



Board Meeting

October 22nd, 2024

Lutz

Call to Order: 11:38AM

Attendance:

Alex Cassidy, James Walbridge, Mike Tavlin, Britta Muhleisen, Guy Trainin, Ed Schulenberg, Natalia Wiita, Sarah Wischhof, Karli Mackley, Dr. James Blake, Kaye Jesske, Andy Martz, Jeffrey Owusu-Ansah, Deb Rasmussen, Dr. Kris Baack, Krystal Siebrandt, Sherrie Tepe

Staff Attendance:

Dr. John Neal, Angelina Cunning, Lindsay Rogers, Kayla Jacox, Kass Mounce, Rukhshona Islamova, Cassidy Mayer, Jordan Havlat, Katie Romey, Alicia Haugen, Josh Wall, Parker Dushan

Welcome & Call to Order:

The meeting commenced with a roll call of Board members. Following the roll call, John introduced himself and expressed his gratitude to the FLPS staff for their hard work.

Special Presentations:

John then invited the directors to introduce themselves and their teams. Angelina introduced herself, followed by Jordan, Cassidy, and Parker, along with an overview of their roles. Kayla introduced herself next, followed by Rukhshona and her respective responsibilities. Kass introduced herself, followed by Alicia, Katie, and Josh, with a brief description of their roles. Lindsay introduced herself as well and provided an update on Spark, mentioning that she oversees approximately 30 staff members when Spark is in session.

John introduced the Dashboard (item 2B) and provided an overview of its contents. He highlighted that the Dashboard represents the organization as a whole, reflecting the combined efforts of all staff rather than individual teams. John then invited Kass to discuss her section of the Dashboard. Kass began by covering the pie charts, which displayed various

statistics, including donor retention, restricted goals, and other key development metrics. Angelina then presented the Operations section of the Dashboard, covering budget versus actual expenses, operational costs, student emergencies, and FAN (Fund a Need). Following her, Kayla discussed the Marketing section, highlighting new donor acquisition, the average email open rate, and strategies to increase social media reach. Moving on to Spark, Lindsay reviewed its section on the Dashboard, noting that 25% of the curriculum is already prepared for next summer, one-third of last summer's staff have committed to returning, and enrollment for the upcoming summer will open soon.

John then turned the floor over to Angelina, who expressed gratitude to Natalia for her hard work and dedication during her tenure as Board Chair, presenting her with a gift on behalf of the Foundation. Angelina also thanked the Board and Executive team for their decision to bring John on, expressing her appreciation for the positive impact he has had on the team and organization since joining. Natalia and John opened their gifts and expressed their thanks to everyone.

Kayla then presented the Foundation Progress (Item 2D), highlighting various achievements FLPS has made over the past year. Kass followed by discussing the significant updates FLPS has implemented this year and the positive reception these changes have received. She shared her enthusiasm for the organization's evolving processes and the progress being made.

Consent Agenda:

John discussed the consent agenda items.

Previous Board minutes (item 3A); Alex motioned to approve, Guy seconded, and the Board approved.

Previous Exec mins (item 3B); Natalia motioned, Sarah seconded, Board approved.

Contracts (3C); Guy motioned, Karli seconded, board approved.

New funds memo (3D); Guy motioned, Kaye seconded, board approved.

Executive Committee:

John presented the Annual Goals document (Item 4A), providing an overview before inviting Angelina to discuss specific points. Angelina addressed the operations deficit and proposed creating a sustainability group dedicated to improving fund management, streamlining fund processing, and enhancing the scholarship program (including launching a new platform). She also outlined goals for increasing brand awareness, hiring efforts, supporting the transition committee in its search for a new president, and developing a strategic plan for the coming years. John then opened the floor for discussion and questions. James expressed appreciation for the clarity provided by these goals and encouraged everyone's commitment and input moving forward. John confirmed that updates on these goals will be included at each board meeting. Guy motioned to approve the goals, Jeffrey seconded, and the board approved.

John discussed the operational deficit and proposed establishing a Sustainability and Revenue Working Group to operate through June 1st of the following year, requesting Board approval for the group. James inquired about proposed changes to the bylaws, noting the positive revisions already made and the need for further updates to strengthen them. However, he acknowledged that these changes could not be decided upon today, as two-thirds of the Board were not present.

James asked John for details about the Sustainability Group, leading to a discussion of the group's leadership and the proposed size and structure of the committee. Andy agreed to join the group, and James expressed enthusiasm for the group's objectives and upcoming initiatives. Jeffrey motioned to approve the formation of the group, Kaye seconded, and the Board approved.

John addressed the Fielding Dreams (Item 4G) agenda item, highlighting the campaign's successes, including the impressive total of approximately \$23.6 million raised. He outlined the next steps, noting that the campaign will be closing and the funds will be transferred to LPS; however, donations will continue to be accepted for LPS sports complexes. Alex expressed gratitude to Britta and Jake for their hard work and dedication to the campaign.

Transition Committee:

John opened the floor to Britta and Alex to discuss the Executive Search (Item 5A). Alex spoke about their efforts to find a new leader for the Foundation, noting that Angelina's interim leadership, followed by John's involvement, has been a beneficial series of events that has allowed the Foundation to continue functioning effectively.

Britta addressed some of the logistics involved in the Executive Search. Alex shared her and Britta's professional recruiting experience and backgrounds. She then opened the floor for discussion. Sarah inquired about the cultural fit for the next president. In response, Britta noted that they would utilize the culture index and seek John's assistance, along with meetings with directors and staff. Britta and Alex also outlined the stages of the search and screening process.

Alex emphasized the desire for a candidate who is well-connected in Lincoln, both within the community and the schools. Britta highlighted the unique nature of the role, noting that it has not been open for a decade, and she is excited to receive applications. James inquired about the timeline for posting the position. Alex responded that they needed Board approval during this meeting and hoped to post the opening within the next week or so to begin searching for applicants. Natalia commented on the thoroughness of the search process and expressed her appreciation for the staff's involvement in the effort.

Executive Search (item 5A); Ed motioned to approve the transition committee, Guy seconded, and Board approved.

Finance Committee:

John introduced the last action item, the 24-25 Budget (item 6A). Angelina introduced the budget and highlighted a few key points. Since Wendy's departure, 100k has been cut from the budget, as well as the increase in gift fees from 6% to 8%. She then passed the floor to Krystal, who discussed highlights from the financials of the past year as well as the budget for the upcoming year.

24-25 Budget (item 6A); Karli motioned to approve the budget, Mike seconded, Board approved.

John thanked the staff, directors, and Board for all their hard work.

Adjourn:

The meeting was adjourned at 12:41PM