



Board Meeting Minutes
December 17, 2025

Attendees:

	Board of Trustees:		Other Attendees:
	impe beaux - Chair		x
	Michael Edwards - Treasurer		x
	Kathy Wittman - Secretary		x
	Briana Weber - Head of School		x
	Stephanie Awalt - Member at Large		x
	Claudia Reinozo - Member at large		x
	Alan McGinnis - Member at Large		x

2:30 pm Meeting Commences

Vote on November Minutes:

<https://docs.google.com/document/d/1As-Tb4uYbpM1Plsh5z367JGqWCRTtHb8KtedDIFWYTnU/edit?usp=sharing>

Minutes approved: 2:32 pm - Briana approved; Kathy second. All approved.

Immediate Discussion Point:

- <https://www.whitehouse.gov/presidential-actions/2025/09/countering-domestic-terrorism-and-organized-political-violence/>

Old Business (10 min)

- **Briana, Stephanie, Alan, impe will select a task management system .**
 - **For now, we will use the spreadsheet provided by Briana.**
- **Board will review onboarding packet and address lingering questions in December meeting**

- In December meeting we will generate template for task manager and select our committees and begin populating tasks for those categorized initiatives
 - [Draft created by Briana in Google Sheets](#)
- We will use the Board Task Tracker tool and see how it feels, adjust as needed.
- New Board Member Applications -
 - [Spreadsheet for Board Member applications](#)

New Business

- [Proposal for Engaging Board Governance Consultant](#)
 - 2 Options
 - Option 1: Facilitating change is the focus; not available until March
 - More of on demand needs
 - Standardize training
 - Option 2:
 - Metamorphic consulting
 - Prioritize anti-bias
 - Team of 2; meet virtually or in person
 - Board training
 - Self assessment - completed first
 - Vote for options - through Discord
 - 1 vote for if we want to hire a consultant
 - 1 vote for Facilitation Change or Metamorphic Consulting

Head of School Report (10 min)

- Awarded 50 slots, but settled on 40. Will be spending the rest of this year and next year to prepare for the opening of a new classroom
- Inclusion numbers are higher this year
- Does the board want to create a construction/site development committee?
 - Let's add this as an agenda item for text time
- Burgerville outing 12/18/2025 - Need volunteers to hang out onsite and hand out flyers to people as they come in
- Inclement weather discussion - HOS will be responsible; not a board issue
- All but one room has a parent volunteers: Pond room, but Lake room has 3 room parents, so they are helping to cover that room

State of Finance

- Per Michael & Briana, in a good place
- Michael will be sending out the finance report soon
- Suggestion to form a financial aid committee
 - To go over current policy for financial aid and make a plan for the decision making process

- Claudia is interested in joining this committee

Committee Reports (20-25 min).

- Put on pause until further notice

PRIORITY TASKS:

- Briana will send out self-assessment for board to complete by mid-January, before the next board meeting.

Meeting adjourned: 3:47 pm

For future:

Growth and Development-

- Is this different from the Financial Aid Committee or should Financial Aid be a subcommittee of fundraising?
- Working on a donation from private donor for play yard enhancement
- Goals for 2025-26 to guide this committee
 - Creating this committee more officially so others can join
 - New sign in front (1k) - Alan can help!
 - Rain gear (2.2k)
 - Kindergarten sponsorships (\$13,750/year)
 - Alumni scholarship
- Look into Online Auction
- Co-Chairs identified in August.
 - Kathy Wittman
- Complete calendar

Personnel Committee -

Parent Association -

- Goals for 2025-26 to guide this committee
 - Identification of Room Parents with a training - in process
 - Lantern Festival - December
 - Co-Chairs identified in August
 - Briana Weber

Executive Committee -

- Decisions in between board meetings if needed

Strategic Planning: currently on hold due to operational impediments

- Co-Chairs

- Steph Awalt
- Hannah Beaux
 - Alan offered to help
 - Will have Info by October 7 meeting
- Kathy Kniep Consulting <https://kathykniep.com/> kathy@kathykniep.com
 - Charged NCC \$180/hr for roughly 8-10 hrs/mo “communication, preparation, facilitation”
- We can post that we need Board members on organizations we belong to.

Harmony Montessori School Calendar

Parking Lot - To discuss next time

Upcoming Scheduling (5-10 min)

Next Meeting: Wednesday December 17 at 2:30-4pm - Virtual

Finance Meeting: Tuesday, December 9, at 7pm - Virtual (let Briana know if you want an invite!)

Strategic Planning Meeting: on hold