

Scattergood Friends School
School Committee Meeting
Open Session
Approved Minutes
12 September 2015

Mission Statement

Scattergood Friends School challenges students with a college-preparatory curriculum, farm experience, a shared work program, and community living in the spirit of Quaker faith.

Present: Lucy Hansen, Phil Henderson, Lael Gatewood, Dan Schlitt, Bob Winkleblack, Katherine Young, Lucy Marsh, Ruth Hampton (clerk), Karen Greenler, Doyle Wilson, George Bergus, Rebecca Bergus, Bob Winchell, Shana Wagner, Roy Helm, Russ Leckband, Ginny Winsor

Regrets: Gail Nelson, Doyle Wilson

Staff Present: Alicia Streeter, Louis Herbst, Thomas Weber, Jody Caldwell, Catherine From, Tim Schulte, Cindy Olivarius, Amy King Weber

Friends settled into silent worship in a timely manner. The clerk read a message:

"We are reminded that the purpose of any meeting for business is to come into the presence of God; decisions that emerge from the unity experienced in that presence are a by-product."

-from a Lake Erie Yearly Meeting epistle

We welcomed new members to the committee: Ginny Winsor and Lael Gatewood. We are excited to have their energy, wisdom, and perspective as we embark on a new year. Staff were introduced in their new roles. Cindy Olivarius is the new Business Manager, sharing parts of the role with Jennifer Herbst. Amy King Weber is assisting in the office.

The clerk shared a few intentions for the School Committee meetings as we began. We were reminded that much of the work done for the committee occurs outside these meetings. During the meetings, we gather in the Spirit to clarify and attend carefully to our task: shepherding the school financially, academically, and spiritually. Each of us sees a part of the truth and we must work together, with Spirit's guidance, to set all together and find clarity. The role of the clerk is not to decide what should happen; instead the clerk reflects what she hears from the body. We face many difficult and challenging issues in the coming year. To labor with these issues, we need to do our work within worship, being mindful to those moments when our humanity clashes with our attempts to listen to what Spirit is calling us to do. After all, as Bill Tabor says, "You can't reach consensus when one of the parties is right."

Minute: We approve the minutes, both open and closed, with an edit to the open minutes of our meeting on July 21, 2015.

The excitement of a brand new year was evident in the reports from the subcommittees. Challenges continue in admissions as we have only admitted 35 students at this time. Several students are continuing to be interviewed and Admissions has planned a "Try Scattergood Day" for 3 October. Seniors and other returning students have worked hard with staff support to create a close-knit group. It is the hope that this budding support system will continue throughout the year. This year staff and faculty will focus on

building and fostering creativity among students and emphasizing student leadership. We heard about the exciting program happening on the farm where all classes for freshman and sophomores are integrated with farm work. Dana has been working hard to oversee this project, and there is hope that this will foster interest among potential attendees, donors, and faculty from other institutions. The School Committee has been invited to shadow a senior for a day to better understand the school program and its transformational impact. The Annual Appeal will go out earlier than usual and there is excitement that our donor pool is stronger and with a wider range of giving abilities than in the past. School committee members are asked to think of additional people to ask and send those names to Shana.

Activity continues at the farm, with a bountiful harvest and all the joy and work that entails. Ben Bowman, who has been helping with facilities and landscaping, has been hired as livestock manager. The facilities continue to be spruced up, including a new tile floor in the main building. Conversations continue with two donors who would like to give for specific projects – a farm classroom and renovations to the dorm in the main building.

Note: We support the idea that Scattergood can invite people from the larger community for a workday. Several ideas were raised about providing individual and group tasks. Suggestions about groups to invite were shared as well: FGC service project, IYM(c), ILYM, Northern Yearly Meeting, and alumni. Perhaps students can serve as leaders and ambassadors.

The Spiritual and Community Life committee brought an important issue to our attention. The students have discussed renaming the dorms to reflect a more gender-neutral environment. We appreciate the student's concern and will work to consider how to move forward with this issue as they discern what they should do to make the campus a more welcoming place.

Note: We support the school in its work on renaming the dorms to reflect a non-gender designation.

We hope that communication between the school committee and staff continues to be strong as it will assist us as we work to address the school's challenges and opportunities. We are reminded that as school committee members, we should work to be ambassadors for the school in many different capacities: to foster admissions, to identify and connect with donors, and to find opportunities for Scattergood to connect with the outside world.

After brunch, new staff were introduced: Kate Moon, a University of Iowa science graduate, teaching science and Korean; and Harold Jameson, an alum, working on facilities and providing general assistance.

Minute: We affirm that the Human Resource subcommittee will conduct the Head's evaluation.

Minute: We approve the operating statement as of August 15, 2015. The School Committee is concerned about the projected deficit reflected in the Operating Statement of about \$91,000. Consultation and Finance will carefully review statements to monitor the situation.

We were given a set of documents about how to read the budget statements. We will edit these and submit them at next meeting to be included in our handbook.

Note: The Budget Comparison statement will be renamed Operating Statement from now on.

We discussed combining some subcommittees because Consultation and Finance is aware that many ad hoc committees may be formed so that the committee can be more flexible in response to the needs of the school. We will continue this discussion at our next meeting.

Minute: We approve the revised subcommittee slate, adding Lael Gatewood to the Academic Subcommittee.

Thomas spoke of his confidence in his new staff and excitement in the coming year. He reflected on his goals for the coming year to be present at the school and abroad with excitement and joy. He believes that how mentoring staff in new roles allows him to travel to support the work of admissions. He also shared his idea that a strategic plan is important to creating a vital and sustainable school.

Ruth shared the difference between strategic planning and long term planning: A Long Range Plan contains our broad vision and far reaching goals, and it assumes that things will not drastically change in the future. A Strategic Plan is more changeable and nimble, it assumes we must be responsive to a dynamic, changing world. In it we develop goals and strategies which are responsive to these changes.

Minute: We approve an ad hoc Strategic Plan Steering Committee whose purpose is to manage the update to our 2010 Strategic Plan reflecting current challenges and opportunities. The committee will facilitate the retreat at the November meeting. Karen, Katherine, Lucy M., Phil, Ruth and Thomas will serve and Phil will convene the committee. Thomas will ask certain staff to serve as well. Ginny and Shana will assist with research as needed.

Mission Statement: Scattergood Friends School challenges students with a college-preparatory curriculum, farm experience, a shared work program, and community living in the spirit of Quaker faith.

Minute: We reaffirm our Mission Statement.

Non discrimination statement: Scattergood Friends School does not discriminate in hiring, promotion, or termination of employment on the basis of race, sex, color, religion, age, sexual orientation, gender identity and expression, disability, ethnicity, or national origin.

Minute: We reaffirm our Statement of Non-discrimination.

Minute: We approve a 3% tuition increase for boarding students for the 2016-2017 school year, bringing full tuition to \$30,750.

Minute: We approve no tuition increase for day students for the 2016-2017 school year, keeping full tuition to \$18,350.

Minute: Changes to our tuition structure will be considered as part of Strategic Planning, including our approach to day student tuition. Our intention is that any changes to tuition structure will not be enacted until at least the 2017-2018 school year.

Minute: We approve the School Committee Handbook.

The clerk adjourned the open meeting to proceed into closed session.

Respectfully submitted,
Katherine Young, recording clerk

Next Meetings: November 7, January 16, March 12 (Des Moines), May 14, July 26 (Tuesday)