

GRACE Board of Trustees
April 10, 2018
Minutes
6:30 p.m. - GRACE Administrative Offices

Members present: Jessica Beauchamp, Mary Burich, Gerry Faller, Lisa Jackovich, Ed Kippley, Sheila Kujava, Bill Micksch, John Peterson, Chris Steier, Marv Wall, Melissa Wolcanski

Others present: Kim Desotell, Lisa Niemuth, Lori Ashmann-Recorder

Members not present: Sue Amtmann, Dan Bins, Phil Busch, John Hanley, Chet Lamers, Amy Pautzke

Bill Micksch called the meeting to order and led an opening prayer.

1. Meeting Minutes: Motion made by Lisa Jackovich and seconded by John Peterson to approve the February 13, 2018 meeting minutes. Motion carried. Motion made by Marv Wall and seconded by Chris Steier to approve the meeting minutes presented by the Committees. Motion carried.
2. Holy Family School Update: Deferred.
3. Development Update: Lisa Niemuth, Director of Development, provided the Board an update on strides gained over the 18 months in her position. Currently, the Annual Appeal is 145% above goal; three major gifts over \$20,000 have been received. GRACE's DonorPerfect fundraising software is fully implemented and working well. Planning for the 2018-19 Annual Appeal is underway with Commitment Weekend scheduled for September 15 and 16, 2018. Memorials and estate gifts are being facilitated in addition to a deeper relationship with the Catholic Foundation. Grant research and activity is taking place and sponsorships for GRACE: Gold and the St. Thomas More School relocation are being secured. Support of the Site Advisory Councils is occurring including enhanced communications, sharing best practices, and engaging in brainstorming and ideas. Event planning and recognition work is also taking place. The excitement and commitment is prevalent and the students continue to provide the strongest and most impacting messages to the community. Discussion followed. Lisa was commended for her contributions.
4. Board of Directors Update: Bill Micksch reviewed the Diocese's reorganization of the Curia. The Department of Education is being restructured and position changes are occurring. Board was informed that a Diocesan capital campaign is forthcoming and details will be available in the near future. Kim Desotell reported on her recent participation in a parish mission planning session. Discussion followed.
5. Strategic Planning Update: Strategic planning is gaining momentum as facilitated by Dr. Dean Stewart. An update on activities to date was provided. Voice of the customer surveys have been engaged and will close April 15. Bill Micksch shared a take-away graphic encompassing purpose through passion, mission, profession, and vocation. Discussion followed.
6. St. Thomas More Catholic School Update: Gerry Faller informed the group that Bishop Ricken approved the Proxy to relocate the school. The planning team is moving forward enthusiastically and the community is supportive. Efforts are already taking place involving planning, sponsorship, logistics, technology, etc. Lynn Fink, GRACE Technology Coordinator, has and continues to be, instrumental to the process. Discussion followed.

7. President's Report: Kim Desotell provided her report and highlighted the following:
 - a. The announcement of Rt. Rev. Dane J. Radecki, O. Praem. Election as the seventh abbot of the Norbertine Community was reviewed. Discussion followed.
 - b. Enrollment for 2018-19 continues with notable growth at St. John Paul II Classical, St. Bernard, and St. Thomas More schools. Many schools are on pace.
 - c. Choice applications continue through April 20, 2018 and status of applications was provided.
 - d. Operations of the GRACE Business Office are being evaluated due to staffing changes. Appreciation was extended to Gerry Faller for taking on the expanded role of Director of Strategic Operations and Finance.
 - e. Staffing is underway for 2018-19 and dynamics were reviewed such as retirements, relocations, etc. The teacher contract cover letter provided information regarding GRACE's efforts related to teacher compensation and salary equity. Discussion followed.

8. Committee Reports:
 - a. Education and Catholic Identity Standards – No Report. It was noted that the March ECIS meeting was canceled due to inclement weather.
 - b. Human Resources – Mary Burich
 - i. The committee continues to work on policy refinement and good progress is being made.
 - ii. Jami Hintz, Director of Human Resources, was commended for her ongoing good work and pulse human resources aspects overall.
 - c. Finance and Facilities – Marv Wall
 - i. Budget is tracking close to break-even and the provided finance packet was reviewed.
 - ii. Teacher compensation remains a work in progress and teacher salary increases were made.
 - iii. Choice numbers and Development outcomes are both positives.
 - iv. Committee continues to address third source funding and parish subsidy.

9. Adjournment: The meeting was adjourned at 7:40 p.m.

Next Meeting: June 12, 2018