

**OUR LADY OF VICTORY BOARD OF EDUCATION MEETING**  
**6:30 P.M. Tuesday, January 5, 2021 via Zoom**

**AGENDA OF REGULAR MEETING**

1. CALL TO ORDER
  - a. OPENING PRAYER
  - b. ROLL CALL
    - i. Tom Poston, Fr. Jake, Fr. Scott Foley, Chad Steimle, Jennifer Wemhoff, Kaye Meyers, Evan Brankin, Julaine Edwards, Chris Fox, Lucas Roth, Peter Schuster, Lisa Snider, Ann Craig, Chad Hagerman, Courtney Mau
    - ii. Guest: Kim Burken, Sara Tilkens
    - iii. Parish Council: Cheryl Wagner
  - c. ACCEPTANCE OF AGENDA
    - i. accepted
2. READING AND APPROVAL OF MINUTES OF past meeting
  - a. Delay until Next month
3. COMMENTS FROM AUDIENCE and OPEN FORUM
  - a. n/a
4. ADMINISTRATIVE REPORTS (Written reports pre-submitted)

**a. Principal of JFK (Chad)**

Ethical Leadership:

1. There are four major projects currently underway, in addition to the normal work, and Emma Wolf is doing most of the legwork for them:
  - a. Examining our “cultural competency:” A definition for cultural competency (rather than referring to it as cultural diversity) has been developed, and descriptors identified. We will begin collecting data about what is done well and where improvements are needed. We are utilizing student observations to gather some of this data.
  - b. Developing Social-Emotional-Behavioral learning alternatives/additions to detentions and/or suspensions: Some sources for information have been identified.
  - c. Analyzing the results of the SEB screener for 6<sup>th</sup>-8<sup>th</sup> grades: Emma has met with ½ to 2/3 of the 6<sup>th</sup>-8<sup>th</sup> graders to go over their individual results. The results have also gone through our rubric, and tier III students are being identified.
  - d. Determining, along with the other Catholic schools, an alternate to Career Cruising for 8<sup>th</sup> graders. The license expired this fall: I believe the latest development is to do an additional year with Career Cruising. If we time the use of the license right, we can possibly use it this spring and next fall, giving us two years for the price of one.
2. We continually work with staff and families regarding COVID issues.

Leadership of School Culture and Instruction:

1. We will begin to look at new ELA materials for next school year. The K-5 licenses expire this June. Sixth-8<sup>th</sup> grade materials were last purchased for about the 2007-08 school year, before companies switched everything to the licensing model. When K-5 materials were last purchased, we did not find anything for 6-8 that was better than what we had. The length of time in between updating 6<sup>th</sup>-8<sup>th</sup> materials can also, however, be an example of what happens with the subscription textbook model of publishers when one gets off-cycle; the next opportunity may not come back around for 6-7 years.
2. The team working on our return to learn/return to open and remote learning plans continues to meet regularly. Updates are made regularly to these plans. The FAQ has not, however, been updated for a couple of months. The Return to Learn link again is [HERE](https://docs.google.com/document/d/1S0XxBLdDHbDrIQcmJBF0sYvmm4yCYXCRafsDaouisv8/edit?usp=sharing):  
<https://docs.google.com/document/d/1S0XxBLdDHbDrIQcmJBF0sYvmm4yCYXCRafsDaouisv8/edit?usp=sharing>
3. COVID:

- a. Scott County and JFK data in graphic form is being shared weekly with our community through a link in the Principal's Post.
- b. While the percentage of persons with COVID-19 or symptoms of COVID-19 at JFK has been slightly increasing since we returned from Thanksgiving break, this increase was still far below the spike Iowa experienced in the middle of November. From the Scott County Health Department, Dr. Katz's only theory is that Iowans must have realized how bad things were in the beginning and middle of November with 14 day positivity rates, for example, above 25% and 7 day rates above 45% that they made changes in their behaviors. These changes in behaviors must have been before Governor Reynolds' November 16<sup>th</sup> proclamation as that week saw the first downward movement of cases already.
- c. Proper face covering usage is at about 94% for PS-8<sup>th</sup> grade students and 95% for staff based. These figures are based upon 15 walkthroughs of the building over five days with each walkthrough averaging over 100 students and nearly 20 staff members observed each time. The goal is at least 95% proper usage.
- d. Vaccinations:
  - i. The rollout of the vaccines is somewhat slower than the most aggressive timeline had hoped.
  - ii. The federal recommendation is that educators are in group 1-B. The current expectation is that these vaccinations will begin in February. There are quite a few different subgroups in 1-B, and Iowa still has to determine how to move through all the people in 1-B.
  - iii. Iowa will have all its counties move together. A county done with vaccinations for 1-A will not be allowed to start 1-B until all counties are finished with 1-A. More populated counties need more time than smaller counties.
  - iv. Students are not in any category yet, and there is no vaccination yet approved for those under 16. Trials are just beginning for those under 16 but possibly not even below 12 yet.
  - v. Mitigation strategies like social distancing, mask wearing, etc. will still be required throughout this school year. Schools and districts will still have the need to do remote learning, hybrid models, and at least intermittent temporary closures of classes and/or buildings. One of the big questions is what the fall of 2021-22 will look like.
  - vi. Several questions will need to be answered regarding staff vaccinations:
    - a. Will they be required?
    - b. Will there be incentives for vaccination?
    - c. Will paid sick leave for COVID issues be tied to vaccination status?
    - d. How will the timing of vaccinating staff members be staggered?
      - a. Some people's reactions to the vaccination may cause them to not feel well for a couple of days and be unable to work. Schools do not want to put themselves into a position where they have to close because too many staff members are absent at one time due to vaccine reactions.
        - i. Vaccine reactions vs. COVID symptoms
          1. People who have symptoms within 48 hours of receiving the vaccine will be assumed to be having a vaccine reaction rather than actually having COVID. Exceptions:
            - a. Respiratory symptoms
            - b. Other factor that could lead to a suspicion of COVID such as being a close contact to an infectious person.
          2. While there is a risk that what is assumed to be a vaccine reaction is actually COVID, testing capabilities, contact tracing, quarantining, etc. would likely be overwhelmed if this assumption were not made.

#### Managerial Leadership:

1. Portable air purifier machines are being purchased with CARES Act funds. Although they are undersized for our classrooms, something is better than nothing as we battle keeping windows open a crack for

increased ventilation and dropping temperatures. We are also noticing lower temperatures in our boiler system water as the school day progresses, making it more difficult to heat some rooms.

2. Recently passed federal legislation will be examined regarding its impact on private schools and JFK.

Preliminary information suggests the following:

- a. Public school districts will receive funds similar to ESSER/CARES Act funds. Private schools are specifically excluded this time, which should resolve the controversies surrounding the original round of funding when some states included private schools and some did not.
  - b. GEERs funds will also be made available, and the uses for GEERs funds will be similar to ESSER funds this time rather than restricted to technology last time. The legislation specifically **includes** that private schools are to receive “equitable services.” It appears that poverty rates will make a difference in the distribution this time.
    - i. The Iowa Department of Education has stated that districts and schools should obtain financial information from families as soon as possible. Typically, poverty rates in schools are measured by free/reduced lunch rates. However, because all families can receive free/reduced lunches this year, the number of actual applications has dropped dramatically. We may look to see if the DE will allow us to use FTP application information.
  - c. PPP loans are available to private schools again. However, a school cannot utilize both PPP and GEERs funds this time.
  - d. Unemployment changes.
  - e. The Emergency Paid Sick Leave Act and the Emergency FMLA provisions of the Family and Medical Leave Act “expired” on December 31, 2020. What actually expired was that it is not mandatory for employers to participate any more. It is now optional for employers to participate through March 31, 2021. These two programs required employers to continue to pay employees for some of the time employees are absent due to COVID reasons for themselves or their dependents and allowed employers to recoup some of the expenses. I see no reason why OLV/JFK would not continue to participate.
3. Tuition and fees for 2021-22 are ready for approval. See separate document.
    - a. There are some pretty good comparisons with the other Catholic schools for preschool and childcare programs. Over the years, the other schools have not raised their rates at the same pace as K-8 tuition, and there are some significant differences. The 2021-22 proposed rates for JFK slow down our pace, but the board may want to discuss an even slower pace. Because we are, generally speaking, not dealing with large numbers of paying preschool students, for example, a slower pace does not have huge budgetary consequences. Even if there were no increase in 3 year old PS tuition, for example, the overall budget impact is probably less than \$1,500 because it only affects about 17-20 students.
  4. A draft budget for 2021-22 is submitted separately.
    - a. Revenue:
      - i. 42001 Tuition:
        - a. Principals compromised on a 4% or 4.5% and the additional \$50 to allow fees to be reduced to arrive at a 4.25% tuition increase and the \$50 fee reduction amount.
        - b. The five year transition to a tuition formula of 100% for first child parish supported, 85% for 2<sup>nd</sup> child, 65% for 3<sup>rd</sup> child, and 50% for four or more children is complete.
        - c. Bad debt is increased to 1.25% of tuition. Five years ago or more, we were consistently at about 0.75% bad debt. No emergency financial assistance for non-Catholics, which had been \$1,000, is in this budget.
      - ii. 42003 Fee reduction:
        - a. \$50 increase to tuition for fee reduction isn’t actually \$50 per student as the tuition formula is 100% for first child, 85% for 2<sup>nd</sup> child, 65% for 3<sup>rd</sup> child, and 50% for four or more children. (Revenue increase = \$13,935)
        - b. \$30 health and safety fee eliminated. Had been added in lieu of parents providing Chlorox Wipes, Kleenex, paper towels, hand sanitizer, etc. on supply list this year. (Revenue decrease = \$9,360)
        - c. \$25 per student technology fee eliminated. (Max was 2 students per family) (Revenue decrease = \$7,375)

- d. Change \$25 per 6<sup>th</sup>-8<sup>th</sup> grade student tech insurance to \$20 K-8 tech insurance fee. (Net revenue increase = \$3,665)
    - e. Overall, these changes result in a net increase of \$865
  - iii. 42006 Transfer of about \$20,000 from lunch subs account to regular accounts targeted for 2020-21, which would largely deplete the lunch sub account
  - iv. 42010 Funded for 54 4-year olds regardless of actual enrollment
  - v. 42012 Parish subsidy:
    - a. \$50,000 increase in transfer from parish for 2020-21 budget was to be a one-time amount with the expectation that it would be more normal in 21-22
    - b. Draft budget has the transfer currently at \$600,000, the same as 2019-20. I would anticipate a “more normal” amount to be closer to \$620,000-\$625,000.
  - vi. 42014 Difficult to predict “other income”
  - vii. 42018 ECLC increases, as well as paying PS and aftercare rates, are slowed down as JFK is exceeding the rates at ASCS, SPS, and LCS
  - viii. 42019 Aftercare revenue has been hard to predict over the years and has become even more challenging to predict the last three years.
  - ix. Net increase in revenue: \$31,000
- b. Expenses:
  - i. Salaries/Benefits:
    - a. Salaries:
      - a. AVERAGE increase of 1% used. Due to advances on the salary scale/formula, a couple of teachers will likely receive increases of 4%-5% or more while some others will likely receive less than 0.5% just due to the way the averaging works.
      - b. If we were to raise salaries such that everyone received a MINIMUM amount of 1%, the actual increase overall would probably be closer to 2% or more due to some people advancing on the salary scale/formula.
    - b. 52127 No Embracing Our Future funds available to help offset health insurance costs any more.
    - c. 52128 Retirement Benefits: No Embracing Our Future funds available to offset these expenses any more.
    - d. Net increase in expenses: \$53,300
  - ii. School Administration:
    - a. 52249 Technology expenses:
      - a. Maintaining a 1 to 1 student to device ratio requires more machines to be regularly replaced each year, as well as more annual software licensing.
        - i. Our current technology plan does not call for 1 to 1 below the 5<sup>th</sup> grade. The ratio for 3<sup>rd</sup>/4<sup>th</sup> is 2 to 1 students to devices. The K-2 level was not a ratio but enough to do a small group.
        - ii. Preparing to have to do 100% remote learning for the entire building during the pandemic moved our ratio to 1 to 1 for K-8.
      - b. Currently, the draft budget assumes that remote learning may still be necessary in the fall of 21-22. That assumption leads to maintaining a 1 to 1 device ratio and Zoom licensing, cloud storage, Seesaw licenses, etc. at least for another year. At the present time, regular budgeted funds are targeted for use for these expenses.
      - c. Often times, large numbers of devices were purchased with one time funding. When it comes to replacing them, if there are no one-time funds available, regular funds have to be used.
        - i. For example, we have used ESSER/CARES and GEERs funds to arrive at the 1 to 1 ratio this year. These funds will not be available when it comes time to replacing the devices when they wear out.
        - ii. We have a more pressing example that will hit us over the next two years. We have 25 Chromebooks with an OS set to expire in June 2021. Then, 90 expire in June 2022. If we

can't spread the cost of the 90 into years after 2022, we have to try to do something prior to then.

1. We have used a smaller amount of ESSER funds to order additional Chromebooks knowing that they may not be received until the end of the school year. The timing doesn't help us now, but it helps us for next year.

- b. Net increase in expenses: \$6,800

iii. Instructional:

- a. 52364 Educational Materials (Textbooks are the biggest component)

- a. K-5 ELA licenses, which are both print and online licenses, expire this year. Without a new purchase, we have no K-5 ELA materials in 2021-22.
- b. **K-5** ELA materials were about 15% more than **K-8** math materials when we last purchased them.
- c. Includes 6<sup>th</sup>-8<sup>th</sup> grade materials this time. Sixth-8<sup>th</sup> grade materials were last purchased before the publishers went to the subscription model, but we have not updated them since about the 2007-08 school year, which is 14 years ago.

- b. 52365 Instructional Supplies/PS:

- i. This is really just a placeholder right now. We will adjust to particular line items later.
- ii. Projected increases in state PS funds must be balanced by projected increases in PS expenses. If we don't do much in terms of salary increases, we have to spend increased PS money on "stuff."

- c. 52371 Snacks for 3 year olds has a change to its formula

- d. Net increases in expenses: \$19,200

iv. Plant Operations:

- a. 52481 Utilities

- a. Includes an increase for air conditioning operations
- b. Will be difficult to predict based upon this year's actual usage as we are entering the heating months when we are also keeping windows open for ventilation

- b. 52482 Telephone: 3 year contract expires, and it looks like a new contract will be more expensive

- c. 52483 Custodial supplies: Will we still be purchasing large quantities of Chlorox Wipes, Kleenix, paper towels, hand sanitizer, etc.? What's a "normal" amount of these to purchase now that they have been removed from school supply lists of items provided by families?

- d. 52484 Contracted services include an HVAC maintenance agreement similar to what we had to do with the new boiler to make sure we stayed under warranty

- e. 52486 The largest extraordinary repair (57%) is repairing the brick on the gym wall:

- a. Prior to doing the 2011 addition (so prior to the campaign beginning in 2008), we knew there were significant brick "flaking" issues on the northwest corner of the building, the gym wall above the cafeteria roofline, and the chimney. We solved the corner brick problem by building the staff room addition there. The problematic exterior bricks became the "interior" wall of the addition. The chimney is targeted to be removed as part of the HVAC project. The gym brick wall has only gotten worse in 12 years.
- b. White Roofing cannot find any roof reason for the leaks we experience where the gym and cafeteria meet. They theorize that water is getting into/behind the bricks and running down that way.

- f. Net increase in expenses: \$8,200

- v. Net increase in expenses: \$87,500

- vi. Net budget: \$56,500 deficit

### Public Relations Leadership:

1. Marketing materials are in production for Round-up, etc.

### Leadership in Diocesan/Parish Context:

1. We hold weekly or every other week meetings of Scott County Catholic school administrators.
  - a. Athletic directors drafted guidelines to use *if* we have Catholic League volleyball after Christmas. There are several challenges:
    - i. ASCS is still using its gym floor as classroom space. It would not be available for practices or games.
    - ii. SPS, ASCS, and JFK are too small for social distancing spectators, even if we do only one spectator per participant.
    - iii. LCS will not allow spectators.
    - iv. Will parents want to drive to/from DeWitt, in particular, and wait in the parking lot or find something else to do for 30-45 minutes while their children compete?
  - b. What should we do about JFK's AD and assistant AD salaries and the league AD's stipend?
    - i. The salaries of JFK's AD and assistant AD are paid under a 12 month contract with 1/12 paid every month. They have been receiving the 1/12 amounts since August.

#### **b. Faith Formation/Religious Education Coordinator (Kaye)**

- Faith Formation classes continue to meet in-person. Even though Davenport Schools had gone to 100% remote; since Thanksgiving we had very good attendance with 88% or better of our families present.
- Prepared for and participated in First Reconciliation on Thursday, December 3 and Saturday, December 5. There were 32 students who attended. Two additional students made their First Reconciliation at separate times during the month of December.
- Compiled information from staff reflections regarding results from the faith formation survey. Preparing material for the new Faith Formation Board which is being formed.
- Gather requested materials for Catechists.
- Participate in weekly pastoral staff meetings.
- Write weekly bulletin articles.
- Document monthly expenses and income to Faith Formation budget.
- Participate in Confirmation Revisioning meetings.
- Verify compliance with Safe Environment requirements for employees and volunteers at JFK and OLV. Send notices and reminders for those needing to update background checks and training.
- Prepare lessons and work with two 8th grade students at JFK weekly who will be receiving their First Holy Communion along with Confirmation.
- Prepare weekly lessons for Kindergarten Family Faith Formation.
- Prepare lessons for families who are participating in Faith Formation online instead of in-person..

#### **c. Faith Formation/Adult Faith Formation (Jennifer)**

- I participated in pastoral staff meetings during the month of December.
- I write bulletin articles as needed.
- I wrote and submitted a couple of articles for the December Victory Voice.
- I continue to participate in the Confirmation Revisioning meetings that Evan has scheduled.
- The next formal Adult Faith Formation offering will be available at the end of January. We will be continuing the **Walking Toward Eternity** series with **Walking Toward Eternity Engaging the Struggles of Your Heart Part 2**. Two sessions will be offered; one virtual session and one in person session. Virtual sessions will be held on Sunday's beginning January 24 from 4:00-5:00pm and ending March 14. In person sessions will begin on Tuesday January 26 from 6:30-8:00pm in the Parish Center and ending March 16. For the in person session we will be socially distancing and wearing face coverings. Currently 7 people have signed up to

participate in the Sunday sessions and 8 people have signed up to participate in the Tuesday sessions.

- All of the small groups from ***The 99 Experience*** have concluded their discussion of ***The Handbook*** and all have decided to keep meeting. Two groups are currently deciding what they would like to study next and the other small group is going to utilize the Emmaus small group materials provided by the Diocese.
- Starting January 1, 2021, Fr. Mike Schmitz will host a podcast: **The Bible in a Year**. Fr. Mike Schmitz takes listeners through the whole Bible in one year using a reading plan inspired by The Great Adventure Bible Timeline® Learning System.
- Episodes will include:
  - Two to three Bible passages read to you by Fr. Mike
  - Commentary from Fr. Mike
  - And special guest appearances
- The Bible in a Year Podcast makes the Bible personal and accessible. This is not just another “Bible story”, it is your story, that God has been writing from the beginning of time. Visit [Ascensionpress.com](http://Ascensionpress.com) for more information.
- The next **Masterclass** (training for leaders for ***The 99 Experience***) is scheduled to begin Thursday January 28 and ending March 4. The next ***The 99 Experience***, will hopefully be held March 21-23, 2021.
- RCIA began Sunday September 20. Sessions are being conducted in person and via zoom.

#### **d. Youth Ministry and Confirmation Coordinator (Evan)**

- **Core Values:**
  - Living our Faith in Christ
  - Hearts burning with Love
  - Accompanying Youth
  - Treating everyone like Family
- **Core Purpose:**
  - “Because we belong to God, we want to help youth experience God’s salvation.”
- **Big, hairy, audacious Goal (BHAG):**
  - “100% of parish youth active in ministry and their faith by 2025.”
- **Vision for our Future:**
  - “Imagine a parish community which has over 400 young people active in it every year. Feel the vibrant energy of an entire congregation inspired and infused with youthful vitality. Families lead the way, excited to grow in their faith and comfortable with their kids’ questions because they have powerful tools for discipleship. Consider the entire Quad City community and beyond when our youth live like Catholic disciples of Jesus everywhere they go for all their lives; and who know God will be there for them through life’s ups and downs. Think of youth and families knowing Jesus personally and comfortably talking about Him while sharing their faith stories. Dream of the impact on young people who experience parish adults knowing their names, serving as mentors for them, praying for them, and caring for them. Envision a parish that does *more* - for, with, and through young disciples. Think about how welcoming, warm, and inviting it would feel to all of our parishioners and to members of the entire community.”

- **What did 2020 look like?**

- We completed our visioning process, and started developing our strategic plan for the next five years before covid struck. We offered zoom youth events and prayer services to close out last school year, then spent the summer planning and evaluating how we could do ministry in a pandemic world.
- We developed and implemented a multi-pronged approach to ministry with four main areas of focus: Our website, social media/youtube, care packages, and Alpha online, along with teams to handle them. I redesigned the youth ministry website, cutting down the fat, and developing creative ways to curate resources for youth and families in virtual youth rooms each week. We reached our goal of at least 1 social media post per day – with prayers, teachings, bible verses, Saints, and Catholic resources highlighted for each week. We delivered or mailed care packages and Christmas cards to every high school student in our parish for whom we had accurate addresses, ensuring that every high school youth was reached by the parish during this pandemic. We hosted two sessions of Alpha Youth online, with the participating teens getting a lot out of it.
- Finally, we continued trying to offer fun events for families, fundraisers for NCYC, and service projects including our movie nights, Ave. of Flags, St. Nick's Raffle, and Catholic Worker Food Drive.

- **What will 2021 be like?**

- The new year brings a lot of hope that we'll be able to resume more in-person ministry soon. Everyone on the youth ministry team wants to be doing more relational ministry and interacting more with teens – we're excited at the advent of a vaccine, and the opportunities this may afford for us, though we understand it may not bring many changes quickly.
  - As a result we're still looking at Sweetheart Dinner being done "To Go" style.
  - We want to offer targeted events especially for Juniors and Seniors preparing for college discernment and graduation, hopefully in person.
  - We want to send youth to NCYC still, and Steubenville if possible.
  - We will continue to send out care packages and other effective ways of reaching teens on the margins.
  - We will take advantage of Diocesan resources and look to further innovations in ministry to keep moving forward.

- **Where does that leave us? We must still resolve at least one fundamental question:**

- **"How do we transition back, and to what do we transition, when the Covid-19 situation is over? What will be our new 'normal?'"**
  - Youth ministry will continue our process of prayer and planning as we begin discerning our strategic planning team, and developing a new leadership structure.
  - Some of our ministry teams have launched. Others we would like to develop include a stronger prayer team, and a cheer team to support teens at their various events.
  - If the ministry teams we develop during the pandemic are effective, we will continue them after the pandemic has ended, while looking for ways to transition to at least some in person ministry as well. There's no reason to



discontinue sending postcards and care packages, or to stop engaging with youth in the digital space. But we could potentially move Alpha to an in person format very easily once it becomes safe to do so.

- **What about parish college students and young adults?**
  - We are still offering monthly Theology on Taps for young adults – including in November and December. December's event focused on Biblical literacy and focusing on John's Prologue for an Advent bible study.
  - We have developed a facebook presence to engage young adults in ministry and promulgate event information.
  - When the pandemic calms down and we can resume longer, in person meetings, we will explore how to develop small groups for emerging adults in the Quad Cities in conjunction with other local parishes.
  - We also launched a group of young adults in Alpha in October, they are still meeting.

#### Confirmation Coordinator's Report:

- **Revisioning Confirmation:** The visioning process for Confirmation we are using comes from the Center for Ministry Development (CMD), and training in it was part of my certification process for youth ministry. We continue to meet to work on the strategic planning portion of this process.
- **Core Values:**
  - Love of the faith
  - Transformational relationship with God
  - Developing faith-filled relationships
  - Sharing God's gifts through service.
- **Core Purpose:**
  - God desires a relationship with each of us as His children. Preparing for Confirmation helps Christians discern and develop this relationship to fully live the grace of the Sacrament throughout their lives.
- **BHAG:**
  - "100% of Confirmandi involved in ministry at their parish by 2025."
- **Vision for our Future:**
  - "Imagine a parish community which has over 400 young people active in it every year. Feel the vibrant energy of an entire congregation inspired and infused with youthful vitality. Families lead the way, excited to grow in their faith and comfortable with their kids' questions because they have powerful tools for discipleship. Consider the entire Quad City community and beyond when our youth live like Catholic disciples of Jesus everywhere they go for all their lives; and who know God will be there for them through life's ups and downs. Think of youth and families knowing Jesus personally and comfortably talking about Him while sharing their faith stories. Dream of the impact on young people who experience parish adults knowing their names, serving as mentors for them, praying for them, and caring for them. Envision a parish that does *more* - for, with, and through young disciples. Think about how welcoming, warm, and inviting it would feel to all of our parishioners and to members of the entire community."
- I am continuing to contact those families who did not participate in the Confirmation masses to help their youth move forward in their faith – of three families who didn't respond at all, I

have now reached two. One will confirm with next year's class, the other needs to start their paperwork and we'll see what options are available when they're ready. We were able to offer optional pictures to those who wanted them, a few families participated in that.

- Strategic planning for how to achieve our goal following our values and purpose is almost complete, with a special segment dedicated to a COVID-19 response. We've met several times via zoom and at this point are looking at concrete planning for the coming year.
- Our NET retreat for 8<sup>th</sup> grade in 2020 has been cancelled due to pandemic concerns, and as a result of a lack of funding from the Gala. Normally the confirmation retreats are funded by the FF portion of Gala money, which we didn't have last year. The Holy Fire Chicago conference, our retreat option for 7<sup>th</sup> grade in 2020 has officially been cancelled by the Archdiocese of Chicago. We don't yet have another retreat option for 7<sup>th</sup> grade. The diocese may not require retreats as it usually does this year, but part of our new strategic plan suggests the development of a youth retreat at the parish for Confirmation which is similar to a CEW in format. We will begin developing this retreat in an attempt to offer at least part of it to our youth as an option. We're looking at March 4<sup>th</sup> and 10<sup>th</sup> for potential dates. We would like to keep the retreat in-person, spread out within the church and relatively short at 1.5 hours. We're looking into several options for materials, including the Diocesan "Hold on to Love" resource.
- Our Confirmation date is April 17<sup>th</sup>, mass at 10:30am. Our practice will be April 16<sup>th</sup>, at 6pm, in the Gathering space. Details on Confirmation, including forms and invitations to our zoom parent meetings on September 29<sup>th</sup>, went out on September 14<sup>th</sup>.

**e. PASTOR'S NOTES (Fr. Jake G. / Fr. Scott Foley)**

- The new relief package did include two weeks of care for our Staff.
- We did get to a pledge amount of \$1,000,000,000 for capital campaign. There is still \$600,000 yet to go

**5. COMMITTEE REPORTS AND COMMUNICATIONS**

- a. Generations of Faith Committee (Julaine, ???)
  - i. n/a
- b. Finance Committee (Chad S., Peter, Lisa, Luke)
  - i. Discussions to be held at board meeting
- c. Nominating/Elections Committee (All board members): January 2021
  - i. Peter Times Out, Chris Fox, Lisa Snider
- d. Policy Committee (Chad S., Luke, Tom): Spring 2021
  - i. Spring
- e. Strategic Planning Committee (Chad S., Chris, Ann)
  - i. Discussions to be held at board meeting as needed
- f. School Improvement Advisory Committee (Chad S., Lisa, Ann, ???)
  - i. Meet in the Summer
- g. Marketing/Public Relations Committee (Chad S., Julaine, Tom, Chad H.)
  - i. Kindergarten round up, planning
- h. Grant Writing Committee (Chad S., Chris)
  - i. n/a
- i. Parish Council (rotating per schedule) 4<sup>th</sup> Tuesday of each month 7:00 pm

- i. No meeting in December. No Parish appreciation dinner. Judy would like pictures or short videos of what the groups have been doing and they are putting together video to send out

<u>2020</u>	<u>2021</u>
August 25 - Tom	January 26 - Lucas
September 22 - Julaine	February 23 – Chad H
October 27- Ann	March 23 - Peter
November 24 - Lisa	April 27 – Chris
	May 25 - Courtney
	June 22 - Peter

- j. Finance Council Rep (Peter) – January 4
  - i. The microphone system in the Church is needing replacement
- k. Home & School Association
  - i. Meeting on 1/21
- l. Band and Music Boosters
  - i. Freddy’s Restaurant fundraiser next Monday 1/11
- m. Assumption High School Rep. (Pat Archer)
  - i. n/a
- n. Scott County Catholic School Advisory Board Rep @ St. Vincent (Chad S, Peter)
  - i. Suspended
- o. Ad Hoc Committees
  - i. HVAC Funding (Fr. Jake, Chad S, Jen, Jennifer V, Pat, Luke, Peter)
    - 1. Suspended
  - ii. Teacher Support Committee (Peter, Chris, Julaine)
    - 1. n/a
  - iii. BoE Constitution and By-Laws (“at least in every year divisible by five”) (Chad S, Lisa, Peter)
    - 1. Google doc drafted
- 6. OLD BUSINESS
  - a. Scott County K12 Regionalized Education System
- 7. NEW BUSINESS
- 8. ITEMS FOR BOARD ACTION
  - a. Tuition and fee rates for 2021-2022
    - i. Motion to accept Tuition and fee rates as proposed.
    - ii. Motion 2<sup>nd</sup>
    - iii. Motion Passed
- 9. ITEMS NEEDING DISCUSSION, BUT NOT NECESSARILY BOARD ACTION
  - a. Catholic League athletics and AD salaries
- 10. CLOSING PRAYER

BOE Meeting Schedule: 1<sup>st</sup> Tuesday of each month at 6:30 pm (except as noted)

<u>2020</u>	<u>2021</u>
August 4	January 5
September 1	February 2
October 6	March 2
November 3	April 6
December 1	May 4

June 1