

Scattergood Friends School  
School Committee Meeting  
Open Session  
24 September 2016

**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, George Bergus, Rebecca Bergus, Bob Winchell, Shana Wagner, Roy Helm, Russ Leckband, Ginny Winsor, Gail Nelson

**Regrets:** Kent Tjossem

**Staff Present:** Alicia Taylor, Thomas Weber, Tim Schulte, Cindy Olivarius, Amy King Weber, Gabriela Delgadillo, Mark Quee, Fernando Finot

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

"One of the most calming and powerful actions you can do to intervene in a stormy world is to stand up and show your soul. Struggling souls catch light from other souls who are fully lit and willing to show it."

-Clarissa Pinkola Estes

**Minute:** We approve the minutes, both open and closed, of our meeting on July 26, 2016.

**Minute:** We approved, by email, the subcommittee slate.

The year once again began with a definite feeling of joy, hope, and renewal. The School Committee is infused with the excitement that permeates the campus which is present in all corners of the school and farm. We began by hearing how that excitement has manifested in hard work and planning for the future. The Facilities subcommittee reported on their main priorities: asbestos removal, demolishing the farmhouse, and new lights for the gym. The well interconnection allows for the first priority to move forward, as well as being a great relief on campus. The subcommittee is identifying priorities for the capital expenditure list that will be balanced with the issues of deferred maintenance to determine the order of future projects. Discussions continue about installing our new, donated boiler as well as exploring the septic connection issues.

The Development subcommittee reports that they are facing serious challenges this year due to the resignation of the Development Director. Last year's annual fundraising was not as robust as expected. A job description for Development Director will be finalized and distributed, and Thomas is looking to hire a marketing consultant. Thomas will be doing more of the development work and is seeking additional help. The annual report and appeal will go out this fall as usual, and Thomas has asked that the School Committee write stories or find people to write stories for Scatterings.

The school welcomed 36 students to start the 2016-2017 school year. Another student in Afghanistan is hoping to be sponsored by either a meeting or an individual so he could join the class soon. We are asked to reach out to our meetings or other social organizations that might be interested in a 3-year sponsorship, Thomas would be the contact person. We discussed strategies to increase enrollment,

including a program where students begin as day students and transition to boarding students; increasing international student enrollment; and outreach strategies such as more summer camps for a wider audience.

We heard from the Farm subcommittee. Mark is working to create more opportunities for students to interact with livestock by purchasing more then fencing off parts of the farm or areas near campus. This is the result of an increased student interest in the farm and has Mark thinking about how best to use the land to support the school not only through food but also through education. The School Committee would like a report about the immersion program, including stories of students' experiential learning and their encounters on the farm. The Academic subcommittee is impressed by the various systems that have been developed to support the academic program. Student individual study will become required, using a balance between staff assignments, resources, and instruction to ensure a quality experience for students.

The Spiritual and Community Life Subcommittee reported on the progress of a more inclusive gender policy. This is work that arose from a May Term class last year and reflects directions taken in other Quaker boarding schools. The policy outlines how the school supports students whose gender identity might not match their birth gender. We reviewed the policy and will consider it again at the November meeting. The committee is clear that this is an important issue for us to discuss, especially as it aligns with a staple of Quaker education that we meet students where they are and help them to 'live in rightness of self'. We will consider between this meeting and the November meeting how we educate larger groups of people (parents, alumni, the Yearly Meeting) about this policy and why we are in support of it.

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

The Consultation and Finance Subcommittee reported that the school began the year in a better financial place than expected because the amount of collected tuition has increased and there was an early Masey Foundation contribution.

**Minute:** We approve the operating statement as of September 15, 2016.

One of the exciting parts of the September meeting is meeting the new faculty. We met Claire Tanager and Jessica Mitchell and we hope to meet the other five soon. In the Head Report Thomas shared he is working on the three areas he thinks differentiate us from other institutions: that we are a community rooted faith, that we support individuals in their life journeys, and that we prepare students for the rigorous academics of college and living their lives beyond college. It is his belief that we need not change what we do to attract more students and faculty, but that we need to do what we do better. He continues to expect that the Strategic Plan will help the school do this.

We discussed the proposal for a sliding-scale tuition structure in response both to concerns from the Admissions subcommittee and to allow us to better align with structures that other institutions use, and with which families are more comfortable.

**Minute:** We approve using a sliding-scale tuition structure for the 2017-2018 school year. It is our intention that the school will continue using this tuition structure in the future. (functionally the same; remove financial aid language and add low end number)

**Minute:** For the 2017-2018 school year, we approve a 7% increase in full tuition and a 3% increase in minimum tuition. Tuition increases will be based on a percentage and rounded to the hundreds.

**Minute:** The tuition range for all boarding students will be \$32,900 to \$7,900.

**Minute:** The tuition range for all day students will be \$19,600 to \$4,700.

**Minute:** We approve an ad hoc committee to research and propose a tuition structure for the future. Rebecca, Ginny, and Thomas or his designee will serve. The committee will propose a structure for discussion at the May 6 School Committee Meeting.

It is our practice to review our Mission Statement, Statement of Non-discrimination and the School Committee Handbook at the September meeting.

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 the School Committee Handbook.

It is recommended that we reacquaint ourselves with our handbook; hopefully by the November meeting. It will be sent with the reports for November. It is also available on the website.

**Minute:** We approve the Records Retention Policy, with the addition of “or State Unemployment Tax” on page 6 under the headings Personnel Records, Personal Files, bullet point number 8 and “other facilities records, including inspections and maintenance records” on page 8 under the head Other Records.

Ruth will ask Sam or Dana to help work on the School Committee Retreat for November. Suggestions include hearing from students about their work at Scattergood, educating ourselves about gender identity and expression, and strategic plan implementation, and a detailed report about the farm immersion program.

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

Respectfully submitted,  
Katherine Young, recording clerk

**Next Meetings:** November 5, January 14, March 18 (Des Moines), May 6, July 25