

MINUTES
VSWEA BOARD OF DIRECTORS
REGULAR MEETING
WEDNESDAY, OCTOBER 6, 2021
VIA [Zoom](#)

MEMBERS PRESENT:

Gregory Schneider (GS) – President

John Tanner (JT)

April Sauer (AS) – Secretary

Danielle Martinez (DM)

Dan Franks (DF) – Treasurer

Nellie Grossenbacher (NG)

Kerstin Kubina (KK)

MEMBERS ABSENT: None

The President, Treasurer and Secretary were present, and a quorum was reached.

GUESTS

Invitees of the Board:

Frank Mirizio (FM)

Michelle Kratzer (MK)

Joan Treadaway (JDT)

Members of the public present via Zoom/Registration through Google Forms:

- Benjamin Yen-Yi Fong

10/20/21 Approved

- Myriah Mhoon
- Scott Edwards
- Elodyyy
- Tanya Dehmer
- Jill Thomas
- JF
- Kelly Osowski
- Sergio Elixavide
- Roxana Elixavide
- Tammy
- Blayne Goodman
- Nick Casura
- Laura Heaney
- Blayne Goodman
- Deb
- Barb Cunningham
- Andrew Young

OPENING VERSE / INTRODUCTIONS

Meeting was called to order at 6:33pm. GS welcomed the public to the meeting, read the opening verse, and reviewed meeting procedures.

The Board members introduced themselves along with FM, MK, and JDT.

GS Provided an overview of the agenda.

EDUCATION/COMMUNITY

Joan Treadaway Presentation

GS JDT is one of the pillars of our Waldorf community and the national Waldorf community. She has helped our school for years and recently helped us with the contemplation, and she's dedicated her time tonight to share some insights with us.

JDT Presenting Education Toward Freedom tonight to us. She shared a story with us about an Israeli who chose not to enlist in the army. She was imprisoned and feared for her family's life. During her life she was striving to find equality. She didn't feel that could serve in the army. She wanted everyone to live in "true peace and security." At one of her interviews, she said that her views came from her parents and her school, which was a Waldorf school. With Steiner's intention of developing young peace makers, he hoped to cultivate a social life worthy of our future. We need that right now. We are giving more than we have because this is what we believe in, so the question is how do we develop young peace makers? How is this practical? The essential point is that the child can reveal their own inner standards during their teen years. We help them develop capacities and become self-sufficient. That gives us confidence and

10/20/21 Approved

helps us to live in freedom. Our power is less when we have to rely on others. Another way to develop young peace makers is to strengthen the teen's soul forces—to our feeling life, a personal connection to everything we do. We meet the child by giving them the information they need at the right time. The curriculum comes when it's appropriate for a child's age. The 1st grade fairy tale curriculum develops the capacity to be good and to reject evil.

Shared a story about her friend's child. We teach to children in pictures. The child's soul is ready to hear the truths that are brought to them. We don't teach astronomy to younger grades. Shared a story about the summer solstice to show an example of a living picture. When that child grows and is taught astronomy, he is then living thinking. That is education towards freedom—the child comes to the picture on their own. Shared a story about Saint Martin. We allow that story to live in the children. This develops thinking and feeling.

In the 3rd grade when the child is nearing the 9-year change, Wendell Berry writes a poem about that loneliness and despair. The children learn about Moses and the Israelites and how they are alone and isolated and cared for by a Heavenly Father. This story meets the child in their 9-year change.

We also help children do things and make things—cross-stitch, knitting, sewing, making computers. They do it for a reason. It's purposeful.

A Waldorf alumni studied music in college and is now a research assistant to see how music heals pain. He used the soul forces to guide him into what he came to do. Another Waldorf alumni who's a bird watcher learned art and interest. He discovered a bird that had never been discovered before in the amazon. He is world famous and leads bird tours all over the amazon. He took this deepening of the soul forces and used it. This is how our education meets those forces that are slumbering within each student.

Closed with a statement by Joseph Vitzenbaum. Thank you.

GS I appreciate the stories you wove in there. Extremely helpful. We'd love to spend more time you, but we do have other board business.

JDT I understand. Thank you, and good night.

ACWE Meeting Review

GS We recently hosted a meeting for the AZ Council for Waldorf Education. I'd love to get an update.

DM There are 9 Waldorf schools in AZ. They're sharing a lot of the same challenges as we are like finding certified Waldorf teachers. 8 schools were represented at the meeting. It was great to hear from so many schools and what they're dealing with and how they're doing things. They shared what's working for them. The few schools who saw an increase in enrollment were schools without mask mandates. We discussed the contemplation with the group. Discussed

10/20/21 Approved

curriculum and how to meet the children where they are. They talked about the structure they used. Discussed technology and how to balance that within our children.

FM I will add that JDT and Michelle Blazewicz discussed teacher training. Everyone seems very excited that we're going to host summer training again, and I think we'll get more participation. I think DMS represented us well. Bonnie helped us out and we had Laura and MK there as well. It was our pleasure to host it.

DM Yes, thank you. We hadn't met in over two years.

GS I'm happy to see that DMS is showing itself as a leader in this, so thank you so much to those who made that happen over the weekend.

BUDGET AND FINANCE

Enrollment Update

FM We did lose three students this week due to nonattendance. I had to withdraw students who didn't show up for ten days in a row. We're down to 284.5. We have three more ready to come in and a big tour coming up. We're up and down but doing okay.

GS Today was the 40th day. How did we do?

FM We had 13 students absent today, and they were all excused. That's still very good. I'm pleased to report that.

Fundraising Update

DM We've got some templates that we're customizing for some communications. We sent out a soft ask in the newsletter, and we did get 5 contributions just from that first post. We have a timeline we're using and will be putting together some contests and prizes. We'll roll this out until December, then do a sustaining campaign, and another tax credit follow up. Glad to roll that out and work closely with the group.

GS Do you have enough help?

NG I was just going to say I'm happy to help. I'd love to sit in on those meetings.

DM Absolutely. I'd love the help, especially for the phone calls and contest support items. So maybe four more people to help.

NG Yes, please just let me know.

DM AS, I'd love to have some help creating a database if you could do that.

AS I am still confused about your email and what you're asking. A database for the tax credit campaign or for donors?

10/20/21 Approved

DM For donors.

AS So Jessica has a spreadsheet already, so I'm confused as to what I'd be doing.

DM So this would be something we could pass down to other board members. We don't want to lose that information.

DF I could probably help with that. There's got to be an easy way to set that up.

AS I rescind my volunteer efforts.

DM We want your help.

AS He's IT; I just like spreadsheets.

DF You need both.

AS Shared the bad news regarding the school store process. We were ready to launch the store and had to choose an ecommerce vendor, and then everything got really complicated. That's where we'd get hit with fees and taking a percentage of each sale, and there were so many bells and whistles. It was just way too complicated and not user friendly at all. We really want to set it up and have it run itself. We want to be able to pass this on to someone else, so ease of use is a must. So we're back to square one and looking at other stores. We're not giving up, but ultimately, if we can't find a way to do this simply, it may not happen.

KK Chimed in regarding ETSY woes. They want an individual to tie their social security number to the account, and we just want our school tied to the account. We really have seen stuff like this happen before where someone will set something up for the school, but it's gone to the wayside when that person moved on from the board or the school, so we really want to create something that can be passed on.

NG Meeting with a friend regarding a shirt store, and she's willing to ask about our school store and see what options we have.

KK We ran into minimum purchase issues as well; we don't want to have inventory. We want on demand print. It's not a bulk order.

NG I'll talk to my friend and get back to you.

GS Good progress there. Good to have these discussions to work through it.

Annual Financial Report

GS Monique sent the Annual Financial Report, and all we have to do is approve it. Any questions?

GS moved to approve the Annual Financial Report. DF second. No further discussion.
Unanimous vote in favor: GS, AS, DM, DF, KK, NG, JT. **Motion passes.**

EXECUTIVE DIRECTOR

Update

FM For those who have high schoolers on the trip, everything is going well. I talked with Christie Martin tonight. They start their trek back tomorrow and hope to be back a little after 4. We're hoping that by the time they get back we'll have a surprise for them. I have to thank loads of parents and Steve and Hector for their work on the patio under the mulberry tree. Some students came by to assist as well. This will be a great surprise for the kids. I can't be more thankful. Wow, wow, wow. I think it'll be done by tomorrow afternoon.

NG It looks really amazing. We have a 20 by 20 square area of pavers. The amazing part is what FM was saying. We've incorporated kids and teachers to move bricks and dig ditches. The kids are helpful and amazing. They're saying things like, "I want to go here. I want to be here." It's been great for the other grades to be incorporated in this.

MK Yes, thank you, JT, for sending over some 7th graders to help.

GS Yes, I saw my son earlier, and he only wanted to talk about these pavers.

FM Michaelmas is next Friday, 10/15 after drop off. We're allowing parents to meet up on the back berm. We're happy to get back to the schedule. We put the Martinmas Lantern Walk on the calendar for 11/10. That's the next big calendar event as well. MK and Laura are helping me on the BBQ for students to 10/20.

DM Can we do a can food drive? I'd like to support that.

FM What if we did it for the lantern walk? Thanksgiving is the next week. Maybe that's not enough time.

DM For Lantern Walk we usually do a coat drive.

FM I'm just trying to figure out the timing here. Let me talk with Crystal and student council, and I'll try to get them to spearhead this for the Michaelmas assembly.

GS Thank you. It sounds like things are going well. Any questions for FM?

KK Can I ask about how the woodshop is going?

FM Sure, our vendor came out on Saturday to measure and move forward with that project. I'm still hung up on the concrete pad. I'm starting on the adult bathrooms near the high school. That project is coming together faster. I need to find a better bid for the concrete pad. We're on

10/20/21 Approved

vendor number 5. We're still moving on it. Our parent volunteers did this paver patio quicker than the concrete vendors. We're working on that bathroom. It'll be done before the woodshop.

KK Thank you for the update.

BOARD PROCEDURES

Board Application/Timeline

GS We had 9 applicants, and since I'm stepping down we can vote 5 applicants onto the board. I've asked AS to help me with the informal meetings with the board applicants. It's not a public meeting. We will do our best not to scare anyone away. The first meeting in November we will do the first round of interviews. This will take some time. In the second meeting in November we will vote on who we want to join the board. We may have to do some branch voting or we could end up with more applicants than we can have. We also need to vote on board officers at that meeting. We'll need to vote in a new president, preferably someone who is currently on the board. We don't want to thrust an officer position on a new member. If you haven't already spoken to me and you're interested in being the president, please let me know and we'll talk. Think about it. Did I miss anything on that timeline, AS?

AS I pulled the timeline up to follow along, and I think you covered everything. That first meeting is 11/3 where we do the interviews, and then on 11/17 we'll follow up with a question or two to the applicants and vote. Other than that, all we need to do is set up that informal meeting with the applicants.

GS Let me just say that it feels good to have so many applicants.

Approval of Minutes

GS moved to approve the 09/15/21 Regular Meeting Minutes and the 09/18/21 Emergency Meeting Minutes. DF second. No further discussion. Unanimous vote in favor: GS, AS, DM, DF, KK, NG, JT. **Motion passes.**

GS Our next meeting is October 20th. We look forward to seeing you there.

GS moved to adjourn tonight's meeting. NG second. No further discussion. Unanimous vote in favor: GS, JT, AS, DM, NG, DF, KK. **Motion passes.**

CLOSING VERSE

KK read the closing verse.

Meeting was adjourned at 7:41pm.

Prepared by AS on 10.06.2021.