

YINGHUA ACADEMY BOARD OF DIRECTORS

Board Retreat Minutes

Saturday, February 9, 2019 8:30 a.m.

The Jay and Rose Phillips Family Foundation

The Banks Building

615 1st Ave NE, Ste 330, Minneapolis, MN 55413

Board Members in Attendance: Lisa Matre (Chair), Amanda Schneider (Treasurer), David Mair (Secretary), Nathan Bode, Cindy Bursell (departed 12:35 p.m.), Brooke Darrah-Hage, Paul Haller, Shu-Mei Lai, Rosemary Lawrence, Joel Luedtke, Annie Nelson (departed 12:06 p.m.), Jane Steiner, Pamela Stommes

Board Members Not in Attendance: None.

Executive Director in Attendance: Sue Berg

Public in Attendance: Bob Hakes (departed 10:45 a.m.)

I. WELCOME / OVERVIEW (1 minute)

Ms. Matre called the meeting to order at 8:35 a.m.

II. STRENGTHS FINDER (121 minutes)

Mr. Hakes presented the results of the “Top 5 CliftonStrengths” assessment that each Board member undertook. He discussed the results of each member as well as the Board as a whole.

BREAK

III. STRENGTHS FINDER DISCUSSION (29 minutes)

Ms. Matre opened the meeting to discussion to process the results of the strengths finder assessment. Topics raised included the role of the Board and how that aligns with the results of the assessment, how Board meetings can be improved, when to begin updating the Strategic Plan, and how to incorporate more time in meetings for open discussion and brainstorming.

IV. TOPICS FOR DISCUSSION (5 minutes)

Ms. Matre suggested discussion topics for possible discussion, including succession planning for both the Administration and Board, finance training, and strategic planning. Mrs. Berg also suggested a discussion about equity.

V. SUCCESSION PLANNING (36 minutes)

Ms. Matre informed the Board that currently there is no formalized plan in place for succession. While there is no current imminent need, it would be ideal to have a clear plan in place. There was discussion about how the plan should form, whether it should be at the committee level first, what has historically been done with hiring at the school, and what models already exist to be emulated. The Board discussed that the Academy does not want to lose institutional knowledge, that there should be a plan for expected and unexpected departures of key staff, that it would be ideal to have outside expertise for both planning and hiring of key staff.

BREAK

VI. EQUITY (33 minutes)

Ms. Matre suggested opening a discussion about equity. Mrs. Berg wants the school to be a place where all types of students can thrive. Topics discussed included being proactive and forward thinking versus reactive, developing an equity task force or committee and/or forum, how to reach out to underserved populations, how to best serve the community at large, that the Board should view all matters that arise with an “equity lens,” should there be a specific equity policy, and that all of us have blind spots and intrinsic biases.

VII. ADJOURN

The meeting was adjourned at 12:39 p.m.

Minutes drafted by David Mair

Approved by vote of Board on: 2/25/19