

GRACE Board of Directors
Meeting Minutes
March 21, 2018
2:00-4:00 p.m.
Diocese of Green Bay, Chancery Classroom

Members present: Bishop David Ricken, Fr. Dan Felton, Fr. Patrick Beno, Fr. John Bergstadt, Todd Blahnik, Fr. Andrew Cribben, O. Praem, Deacon Kevin DeCleene, Fr. Joseph Dorner, Fr. Don Everts, Fr. William Hoffman, Fr. Michael Ingold, Fr. Benny Jacob, O. Praem, Fr. Robert Kabat, Bill Micksch, Fr. Dane Radecki, O.Praem, Fr. Timothy Shillcox, Fr. Mark VanderSteeg

Others present: Kim Desotell, Gerry Faller, Marv Wall, Lori Ashmann-Recorder

Members not present: Fr. Anthony Cirignani, OFM, Sr. Marla Clercx, ANG, Fr. Joseph Dorner, Fr. Richard Getchel, Fr. Daniel Viertel

- **Call to Order and Opening Prayer:** Bishop David Ricken called the meeting to order announcing that the Curia restructure reveal was taking place with team meetings during the day. Transformation entails 16 departments evolving into 6 mission teams that will be cross functional with enhanced focus on service. This restructure follows 18 months of diligent work. Bishop Ricken provided an opening prayer, welcomed all and the agenda was revised to permit the Office of Catholic Schools Update presentation to occur first.
- **Office of Catholic Schools Update:** Todd Blahnik provided an overview of implementation of the new Strategic and Mission Plan for Catholic Schools which was announced in January. The five areas of emphasis were cited: Students, Staff, Education, Operations, and Funding. Two new associate positions will be key to the Plan's efforts: (1) Associate Superintendent of Instruction and Academic Accountability and (2) Associate Superintendent of Mission and Leadership Formation. A national search has commenced and it is hoped that positions will be filled by July 1, 2018. Additional positions will include a Financial Planning Director and Development and Advancement Director. New positions will be aligned to support all schools. Once the new Catholic Schools team is solidified, the implementation plan will be published. Accountability, innovation, and communication will be central. Discussion followed involving parish mission planning, alignment to Diocese's mission and vision, community impact, communications and positive momentum of efforts.
- **Agenda Review and Approval:** Motion made by Fr. Shillcox seconded by Fr. Everts to approve the modified agenda. Motion carried.
- **Meeting Minutes:** Motion made by Fr. Kabat and seconded by Fr. Bergstadt to approve the November 28, 2017 meeting minutes. Motion carried.
- **Bishop Ricken's Opening Remarks:** Bishop Ricken emphasized our church is facing great change and challenge given a 30-year decline in all areas. Unchurched parents and the lack of parental shepherding are promoting schools as the primary mission field. There is a need to be free of silos and bureaucracy with changes to encompass flexibility and responsiveness to real needs. The "Missionary Diocese" is here and mobilization of families and engaging in "the mission of passing on faith" is integral – and may take years to accomplish. Schools are key to renewing the Diocese along with religious education. Discussion ensued. The parenting arena has shifted and expanded and the response of schools and faith formation is essential. We need to be more intentional in sharing – identifying our connecting points, leaning on each other in the community and developing actions plans to meet needs. We are schools of Discipleship.

- GRACE Board of Trustees Report: Bill Micksch updated the Board on the following:
 - Subsidy: Continued subsidy work is taking place. There is no easy answer but it is anticipated that there will be a plan brought for vote at the November meeting. The Consultants are providing integral work on the matter. Discussion followed. A special gathering of the Board may be needed to further address this subject.
 - Strategic Planning: The planning process has started. In part, the process is taking a comprehensive look at the governance model. Discussion followed.

- GRACE President's Report: Kim Desotell presented her report.
 - GRACE: Gold Summer Camp will be piloted this summer beginning July 9, 2018 at the Resurrection Campus of Father Allouez Catholic School. It is hoped that the camp will be expanded in the future to an east side and a west side location.
 - Enrollment: Open enrollment for the 2018-19 school year continues. All schools are working hard and following up. There is a large eighth grade graduating class in May 2018.
 - Wisconsin Parental Choice Program: A synopsis of current applications was provided. The target application number is 350. The deadline for applications is April 20, 2018. GRACE's Outreach Administrator who is Hispanic is working well with all interested families.
 - Special Needs Funding: Review of a special needs scholarship program was provided. This is a complicated process with multiple levels of compliance. Staffing would be challenging. Discussion followed regarding alignment to mission and its relationship as a key component of Catholic identity.
 - Hispanic Growth: Diversity among GRACE schools was summarized with data from 2016-17 and 2017-18 school years. GRACE realizes its obligation to meet needs of all students and their families. A second Hispanic School Liaison has been hired to support Holy Family and St. Thomas More Schools.
 - Staffing: The teacher contract process for the 2018-19 school year is in progress. Agreements for remaining staff will occur in June. Discussion followed regarding teacher and student retention.
 - School Safety: GRACE schools offer a safe and structured environment. A review of ongoing school safety initiatives reviewed. GRACE schools adhere to the public safety authorities in their local municipality. A safety training session was held for all Green Bay area GRACE schools staff on March 9, 2018. There is constant safety review with established staff and student drills. Discussion followed regarding training for parishes.
 - St. Thomas More Catholic School Relocation: The timeline for the relocation of the school was provided. The lease at the new location is effective July 1, 2018. The school will be a co-tenant in the building with John Dewey Academy remaining on the third floor of the premises through 2018-19. A myriad of factors with relocation (i.e. bus transportation, technology, safety, furnishings, etc.) are being addressed by the team led by Gerry Faller.

- GRACE Financial Report: Marv Wall reviewed the 2017-18 year-to-date financials. GRACE is tracking as expected with no surprises having been encountered. Key to financials is enrollment growth and adjusting teacher salaries as part of the ongoing teacher compensation initiative. Choice has been a benefit; SAC targets and parish subsidy have remained unchanged. The 2019-20 budget will be reviewed at the Board's November meeting.

- Other Business: None.

- Adjournment: The meeting was adjourned at 3:00 p.m. with a closing prayer.