

Saint Paul School of Theology
July 2020 Board Meeting Minutes
July 9 – 10, 2020
ZOOM

Thursday, July 9, 2020

Board Meeting

Board members present:

Jennifer Ahrens-Sims, Dana Aldridge, President Neil Blair, Arden Borgen, Andy Bryan, Mark Faulkner, Amy Hogan, Bishop Fritz Mutti, Lee Myane, Dustin Petz, Linda Shipman, Bishop James Tindall, Chair Tex Sample, Jabari Wamble

Guests:

Rev. Dr. Emmanuel Cleaver III, Jack Gregory, Shannon Hancock, Greg Henson, Jeanne Hoeft, Nancy Howell, Kris Kvam, Richard Liantonio, Linda Louderback, Matt Mills, Margaretta Narcisse, Melissa Pearce, Jay Simmons, Jennifer Smith, Anne Walker, Leanna Walkowiak

Call to Order:

Meeting officially called into session at 1pm by Chair Tex Sample with opening prayer by Dr. Jay Simmons. Introductions were provided by those in attendance.

President's Report: President Neil Blair

Information will be provided next week regarding numbers (data) and the development efforts from the past fiscal year. Preliminary results show that Saint Paul had a very, very strong year. Blair will also provide to the Board, per policy, his review of the past four years as President of Saint Paul along with his goals for the future.

Today we are opening a conversation and discussion regarding racial issues and how Saint Paul can address them in the future. With Strategic priorities already in place, Blair declared a new priority for Saint Paul around the issue of racism within our community regarding the sensitivity of care and concern we have for people of color. Blair has talked with his Executive Leadership Team to emphasize this year and beyond plans to provide a more hospitable environment for people of color who work at Saint Paul and to encourage other persons of color to come here as students, faculty, staff, and Board of Trustees. Saint Paul has an early history with strong sensitivity around racial justice.

Introduction of and welcome to Dr. Jay Simmons, the new Vice President for Institutional Advancement, who officially started with Saint Paul on July 1, 2020.

Introduction of the Rev. Dr. Emmanuel Cleaver III who was asked to speak to the Board about Social Justice and how Racism relates to the church.

Racial Justice Presentation: Rev. Dr. Emanuel Cleaver III

Race Relations and the Church: How race plays a factor in the larger society and how that then impacts the church. PowerPoint presentation is located on the Board of Trustees website under the July 9 – 10, 2020 meeting date.

Question/Answer session

- Awareness
- Education
- Support

- Does SPST incorporate diversity in curriculum, faculty, guest speakers, etc.?
- Does SPST's structure provide for students of color?
- Does structure of professional life and vision of ministry support leaders of color?
- Difficult to bring together organizations/resources of different denominations, but all can work together in some form
- Does SPST have a role in institutional reform of the UMC? All seminaries have a role to play because they are training our leaders. Saint Paul needs to be more intentional than other seminaries because it is a suburban seminary. Intentional to teach outside of a suburban context.
- Conversation with Leawood police about students of color who will/are attending the Kansas campus
- What work is appropriate for the Oklahoma campus students? Working with Native American communities' education model that speaks to their particular context.
- All SPST students have a 50% funded discount or scholarship; assist students to get other outside funding/scholarships; moving forward need to prioritize internal resources to make sure that Saint Paul can get to all potential students from all walks of life
- How can Saint Paul contribute to counter racism? Develop diversity training for local congregations.
- Organic work, need to feel supported in work that is being done
- Conversation of depletion of finances for rural America – pastor can also talk about social justice; how to do deal with cultural traditions in rural and small-town America?
- Authority of Elders – where can partnerships and learning be done?
- Will Conferences allow Saint Paul to do training that is pushback? Missouri Conference has talked a lot about and is supportive of racial issue conversations.
- Oklahoma Indian Mission Conference

Collaboration/Trust Task Force: Greg Henson, Moderator

Proposed Trust and Collaboration Task Force Members: Dana Aldridge, Shannon Hancock, Jeanne Hoeft, Amy Hogan, Nancy Howell, Anne Walker, *ex-officios*: Tex Sample, Neil Blair

Henson met with the Executive Leadership Team to talk about the goal for this session. It was determined that the focus would be to create clarity and consensus around the work of the Task Force. The Task Force was commissioned, and members selected with the goal to think differently about how Saint Paul looks at alignment and expectations. Currently we do not have collective clarity on what the Task Force is to accomplish, but we do have clarification that trust and collaboration both matter. As a community we want to focus on these two areas. The Executive Leadership Team decided it would be helpful for the Task Force to have the conversation about what they are going to focus on and do. Break-out groups will allow for conversation about what the Task Force should accomplish.

First breakout session question:

- The Task Force should focus its attention on _____?
- a. For the purpose of accomplishing _____ (what?)
 - b. Over the next _____ (timeframe)

First breakout group comments

There is a common theme amongst accountability, documents, and communication; have to help the community identify some of these internal issues related to accountability and expectations. The Task Force cannot be the group that addresses the trust and collaboration issues, but the community should. The Task

Force will help the community identify issues and suggest processes rather than the Task Force fixing the issues with the purpose of addressing the process over time, which is time intensive work. Did not determine how long for the Task Force would convene, but asked are there other people that should be on the Task Force who are not currently involved with the group; who would be charged with convening and chairing the group?

The Task Force should focus its attention on ensuring that faculty, staff, and the Board know what the existing relevant documents and policies are for the purposes of accomplishing clarity in the roles of faculty, staff, and Board and strengthening communication among them over the next four months.

Focus: Trust and Collaboration between Saint Paul and

- *Faculty, Staff, and Board*
- *Accreditation agencies*
- *Annual Conferences (includes individual churches/denominations/pastors)*
- *Community*
- *Graduates*
- *Students*
- *The changing world*
- *The two campuses (KS and OK), which also includes the Church of the Resurrection and Oklahoma City University*

To accomplish a culture so that the school would be relevant and impactful in creating leaders who lead. Did not determine a timeframe.

Create an ethic of trust via accountability; to develop language into our entity to be able to say things that may be hard to hear, but be able to hang in there and hear the tough language and through handling the challenging problems trust can be built. Task Force to have time in prayer, conversation, and build on a Wesleyan model to develop trust. When we say something that we keep our word and be totally honest in what we have to say.

Task Force should focus on a listening culture for the purpose of accomplishing trust and collaboration over the next year at least for the purpose of fostering the mission.

Overarching issue is with shared expectations regarding accountability and documents. Part of the challenge with trust is that it is really hard to have any trust if expectations are misaligned. Impossible to collaborate with someone if there is not some sort of trust. Expectations and character incompetence are important pieces of trust, where trust is rooted in aligned expectations and a baseline belief in the character/integrity of the person that you are working with. If it is not there it is hard to overcome. Important aspects: expectations, integrity, competence related to those expectations, and communication.

Second breakout session question:

What are thoughts on the Task Force's primary responsibility of working with the community to surface some of the challenges the institution has related to trust for the purpose of creating processes/systems to address them to be done over time.

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Second breakout group comments

Needs to include specificity – measurability, clarification that Board/Faculty/Staff have opportunity to provide input before processes are affirmed and implemented. Have a process for resolving conflicts. What is the process? Who drives the process for when there is conflict?

How to accomplish transparency. Creating more meetings and just relaying on information is not transparency. Need to find a way to communicate the story in other ways.

Stewarding conversation – group who would oversee the process?

Talked about transparency and people needing to feel heard and respected; to be comfortable in sharing issues without any retaliation. Suggestion of adding another staff person on the Task Force – Richard Liantonio.

Some conversation about adding others in the group – power dynamics was part of the discussion. Thoughts of possibly adding an alumni member to the group.

Stewarding the conversation is a good phrase to use with a measurable resolve (the suggestion for processes). The work is stewarding the conversation; the work is in the conversation, not a task to complete, but a process gone through; the work is the process. Group should have the freedom to add to the stewarding group as it sees necessary.

Empower the Task Force to go about the work of surfacing these issues, suggesting process, adding voices as they see fit with a goal to be within the next six months. The Task Force might not need to meet past six months, but the work would continue.

Question was asked about release time due to the amount of time/work involved with being on the Task Force for faculty/staff members.

Henson suggested the next steps be considered:

- Who convenes Task Force meetings?
- How to confirm the mandate?
- Determine resources/release time

Chair Sample recommended postponing further discussion until tomorrow morning's meeting to allow more time for conversation and a motion to be made.

Concern was raised that the BOT Policy Handbook is only located on the BOT Moodle site and is not accessible to the community.

Closing Prayer by Bishop James Tindall

Adjournment at 4:57pm

Friday, July 10, 2020

Board Members Present:

Jennifer Ahrens-Sims, Dana Aldridge, President Neil Blair, Arden Borgen, Mark Faulkner, Amy Hogan, Lee Myane, Bishop Fritz Mutti, Dustin Petz, Chair Tex Sample, Linda Shipman, Bishop James Tindall

Guests: Jack Gregory, Jeanne Hoeft, Nancy Howell, Kris Kvam, Richard Liantonio, Linda Louderback, Matt Mills, Jay Simmons, Anne Walker, Leanna Walkowiak

CALL TO ORDER:

Meeting officially called into session at 8:05am by Chair Sample with opening prayer by Dana Aldridge

Approval of March 2020 BOT meeting minutes:

Motion to approve the minutes as written by Linda Shipman, seconded by Dustin Petz.

Discussion: March 2020 minutes did not have the name of the person who made the motion to approve the October 2019 minutes and the name could not be recalled.

Motion to approve the October 2019 minutes as written by Dustin Petz, seconded by Linda Shipman.

Motion carried.

Strategic Planning Goals 2 and 8: Amy Hogan, Dustin Petz, Jeanne Hoeft, Anne Walker, Matthew Mills, President Neil Blair, Chair Tex Sample

Hogan shared that the staff has presented a lot of data in terms of goals 2 and 8.

KPI

	Goal		'18	'19	
Total Enrollment	↑	green	91	101	achieved
New Students Fall	↑	green	21	31	achieved
Retention Rate	↑	green	79%	90%	achieved
% Non-UM	↑	-----	23%	22%	did not achieve
% White	↓	green	71%	70%	achieved

Hoeft shared that the above KPI was a way to get to the issues that the Committee thought that Goal 2 was trying to accomplish – recruitment and diversity. Fall 2018 was the baseline with the goal to increase all areas except to decrease those that identify as white. It was easier to track the decrease of white versus the increase of all the different identifies.

These goals are starting to be attained and there is some realization of staff who are working to assure diversity is part of the student body. The Committee feels that gender identity is proportional and does not need to be addressed at this time.

The Committee would like input from the Board on Goal 8. The staff has worked hard to elicit some structure for goal and indicators, but this goal is fairly lofty in terms of its outreach, and potentially should be shored a little tighter.

Goal 8: Saint Paul will identify and cultivate collaborations and partnerships with seminaries, colleges, universities, churches, and other organizations.

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Indicators of Effectiveness

- Measurements: Connecting with students – collaborations and partnerships
- External lecturers – use of Church of the Resurrection (COR), Oklahoma City University (OCU) faculty/lecturers
- Alumni Connections

Current Partnerships and Collaborations:

Church of the Resurrection – Business
Church of the Resurrection – Program
Oklahoma City University – Business
Oklahoma City University – Program
GBHEM – COS
Gamaliel

Early on the focus was on the Oklahoma (OK) partnerships but did not feel indicators of effectiveness were clear and measurable. Clarity needed from the Board of the purpose and effective use and stewardship of human, physical, and financial resources.

Walker shared that in her first year at Saint Paul she had a significant number of conversations with partners, particularly with OCU, Oklahoma Annual Conference of the UMC, and Oklahoma Indian Mission Conference (OIMC) to better understand the landscape for ministry and how partnerships might be adjusted to work together to adapt to the changing landscape in OK. Results of these conversations have developed working groups to better understand and more fully resource the needs of pastoral leadership. The Vision Oklahoma Steering Committee was established with members including alumni, community partners – religious leaders, the Executive Leadership Team, and staff. The intent is for the Committee to understand more deeply how Saint Paul can resource pastoral leadership in OK.

Three areas to develop:

- Imagining new forms of ministry
- Supporting women pastoral leaders and leaders of color
- Engagement with native communities in OK

Saint Paul was able to establish a relationship with the Native American communities. Walker has been working with Simmons and Hancock to see how increasing enrollment relates to denominational and racial ethnic diversity. Also identifying new possibilities for adjunct instructors. OCU is struggling during this pandemic and Walker works regularly with them to better support students and being extremely adaptable during this time. The biggest struggle is to figure out how to indicate the effectiveness of these ongoing relationships during so much change (landscape of ministry and the pandemic).

There is a newly positive relationship built over the past year with the OK UMC Foundation. The Foundation has funds available for UM students to attend seminary who plan to stay in OK and serve UM churches. Walker has worked to build a positive relationship with director of the foundation. The challenge is that full-time appointments are becoming more and more scarce and there are difficulties in accessing those funds, so creativity is needed.

The challenge is that it is hard to measure these strategic goals with the current indicators. What do we need to do to help the measurement of these – what types of aspects could be measured or what kinds of controls could be put in place to measure these particular collaborations? Do goals need to change that state something more functional for the purpose of measurement? Part of the challenge is having a clear sense of what the “hoped for”

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outcomes are – the why question. Goal 5 and Goal 8 have some similarities. Goal 5 may relate more to partnerships and Goal 8 to economics.

Other relationships to consider:

- Chair Sample suggested exploration of a relationship with Western Bible College in Kansas City, Missouri. It is a Baptist institution, which is struggling. He is interested in exploring a relationship with them, which would be of mutual help. Their building is being repurposed and they are now meeting in a local community center.
- Kvam and Walker have met with Matt Vaughn, Director of Ministry Leadership Initiative, to discuss possibilities.
- Bishop Tindall shared previous relationship with Saint Paul when the campus was on Truman Road and there may be possibilities of future relationships with churches in Jamaica and Africa where online education would be a benefit.
- Hogan described Rising Educators – relationship with high schools as students make college/seminary decisions and possible opportunities.

Aspects of indicators and measurement:

Mills provided a high-view level of the 2017 – 2025 Strategic Plan than included ten goals. Following the Higher Learning Commission (HLC) review there were a lot of notations and the Annual Strategic Planning Cycle was developed. The Strategic Planning Cycle identified these ten goals as priorities. Each October there are different priorities brought forth for discussion, which is an important frame of reference. HLC and Association of Theological Schools (ATS) were very complimentary of our progress. At the beginning of each Strategic Planning meeting these three areas are addressed:

- Annual Strategic Planning Cycle
- Budget (4.5% of budget is unencumbered and unallocated – free to be allocated to strategic priorities)
- KPIs

Petz shared that we need to determine where we are at and where we are going. We need to gain more specificity on mission/purpose and where we are trying to go and what is needed to make progress. What is the theological education and formation needed for serving our clients and serving the church in the coming years and what do we want to create together so that we know who are those partners with strength to help us make progress?

Walker commented that through the opportunity to talk about landscape for ministry in OK we were able to nurture relationship in a different way. Do we create the vision and determine how our partnerships can conform to that vision or do we build partnerships and relationships and determine how we can work together to shape ministry in a different way?

Hoeft commented that we need to provide theological education that is appropriate for a wide range of diversities, particularly racial and ethnic diversities in both the U.S. and the global context. The desired outcome is to provide theological education that is appropriate to a diverse landscape of racial and ethnic identifies and contexts. Another trend is that theological mainline Protestant institutions continue to be in decline with less and less of a need for MDiv training. The MDiv has been Saint Paul's mainstay – UM clergy. We need to expand our denominational relationships. MACM has been revised this year and it is vastly growing since it has been revised.

Friends of Saint Paul (FOSP) member Jack Gregory shared that FOSP had a gathering to build a partnership between Saint Paul and Fresh Expressions, a movement that in the Great Plains Conference has been led by Nathan Stanton, Director of Congregational Excellence. This movement may have different names in other conferences. The thrust

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is that not all people want to gather in churches anymore so many of these are congregations that sprang up in communities. People need training in these areas – Saint Paul has an excellent track in this – the Conference wants to move forward – graduate who is leading that – may be an opportunity there for Saint Paul.

Question was brought forward about Course of Study (COS) and if it is purely a UM program. It is a United Methodist program and non-United Methodists are not allowed in the program. Would seem to be a good program if it were able to provide the content to lay people. It is a GBHEM program who partners with seminaries to provide that education. We could create our own program for lay people or those that want to go into ministry with a similar program.

Bishop Fritz Mutti, as a retired Bishop, still serves on the Ecumenical Committee in the Council of Bishops. He would be glad to take the above question to the next meeting. Bishop Sally Dick is the new Ecumenical Officer and Bishop Mutti will raise the question about how that group is relating to the seminaries to see what we can do to further our goals.

Chair Sample rose the issue that the largest single demographic in the U.S. are people without a four-year education who are white. This is not to be competitive with the other diversities. There is a very large number of people who are white working people, a great many who are poor, but a much larger group that are barely above poverty. These are among the people that John Wesley most effectively reached during the 18th Century. Conversations with theological students across the country suggest that hardly anyone is doing anything with people in this kind of circumstance.

One of the appeals of COS is that it does not require an undergraduate degree and is largely paid for by someone else. We have some of the above demographic in the COS.

Comments from President Blair: Goal 5 suggestion add “racial justice.”

Mission work can be done in the United States as well. Establish churches where we have none and determine how we resource them. Focus on personal granular relationships to build a prospect list to be a third-party endorsement.

We need to clarify the “why” behind our partnerships and narrow-in on what those “whys” are so that we can find partnerships to fit those “whys.” Input and discussion followed.

Kvam was interested in hearing from the Board a sense of where the Board has responsibility for this kind of conversation and what other questions to pose to the faculty regarding concerns about shared governance – comments, directives, in terms of academic programs, curricular concerns they wish to charge to the faculty or questions for the faculty to investigate. The Task Force could consider working on this as an example of building trust and collaboration that separates responsibilities and ongoing stewarding development in this type of conversation. What is the role of each?

Bishop Tindall shared his observation that young people in the African American communities are absent in the church in America. How can the seminary base its curriculum/activities on having something to do with bringing young people back into the church? This is a real challenge.

How to adapt ministry models to do different things?

Hogan shared the idea of setting the criteria pieces to format the “whys.” The Strategic Planning Committee should be able to do this in August and Petz and Hogan will work with staff in between. The Committee has a lot of contextual information to work with to form the platform to build upon the mission.

Academic Committee – Lee Myane, Chair; Jeanne Hoeft VPAAD
Meeting Document 7.1

At the last meeting on June 23rd the Committee accepted presentations from Dean Hoeft about the DMin program and its renewal, as well as the faculty report. The Committee talked at great length about the ethos of Saint Paul moving forward in relationship to the faculty makeup and how to meet the mission and vision. Hoeft has a vision of the future faculty needs, retirements, and what the school wants to become while continuing to have a core faculty, adding adjuncts as needed, with the hybrid-style being best suited for moving forward.

Hoeft's vision of what kind of school we want to be moving to in the future:

- Saint Paul is best suited to maintain some on-campus presence for its students with a mix of online and on-campus programming, even though ATS has approved completely online programs
- Maintain a core faculty with strong credentials rather than depending on a wide range of adjuncts for our primary curricular needs
- Maintain the academic rigor that has gained respect for Saint Paul
- After affirmation from the Board, could bring more specifics with how to handle future growth, how we deliver programming, and faculty needs. Very encouraged to hear the Board's commitment to maintaining the mix of on-campus and online education and their commitment to a strong core faculty

Current faculty teach in multiple areas. OCU faculty who teach for Saint Paul will be added back to the website faculty page. There is a yearly cycle for hiring faculty.

Governance Committee – Mark Faulkner, Chair
Meeting Documents 8.1, 8.2, and 8.3

- Welcome Bishop Tindall to the Board and appreciate his willingness to serve. He will be a great addition to the Board.
- Thank you to Lee Myane for stepping up to chair the Academic Committee; Lee helped Mark continuously while on the Governance Committee
- Four-year Presidential Review (Policy Manual, page 12) timeline
 - Neil will provide a written report reviewing the last four years and expect to receive within a week of this meeting
 - Seek feedback from the wider community and hope to have those reports back by September 15th; the Committee will compile the results and give response in a summary to the Executive Committee and a written report to the full Board by the October Board meeting.

Resource Committee – Linda Shipman, Chair; Matt Mills, CFO/COO
Meeting Documents 9.1, 9.2, 9.3, 9.4

Saint Paul is doing really well and in a strong position (reference documents in Moodle for details). The leadership under Matt Mills for resources continues to be strong; the drawdown continues to be lower than what the Board has approved; and we are right on track with the three-year budget. We have had growth in enrollment that is great for resources as well. It was reported last meeting that during these uncertain times that the Committee continues to monitor investments and work with Prairie Capital. Mills made changes in January to increase our cash position, which puts us in a great position for the future. Prairie Capital's last report indicates that the market has started to turn up and we hope that continues. We took

advantage of programs the federal government has offered during this time. We still have no debt and in a strong financial position.

Mills shared that financial statements have not been finalized yet, but initially it looks like we surpassed all KPIs, which is very positive. We have achieved budget and targets for multiple years in a row, but we need to prepare in anticipation that this could be a difficult year. The Committee has talked at great length through contingency plans and mitigating the risks in different areas of revenue and expenses. The Board needs to be aware that ways have been identified to address a 20% decline in expenses, which we do not anticipate at all, and various ways to address any declines in revenue. We are cautiously optimistic.

President Blair noted that it is important to add an additional trustee with expertise in investment and finance and he has made a contact or two, to follow with interviews, and recommendation to the Board for consideration. Shipman shared that David Deckert did resign because of too many commitments and he was a great resource to the Committee with his expertise in investment. Happy to hear that some candidates have been identified that can help broaden out our experience on the Resource Committee.

Strategic Planning and Evaluation Committee – Amy Hogan, Co-Chair; Dustin Petz, Co-Chair
Meeting Document 10.1

Hogan summarized that the Committee did look at Goal 2 and did approve the documentation for the indicators that were submitted by the staff and Hoelt walked the committee through the indicators. Spent most of time in last meeting looking at Goal 8 and will continue that work into the next meeting.

Executive Committee – Tex Sample
Meeting Document 11.1

Chair Sample shared that the Saint Paul 60th Anniversary Celebration has been moved to October 2nd that will coincide with the October Board meeting.

Received two resignations from Trustees David Deckert and David Martin. Very nice letters expressing appreciation to Saint Paul and indicated very heavy responsibilities outside the Board to address. They will both be missed, and we did appreciate the work that both David Deckert and David Martin gave to the work of the Board and appreciate them both very much and wish them well in their efforts.

The Executive Committee had been given the responsibility to work on collaboration and trust and the Board and guests spent a good deal of time talking through that yesterday. The Committee was also indebted to the Executive Leadership Team (ELT). (Point of clarification – the Executive Committee is a committee on the Board and the Executive Leadership Team is the Administrative officers of the school.) The ELT's deliberation around the trust and collaboration issue determined that a session on racial justice would be an important way to begin the trust discussion and hence the invitation went to Rev. Dr. Emanuel Cleaver III to present to the Board and to bring in Greg Henson for continued work with us. Chair Sample was very pleased with what was discussed and brought forward at yesterday's meeting. We will continue to work in this area.

The Board will receive from President Blair a report on the last four years and the Governance Committee will send letters to constituencies seeking their input and feedback regarding the President. The Governance Committee will write a report and present it to the Board at the October meeting.

Approved 10.02.2020

President Blair brought up the possibility of adding “racial” justice to Goal 5.

MOTION to add “racial justice” to Goal 5 of the Strategic Plan by Arden Borgen, seconded by Dana Aldridge.

Discussion followed with a request to withdraw the motion.

Motion withdrawn. The Strategic Planning and Evaluation Committee will reevaluate the language of Goal 5 and bring back to the Board the Committee’s recommendation.

Motion to accept those named for the Task Force by Lee Myane, seconded by Arden Borgen.

Task Force candidates: Dana Aldridge, Shannon Hancock, Jeanne Hoeft, Amy Hogan, Nancy Howell, Anne Walker, ex-officios: Neil Blair and Tex Sample

Comments: need to add more diversity to the task force

Motion carried to approve this list with a recommendation to increase the people of color and also men to the task force.

Motion to give the Task Force the authority to add members as they see fit was made by Arden Borgen, seconded by Mark Faulkner.

Discussion: none

Motion carried. Carries the previous recommendation to increase the people of color and men to the group.

Closed session was not needed by the Board and confirmed through the private chat in Zoom.

Commencement Ceremonies:

Oklahoma	August 21 st	Angie Smith Chapel	1:30pm
Kansas	August 28 th	Foundry in Building B	1:30pm

Please complete the provided meeting evaluation.

Question was asked, how do we discern and invite members to the Board with the comment that the Board could use more diversity. Response was provided by Faulkner – there is increased focus to bring diversity to the Board and a couple of people have been approached but have not agreed to serve. We are continuing to look for good potential Board members and to identify what areas are needed to strengthen the Board. If any Board members have potential candidate(s) please provide to Mark Faulkner before the person is invited so that the formal procedures can be implemented. President Blair would like for four to five people be identified who have great commitment and great resources.

Additional question was asked if Trustees who are not in attendance are contacted to be sure everything is okay. Response: yes.

Closing Prayer by Nancy Howell

Adjournment at 10:37am

Respectfully submitted,

Leanna Walkowiak
Director of Operations/Equity Compliance Officer & Title IX Coordinator