

**THOMPSON EDUCATION FOUNDATION  
BOARD OF DIRECTORS MEETING  
MINUTES OF JANUARY 18, 2022**

The meeting was called to order at 4:22 p.m. Board members in attendance were Kim Akeley-Charron, Brian Cullins, Cody Fullmer, Brandy Grieves, Lauren Haug, Pam Howard, Marc Schaffer, Celeste Smith, Matt Thies, Sarah Walgast and Eric Weedin. Debbie Wright was also in attendance. Board members unable to attend were Paul Baron, Blas Estrada, Danielle Feeney, Jason Hatch and Diane Lapierre. Dr. Maria Gabriel, Thompson School District's Equity, Diversity & Inclusion Director, attended the first part of the meeting.

Lauren was unable to attend in person and joined the meeting remotely. Therefore, Kim ran the meeting. She had new board member Matt Thies introduce himself, after which all other attendees introduced themselves.

Marc gave a quick update on the school district. We are three weeks into the second semester. COVID continues to occupy a lot our attention. We are staying open thanks to the resiliency of our staff, our kids and our community. Marc gets daily updates from the Human Resources director regarding staff, and we are doing better than most. Marc noted that he is excited to hear Dr. Gabriel's presentation on equity. TSD is the first school district to create an equity policy, which he and Dr. Gabriel will be giving a presentation on at a national conference in Tennessee.

At the October board planning retreat, conversations were held regarding equity and next steps to align with the district in this work—Dr. Gabriel is here to get us started. Dr. Gabriel said she appreciated the invitation and shared her background with the board. She is invested in our community and district and is an advocate for each child to get what they need to be contributing members of society. Dr. Gabriel gave a presentation addressing what TSD is doing around education equity. After two years of gathering input, TSD crafted an education equity policy, which was approved by the Board of Education in June 2020. The TEF board agreed that creating an equity statement that aligns with the district's is important. Dr. Gabriel is happy to help if we need more guidance or have questions. Kim thanked Dr. Gabriel for her assistance with this important work.

Kim has collected equity statements from some other Colorado foundations. Lauren noted that an equity statement is very important for us, especially since we work closely with students in the scholarship arena. Having what we stand for spelled out clearly may attract donors. It was decided that we should have an equity statement in place before working on our mission, vision and purpose statements. The mission/vision/purpose word activity was taken off the meeting agenda and will be addressed at a later time. Kim will provide the board with the other foundations' equity statements prior to the next board meeting and we will discuss the next steps in February. Having already gone through this process with the Board of Education, Pam is really excited to see TEF move ahead with the creation of an equity statement.

Upon motion duly made, seconded and carried, the Consent Agenda—consisting of the December 14 board meeting minutes, the December First National Bank Investment Management Account statement, the December financial reports and the Executive Director Report—was approved.

An election of TEF officers was held. The candidates were Lauren for president, Cody for vice president, Blas for secretary and Matt for treasurer. Upon motion duly made, seconded and carried, the board approved the slate of candidates as presented.

Kim gave updates on TEF's 2022 event planning. The educator appreciation breakfast will be held April 6, 6:30 a.m., at Embassy Suites. Kim has requested a one-sided buffet table for the breakfast with Embassy Suites staff there to assist. More details will be provided at a later date. Kim is working with Christine at My Big Day on a 2022 event management contract. Once that is signed, Kim will get a sponsor packet out. The Scheer fund golf tournament will be held August 5 at Mariana Butte Golf Course. A date has not yet been confirmed for the Loveland Classic. It will most likely be held on Sunday, April 24. There have been challenges with scheduling due to other activities in the area. There is a concern that sponsors that typically come to the race might be less available on a Sunday. Kim and Debbie will be traveling to a Foundant conference in Memphis that day, so a board member or two will need to be present during the awards ceremony. Green Events organizes the Loveland Classic. Our involvement consists of promotion, getting some sponsors and providing the prizes. We are sending canvases to Big Thompson Elementary School and High Plains School so students can create paintings for the prizes.

Kim provided the board with a fundraising campaign schedule. Mailings cost \$1.15 per recipient; 600 pieces would cost \$687.60, much less expensive than an event. The 2021 end-of-year solicitation mailer went out later than planned; the income to date is \$7,035. Our cost was \$673.90, so we've netted \$6,361.10. There is some desire from TSD's music programs to do fundraising for instrument replacement. Kim identified March/April as the timeframe for this mailing, May/June for Help Kids Succeed and July/August for the Scheer fund golf tournament. Stan Scheer's birthday is March 11, so Kim was wondering if it would be appropriate to do some fundraising for the Scheer fund at that time. She will ask the Scheer family if they like that idea. If so, we could do a general ask in March separate from the golf tournament and hold on the music campaign.

A discussion was held regarding raising funds for instruments for the music programs. Instruments can cost from \$5,000 to \$20,000 each, and with four high schools plus Ferguson High School's program, TSD does not have capital dollars available to replace instruments. Kyle Freesen at Loveland High School has an agreement with an instrument company to do lease to own; if he can leverage \$20,000 a year, he can provide what is needed for Loveland High over the next 7-10 years. If anyone has ideas or knows of grant opportunities in this area, please let Kim know. A community member, Carl Peterson, is about to retire from his "retirement" job. Carl has extensive experience with grants and has offered to assist us with grant research (not

grant writing). His first assignment will be music grants. A discussion was held around how to expand our solicitation mail list. Suggestions included: purchasing mail lists, having music teachers put requests on their social media, and targeting alumni on social media. Kim will look into mail lists that are available for Loveland and the price point.

In Other Business, Kim let know the board know that the April 19 board meeting will be held in the TSD Board Room, not the Cottonwood Room. This location change will be noted in the e-mail reminder sent prior to the April meeting. Kim also asked if anyone would like to join her at the TEF table at the Women Give luncheon on February 3. If so, please let her know.

Upon motion duly made, seconded and carried, the meeting was adjourned at 5:25 p.m.