



**Board Meeting
Minutes
October 2, 2018**

Present: President Elizabeth Gewecke, Dan Bissell, The Rev. Robert Bryant, Tabon Chang, Dan Drinkward, Mary Lou Green, The Rt. Rev. Michael Hanley, Pam Hummelt, The Rev. Nathan LeRud, Brad Lawliss, Malcolm McIver, Georgina Miltenberger, Alicia Morissette, Chris Riser, Sarah Raymond, Lucy Reynolds, Kevin Walkush, Jess Wetsel

Advisors Present: Mo Copeland

Staff Present: Phillip Craig, Susie Gundle, Peter Kraft, David Lowell, Liz MacDonell, Gretchen Reed, Jon von Behren, Sage Carter, Asha Appel, Ann Sulzer

Absent: Nancy Bryant, Ben Chessar, Paul Ehrlich, Adam Kobos, Hilary O'Hollaren

The meeting was called to order at 4:06PM, with the invocation given by Father Robert.

Consent Agenda

MOTION: It was moved by Elizabeth and approved unanimously by the board to approve the June 8, 2018 minutes and the Sargent Estate bequest. Mary Lou abstained.

Head's Report

- Mo's childhood friend recently won the prestigious Heineken prize. [For more on her work.](#)
- The November issue of *Outside* magazine will have a cover story on the Mount Hood Climb tragedy written by a current OES parent. We've contacted Climb families and will let the community know tomorrow.
- At Catlin's homecoming game last week, they rededicated their Mt Hood Climb Memorial in partnership with OES.
- Susie and Jen have changed their titles to better reflect their work: Director of Enrollment Management and Associate Director, respectively.
- 5 years ago the branding campaign was launched with "Always Open" and now with the sesquicentennial on the horizon it is a good time for a brand refresh. In an attempt to best reflect the nature of the school we have asked Mindpower to reach out to some trustees by the end of October.
- Safety, as an ongoing process at the school, is something we continue to practice with



employees and students specifically around earthquake preparedness and active shooters.

Head of School House

In work with the Compensation Committee, John Littleford, made clear the benefits of having a Head's house for retention and recruiting, gaining an investment asset and improving community visibility for the Head. Elizabeth presented the historical and financial reasoning behind the school purchasing a Head's house as well as the contextual concerns.

The majority of BOC members support the purchasing of a house. The Finance Committee voted in September that they find the purchase of the house up to \$1.3M as financially prudent.

MOTION: It was moved by Dan and seconded by Georgina to purchase and finance a Head of School house up to \$1.3M, as discussed. The motion passed unanimously with no abstentions.

Division Update

In the middle school, they use Community Commitments drawn from the Essential Competencies and they've been using these phrases as an element of restorative justice in the classroom, with friendships, and in relational issues. These now fall under the high school Honor Code framework which helps students transition between divisions and brings cohesion to the identity of the school.

US Honor Code

As a member of the Oregon Episcopal School community, I commit to honesty, safety, accountability, and respect for others in my academic, extracurricular, and social pursuits.

MS Community Commitments

- Respect yourself, others, and the environment
- Build relationships
- Recognize the impact of your actions
- Respond constructively
- Take responsibility

Parent University

On October 10 from 7-8:30pm in the Lower School, the inaugural Parent University will take place. We will use the talents within our parent community to leverage assets on campus within shared commitments. The topic this time is on sleep and nutrition.



Finance

There was a deficit in the operating budget in June 2018 of \$453,000 which is less than the surplus we had 2 years ago. Reasons why: we reduced our endowment spending, we've held tuition tightly as much as possible, the auction revenue was down, we had more than normal turn over and replacements last year, tuition remission for employees increased more than anticipated, and we made small adjustments to create more benefit-eligible employees.

Campaign

The Sargent Bequest is reflected on the Campaign Finance sheet and an additional \$210,000 has also been added since the time of sending. The campaign cabinet has been meeting with specific leadership gift stakeholders for the last couple months. There is currently 100% Admin Team participation in the campaign.

Hacker has been selected as the architect for the Athletic Center, the same firm as the Lower School. The Building Committee has also met with stakeholders and the contractor, Fordice. The Building Committee will receive a spectrum of financial options for the Athletic Center and continue to report back to the Board their progress.

The meeting was adjourned to Executive Session at 6:08pm.