



**Board of Directors Annual Retreat**  
**Friday, April 14, 2023 8:30am-4:00pm In Person**

**Board Members Present**

Rebecca Leatherman  
Shannon Saviers  
Pam Horiszny  
Kukis Moran  
Michelle Hurt  
Margaret-Ann Burness  
Stephanie Monge  
Jen Holliday

**Board Members Absent**

Trina Maull  
Ed Likovich  
Allison Romagnoli  
Jamaica Burke  
Deidi Sanchez  
Collinus Newsome

**GALS Staff**

Carol Bowar

**Consultant**

Jen Motolenich Torres, SimplyLead

- I. Meeting called to order by Carol at 8:30
- II. Building Tour and Walk and Talk
- III. EID – Jen Motolenich Torres, SimplyLead
  - a. [Link](#) to Deck
  - b. Provided context for racism in public education, and work to be done
  - c. Reviewed work that GALS is doing to build inclusive spaces
- IV. Minutes for March unanimously approved (minutes distributed with agenda)
- V. Goals for FY 24 (see pages 2-5 in [Deck](#))
  - a. Reviewed timeline to establish FY24 Goals
  - b. Goal Categories: Academics, Culture, HR, Enrollment, Finance
  - c. Provide feedback on existing FY23 categories/goals (see [feedback](#))
- VI. Budget Part I – Enrollment, Marketing, Fundraising (see pages 6-9 in [Deck](#))
  - a. In-process enrollment results – trending positive!
  - b. Campaign updates including Digital results
  - c. Planned building “way finding” and street visibility
- VII. Lunch in Cafeteria – loaded fries!
- VIII. Budget Part II – Budget Overview and Economy (see pages 11-21 in [Deck](#))
  - a. Update on Fundraising – Grants below budget assumptions
  - b. Review of Luncheon results/adjustments for ‘24
  - c. EOY FY23 Projections further in red due to fundraising shortfalls
  - d. FY24 discussion:
    - Market/Economic Factors expecting to impact budget
    - Review of budget schedule: FY24 due for board vote in May
    - Review org structure with heavy impact on cost



- Employee Retention Credit – investigating legitimacy and provider

IX. Strategic Planning **JEN – can you add some bullets?**

a. **Bullet 1**

X. Governance and Policy Review

a. Trans-inclusive Policy Review and Approval ([Policy](#))

b. Board Engagement Survey to be sent out in May for review at May meeting

c. Developing Board Matrix to drive skills gaps for recruitment

XI. GALS Inc. Update (see pages 24-25 in [Deck](#))

XII. Family Engagement Discussion

XIII. Meeting Adjourned at 4:00