

Scattergood Friends School
School Committee Meeting
Open Session Minutes
08 May 2026

Mission Statement

Scattergood Friends School challenges students with a college-preparatory curriculum, farm experience, a shared work program, and community living in the spirit of Quaker faith.

Present: Aaron Woolfson, Katie Jacoby, Roy Helm (assistant clerk), Alex Lippitt, George Bergus, Eric Stakland, Nancy Jordan, Monica Beals, Kristin Hilgendorf, Kent Tjossem, Linda Corbin-Pardee, Ruth Hampton (clerk)

Regrets: David Wilcox

Independent Consultant: Chris Searle

Staff Present: John Zimmerman, Catherine Tran, Sam Taylor, Matt Gauder

Friends settled into silent worship in a timely manner. The clerk shared with us:

“Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.” ~ Margaret Mead

Minute: We approve the minutes of our meeting on March 14, 2026.

REPORTS

Development & Admissions

Development: We are at \$3.5m! Work continues. Much thought going into the strategy for annual fund coming out of the Capital Campaign. Is the 250k annual fund realistic? The development team thinks it is, at least this year that we can build on the momentum of the Capital Campaign. There will need to be “bridge” financing between expenditures and pledges. Chris shared that interest earned at Friends Fiduciary is not reflected in the report. The expanded project now includes a/c in kitchen/dining room and air ventilation system. Appreciation is expressed for the work of the development team, notably fostering and maintaining relationships with alumni. Money raised for capital improvements is “dedicated” to improvements – creating visible evidence of follow through and investment in the physical facilities.

Admissions: we are in good shape for the 2026-2027 academic year. Middle School “feed” – 4 incoming 9th graders from MS (100%), last year 1 out of 3, lots of 7th graders coming in.

John: Initiatives have resulted in the following statistics: inquiries up 15%, contracts in hand up 100%.

Facilities & Farm

Work is progressing with major projects this summer (geothermal, restroom renovation). We are working with the DNR re: the geothermal fields. Work on the fields and installation in the building can each start independently and happen concurrently. Other projects (completed and future) are detailed in the Facilities Report. A comprehensive facilities assessment has been completed. Chris suggested adding ballpark estimates to the needs to inform budgetary needs over time. This also ties into the strategic campus plan. The Facilities Annual Capital Improvement Budget will be brought to the SC for approval in July. Budget will not exceed the foundation limits making it budget neutral.

Head of School Report

John noted the trip to Nova Scotia and activities for students staying on campus.

Appreciation was expressed for the Spring musical (Rent). Hiring is completed for the next term, with the exception of a part-time math instructor. There is a ½ time nurse (Tiffany) who will also do ½ time “front desk work.”

Summer Camp Director position hired (also teaching and community life). Timeline is for a day camp for elementary/early middle schoolers 8a-4p. (break even, more for recruitment) and an overnight camp for two weeks, which will occur at the same time (hope for 50-60k revenue stream) (2027). Professional development opportunities for adults (2028). Family camp with split and joint programming (2029). John shared that the Focus program has been refined and policies are set. The program is focused on Juniors and Seniors and is no longer a pilot program.

AFTERNOON SESSION

Strategic Planning with John and Chris

The Big Picture process to create a 5 Year Plan and a Campus Master Plan

1) Outline of Institutional Priorities

Chris: *What is the role of the SC in this plan? What is my role as a subcommittee member?*

SC responsibility to strengthen Governance of SG (1)

Need a system to replace yourself and maintain a balanced board with a broad skillset.

A HoS from another school on the board could be beneficial.

The SC owns the mission. HoS delivers on the mission with hiring, budgeting, admissions etc.

SC -don't hesitate to ask for clarifications on budget/finances/operations/marketing.

How can we better utilize the farm?

Professional Culture: we need codified practice for consistency in staff/class expectations - check with HoS to move forward. Codification also provides institutional integrity/best practices/fiduciary responsibility.

2) Mission Statement conversation

- Current mission lacks statement of purpose.
- DEI – how do we signal that DEI is important – where is it in mission statement? Do we add a phrase re: DEI in our mission statement. Inclusivity, valuing diversity, how is it represented in a way that we can meet?

Phrasing:

- Experiential education instead of college preparatory education. Convey academic rigorousness.
- Embracing an inclusive community where student feel a sense of belonging, or some such.
- [Washington School mission statement]
- How to capture *prepare students for the world*
- Need to emphasize that we value diversity in an authentic way, not performative.

John will draft some phrases for our consideration at a later meeting.

3) Worshipful space for reflection and visioning Scattergood in 5 years - Vision Statement

The clerk transitioned us into closed session.

We will meet again on July 18, God willing.

Katie Jacoby, recording clerk

Next Meeting: Saturday, July 18 at 9:30 am Central, via Zoom

Meeting Dates for 2026-27:

- September 19
- November 7
- January 16, 2027 ---- Zoom only
- March 20 --- Zoom Only
- May 1
- July 17 ---- Zoom only