



Board of Directors Meeting
Monday, November 18, 2019, 5:00-7:00pm
At BOYS School, 3120 Irving St, Denver, CO 80211

Board Members Present

Frank Rowe (phone)
Melisa Kotecki-Schlote
Katie Kellen
Ed Likovich
Emily Wasserman
Ethan Hemming
Jennifer Evans
Jamaica Burke
Adam Burrows (phone)
Julie Fincham (phone)
Kristina Campos (phone)

Board Members Absent

Barbara Washington
Amy Friedman

GALS Staff

Carol Bowar
Trace Faust

Jennifer calls the meeting to order.

There were no members of the public present and so there was no public comment.

The minutes from October are tabled to next month.

Jennifer provides an update regarding the budget and negotiations with GALS Inc. She reports that we are close on finalizing that agreement.

Jamaica provides an update regarding budget. She reports that nothing in the financials was surprising. The finance committee decided to wait to ask the Board to approve a new budget until the December meeting while additional issues are sorted out.

Jennifer provides an update on an accounting error regarding billing GALS Inc. In total, GALS Inc. was underbilled by approximately \$90,000 during FY19. This error has to do with reimbursements owed to GALS Denver related to benefits and payroll taxes. GALS Inc. has been notified. GALS Denver and GALS Inc. are working on a solution. The Board would like to see an MOU with GALS Inc. that will codify what happened and will lay out each party's obligations going forward. The Board would also like to see a report from the finance committee explaining what happened and what checks are in place going forward.

Carol provides an update on fundraising and the luncheon. We are currently at \$62,000 for luncheon funding. In addition to corporate sponsors for the luncheon, Carol is also starting an initiative focusing on parents being potential donors. She also reports being on track with grants, and expects to have a clear idea of most fundraising for the year complete by March or April.



Trace provides an update on enrollment, and in particular shadows. There have been 151 MS shadows scheduled, 15 HS shadows scheduled, and 47 BOYS shadows scheduled (although 11 cancelled). The regional expos in January are a great opportunity to engage with a number of families. We held an information night last week for all three schools. GALS MS had 40-50 families, GALS HS had 3 families, and BOYS had 11 families show up.

Classroom reorganization within the building to create a separate space for HS happened early in November and has been very positive.

8th Grade shadow experience is happening in December.

Trace is working on a recruitment program where we use our own families to recruit new families. There are 5 families who have agreed to participate. Trace will start training these families.

Carol leads a discussion regarding the levers for making decisions about (1) the future of schools, and (2) maintaining a sustainable environment. Right now, we are moving forward at 100% with all three schools. The Board has a conversation regarding the 11 levers for sustainability, identified in the pre-read materials based on conversations with the Sustainability Committee.

- Vision
- Impact – how do we measure? Is this influence, numbers, scores, etc?
- Where do we have expertise? People, research, knowledge, where are we best, etc.
- Where is our best performance? Numbers – enrollment, scores, etc. Meeting the model components. Satisfaction.
- Where do we have strengths in leadership? All levels – school teams, ED, Board, etc.
- What is our past trend and forecasted trend for enrollment (trends in Denver)? What is current and future community demand? What are key factors for families choosing our schools?
- What is family and student satisfaction? Word of mouth
- Where is there most congruence? MS:MS or Girls MS:Girls HS
- What provides a healthier financial picture?
- Would DPS need to keep BOYS for legal reasons?
- Facility impact?

Top 5 levers (by Board vote):

- Financial picture
- Where is our best performance
- Where do we have strength of leadership
- Past / forecasted trend for enrollment
- Where do we have the most impact & What is family / student satisfaction

Carol begins a discussion of what data we'd need to understand in order to value each lever.



GIRLS ATHLETIC LEADERSHIP SCHOOLS



THE BOYS SCHOOL OF DENVER

For financial health, the Board discusses what amount of fundraising is appropriate, where are donors giving funding, do we need all schools to be “self-sufficient,” when do we use reserves, etc.

The next step is to create measures for the levers we have prioritized. The sustainability committee will begin working on this.

Carol tasks the Board with engaging in an evaluation of leadership at every level (schools, organization, board).

The meeting is adjourned.