



NOUVEL CATHOLIC CENTRAL BOARD OF TRUSTEES

February 12, 2025

Board Meeting 5:30 pm, Nouvel Catholic Central Jr/High School Library

- I. Call to Order – Opening Prayer** Call to order at 5:30, prayer by P. Shaheen
- II. Roll Call**
 - a. In Attendance: Brian Buckingham, Dan Decuf, Paul Furlo, Angela Garner, Erin Carlson, Mark Mitchell, Brandon Murphy, Peter Shaheen, Phillip Sturtz, Beth Thieme, Joseph Tunney, Dr. Blair White
 - b. Excused Absences: Fr. Steve Gavit, Dr. Liz Marshall
- III. Community Comment**
 - a. Glen Dowdy, NCCE Parent, addressed the board regarding incidents with their student and discussions with NCC Staff.
- IV. Action Items**
 - a. Agenda for current meeting. Motion to approve by B. Thieme, support. Motion approved E. Carlson.
 - b. Minutes from prior board meeting, January 8, 2025. Motion to approve by J. Tunney, support B. Buckingham. Motion approved.
- V. Strategic Planning Review and Discussion** Academic Years 2026/27 through 2030/31

Deb Vansumeren presented the protocol of involvement of creation of the DRAFT Strategic Plan. Accreditation standards within the Strategic Plan are now included

 - a. **Strategic Goal A: Extending God's Kingdom**
 - i. Net Promoter score "How likely would you be to recommend to others Nouvel?"
 - ii. Feeder Elementary Schools, partnering within the Diocese discussed as an additional bullet point. Exploration and included in strategy.
 - iii. 5 to 10-year plan for growth. Recruitment (Marketing and Head of School) and Retention (Teachers/Principals). Reviewing those who leave and why to shore up retention. Expand the Ambassador Program to include parents and students. Survey data to be shared with the Board. Numbers should be shared, not percentages.
 - iv. How are we measuring success. Decuf indicated we must add measurable goals to the Strategic Plan. Overall Growth Enrollment and individually by School. Evaluation of early education programs.
 - v. Discussion on a strategy to partner with our parishes. There is a need to deepen relationships with our parishes. Churches are there to evangelize and Nouvel is to assist in that mission.

- vi. Our Catholic Identity is embedded in each Strategic Goal which is supported. Additional discussions were held on creating a separate domain to emphasize our Catholic Mission guided by HOS and Catholic Mission Committee. Focus on early education on the sacraments. Creating a meaningful, faith journey K-12, for families, and the faculty. Student participation in masses: Altar Serving, Choirs, etc.
- vii. Be ambitious, establish a peer group of institutions that are the best Catholic Schools. Define the vision of excellence.
- viii. Identify opportunities to partner with Diocese & Bishop with Acts 29 and the importance that we have as Catholics to share our faith.

VI. Head of School Report

- a. Pushed to next meeting

VII. Superintendent Report

- a. Pushed to next meeting

VIII. Board Committee Reports

- a. Finance-Brian Buckingham
 - i. Pushed to next meeting
- b. Investment Committee- Jason Tunney
 - i. Pushed to next meeting
- c. Student Life and Catholic Mission- Erin Looby
 - i. Pushed to next meeting
- d. Athletic Strategic Planning – Dr. Blair White
 - i. Pushed to next meeting
- e. Head Stewardship- Pete Shaheen
 - i. Pushed to next meeting
- f. Philanthropy-Dr. Liz Marshall
 - i. Pushed to next meeting
- g. Governance-Beth Thieme

2024 Nouvel Board of Trustees Survey Highlights

Recommendations for improvement

Meeting structure & productivity:

- Reduce informational presentations & focus on discussion where decisions/actions are needed.
- Establish a closed-loop communication system for issues raised in meetings to ensure follow-up & resolution

Communications & transparency:

- Regularly update parents, faculty & donor about school achievements, strategic goals and financial impact. Update on how money is spent to impact the success of our students.
- Leverage video storytelling & social media to foster engagement.

Leadership Development:

- Identify & mentor potential leaders within the board for future critical roles, including committee chairs.
- Offer resources to enhance trustees understanding of governance, finance and strategic oversight.

Faculty & staff engagement:

- Create structured channels for faculty & staff input into strategic decisions.
- Work with Head of School on communication & conflict resolution.

Strategic alignment & planning:

- Onboarding for new members covering strategic plan, financial overview and committee roles.
- Align strategic goals with actionable steps & clear timelines.
- Financial planning to address endowment growth, capital campaigns. Hire a Development Director.
- Strengthen athletics, academics, faith, performing arts
- “One thing I have been especially struck by is how little I knew about all that is going on to better our school before joining the board (and I’ve been with the school a long time).
- I thank our board chair for his vision, servant leadership, and for his dedication to Nouvel! We are blessed to have him.”

h. Building and Grounds-Pete Shaheen

i. Pushed to next meeting

IX. Board of Trustee Members to be Heard

X. New Business / Good of the Order

XI. Adjournment

a. Next Board Meeting: March 12th, 2025 at 5:30 pm at Nouvel Jr/High School Library

b. P. Furlo moved and B. Thieme supported at 7:50 pm

We are Nouvel Catholic Central, called by Christ to learn, love and lead... courageously.