

GRACE Board of Trustees
October 9, 2018
Minutes
6:30 p.m. - GRACE Administrative Offices

Members present: Sue Amtmann, Dan Bins, Mary Burich, Ed Kippley, Sheila Kujava, Lisa Jackovich, Chet Lamers, Bill Micksch, Amy Pautzke, Marv Wall

Others present: Kelly Williams, Reagan Williams, Kim Desotell, Gerry Faller, Melissa Wolcanski, Lori Ashmann-Recorder

Members not present: Jessica Beauchamp, John Hanley, John Peterson

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

1. GRACE Family: The Williams family members from St. John the Baptist School were welcomed to the meeting: Kelly Williams (mother) and Reagan Williams (sixth grade). Dialogue ensued. Appreciation was extended to the Williams family for their time and sharing of their experiences as a GRACE family.
2. Meeting Minutes: Motion made by Marv Wall and seconded by Sue Amtmann to approve the August 14, 2018 Board meeting minutes. Motion carried. Motion made by Marv Wall and seconded by Mary Burich to approve the Committee meeting minutes. Motion carried.
3. Board of Trustees Chair Report
 - a. Clergy Discussion and GRACE Response: Bill Micksch introduced the clergy subject to the Board for discussion. A meeting was recently held with the principal leadership team to listen and share reflections. Dialogue continues on this topic. GRACE is committed to transparency and promotes communication, support and prayers for all- especially victims. GRACE has not received any extent of inquiries. GRACE is committed to an open dialogue and transparency; has held a listening session with principals and the leadership team continues to be open and vigilant; has information available on Safe Environment at all schools and the system office- all school websites have a dedicated webpage on safety; maintains close connections and communications with the Diocese of Green Bay; and encourages all to lean-in as Catholics as together we can take this opportunity to make the Church stronger.
 - b. Teacher Reflections: The e-mail of October 5, 2018 to all Board members was cited; this email contained excerpts of reflections of GRACE new teachers to the question, "How is teaching in the Catholic classroom fundamentally different than teaching in the public school classroom?" The Board agreed this positive, insightful, dedicated and faith-filled feedback demonstrates the commitment to the vocation present in our GRACE schools.
 - c. Annual Appeal 2018-19: Participation in the GRACE Annual Appeal was encouraged. The Appeal continues to make strides towards its goal. The Board goal is 100% participation.
 - d. Strategic Plan: Work continues with the designated focus areas. Board committees have been asked to review the Strategic Plan to address what can be taken on respective to their Board committee. The Executive Team continues to consider structure revision and is looking to split the current Education and Catholic Identity Standards (ECIS) Committee into two groups as its current focus is too large for one group. The two groups will entail one devoted to Education and the other to Catholic Identity.
4. President's Report: Kim Desotell provided her report which has been reformatted to align with the Strategic Plan. The principals are also reporting out in this fashion, and Board members are encouraged to do similar reporting to their parishes.

- a. Planning is taking place for the 2019-20 open enrollment season.
 - b. Hispanic population growth continues and a group will be meeting to address how GRACE can meet the needs of our Hispanic population- students and families.
 - c. The Diocesan All-Schools' Mass will be held on Friday, October 12, 2018 in Kimberly; all GRACE schools will be represented.
 - d. WRISA accreditation site visit will be taking place at the GRACE Kellogg Street Offices on October 16 and 17. Site visits will occur at GRACE schools the week of November 5 with the exception of St. John Paul II which will be seeking other accreditation specific for its classical model.
 - e. A Facility Study for St. John Paul II Classical School is commencing and will be led by Gerry Faller. Research will be conducted for potential of a school move in fall of 2019 or 2020. The primary focus will be to explore sites within our community of parishes. An announcement will be issued this week to school families. A proposal is anticipated to be made in January.
 - f. The Principal Leadership Team has embarked on a structured professional reading initiative this year. Its first session was hosted at Relevant Radio and its focus was on spiritual, cultural and organizational leadership.
 - g. GRACE eighth grade student progression to Notre Dame Academy was reviewed. We continue to increase these numbers and currently 72% of our eighth graders select NDA and continue Catholic education in high school. We feel this is a result of CatholicLink and our efforts to create a destination Catholic high school. Board would like to hear from NDA about connection efforts with GRACE seventh and eighth grade students.
 - h. Overall Catholic school enrollment in the Diocese has increased by 135 students; official announcement was made today.
5. 2017-18 Audit: Marv Wall reported that the 2017-18 audit is not available for review or action as it was just received today from the auditors and the Finance Team will review. There are no glaring issues cited. The Finance and Facilities Committee will address and then it will be presented to the Board of Trustees electronically. Board members were asked to be cognizant of a future email requiring action. [Gerry Faller reported on October 11, 2018 that the Finance and Facilities Committee and the Board of Trustees approved the 2017-18 audit via electronic vote.]
6. 2019-20 Budget: Marv Wall presented the proposed 2019-20 budget reviewing total revenue; parish investment; increase by \$3 for early childhood education rates maintaining rates below the market average; 4% increase in tuition rates; SAC targets remaining unchanged and have trended the same over eight years; slight increase in teacher compensation; and tuition assistance resources. Discussion followed. Motion made by Bill Micksch and seconded by Mary Burich to approve the 2019-20 budget as presented. Motion carried.
7. Committee Reports:
- a. Finance and Facilities – Marv Wall
 - i. The financials are reflective of school start-up activities in July and August. Discussion followed regarding financial reports to Site Advisory Councils which were sent out in August.
 - b. Education and Catholic Identity Standards – Sue Amtmann.
 - i. The Catholic Identity Tool is being reformatted to be more user friendly. The Tool is not being engaged this fall due to the each school's assessment via the WRISA accreditation activity.

- c. Human Resources – Mary Burich
 - i. GRACE employees will sign a Confidentiality Agreement each year. This process will be implemented through Paylocity and provides an annual professional reminder of the confidentiality requirements of all employees. This is standard practice in education.
 - ii. Committee is looking at attraction and retention of talent. In part, the Committee will looking at enhancing an ongoing pulse to address what GRACE can do upfront to prevent employee departures.

- 8. Adjournment: The meeting was adjourned at 7:26 p.m.

Next Meeting: October 9, 2018