

**Board Meeting
Minutes
December 3, 2019**

Present: President Dan Drinkward, Dan Bissell, The Rev. Robert Bryant, Tabon Chang, Pam Dreisin, Paul Ehrlich, Elizabeth Gewecke, Mary Lou Green, Pam Hummelt, The Rev. Nathan LeRud, Brad Lawliss, Manish Mehta, Georgina Miltenberger, Alicia Morissette, Sarah Raymond, Lucy Reynolds, Chris Riser, Kevin Walkush

Advisors Present: Mo Copeland, Michelle Tubbs

Absent: Nancy Bryant, The Rt. Rev. Michael Hanley, Eric Gabrielson, Dave Rumker, Jess Wetsel

Guests: Rebecca Blackall and Ric Luyties

The meeting was called to order at 4:00 PM.

[Mission Moment](#)

Ian Roberts '20 and Matthew Li '20 shared their experiences in EC3 as learners in this growing creative space.

[Generative Ideas](#)

The board went into Executive Session for their strategy work on Diversity, Equity and Inclusion using the Futures Protocols.

[Invocation](#)

Nathan shared new ideas around different voices and perspectives sharing the invocation.

[Consent Agenda](#)

MOTION: Dan D. moved and Pam Dreisin seconded approving the consent agenda unanimously with no discussion. MaryLou abstained from voting.

[Board President Report](#)

Dan is invested in ensuring there is follow through after the generative sessions that the board is engaged in. To that end, we will work to include updates in future board meetings.

Head of School Report

Mo shared that she appreciates the episcopal community most during trying times like we're in now, following the tragic loss of our student.

Mo then shared how we are processing the generative session on Impact Projects which were building episcopal preschools, creating a science focused middle school for girls and growing the upper school. The most energy was generated around growing the upper school so we are going to explore what that looks like for our program model, physical space, and curriculum. The timing on the horizon includes building a performance space which will match well with the timing of possibly growing. While we are not fully committed to it yet, we will explore this and report back.

Mo also reported on where we are on the strategic plan. We're looking at 2020-25 Strategy and we are going to use the same framework from last plan to keep moving our initiatives forward. Mo shared a snapshot of what this looks like for the Admin Team and there will be more to report in the future.

Five Year Tuition Proposal

The Finance committee is trying to figure out how to streamline the tuition process in order to be more nimble on the committee, and to build in time to look at tuition over a longer timeframe. They were able to observe the trends and impacts over the last 4 years and now have a high level of confidence they are watching the right parameters. Dan encouraged the board to review the document in the packet and bring any questions or concerns to the committee before January when they will be recommending a full 5-year plan to the board for vote.

Building and Campaign Update

Today, Mo signed the contract to start building the new athletic center. It was just under \$13M which is on budget. As of today, we've raised \$12.022M toward a \$17.5 total goal, and are at 97% of the current benchmark goal.