

Rudolf Steiner School of Ann Arbor – Minutes of the Board of Trustees Meeting held Wednesday, December 4, 2019

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

Excused: Elizabeth Head, Gary Banks, Bob Rajewski (unexcused)

Others Present: Anni Fox Maniglia, Katrina Klaphake, Sian Owen-Cruise, Carolyn Raschke

Heather Rindels called the Board of Trustees meeting to order at 5:40pm.

Agenda Review and Consent Agenda Approval

- A motion to approve the October 2 and November 4 meeting minutes and consent agenda reports (along with the Development report that was distributed at the meeting) was made by Daryl Honor with support by Paul Trombley. There were no dissentions and the motion carried.
- A request to move the Accreditation agenda item to the beginning of the meeting was made and implemented.

Accreditation

- Trustees were asked to complete the Conflict of Interest agreement page.
- Votes on the following revised documents were made:
 - Confidentiality Agreement - A motion to approve the Confidentiality Agreement was made by Knut Hill with support by Daryl Honor. There were no dissentions and the motion carried with absentee votes from Gary Banks and Elizabeth Head counted.
 - Copyright Policy - A motion to approve the Copyright Policy was made by Paul Trombley with support by Jim McCauley. There were no dissentions and the motion carried with absentee votes from Gary Banks and Elizabeth Head counted.
 - Bylaws addition - some discussion followed on the proposed options and the group decided that meeting minutes can reflect that absences as unexcused. A motion to approve the Bylaws addition was made by Daryl Honor with support by Paul Trombley. There were no dissentions and the motion carried with absentee votes from Gary Banks and Elizabeth Head counted.

- Personnel File Policy - a short explanation followed with additional information provided by Sian Owen-Cruise. A motion to approve the Bylaws addition was made by Knut Hill with support by Jim McCauley. There were no dissensions and the motion carried with absentee votes from Gary Banks and Elizabeth Head counted.

Development Engagement – Chris Hylen, Planned Giving

- Katrina Klaphake introduced Chris Hylen to the group. Chris is a new Steiner School parent and former financial advisor in Florida who worked in planned giving and retirement planning.
- How do we get in front of donors at the right time? Donor advised funds make it easy for people to give to many places.
- Chris noted that many people don't have wills and trusts.
- In order to reach out and educate, non-financial events can be coordinated to discuss legacy, the basics on wills and trusts, estate planning.
- He noted that there are creative ways to engage: at age 70.5, distributions from retirement funds are required which spurs the engagement of donors
- Katrina Klaphake mentioned that the Seyhen Ege Legacy group will be holding a spring event annually to make sure that people stay connected to the school. This may be able to provide more educational opportunities and ways to build a legacy.
- Chris Hylen ended his presentation by mentioning that people know RSSAA is a special place – we need to create ways to people with means to fund tuition for students who can't afford the experience.

2020-21 Board Slate

- The upcoming school year Board slate was briefly discussed, and Trustees were asked to email names of possible candidates to Carolyn Raschke.
- Elizabeth Head suggests Nicolle Beattie as a potential future Trustee.
- It is ideal to have possible Trustees serve on a committee first.

State of the School Feedback and Next Steps

- Sian Owen-Cruise reported on both State of the School sessions and that implementation steps for close to 25 next steps have been compiled and begun. She noted that we are trying to maximize the parent energy and at the same time sustain it within the school.

School Administrator's Goals Update

- Sian Owen-Cruise noted that this is the second of four updates on the School Administrator goals. New goals will be set in June along with the decision to offer a renewing contract for the next year.
- The City of Lakes Administrator will be our Accreditation lead and our Accreditation visit will be held at the end of October 2020.
- Sian was thanked by the group for her ongoing efforts.

Rebranding Direction

- The group was asked whether to open the conversation on rebranding or not – should Waldorf be stressed more? Rudolf is difficult to spell and is misspelled often. Also, there is disturbing findings when searching for “Steiner.”
- From a practical perspective, we are known in the community as the Steiner School.
- Because these are legitimate concerns, they are being brought to the board for thought. At the January meeting, we can decide on next steps to analyze costs and impact, alumni feedback, etc. We can also decide not to make any changes.

Other Business - none

A motion for the sense of the board to adjourn was made by Mike McFall with support from Paul Trombley. There were no dissentions and the motion carried. The meeting was adjourned at 7:05pm.

2019-2020 Board Meetings

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