**Board Meeting**

**Minutes**

**October 1, 2019**

**Present:** PresidentDan Drinkward, Nancy Bryant, The Rev. Robert Bryant, Tabon Chang, Pam Dreisin, Paul Ehrlich, Eric Gabrielson, Elizabeth Gewecke, The Rt. Rev. Michael Hanley, Pam Hummelt, The Rev. Nathan LeRud, Brad Lawliss,

Manish Mehta, Georgina Miltenberger, Alicia Morissette, Sarah Raymond, Lucy Reynolds, Chris Riser, Dave Rumker, Kevin Walkush, Jess Wetsel, Dan Bissell

**Advisors Present:** Mo Copeland, Michelle Tubbs

**Absent**: Mary Lou Green

The meeting was called to order at 4:00 PM, with the invocation given by Nathan LeRud.

# Mission Moment

Ryan Westcott from the Upper School came to share his inquiry work with rocketry and drones that has become his passion, and his way to give back to the community.

# Generative Ideas

The board was divided into 3 groups for a generative discussion around potential opportunities to extend the school’s mission.

**Episcopal Preschools:** What does success look like for the kids, school and the community?

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| --- | --- | --- |
| Kids  | School  | Community |
| * Broaden the reach of where we can be in the community
* Explore new geography
* Fills a need
* Proven model
 | * Brand Enhancement
* Revenue builder
* Mission alignment
* Episcopal roots
 | * Leverage existing partnerships, no need to create something new
* Strengthens parishes and community
* Possible replication
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**OES/OMSI Middle School for Girls**

Leverage OMSI brand recognition

* OES brand with OMSI resources (money, space, presentation)
* Both use Inquiry in research and play
* Opportunity to deepen/extend interests

Girls are high need in science

* Aligns with our mission
* We do middle school and science well

Middle school is a cognitively formative for development

* Transitional years
* Balance of rigor and social emotional health
* Building blocks for success in high school
* Build identity as scientists

East Side presence

* Get bigger without increasing class size

**Grow the High School**

Expanded programs and social life

* Athletics
* Arts
* leadership

Develop academies

* Schools within the school

Growth beyond the physical campus

* Summer institute
* 12 month calendar
* Gap year – 5th year
* Use technology to expand our reach

More opportunities for specialization and depth

More diverse student body

# Consent Agenda

MOTION: Dan D. moved and Paul seconded approving the consent agenda unanimously with no discussion.

# Campaign Update

We ended the fiscal year ahead of schedule with $11M raised. There are two big fundraising events planned, one for parents in the gym and one before Grandparents day at the HOS house. The campaign team is also working on planning spring events.

There are a few new matching options that Alicia explained that will continue to keep the fundraising field excited.

Save the Date: March 15 / OES 150 Auction

# Athletic Center Update

More people come to this building than any other on our campus, from within and outside of OES, and the current building does not reflect the school or our values well. The programming includes great additions to our space for athletics, physical education, and gathering/community space. The sustainability, disaster resilience, and accessibility have all been enhanced. We are currently sitting at 2% over budget after months of deliberating there is still $399k that needs to be funded. This brings the project to $17,550,000.

When we had anticipated approving building costs in January at 80% fundraising complete, we had not anticipated this current situation where we can lock in prices now. Though we are only at 67% completed fundraising, there are ways we can finance and/or fundraise. Fortis has taken bids on 100% of the projects which now allows them to execute contracts to start procurement and building.

The recommendation coming to the board is:

* Increase Project Budget to $17,550,000
* Increase fundraising target to $17M
* Authorize administration to execute construction contract with Fortis with initial value up to $13,250,000.

Discussion:

Is there a point at which building the athletic center becomes irreversible?

 Once ground is broken it would cost too much to reverse the decision.

It sounds like we have a lot of room in our contingency, yet-to-buy, etc. What are the expenses we can’t anticipate?

* We don’t yet have our permit to build and could be forced to change something by the city.
* The architect could find things that were not intended
* Scope creep

The school is financially sound and this would not overburden the school.

The athletic center is being built and this is a prudent and wise opportunity to lock in good prices.

**MOTION**: Dan moved and Paul seconded the following recommendations:

* Increase Project Budget to $17,550,000
* Increase fundraising target to $17M
* Authorize administration to execute construction contract with Fortis with initial value up to $13,250,000.

The motion passed unanimously with no further discussion.

# Strategic Plan 2025

This year we are thinking about our next strategic plan as well as starting on our accreditation process. One of the first steps in the self-study is to look at our mission and in doing so, Mo recommends that our next strategic plan keep the same key areas for the next 5 years and we review but do not change our mission as it is serving us well in driving our strategies.

Program – we’ve refined the essential competencies that will now help guide faculty growth, student assessments, curriculum and the EC3 center.

People – This started with thinking about who is at our school: students, families, employees, and then thinking about who we want to be at the school. This next plan will include the continued work in hiring and compensation, diversity, wellness, and succession planning.

Place – We have a Master Plan and we know what we want to do with this campus. The projects that have been chosen have served us well and now we have a few more projects that we need to decide the order. Other items are faculty housing, the arts & design center, and the dorm revamp.

Plan – The Finance Committee is committed to working on the 5 year tuition model that will allow them to focus on long-term fiscal strategy. Succession planning is part of this area as well. Lastly, part of the generative work we did at the start of the meeting, what is our “Impact Project” as a way to extend the mission to the broader community.

# Accreditation/Self-Study Process

All trustees will have a tangential role in getting the self-study completed this year. Peter reviewed what we have already accomplished. He then shared how the process works. Lastly, he shared where all the initiatives from the last year fit together.

The meeting adjourned to Executive Session at 6:25pm

Photos from generative session

  