

BOARD OF DIRECTORS MEETING
November 10, 2021
Video Call
DRAFT AGENDA

Strategic Priority	Agenda Item	Purpose	Time
	Welcome	<ul style="list-style-type: none"> Introduction of Meeting Participants and Guests 	5 mins
Map Processes & Systems	New Business/Old Business	Opportunities for Public Comment*	30 mins
Best in Class Talent	President's Report	<ul style="list-style-type: none"> State of Education 	5 mins
Map Processes & Systems	Minutes & Consent Agenda	<ul style="list-style-type: none"> Approval of Minutes Consent Agenda 	5 mins
COVID-19 Response	CEO Report	<ul style="list-style-type: none"> Exec Summary Staffing Updates: Addressing National Teacher Shortage 	10 mins
Best in Class Talent	Joint DEI/Board Development Report	<ul style="list-style-type: none"> Board DEI Statement Updates to Board Pipeline 	15 mins
Map Processes & Systems	External Affairs Committee Report	<ul style="list-style-type: none"> FY22 Private Revenue Dashboard Top Needs of Board through Year-end Giving 	10 mins
Position Agency for Future Growth	Strategy Committee Report	<ul style="list-style-type: none"> Preparing for Engagement in Future Strategic Planning 	5 mins
Map Processes & Systems	Finance Committee Update	<ul style="list-style-type: none"> Update on Financial Position FY22 	5 mins
Best in Class Talent	Closed Session	<ul style="list-style-type: none"> Personnel Matters & Pending Lit 	20 mins

Total time: 110 min

*In accordance with Executive Order 2020-07 issued March 16, 2020, the November board meeting will take place via conference call. Non-essential voting matters will be postponed. Anyone interested in participating in the conference call are asked to contact Christina Henneuse at cheneuse@christopherhouse.org.

BOARD OF DIRECTORS MEETING MINUTES

November 10, 2021 at 6:00 PM
Virtual Meeting, Hosted Over Microsoft Teams

Board Members Attending by Phone: Adnan Assad, Dee Dee Chesley, Temok Contreras-Hernandez, Ronit Barrett, Rob Buono, Jessica Cardoni, Joe Hammon, Roberto Interiano, Jeff Kemerley, Kenny Langston, Dan Lynch, Liam O’Kane, Tom O’Neill, Cindy Perez, Dave Rodin, Homero Tristan, Kim White, Lizzy Whitehorn

Quorum Met

Board Members Absent: Rolando Acosta, Stacey Blasko, JoAnne Cicchelli, Lauren Long, Stephen Raquet, Tom Woodrow

Christopher House Staff Attending by Phone: Marissa Barnes, Sarah Collentine, Sandra Cruz, Julie Dakers, Laura Pietrini, Karen Ross-Williams, Becky Seibel, Libby Shortenhaus, Traci Stanley

Guests Attending by Phone: Ana Bazan, Farrah Chamochumbi, Maria Contreras, Raquel Escobedo, Gardenia Mejia, Adriana Mejicanos, Joel Lozada

Minutes Recorder: Christina Henneuse

Proceedings: Meeting called to order at 6:02 PM

Welcome, Presented by Dee Dee Chesley

Public Comment

Dee Dee reviews the CHES Community Participation Guidelines with the guests in attendance who plan to make public comment tonight.

Several of the guests speak Spanish. Christopher House staff member, Sandra Cruz has agreed to translate for them.

Farrah Chamochumbi is a parent at Christopher House. She expressed her concern about her feeling of lack of opportunity to provide parent feedback within the administration.

Adriana Mejiacanos is a parent in the After School Program at Christopher House. She expressed her concern about how the administration handled a bully incident.

Maria Contreras has a special needs child in the elementary school. She has expressed her concern for the currently quality of education and care at Christopher House during the challenges of the pandemic.

Approved by the Board of Directors 1-26-2022

Raquel Escobedo is a parent at Christopher House. She expressed concern for her perceived lack of organization at the elementary school.

Gardenia Mejia who is a parent at Christopher House. She expressed her concern about the current COVID policies at the elementary school.

Ana Bazan is a parent of a child who attends Christopher House. She expressed her concern for the quality of food served to the children at mealtimes.

Minutes and Consent Agenda. Presented by Dee Dee Chesley and Libby Shortenhaus

Items presented in the Consent Agenda include:

- 1.) Revised CHES Community Participation Guidelines
- 2.) Parent Policy Council Meeting Minutes and Agendas – September and October 2021
- 3.) Approval of Karen Ross-Williams as EH/HS Director

Motion made by Adnan Assad and seconded by Roberto Interiano, and carried unanimously to approve the September 8, 2021 Board Meeting Minutes and the three consent agenda items.

President's Report, Presented Dee Dee Chesley

The current challenge faced at Christopher House is staffing shortages. The Leadership Team and Board of Directors are working together collectively to address this issue while maintaining our high level standards for education and support to our families.

CEO Report, Presented by Libby Shortenhaus and Julie Dakers

A question is raised regarding hiring policies and procedures. The question is deferred to closed session.

Fall 2021 updates include the launch of the DEI Project and an operational scorecard used to track organizational health. Enrollment has improved dramatically with all schools at 93%+ enrollment. The challenges of the pandemic continue to require a lot of both teachers and admin and classroom closures have increased over the last two weeks.

While retention is high (88% compared to 68% nation wide), our challenge is in filling open positions. Christopher House currently has 37 position vacancies.

The HR team is working to develop a plan for recruiting new talent. Christopher House will also be undergoing a DEI audit which will inform the recruitment plan and ensure it aligns with our DEI efforts.

Finance Committee Update, Presented by Adnan Assad

Christopher House is on-track financially. There are variances due to enrollment that will balance out next quarter.

Joint DEI/Board Development Report, Presented by Ronit Barrett

The Board's development rubric has been updated to reflect the Board's ongoing vision and mission to include a more diverse voices including the perspective of our scholars and families. The updated rubric is meant to ensure that Board candidates have the professional and personal experience that diversifies our decision making process.

Strategy Committee, Presented by Kenny Langston

The Committee recognizes there needs to be forums to bring everyone up to a common understanding regarding what CH's one-school model is and where it is in its development. CH will initiate a new strategic planning cycle next year so it is an opportunity to incorporate this work into that process. The conversations will require discussion and debate from this group which is why we asked at the last board meeting for ideas on what you need to productively engage in a dialogue. The Leadership Team has acted on a couple of the ideas shared - offering a funding sources training and including links to reading materials in communications. We will continue to work other ideas into the planning process. The committee will come back to the board with a draft process for this work. Feedback is welcome.

External Affairs Committee Report, Presented by Jeff Kemerley

Family to Family is underway and the board and their networks are encouraged to participate. There are an estimated 460 Christopher House families that will be participating this year.

The last two months of the calendar year is Year End Giving time. This when Christopher House makes 30% of it's individual giving budget. The board is encouraged to reach out within their networks to help make this year end a successful one.

Motion made by Kenny Langston and seconded by Dave Rodin and carried unanimously to adjourn to Executive Session

Meeting adjourned to Executive Session 7:33 PM

Motion made by Jeff Kemerly and seconded by Dave Rodin and carried unanimously to adjourn the meeting.

Meeting Adjourned at 8:00 PM