

REGINA INTER-PARISH CATHOLIC BOARD OF EDUCATION MEETING

TUESDAY, October 25, 2022

6:30pm Regular Board Meeting

MPR

Vision: To foster excellence with faith, knowledge, and community

Regular Agenda

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| I. CALL TO ORDER – Board of Education | 10 minutes |
| a. Opening Prayer | |
| b. Roll Call | |
| c. Chairperson Remarks | |
| d. Approval of Minutes – September 27, 2022 | |
| e. Approval of Agenda | |
| f. Open to the Audience | |
| II. NEW BUSINESS DISCUSSION | 15 minutes |
| a. Teacher Benefits | |
| b. Head of School Search Committee | |
| III. OLD BUSINESS UPDATE | 5 minutes |
| a. | |
| IV. ADMINISTRATION REPORTS IN PACKET/QUESTIONS | 10 minutes |
| a. Elementary | |
| b. Junior/Senior High | |
| c. Director of Teaching & Learning | |
| d. Enrollment Report | |
| e. Business Office | |
| f. Religious Education | |
| g. Foundation | |
| h. Boosters, PISA, Home & School – committee reports | |
| V. CALENDAR AND DISCUSSION ITEMS | 10 minutes |
| a. Finance Committee – Begin the budgeting process. Contact the Pastors and invite them to the meetings. | |
| VI. COMMITTEE REPORTS IN PACKET/QUESTIONS | 5 minutes |
| VII. MEETING SCHEDULE (Refer to the Information Page) | |
| VIII. CLOSING PRAYER | 1 minute |
| IX. EXECUTIVE SESSION | 15 minutes |
| X. ADJOURNMENT | |

INFORMATION PAGE

I. ENROLLMENT

2022-2023 Month-by-Month Comparisons										
	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
Elem	477	472	473							
JR/SR	363	365	364							
PreK	83	72	73							
2021-2022 Tuition										
	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May/June
Budget										
Elem	\$2,321,044	\$2,451,864	\$2,449,628							
JR/SR	\$2,556,993	\$2,555,761	\$2,565,746							
PreK	\$358,500	\$27,354	\$57,004							

*Partial Month

I. UPCOMING DATES

Picture Retake PreK-6	Oct 27		
JH Halloween Dance	Oct 29	7:00PM	Elem Gym
Halloween Parade	Oct 31	2:15PM	Front Circle
Conferences	Nov 3	2:00PM	
Conferences	Nov 4	8:00AM	
No School	Nov 4		
Staff Appreciation Week	Nov 7-11		
7 th & 8 th Band Concert	Nov 10		HS Gym
Band Festival 7-12 Conference	Nov 11	12:00PM	Off Ste
NHS Thanksgiving Dinner	Nov 15	11:00AM	HS Gym
All State	Nov 17,18,19	8:00AM	Off Site

II. PRAYER SERVICE/MASS SCHEDULE

Mass 7-12	Oct 26	2:15PM	HS Gym
Mass K-12 All Saints' Day	Nov 1	9:30AM	HS Gym
Mass 7-12	Nov 9	2:20PM	HS Gym
Prayer Service 7-12	Nov 16	2:30PM	HS Gym
Mass K-12 Bishop	Nov 18	9:30AM	HS Gym
Mass K-12 Thanksgiving	Nov 22	9:30AM	HS Gym

III. Holy Days

All Saints' Day	Nov 1
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REGINA INTER-PARISH CATHOLIC BOARD OF EDUCATION MEETING
Tuesday, September 27, 2022
REGULAR MEETING MINUTES

- I. Call to Order – 6:42 PM
 - a. Opening Prayer by Fr. Witt
 - b. Roll Call – (absent members in parenthesis):
 - 1. Anne Adam, Fr. Adam, Fr. Beckman, (Julie Beard), Chris Clark, Andy Cutter, Lisa Dutchik, Lisa Gumpfer, Todd Kopecky, Amy Lynch, Ron Udell, Fr. Sia, Angela Villhauer, Ryan Wade, Jason Wagner, Alaina Welsh, Fr. Witt.
 - 2. Ex-Officio Members Present –
Celeste Vincent, Glenn Plummer, Kelly Starr, Vanessa Kelley, Kecia Boysen, Carolyn Brandt, Julie Rhomberg, Michelle Goldsmith, Alan Opheim
 - c. Chairperson Remarks – by Andy Cutter
Welcome to Todd Kopecky, new BOE member from St. Wenceslaus. Todd is filling the seat vacated by Todd Waikel.
 - d. Approval of Minutes –
 - o Approve August 23, 2022 –Regular Meeting Minutes.
Motion to approve by Fr. Adam. Second by Udell. All in favor
 - e. Approval of Agenda –
 - o Motion to approve the Agenda made by Clark. Second by Fr. Witt. All in favor.
 - f. Open to the Audience – NONE
- II. NEW BUSINESS DISCUSSION – NONE
- III. OLD BUSINESS DISCUSSION –
 - a. Strategic Plan Update – Remarks by Chris Clark. See documents in BOE packet.
 - 1. Recommending release of the Plan.
 - 2. Some challenges will exist for some of the goals because we are currently without a Head of School and a permanent Director of Finance. The timeline will change some for those affected goals, but committee wants to move forward with the plan as appropriate in the meantime.
 - 3. Looking to establish a new set of committee members to oversee the implementation and monitor progress toward the goals. Anticipate this will be a include bi-monthly meetings with reports given to the BOE after each meeting. Broader updates will be given to the general Regina community at other times.
 - 4. Goals were set with an anticipated 5-year event horizon.
 - 5. The objectives outlined in the draft from last month were initially planned for year one.
 - 6. Objectives will be modified over the next five years as the strategic plan is not a static plan.
 - o Motion to approve the FY22-27 Regina Strategic Plan as presented. Motion made by Fr. Witt. Second by Lynch. All in favor.
 - b. Interim Head of School Update – Remarks by Clark.
 - 1. Over the past few weeks, we have been vetting several candidates.

2. There have been conversations with AEAs, retired superintendents, the former ICCSD superintendent and individuals from Diocese of Dubuque and Davenport.
 3. Vetting questions have included how their Catholic faith informs their actions and verifying their educational backgrounds. References have also been checked.
 4. It has been narrowed down to one candidate we have invited to visit our campus, administrators, the pastors and the BOE executive officers on Wednesday, October 5th.
 5. Lynne Devaney will be on campus to lead the discussions and tour.
 6. Looking for a candidate that would be able to provide consultation and assistance in developing the Head of School role and search in addition to managing a modified Head of School job description.
- c. Permanent Head of School Update – remarks by Clark
1. Conversations with Catholic School Management. Would be \$400 per hours for their assistance in a new search. Contacted another firm with a similar quote.
 2. Conversations with other schools that have used a search service said the services were very helpful in structuring the plan for the search but were less positive about the resulting candidates. Both felt that the strongest candidates were not brought about through the search firm.
 3. The BOE will form a search committee with members from the BOE and the community. We will expect more engagement between the candidate and the Regina community. That was not possible last time due to COVID.

IV. ADMINISTRATIVE REPORTS – see BOE packet

- a. Elementary Report – Additional comments by Mrs. Vincent:
1. Many administrative team meetings.
 2. Nice to see so many faces at the Back to School Night.
 3. Special thanks to all those coaches, teachers, and administrators that have gone before us.
- b. JH/SH Report – see BOE packet. Additional comments by Mr. Plummer:
1. New sound system has been installed in the HS gym!
 2. Taylor is continuing to get quotes for new stage lighting in the elementary.
 3. Please remember former teacher, Clark McFarren, and his family in your prayers. His six-month-old grandson passed away unexpectedly.
- c. Director of Teaching & Learning – See BOE packet. Comments by Kelly Starr
1. Will be able to start ESL without finalizing registrations with the Iowa City Public School District, which can take significant time to complete.
- d. Enrollment Report – See BOE packet.
- e. Business Office – See BOE packet. Comments by Opheim
1. Sound financial shape to begin the fiscal year.
 2. Need to work on some forecasting of building and grounds and expenses.
- f. Religious Education – See BOE packet. Comments by Brandt
1. All classes are offered only in person this year, and all is off to a good start.
- g. Regina Foundation – See BOE packet. Comments by Boysen

1. Down to the final few invoices for the Capital Campaign. There may be a few dollars left over.
 2. Remaining pledges are due by December.
 3. Over \$100K in additional funds going into the Teacher Endowment Fund due to the surplus fundraising and a directed donation.
- h. Boosters, PISA, Home & School – See BOE packet.
- V. CALENDAR & DISCUSSION ITEMS-
- a. See your email in the next couple of weeks for a list of revised committee meeting times.
- VI. COMMITTEE REPORTS – See BOE packet
- VII. MEETING SCHEDULE – refer to Section V above
- VIII. CLOSING PRAYER – by Fr. Adam
- IX. EXECUTIVE SESSION – 7:54PM
- Motion to enter Executive Session by Fr. Witt. Second by Fr. Adam. All in favor
- X. Open Session – 8:19 PM
- Motion to go back into open session made by Fr. Witt. Second by Fr. Adam. All in favor.
 - Motion to approve coaching and activity contracts submitted by Glenn Plummer. Motion made by Kopecky. Second by Clark. All in favor.
Contracts included the following:
Sean Beard - JH football
Tyler Alexander - JH football
Dylan Klynsma - JH football
Dustin Elsbury - Head JV football
Katrina Chambliss - JV volleyball
Zach Ries - Head wrestling
Dustin Elsbury - Asst wrestling
Taylor Hotek - JH wrestling
Will Portis - Asst JH wrestling
Kristin Fuhrmann - Fall Play Director
Christina Pappalardo - Fall Play Director
Kristin Fuhrmann - Speech Coach
- XI. Adjournment – 8:20 PM
- Motion to adjourn by Clark. Second by Fr. Witt. All in favor

Respectfully Submitted by
Alaina Welsh, BOE Secretary

**REGINA ELEMENTARY
BOARD REPORT
October 2022**

FACILITATOR OF FAITH COMMUNITY

UPCOMING RELIGIOUS CELEBRATIONS:

November 1 st	All Saints' Day Mass	K-12, 9:30
November 18 th	Mass with Bishop Zinkula	K-12, 9:30
November 22 nd	Thanksgiving Mass	K-12, 9:30

SERVICE PROJECTS:

November Food Collection

RECONCILIATION:

November 30, 2022 8:30 Prayer Service, 9:15 Receive

ADVENT:

Advent begins Sunday, November 27

Advent prayer service, November 28 2:30, elementary gym

STANDARD #1 - VISION

ELL PROGRAMMING:

We have been working cooperatively with the ICCSD provider who delivers virtual instruction to our ELL learners. We provide the moderator in the room.

DIOCESAN PRINCIPALS' MEETING:

Diocesan principals met on Thursday, October 20th at Regina.

GRANTWOOD AEA TECH PLANNING:

Grantwood AEA technology specialist, Gina Rogers, continues to meet with grade level teams each month.

DIOCESAN RELIGION CURRICULUM COMMITTEE:

Regina Education Center hosted the Diocesan Religion Curriculum Committee on Monday, October 17th. Religion teachers from all over our diocese came to learn more about the six domains and standards.

STANDARD #2 - CULTURE AND INSTRUCTIONAL PROGRAM

PARENT-TEACHER CONFERENCES:

Conferences will be held November 3rd and 4th.

Our Home and School will be hosting a book fair that begins during conference week.

STANDARD #3 - MANAGEMENT

STATE REPORTS:

Mandatory state reports for the month of October were completed.

REGINA SAFETY ASSESSMENT:

We completed our safety walk through and our safety inventory with Travis Beckman from Johnson County Emergency Management and Jorie Bailey from the Iowa City Police Department. We needed to conduct this to be considered for additional safety funds available through the state.

STANDARD #4 - COLLABORATION

TITLE FUNDING:

Our new Title I assessment numbers were made known this month.

We are able to increase our Title I teacher to .8 time.

We also had consultation on our Title III funds available for parent materials.

CHOCOLATE SALES:

We have met a new chocolate sales record. Thank you to all the student sellers and the motivating Home and School Chocolate Committee.

STANDARD #5 - ETHICS

SAFETY:

Our October inservice day will include the second round of ALICE training and CPR/AED training for staff.

EVALUATION:

Administrators are conducting their formal evaluations for teachers on Tier I and Tier II active evaluation.

STANDARD #6 - LEARNING COMMUNITY

ENROLLMENT SUMMARY

K – 65

1 – 55

2 – 62

3 – 69

4 – 68

5 – 78

6 – 76

Total Elementary Enrollment = 473

Regina Junior-Senior High School
Board Report
October 2022

Principal as Spiritual Leader

1. The 11-12 Service Day is Thursday, Oct. 21. The day will start with a prayer service at Regina. The students are arranged in groups and assigned homes and businesses in the area. Shelly Conlon has done a tremendous job in organizing this special day.
2. Regina teachers (Katie Welter and Shelly Conlon) continue on a team that is helping integrate the new religion domains for the Diocese.
3. Upcoming Celebrations:
 - Oct. 26: 7-12 Mass
 - Nov. 1: K-12 All Saints Day Mass
 - Nov. 9: 7-12 Mass
 - Nov. 16: Christmas Basket Project Opening Prayer Service
 - Nov. 22: K-12 Thanksgiving Mass
 - Nov. 30: 7-12 Advent Prayer Service
 - Dec. 2: Eucharistic Adoration in the Chapel
 - Dec. 8: K-12 Immaculate Conception Mass
 - Dec. 14: 7-12 Reconciliation & Prayer Service
 - Dec. 21: 7-12 Christmas Basket Project Prayer Service

Principal as Instructional Leader

1. PSAT was given on Oct. 12. Results are usually not available until early December.
2. The first semester midterm is Oct. 26. Teachers will be communicating with parents/guardians of students with a D or F.
3. I am waiting on the state and national reports to complete the ACT Profile for the Class of 2022.
4. Teachers continue their work on standards and curriculum mapping as well as their technology and religion domain integration goals.

Principal as Administrator

1. The Consolidated Accountability and Support Application (CASA) was approved by the state.
2. The Student Reporting in Iowa and Certified Enrollment were completed.
3. Fall BEDS is due October 30.
4. Differentiated Accountability is due in December.
5. Applications for Title IIA and Title IV funding were submitted to ICCSD.
6. We worked with ICPD and Johnson County Emergency Management to conduct a School Safety and Security Assessment. The recommendations from this assessment will be used to prioritize how we allocate our resources dedicated to school safety and security.
7. Enrollment Summary (10/19)
 - 7 - 79
 - 8 - 66
 - 9 - 56
 - 10 - 61
 - 11 - 58
 - 12 - 44
 - Total - 364

Principal as Communicator

1. Parent-Teacher conferences will be held on Thursday, Nov. 3 from 4-8 and Friday, Nov. 4 from 8-12. Conferences must be scheduled with our online program (instructions sent home) for both dates.
2. The 7-12 Building Leadership Team is working on developing common procedures for all teachers in regards to late work and giving zeros on assignments. We have started talks on creating a group to review our dress code.
3. PK-12 staff will have ALICE training scenarios and CPR and AED training on October 24. Thanks to Laurie Boland and ICPD for helping with these trainings.

Director of Teaching and Learning
Kelly Starr
October 2022 - Board Report

EARLY CHILDHOOD CENTER:

This month, significant time has been spent in the early childhood center with observations. Specifically, time was spent for the purpose of supporting students with additional learning needs. Protocols and procedures have been individually established for students and teachers. In addition, feedback regarding classroom structure, routine, and procedures for all students has been discussed. Over the next few months, coordination will begin regarding in-service to support our early childhood teachers and students.

TEACHER FEEDBACK:

Two surveys were sent out over the last few weeks to gather feedback from teachers. A new teacher survey was sent out to collect information regarding the start of the year and additional support new teachers to Regina may need. A second survey was sent out to tenured teachers on each side of the building. A total of 20 surveys were collected from the 10 longest time teachers from the elementary and secondary, respectively. The purpose of the survey was to gather information regarding why teachers have chosen to stay at Regina, what makes Regina “different from the rest”, and what have been the teachers' major frustrations throughout their years at Regina. This information will be discussed by administrators and then shared in the SIAC committee.

PROFESSIONAL DEVELOPMENT PLAN UPDATE:

Work has begun with establishing curriculum maps for reading on the elementary side and one course per teacher on the secondary side. The goal is to create a consistent format for the year-long curriculum that can be utilized by incoming teachers, communicated to families, and as a foundation for our curriculum programming K-12. Upon completion of the curriculum maps, work will continue to dive deeper into lessons, assessments, and resources.

Based on feedback, minor adjustments will be made to the delivery of professional development. While the same learning goals for standards and technology work will remain, learning paths must be adjusted to accommodate the various needs on both sides of the building. A learning plan change was discussed with administrators and continued collaboration will take place with GWAEA representatives to make adjustments.

INSTRUCTIONAL WALKTHROUGHS:

Preliminary instructional walkthroughs have begun K-12. These instructional walkthroughs are currently being conducted for the purpose of learning the breadth of instructional practices that currently exist within our system. These walkthroughs will be more specified to connect with professional learning of instructional procedures as the year continues. Walkthroughs are conducted for the purpose of providing professional feedback and to guide collaborative discussions.

ASSESSMENTS:

Beginning of the year FAST (literacy) assessments have been completed for the elementary. A decision was made to administer an additional FAST assessment in literacy to obtain more specific details regarding student progress in the area of reading. This data will be used for the purpose of providing more detailed student information to support students' learning experiences. Additional discussions are taking place regarding a universal math screener for K-8 and literacy screener for junior high.

ELL

The current offering of ELL programming is up and running. After an initial evaluation of programming, it has been determined an alternative option should be considered. Adjustments to the program are currently being investigated to better align with the needs of our students. At this time, consideration of in person programming, onsite with a Regina teacher, has become a priority.

WEBSITE CONTENT UPDATE

Initial meeting took place with Director of Communications and Marketing, Shane Schemmel to discuss academic content on the Regina website. Curriculum profile updates for the elementary has begun, with the goal of being posted to the website in early November.

Admissions
Pam Schowalter
October 2022 Board of Education Report

Enrollment Numbers for the 2022-2023 school year (this is a fluid document)

K	1	2	3	4	5	6	7	8	9	10	11	12	Total
65	55 +1	62	69	68	78	76	79	66	56 -1	61**	58***	44***	837

New students to Regina 22-23

K	1	2	3	4	5	6	7	8	9	10	11	12	total
65	5	4	3	5	1	7	10	4	4	2	5	0	50+ K

*International

2022-2023—Elementary K-6: 473 students (+1)
 Jr./Sr. High 7-12: 364 students (-1)
Total: 837 students

2021-2022—Elementary K-6: 482 students
 Jr./Sr. High— 7-12: 352 students
Total: 834 students

2020-2021—Elementary K-6: 467 students
 Jr./Sr. High 7-12: 349 students
 Total: 816 students

2019-2020--Elementary K-6: 458 students
 Jr./Sr. High 7-12: 341 students
 Total: 799 students

Recruitment:

New Students—October—we welcomed a new 1st grade student
 January--2nd semester—we have accepted a new 8th grade student/9th international. We have
 a 1st grade application pending.

Preschool—

2022-2023 preschool: 73 students (+1)- 3 classrooms--(new student starting January 5th)
 2021-2022 preschool: 61 students—3 classrooms

Tours—Tours continue—we are now accepting applications for the 23-24 school year, as well as our current school year.

Student Ambassadors made special Halloween Treats for all of our preschool trick or treaters to be distributed at the Preschool Halloween Parade on October 28.

Kindergarten—Admissions will be visiting twenty (20) area preschools and day cares the week of October 24th. 48% of our current kindergarten students attended Regina preschool.

Parish Insert will be distributed to the parishes for the weekend of November 12th and 13th. This insert will be featuring our updated and renovated Early Childhood Program.

RETENTION:

Student Ambassadors

Regina has 67 Student Ambassadors for the 22-23 school year. Student Ambassadors had their October meeting on October 11th.

Student Ambassadors will assist the Foundation with writing Donor Thank You notes. They will also be making a “What we like best about Regina” video.

Student Ambassadors assisted at the Elementary Candy Assembly on October 26th—Crownie made a special appearance at this event.

New Families all received a Halloween card from Regina Administration, as well as a “treat”—a Regina Car decal, so they can share out their Regina Pride.

Parent Ambassadors--All of our 1st-12th grade new families have been paired with a seasoned Regina Family. Each month, the Parent Ambassadors will receive talking points from the Admissions Office to share Regina Happenings with our new families.

Business Office
October Board Report
Alan Opheim

Below are a couple of bullet points for your information since my report last month.

- Finance Committee
 - The Committee while maintaining vigilance on this year's results, is also transitioning into FY 24 budget mode. Good discussion centered on tuition categories and employee benefits. A reminder that all Board members are invited to participate in any of our meetings during the budget process.
 - The PowerPoint from which our meeting was based is included in the packet
- My main points of emphasis this month have been:
 - Beginning the transition from wrapping up FY 22 to analysis of FY 23 and budgeting for FY 24. More on the latter two points in coming months.
 - Payables to our vendors
 - Assisting others with their questions on a variety of topics
 - Committee Involvement – Finance and Policy
 - The last phase of the Paylocity transition was completed this month with successful integration of interfacing between Paylocity and QuickBooks. Thanks to Michelle W for seeing this through to completion.
 - Having been out of the office for a week due to Covid, I am rapidly catching up on other daily and project-based activities.

Regina Tri-Parish Religious Education
Carolyn Brandt
Board Report
October 25, 2022

Wednesday, September 28, 2022

We had our first class for K-6. Everything went well. It is so awesome to have everyone in person this year!!! Yay!!

Sunday, October 9, 2022

7th and 8th grade held class. They discussed Reconciliation.

Wednesday, October 12, 2022

1st graders made Prayer Pockets. They hold prayers and are made out of felt. They all get to decorate their own. At the end of the night, they take them home. Every week they get prayers to learn, then they take them home, say them to their parents, and put them in their Prayer Pocket.

3rd grade started making a creation quilt.

5th grade had a Bible presentation. Father Steve Witt blessed and handed out Bibles in the Chapel.

Thank you, Father.

Wednesday, October 19, 2022

The students picked out a saint during class tonight to learn about, and then they will dress up as that saint during our All Saint Celebration Wednesday, November 2nd. You are all invited to celebrate with us!!

I would love to have everyone there!! Families will be invited, too!! It will take place in the elementary gym starting around 6:40 PM.

Sunday, October 23, 2022

The 7th and 8th graders met and discussed the Eucharist and the Rosary.

Regina Foundation
Kecia Boysen Executive Director
Monthly Report 10/18/2022

Capital Campaign Totals (as of 10/14/2022)

Remaining original cash pledges to be fulfilled (4 donors):	\$ 45
Cash on Hand:	\$ 50,587
Continuation pledges to be fulfilled (12 donors):	\$ 32,600
Continuation lead pledge/new Pre-K pledge to be fulfilled (1 donor):	\$443,400
Total:	\$526,632

*total reflects \$136,595 (60 donors) written off (1.47% of total raised)

\$7,929,478 raised toward \$7.8 million (plus additional \$1.2 million Pre-K pledge)
One capital campaign invoice of \$150,870 has not been reimbursed to the school.
\$375,762 spendable campaign dollars remaining for all projects.

2022-2023 Excellence Fund

- Excellence Fund total as of 10/14/2022: \$100,055.78
- Last year at this time: \$48,122.17

EF year-end timeline:

- Friday, November 4 – Donor Appreciation mailing (video?)
- Week of November 14 – Year-End mailing
- Thursday, November 24 – Thanksgiving email/FB post
- Tuesday, November 29 – Giving Tuesday email/FB post
- Monday, December 5 – Foundation Christmas card mailing to major donors
- Friday, December 9 – Year-end email #1
- Wednesday, December 21 – Year-end email #2
- December, 28, 29, 30, 31 – Last 4 Days Campaign (TBD)

Appreciation/Cultivation

Donor Appreciation Week, Monday, November 7 – Friday, November 11, will include the following activities:

1. Donor 'Thank You' postcards will be mailed to all major donors (postcards will include a special student photo op and Ambassadors will write personalized thank you notes to each donor) – Friday, November 4. Mail Quantity - 310.
2. "Your Excellence Fund Donations at Work" email to all EF donors – Wednesday, November 9
3. Virtual "thank you" message to donors from Regina Ambassadors – Friday, November 11

Committee Meetings

- Stewardship Committee – TBD
- Development Committee – Next Meeting: 4 p.m., Thursday, October 20
- Foundation Executive Meeting - Next Meeting: 10 a.m., Wednesday, November 9
- Foundation Board Meeting –Next Meeting: 4:30 – 5:30 p.m., Tuesday, November 15

Other

- Visibility in the Regina community (goal = at least 2 events per month) – October: 2 (Halloween activities)
- Kecia participated in the AFP-sponsored program, “Crypto Philanthropy 101: How to Incorporate Cryptocurrency into Your Fundraising Strategy,” presented by Pat Duffy, Co-Founder of The Giving Block on 10/5. The program explained:
 - What Crypto Philanthropy is,
 - How nonprofits can incorporate it into their future fundraising strategies,
 - And examples and case studies of nonprofits who have successfully incorporated crypto fundraising into their work.
- Kecia participated in the Eastern Iowa Planned Giving Council quarterly board meeting on 10/6 via Zoom.
- The *Impact Report* went to the printer on Monday, October 10, and moved into production on 10/12. It should hit mailboxes the week of 10/21. We delayed the publication for approval of the strategic plan by the BOE at the Sept. 27 meeting and the BOE leadership message. Mail Quantity - 2130.
- The Foundation is assisting with a targeted fundraiser for a new indoor training area/golf simulator headed up by parent and board of education member Christopher Clark. To date, \$4,000 has been gifted to the project, \$16,600 pledged and a total of \$20,600 has been raised. Their goal is \$45k.
- ***Regal Eats...Cooking for a Cause*** is back this year after a two-year hiatus due to COVID. It will be held on Saturday, November 5 from 5:30 to 8:30 p.m. at a new location due to the Elks Club (former location) being under construction. The location, 2881 Independence Road, Iowa City, is a building owned by Chad Keune and donated to use for the event. The event cost is \$50/Ticket and includes food and hosted beer, wine, seltzer, soda, and water. This fun event brings together amateur chefs, comprised of Regina parents, alumni, and staff, to prepare sample-size portions of their most enjoyed dishes to raise funds to directly benefit the *Regina Teacher Endowment Fund*. The Foundation is assisting with publicity, ticket sales, and check-in on the night of the event.
- Foundation Board Executive team members will meet with Booster Club leadership on Tuesday, October 25, to define and clarify fundraising roles and responsibilities and discuss future collaborations. Chris Klitgaard initiated the meeting.

Upcoming Events/Important Dates

- Regal Eats – Saturday, November 5
- Donor Appreciation Celebration Week - Sunday, November 6 – Saturday, Nov. 12
- Regina Gala – Saturday, February 4, Courtyard by Marriott University Heights
- Memorial Mass – Wednesday, April 26
- Grandparent’s Day – Friday, May 5
- 2023 Scholarship Recognition – Wednesday, May 17
- Class of 2023 Graduation – Sunday, May 21

**POLICY/BY-LAWS
ALIANA WELSH-CHAIR
COMMITTEE MEETING MINUTES**

Committee Purpose: The primary function of the Policy/By-Laws Committee is to work with the administrators in developing and reviewing school policy for compliance with Diocesan Policies and to ensure continued applicability to the goals and needs of the school. The By-Laws are to serve as the framework and rules for the governance of the Regina Board of Education. All Regina policies are to be reviewed at least once every three years. The By-Laws are to be reviewed at least once every five years. This committee is chaired by the Secretary of the Board.

Strategic/Academic Year Goals for Committee:

- *Review Policies last dated May 2020 or earlier over course of this academic year.
- *Develop By-Laws for PISA and recommend to BOE for approval by the end of 2022.
- *Develop By-Laws for Home & School Association and recommend for approval by May 2023.
- *Continue to review Regina BOE By-Laws and seek guidance from the Diocese of Davenport on changes.

Meeting Date: October 13, 2022

Meeting Time: 9:00 AM

Committee Chair: Alaina Welsh

In Attendance

Celeste Vincent, Alan Opheim, Glenn Plummer, Taylor Hotek, Michelle Winders, Alaina Welsh

Old Business

- None

New Business

- Establish Plan for November & December meetings
- Review of Policy 912.0R - Naming of Campus Facilities, Programs and Events
 - Historically this policy has not been followed. A lot of discussion took place regarding the history and the identification of things that carry a “name” on campus. Discussion regarding the distinction between a “naming” vs. “advertisement”. Initial discussions inclined to separate advertisements (time limited, short duration (i.e. Athletic season), easily removable (not cemented in or bolted to), approved by the Activities Director, etc. The naming of physical structures, spaces within structures, outside spaces on the Regina campus, more permanent signs, trees, stones, statues, benches, etc. should follow a “naming” policy. Additional discussion on this topic will take place at the November meeting as well as discussion regarding the naming of programs and events.

Action Items

- Those in attendance at today's meeting will review and provide feedback on the shared document for Policy 912.0R between now and the November meeting.

Announcements

Anticipate continued review of Policy 912.0R at the November meeting and begin Policy 901.0R – Use of Building and Grounds. December meeting will likely be necessary. Taylor Hotek invited to attend the November and December meetings to provide insight for the policies to be discussed.

Next Meeting

November 10, 2022, at 9:00 AM in the HS conference room

Regina Athletic Booster Club Meeting
Wednesday September 14,2022 at 6:00 PM
Location: Regina High School Media Center

Prayer/Attendance: Myrna Boyle, John Crane, Annie Gavin, Ed Hinkel, Keely Hinkel, Taylor Hoteck, Barry Lehman, Erin Litton, Todd Streb, and Hilary Wilken.

Reports:

AD -Taylor Hoteck

Kids are excited for this year-more school pride from last year. Football is doing great 2-1. Volleyball team is young, improving weekly. Cross Country: boys top 2, girls top 15. Dance Team coach is new; will be a smooth transition. Will be dancing at the next home game.

Treasurer- Myrna Boyle

Concession stand income is looking good so far. Will have better idea of numbers at the end of September.

Coaches

Brandon Mills-Volleyball (via email)

HUGE thank you for the nets. The coaches greatly appreciate the Booster Club's support and willingness to further the volleyball program. New JV coach-Katrina Chambliss. Reese Naeve named to volleyballmag.com's first of the season HS Volleyball Dream Team Players of the Week on September 7th.

Barry Lehman-Basketball

Youth camp went well. Around 100 attendees. Hour and a half sessions worked well with the attention spans. Still looking for a freshman coach and at least two Jr. High coaches. Working on fabricating the shot clocks. Requesting end of bench water station with cups instead of using water bottles. Could Pepsi provide?

Old Business:

Review/approval of minutes from August 17th 2022: Any questions or comments? Erin Litton made a motion to approve, Todd Streb second, all in favor, motion carries.

Committee Updates:

Hall of Fame

Coach D's wife optimistic she can make it, but plan B is either Ed Wallace or Barb Reilly. If wife can't be there, she can possibly write something. Ordered 10 "Fat Heads" of Coach D's face that students will hold. Plaques are also ready (Andy G). Alison O. heading up Blue Crew and has recording of Demarco. Future years will have larger induction classes.

Chili Supper/Homecoming

Currently 42 adults, 9 children and 29 cheese pizzas purchased. Volunteer sign up looks good (2 shifts). Concession stand volunteers looks good also. Poster activity might be difficult to have student

involvement since this hasn't been done. Optimistic for next year. Could we potentially get PISA involved?

Patio Reservations

Possibility of renting it out for homecoming week. In the past, an email was sent out to accept bids. Should we hold an auction or have a standard price? Suggestion of \$200 for Pancheros decks with 10 drink tickets and 10 popcorns. Have a reserved sign.

Spirit Store Update

System is working great! 24/7 store-good quality and pretty quick shipping. Waiting on blankets. Socks are in. Ordering a second Game One order. Ordered more kids t-shirts from T-Shirt Mill. Made \$600 from Alec Wick shirts. Ordered equipment for 2 more registers.

RAN Committee

Games can always be streamed without an announcer. Updated on current sponsors.

Memorial Stones and Signs

Stone company in Solon. Will be the middle size of what is currently there for Brandon Fisher.

Basketball Tournament

Tournament will be held on Saturday (boys) and Sunday (girls). Grades 3rd, 4th, 5th and 6th. Will need volunteers for concession stands and gate keepers. HS team will help with reffing and concessions. Add to winter Sign Up Genius.

New Business:

Individual Athletic Achievements:

Annie suggested that we as a Booster Club should acknowledge individual accomplishments of athletes (in this instance Joe Polyak). Taylor mentioned making sure we don't miss athletes that aren't in school sports. Annie will head a committee that gives a \$25 credit to the Spirit Store.

Myrna Boyle made a motion to approve, John Crane seconded, all in favor, motion carried.

Football Equipment, Jerseys and Pad Holders:

Identify parents at each sport season as a booster ambassador. One for each grade.

Annie Gavin made motion to adjourn. Ed Hinkel seconded, all in favor motion carries.

Respectfully submitted by: Hilary Wilken

Building and Grounds**Ryan Wade**

Meeting next week. Nothing to report because we did not meet last month.

Health and Safety**Julie Beard**

Health and Safety did not meet in October.

Regina Home and School
October 6, 2022
6:30 pm

A. Opening Prayer

B. Introductions

1. Sam Kaeding
2. Jen Hoeger
3. Shannon Olney
4. Lori Montag
5. Elissa Thoman
6. Itzel Wiewel
7. Anne Adam
8. Sofia Livorsi
9. Steph Foley
10. Lauren Walker
11. Brittney Ahrens
12. Debbie Hellwig
13. Kimberly Cronk
14. Mike Cahill
15. Vanessa Kelley
16. Amanda Gavin
17. Kelly Preuninger
18. Stacie Grimm
19. Erin Rasmussen

C. Approval of September Minutes

- September minutes approved

D. Principal's Report

- The kids and staff are pumped up for chocolate sales after the amazing kickoff assembly last week, everyone had a lot of fun.
- The end of chocolate sales prize assembly is coming up on October 26th
- New swingset will go in the current gaga pit area, the gaga pit will move to new location

E. Teacher Representatives

- Steph Foley was present in place of Jennifer McGrane
- No news to report, the start of the year is going very well!

F. Treasurer's Report

- Chocolate sales are in full force
- Venmo is working great as a payment option for families to buy boxes of chocolate

- We have collected approximately \$18,000 in payment so far

G. Committee Reports

a. Chocolate Sales- Shannon Olney

- We are off to a great start and have currently received 1,321 cases of chocolate which is already breaking last year's record
- Two more chocolate deliveries are scheduled for next week
- We are on track to break not only our school record, but the state of Iowa record for chocolate sales!

b. Chocolate Prizes- Kim Cronk

- Prize assembly scheduled for October 26th on the football field
- top prizes include
 - Nintendo switch
 - Mad Scientist show
 - Defy trampoline park
 - Golden ticket raffle
 - Flat screen TV raffle
 - Spirit store gift certificate
 - Portable drum set
 - Classroom popcorn parties

c. Back to School Night recap- Erin K

- The switch from ice cream to cookies worked great
- Parents liked the cookies better because it was less messy and less trash
- Parents appreciated the allergy free table

d. Book Fair- Brittney and Ashley

- The fall book fair will be held over conferences November 3-10
- Signup genius will go out on Monday for volunteers
- They are shortening the length of volunteer time from 2 hours to 1 hour shifts to allow for more volunteer opportunities.

e. Staff Appreciation Week- Anne and Sofia

- Subcommittees have been created and are meeting tomorrow, Friday Oct. 7
 - Decorations
 - Volunteers will decorate the teacher's lounge
 - Staff lunches
 - 3 lunches were generously donated for the staff by Patrick and Amanda Gavin, Wig & Pen, and West Bank
 - Snack Cart
 - A snack cart will offer treats and snacks to the teachers
 - Gift baskets

- Items will be donated to the gift baskets and teachers will enter a raffle to receive the gift basket
- Apparel teacher gifts
 - sweatshirts are being made for the teachers to wear on spirit days
- Classroom teacher gifts
 - gifts will be coordinated through the classroom parent volunteer
 - classroom supplies that are needed
 - items from the teacher's "favorite list"

H. Old Business

a. Spirit Wear

- Mrs. McGrane suggested at our last meeting to offer lower priced apparel for students to wear on spirit days
- Sam will talk to boosters about making a cheaper \$10 t-shirt for pre-order
- Shannon suggested to organize a used clothing spirit wear sale

b. Social Media update- Jen H.

- Home and School has an Instagram and Facebook page, please go like and follow
- Email Jen if you have anything specific you want posted on social media

I. New Business

a. Staff Conference Snacks

- \$200 from our budget will go towards snacks in the teacher's lounge during the week of school conferences

J. Adjourn

Next meetings:

- November 10th (second Thursday due to Book Fair)
- No December meeting

Upcoming Events:

- Chocolate Sales Prize Assembly - Wednesday, Oct 26th @ 2:00
- Halloween Parade and Parties- Friday, October 28th @ 2:00
- Book Fair - November 3rd-10th
- Staff Appreciation Week- November 7th – 11th



Finance Committee

October 19, 2022

Committee Members

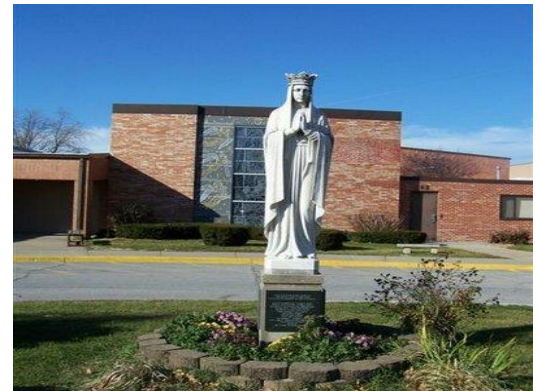
(Voting and Ex-Officio)

Present in Bold – 10-19-2022

- **Alaina Welsh**
- **Amy Lynch**
- **Andy Cutter**
- Angela Villhauer
- **Anne Adam**
- Chris Clark
- **Father Steve Witt**
- Jason Wagner
- **Matt Pacha**
- Melinda Shetler
- **Celeste Vincent**
- **Glenn Plummer**
- Kecia Boysen
- **Mary Rockafellow**
- Michele Goldsmith
- **Pam Schowalter**
- **Stacy Sueppel**
- **Alan Opheim**

AGENDA – October 19, 2022

- Opening prayer – Father Witt
- Alan -- Opening Comments
- FY 24 Budget
 - Discussion on Today's Approach to Tuition – What does / should it take to offer a 3rd tier
 - Despite what our tuition schedule says, do we in reality have a two-tier structure today with the 3rd tier being International
 - School Stewardship -- Who monitors / Ramifications / Are we really going to change a person's tuition mid-year if they don't follow the guidelines for School Stewardship Rate
 - Benefits Discussion – Handout of
- Alan – Brief overview of 1st Quarter FY 2023
- Closing Prayer – Father Witt
- Next Meeting – November 16, 2022; 4:30 HS Media Center



REGINA CATHOLIC EDUCATION CENTER

Employee Benefits Sheet for Full-Time Employees

2022-2023

At **Regina Catholic Education Center**, we strive to offer a work environment that is enjoyable and rewarding for our Staff. The following information is a general overview of the benefits we offer full time employees (unless stated otherwise). While the information contained herein is deemed accurate, the Diocesan–Regina Handbook prevails in the case of a dispute.

HEALTH INSURANCE-Choice of optional participation in one of three-group health insurance plans is available. See separate sheet for current offerings and the cost to the employee.

DENTAL INSURANCE-Optional participation in our group dental insurance plan is available. Premiums are fully paid by the employee. See separate handout of details.

VISION INSURANCE-Optional participation in our group vision insurance plan is available. Premiums are fully paid by the employee. See separate handout of details.

LIFE AND DISABILITY INSURANCE-Regina provides term life insurance at a rate equal to the base annual pay (rounded to the nearest \$1,000) with a long-term disability feature. A reduction in benefits exists for any employee age 65 and over per plan documents.

EMPLOYEE TUITION DISCOUNT PROGRAM-Full-time staff with students at Regina receives a 25% discount off their K-12 tuition. Staff with a preschooler at Regina will receive one-month of Preschool at no charge or \$600 discount if enrolled in the childcare program. Employees scheduled to work between 20 & 30 hours per week during the school year, or 1040 hours during the fiscal year shall receive ½ the tuition benefit listed above.

EMPLOYEE K-12 TUITION ASSISTANCE PROGRAM-All staff are eligible to participate in the financial aid assistance program for their children attending Regina as provided and administered by School Tuition Organization of Southeast Iowa (STO). This application and results of participation in this program are confidential. Regina also offers additional supplemental assistance, based on available funds. This funding is not income based and all full-time employees are eligible.

SICK LEAVE-Faculty accumulates sick leave at the rate of 12 days per year. This may accumulate to a maximum of 90 days. Sick leave is further defined in the staff handbook.

BEREAVEMENT LEAVE-Bereavement is an acceptable absence. See handbook for details.

PERSONAL LEAVE-A maximum of two days per year are granted for full-time calendar or school year staff, with one-day carryover available. Personal leave is further defined in the staff handbook.

RETIREMENT PLAN-Staff working more than 20 hours per week are eligible to participate in a voluntary 401(K) Plan. Contributions are matched at 50% to a maximum of \$1,020 for the Plan year. (To receive the maximum match, at least \$170 / month would need to be withheld from your check for the months of September 2021 – August 2022.) Investments are self-directed by the participants. All participants are 100% vested from entry into the Plan. Further details available in August, including any updates to the Plan.

DATE OF PAY-Staff is paid on the 15th of each month. If the 15th falls on a weekend or banking holiday, pay will be on the previous banking day. Direct deposit of pay is encouraged.

If you have questions regarding this material, please feel free to visit the Business Office.

Updated 03/24/22

3:38 PM

Regina Inter-Parish Catholic Education Center

Balance Sheet

10/19/22

As of September 30, 2022

Accrual Basis

	Sep 30, 22	Sep 30, 21	\$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
10000 · Operating Cash	1,234,952.47	1,409,686.05	-174,733.58	-12.4%
11000 · Restricted and Designated C...	3,326,224.69	3,140,072.80	186,151.89	5.9%
Total Checking/Savings	4,561,177.16	4,549,758.85	11,418.31	0.3%
Accounts Receivable				
12000 · Tuition Receivables	3,217,243.34	3,061,075.36	156,167.98	5.1%
Total Accounts Receivable	3,217,243.34	3,061,075.36	156,167.98	5.1%
Other Current Assets				
12200 · Prepaid Computer Contracts	650.00	3,111.25	-2,461.25	-79.1%
12208 · Other Receivable - REC Rela...	265,659.75	416,256.00	-150,596.25	-36.2%
Total Other Current Assets	266,309.75	419,367.25	-153,057.50	-36.5%
Total Current Assets	8,044,730.25	8,030,201.46	14,528.79	0.2%
Fixed Assets				
13000 · Long Term Assets	9,001,057.49	9,426,758.49	-425,701.00	-4.5%
13019 · Construction in Progress	1,178,946.94	118,030.62	1,060,916.32	898.9%
Total Fixed Assets	10,180,004.43	9,544,789.11	635,215.32	6.7%
TOTAL ASSETS	18,224,734.68	17,574,990.57	649,744.11	3.7%
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
20001 · Accounts Payable	10,540.08	30,310.57	-19,770.49	-65.2%
Total Accounts Payable	10,540.08	30,310.57	-19,770.49	-65.2%
Other Current Liabilities				
20000 · Current Liabilities	3,987,225.62	4,284,222.49	-296,996.87	-6.9%
Total Other Current Liabilities	3,987,225.62	4,284,222.49	-296,996.87	-6.9%
Total Current Liabilities	3,997,765.70	4,314,533.06	-316,767.36	-7.3%
Long Term Liabilities				
26000 · Long Term Loans	399,499.73	435,785.02	-36,285.29	-8.3%
Total Long Term Liabilities	399,499.73	435,785.02	-36,285.29	-8.3%
Total Liabilities	4,397,265.43	4,750,318.08	-353,052.65	-7.4%
Equity				
30000 · Opening Balance Equity	4,972,571.19	4,972,571.19	0.00	0.0%
32000 · Unrestricted Net Assets	9,016,372.16	7,884,512.91	1,131,859.25	14.4%
Net Income	-161,474.10	-32,411.61	-129,062.49	-398.2%
Total Equity	13,827,469.25	12,824,672.49	1,002,796.76	7.8%
TOTAL LIABILITIES & EQUITY	18,224,734.68	17,574,990.57	649,744.11	3.7%

3:39 PM

10/19/22

Accrual Basis

Regina Inter-Parish Catholic Education Center

Profit & Loss

July through September 2022

	Jul - Sep 22	Jul - Sep 21	\$ Change	% Change
Income				
40000 · Tuitions	1,049,950.68	991,355.75	58,594.93	5.9%
41000 · Assessments	418,474.02	425,085.00	-6,610.98	-1.6%
42000 · Foundation Funding	251,894.35	45,893.76	206,000.59	448.9%
44000 · Nutrition Income	-189.83	39,603.54	-39,793.37	-100.5%
45000 · Other Incomes	165,955.40	565,740.97	-399,785.57	-70.7%
46500 · Bus Route Income	16,099.06	37,373.19	-21,274.13	-56.9%
Total Income	1,902,183.68	2,105,052.21	-202,868.53	-9.6%
Gross Profit	1,902,183.68	2,105,052.21	-202,868.53	-9.6%
Expense				
60000 · Salaries & Wages	1,186,744.40	1,119,927.41	66,816.99	6.0%
60145 · Benefits	255,904.08	243,419.23	12,484.85	5.1%
61000 · Educational Supplies	144,105.57	133,530.66	10,574.91	7.9%
61040 · Computer Technology	35,918.86	44,075.69	-8,156.83	-18.5%
62000 · Facility Expenses	189,005.07	257,389.13	-68,384.06	-26.6%
63000 · Operating Expenses	52,954.56	31,841.73	21,112.83	66.3%
64000 · Building Upkeep	110,071.71	37,941.18	72,130.53	190.1%
65000 · Nutrition	25,747.28	23,354.22	2,393.06	10.3%
66000 · Income Offsets	16,449.83	43,356.49	-26,906.66	-62.1%
66500 · Busing - Routing	0.00	14,325.36	-14,325.36	-100.0%
66900 · Reconciliation Discrepa...	0.00	55,991.71	-55,991.71	-100.0%
68000 · Interest Expense	4,189.42	4,595.01	-405.59	-8.8%
69000 · Depreciation Expense	42,567.00	127,716.00	-85,149.00	-66.7%
Total Expense	2,063,657.78	2,137,463.82	-73,806.04	-3.5%
Net Income	-161,474.10	-32,411.61	-129,062.49	-398.2%

**BOE COMMITTEE MEMBERS
2022-23 SCHOOL YEAR**

EXECUTIVE COMMITTEE – meets 3rd Wed. of the month at 5:30 in HS Library/Media Center

- Andy Cutter, Chair
- Chris Clark, Vice Chair
- Angela Villhauer, Treasurer
- Alaina Welsh, Secretary
- Fr. Witt, Provost

Staff/Administration: Celeste Vincent, Glenn Plummer

POLICY COMMITTEE – meets 2nd Thurs. of the month at 9 AM in HS Conference Room

- Alaina Welsh, Chair
- Kathy Shey

Staff/Administration: Celeste Vincent, Glenn Plummer, Alan Ophiem, Michelle Winders

FINANCE COMMITTEE – meets 3rd Wed. of the month at 4:30 in HS Library/Media Center

- Angela Villhauer, Chair
- Amy Lynch
- Andy Cutter
- Alaina Welsh
- Chris Clark
- Fr. Witt
- Jason Wagner
- Anne Adam
- Matt Pacha
- Melinda Shetler

Staff/Administration: Celeste Vincent, Glenn Plummer, Alan Opheim, Kecia Boysen, Michelle Goldsmith, Pam Showalter, Stacy Sueppel, Mary Rockafellow

HEALTH & SAFETY COMMITTEE – meets 3rd Thursday via Google Meet

- Julie Beard, Chair
- Sue Kloos
- Melinda Shetler
- Andy Nugent

Staff/Administration: Celeste Vincent

BUILDING & GROUNDS COMMITTEE – TBD in Hitting Facility

- Ryan Wade, Chair
- Jason Dumont
- Chad Keune
- Corey Higgins
- Matt Pacha

Staff/Administration: Rich Smith, Taylor Hotek, Alan Opheim

CATHOLIC IDENTITY COMMITTEE – meets 3rd Tues. of the month at 5:30 in HS Rm 409

- Lisa Dutchik, Chair
- Lisa Gumper
- Shelly Conlon
- Fr. Witt
- Matt Staab
- Kimberly Cronk
- Fr. Sia
- Katherine Weiner
- Anna Daniel
- Stephanie Zeising

Staff/Administration: Celeste Vincent

SIAC COMMITTEE – meets 3rd Wed. of the month at 3:30 in HS Library/Media Center

- Andy Cutter, Chair
- Anne Adam
- Elizabeth Gatachew

Staff/Administration: Celeste Vincent, Glenn Plummer, Kelly Starr, Erin Vorwerk, Katherine Springelmeyer

STRATEGIC PLANNING COMMITTEE – TBD

- Chris Clark, Chair
-

Staff/Administration:

Name	9/28/21	10/26/21	11/23/21	1/25/22	2/22/22	3/29/22	4/26/22	5/24/22	6/28/22	7/28/22	8/23/22	09/27/22	Key:
Andy Cutter	X	X	X	X	X	X	X	X	X	X	X	X	X=Present
Amy Lynch	X	O	X	X	X	X	X	X	O	X	X	X	O=Absent
Angela Villhauer	X	X	X	X	X	X	X	O	X	X	X	X	NA=Not a Member
Lisa Gumpfer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	X	X	
Ron Udell	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	O	X	
Julie Beard	X	X	X	X	O	X	X	X	O	X	X	O	
Alaina Welsh	X	X	X	X	X	X	O	X	X	X	X	X	
Anne Adam	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	X	X	
Chris Clark	X	X	X	X	X	X	X	X	X	X	X	X	
Jason Wagner	O	X	X	X	X	X	O	X	X	O	O	X	
Lisa Dutchik	X	X	X	X	X	X	X	X	X	O	O	X	
Todd Kopecky	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	
Ryan Wade	X	X	O	X	O	X	X	O	X	X	X	X	
Fr. Sia	X	X	X	X	X	X	X	X	X	X	X	X	
Fr. Beckman	X	O	X	X	X	X	X	O	X	X	X	X	
Fr. Witt	X	X	O	X	X	X	X	X	X	X	X	X	
Fr. Adam	X	X	X	X	X	X	X	X	X	X	X	X	
Glenn	X	X	X	X	X	X	X	X	X	X	X	X	
Celeste	X	X	X	X	X	X	X	X	X	X	X	X	
Scott Nibaur	X	X	X	O	O	X	X	X	O	N/A	N/A	N/A	
Ellen Abusada	X	X	O	X	O	X	X	X	X	N/A	N/A	N/A	
Sue Kloss	X	X	X	X	X	X	X	X	X	N/A	N/A	N/A	
Todd Waikel	X	X	X	X	X	X	X	O	X	X	N/A	N/A	