



VERITAS ACADEMY
CLASSICAL ▼ CHRISTIAN ▼ COVENANTAL

Veritas Academy Board Meeting Minutes
August 22, 2023 at 6:00pm
IPC Administration Building, Second Floor

BOARD MEMBERS PRESENT:

Patrick Jarrett, Scott Taylor, Woelke Leithart, Harry Brodmann, Frankie Daniell, Kenneth Crowe, David Gobel, Tim Shaw

PRAYER: Board meeting was opened with prayer by Dr. Gobel.

INTERVIEW AND VOTE ON BOARD MEMBER CANDIDATE

- a. Winn Morgan was interviewed. Motion to approve by Dr. Gobel. Second by Woelke Leithart. Approved unanimously.

APPROVAL OF PREVIOUS BOARD MEETING MINUTES: Minutes from July 25, 2023 Board Meeting were approved unanimously.

REPORTS:

A. Headmaster Operations Report: Scott Taylor

- a. School year launched well. Parent and teacher orientations all went well. We have a new virtue sound off for assemblies.
- b. Mock trial starts Sept 8.
- c. All teaching positions filled. Dr. Rush is off to a good start.
- d. ACCS accreditation is underway.

B. Financial Report:

- a. We were under budget for July. Projected deficit of \$58k.

C. Admissions Report:

- a. We have 180 students. Another family visit with 2 students tomorrow. We lost one more high school student to Savannah Arts.

D. Marketing and Development Report:

- a. Veritas Vision newsletter sent out today.
- b. Andrea is putting together a marketing plan to present at next board meeting.

E. Athletics Report:

- a. Cross Country, Volleyball, and Flag football are all going well and have started.
- b. Meeting with parents at the start of the year went well.

F. Student Life Report:

- a. Houses have been set up.
- b. Retreat at Pt Pleasant last Friday for Rhetoric students and went well.

OLD BUSINESS:

A. Facilities Discussion

- a. Hull St building that IPC has purchased could be a possibility for space in the future.
- b. Wallace and Mrs. Van Til met with the Foley House to discuss possibilities.

B. School Safety and Security

- a. James Hamilton is meeting with teachers at 2:00pm and the Board at 3:15pm on Thursday.

C. Discussion and vote on proposed Policy and bylaw changes

- a. Reviewed draft of "School Policy Proposals for Approval August 22, 2023".
- b. Motion to adopt all policy changes by Woelke Leithart and Second by David Gobel. Was approved unanimously.
- c. Changes to Bylaws for Approval was reviewed and approved.

NEW BUSINESS:

A. Discussion of Proposed Policy Change – uniform rationale

- a. School policy proposal for Uniform and Dress Code Policy was reviewed and can be voted on next time.

B. Election/Re-Election of Board officers

- a. Wallace Milling term is up in Oct 2023.
- b. Motion to re-appoint Patrick Jarrett as chair and Woelke Leithart as vice-chair. Motion was approved unanimously.

C. Annual Board Attestation of Governing Documents

- a. Documents were reviewed and signed by Board members.

D. Motion to approve and pursue ACCS accreditation

- a. Board resolution document was reviewed.
- b. Resolution included the following:

- i. To pursue accreditation renewal with the ACCS. A self-study will be submitted by 11/1/23 in view of an accreditation team site visit in late February or early March 2023.
 - ii. Veritas Academy teachers shall become ACCS certified. All teachers are currently certified, excepting one newly hired teacher.
 - iii. Veritas Academy supports the work and mission of ACCS. Reference “ACCS Membership Policy.”
 - c. Motion to affirm by Frankie Daniell. Second by Tim Shaw. Motion was approved unanimously.

E. Board chair letter affirming board requirements for ACCS accreditation

- a. Letter was reviewed to be sent.

F. Succession Plan

- a. Our Headmaster, Scott Taylor, has a contract through this year. Scott’s plan would be to accept an additional 2 year contract if offered. A year overlap in final year of Headmaster would be helpful.
- b. Motion to form an ad-hoc succession committee by Frankie Daniell, second by Tim Shaw. Motion approved. Patrick appointed Tim Shaw, Kenneth Crowe, and Patrick Jarrett.

ADJOURNMENT & CLOSING PRAYER: Meeting was closed in Prayer by Frankie Daniell.

DISCUSSION OF BOARD READING *Healthy Boards Successful Schools*, 2018 by Mott

- Ch 12-16. Discussion postponed to September 26.

NEXT MEETINGS: TUESDAY, September 26, 2023, 6:00pm.

Board Meeting Minutes prepared by Kenneth Crowe.



VERITAS ACADEMY
CLASSICAL ▼ CHRISTIAN ▼ COVENANTAL

Veritas Academy Board Meeting Minutes
July 25, 2023 at 6:00pm
IPC Administration Building, Second Floor

BOARD MEMBERS PRESENT:

Patrick Jarrett, Scott Taylor, Woelke Leithart, Harry Brodmann, Frankie Daniell, Kenneth Crowe, David Gobel, Tim Shaw

PRAYER: Board meeting was opened with prayer by Tim Shaw.

APPROVAL OF PREVIOUS BOARD MEETING MINUTES: Minutes from July 5, 2023 Board Meeting were approved unanimously with removing the line “He did not recommend armed security” from page 2.

REPORTS:

A. Headmaster Operations Report: Scott Taylor

- a. Preparations for new school year are going well. All curriculum and supplies have been ordered. Teachers return Aug 7 with students starting Aug 10.
- b. 11 faculty/teachers went to the SE Regional teacher training at Stonehaven School.

B. Financial Report:

- a. Reviewed provided financial reports

C. Admissions Report:

- a. Currently at 177 students enrolled with a couple others in the pipeline.

D. Marketing and Development Report:

- a. No changes here. Slow during the summer.

E. Athletics Report:

- a. Reviewed Athletics report. Volleyball and cross country have begun. Flag football will begin soon.

F. Student Life Report:

- a. House activities will resume when school starts. House captains are in place.

OLD BUSINESS:

A. Facilities Discussion

- a. Committee has a meeting Thursday. No other info to report.

B. Armed Security Services

- a. Mr. Taylor has spoken with Mr. Hamilton. He has offered to meet with the board. He will be speaking with teachers on Aug 24 at 2pm. Board could meet with him following that meeting around 3:30pm.

C. Policy Review and Discussion

- a. Reviewed Change Policy Proposal provided by Woelke Leithart.
- b. Discussion was made regarding the Bylaws 10.1 and language of the administrative leadership being "appointed by the Board" vs the policy manual 18, sections ii and iii where the Headmaster is "appointed", but the Principals are hired by the Headmaster with the consent of the Board.
- c. Reviewed new subsection "F" for Section 11. Changing "Student Discipline Policy" to "Discipline Policy". This would include action taken against adults who engage in inappropriate behavior.

D. Board Recruitment

- a. Mr. Taylor is meeting with Winn Morgan on Thursday morning.

NEW BUSINESS:

A. No new business

ADJOURNMENT & CLOSING PRAYER: Meeting was closed in Prayer by David Gobel.

DISCUSSION OF BOARD READING *Healthy Boards Successful Schools*, 2018 by Mott

- Ch 9-11. Read Ch 12-16 for August 22 Board Meeting.

NEXT MEETINGS: TUESDAY, August 22, 2023, 6:00pm.

Board Meeting Minutes prepared by Kenneth Crowe.



VERITAS ACADEMY
CLASSICAL ▼ CHRISTIAN ▼ COVENANTAL

Veritas Academy Board Meeting Minutes
July 5, 2023 at 6:00pm
IPC Administration Building, Second Floor

BOARD MEMBERS PRESENT:

Scott Taylor, Woelke Leithart, Harry Brodmann, Frankie Daniell, Kenneth Crowe, Wallace Milling, Tim Shaw

PRAYER: Board meeting was opened with prayer by Tim Shaw.

APPROVAL OF PREVIOUS BOARD MEETING MINUTES: Minutes from May 23, 2023 Board Meeting were approved unanimously.

REPORTS:

A. Headmaster Operations Report: Scott Taylor

- a. School year ended well. Planning for August 2023 is going well. All teaching positions are filled. Interviewing one teacher aid.
- b. 11 teachers headed to Marietta in June to lead workshops.

B. Financial Report:

- a. No major updates on finances. Right on budget for the month.

C. Admissions Report:

- a. 177 enrolled with a couple families potentially in the pipeline.

D. Marketing and Development Report:

- a. Raised a total of \$70k for annual fund.

E. Athletics Report:

- a. Reviewed provided report

F. Student Life Report:

- a. House captains assigned for 2023-2024 year. Team building retreat scheduled for August 18.

OLD BUSINESS:

A. Facilities Discussion

- a. Nothing new to report

B. Armed Security Services

- a. Harry Brodmann presented research around options available. 3 options:
 - i. Off Duty Police Officer - \$60k cost
 - ii. Private Security Armed Officer – ESA cost \$65k
 - iii. Teachers Armed and Trained - \$5k cost for 5 staff members
- b. James Hamilton provided consultation. He did not recommend armed security. Frankie Daniell reached out to Gary G, who consults on security and shared notes. Both consultants agreed that armed security wasn't the top choice. Emphasized controlled access, training, communication, policies around security, etc.
- c. Motion by Frankie Daniell for the headmaster to survey the faculty and staff to identify interest in being armed and trained while at work. Tim S second. Motion was approved.
- d. Board is asking James Hamilton to conduct a security assessment of all needs and facilities.

NEW BUSINESS:

A. Policy Review and Discussion

- a. Woelke identified policies on how to handle parental misbehavior. Also, our appeal process to the board is vague. Last, role clarification between relationship between the board and the Assistant Headmaster. Kenneth mentioned adding a policy concerning AI. Scott Taylor believes AI can be added to the Student Conduct Policy.

ADJOURNMENT & CLOSING PRAYER: Meeting was closed in Prayer by Wallace Milling.

DISCUSSION OF BOARD READING *Healthy Boards Successful Schools*, 2018 by Mott

- Ch 5-8. Read Ch 9-12 for June 27 Board Meeting.

Executive Session

NEXT MEETINGS: TUESDAY, July 25, 2023, 6:00pm.

Board Meeting Minutes prepared by Kenneth Crowe.



VERITAS ACADEMY
CLASSICAL ▼ CHRISTIAN ▼ COVENANTAL

Veritas Academy Board Meeting Minutes

May 23, 2023 at 6:00pm

IPC Administration Building, Second Floor

BOARD MEMBERS PRESENT:

Scott Taylor, Patrick Jarrett, Woelke Leithart, Harry Brodmann, Frankie Daniell, Kenneth Crowe, Wallace Milling, Tim Shaw, David Gobel

PRAYER: Board meeting was opened with prayer by Frankie Daniell.

APPROVAL OF PREVIOUS BOARD MEETING MINUTES: Minutes from April 25, 2023 Board Meeting were approved unanimously with updates.

- Update: under Marketing and Development, Apogee pledges of \$178k, school will be receiving \$127,699.

REPORTS:

A. Headmaster Operations Report: Scott Taylor

- a. Friday is last day. Many events over the last few weeks and all going very well. All teacher contracts are back and all teachers are returning except for Stacy Nix. Dr. Rush was hired to teach Latin and Greek. Reviewed operations report.

B. Financial Report:

- a. Finishing school year close to budget. \$60k surplus.

C. Admissions Report:

- a. 2023-24 enrollment showing down from previous year. 163 current enrollment, 180 projected with 5 more kids added.

D. Marketing and Development Report:

- a. Reviewed report.

E. Athletics Report:

- a. Reviewed report.

F. Student Life Report:

- a. Reviewed report. Final event is Field Day on 5/25. Planning spiritual/community building event on Aug 18.

OLD BUSINESS:

A. Facilities Discussion

- a. Nothing new to report. Best prospects for facilities continue to be to use IPC facilities, including using the existing admin building for classroom space.

B. Armed Security Services

- a. IPC is adding several security cameras and Veritas will have access to cameras for security.
- b. Clerk of Session has received request for approval to allow teachers to do conceal carry.
- c. Armed security update: Half of the days, we have had marked cars. Each week, there has been a day where there was an officer unavailable. Cost is \$312 per day.
 - i. Motion by Wallace to send a survey to the parents regarding security officer. Second by Harry. Motion was discussed. Frankie called the question. Call the question passed. Motion was voted on and failed.
 - ii. David Gobel nominated Harry to research security options and bring options to the board to review. Motion approved. Harry agreed and will present options at the June meeting.

C. Approval of 2023-2024 Budget

- a. Reviewed proposed budget. Frankie suggested we can use a larger number for the Victoria Jenkins Grant. Over the last 9 years, the lowest was \$79k and the average was \$102k. No change was made.
- b. Budget Deficit is due to drop in enrollment. David Gobel motion to approve and add \$50k for security. No second.
- c. Motion by Frankie Daniell to approve Budget as listed, Second by Woelke. Motion approved unanimously.

NEW BUSINESS:

- a. **No new business**

ADJOURNMENT & CLOSING PRAYER: Meeting was closed in Prayer by Tim Shaw.

DISCUSSION OF BOARD READING *Healthy Boards Successful Schools*, 2018 by Mott

- Ch 1-4, pp 5-47. Read Ch 5-8 for June 27 Board Meeting.

Executive Session

NEXT MEETINGS: TUESDAY, June 27, 2023, 6:00pm.

Board Meeting Minutes prepared by Kenneth Crowe.



VERITAS ACADEMY
CLASSICAL ▼ CHRISTIAN ▼ COVENANTAL

**Veritas Academy Board Meeting Minutes
IPC Administration Building, Second Floor**

April 25, 2023 at 6:00pm

BOARD MEMBERS PRESENT:

Scott Taylor, Patrick Jarrett, Woelke Leithart, Harry Brodmann, Frankie Daniell, Kenneth Crowe, Wallace Milling, Doug Le Mahieu

PRAYER: Board meeting was opened with prayer by Frankie Daniell.

APPROVAL OF PREVIOUS BOARD MEETING MINUTES: Minutes from March 28, 2023 Board Meeting were approved unanimously.

REPORTS:

A. Headmaster Operations Report: Scott Taylor

- a. 4 weeks to go. Standardized testing completed in grades 3,6, and 9. Pilot testing for 4 and 5 soon
- b. Reviewed year end activities and calendar
- c. Teacher contracts going out by next week

B. Financial Report:

- a. Bank accounts look fine. Tracking at surplus this year.
- b. With lower enrollment next year, budget is showing a deficit.

C. Admissions Report:

- a. 2023-24 enrollment showing down from previous year. 160 current enrollment, 182 projected with 5 more kids added.

D. Marketing and Development Report:

- a. Apogee is wrapped up at \$178k.

E. Athletics Report:

- a. Track and Field, Golf going well. Tryouts for Volleyball this week.

F. Student Life Report:

- a. House event, Trivia competition, was fun. Service project to create blessing bags. Field day coming up.

OLD BUSINESS:

A. Facilities Discussion

- a. Facilities committee met with IPC facilities team and Christian Sotille to discuss plans for downtown Savannah.
 - i. Determined 123 Oglethorpe Building was not a good fit for academic use

ii. Hull St is possible opportunity

B. Tootle Request to Appeal – 6:45pm

a. Moved to executive session

C. Approval of Strategic Plan Draft

a. Reviewed final draft

b. Motion to adopt by Woelke, 2nd by Kenneth, motion was approved unanimously

D. Building Security Improvement Options

a. Camera system is being installed for monitoring. Veritas has option to add cameras to have more control over their doors. Motion to approve 2 cameras for \$6k by Woelke, 2nd by Wallace, approved unanimously

b. Motion to hire armed security officer from police off duty or the remainder of the year by Harry, 2nd by Kenneth, motion was approved with one decent.

i. Plan to utilize newsletter or communication from the board to get parent feedback on security plans.

c. Wallace shared “SchoolGuard” app to consider for notifications in case of active shooter.

NEW BUSINESS:

A. Draft of 2023-2024 Budget

a. Some issues with budget sheet. Scott will speak with Will B. We will review and approve in the May meeting.

B. Student Recruitment and Enrollment Improvements

a. Sheet from Andrea and Scott reviewed with recommendations to improve recruitment and retention.

C. Assistant Headmaster Duties

a. Reviewed contract, duties to do student life, teach 2 classes, testing, and oversee upper school. Also, facilities, fire drills, safety issues. Discussed upper school retention issues.

D. Adding First Grade

a. Follow up conversation on whether we should add a second first grade class for 2023-24 school year. Recommendation was made to hire a TA for first grade and not add a new class for 1st grade class for next year. Board decided to postpone to get accurate budget data before deciding.

ADJOURNMENT & CLOSING PRAYER: Meeting was closed in Prayer by Patrick Jarrett.

DISCUSSION OF BOARD READING *Healthy Boards Successful Schools*, 2018 by Mott

- Ch 1-4, pp 5-47. – postpone discussion to next month.

NEXT MEETINGS: TuESDAY, May 23, 2023, 6:00pm.

Board Meeting Minutes prepared by Kenneth Crowe.



VERITAS ACADEMY
CLASSICAL ▼ CHRISTIAN ▼ COVENANTAL

Veritas Academy Board Meeting Minutes
March 28, 2023 at 6:00pm
IPC Administration Building, Second Floor

BOARD MEMBERS PRESENT:

Scott Taylor, Patrick Jarrett, Woelke Leithart, Harry Brodmann, Frankie Daniell, Kenneth Crowe, Wallace Milling, Tim Shaw, David Gobel

PRAYER: Board meeting was opened with prayer by David Gobel.

APPROVAL OF PREVIOUS BOARD MEETING MINUTES: Minutes from February 28, 2023, Board Meeting were approved unanimously.

REPORTS:

A. Headmaster Operations Report: Scott Taylor

- a. 4th Qtr. Mock Trial did well. Spring Literary team placed highly. Standardized testing coming up. Drama performance Friday. Employment contracts are coming out and all teachers returning except for one. Opportunity for a board member to go to Pittsburg for ACCS conference June 21-24.

B. Financial Report: Monthly Report for September 2022:

- a. Finances are healthy. Travel budget for Feb seemed high and are checking.

C. Admissions Report:

- a. We have a current enrollment of 173. Several visits scheduled. Not looking like there will be an increase in enrollment for next year and behind pace of our strategic plan. Discussed reasons for students not returning. Discussed upper school culture and feedback and issues related to retention.

D. Marketing and Development Report:

- a. Great year on Apogee at \$134k.

E. Athletics Report:

- a. Going well.

F. Student Life Report:

- a. Regular house lunches and events are taking place. Service project this week.

OLD BUSINESS:

A. Facilities Discussion

- a. Christian Sotille visited 123 Oglethorpe Ave to see if space can be utilized. We are waiting on his report.

B. Review of Strategic Plan Draft

- a. Reviewed updated draft last updated on 3.28.2023. Plan will take effect 8.1.2023 for next school year.

C. Board Visitation, March 23, 2023

- a. Will discuss during executive session

NEW BUSINESS:

A. Budget Request – Request to Purchase \$15k of 23-24 items out of 22-23 budget.

- a. Motion to approve by Dr. Gobel, 2nd by W. Leithart, approved unanimously.

B. Security Officer –

- a. Will look at options and revisit.

ADJOURNMENT & CLOSING PRAYER: Meeting was closed in Prayer by Frankie Daniell.

DISCUSSION OF BOARD READING *The Lost Tools of Learning*, Dorothy Sayers

- Reading for April 25: Healthy Boards Successful Schools, 2018 by William R Mott, pp 5-47 (Ch. 1-4)

Break for Executive Session

NEXT MEETINGS: WEDNESDAY, JANUARY 24, 2023, 6:00pm.

Board Meeting Minutes prepared by Kenneth Crowe.

**Veritas Academy Board Meeting Minutes
February 28, 2023 at 6:00pm
IPC Administration Building, Second Floor**

BOARD MEMBERS PRESENT:

Scott Taylor, Patrick Jarrett, Woelke Leithart, Harry Brodmann, Frankie Daniell, Kenneth Crowe, Tim Shaw, Wallace Milling

PRAYER: Board meeting was opened with prayer by Patrick Jarrett.

APPROVAL OF PREVIOUS BOARD MEETING MINUTES: Minutes from January 24, 2022 Board Meeting were approved unanimously.

SPECIAL ORDER at 7pm: Meeting with Annabelle Mayes

- Annabelle's concerns discussed:
 - Varsity Jackets - would like to see other activities like Corale, Mock Trial, etc to be able to receive a jacket.
 - Investment for an incubator for Science lab
 - Excel or Spreadsheet skills would be helpful
 - Literature and Humanities - has deteriorated over the years with writing. Teachers need help teaching writing.
 - History - incorporate more world history into curriculum and not just Western history, also no modern history after WWII.
 - Student retention - high % of attrition in upper school.

REPORTS:

A. Headmaster Operations Report: Scott Taylor

- a. Teacher Appreciation Week this week
- b. Mock Trial placed 3rd in Regionals, competing in District Sat.
- c. Reviewed school calendar
- d. Personnel going well. All teachers returning except Mrs. Nix.
- e. National ACCS June 21-24 in PA.
- f. ACCS Regional Training in July in Marietta, GA

B. Financial Report: Monthly Report for September 2022: Harry Brodmann

- a. Financials are healthy
- b. Some extra expenses for tech needs and gala expenses last month

C. Admissions Report:

- a. 185 Current projected enrollment, new enrollment is a bit slow

D. Marketing and Development Report:

- a. All going well.

E. Athletics Report:

- a. Josh Espinosa is now Athletic Director. Reviewed Athletic Report.

F. Student Life Report:

- a. House system going well.

OLD BUSINESS:

A. Facilities Discussion

- a. Met with First Baptist Executive Committee last Tuesday. Not interested in selling the property. Very interested in shared space lease. Would give first right of refusal and 5 year lease.
- b. Other properties available also.
 - i. 18 Hull St - IPC is poised to buy it.
 - ii. 123 W. Oglethorpe Ave - IPC could potentially sell.

Motion from Wallace Milling/2nd by Frankie Daniell - to add a 2nd First Grade Class for 2023/2024. - motion is passed unanimously.

B. Review of Strategic Plan Draft

- a. Updated Draft was reviewed. Commit to reading through it with the intent of passing it next month.

C. Board Visitation Date for Spring 2023

- a. March 23, 2023 Date is scheduled for Board Visitation.

NEW BUSINESS:

- A. 2023-2024 School Year Calendar -

Motion to approve calendar by Woelke, second by Wallace - motion approved unanimously

ADJOURNMENT & CLOSING PRAYER: Meeting was closed in Prayer by Patrick Jarrett.

DISCUSSION OF BOARD READING *Battle for the American Mind*

NEXT MEETINGS: WEDNESDAY, MARCH 28, 2023, 6:00pm.

Board Meeting Minutes prepared by Kenneth Crowe.



VERITAS ACADEMY
CLASSICAL ▼ CHRISTIAN ▼ COVENANTAL

Veritas Academy Board Meeting Minutes
January 24, 2023 at 6:00pm
IPC Administration Building, Second Floor

BOARD MEMBERS PRESENT:

Scott Taylor, Patrick Jarrett, Woelke Leithart, Harry Brodmann, Frankie Daniell, Kenneth Crowe, Tim Shaw, Wallace Milling

PRAYER: Board meeting was opened with prayer by Patrick Jarrett.

SPECIAL ORDER:

Guests: Laura Van Til & Matt Amason

Laura and Matt met with an attorney. Attorney advised to meet with FBC and get commitment before getting to contract. Copy of email was shared outlining the meeting and option.

2 Options:

- 1) Make a straight purchase, but offer a 365 day due diligence. Offer lease back during that time for \$1.
- 2) Lease with option to buy. Term limit.

Laura's advice was to send in some contractors to get an estimate of the work that would need to be done. This can be shared with FBC as they consider the lease option.

Harry shared lease options, including that the school could cover the \$42k estimate for lease of the 21,350 sq ft building.

Scott Taylor will reach out to the Focus Group to discuss fundraising options.

Wallace, Laura, and Matt will schedule a meeting with Justin at FBC to discuss next steps.

APPROVAL OF PREVIOUS BOARD MEETING MINUTES: Minutes from December 14, 2022 Board Meeting were approved unanimously. Minutes for Zoom calls from Dec 24, 26, and 27 were moved by Wallace Milling were retroactively classified as executive session minutes.

REPORTS:

A. Headmaster Operations Report: Scott Taylor

- a. 1st semester finished well.
- b. George Grant coming on Feb 10. Board members encouraged to attend.
- c. Personnel: Karlee is training Josh Espinosa and Caroline Foster on new roles.
- d. All teachers are returning except for Stacy Nix.
- e. Grammer School is doing a Classical U class.

B. Financial Report: Monthly Report for September 2022:

- a. \$700k in bank. Forecasting healthy surplus. ACCS likes to see 6 months of budget and we are on pace.

C. Admissions Report:

- a. Receiving New Sibling Applications
- b. Several Tours
- c. Feb 1 and Feb 15 Open Houses
- d. Goal enrollment = 211 for next school year

D. Marketing and Development Report:

- a. Apogee – total pledges = \$178k, lowered to \$136k because state is lowering by 22%.

E. Athletics Report:

- a. Archery, Basketball, Swimming = going well
- b. Spring Athletics start in a few weeks

F. Student Life Report:

- a. Events and Service projects are being planned

OLD BUSINESS:

A. Facilities Discussion

- a. Covered in Special Order

B. Review of Strategic Plan Draft

- a. Updated Draft was reviewed in detail and will be emailed to board members.
- b. Target to formally approve this plan in May to rollout in June.

C. Board Member Recruitment

- a. Mr. Taylor still waiting to set lunch with Coleman Collins.
- b. Target to add a board member this summer.

D. Board Visitation Date for Spring 2023

- a. March 23, 2023 Date was scheduled for Board Visitation.

NEW BUSINESS:

No New Business

ADJOURNMENT & CLOSING PRAYER: Meeting was closed in Prayer by Tim Shaw.

DISCUSSION OF BOARD READING *Battle for the American Mind*

- Ch 7-9, pp 124-191. – discussion postponed to next meeting to cover Ch 10-12.

NEXT MEETINGS: WEDNESDAY, FEBRUARY 28, 2023, 6:00pm.

Board Meeting Minutes prepared by Kenneth Crowe.



VERITAS ACADEMY
CLASSICAL ▼ CHRISTIAN ▼ COVENANTAL

Veritas Academy Board Meeting Minutes
December 14, 2022 at 6:00pm
IPC Administration Building, Second Floor

BOARD MEMBERS PRESENT:

Scott Taylor, Patrick Jarrett, Woelke Leithart, Harry Brodmann, Frankie Daniell, Kenneth Crowe, and Wallace Milling (late)

PRAYER: Board meeting was opened with prayer by Frankie Daniell.

APPROVAL OF PREVIOUS BOARD MEETING MINUTES: Minutes from November 15, 2022, Board Meeting were approved unanimously.

REPORTS:

A. Headmaster Operations Report: Scott Taylor

- a. 2nd Quarter ends next Wed followed by Christmas break.
- b. Open house went well. Two more planned in the future.
- c. Karlee Cortez is stepping down, hired Josh Espinosa for Athletic Director and Caroline Foster for business manager.

B. Financial Report: Monthly Report for September 2022:

- a. Finished year on target
- b. No major changes since the last time we met

C. Admissions Report:

- a. Not a lot of information yet.
- b. Things are starting to pick up
- c. Good responses at open house
- d. Applications are updated on the website and everything is ready to go.
- e. Discussion around how to grow utilizing current facility.

D. Marketing and Development Report:

- a. Both going well.
- b. Apogee pledges will probably go past \$140k this week.

E. Athletics Report:

- a. Going well. Archery team had first tournament on Saturday. Basketball has 4 teams playing and swimming is going well.

F. Student Life Report:

- a. House event and Dodgeball Tournament went well.

OLD BUSINESS:

A. Facilities Discussion

- a. First Baptist Church Education building tour at 9:30am tomorrow morning.

B. Review of Strategic Plan Draft

- a. Draft was reviewed in detail. Brief discussion regarding the "Community" topic. Strategic plan looks good. Could perhaps expand on sections to lengthen from 2 pages to 3 pages.

C. Board Member Recruitment

- a. Bruce Wilson and Coleman Collins was mentioned. Randy Pearce declined in the past but could be asked again. Some new parents also. Mr. Taylor will speak to Coleman Collins to see if there is interest.

D. Parent and Teacher Surveys

- a. Reviewed results of Teachers and Staff Survey and General Survey for Parents.
- b. Adding Classical U curriculum in response to requests for teacher training.

E. Board Visitation Date for Spring 2023

- a. March 23, 2023 Date was scheduled for Board Visitation.

F. Christmas Luncheon for teachers and staff on December 20, 2022

- a. Tuesday. Barretts are cooking. Board can come help set up at 11-11:30. Lunch at 12:15. We will eat and Mr. Taylor will say a few words and play a few games. Telfair Hall.

NEW BUSINESS:

A. Rhetoric School Concerns – Discussion of workload and course offerings.

- a. Hearing a lot of concerns about level of workload at the upper school. Mr. Taylor has decided to drop the 11th and 12th grade History research paper and will talk to the teachers to try and cut what can be cut.

ADJOURNMENT & CLOSING PRAYER: Meeting was closed in Prayer by Patrick Jarrett.

DISCUSSION OF BOARD READING *Battle for the American Mind*

- Ch 7-9, pp 124-191. – discussion postponed to next meeting.

NEXT MEETINGS: WEDNESDAY, JANUARY 24, 2023, 6:00pm.

Board Meeting Minutes prepared by Kenneth Crowe.



VERITAS ACADEMY
CLASSICAL ▼ CHRISTIAN ▼ COVENANTAL

Veritas Academy Board Meeting Minutes
November 15, 2022 at 6:00pm, IPC Administration Building, Second Floor

BOARD MEMBERS PRESENT:

Scott Taylor, Patrick Jarrett, Woelke Leithart, Wallace Milling, Harry Brodmann, Frankie Daniell, Tim Shaw, David Gobel, Kenneth Crowe

PRAYER: Board meeting was opened with prayer by David Gobel.

APPROVAL OF PREVIOUS BOARD MEETING MINUTES: Minutes from October 25, 2022 Board Meeting were approved unanimously.

REPORTS:

A. Headmaster Operations Report: Scott Taylor

- a. Grandparents day went well and was well attended.
- b. Open House tomorrow, Nov 16.
- c. Group from Logos Classical in Augusta visited last week.
- d. Teachers doing well. Busy with evaluations.
- e. Looking to hire Caroline Foster to be business manager and Josh Espinosa as Athletic Director. Both will start in Jan.

B. Financial Report: Monthly Report for September 2022:

- a. Everything is good. Showing projected net profit of 112k. Still working out kinks in accounting with Will Brodmann. We are in good shape.

C. Admissions Report:

- a. A few visitors/tours
- b. Open house on Thursday – 9 RSVP's.

D. Marketing and Development Report:

- a. We raised \$38k at Gala. Could change when bill from Plant Riverside arrives.

E. Athletics Report:

- a. Fall sports have finished and winter sports (archery, basketball, swimming) is under way.
- b. 56 Veritas Students + 14 homeschoolers participating in winter sports.

F. Student Life Report:

- a. Going well, but with some interruptions due to tropical storm.

OLD BUSINESS:

A. Facilities Discussion

- a. Facilities discussion – IPC determined to make an offer/contract on a property adjacent to IPC/Veritas that includes 60 parking spots + a 5,000 square feet building. Veritas could potentially lease or purchase the building for expansion. If IPC is able to put the property under contract, then Veritas board could get into the building to see if it is usable. At this point, the Veritas board is interested in pursuing the building for possible expansion.
- b. Another option to discuss in the future could be the First Baptist Education Building. It is not being used very much currently and they could be open to leasing space to Veritas.

B. Strategic Plan Update and Proposed Vision

- a. Woelke led discussion outline of 2023-2028 Strategic Plan and provided a “Bare Bones Outline.” The question of “community” role in strategic plan was discussed. Community includes both internal and external community. It was suggested to only include items that we are going to focus on in the strategic plan. Recommendation to remove bullet “D. Community” and “E. Academics.” We are already focused on increasing enrollment and our facility. Academics is not a current concern.
 - i. Enrollment – A targeted growth of approximately 10% per year. We do not have room for this growth today. Discussion regarding how to grow 10% with current campus for the next year as well as a classroom discussion on how to best utilize the classrooms at IPC.
 - ii. Facilities – There are questions included regarding what type of building would be ideal for Veritas use. We also should be specific in location and amount needed to raise in the strategic plan. Need to nail down the parameters of what is needed in year one of the strategic plan.
 - iii. Personnel – Discussion of ways for the board and faculty to grow and improve. Also need to improve staff compensation. Will be looking for benchmark data.

C. 2023-2024 Draft Budget and Tuition Rates

- a. Options on spreadsheet of 4%, 6%, and 8% increase.
- b. All include 10% for merit pool and 10% teacher salary increase.
- c. Frankie Daniell made a motion to increase tuition 6%, Second by Wallace Milling. Discussion followed. Motion was tied at 4 to 4 with the 4 opposed looking to increase more based on inflation and needs of the school.
- d. Tim Shaw made a motion to increase to 8%, Second by David Gobel. Discussion followed. Mr. Taylor requested that if 8% is approved, a letter from the board should be sent to families and expressed that this much of an increase could

harm some single-income families at Veritas. Mr. Shaw amended his motion to 6% increase after hearing explanation from Mr. Taylor. Second by Kenneth Crowe. Motion passed unanimously.

- e. Wallace asked that we remind our parents and families of the strategic plan and how the tuition, teacher salaries, and classroom size tie together (Mr. Taylor's triangle illustration).

D. Board Member Recruitment

- a. Mr. Taylor spoke to Heather Moore. She is not available to serve. Mr. Taylor did not speak to Melissa Pearce due to family illnesses. No interest from anyone yet. Mr. Taylor plans to go back through the directory and produce a list of potential board members by email.

E. Parent and Teacher Surveys

- a. Reviewed draft of survey questions. Survey for the parents of each classroom, general survey regarding overall rating of school, and a survey for employees.
- b. No action from the board was needed. FYI.

NEW BUSINESS:

A. Board Visitation Date 2023

- a. Woelke introduced what was done last year. Planning for Spring 2023.

B. Christmas luncheon for teachers/staff – Dec 20, 2022. Board should attend.

C. IPC Staff Christmas meeting is on same date as next Veritas Board Meeting.

- a. Frankie requested that we move the next Board Meeting to Wednesday, Dec. 14. Board agreed and date of next Veritas board meeting was amended.

ADJOURNMENT & CLOSING PRAYER: Meeting was closed in Prayer by Frankie Daniell.

DISCUSSION OF BOARD READING *Battle for the American Mind*

- Ch 7-9, pp 124-191. – discussion postponed to next meeting.

NEXT MEETING: WEDNESDAY, DECEMBER 14, 2022.

Board Meeting Minutes prepared by Kenneth Crowe.



VERITAS ACADEMY
CLASSICAL ▼ CHRISTIAN ▼ COVENANTAL

Veritas Academy Board Meeting Minutes
October 25, 2022, at 6:00pm
IPC Administration Building, Second Floor

BOARD MEMBERS PRESENT:

Scott Taylor, Patrick Jarrett, Woelke Leithart, Wallace Milling, Harry Brodmann, David Gobel, Frankie Daniell, Tim Shaw, Kenneth Crowe

PRAYER: Board meeting was opened with prayer by Patrick Jarrett.

APPROVAL OF PREVIOUS BOARD MEETING MINUTES: Minutes from September 27, 2022 Board Meeting were approved unanimously. Motion to approve by Wallace Milling, Second by David Gobel.

REPORTS:

A. Headmaster Operations Report: Scott Taylor

- Good first quarter has finished. There was a short closure by Hurricane Ian. Teachers are doing well, and evaluations are underway. Trip to Mars Hill Academy went well and was helpful. Staci and Scott are trying to prepare for accreditation and Scott Taylor is working with other heads of school in GA to organize a teacher training. Planning for the training in July 2023 in Atlanta, GA.

B. Financial Report: Monthly Report for September 2022: Harry Brodmann

- Financials are looking good. There was an influx into checking account due to Jenkins Grant for \$97k. Still waiting on final numbers on fundraising dollars from Gala, but are estimating around \$25k, but could be higher after matching gifts are in. Scott Taylor mentioned that Will Brodmann is digging into bookkeeping and cleaning up books. No money is missing, but some is coded in the wrong categories.

C. Admissions Report:

- No report. Not much going on right now. Open house is scheduled for November.

D. Marketing and Development Report:

- No report. GALA was last Friday and was a great success.

E. Athletics Report:

- Athletics are going well. Cross country has been competing and girls volleyball made it to the final 4. Volleyball and Flag Football is finished. Winter sports, including swimming, basketball, and archery are starting in coming weeks.

F. Student Life Report:

- Going well. There is a house competition on 10/27/22. Student life is putting together a future service project.

OLD BUSINESS:

A. Board Meeting Attestation of Governing Documents:

- Discussed attestation sheet in last meeting. Accreditation requires that board members sign off on no conflict of interest and it is encouraged that board members sign off on statement of faith, etc. Scott Taylor explained the document to the board.
- Motion to adopt the document by David Gobal and second by Wallace Milling. Motion was unanimously approved and forms were filled out, signed by all board members, and returned to Mr. Taylor.
- Woelke Leithart advised of his personal exceptions to WCF including Sabbath recreation and personally holds to paedocommunion, though he does not practice it due to his church membership.

B. Strategic Plan Update and Proposed Vision

- No update at this time. There was a question about other properties. Wallace Milling gave update that some board members visited Harper Fowlks House about possible meeting space nearby. The building is owned by Order of Cincinnati. Three possible spaces: 3rd floor open room, a courtyard, and the carriage house. There are concerns about building codes and being able to use this as an option. Wallace is continuing to look at other options for classroom space.

C. Board Member Recruitment

- We have room for one more board member. Several options were discussed. The board discussed their appreciation to Erin Pennington for her service and her valuable contributions. Scott Taylor will speak to several possible candidates and see who might be interested in serving.

NEW BUSINESS:

A. 2023-2024 Draft Budget and Tuition Rates

- Scott Taylor reviewed spreadsheet comparing tuition rates for Savannah area private schools. A decision for next year's tuition amount will be determined at November board meeting. A second spreadsheet has a draft budget to be reviewed, including options of 4%, 6%, and 8% tuition increase. Given high inflation, an increase would be needed. 5% was increased the last two years. 4% tuition increase will cover the 10% Merit Pool for teacher salary increases. Apogee scholarships from the state of GA have now doubled the limits so families have the ability to give more if they are able. ACCS likes to see 80% of budget funded by tuition. Veritas is different in that it receives a large amount from Jenkins fund and \$130k from Apogee. Board will review documents and decide in November.

ADJOURNMENT & CLOSING PRAYER: Meeting was closed in Prayer by Tim Shaw.

DISCUSSION OF BOARD READING *Battle for the American Mind*, Ch. 4-6, pp 63-123

- For November 15 Meeting, please read Ch 7-9, pp 124-191.

NEXT MEETINGS: TUESDAY, NOVEMBER 15, 2022 & TUESDAY, DECEMBER 13, 2022

Board Meeting Minutes prepared by Kenneth Crowe.

Veritas Academy Board Meeting Minutes

September 27, 2022

Present: Scott Taylor, Patrick Jarrett, Woelke Leithart, Wallace Milling, Harry Brodmann, Frankie Daniell, Tim Shaw, Kenneth Crowe and Erin Pennington

Prayer: Harry Brodmann opened the meeting.

Previous Minutes: August minutes approved unanimously.

Election of New Board Members: Board reviewed requirements to potential new board members, including acceptance of Westminster Confession of Faith and the board's corporate role. Kenneth Crowe and Tim Shaw were elected to the board with all members voting to approve.

Reports:

A. Headmaster Operations Report

1. Overall going very well, midterm reports issued and Doug Le Mahieu is assimilating into his position well. Office working on 25th Anniversary celebration and ACCS accreditation. The efforts are going well.

B. Financial Report

1. Board reviewed statements, but nothing discussed.

C. Admissions Report

1. Quiet period for inbound admission inquiries, as expected in September. The first admissions open house schedule in November.

D. Marketing and Development

1. The planning for 25th Anniversary Gala is going well, as we have sold 136 tickets thus far, which is considerably more than previous events 4 weeks out. We are aiming for 200 tickets sold.

E. Athletics

1. Fall sports continue to go well and will be wrapping up in the coming weeks.

F. Student Life

1. Two upcoming house events scheduled, Lego Masters and a service project with the Low County Down syndrome Buddy Walk.

Old Business:

A. Strategic Planning Committees

- Board reviewed and discussed the Proposed Vision for Strategic Plan as documented by Woelke from the board offsite on Saturday September 10th. Vision was approved by all.

B. Board Recruitment

- Kenneth Crowe was appointed Secretary of the board, replacing Erin Pennington, who is resigning her term as a board member.

New Business:

A. Attestation of Governance Document Proposal

- Board agreed to review document provided by next board meeting, with the goal of signing annually moving forward.

B. Approval of 2021-22 Annual Report

- Annual report, prepared by Scott Taylor, was presented and discussed. Small typos were adjusted and overall the board voted to approve. Board also agreed that format should not be changed given audience for the report and added expenses that would be incurred.

Prayer - Meeting closed in prayer by Wallace Milling.

Minutes prepared by Erin Pennington

Veritas Academy Board Meeting Minutes

August 23, 2022

Present: Scott Taylor, Patrick Jarrett, Woelke Leithart, Wallace Milling, Harry Brodmann, Frankie Daniell and Erin Pennington

Prayer: Harry Brodmann opened the meeting.

Previous Minutes: July meeting minutes were approved with a correction to the Marketing and Development section. The total amount of the annual fund was \$55,184, which included funds raised from Power of Participation. Motioned by Woelke Leithart and Harry Brodmann and all approved.

Reports:

A. Headmaster Operations Report

1. Overall going very well, positive feedback from students, teachers and parents regarding the first couple weeks of school.
2. Office working on Annual Report and ACCS accreditation.

B. Financial Report

1. The bookkeeping transition to Will Brodmann from in-house staff going well and processes are being established.

C. Admissions Report

1. Enrollment for 2022/23 likely to be 196, which is as projected and higher than last year.

D. Marketing and Development

1. Andrea Barrett continues to do an excellent job with social media and outreach. The planning for 25th Anniversary Gala is going well, as tickets will go on sale in September and some corporate sponsorships have already been sold.

E. Athletics

1. Fall sports have started and we have our 60 enrolled students across 3 sports, which is an increase from last year.

F. Student Life

1. House captains and house mothers have been appointed and kick off lunch was successful. The next events are being planned.

Old Business:

A. Strategic Planning Committees

- Board discussed the initial draft of the strategic plan as submitted by the 3 committees and compiled by Woelke Liethart. Topics reviewed in length, included ensuring we do not drift from our mission with growth, reviewing our mission and considering growth as not just increased students, but the impact on facilities and teachers. While we have room for growth based on classroom cap, we are within 10% of maximizing our facilities and unlikely we can just grow within those grades that have space. We all agreed the right teachers and appropriate compensation is a priority. We determine we need to align on 5 year vision.
- Board will meet on Saturday September 10 from 8-12 as a working session. The goal would be to have alignment on vision as supported by the committee work so we can advance the strategic plan draft before the 25th anniversary gala celebration.

B. Board Recruitment

- Board discussed in length qualifications and potential members that would be the best fit for the board. Next steps included setting up a meeting with Kenneth Crowe as he expressed a willingness to serve

and Frankie Daniell will speak with Tim Shaw to gauge interest. It was expressed that we consider if there is a PCA pastor, outside of IPC, that would be willing to join. Depending on the outcomes of action items, we will then reach out to Collins and Pettijohn.

Prayer - Meeting closed in prayer by Frankie Daniell.

Minutes prepared by Erin Pennington