



**Board Meeting  
Minutes  
February 27, 2018**

**Present:** President Elizabeth Gewecke, Nancy Bryant, The Rev. Robert Bryant, Tabon Chang, Mary Lou Green, The Rt. Rev. Michael Hanley, Pam Hummelt, Adam Kobos, Nathan LeRud, Malcolm Mclver, Georgina Miltenberger, Alicia Morissette, Kevin Walkush, Jess Wetsel

**Advisors Present:** Mo Copeland, Ben Chessar

**Staff Present:** Phillip Craig, Susie Gundle, Peter Kraft, David Lowell, Liz MacDonell, Gretchen Reed, Jon von Behren, Sage Carter, Asha Appel, Jen Bash

**Absent:** Moira Buckley, Dan Drinkward, Paul Ehrlich, Brad Lawliss, Hilary O'Hollaren, Chris Riser, Nate Schwalbach, Ann Sulzer

---

The meeting was called to order at 4:03PM, with the invocation given by The Rev. Robert Bryant.

**Consent Agenda**

**MOTION:** It was moved by Nancy Bryant and seconded to approve the January 16, 2018 minutes with updated attendance. The motion passed unanimously without discussion.

**Head's Report**

- Dan Drinkward had a baby girl today! The board offers congratulations.
- Mo's sabbatical starts on Thursday, March 1. Mo reports that she is leaving a lot of big business with the Admin Team and Elizabeth and has great faith that all projects will move forward.
- Mo practiced mindfulness in the lower school today where they shared meditation stories.
- The boys' varsity basketball team made the state semifinals in Coos Bay this weekend, for the 2<sup>nd</sup> time in OES history.
- Shrek the Musical opens on Thursday evening.
- Don and Alicia Morissette have agreed to chair the Campaign Committee. They are forming the rest of their team now.
- Mo attended the annual EAB Head's meeting for the second time. Two new topics were: 1.) Expanding the enrollment funnel, and 2.) Teacher professional growth and development. EAB gathers best practices from other schools and shares their research for implementation.
- The most recent school shooting in Florida sparked activism among students around gun control and school safety. The first national protest date is March 14<sup>th</sup> where there will be a 17 min remembrance for students, faculty, and staff who wish to meet at the belltower. On April 20<sup>th</sup>, during Culture Shock, topics on gun control will be added to the program. Both Ann and Asha feel strongly that these events are student led and are working with them toward that

- goal.
- Thank you to the Board for showing up and consistently engaging with the school. Thank you for being a sincere and present part of the community; hopefully this builds a strong sense of belonging for each of you.

## **Strategic Plan – Program**

### Calendar

The task force was charged with creating a more intentional calendar to be presented to the Admin Team in April. The internal drivers for this change are to create a sustainable rhythm, align the calendar with academic time, provide restful time away from school, include enrichment options, and align with other community calendars. There are 4 calendar options that have been initially vetted by employees and constituents. The soonest timeline for implementing this plan is one year away.

### Fariss Hall – “All Roads Lead to Inquiry”

Peter gave a background about how the school’s Vision compels us toward inquiry, along with various examples of where this is happening on campus. Currently, there is a campus-wide exercise to discover which Essential Competencies are most valued among employees, and which programmatically matters to us. The EC3 center will continue to grow as a hub for inquiry.

### Chapel Revisions

While we address the big projects (lower school and gym) on the Master Plan, we do not want to leave behind the other areas identified for improvement. The EC3 design center fulfills some of these efforts, however, there is still a need for a performance space. The school and church are working together to create a flexible and workable space for both groups with movable options for the pews and the alter. St John the Baptist is also moving forward to update the organ in the church.

### Financial Aid Name Change

Jen Bash reported on how to increase the visibility for Financial Aid and on national trends among other Independent schools. There are 4 options for the name change:

- Flexible Tuition
- Indexed Tuition
- School Contribution & Family Contribution
- Tailored Tuition

OES has decided on the term “Flexible Tuition,” based on research that has helped in understanding that changing the name moves the focus from a family “receiving help” to families paying what best suits their unique financial picture. This is an attempt to remove the stigma around financial aid and in order to open the door to more families. It does not change who qualifies and what is required to apply.

There are not many examples of this kind of change in the Pacific Northwest, nor in the boarding school realm; we would be leading the way in our market. Goals of this change would be to keep a strong applicant pool and helping highly qualified students feel comfortable applying. We are not proposing increasing the financial aid budget. Research completed by Jen and her team also indicates we do not anticipate a large surge in financial aid applications because of the name change. As we have seen this year, we are anticipating there will be a rise of smaller awards.

### **Campus Signage**

Our current signage is old and outdated. The Facilities team is focused on:

- Improve wayfinding for vehicles and pedestrians
- Strengthen the sense of arrival and the OES identity

- Provide a consistent, attractive feel

The designer came up with a few models that have been vetted by the Admin and Ops Teams with the goal of keeping a nod to the historical buildings and the belltower by using the tall posts and angled signs. This plan will also include a campus map to help people orient themselves while here. The first phase of installation will begin summer of 2018.

### **Gym Building Committee**

The Gym Building Committee, led by Dan Drinkward, includes Dennis Sullivan and Missy Smith, of the Athletics Department; Board members; parents; and student athletes. They met for the first time this week to prepare a schedule for the team. They intend to use the conceptual construction management firm used before, and select an architect by June. Programming work is scheduled to begin as early as June, with hopes to be completed by the end of September. In the fall we will conduct a RFP for the contractor to carry the project to completion.

### **Campaign Next Steps**

The launch meeting with Campbell and Company is scheduled for next week. FAQ talking points will be shared with Trustees soon.

The meeting was adjourned to Executive Session at 5:50pm.