

## **Rudolf Steiner School of Ann Arbor**

### **Minutes of the Board of Trustees Wednesday, December 4, 2024 Meeting**

**Trustees in Attendance:** Elizabeth Head, Cindy Schoen, Angela Gladstone, Jenny Rajda, Caroline Golden, Robert White, Heather Lomason, Walker Barnes, Donny Likosky, Gary Banks, Sheena Anand

**Absent:** Lubhit Girdhar, Gary Banks

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

**Elizabeth called the Board of Trustees meeting to order at 6:34 PM.**

#### **Agenda Review and Consent Agenda Approval**

A motion to approve the consent agenda reports, including the meeting minutes from the November Board Meeting, was made by Angela with support from Donny at 6:34 pm with an amendment to add that Sheena became both a Board Member and Interim Treasurer.

#### **Development Update**

Jane speaks about being in the beginning phases of the capital campaign, meeting co-advisor every other week. This includes the pre-planning phase; meeting tonight for next steps.

Sheena asks about “what people know and what people don’t know” around Annual Fund. Little bit of a lack of understanding, what the money is used for. What is the annual fund and how it is different from other fundraising.

#### **Finance Update**

The draft report for the audit should be ready by mid-December.

Brian spoke about the possibility of an audit being done every other year, as it is not required to do every year. We are discussing different ideas with both Bank of Ann Arbor and Walker Glanz.

A motion to move the current designated Seyhan Symposium fund was made by Jenny, with a second from Donny at 7pm.

#### **Reserves and Endowment**

Move current designated Seyhan Symposium endowment to a liability and dedicate the remaining fund to the Symposium – Jenny, motion, Donny Second; 7pm

Sheena raises a motion to remove the word *endowment* and making the \$240,590.85 as undesignated, Sheena raises motion, with a second from Donny 7:01.

The board decided to wait on making a decision on the \$93,000 and revisit at the January meeting. re-visit in January

#### **Administrator’s Update**

Knut spoke to having to let Marketing Director go as not enough progress was made since being hired; we are re-focusing on meeting the school's needs. A lot of good things happening, including Winter Festival

### **College Update**

Looking at DEI Committee; when the committee was started, started with parents/community; became Board/College during pandemic; make it just a College committee but Board members are welcome to join it.

### **Tuition Increase Update**

Having first meeting about this in the next week; expect a vote in January. Sneak peak- model starts by estimating enrollments and tuition related to that; budgeted deficit;

A few notes:

Our graduating Senior class is 25 students, which we lose next year.

The upcoming 9<sup>th</sup> grade enrollment looks better than last year.

If we use 3%, we will be budgeting with a deficit.

With that in mind, we are looking at keeping the increase close to this with a focus on increasing enrollment.

### **Administrator Search**

Angela- talked about few different options, including using a firm to help with hiring an Administrator, using a smaller group (Alma Partners) Waldorf schools are different than other private schools; using service for full search, looking to pay with entire Administrator salary;

Elizabeth speaks to the timing, being late for the 2025-26 school year.

### **Adjournment**

A motion to adjourn the meeting was made by Elizabeth. There were no dissensions, and the motion was carried out at 7:33pm.

Minutes taken by Elizabeth Kozisek