

**Rudolf Steiner School of Ann Arbor – Minutes of the Board of Trustees  
Wednesday, December 6, 2017**

**Present:** Gary Banks, Dilip Das, Daryl Honor, Knut Hill, Jim McCauley, Mike McFall, Don Remboski, Heather Rindels, John Schramm, Tim Standke

**Excused:** Cindy Harrington, Bob Rajewski

**Others Present:** Alicia Judit (Parent Council), Katrina Klaphake, Sian Owen-Cruise, Carolyn Raschke

**Don Remboski called the Board of Trustees meeting to order at 5:42pm.**

**Approval of Minutes**

- The agenda as distributed was reviewed.
- A motion to approve the revised minutes from the Nov 2017 meeting was made by Daryl Honor with support from Jim McCauley. There were no dissensions and the motion was approved.

**Administrator's Report**

- The Administrator's Report as distributed was reviewed. No major concerns with enrollment – flat at this time.
- Sian Owen-Cruise informed the group that our new website will be launched the first week of March 2018 and that advertising has been expanded with up-front presence in Observer, Michigan Radio, and bus advertising. Advertising is also being considered for outside of central Ann Arbor: Brighton/Dexter, Howell and Canton.
- Attendance was very high at the Fall Middle School and High School Open Houses. The HS Visit Day was attended by 10 families.
- The Parent Council has been invited to expand its role in marketing.
- 2018-19 Tuition Forums are scheduled for next week – Wednesday 7pm, Thursday 6pm. Trustees are invited to attend to show support. Sian has received feedback that the school community understands the increase but no one likes it. The Forums are designed to diffuse tensions and voice concerns.
- The College of Teachers has modified the Administrator Job Description slightly and the revised version was distributed to the group for review and possible approval. The position title is now School Administrator.

- Don Remboski noted that the changes are thoughtful and reasonable and he supports approval. Don asked for discussion and questions.
- Dilip Das asked about support for Sian Owen-Cruise in her two positions. She commented that she has solid support – international student support and a HS Coordinator assistant. From an administration perspective, she is supported, excited and happy with how things are going.
- Sian noted that the HS Coordinator job will be posted before the holiday break.
- A motion to approve the revised School Administrator job description was made by Tim Standke with support from Heather Rindels. There were no dissensions and the motion was approved.
- Sian Owen-Cruise informed the Trustees about the effects of the possible tax bill:
  - Charitable giving and itemized deductions may change causing donation losses to non-profit organizations
  - Tuition remission may become taxable income so we are working on messaging to faculty
  - Bond financing may be taxed so we may need to draw the whole bond amount
  - Savings account for private school tuition may be taxed
- The group was reminded that completion of the HS expansion project is dependent on full funding.

### **Development Update**

- Katrina Klaphake provided the Trustees with a Development update stating that \$250k has been raised so far out of the \$750k needed to finish the HS expansion project and we will not hit the \$750k goal by end of December 2017. We have 10 prospects right now and may get to \$350k by the end of the year.
- Katrina was asked about the drop dead date for HS expansion donations in order to finish the classrooms. The Finish Line Team decided earlier today that it is the end of February 2018. After that, decisions will be made on how to partially finish the classrooms.
- Email and print campaigns are being sent before end of December, then a final push in January.
- Mike McFall clarified that we are \$500k short. This means classrooms will not be completed but gym will be fully functional. The Board needs to be aware that we may not raise \$500k by end of February which might add \$100k to the final project due to timing for subcontractor work.

- What will donors feel when they see an unfinished project? What do we do with what we have?
- Katrina noted that these are great conversation to have with donors, especially those who are currently undecided. Katrina also stressed that the Campaign needs people making asks and sharing in the responsibility to fundraise. The next tour is scheduled for Dec 26 at 4pm.
- For Annual Fund, class match donors have stepped forward again and the Alumni Day of Giving is March 20, 2018 and it also includes a challenge.

### **YTD Financial Report Review**

- Carolyn Raschke reviewed the Financial Report as of 11/30/17 as distributed and noted an error on the report. Deferred Revenue and Earned Operating Revenue amounts should be switched. There were no surprises to report as we are still early in the fiscal year.

### **Waldorf Study – AWSNA Shared Principles**

- Sian Owen-Cruise introduced and distributed copies of the 7 AWSNA Shared Principles which now form the structure of our next accreditation. In the accreditation process, we will need to look at these pillars of Waldorf education and evaluate how our school meets these principles.
- The first AWSNA Shared Principle is:
  - The image of the human being as a spiritual being informs every aspect of the school.
- Gary Banks noted that Rudolf Steiner instructs us to consider reincarnation as one aspect of a spiritual being. Another aspect of a spiritual being is the life body is what we share in common with animals and plants: a living quality that is seen in rhythms (waking, sleeping, thinking). He noted that with a strong rhythmic program/structure (as seen especially in EC), our students seem healthier when they reach the HS. They are able to take up curriculum in ways that are very strong, in the ways that they respond in class because of the habits of writing and rhythm. Gary then introduced and briefly discussed Rudolf Steiner's idea of an etheric or astral body.
- Don Remboski commented that the pattern described by Gary Banks is the basis of our education and how our teachers teach. We can see the results in the students even if deep beliefs aren't shared and it is important to understand where the beliefs come from.
- Sian Owen-Cruise explained the accreditation process to the group. During Accreditation, we report how we do X. Then an evaluation team comes in and checks that we do X.

### **2018-2023 Strategic Plan Update**

- The 2018-2023 Strategic Plan – Working Draft was reviewed as distributed and the main goals were read.
- Sian Owen-Cruise and Don Remboski asked the group to review, think, and send questions ahead of the next meeting where we will review the plan in detail.
- Don Remboski noted that Sian Owen-Cruise produced a fantastic summary and distillation of the group work and reminded Trustees that the Strategic Plan is a structure that needs to carry the school for the next 10 years.

### **New Business**

- Tim Standke requested input from the group on a possible association with George Blaha/the Pistons and the opportunity for publicity through the varsity basketball squad singing the anthem at a future Pistons game.

A motion to adjourn the meeting was made by Tim Standke, Heather Rindels support from. There were no dissensions, the motion was approved and the meeting was adjourned at 7:05pm.

Board meetings for 2017-18 are scheduled for  
January 10, February 7, March 7, April 4, May 2, and June 6