

Scattergood Friends School
School Committee Meeting
Open Session
5 November 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: Rebecca Bergus, Lael Gatewood, Karen Greenler, Ruth Hampton (clerk), Lucy Hansen, Phil Henderson, Roy Helm, Russ Leckband, Lucy Marsh, Dan Schlitt, Kent Tjossem, Bob Winkleblack, Ginny Winsor

Regrets: George Bergus, Shana Wagner, Bob Winchell, Katherine Young, Gail Nelson

Staff Present: Catherine From, Harold Jamison, Amy King Weber, Cindy Olivarius, Mark Quee, Tim Schulte, Alicia Taylor, Thomas Weber

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

"Optimism is a strategy for making a better future. Because unless you believe that the future can be better, you are unlikely to step up and take responsibility for making it so. If you assume there is no hope, you guarantee there will be no hope."

- Noam Chomsky

Minute: We approve the minutes, both open and closed, of our meeting on September 24, 2016.

The Admissions subcommittee reported that three of our students have left the school this year. One has gone to the Maharishi School, and the two students from Tanzania have returned to their home. We have pledges for over \$11,000 per year for the Afghani student's tuition. We still need \$1,750 to acquire his visa, then we'll continue to raise the rest of his tuition.

Facilities reported that the septic pump questions were resolved spontaneously. A visit to the farm house was conducted to determine what needs to be done before it can be demolished (i.e. small trees moved, mark where water and gas lines are located, asbestos abatement, what can be salvaged, etc.). The asbestos report has come back now so work can begin, and work can also begin on installing LED lights in the gym. The farm is having a busy fall. They are hoping to have the new livestock in May. Because there has been no hard frost they are still busy harvesting crops. They are lacking a 50-degree storage area that could also serve as a tornado shelter area for people working in that area after the farm house is gone. The current root cellar by the kitchen needs more soil around and over it to keep it warmer in the winter and cooler in the summer.

The Development subcommittee reported that Thomas and Alicia did a great job with the annual report that will be mailed out next week. The lack a Development Director is a crippling problem both in raising needed funds and in draining time and energy from the other staff members who are trying to cover the needed work. Unfortunately, there are no candidates. The biggest problem may well be the salary level as this is usually a highly paid position. Even when the position is filled it can take numerous years to raise the level of giving to afford the salary required. Grants or individuals may be able to cover the extra costs. Both the Development subcommittee and Consultation and Finance subcommittee recommend we support Thomas increasing the proposed salary.

Minute: We recognize the problem in attracting candidates for the position of Development Director and recommend Thomas to adjust the current budgeted salary to bring in viable candidates for the position.

During the discussion of the proposed Scattergood Friends School Inclusive Housing Policy, we suggested adding, in paragraph 3, a final sentence following the final comma, “but with parental/guardian support we will...”. We agreed we should take this policy to IYM(c) so they are aware of it.

Minute: We approve the proposed Scattergood Friends School Inclusive Housing Policy with two minor changes adding the word “transgender” in paragraph five, sentence two, to read in part “...physical plant, we will ask that transgender students...”; and adding the words “with parental/guardian support” in paragraph 3 as suggested above.

The Consultation and Finance Committee reported that we are maintaining and following the budget. They also expressed deep concern about the lack of a Development Director. It is noted that Technology is at 110% of the budget but it is all a one-time expense and considered money well spent. A desperately needed new lawn mower has been donated to the school.

Minutes: We approve the Operating Statement as of October 25, 2016.

The HR Subcommittee reported that we will be using a number system rather than an “agree or disagree” system in Thomas’ evaluation, and again using Survey Monkey with consistent questions.

After lunch we met two new staff members, Michael Carlson (ELL) and Seth Wengert (Biology).

Gabriela Delgadillo went to an ISACS Conference in Columbus OH this past week and was unable to return in time for our School Committee meeting as her return flight was cancelled.

Thomas reported that Gabriela has completely ignored his advice to just sit back and learn for a year but instead has chosen to analyze and improve the year. It’s probable she cannot be convener of the accreditation process because she has too much on her plate and that position requires much time. The position cannot be filled by an outsider, so they are considering the options.

The school hopes to host a conference in the spring with local and community members. The steering committee will meet here on December 3 from 4 schools in Iowa and they are looking for a skilled facilitator. Thomas is also researching the idea of a summer program for students who are at risk academically, they would begin in kindergarten and attend every summer through middle school. Horizons National will help set up the non-profit and recruit Foundations to pay for the student’s tuition. This could utilize our facilities and farm as well as bring in potential students in the future.

We continued into our school committee retreat about Outreach and the Farm Immersion Program.

Respectfully submitted,
Ginny Winsor, temporary recording clerk

Next meetings: January 14, March 18 (Des Moines), May 6, July 25