

LNS Board Meeting Minutes
May 9, 2023 (Annual Meeting of the 2022-23 Board)
In Person

Attendees:

- **Present:** Emily Lines, Raleigh Werner, Kate Brooks, Nancy Fincke, Bridget Healy, David Henry, Anique Lebel, Andrew West, Emily Beekman, Laura Mellen, Caroline Nordstrom, Mitch Brooks, Lauren O'Neil, Abigail Flanagan, Mara Rus
- **Absent:** Bryan Wynn, Aidan Flanagan, Vickie Silingerland, Annie Magee, Colleen Bixby
- **Also present:** Katherine Ruhl

President: Emily Lines

President's Annual Report

(see attached PDF of slides)

- Emily speaking about progress on the Strategic Planning process & goals
- Anique Lebel speaking about progress with goal of fostering community
- Laura Mellen speaking about progress with enrollment goals
- Andrew West speaking about progress with DEI goals
- Nancy Fincke (Director) speaking about progress with professional development goals
- Emily Lines sharing Treasurer's update on behalf of Bryan Wynn
- Kate Brooks updating on progress with Development, including update on Annual Appeal (\$40K, which is \$15K over goal)
- Mitch Brooks updating on progress with Strategic Planning, including new mission statement for LNS

Nominating Committee Chair: Mara Rus

Review and Approval of Proposed 2023-24 Board Slate

- Reviewing the process of choosing 2023-24 slate
- Strategic Planning role and Teacher Recruiting & Development role folded into the Steering Committee for 2023-24
- Abigail Flanagan motions to approve the proposed slate. Andrew West and others second. All present vote to approve.

President: Emily Lines

Appreciations

- Emily Lines sharing words of appreciation for various LNS community members (board and non-board)

LNS Board Meeting Minutes
May 9, 2023 (Fourth Meeting of the 2022-23 Board)
In Person

Attendees:

- **Present:** Emily Lines, Raleigh Werner, Kate Brooks, Nancy Fincke, Bridget Healy, David Henry, Anique Lebel, Andrew West, Emily Beekman, Laura Mellen, Caroline Nordstrom, Mitch Brooks, Lauren O'Neil, Abigail Flanagan, Mara Rus
- **Absent:** Bryan Wynn, Aidan Flanagan, Vickie Silingerland, Annie Magee, Colleen Bixby
- **Also present:** Katherine Ruhl

Secretary: Raleigh Werner

- Approved March 7th board meeting minutes. Andrew West motions and Abigail Flanagan and others second.

President: Emily Lines

Budget Update

Providing update about budget related items:

- dedicated budget for DEI initiatives
- President's discretionary fund
- Forecasting surplus of ~\$35k for 2023-24

Special Projects Chair: Katherine Ruhl

Parent Survey Results

(see attached PDF of slides)

- Provided detailed walkthrough of takeaways from parent survey

VP, Staff Search and Development: Lauren O'Neil

Teacher Survey Results

(see attached PDF of slides)

- Provided detailed walkthrough of takeaways from teacher survey
- Concerns raised that some teachers voiced not feeling respected by other teachers; conversation about possible drivers, including major changes in recent years (COVID, integration of new teachers, Storypark)
- Conversation regarding teacher comments of feeling pressure to "do more" and "be more"
 - Social-emotional needs of children is more demanding and more depleting in this post-COVID era

- Question raised if that could be related to Studio Red teachers feeling pressure to help children achieve certain “goals” (eg reading) before children leave LNS
- How can we bring back the “joy of childhood” feeling to the teacher community?
- Short-term next step will be for Nancy to hold an open conversation with teachers to hear more about concerns from the Teacher Survey
- Question raised about offering employer-provided healthcare; new tools available for small organizations to offer; suggestion to make this a board goal to investigate next year
 - Additional comment re: how we can explore improving the comp package without necessarily increasing expenses (novel payment schemes, perks, etc)