

### **Intro Session 8:30 am**

A1. Call to Order 8:36am. Attendance: Liv Helmericks, Hillary Mizia, Tim Weinmann, Ariel Witt, Amy DeVries, Nancy Sexton, Jon Pointer (excused absent), and Guests: Abby Keeler, Annie Kreig, Denise Morrison, and Warren Meslo (8:40)

A2. Approve Minutes: approved

A3. New Business:

A4. Approve Agenda: Approved

A5. Reading Our Mission: Cultivating the Creative Mind

*Mountain Sage Community School offers Waldorf-inspired, arts-integrated education, fully incorporating sustainable living practices into student learning. Each child will be empowered to cultivate meaningful connections to their intellectual, physical, emotional, social and creative capacities in healthy, safe and beautiful learning environments. Through a supportive community of peers, parents and teachers, each child will become a confident, self-directed and engaged learner, invested in their own education.*

A6. Public Comment - 3 minutes per person - limit 20 minutes total

*Guests will be present and planning on commenting. Please remember that public comment is a time to hear from the community without engaging in conversation with attendees.*

Denise Morrison - parent: Denise asked for a dedicated Math Teacher for 6th grade. She believes this is of critical importance for 6th grade education and for children to be ready to transition into the public school system or college. Annie Krieg - Deutsch teacher and Abby Keeler - Administrator: Annie and Abby shared that Teachers are discussing fundraising and funds. Teachers have lots of good ideas but are feeling that not enough is being done and they don't know where to take ideas. Teachers are feeling overwhelmed and frustrated. Abby shared some ideas of past/current ideas with the Board. Annie asked that the Board not think any little thing is too small as many little things make a huge difference to Teachers. Their questions included: What should teachers look for or ask for? What is the Teacher role and what is the Board role? Warren Mesloh - Landlord: Warren joined the meeting to ascertain the Board's level of interest in taking over the whole building and the timing of that event. He suggested a possible restructure of the School's lease to free up some money in our Budget. Liv and Warren will meet with the current lease holders to hear their thoughts.

### **Business Session 8:35am, pending public comment**

B1. Committee Updates

1. Finance- Liv (Jon) The Board discussed the Budget to Actuals, the Financial Controls Document, and the Audit. The annual Audit looks good and the Budget projections also are similar to September.

***Amy Devries moved to approve the Financial Controls document***

***Ariel Witt seconded the motion***

***The motion was approved unanimously (with some typos corrected)***

2. Fundraising- Tim: A discussion was had regarding the need to motivate parents to use SCRIP and how to keep the promotion top of mind. Creating behavior change is really the focus of a SCRIP promotion rather than just getting cards in hands. A suggestion was to discuss Kristen's role in SCRIP for the future. A plan for maintaining and long term planning for the program needs to be created.

Questions regarding the production of the Silent Auction were discussed. The Board will sponsor the Silent Auction at the Winter Faire. The Silent Auction will be community focused.

3. Marketing- Ariel discussed the idea of raising school fees. Our Grants are gone and we need to raise revenue for our special programs. A sliding scale to address income issues as well as multiple children was proposed as was a monthly payment plan. Several options to charge this fee were discussed including combining the message into one ask, but separating into a facilities and equipment fee and a school materials fee. A guest asked: Why are we focused on our immediate community rather than going out into the greater community? The Board feels strongly that both need to be done.

### B3. Director Update - Liv

#### 1. Review written admin report

1. Testing discussion: The School needs to look more closely at Math and how to get our scores up there. We did show growth in our scores this year.

UIP: Liv is working on this and we are trending in the right direction. A suggestion was to include a graph

Financial follow up on thank you notes to donors.

### B5. Governance

#### 1. Policy approvals - these will be ready starting in December

1. Brief discussion of leave time: The Board will have a conversation about funding leave time and roll over of leave time once the budget is drafted in January.

2. Board Focus: fund development- Hillary: The Board discussed the real need to raise more revenue. We need to move from planning to action. Hillary asked Finance committee to bring hard numbers and hard needs.

The Board needs to grow in order to be more productive. The on-boarding process for new Board members is too long now that we only meet once a month. It was proposed that prospective members would have an individual conversation with a current Board member to gauge interest and ability, a phone call or meeting with President of the Board and the prospect would be the next step, and finally the prospect would attend a meeting and the Board would vote at the following meeting.

Hillary shared a new 5 prong Fund Development Strategy with the Board. Tim and the Fundraising sub-committee will hold the school life piece to continue engaging our school community. Hillary will hold the Donor development piece and work on a way to connect with and engage possible donors. Amy will hold the Grants piece and look into Grants that would align well with our school. Ariel will hold the infrastructure piece which will include: sustainability, a lunch program, a preschool program, a homeschool program. A suggestion was to hire a Fund Development Coordinator. Hillary will hold the final piece which is currently called Other.

Tim updated the Board on the status of the Charter Bond.

A discussion was had about the current state of our School. A suggestion was to capitalize on our diverse program and really promote it.

Nancy leaves (10:48 am)

3. Operational Items

1. Town Hall agenda: Fund Development and Parent involvement.  
An Agenda was developed.
2. Board retreat dates: TBD
3. Dashboard Needs: TBD

**Closing Session 10:50 am**

C1. Review All Action Items- Amy

C2. Move to Adjourn: 11:08am

C3. Closing Verse:

*Steadfast I'll stand in existence. With certainty I tread life's path.*

*Love I cherish in the depths of my being. Hope I place in every deed.*

*Confidence I place in every thought. These five guide me through existence,*

*These five guide me to the goal.*