

**St. Mary Catholic Schools
Board of Trustees Agenda
Wednesday, February 25th, 2026
6:30pm- SMCS Administrative Offices**

Mission: Preparing and inspiring students to lead meaningful lives rooted in the teachings of Christ in our Catholic tradition.

Vision: To be celebrated as the school system where students discover and develop their God-given talents and experience success through learning, faith and service

● Opening Prayer and Review of Mission Statement	Kristen Bergstrom
● Open Forum- General	
● Consent Resolution Agenda ○ Minutes of January 2026 BOT Meeting ● Minutes of February 2026 Executive Committee Meeting ● Minutes of February 2026 Athletic Committee Meeting	Patti Purcell
● President's Report (5-10 Minutes) ○ STEM status Update	Dan McKenna
● Academic Excellence Update (10 Minutes)	Justina Plemon
● Fine Arts Update (10 Minutes)	Leila Mousai
● Athletic Committee Update (10 Minutes)	Patti Purcell
● Old Business ○ Safety Update ○ Reminder for BOT to serve Breakfast at March 27th PD ○ Reminder BOD Meeting scheduled for April 14th, 2pm in the Leadership Building	Dan McKenna/ Kristen Bergstrom
● New Business ○ Announcement of Jill Ahles retirement and update on status of Middle School Principal search	Dan McKenna
● Executive Session	
● Closing Blessing	

**St. Mary Catholic Schools
Board of Trustees Agenda
Wednesday, January 21, 2026
6:30pm- SMCS Administrative Offices**

Mission: Preparing and inspiring students to lead meaningful lives rooted in the teachings of Christ in our Catholic tradition.

Vision: To be celebrated as the school system where students discover and develop their God-given talents and experience success through learning, faith and service

In attendance: Kristen Bergstrom, Dan McKenna, Troy Noel, Lynn Hopfensberger, Thomas Gritton, Jr., Ryan Valentine, Patti Purcell, Dr. Drea Carberry, Meghan Healy

Excused: Father Nonnito, Father Matt Settle, Father Tom Reynebeau, Father Brian Wideman, Kaydee Ruppert

● Opening Prayer and Review of Mission Statement -6:33 pm with prayer and review of the mission statement	Kristen Bergstrom
● Open Forum- General ○ No one was present for this.	
● Consent Resolution Agenda ● Patti Purcell motioned to approve the December minutes. Meghan Healy seconded. Motion carried. ● The minutes of January 2026 Executive Committee Meeting and the January 2026 Governance Committee Meeting were included in the BOT packet for review.	Patti Purcell
● President's Report (5-10 Minutes) ○ J-term is going well. Meghan mentioned that we should continue the program and do more to help provide shadowing opportunities for the students. ○ Continuing discussion on a "school within a school" and what that might look like. ○ Dan advised the BOT that we have received accreditation from Cognia. We are one of the only schools in the Green Bay Diocese that goes through this process.	Dan McKenna
● Finance Committee (30 Minutes)	Troy Noel

○ Discuss FY27 Budget ■ Lance presented the recommendation for tuition increases and how it flowed into the '27 budget. ■ Further discussion on tuition ensued amongst the BOT. Additional conversation occurred surrounding other budget details. ■ Meghan Healy moved to approve the 2027 tuition as presented. Dr. Drea Carberry seconded. Motion carried unanimously. ■ Patti Purcell moved to approve the FY 27 budget. Troy Noel seconded. Motion carried unanimously.	Lance Ernsting
● Governance Committee (5 minutes) ○ Paul Seveska is sending out notes to people who want to apply. ○ In discussions with potential BOT members now. ○ Will be contacting those at the end of the 3-year term to see if they want to continue for a second 3-year term.	Meghan Healy
● Athletic Committee Update (5 Minutes) ○ Patti presented highlights from the December Athletic Committee meeting, including work on identifying future costs to maintain athletic buildings and grounds, NCAA March Madness raffle, and adding members to the committee.	Patti Purcell
● Catholic Identity Committee Update (5-10 Minutes) ○ Had first meeting and most of the priests were there. Looked at some metrics on how to evaluate the committee's efforts. ○ Recommended that we have the priests be featured at a Leadership morning (Thursdays) at the school as they are available.	Lynn Hopfensberger
● Old Business ○ Safety Update: hired first safety guard who will have an SMCS jacket/shirt and will walk the grounds of the elementary schools daily. SMCS will communicate this to parents next week.	Dan McKenna
● New Business ○ Approve SMCS FY27 Calendar: Meghan Healy moved to approve and Dr. Drea Carberry seconded. Motion carried and the calendar was approved. ○ Professional Development Day/BOT to serve breakfast: Friday, March 27th	Kristen Bergstrom
● Executive Session: Motion to go into Executive Session was	Dan McKenna

made by Meghan Healy at 7:59 pm. Ryan Valentine seconded. Motion carried and the Board moved into Executive Session. Meghan Healy moved to come out of Executive Session at 8:13 pm. Lynn Hopfensberger seconded. Motion carried.	
● After the closing prayer, Meghan Healy moved to adjourn at 8:14 pm. Lynn Hopfensberger seconded. Motion carried and the meeting adjourned.	

St. Mary Catholic Schools BOT Monthly Update						November 19, 2025
Executive Summary						
Departmental Reports Feb 26						
Pillar: Academic Excellence & Student Enrichment						
I-Ready testing is complete for all students K-8; staff was trained in small groups with Jeff Carron on how to read the data and its utilization both in the I-Ready program and within their daily curriculum. ACT suite high school testing will take place next month. Grade 2-8 teachers have been trained on this year's Forward exam administration procedures.						
2025 -26 Metric	Owner	Start Date	Complete Date	Status	Progress Update	
1 By the end of the first quarter of the 2025-2026 academic year, 100% of teaching staff will demonstrate working knowledge in utilizing comprehensive student data (iReady, Forward, STAR, ACT, formative & summative assessments) to implement targeted, differentiated instruction, resulting in measurable growth towards individual student growth.	Justina Plemon	8/1/2025	11/15/2025	Complete	During our fall professional development, all staff participated in group training with I-Ready to accurately interpret and utilize student diagnostic results. Furthermore, staff received small group training with Jeff Carron to establish student data-driven goals and implementation strategies for the period extending through January, at which time those goals will be formally reviewed.	
2 Explore schedules between the middle and high school to efficiently share staff members, considering both the need for sufficient staff prep time and a balance of a student-to-teacher ratio between class sections not to exceed a difference of 6, by the start of the 2026-27 school year.	Middle and High School Principals	8/1/2025	6/1/2026	Watch	Once the high school bell schedule is complete for 2026-27, the middle school will look at opportunities for alignment.	
3 Achieve a 95% screening completion rate for all new students by the student services team within their first month of application by December 19, 2025, to ensure timely support and enhance student success	Building Principals & Student Services Team	6/9/2025	12/19/2025	Complete	The current screening completion rate is 100%!	
4 Over the first semester, at least 80% of students demonstrating improved reading proficiency, with 70% of instructors demonstrating proficiency in delivering and customizing the Wonders and Study Sync literacy curriculum.	Elementary Principals	8/1/2025	1/30/2026	Complete	Mid-year assessments have been completed. 71% of students demonstrated growth using the I-Ready reading metric with higher percentages of growth at the elementary level. Middle school demonstrated 129.7% progress toward their annual typical growth goal.	
5 Maintain a comprehensive curriculum mapping for all middle and high school subject areas and for math and literacy in the elementary levels, ensuring 90% documentation of scope and sequence, alignment with state standards, and/or integration of cross-curricular connections.	Justina Plemon	8/1/2025	6/1/2026	On Track	Curriculum maps are done and up to date. Scope and sequence was completed during the January 2nd professional development. There is room for opportunity for the integration of cross-curricular connections. We will keep and eye on continued collaboration opportunities; it will likely occur during the March 27 professional development day.	
Pillar: Catholic Culture & Identity						
Lent 2026 - Ash Wednesday Mass took place at all campuses on 2/18, including Grade 6 celebrating at St. Patrick Parish. Student Service trips, programs, and giving for Lent and summer are gaining momentum. (Rise Against Hunger, Steubenville conference, Catholic Missions trip to Belleville / St. Louis, Local Mission, etc.) All of these are in collaboration with the parishes.						
2025 -26 Metric	Owner	Start Date	Complete Date	Status	Progress Update	
1 Implement a comprehensive recognition and engagement program throughout the 2025-2026 school year that encourages all community members—students, staff, families, alumni, and others—to consistently embody the Zephyr Way values (Be Respectful, Be Responsible, Be Kind, Believe, Be Joyous).	Operations Team	9/1/25		On Track	Awarded "Zephyr Way" awards at staff christmas party	
2 Develop a standardized admissions sacramental survey and process for a warm transition from school staff to partner parishes when interests/needs are identified.	Advancement/ Mission	Dec 2025		Initiated		
3 Director of Ministry & Mission and Principals will design and implement a joint service opportunity for middle and high school pen pals with at least 80% participation from both groups during the 2025-2026 school year.	Mission and Ministry	12/11/25		On Track		
4 At graduation each graduate is informed of where their university Newman Center or nearest parish or faith community is located.	Mission and Ministry	12/11/25		On Track		
5 There is a bible available in every classroom and a copy of the Catholic Catechism for Adults in high school classrooms.	Mission and Ministry	12/11/25		On Track		
6 Strengthen the partnership between the school and the parish by implementing or maintaining at least three shared initiatives that align with our common mission of community service and spiritual development.	Mission and Ministry	12/8/25		On track	Students will be participating in their parish masses during Catholic Schools Week. 8th graders attended Feast of the Immaculate Conception mass at St. Pat's	
7 Continue to celebrate two all system masses. Continue to conduct 5 combined high school and middle school liturgical Mass celebrations.	Mission and Ministry	12/1/25		On Track	All System Mass scheduled for Catholic Schools Week.Celebrated mass with MS and HS together last week.	
Pillar: Financial Sustainability						
FEB FY26 Finance (Link Unavailable)						
Advancement Office Update						
Advancement Update						
2025 -26 Metric	Owner	Start Date	Complete Date	Status	Progress Update	
1 Design and implement a process for administering and providing financial oversight for new elementary school fundraisers that can be replicated in future years.	Business office	10/1/25	2/28/2026	Watch	Worked with team from St. Margaret Mary on the Wines Around the World fundraiser. Reviewed financials and also tracking this in Blackbaud. Working on establishing a formal process to be completed in February to use for future fundraisers.	
2 Create a projection of Miller Funds to better inform foundation goals.	Business office	12/1/25	3/31/2026	Watch	My intention is now to show this at the March BoT meeting - due to budget development this was taken off course.	
3 Advancement office to cultivate and socialize a prioritized list of major giving opportunities (ex. Softball field lights, sound system upgrade, HVAC units)	Advancement			Initiated		
4 Establish a framework for the memoranda of understanding (MOU) between the school and parishes that defines which party is responsible for shared expenses and includes a process for reaching consensus on any ad hoc expense that are not explicitly covered within the MOU.	Business office	1/2/26	6/30/2026	On Track	Work to begin on this in January. I would like to draft this MOU in March and review it with parish business leaders to gather input and ideas.	
5 Reduce dependency on the line of credit.	Business office	10/1/25	6/30/2026	Watch	Reducing dependency on the line of credit has been more challenging than planned this year. Addressing these challenges with the 2026-27 budget.	

Human Resources

- **Recruiting for 2025-26:**
 - No openings for current school year
 - Recently filled positions:
 - After School Care
 - 2026 Camp Zephyr Director- Bri Vergenz
 - Director of Alumni Relations (part-time) - Jill Ahles
- **Recruiting for summer openings:**
 - Camp Zephyr Assistant Director
 - Camp Zephyr Counselors and Jr. Counselors
 - Camp Zephyr Bus Drivers
 - STEAM Academy Guides
- **Recruiting for 2026-27 begins:**
 - Middle School Principal - interviewing
 - Grade 5 Teacher (SMM) - interviewing
 - Bus Driver
- **Staffing discussions continue for 2026-27 school year, revisions to job descriptions**
- **Administrator contracts will be sent out on March 2, due back on March 13**
- **Teacher contracts will be sent out on April 1, due back on April 15**
- **Camp Zephyr recruiting for 2026 Summer**
- **Hosting a social wellness event in March for staff**
- **Attending upcoming job fairs at UWGB, UWO, SNC, and UWSP**
- **Selected a new portrait photographer for next school year**
- **Rescheduled Zephyrs On Ice Event due to weather- new date is 3/10/26**
- **Working on a substitute guide/information sheet to help subs when they are new to a campus**

Ministry and Mission

- **Advent & Lent provided opportunities for students to experience the Sacrament of Reconciliation at their respective campuses. (Normally the pastors handle their local elementary students on a schedule that works for them, and they join with some senior and other priests for the MS & HS services.)**
- **The All System Mass for Catholic Schools Week was a great celebration of SMCS and the mission we share. Fr. Tom Reynebeau, who has been ministering faithfully for the weekly MS Masses, was the main celebrant for the memorial of St. Thomas Aquinas. (patron saint of students)**
- **Class retreats continue for grades 11 (Mar. 2) and 7 (Apr. 28)**
- **Teachers offered the Theology of the Body curriculum to the middle school students in December. Safe environment lessons are incorporated at the various grade levels through their theology classes and other formats as well.**

- **Parish youth ministry staff** - Currently there are 3 positions open in this area. (St. Mary / St. John, St. Margaret Mary, and St. Gabriel). This presents a challenge for some of the collaborative efforts that have taken place previously, though some of their initiatives are still happening. (Service trips / opportunities and conference offerings for the summer.)
- **The inaugural SMCS Prayer Book** should be out within a few weeks. This first effort features a variety of prayers. Some are more traditional, some are in more contemporary language addressing particular needs or age-appropriate themes. Some have a Marian focus, or a tie to particular saints. And the main prayers (Sign of the Cross, Our Father, & Hail Mary) are featured in several languages representing SMCS.

Fine Arts

- **Recent accomplishments**
 - **ZCabaret (Jan 30 & 31)** was a success. Over the two evenings we featured 6+ alum and over 25 current Middle & High School students while raising funds for curricular and enrichment fine arts.
 - **Francis of Assisi** announced by Pope Leo XIV earlier this week.
 - **Elementary band concert (Feb 3)** was held with all 3 elementary schools and St. Mary Greenville.
 - **On 1/19** several staff members attended basic FAEC theatre orientation session as a PD offering. Overview of the upcoming audio improvements to look forward to was also included.
 - **Also on 1/19** a fine arts staff meeting was held allowing for greater collaboration among our art, drama, theatre
- **Upcoming Events**
 - **Tickets are on sale** for the spring high school musical **Into The Woods (March 5-9)**. The Sunday performance will be followed by a recognition for our production Seniors.
 - **Melissa Sirstins and Leila Mousai** will bring visual art students to **Pius XI High School** for their **Fine Arts Night** on **March 31**. This is an opportunity for our students to experience a gallery opening style event hosted by their peers studying in a Nationally recognized visual art program.
 - **SMHS artists** will be featured in the **Big East Art Show (April 3-12)** at the **Rahr West Museum** in **Manitowoc**. Closing reception will be held on **April 12**.
 - **Leila Mousai** is collaborating with **Tim Laurin** at **St. Gabriel Parish** to recruit student singers for the annual **Remember and Rejoice (April 11)** gathering.
 - **The middle school play The Little Princess (April 17-20)**. There was an overwhelming response to auditions with lots of talented students resulting in the decision to double cast the show.

- Forensics season has begun with students seeing a lot of success. SMCS hosted subdistricts on Feb 16 and will host the Zephyr meet on Feb 28.
- Leila Mousai and Justina Plemons are collaborating to strengthen the arts component in STEAM Saturday (May 9).
- SMCS spring concerts, recitals, art shows:
 - Spring art show opening - 5/4
 - Elementary music - week of 5/4
 - Elementary band - 5/11
 - MS & HS band - 5/12
 - MS & HS Band with HS curricular dance recital - 5/13 - This will be our first dance performance for our SMHS dance students.
- Projects, Organizational Updates and Professional Development
 - An announcement is forthcoming on the summer production selection and audition dates.
 - The audio upgrade project is in progress. The new sound board is installed. Andrew Pope will support our staff, students, and volunteers throughout the month of March and into early April during planned events as we rollout training and develop process reference guides.
 - Angel Barron (MS), Melissa Sirstins (HS), and Leila Mousai will attend the National Art Educators Association national conference in Chicago March 5-7.
 - Leila Mousai is continuing an assessment of the current structure of the fine arts organization, strategic partnerships, and programming opportunities. She will be meeting with theatre stakeholders in the months of February and March as we refine staffing model.
 - With support from parent volunteer Fine Arts senior banners will be returning this spring. Banners are printed and will be displayed in the coming weeks.
 - Planning is underway for fine arts events calendar for 2026-27 including the season of theatre productions.
 - We are investigating an opportunity to bring an alternative offering for choir and band classes at the middle school
 - New initiatives for this year include BookMark Ministry, Monthly Guitar Workshop, and Monthly Studio Nights.

SMCS Advancement Update 2.16.26

Gifts and Pledges

- Momentum
 - Dollar Value \$2,574,600
 - Commitments Received 31

- Middle School Innovation Lab & Technology Classroom \$ 80,000
- Two new Zephyr scholarships in development
- 16 solicitation meetings since beginning of 2026

Annual Fund

Current: \$ 96,477

Fundraising

Past

- ZCabaret Jan. 31st & Feb. 1st (led by Fine Arts Boosters)
 - Z Cabaret is our annual fine arts fundraiser benefiting K-12 visual and performing arts curricular and enrichment programming at St. Mary Catholic Schools.
 - Successful evening both programmatically and financially.
 - Final reconciliation meeting scheduled for next week.

- Giving Week 2026 (Annual Fund): 2/1 – 2/8
 - SMM was the campus winner
 - Good learnings on how to approach 2026-27
 - Timing will be November next year
 - Phone campaign to alums from 1975 to 1965 unsuccessful, 95% inactive numbers

- Zephyrs Paddle Battle. Feb. 20th
 - Pickle Ball tournament organized by the Middle School
 - Well attended, with full fields in both brackets
 - Next year, there will be an alumni push

Upcoming

- St. Gabriel Elementary Clues for a Cause: Sat., March 7th (led by PTO)
 - Murder Mystery style dinner at Double Tree in Neenah
 - Class sponsored silent auction baskets
 - Casual attire

- Zephyrfest: Sat., May 2nd

- Greater Zephyrs Open: Mon., July 13th

Enrollment

Current By Campus & Grade (SMCS Enrollment)					
Grade	SMM	SGE	SME	MS	HS
P3	18	21	9	0	0
PK	25	50	19	0	0
K	22	41	19	0	0
1	27	30	18	0	0
2	34	19	24	0	0
3	31	32	17	0	0
4	24	28	13	0	0
5	26	32	15	0	0
6	0	0	0	72	0
7	0	0	0	71	0
8	0	0	0	61	0
9	0	0	0	0	75
10	0	0	0	0	70
11	0	0	0	0	70
12	0	0	0	0	65
TOTAL	207	253	134	204	280
				SMCS Total:	1078

Potential By Campus & Grade (Applied - Attending + Current SMCS Enrollment + Pending) Grade Adjusted for 26-27					
Grade	SMM	SGE	SME	MS	HS
P3	10	15	8	--	--
PK	22	30	15	--	--
K	27	52	22	--	--
1	22	41	22	--	--
2	27	30	19	--	--
3	34	19	25	--	--
4	31	33	17	--	--
5	24	29	13	--	--
6	--	--	--	75	--
7	--	--	--	76	--
8	--	--	--	74	--
9	--	--	--	--	72
10	--	--	--	--	78
11	--	--	--	--	70
12	--	--	--	--	70
TOTAL	197	249	141	225	290
				SMCS Total:	1102

New Students 2026-27

High School Students Registered/Approved: 8

- 10 additional working with High School office

Potential Numbers for 26-27:

9th Grade - 71

10th Grade - 77

11th Grade - 70

12th Grade - 70

Total: 288

- Course Selection and Preview Night well attended
- 7th Gr. Visit Day March 24th

Middle School:

2026-27 New Students in Enrollment Process: 9

Potential Numbers for 26-27:

6th Grade - 75

7th Grade - 76

8th Grade - 74

Total: 225

- Middle School Preview Days begin after Spring Break

Elementary:

Registered/Approved:

PreK3 - 13

4K - 12

K - 1

Total: 26

- Preschool Easter Egg Hung/Preview Day on April 18th at all 3 campuses

Registered: (waiting assessment/approval)

PreK3 - 9

4K - 4

Kindergarten - 3

1st Grade - 2

3rd Grade - 1

total: 19

Elementary New Inquiries:

PreK3 - 8

4K - 8

Kindergarten - 3

1st Grade - 1

2nd Grade - 1

3rd Grade - 1

4th Grade: 1

- Currently assisting with applications for Wisconsin Parental Choice Program.
 - New enrollment schedule is enabling earlier registration for current families re-applying

Alumni Outreach

- Jill Ahles named Director of Alumni Relations for 2026-27 school year
- Since database migration, we have manually revised over 5000 contacts updating active/inactive status and contact information



St. Mary Catholic Schools
Grades Pre-K3 - 12

Athletic Committee Meeting Minutes

February 11, 2026, | 6:30 p.m. | Virtual

In Attendance:

Patti Purcell (Chair), Paul Seveska, Kathleen Osland, Nathan Vogel, Thomas Gritton, Jr., Matt Schoultz

I. Call to Order / Opening Prayer

Chair Patti Purcell called the meeting to order at 6:30 p.m. and opened with prayer.

II. Old Business

Follow-Up: Athletic Facility Financial Forecast

The Committee revisited questions raised at the prior meeting regarding the long-term athletic facilities forecast.

Discussion centered on the projected useful life and replacement timing of the turf fields. Members asked whether assumptions in the forecast were conservative or if additional years of life might reasonably be expected before capital replacement is required.

Matt Schoultz noted that projections were intentionally conservative to avoid underestimating future costs but acknowledged that actual field life will depend on usage patterns and maintenance.

Follow-Ups:

- Patti to confirm whether major donors have been briefed on the long-term facilities forecast.
- Matt to provide a more granular Fitness Center replacement schedule and cost breakdown in the future.

III. New Business

Review of 10+ Year Athletic Financial Forecast

The Committee reviewed a new forecast that Patti had put together using input from Matt detailing the forecasted athletic facilities and grounds needs over the next 10 years or so. The total needed is a large number and will require some strategic planning and fundraising to meet the needs.

Patti reported that fundraising has already begun for the visitor stands in the football field, slated for 2026, and is being headed by Tiffany Vosters (who has met with Kathleen McCurdy to coordinate fundraising efforts within the system).

Follow-Ups:

- Consider conducting a Use Test for the Fitness Center to document usage. Also consider approaching from a “top-down” vision method of meeting with coaches to see what their wish lists are for the Fitness Center to enhance athletic performance within our sports. Then create a more detailed plan and pricing for what will be replaced and purchased within the next 5-10 years. Share with donors.
- Present updated forecast scenarios at the April BOT meeting.
- Patti to meet with Buildings & Grounds, Financial Committee and Exec Committee/Advancement to discuss next steps.

ZBC / Middle School Playing Time Policies

The Committee discussed a recent report that an elementary school girl participating in the school’s competitive basketball program (Zephyr Basketball Club; ZBC) was told by ZBC coaches that she “may not play” during a tournament. The report prompted a review of our playing-time policies and a comparison with our “school ball” policies, including the Zephyr Way and other Christian values.

The Committee reviewed the by-laws (written in 2019), which clearly stated that equal playing time is to be expected at this level. This led to further discussion on setting expectations for parents and coaches at the beginning of the season and a reminder that ZBC falls under the Athletic Committee’s authority to ensure policies are adhered to. Patti added that the BOT Executive Committee also indicated a desire to ensure that the policies between “school ball” and ZBC are aligned, given that both fall under the Zephyr umbrella.

Follow-Ups:

- Matt and Nathan will meet with ZBC coaches at the end of their season and clarify playing time language in the handbook.
- The Committee recognized the challenges of getting consistent communication (frequency and quality of) across all teams from coaches regarding expectations.

- The Committee should decide if any changes need to be made to the ZBC policies (which were last written by Nathan Vogel in 2019).

High School Feeder Program Alignment

- Kathleen Osland brought up the desire for some teams to create new elementary and middle school teams to create better feeder teams for our high school sports. Some sports have this (basketball, for instance), but other sports (particularly individual sports like tennis and cross country) do not.
- A discussion ensued about how some teams are currently trying to find those opportunities (i.e., soccer). The Committee again recognized that coaches are in short supply and this has been hard to do from the ground up and requires someone with an interest in it to make it happen.
- Patti raised a concern about approaching it in a “onesie-twosie” approach and not from a strategic, top-down level, noting that if we feel that having more competitive sports at the high school level is important, that we should perhaps determine a more strategic and comprehensive approach to implementing this across multiple sports.

Follow-Ups:

- Explore structured collaboration meetings between MS and HS coaches to allow for organic feeding opportunities.
- Evaluate opportunities for shared training resources.
- Patti to bring this to Executive Committee to discuss as a future strategy or area of focus for the school. Again, the shortage of available coaches was noted as an obstacle to implementing this.

Coaching Communication & Standards

The prior agenda items put a spotlight on the need for coaching and communication consistency and standards and implementation. Patti asked if perhaps this is something we can provide to the coaches (more communications support) somehow, if even through A.I. (automated messages to teams, pre-written communications, etc.).

Follow-Ups:

- Draft coaching communication standards framework. (Matt/Patti)
- Consider annual coach orientation or refresher training and explore hosting coaching mentorship class that has been discussed with a prior coach. (Matt)
- Explore easy ways to support the coaches with communication needs. (Patti/Matt)

IV. Fundraising

- The Committee discussed that the GZO Save the Dates have not gone out and that there is some confusion around who is running it this year.
- The Committee discussed the status of gym banner sales, noting that they had not been sold this year but that perhaps they would be included in the new single-point fundraising strategy next year. Patti noted that this had come up in a recent Executive Committee meeting and was not confirmed so we should revisit sales of these once we confirm this with the Advancement Team.
- Matt Schoultz reported that we have sold about 50 NCAA tickets so far, but that people don't have their minds on March madness yet. Communications support has been pretty good so far with the raffle posted on the SMCS and Zephyr athletic Facebook pages. There may be some opportunities for enhanced communication over the next 6 weeks or so, and also with our alumni as the cost for a ticket (and the fact they can be purchased online) may make this an easy sale to a new fundraising target audience.

Follow-Ups:

- Confirm GZO Save the Date distribution status and that a committee will begin meeting and planning shortly. (Matt)
- Provide progress update on gym banner sales and new fundraising strategy (Matt/Patti).
- Monitor raffle sales progress and increase communication if needed. (Matt/Patti)

V. Winter Sports Update

Matt provided an update of each sport and their performances and standings to date.

Follow-Ups:

VI. Next Meeting

Wednesday, April 8, 2026, at 6:30 p.m.

Athletic Area	Need	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037
Turf Football/Soccer Field	Inspection	\$ 8,500	\$ 8,755	\$ 9,018	\$ 9,288	\$ 9,567	\$ 9,854	\$ 10,149	\$ 10,454	\$ 10,768	\$ 11,091	\$ 11,423	\$ 11,766
HS/MS Gym Floor	Recoating	\$ 10,000	\$ 10,300	\$ 10,609	\$ 10,927	\$ 11,255	\$ 11,593	\$ 11,941	\$ 12,299	\$ 12,668	\$ 13,048	\$ 13,439	\$ 13,842
		\$ 20,526	\$ 21,082	\$ 21,655	\$ 22,244	\$ 22,852	\$ 23,478	\$ 24,122	\$ 24,786	\$ 25,469	\$ 26,173	\$ 26,898	\$ 27,645
Turf Football/Soccer Field	Replacement									\$ 600,000			
Track Surface	Replacement					\$ 250,000							
Baseball Turf	Replacement												\$ 300,000
HS/MS Gym Floor	Resurfacing				\$ 160,000								
Tennis Court	Resurfacing									\$ 80,000			
Football field	Visitor Bleachers	\$ 190,000											
Fitness Center	Equipment Refresh (rolling)		\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	
Total Athletic Financial Needs		\$ 210,526	\$ 41,082	\$ 41,655	\$ 202,244	\$ 292,852	\$ 43,478	\$ 44,122	\$ 44,786	\$ 725,469	\$ 46,173	\$ 46,898	\$ 327,645 \$ 2,066,931

green highlights indicate these costs are already built into the SMCS budget

Please note that lights on the softball field were inquired about but not necessary at a cost of \$160K.