

Rudolf Steiner School of Ann Arbor

Minutes of the Board of Trustees Wednesday, March 5, 2025 Meeting

Trustees in Attendance: Elizabeth Head, Cindy Schoen, Angela Gladstone, Jenny Rajda, Heather Lomason, Donny Likosky, Gary Banks, Rob White

Absent: Walker Barnes, Sheena Anand, Lubhit Girdhar, Dana Sutton-Myers

Others Present: Elizabeth Kozisek, Jane Ford, Knut Hill, Brian Vroom

Elizabeth called the Board of Trustees meeting to order at 6:32 PM.

Agenda Review and Consent Agenda Approval

A motion to approve the consent agenda reports, including the meeting minutes from the February Board Meeting, was made, by Angela with support from Cindy 6:33pm

Development Update

Jane began speaking to the preplanning phase of the Capital Campaign, in which the Development team has set up a “parent needs assessment”, asking parents for their input on the school’s needs. The next step will be reaching out to the Faculty for their input as well.

Jane then highlighted that the team has reached 90% of their goal for Annual Fund with 179 donations of 199 families.

She then touched on the event being created for the Senior Class Gift, to bring the parents together, while the students are on their trip to Italy, and present the ideas for the Senior Class Gift.

Administrator Search Committee

Angela stated the committee has put together a target contact list, meant to engage the other Waldorf Schools across the country. The job post will be posted on Michigan nonprofit in a week or week and a half or so.

Gary brought up a conversation he had had earlier in the day with a Colleague, reflecting on the time of Covid; people were angry about the school year going remote in public schools, and yet Sian was able to lead down a middle path, not leaning too far one direction or the other, showing an ability to see what the community needed without getting political. This ability is a great quality and something we seek in our next School Administrator, amongst other leadership qualities.

Business Update

Brian informed the Board that the finance committee will be taking up the budget between now and next board meeting. We are looking at a deficit again for next year, but there will be a finance committee recommendation for the next meeting as well.

Brian also updated the Board of a “mini faculties *masterplan*” is being devised with Greenlink, overlooking a five-year, horizon as a stewardship for the school. Brian stated it was for “*school facilities to deliver what the school needs to deliver.*” There will be a proposal for this plan in May.

Administrator’s Update

Knut shared an update about our Eurythmy teachers that are joining us in which one had to bow out. We continue to search for a more permanent Eurythmyst for the school and are grateful to have Andrea Paz teaching some classes.

Knut speaks to the ICE readiness procedure policy that has been reviewed. He recognized the unlikelihood of such a visit happening to our school, but it is better to have a plan set. This will most likely come to the Board as a vote via email.

With approval from the college, the new Project Manager full-time position has been implemented, and it is already proving to be a great addition to the school. Christy was instrumental in launching our new summer camps.

He also spoke about the lack of a Marketing Director, which filling is crucial for enrollment. The Marketing Committee is in the process of hiring for this position.

Knut also informed the Board of the new marketing projects that have been implemented, including billboards and posting new articles in our blog.

Administrator Evaluation

Gary and Elizabeth H met with Knut to discuss survey by faculty; It was discussed in the Board Exec whether to administer another evaluation for Knut, but decided to wait until May as he will most likely be interim beyond June 30th. This would be a collaborative evaluation between the College, Administrative team and the Board.

Board Self-Evaluation

Jenny informed the Board that she had collected the results of those who completed the survey and will bring a summary of the results to the April Board meeting. This led the conversation discussing the relationship of the Board to the parent body and how to deepen that relationship.

New Business

AWSNA is reviewing who makes what decisions within the organization and who decides if the Board can self-elect or not. The results of this decision would lead to our own proposal to be voted on.

Lubhit Girdhar is stepping back as a Board member, in which the Board spoke with gratitude of his role in the transition of Board Treasurer. This led to the discussion of Board member prospects, what makes a great Board member and how do we articulate that.

Knut informed the Board of a proposal that went to the College last week, with an appeal to temporarily expand the Development Director position to full time for two years as part-time is not enough time to

invest into the Capital Campaign, on top of the job's current responsibilities. The Board discussed this prospect, and it was decided that the College discuss the position further in the next meeting.

Knut also informed the Board of an idea the College is working on in which they are looking to make a big, bold move in regard to our marketing for enrollment. The Board discussed a few ideas and will await the proposal from the College.

Adjournment

A motion to adjourn the meeting was made by Cindy with Jenny as second. There were no dissensions, and the motion was carried out at 8:35 pm.

Minutes taken by Elizabeth Kozisek