

Intro Session 8:30 am

A1. Call to Order: 8:36am, Attendance: Hillary Mizia, Ariel Witt, Amy DeVries, Jon Pointer (approved absent), Liv Helmericks, Tim Weinmann (8:42am), Nancy Sexton, and Faculty Rep: Barbara Albert. Guests: John Cutler, Kay Batey-Weber, and Dee Amick (8:40am)

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

Kay and Dee (parents and volunteers) wanted to discuss the Winter Faire set up plan. Signs and tables are needed. A request was made for a Board Member to be present at the setup on Friday evening. The Board decided to move Silent Auction setup from Saturday to Friday

Business Session

B1. Audit Presentation: John Cutler joined the Board to discuss our Audit. The discussion included the unmodified report which left no unanswered questions. John explained the Pension Liability which looks bad, but is caused by a new reporting standard. John explained that this reporting standard has nothing to do with cash flow or the operational budget. John leaves 8:52am.

B2. Committee Updates

1. Finance: Liv and Sarah-Gennie are working on the budget numbers for taking on the lease of the additional facility space. The school would like to eventually re-negotiate the entire lease for a flat rate which could open up money that would be able to flow directly into salaries. The Finance report will be out next week.

2. Fundraising: Winter Faire discussion with Kay and Dee. Dee leaves 9:09am

3. Marketing. Discussion items: Update on River Song meeting. Hillary and Ariel met with several representatives of River Song to discuss the long-term possibility of opening an MSCS pre-school. Topics discussed were possible partnership ideas and creating a unified Waldorf community voice. Ideas presented were combined events like parent evenings and crossing over and pooling volunteers. River Song asked for priority enrollment for River Song families. Hillary and Ariel got a feeling of enthusiasm but there was a discussion of some apprehension from River Song as well.

The Board discussed the use of the additional space and beginning the Homeschool program. Also discussed was the need for the Board to look at the long term vision; as in 10-15 years. A suggestion was to have a consultant come to a retreat or a meeting to help us with a business plan.

1. All School Survey: Deferred to next meeting
2. New Parent Ask: A school fees proposal was sent to the Board for discussion. Having a school community Budget share meeting was proposed to help explain the needs of the School. The Board discussed including a paragraph in the parent information detailing the School needs and changing the Program Fee from a fee collected at the beginning of the year to a monthly fee which would total \$250 and also adding a Facilities Donation/Gift offer with suggested amounts. The Board decided to start with this plan and see how it is received.

B3. Director Update

1. Review written admin report. Discussion items: Liv introduced Barbara Albert as the Faculty Representative.
 1. Staff bonuses: A proposal was made to use Silent Auction proceeds for staff bonuses. The Board agreed to this proposal. A question of creating a Homeschool program next year was asked. Getting the word out is key in order to know the demand and be able to figure out staffing.
 2. Board members at open houses: It was requested that at least one Board member be present at open houses. Dates are TBD.
 3. Enrollment Policies: A thought was to give preference/priority for new applicants who attend an open house. We would like to make it easier for families who really want to attend MSCS.

Amy DeVries moved that the School give enrollment priority to families who attend a Mountain Sage Community School community orientation prior to enrollment.

Ariel Witt seconded the motion

The motion was unanimously approved

A discussion was had regarding an application fee. The Board discussed several options.

Hillary Mizia motioned for Mountain Sage Community School to charge a \$25 non-refundable application fee to be paid at time of enrollment for each application.

Tim Weinmann seconded the motion

The motion was unanimously approved.

B4. Governance

1. Discussion items
 1. Development Coordinator- Hillary shared some information from Terry Croix-Lewis regarding grant writers. The Board feels strongly about having a staff member working on grants by January. A stipend was discussed for an existing staff member.
 2. Fund Development Check-in- Hillary asked for an update from all Board members.

2. Operational Items

1. New Board Member Recruitment- Hillary asked for an update from all Board members. Some options are in the works.

Nancy leaves 10:50am

Closing Session 10:55 am, unless arrived at earlier

C1. Review All Action Items

C2. Move to Adjourn: 11:00am

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.*