific.

# Topic: Lead Pastor Salary

Response to Question 7:

The Society bylaws do allow a provision that a portion of the Senior Pastor's salary can be compensated for his time and investment in Society matters. This past year 10% of his salary was compensated. It has been determined that, commencing in the 2026/2027 budget year, this practice will no longer be utilized. No portion of the Lead Pastor's salary will be compensated from the Society.

# Topic: Society Space

Question 8: Why was the decision made to take space from the school when there was already limited space and when people were very aware how that would negatively impact staff and students?

# Topic: Society Space

Question 8: Why was the decision made to take space from the school?

Response: Separating the Executive Pastor and Executive Director roles required a distinct MCSS office space to serve parents well. Though space is limited, this change reduces confusion between church and Society and enables MCSS to operate more effectively.

# **Topic: Parents Who Are Not Paying Their Fees**

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This year (25/26) we have 37 families not paying Society fees which has amounted to \$84,499 in arrears.

Between the two years there are \$106,117 in arrears.

# **Topic: Parents Who Are Not Paying Their Fees**

Question 9: Why keep non-paying families instead of offering spots to waitlisted families who will pay?

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Question 9: Why keep non-paying families instead of offering spots to waitlisted families who will pay?

Response: This is not a viable solution. The “Education Act of Alberta” prohibits such measures.

# **Topic: Parents Who Are Not Paying Their Fees**

Question 10: Now that we'll have a new director can we we use collections? What is being done for families who do not pay?

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Question 10: Now that we'll have a new director can we we use collections? What is being done for families who do not pay?

Response: The MCS Society Board sees arrears as a serious matter needing immediate attention.

# Topic: Parents Who Are Not Paying Their Fees

Question 10: Now that we'll have a new director can we we use collections? What is being done for families who do not pay?

Response: The Society Board has recently revised its collections policy. They have also contacted the necessary agencies to clarify the collections process.

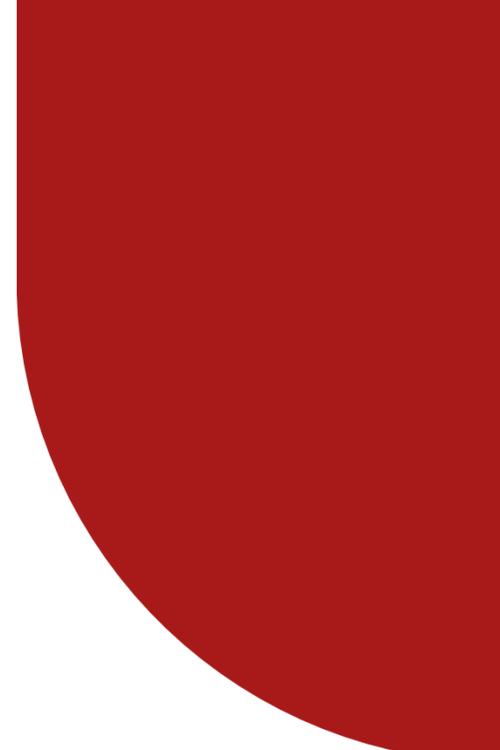
# **Topic: Parents Who Are Not Paying Their Fees**

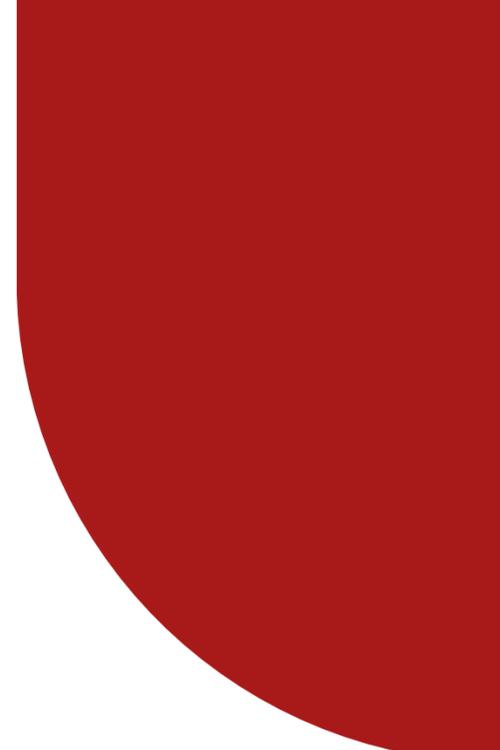
However before moving forward the Society Board would like to solicit input from the parents here tonight.

Parent input is essential. The Board sees only four paths forward to address the arrears situation.

1. Increase fees for all other parents to cover unpaid fees

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2. Cut programming for the MCS budget to balance the budget.

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  3. Use a collection agency to resolve accounts in arrears. This will impact a person's credit rating.
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1. Increase fees for all other parents to cover unpaid fees.
  2. Cut programming for the MCS budget to balance the budget.
  3. Use a collection agency to resolve accounts in arrears. This will impact a person's credit rating.
  4. Provide an opportunity for the other parents to make a donation to offset unpaid fees.
- 

We will provide you with a form tonight to solicit your input on this matter.

# **Topic: Parents Who Are Not Paying Their Fees**

If the parents and the Society Board choose to move in the direction of collections, three principles will apply.

# **Topic: Parents Who Are Not Paying Their Fees**

1. All parents will be notified via MCSS newsletter of the activation of the arrears policy so no families are surprised

# Topic: Parents Who Are Not Paying Their Fees

1. All parents will be notified via MCS newsletter of the activation of the arrears policy so no families are surprised
2. Efforts will be made to contact all families who are in arrears to try and assist them with a path forward to pay their fees before the collection process begins.

# **Topic: Parents Who Are Not Paying Their Fees**

3. The collection process does not involve any families who are on financial assistance. We want to handle the matter in a firm, but fair manner for all involved.

# Topic: Society Budget

Question 11: It is confusing to parents when finances overlap in different areas. It would be helpful to separate the MCSS school budget from the ELCC (Daycare) budget. Is this possible?

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Question 11: It is confusing to parents when finances overlap in different areas. It would be helpful to separate the MCSS school budget from the ELCC (Daycare) budget. Is this possible?

Response: The Society has responsibility for the School and ELCC. To date, their financial information has been presented together. To prevent future confusion the budgets will now be presented individually.

**Thank you for joining us tonight.**