



# The Anchorage Waldorf School

AWS Board of Trustees Agenda

December 9, 2021, 7-9:00 pm

In Person / Zoom

“May we strive together with good will to form a community  
Where the gifts of each one are acknowledged and where each one  
does one’s best, That the highest spiritual powers  
May help us bring forth a school worthy of all children –That they may  
learn to live and breathe in spirit awareness, Blessing the world with  
their deeds.”

## 1. CALL TO ORDER - 7:02

### 2. ROLL CALL

*Shane Kingry, President*

*Tre-C Dumais, ED*

*Ashli Mackey, Secretary*

*Brenda Amundson, Member*

*Renee Parks, Faculty Rep.*

*Stephanie Smith, Member*

*Craig and Abigail M*

*Tom Livingston*

*Janeen Hutchins*

*Vincent Fisher*

*Gretchen Klein*

*Holly Wiley*

*Ann Harris*

*Megan Lober*

*Ambriel Sandone*

*Ayela Mackey, student*

### 3. IMPACT MOMENT

*Shane - lights*

*Anne - pk parent jumping into school community*

4. APPROVAL OF AGENDA

5. WELCOME TO VISITORS

6. MOTIONS PAST SINCE LAST MEETING (listed for purposes of being recorded into the minutes)

- a. 11/21 – November Board meeting minutes – passed
- b. 11/21 – Officially voted on all motions from November meeting – unanimous
- c. 11/21 – Approve Board application document - unanimous

7. CONSENT AGENDA: (Items listed under CONSENT AGENDA are considered to be routine by the School Board and will be approved in one motion unless a Board Member requests that an item be considered separately.)

- a. Approval of the November 2021 Financials

8. STRATEGIC PLANNING PRESENTATION BY JANEEN HUTCHINS 9.

*Janeen - volunteering time and strategic planning know how to the AWS Board, establishing a roadmap - getting everyone on the same page with mission and values, SWOT (Strengths, Weaknesses, Threats, Opportunities) Analysis - recently completed by the board. Advised looking at AWS through 5 lenses of mission, instituent, internal ops, financial, organizational capacity and then identify goals.*

*Vision for future planning - pick one session, for three hours, facilitated by Janeen, review and discuss the SWOT. Advise how to get the feedback from the students and faculty before planning - creatively engaging the entire community. Bring the feedback and involve multiple perspectives. SWOT analysis and where it's going would take 1 session. Subcommittees break out into groups to discuss specific lenses. Ex: internal ops with Tre-C Likely takes 6 months but can adapt*

*Question from Shane: Get feedback from the community before the next meeting? Janeen - Yes, holistic approach, gathering ideas and information from the students and faculty and alumni in a variety of formats.*

PRESENTATION BY STEPHANIE SMITH: Committee Recommendation for Tailored Tuition.

*Committee met 11/20/21. Discussion included marketing issues related to finances, why some families leave (leaving at middle school b/c of sports, after school activities) Committee recommendations include annual tuition increase and move to 10 month*

*payment plan for all to evenly distribute income flow. TADS numbers have to go in by end of January.*

*Question from Shane - how do we typically get students/families? Answer: typically word of mouth, or families specifically looking for a Waldorf school when moving to Alaska from out of state.*

*Question from Gretchen - Is 11K is enough compared to average for public students? Answer: Looking into it.*

*Question from Anne - what is the increase going to look like? Answer: Several suggestions, including increasing the amount paid across all families, or increasing tuition for the upper end of the tuition spectrum.*

*Suggestion from Vincent - advertising FB is very affordable, easy to target demographic*

Tuition/Preschool/Cottage FY 2022

## 10. ADMINISTRATIVE/BOARD REPORTS

### a. Executive Director

*Shout out to APU student, working on Thursday, bringing some structure and support to the waldorf spirit, looking to offer ½ position to candidate, part time front desk person and enrollment person to be addressed over winter break, opened clear bank account for grade 6 fundraising, 8th graders exhausted from pizza making, air filter and masks will arrive in early January*

### b. Faculty Representative

*Winter holidays celebrations, loving skiing and sledding, reminder of winter spiral, community invited to walk at ~ 6:20 after the grades walk, extending an offer to a candidate that was interviewed today*

### c. Development Director

*Many corporate requests went out, concise requests, recurring monthly will help, event to thank the founding friends in February, nonprofits not holding major events because of the COVID pandemic, just about 40K*

## 11. UNFINISHED BUSINESS

- a. Confirmation all “Board Applications and Conflict of Interest Forms” have been returned.

12. NEW BUSINESS - (These require motions for approval)

- a. Thoughts on allocating PPPv2 (once forgiven) to an endowment?

*Discussed briefly*

- b. Request Approval to expend \$14,000 for Preschool Bathroom - Quote & Estimate Attached.

*Tre-C: Proposal will allow both PK and K to be licensed for 3 year olds, allowing ECE to always work at capacity of 29-30 students, allowing students to stay with the same teacher for 3 years and then transition to a new teacher for the next grade. Majority of calls are for PK spots. Current quote is covered by 1 student's yearly tuition.*

*Shane: Was this discussed with faculty?*

*Anne: Confirming that 3-5 year olds will be in the same classroom, question of how the school will market this? Discussion surrounding 3-5 with the same teacher, building relationships, building community before moving into the grades.*

*Motion proposed approval up to 14K by Ashli, first, second, passed unanimously*

- c. Request Approval to expend \$52,000 for Fire Panel & Wiring Installation - Quote & Estimate Attached.

*Ideally start the project in March, quote is only good for thirty days*

*Motion proposed approval up to 40K by Ashli, first, second, passed unanimously*

- d. Staff/Faculty 3-5 Year Capital Requests Presentation/Update. - tabled

13. INFORMATIONAL ITEMS

- a. \$30,000 through the generosity of Mike and Margaret Price and another family donated to the AWS Area of Greatest Need Fund

- b. One current LLC member would like to divest w/in 6 months. We need to backfill

14. ADVANCED PLANNING

- a. Board Strategic Planning: Scheduled for 7-9pm on Thursday January 6, 2022
- b. Regular Board Meeting: Schedule for 7pm on Thursday January 13, 2022

- c. Committee Finance / Budget Planning FY 2022-2023 to be scheduled
- d. Committee Policies & Procedures – Review of Bylaws Annually.

15. ON-GOING DISCUSSIONS - *Gala or Auction to be discussed at the upcoming meeting. Faculty have not discussed the class projects. Invite Gretchen to a faculty meeting to discuss what the event could look like.*

16. BOARD COMMENT

17. PUBLIC COMMENT

18. ADJOURN

19. CLOSED SESSION

2nd quote for K bathroom for work to be done, second quote to be obtained by the end of the year

Alumni Panel January 7 via Zoom