

# Morningstar Mystery School Board of Directors December 2023 Meeting Minutes

12/8/23

Present: Jenn, Laura, Sandra, Ealasaid

Facilitator: Laura

Called to Order at 10:01am

- Facilitator leads everyone in taking a breath together and reciting the Holy Mother prayer, inviting Lux
- Brief checkin
- Approve minutes from previous meeting - unanimous
- Pillar and other standing reports
  - Teaching & Curriculum Pillar (Lyssa via email)
    - No current news, elements of life proceeds apace and well.  
Breven is preparing our year end report. We will be meeting in January to discuss next steps and touch base on anything that needs done.
  - Research & Alumni Pillar (Jenn)
    - No updates
  - Retreat Committee (Jenn)
    - Talked w/Tony, going to start planning just the two of them. Will be posting about some ideas.
    - Thinking west coast, possibly beginning of November.
  - Temple & Tech Pillar (Ealasaid)
    - very short meeting w/John
    - Ealasaid set up zoom for 2024
    - John to call Jenn re Registrar stuff
  - IRS/Business Stuff (Sandra)
    - John working on reports
  - Registrar (Jenn)
    - Hasn't connected w/Louise
    - Needs access to the files – Laura set that up during the meeting
  - Treasurer – via email
    - Had some Qs

- Move money from Checking into Savings? How much? How much keep in each?
      - ★ Laura: \$10k into savings? General assent
      - ★ E: general max for checking?
      - ★ Laura: maybe 1xquarter, anything over 10k in checking goes into savings? General assent.
    - Elements student has signed up for two transfers a month, contact?
      - ★ Laura will talk to her and get it sorted.
    - Ealasaid to reply to his email with this info.
- Updates on action items from the previous meeting
  - Ealasaid
    - Scan paperwork – done!
    - Connect social media accounts – Not yet, will use any extra time after this to work w/Laura on it
  - Jenn
    - Connect with Louise about registrar materials – not yet
  - Laura
    - Post about the mission statement to forum - yes
  - Sandra
    - D&O Insurance – not yet, but got info from John
    - Complete budget history - not yet
    - Follow up on paying teachers – look at ideas around a reasonable payment - Looked into it, wound up with questions:
      - Looked online into what teachers make, varies a LOT!
      - How would we want to pay? By number of sessions? But a lot of the work happens outside the sessions. How much time goes into prepping/developing a class? Forum posting, reading and responding, plus actual calls.
      - Laura: can make survey for teaching pillar to send to folks who have taught. General assent.
      - Sandra: teaching pillar would need to make the determinations themselves, but was trying to get a sense of what we could afford. \$20-25/hr seems to be normal.
      - Laura: also we are already waiving dues, which is some compensation. But we're pretty flush, so this could be a way to show we value the work. We're not going to hit minimum wage
      - Sandra: some people make a lot of money at it, some make nothing. If we pay \$20-25, the max sessions a teacher could do per year is 24 Teaching pillar has to determine the level of effort that goes into this. Teachers go through existing curriculum and decide what they want to do, this is work. How about if a teacher wants to create their own new curriculum? Also, what is the teacher's role in marketing the class?

- Laura: if teachers don't market, nobody will market. She and Tony asked folks to promote elements and did promotion themselves, but it's teacher-driven.
- Sandra: if we're going to pay, what are our performance expectations and how will we measure them?
- Laura: a survey gets sent out after classes, so we're already getting that info.
- Sandra: plus, how do we handle attrition?
- Laura: teaching Elements during Covid, huge attrition!
- Sandra: we'd have to consider context in all of this, of course.
- Laura: this should really be sorted out by the Teaching Pillar, but it's good for us to talk about it.
- [discussion about attrition]
- Laura: part of this is a conversation for the school to have. We need more mentoring of teachers, what about current students sitting in on classes, etc.
- Sandra: Nothing conclusive from research, just trying to get a feel for what might be reasonable.
- [discussion about effort]
- Sandra to reach out to Teaching with those findings
- New Business
  - Next Month we have the SPECIAL MEETING: Long-Term Planning
    - We'll do some divination, whatever strikes us as useful
- Action Items
  - Ealasaid
    - Connect social media accounts
    - Reply to John's email
  - Jenn
    - Connect with Louise about registrar materials
  - Sandra
    - D&O Insurance
    - Complete budget history
    - Reach out to Teaching pillar
- Confirm next month's call – January 13, 2023 10am Pacific.
- Facilitator leads everyone in taking a breath together and reciting the Holy Mother prayer

Adjourned at 10:35am