

BOARD OF DIRECTORS MEETING

November 9, 2022

3255 W. Altgeld

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*	5 mins
Map Processes & Systems	Minutes & Consent Agenda	<ul style="list-style-type: none"> Approval of Minutes Consent Agenda 	5 mins
COVID-19 Response	CH Updates	<ul style="list-style-type: none"> School Improvement Updates DBEI & Culture Updates 	25 mins
Map Processes & Systems	External Affairs Committee Report	<ul style="list-style-type: none"> FY22 Private Revenue Dashboard Requests of Board Members 	5 mins
National Model	Strategic Task Force Update	<ul style="list-style-type: none"> Strategic Planning Update 	5 mins
Map Processes & Systems	Finance Committee Update	<ul style="list-style-type: none"> Update on Financial Position 	5 mins
Best in Class Talent	Closed Session	<ul style="list-style-type: none"> Personnel Matters – CFO Transition CEO Goals CTU negotiations 	10 mins
Best in Class Talent	Emeritus Advisory Committee Elections	<ul style="list-style-type: none"> Election of inaugural class of Emeritus Committee members and celebration 	60 mins

Total time: 125 minutes

Guests interested in participating in the meeting may contact Tihela Feit tfeit@christopherhouse.org. Registration for public comment closes the Friday before the board meeting.

BOARD OF DIRECTORS MEETING MINUTES DRAFT

November 9, 2022 at 6:00 PM
Logan Square Campus: 3255 W. Altgeld Street

Board Members Attending: Adnan Assad, Ronit Barrett, Jessica Cardoni, Dee Dee Chesley, Angela Igbineweka, Roberto Interiano, Meghan Kiesel, Lauren Long, Dan Lynch, Alex Maturi, Liam O'Kane, Tom O'Neill, Stephen Raquet, Dave Rodin, Homero Tristian

Board Members Attending via Dial-In: Stacey Blasko, Joe Hammon, Jeff Kemerley, Kim White, Lizzy Whitehorn

Quorum Met

Board Members Absent: Kenny Langston

Christopher House Staff Attending: Art Abrego, Julie Dakers, Tihela Feit, Becky Seibel, Libby Shortenhaus, Traci Stanley, Juan Villalobos, Karen Ross-Williams

Minutes Recorder: Tihela Feit

Proceedings: Meeting called to order at 6:03 PM

Welcome, Presented by Dee Dee Chesley

Dee Dee begins the meeting by welcoming our newest Parent Policy Chair and board member, Angela.

Angela addressed the Board by sharing her thanks for the support and her excitement about being a part of this meeting. She is excited to be working together and to moving forward together.

New/Old Business

There is no one present at today's meeting who has registered to provide public comment.

Minutes and Consent Agenda:

Approval of the September 7, 2022 Minutes at 6:07PM. Motion was made by Adnan Assad and seconded by David Rodin, and carried unanimously to approve the September Board Meeting Minutes.

Julie Dakers, CHRO of Christopher House shared why changes proposed are good benefits for Christopher House employees. Changes include removal of Employee as Client clause and a revision of Christopher House's Sick Leave.

Motion was made by Ronit Barrett and seconded by Lauren Long, and carried unanimously to approve Consent Agenda.

CH Updates, Presented by Libby Shortenhaus, Julie Dakers and Karen Ross-Williams

Libby Shortenhaus, CEO, shared the ISBE summative designation for Christopher House Elementary & Middle School (CHES). The annual summative designation is a descriptor of how well our school is meeting the needs of all scholars. CHES was designated as “Targeted.”

A full report on strategies will be presented in the January meeting.

Dr. Arturo Abrego, Principal of CHES, shared that highlights of the work to support targeted intervention and supports for both the identified subset of students as well as all scholars enrolled at CHES. Questions included specifics on subject matter testing results and comparison to peer schools.

Julie Dakers, CHRO, presented the Diversity, Belonging, Equity & Inclusion (DBEI) work that Human Resources has taken on to support career pathways and development at Christopher House. This work was done in partnership with Origami Works, which is a Foundation that takes on project-based consulting work. The project’s goal was to create Christopher House specific Career Pathways to attract, retain, and emphasize the opportunity for longevity and growth in hard to fill entry-level positions (e.g., Assistant Teacher in Early Childhood, Maintenance). Questions included specifics on staffing shortages, compensation and pay equity, and the marketplace.

Karen Ross-Williams, Director of Early Childhood & Youth Development, presented on Equitable Early Learning Environments. Karen highlighted the *Anti-Bias Approach* that places diversity and equity goals at the heart of everything Early Childhood does. We begin by affirming each child and family’s social identities and cultural ways of being. Building on the strengths and knowledge children bring to school, anti-bias teachers seek the active engagement of families and communities. More than a set of curriculum activities, this approach is a commitment to equity and social justice. Anti-bias teachers observe carefully, think critically, and reflect deeply. Staff Professional Development is a key part of supporting Christopher House’s anti-bias education, we partner with National Association for the Education of Young Children (NAEYC), Erikson Institute, and parents. Other resources highlighted include the book *Anti-Bias Education for Young Children & Ourselves* by Louise Derman-Sparks and Julie Olsen Edwards. Karen shared a quote from a four-year old scholar at our Logan Square campus: **“My skin reminds me of chocolate because its dark like chocolate. I like to play in my skin with my cousin!”**

The Board applauded Karen’s presentation and Libby Shortenhaus, CEO, noted that Karen and her team took on this work during the pandemic and she is grateful to Karen for her leadership in this work for Christopher House.

External Affairs Committee, Presented by Jeff Kemerley

Jeff Kemerley noted that Christopher House has had a nice fall, doing about \$150,000 better at the end of October as compared to last year. The dashboard as of October 31st shows continued solid fundraising with Foundation/Corporation raising \$188,420 in contributions and individual giving, raising \$63K.

The focus is on the End of Year/calendar year, Jeff Kemerley called upon his fellow Board members to think about your solicitation lists, notes, and engagement. Also, Family-to-Family is going to be a record year with anticipated 500 families. Also, it's time to think about this year's Gala.

Jeff Kemerley shared the date (05/04/2023), the venue (Morgan MFG), and asked Board members to plan to be in-person. Board participation, board attendance drives networks to the event. Jeff Kemerley also asked the board to think about Auction items to support a lively portion of the evening.

Strategy Committee, Presented by Traci Stanley

Traci Stanley, Director of Quality Assurance, presented for Strategy Committee. She shared an update on the Strategic Scorecard Report, mentioning that Christopher House is on-track for about 75% of items and those that are off-track need more time.

Traci also shared that Christopher House is launching a Steering Committee on November 10 to participate in vision setting work to support Christopher House's next strategic plan. Committee membership will include students – from our CHES Student Council and Youth Leadership – staff, and parents. This work will help Leadership Team develop strategic goals. Other work ahead includes how Christopher House defines Diversity, Belonging, Equity and Inclusion. Who else needs to be a part of the defining conversation. Roberto Interiano asked if we are planning to engage alumni.

Finance Committee, Presented by Stephen Raquet

Stephen Raquet presented that Christopher House received a clean audit, details are in the Board packet materials. Stephen made the point that the Benefit is Christopher House's biggest fundraising event, which we can engage our network and phenomenal opportunity to raise unrestricted funds. Stephen challenged his fellow Board members to get there and noted that the private philanthropy will made up any shortfalls discussed during this meeting, like hiring and pay equity. Stephen Raquet noted that the Finance Committee's concern is the implications of finalized union contract and related financial obligations.

Emeritus Advisory Committee Elections, Presented by Dee Dee Chesley

Dee Dee Chesley shared a note of gratitude for the Emeritus Board members elect for their many years of service to Christopher House and the legacy they leave. Emeritus Board elect include: Rob Buono, JoAnne Cicchelli, Tom O'Neill, and Tom Woodrow. Dee Dee thanks Tom O'Neill for being present at the meeting.

Motion made by Dave Rodin to install the Emeritus Board. Motion seconded by Alex Maturi.

Motion made by Dave Rodin to adjourn to closed session. Motion seconded by Adnan Assad.

Motion made by Dee Dee Chesley to closed the meeting. Motion seconded by Dave Rodin.

Meeting adjourned at 7:06 PM.