

Rudolf Steiner School of Ann Arbor

Minutes of the Board of Trustees Wednesday, November 6, 2024 Meeting

Trustees in Attendance: Elizabeth Head, Cindy Schoen, Angela Gladstone, Jenny Rajda, Carolyn Golden, Robert White, Heather Lomason, Walker Barnes, Donny Likosky, Lubhit Girdhar, Gary Banks

Others Present: Elizabeth Kozisek, Jane Ford, Knut Hill, Sheena Anand

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 October Board Meeting, was made by Angela with support from Jenny at 6:34 pm with an amendment to remove Dana, add Carolyn Golden as a voting member and change Don to Donny.

New Board Membership

A motion to nominate Shena Anand as a new member, and Interim Treasurer, was made by Elizabeth with support from Cindy. A motion was made by Elizabeth with a unanimous decision at 6:42pm.

Governance Plan

These are changes made to governance document, which has been the same since 2017 when the carrying group model was developed for the school.

Gary discussed many of the changes made to the plan, including on decision making and the student dismissal process. He informs the Board of the confidence the College has in these changes as well.

Elizabeth makes a point in saying that when a process is laid out clearly, it makes difficult decisions to be both easier and better.

The Board also discussed timelines, such as getting back to people, and what's the balance of setting expectations, especially with nuance in every situation.

Angela speaks to being detail oriented and creating a template to create a checklist to make sure we do not miss a step in things, an example being the hiring process.

A motion was made to vote to approve the changes made in the governance plan by Jenny, with Heather as second at 7:03pm.

Knut expresses his gratitude to Angela and Maegan for their hard work.

Finance Update

Brian informed the Board of the Finance Committee's approval of the 24-25 budget; he also said the budget for the 25-26 school year will be a bit wonky due to the enrollment decrease we're experiencing this year.

He also informed the Board that the mortgage has been refinanced with some different terms. The school is also continuing talks with Green Link to discuss the facilities the school will need updating, hopefully in the summer of 2026.

Elizabeth thanks Brian for the great ideas work he's done and presents him with a gift as a token of the Board's gratitude.

Reserves and Endowment

Brian discussed some changes with our accounts and the plan to finish cleaning it up. He proposed to the Board for approval a plan to change some of the endowments the school holds, including changes to three specific endowments. The Board took time to discuss this plan and had some deeper questions to the philosophies of some of these endowments.

The Board decided they had more questions to be answered and tabled the vote on the Endowment Proposal until the December meeting.

Administrator's Update

Knut states that Community Day was put well together, bringing new people to the school, and creating a great vibe.

He informs the board that the High School Enrollment Task Force is in full motion; things are going well and a lot of good work is being put into it. He speaks to the marketing committee (Knut shows an example of an ad to the Board) adding in language and collaboration, with bi-weekly marketing committee meetings. This is very important work for the school. He claims that it has been interesting work under pressure.

Knut speaks to parent ambassadors and leaning into the importance of their role and what they can bring to the table in support of the school in terms of marketing. He discussed the idea of using the parent-teacher conference weekends, to have two drop-in rooms for

parents to stop into and learn about what a parent ambassador's role is. Sheena expressed interest to help create a more coordinated marketing plan.

Strategic Plan

Working with people across the school; The current strategic plan goes through 2026, which is what we will be using for the Administrator Search.

Deeper questions about measuring the progress and success of the Administrator goals were discussed and how to have a quantitative measure of tracking how to be on track.

Jenny discusses the idea of a dashboard being created to make it less overwhelming (Lubhit states that he has ideas and would provide technical help for the dashboard).

The future of the finances was discussed by the Board, especially in regards to this years enrollment deficit and the large graduating Grade 12. Future Money

Brian informs the board of plans of how he plans for a deficit next year while keeping a close eye on the finances of this year.

New Business

Administrator Hiring Committee formed, going to meet on the 21 of November at 6:15pm.

Adjournment

A motion to adjourn the meeting was made by Donny, with support from Cindy. There were no dissensions, and the motion was carried out at 8:02pm.

Minutes taken by Elizabeth Kozisek