



**Governing Board
Duluth Catholic School (interim name)
Minutes of 2 March 2017**

Present: Bob Lisi, Laura Schauer, Paul Fitzgerald, Mary Lou Jennings, Fr James Bissonnette, Fr Ryan Moravitz, Karen Newstrom, Cynthia Zook, Fr. Richard Kunst, Hilaire Hauer, Bishop Paul Sirba.

Excused: Stephen Olson

Opening Prayer: Fr. Kunst

Welcome by Bob Lisi. Acknowledges that this is a milestone moment in a project of many years' duration. Several months ago, *Called To Be One* had its first meeting in this room, with a rainbow over the lake. Now thanks members of this new Board for saying "yes" to Bishop Sirba's invitation.

Introductions: Each person shared their name.

Approval of the Agenda: Fr Ryan moved to approve the Agenda as written, seconded. Approved.

Mission Minute: Bob Lisi described the need to intentionally build the culture of this new organization. We need to have traditions or practices that become indicative of our identity. The Mission Minute, similar to several companies, starts each meeting with each person sharing something that is relevant to our Mission as Duluth Catholic School as we see and experience it that day. It could be personal. It should be short. In the future, it might be just one or a few people. Today, each person can share.

Bob Lisi: I am excited for the formation model of education, seeing it in his own children. I am waiting for that light bulb go on when they take on their faith for themselves, and I can see it.

Cynthia Zook: MN Catholic Conference called and asked me to testify at the Legislature on Monday on behalf of our children to try to obtain funds for counseling for our elementary school children. We receive nothing for children under 7th grade. She was also asked to testify in favor of extending support for our textbooks to ebooks. It's the Finance Committee that wants to hear us; that's rare. I didn't go, but it's an indication of how important our work is.

Karen Newstrom: I have been doing a lot of subbing at St. John's, and have been excited to see and get to know the kids at St. John's. I am excited to know what will happen next year when these kids mix together with those from the other schools.

Fr Ryan Moravitz: Looking back on past six years, comparing where I'm currently at and where we were when I got there. So many graces have happened in those six years, so many exciting things in people's lives. It's great to be involved in something new, as the Lord is bringing forth new life. This board is a



new point for the schools, and it's a new point in my life. New friendships, new relationships, new challenges, new victories, new resurrections. I am confident in God's grace.

Sister Edith: We have many gifts on this committee, and I see how blessed we are. We have everything we need in this group through God's grace.

Mary Lou Jennings: It's wonderful to see how important Catholic education is to everyone here. My parents sacrificed everything to send each of us to Catholic schools, and we did that with our own children. I work with inner city African American children. When I ask African American business people, most of whom are not even Catholic, why they support our work, they describe what happened in the inner city in the Civil Rights era and since. They describe the actions of the sisters and the lay people.

Laura Schauer: I notice at St. James the discipline of the children, without really having to discipline them. I'm sad that it ends at a point, and that there isn't a connection across all the schools. I'm excited to be on the board as it forms for this and see it come together.

Bishop Sirba: Thank you for engaging with a new call around the table. When your names came forward or were put forward, it is affirmation from others. Some of the easiest phone calls to make: such a positive response, both to the direction and the project, and then your own discernment and willingness to serve.

Organizational Structure:

A sheet with Board member information was distributed. It will be the basis for public information about the members of the Board.

a. Plans for selecting the new name.

Names have come from a variety of locations. The ultimate decision will be made by Bishop Sirba, who says he may choose by biblical method, drawing lots. Other aspects of identity will happen, including team names, colors. It helps to have the name soon for the articles of incorporation. We may or may not give names to the individual sites. Fr. Bissonnette suggests that, although there is not a canonical requirement as there is for a parish, we should keep the school site names the same as the parish.

b. Update on articles of incorporation and bylaws.

Changes are necessary to reflect the new structure. This is primarily being done with the assistance of an attorney. Changes include the number of Board members, terminology, appointments and terms, and the committee structure. The Board discussed which committees might need to be named in the by-laws.

The Articles of Incorporation are relatively simple to change. Most of the work is with the bylaws.

c. Initial discussion on board member terms.

The members discussed possible length of terms, and the need to have the members of this first board begin with staggered terms, so that not all will expire at once. One member suggested that the By-Laws reflect an expectation that all Board members will contribute through Development.

d. Initial discussion of board leadership positions and standing committees

At present, the only positions that have been filled are Bob Lisi, appointed as Chair and Sister Edith as Secretary. We need a Vice-Chair, a Treasurer, and chairs of the standing committees. We hope to fill these positions, and design an Executive Committee, by March 30.

A list of possible standing committees was put forward by the Called To Be One Team. The possibility that a Communications Committee might be needed was raised.

The members of the Transitions Team, carrying out the planning and work of creating the new structure are as follows: Mary Ann Rotundi, Jesse Murray, Peggy Fredrickson, Julianne Blazevic, Angela Mejdrich, Cynthia Zook, Bob Lisi, Anne Hoeksema, Jenna Kelly, Lee Stubenvoll, and Erin Makela.

A member suggested that, rather than create standing committees early, we form ad hoc committees as needed. There is always time later to turn them into standing committees.

5. Proposed 2017-2018 Unified Tuition Policy.

Two documents circulated: the proposed Unified Tuition Policy, and the tuition rates this year at the four schools for reference. The group working on tuition tried to find a middle-of-the-road tuition rate. The difficulty is in finding a tuition that is low enough so there are no barriers for parents who want to keep their children in Catholic school with assuring adequate revenue. The rates would be adjusted over time, based on experience. The proposal also tried to find a way to incorporate the variety of policies that reduce tuition at the various schools. A wide-ranging discussion ensued. Issues included bridging the gap in tuition levels among the current schools, the proposed larger increase between Elementary and Middle School tuition rates, methods for allocating tuition assistance funds to Catholic and non-Catholic families, and policies providing for the tuition charged for the children of teachers and staff. Several members noted that aggressive generosity with tuition aid would put a greater burden on the Development efforts in this first year.

6. Approved Called To Be One plan.

The final Called To Be One plan will be released to the public, with items that had been "recommended" now indicated as "approved. Appendix F, possible President Job Description, was removed.

Fr. Ryan moved (seconded), that the modified Called To Be One plan be adopted. **Carried.**

Transition Team: Erin Makela is the professional communicator on the Transition Team. She sent us a proposal for the initial communications work, budgeted at \$20,000-\$30,000.

Bob Lisi said that we should aim to choose a name soon. This would allow us to have an unveiling with logo and spirit-wear by the end of the school year, bring everyone together for an event.

High School planning.

The transitions team proposes to begin serious planning of the High School now, but to plan for a 2018 start date. This gives the President time to work on this. There are 3 families with some interest of coming in as sophomores. Also pockets of interest in Brainerd and Hibbing. This proposal will be considered on March 7, 2017.

Principal Job Description document.

The job description document was distributed. Bob Lisi suggested that it be approved at this meeting, but no motion was made to do so.

Teacher positions.

Fr. Kunst reported that some teachers believed that the Called To Be One planning group had stated that no teacher or staff member would lose their job, but were now concerned that this might not be the case. The ensuing discussion concluded that the planning showed that natural attrition would probably handle any reductions, but that no guarantee had been stated. Bob Lisi stated that there was a goal to keep all the teachers, even if class sizes had to be adjusted downward at first. Open Enrollment starts on March 16. Staff and teachers should tell families to commit during the early enrollment process so that we know we can place the people who plan to continue with the school. There may be only a small gap, or no gap, if our encouragement for continuing in the School is successful.

Bishop Sirba closed in prayer 5:50pm.

Respectfully submitted,

Sister Edith Bogue, secretary.