EUGENE CHRISTIAN SCHOOL | DEVELOPING KINGDOM LEADERS

Board of Directors Meeting

October 7, 2025

2895 Chad Drive, Eugene, OR 97408

Our mission is to assist the family by providing a Christ-centered, Bible-based education that inspires each student to have a personal relationship with Jesus Christ and pursue excellence in moral character, academics, and service to others.

Members Present: Brad Powell – President, Tom Welch – Vice President, Travis White – Treasurer, Susan Harbowy – Secretary, Jason Mitchell, Britney Standeford, Tim Wallace, Drea Fletcher, Autumn Cho

Members Absent: None

Voting Quorum Present: Yes

Staff Present: Jeremy Hugo – Head of School, Patrick Schoenherr, John Scholl

Guests Present: Aaron Wasson, Bryn Fredrickson

Call to Order: Brad Powell, President at 6:10pm

Tom Welch shared a devotion and prayer.

6:17pm: Scholl joined the meeting.

The September 9, 2025 minutes were approved as submitted.

<u>REPORTS</u>

Development Report

Patrick Schoenherr gave an update on giving so far in the current fiscal year. Social media and branding is being updated into a cohesive plan that reflects the Strategic Plan. Parents' Night Out: Sponsorships and ticket sales will cover the entire cost of the event. Patrick also discussed the Donor Appreciation event and plans for Celebrate ECS, which will be on May 1, 2026.

Schoenherr left the meeting at 6:38pm.

Operations Report

John Scholl reported on his areas of responsibility.

Daily Operations: A fall feedback survey will be sent to families. A follow-up survey will be conducted in the spring to see if people notice changes. Additional ways to gather feedback from families and staff were also discussed.

6:43pm: Fredrickson left the meeting

Facilities:

Parking lot striping has been completed and the HVAC unit will be installed this month.

Future projects being considered include updating lighting and bathroom partitions. In addition, the elevator code has been changed and updates to our elevator will be required by 2030. Due to the vintage of our elevator, only a very few of its current components can be updated. The current estimate to replace the elevator is $180K-200K.

Ausland Group is the architect/engineering/construction firm for ECS's building expansion proposal. Traffic flow is expected to be a challenge, but a parking agreement with Ekklesia Church will help. ECS is currently zoned as a church.

Athletics:

John provided volleyball and cross-country updates. There is not enough high school basketball interest at this point to field teams.

OSAA classification & redistricting, which occurs every four years, is happening now. John will be attending a meeting about getting Christian representation into OSAA.

John gave us details about a volleyball partnership with the University of Oregon and the opportunity for ECS Middle Schoolers to be anthem buddies. He is also working on UO women's and men's basketball partnerships.

Human Resources: John is developing self-evaluations for administrative staff as well as standards for deescalation. A health benefits meeting is upcoming.

Prayer: He requested prayer for Bill Altmiller and student behavior.

Administrator's Report

Jeremy Hugo reported on the current status of the school.

Outdoor School & Fall Retreat: Both events were successes and it was clear that the Spirit was moving.

Financial Update:

The budget discussion was deferred since it was a separate agenda item in "Unfinished Business."

Jeremy reviewed the Assets & Liabilities statement, the Profit & Loss statement, and current Assets and Projects including the van purchase. The "Professional Fees & Expenses" on the Profit & Loss statement were paid to our CPA for services and Ausland Group for consulting services.

Building & Campuses Update:

Parking lot and HVAC: See above.

Enrollment:

Current enrollment is 438 students in grades preschool through 12, including 37 in the high school.

Personnel/HR:

The next Professional Development day will be October 10. Staff devotions will now be on PD days instead of being squeezed in before school. There will be new self-evaluation forms, and PD plans for the year will be developed.

Academic Overview:

iReady Math: 46% of our students are testing into grade level in the Fall (meaning they are ahead).

easyCBM: 25-35% of students in every grade level are in the 99th percentile or higher. It was noted that national norms have dropped due to COVID.

Committees:

The Finance Committee is ongoing.

The following committees will begin meeting in October:

- Ed/Tech
- Finance
- Development
- Spiritual Formation

Jeremy finished his report by reminding us of the many upcoming events in the next two months.

<u>UNFINISHED BUSINESS</u>

1. Employee Healthcare: A discussion regarding the cost and timing of the implementation of employee healthcare was held.

2. 2025-2026 Budget Approval:

MOTION by Mitchell–
To approve the 2025-2026 Budget as presented.
Seconded and passed unanimously at 7:50 pm.

3. Board Development:

Tuesday, Nov 4 @6pm: Dinner will be provided. The Board will participate in an ACSI recorded seminar, and should read “Serving God on the Christian School Board” ahead of time.

4. ECHS Update: We will keep moving forward with expansion plans at our main campus until dollar estimates are received. Then we will reach out to other options before deciding on an expansion. A discussion regarding vision and the ultimate size of the high school was held.

8:03 Recess began.

8:10 Recess ended.

<u>NEW BUSINESS</u>

1. Administrator Annual Evaluation:

The timeline will be: Distribute the survey in January; Board reviews the results in February; Meeting with Jeremy in late February

2. Board Terms Review: In preparation for this year’s Board Member nomination and election cycle, Board Members who do not plan on returning next year are requested to let Brad know soon.

3. Review Constitution: Susan will send out a copy of the ECS Constitution for Board review.

4. Board/Administration/Finance Committee Roles & Responsibilities: The Board and Jeremy completed a discussion and exercise to review the roles and responsibilities of the Board, the Administrator and the Finance Committee.

Jason Mitchell closed in prayer.

Meeting Adjourned: Brad Powell, President at 9:07pm.
Minutes submitted by Secretary, Susan Harbowy.