

## GreenMount Board of Trustees Minutes

April 21, 2022

Board members present remotely: Shannon Snow, Natalie Pope, John Abell, Tracy Pietrzak, Kelley Gludt, Doug Lent, Emily Levenson, Jennifer Malloy, Brian Mitchell, Colm O'Comartun, Carlos Rodriguez, Megan Roth, Amy Scott

Others present remotely: Liz Dover, Laura Marsico, Jen Seletzky, Dr. Valaida Wise

Minutes: *Action* - The March minutes were approved without corrections.

Equity Audit Update: Dr. Wise reported on the findings from eight 1:1 interviews and twelve hours of focus groups. The meetings were recorded, transcribed, analyzed and coded for themes. Strengths include our strong community, curriculum and safe space especially for LGBTQIA students. Opportunities for growth include dealing with systemic racism due to redlining, changing the tendency to attribute our lack of diversity on finances and improving staff diversity. Participants felt GMS was culturally responsive but some students expressed feeling isolated. Others felt the focus shouldn't be about race but community.

Next steps - finish qualitative analysis, launch survey, quantitative survey analysis, final report presentation and plan.

Admissions Report: Laura discussed recent marketing including ads on Facebook about additional Glimpses in the spring. She let preschools know about space in kindergarten and reached out to all inquiries from the prior two years. Most people say they heard about the school from word of mouth. Many families that did not accept contracts chose to enroll in charter schools.

Updates since last meeting: 3 new students enrolled, 1 outstanding contract, 2 students are not returning. Laura anticipates at least 2 more contracts from those in progress. We brainstormed various ideas for marketing and increasing enrollment.

Development Report: Doug discussed the upcoming auction. The committee is hard at work getting items and it will go live in May. Shannon discussed the recent alumni event held at an alumni parent's renovated mill property. It was a good opportunity to bring families together as well as encourage participation in the Keifer Fund. Current giving to the annual fund at this point in the year is similar to the total in prior years.

Finance Report: John reviewed the Financial Snap Shot comparing March 2021 and 2022: our income was consistent although expenses increased due to three pay periods in March (which did not happen in 2021). The surplus/deficit decreased but cumulative cash was similar. He reviewed the balance sheet comparing March 2022 to June 2021: the drop in assets was largely due to the reduction in cash balances (those on a 10 month payment plan don't pay in February and March) and the decrease in investments during this quarter. There were questions about the fees to manage the funds and potential need to compare returns. John also reviewed the Profit and Loss Statement at 75% in the year: ECHOES income less than predicted, Annual Fund may be below budget. GMS does a good job managing expenses but there are some expenses which occur later in the year. Taking everything into consideration, at this point it does not appear we will have the budget deficit that was predicted. There were questions about advertising expenses which were significantly lower than expected. This was explained by a switch to digital flyers that cost much less than printed ones.

Governance Report: Carlos reviewed the 2022-2023 Board Candidate Slate. The primary consideration was soliciting active members who are ready to contribute. The proposed candidates have already been active in the school and represent a variety of grades.

*Action* - The 2022/2023 Board Slate was approved.

*Action* - Motion to approve the officer slate of Shannon Snow - president, Natalie Pope - Vice President, Megan Roth - Treasurer and Tracy Pietrzak - Secretary, was approved.

Bylaws Update - Carlos reviewed potential updates to the Bylaws. Goals included administrative corrections and realignment with current practices, and the acknowledgement of two additional standing board committees (DEIJ and the Family and Community Engagement Committee). There was a proposed increase in the maximum non-parent board members to 5. A concern about decreasing parent board members was raised but others felt there could be advantages to having more non-parent board members. There will also be an update to reflect current responsibilities of the Treasurer.

Head of School Report: Liz discussed excitement in the school with plans for various field trips. There were two rounds of COVID testing this week after Spring Break. Staff is looking at the math curriculum and opportunities for children who are ready for more challenges. They have already done a lot with neurodiversity in reading but are looking at how this can also be approached in math. They are also reviewing articulation of the Language Arts and Theme curriculum and how to measure student success. It has been very helpful to have an academic coordinator. Knowing there will be work in DEIJ and the Strategic Plan, Ms Tanza will shift from POD coordinator to DEIJ coordinator. Liz is looking into ways to have a consulting counseling position. She just found out about another teacher transition and there are several other positions to fill, which could be challenging given the numerous openings posted on AIMS. Ms. Tanza, Jen and Liz are volunteering on accreditation teams.

The meeting ended with a planned Executive Session.