

Meeting House Nursery School Board Of Directors Agenda

Wednesday December 4, 2024

Google Meet; 6:30 pm-8:00 pm

In attendance: Claire, Jaime N, Casey S, Lindsey, Whitney, Nate, Calvin, Dawn, Devon and Mo
Called to order at 6:37 pm

1. Approve meeting minutes from October
 - a. Motion to approve unanimously: Calvin
 - b. 2nd: Nate
 - c. Vote: All in favor

2. Reports:

Executive Director Report-Devon

NAEYC Conference in California was great. 75% of the breakouts were really great. Dawn's highlight was listening to LeVar Burton read his new book. Devon was really excited seeing NAEYC vision for the future. Mo's highlight was being surrounded by like minded people focusing on Social Emotional learning. Disney was also a highlight for Devon and Mo.

Devon had a great meeting with our facility partners and feel that we are on a good footing. When leaving Rev Kelly mentioned that it hurt knowing that MHNS has ever felt insecure about staying a part of FUS. She could not imagine a time where MHNS would/should not be a part of the space here and that the relationship is detrimental to the FUS community.

Enrollment is steady. Preparing for registration now. Staff has done well navigating the transition back from Thanksgiving. Devon has been able to observe in classrooms more. Devon will begin talks with Staff about next year and the contracts get prepared in April. That is why she cannot promise teachers for students/classrooms because there may be movement within the school or the staff.

Special Events updates-Whitney/Casey

Teacher appreciation week prep and plan has started. They have had a good response from parents to help out. The committee will be meeting soon to finalize the theme and framework for teacher appreciation week.

PNO update. Save the date April 4th! MHNS After Dark. Welcoming current families and Alumni to a trivia night in the FUS Atrium. The evening will include trivia (optional) and a space to socialize and mingle. They have heard people looking for an access point to socialize at the event and feel they can do that with trivia teams. People can sign up and be placed on a team or form their own. But then people may feel more comfortable signing up to come without a partner and can meet people at the event.

Trivia will be general knowledge and MHNS history. People will be able to buy clues, which will help with the fundraising piece of the evening. The committee has been talking about raffle versus auction but are leaning more towards raffle. There will be smaller and larger ticket items. They plan on keeping snacks simple: cookies and popcorn along with some sort of bar. Friends of Meeting House will be on site to give tours of the space. A Board member asked about getting it earlier in the school year next year, people seem interested in a social gathering earlier in the school year. Thinking there could be two separate events: one fundraising and one social. Waiting to see how this event goes and then this can inform planning for next year, Whitney and

Casey will be serving on the same committees next year. Any special arrangements with FUS? They have waived the fee for the event. The church will be celebrating their 75th next year, so they are kind of watching how things go for us. The big question is if Calvin is co-hosting trivia. He says sure.

3. Budget review and questions

Finance committee went over what has happened in the past because it is hard to compare with other sister schools because they have not posted tuition yet. Looking at our numbers and what we have in savings, the committee feels like the 5% increase for tuition would be best. It would not be unexpected by families and it honors the teachers and their experiences with 5% raises again. MHNS will be sustainable at this increase even with the funding, which started during COVID, coming to an end.

Does anyone have any questions about the budget or need any context? In the revenue tab there are multiple columns for increasing percentages? Devon prepares multiple scenarios for the committee to consider. What is the Childcare Strong funding? It is the additional funding that will be ending in June. There were two parts to that funding; one to retain staff and one for facility cost. It started during COVID along with the PPE loans. Staff holiday bonuses have remained the same for years. Even with the funding ending, they will likely be able to continue the holiday bonuses as they have been. Our staff no longer qualifies for the WI stipend program that gave teachers making under a certain amount with reward stipend so the bonuses help out.

Questions about multiple lines for ProCare related to multiple fees that we are charged. One of the reasons we are considering switching from ProCare to another system. Technology is a big chunk and thinking about breaking it up so that the cost of our system would be separated out. That way MHNS can get a better snapshot of what technology costs versus our preschool software system cost. A big thank you to the finance committee for all their work.

4. Budget decision item

- a. Motion to approve the budget as stated: Whitney
- b. 2nd: Nate
- c. Vote: All (two by email)

5. Decision item Holiday bonuses 2024

- a. Motion to approve bonus: Nate
- b. 2nd: Casey
- c. Vote: All in favor (two by email)
- d. Dawn thanked the board and the board expressed appreciation for the staff.

6. Long term/Short term goals for MHNS

- a. What is short term versus long term? Short: 1-3 years; Long: 5-7 years. Ideally getting the playground started this summer, but realistically it may be summer 2026.
- b. Short term goal: Playground
 - i. Repairs, reimagining and construction. Getting input from staff, current families and even alumni at PNO. Gazebo, treehouse, retaining wall and

sandboxes. The playground is on a sandhill and termites are getting to it. Devon is not concerned about safety now, but may be down the line. Treehouse yard would take precedence. Wish list may include the orchard being pulled into the playgrounds.

- ii. The Idea of Playground will get people excited and great for fundraising to have something to grab onto and be excited about. Families can watch it change and develop. May give the MHNS After Dark a kick to have a specific goal which the alumni (along with current families) to reach.
 - iii. Devon has looked into design and build companies. This fundraising can start with our direct appeal and carry us throughout the year all the way to the PNO. Could try to find outside funding. But realistically, it is a goal that we can reach on our own. Short term goals could be built into our organization's budget.
 - iv. Will FUS repair the maintenance to their buildings? We may need to help/contribute to the repairs but Devon will not be open to taking on the repairs ourselves. The playground is our responsibility with permission, which Devon has gotten. Floated playground repair/construction past FUS and they were open to what MHNS would like to do. Last meeting with the staff they seemed kind of excited about it.
- c. Long term goals (financial and otherwise) would be more organizationally funded. How do we ensure that we are meeting the needs, financially and otherwise, of our community?
- i. We aim to offer a high quality program. Which means we need to ensure that we continue to offer competitive wages and benefits for staff. Devon will work on more concrete vision for what this looks like.
 - ii. Maybe a more concrete plan for financial assistance. We do not really market our offering scholarships beyond it being on our websites and listed as offering income based assistance with community partners.
 - iii. Acknowledging that with an increase to community would it increase our space to accommodate? Full time for younger ages? Lots of options but don't want to move too fast. Thinking about endowments but they are a big undertaking.
 - iv. What is our capacity to support neurodivergent kids? We have families with these questions. There is a learning curve for staff, administrators and families. Could be a place we put some of our effort and put into our long term plans. Seems to be becoming more prevalent. Having the foresight to prepare to welcome a family and have the training and support we need to open our community up. Can MMSD support MHNS?

7. Adjourn at 7:36 pm

- a. Motion to adjourn: Nate
- b. 2nd: Lindsey

Next meeting: January 15th, 2025