

Rudolf Steiner School of Ann Arbor – Minutes of the Board of Trustees Annual Meeting held Wednesday, October 2, 2019

Present: Gary Banks, Elizabeth Head, Knut Hill, Daryl Honor, Jim McCauley, Mike McFall, Bob Rajewski, Don Remboski, Heather Rindels, Tim Standke (via phone), Paul Trombley

Excused: n/a

Others Present: Diana Andres, Katrina Klaphake, Sian Owen-Cruise, Carolyn Raschke

Don Remboski called the Board of Trustees Annual Meeting to order at 5:44pm.

Agenda Review and Consent Agenda Approval

- Carolyn Raschke requested that new Bank of Ann Arbor signer documents and board resolution be added to the agenda.
- A motion to approve the September 5 meeting minutes (with a correction to Spike Cowing's name) and consent agenda reports was made by Paul Trombley with support from Mike McFall. There were no dissensions and the motion carried.

Development Engagement

- Katrina Klaphake presented the Waldorf Education displays commemorating Waldorf 100 and Waldorf education around the world and in Ann Arbor.
- For our school celebration, we secured Congressional and Mayoral proclamations on September 19.
- Katrina also updated on Board Annual Fund donations. We have realized 100% participation and have surpassed the goal. Thank you!
- There are two Development mandates to be reviewed: Development Committee Mandate and Planned Giving Committee Mandate.
- After a short discussion, a motion to approve the Development Committee Mandate was made by Daryl Honor with support from Jim McCauley. There were no dissensions and the motion carried.
- Katrina provided additional information to Trustees on the Planned Giving Mandate which was previewed last spring. Donors who agree to planned giving will become part of the Seyhan Ege Legacy Society. She noted that a Board member is mandated to sit on the Committee. There are no members currently as our planned giving program is just beginning.

- There is no minimum dollar amount required, the Rudolf Steiner School just needs to be written in the will. The gift can be irrevocable or revocable as it is up to the school to continue the donor relationship.
- A motion to approve the Planned Giving Committee Mandate was made by Gary Banks with support from Bob Rajewski. There were no dissensions and the motion carried.
- Katrina noted that a presentation on Planned Giving will be made to the Board at the December meeting. Trustees are asked to consider planned giving.

Accreditation

- Sian Owen-Cruise reminded the group of the work necessary for Accreditation including updating and introducing important policies.
- The revised Conflict of Interest Policy was reviewed by the group and the separate agreement pages were explained.
- A motion to approve the Conflict of Interest Policy was made by Elizabeth Head with support from Mike McFall. There were no dissensions and the motion carried.
- The Board Whistleblower Protection Policy was reviewed and deemed fair and balanced.
- A motion to approve the Board Whistleblower Protection Policy was made by Jim McCauley with support from Daryl Honor. There were no dissensions and the motion carried.
- The Confidentiality Agreement and Intellectual Property Policy were discussed. The inclusion of state or federal law requirements is needed in the Confidentiality Agreement. The group decided to send the Intellectual Property Policy to Jack Bernard for review and refinement. Both policies will be reviewed at the November meeting.

Tuition Increase Process

- Trustees were reminded that, in November, the Finance Committee will provide a proposal for the 2020-21 tuition change. The Board is requested to provide feedback at the meeting with the goal of an approved increase at the November or December meeting in order to support the enrollment process.
- The Board is asked to support the continued tuition model of up to 75% assistance to qualifying current families, up to 75% assistance to qualifying new families across grades (except for PreK and non-Golden Eagle Kindergartners) and up to 90% to qualifying families in Golden Eagles, Grade 1, Grade 6 and Grade 9.

- Sian Owen-Cruise noted that current families were told they will be supported through their time at the school. The expanded tuition assistance model is an experimental approach and the true impact to ongoing enrollment is not yet known.
- At the November meeting, Trustees will be asked to vote to continue the expanded tuition assistance model into 2020-21.

Mission Statement

- Sian Owen-Cruise introduced the redraft of the Mission Statement that has been reviewed and approved by the College.
- The group requested the following additions and clarifications: add religious and financial means, celebrating festivals, athletic competition wording.
- A motion to approve the revised Mission Statement with the additions and clarifications above was made by Knut Hill with support from Bob Rajewski. There were no dissentions and the motion carried.

Strategic Plan Review

- Sian Owen-Cruise provided an update to the 2018-2023 Strategic Plan in the board packet and noted that the level of community engagement is growing and has been shaped by the Plan.

State of the School

- Sian Owen-Cruise noted that for the last few years, our State of the School event has been casual. Our community needs to be energized and to understand where we are and the drivers we are experiencing.
- Two community-wide sessions have been scheduled for November 9 from 9-12:00pm and November 11 from 6:30-8:30pm. They will focus on a realistic view of the budget and what will happen if enrollment doesn't change. We will be energizing and activating the community to engage as parent ambassadors, put signs in yards, wear buttons to begin conversations.
- The Board is asked to assistance and we need to stress awareness without fear. At this point, conversations are necessary and financial information needs to be openly shared with a focus on continuous improvement to curriculum, good compensation for teachers and staff, keeping the ship right.
- Sian also noted that we are delving deeply into various reasons that students decided not to enroll, especially in Grade 6.

November Joint College/Board Meeting

- This group decided on several joint College/Board meetings throughout the year to continue strengthening the College/Board bond, discuss the future of

the school, enrollment, financials. These meetings will take the place of a College meeting.

- Knut Hill requested quick, easy ways to discuss Waldorf education and our Head, Heart, Hands message.
- The group proposed Thursday, November 14 from 4:30-6:00pm. Paul Trombley and Gary Banks will ask the College to confirm the date and time.

Bank of Ann Arbor Signer Resolution

- Carolyn Raschke reviewed the revised Bank of Ann Arbor signer resolution listing each of the school's accounts. Because Corey Walsh is our new All-School Athletic Director (replacing Nick Zoroya), a new resolution is necessary and signer cards for each account need to be updated.
- A motion to approve the revised list of Bank of Ann Arbor account signers was made by Paul Trombley with support from Mike McFall. There were no dissensions and the motion carried.

A motion to adjourn was made by Elizabeth Head with support from Daryl Honor. There were no dissensions and the motion carried. The meeting was adjourned at 7:10pm.

2019-2020 Board Meetings

November 6, December 4

January 8, February 5, March 4, April 1, May 6, June 3