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All Saints Catholic nurtures academic and personal excellence in all students while emphasizing Catholic values and service to others in Christ's name.

**All Saints Catholic  
School Board Meeting – Minutes  
December 18th 2025, 5:00 p.m.  
Middle/High School Room, 2<sup>nd</sup> floor conference room**

- I. Call to Order / Prayer: 5:03 - Deb VanSumeren
- II. Community Comment: None
- III. Special guests:
  - a. Deb VanSumeren: strategic planning, recent survey review
- IV. Review/Approval of Minutes from November board meeting
  - Motions to approve: First: Van Sumeren, P. Second: Strasz, J. **Motion passes**
- V. Building Reports – Consent Agenda: **Motion to approve as submitted** First: Jarvis, J. Second: Strasz, J. **Motion passes**
  - a. Early Childhood
  - b. Elementary School
  - c. Middle / High School
  - d. Athletics
  - e. Superintendent report
- VI. Finance
  - Michel B., Diocesan CFO (joined virtually)
    - Review of November financial statements, cash balance, cash flow, accounts payable / receivable...
    - Comments about expense approval process
    - January cashflow projections
    - Diocesan assessments, collections average
    - Question to be followed up on related to grants / student lunch account balance.
  - Sidebar discussions (with CFO present)
    - related to Early Childhood and aftercare billing, lag in distribution
    - Service being provided by third-party business office vendor
- VII. Old Business
  - a. Strategic Plan – Governance and Leadership



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- Review of the sequence for strategic planning, who gets involved and in what sequence/feedback loop: leadership team, board, staff/faculty, community
- b. Early Childhood Programming
  - Review of recent report from the state (LARA) and impact on licensing status.
  - Discussion of staffing / expectations and recent meeting with the staff on the evening of 12/18/25
  - GSRP discussion
    - Enrollment, financial impact, future of the program
  - Possible alteration to the program / offerings
    - Financial impact
    - Impact on enrollment / retention
    - Possible toddler rooms
  - **Motion:** To allow an electronic vote to modify early childhood program. First: Strasz, J. Second: Jarvis, J. **Motion passes**
- c. Open board seat
  - Discussion of late submission of application, eligibility for consideration
    - **Motion:** To accept the late application, as an exception, due to the short term of the board seat. First: Strasz, J. Second: Debo, M. **Motion passes**
  - Discussion of the qualities of the ideal candidate (not listed in any specific order)
    - Current parent
    - Board experience
    - Business experience
  - Voting process:
    - **Motion:** Due to absence of a board member, to allow for electronic voting, no later than 11:59 p.m., Monday, December 29 (pending Fr Jose's availability). First: Strasz, J. Second: Jarvis, J. **Motion passes**.
    - Will use a google survey to allow submission, allow for ranking of eligible candidates, ranking candidates based on first second, third place.
- d. Committee
  - The board would like to keep online application open
  - Board secretary to send a follow-up note to all who previously expressed interest.

VIII. New Business  
a. Board Governance Identity Protocol



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- Will engaged in this process when the board begins the overall strategic planning process.

b December 2025 Survey Data Discussion

- Deb VanSumeren guided discussion with board
- Results shared with board as well as staff and faculty
- Discussion about the origin of the creation of the survey (outside entity)
- Intentionally no “neutral” position in the survey
- Overall results: all categories had “agree” and/or “strongly agree” level of over 82% of participants
- 69 responses, which suggests a statistically sound / above industry average response rate
- Summary of results was shared in the recent Cougar Chronicle
- 8 specific requests for individual follow-up from survey responses, all 8 have been contacted, some meetings have occurred, others are scheduled for a future date
- Review of scale based (1 to 10) questions

IX. Additions to the Agenda

- Board communication: Discussion of possible board communication by the end of the week, with modifications. Goals is to send out on Friday, 12/18/25

X. Discussion

- a. Committee Reports
  - Finance:
    - need reports prior to the 15<sup>th</sup> of the month
    - Discussion on unapproved expenses
    - Timely submission of bills
    - Review of current expectations and policy
      - To be addressed in the New Year
- b. Board Chair Comments – none
  - Feedback from liaison regarding recent interaction with parents.
- c. President Comments
  - Expense approval discussion
- d. Superintendent Comments
  - Brief report was included in the board packet.
  - Discussion of support for building leaders
  - January meeting – invitation to supporting group

XI. Other / For the Good of the Order



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- a. Discussion of recent email for early childhood family
- b. Discussion of building leaders reports
  - o Appreciation for the inclusion of obstacles as well as desired board support
- c. Staffing update, possible openings
- d. Discussion of use of gym at St. Jude Thaddeus.

## XII. Closed session - None

Adjournment: First: Strasz, J. Second: Grudzinski, **K Motion Passes** 8:20 p.m.

Future board meeting dates

- January 21st 2026
- February 11th 2026 (February 18<sup>th</sup> is Ash Wednesday)
- March 18<sup>th</sup> 2026
- April 15th, 2026

## Roll Call (December 18th, 2025)

Members	Present
Van Sumeren, P. (Chair)	X
Cabrera, Fr. J	Excused, parish event
Debo, M.	X
Grudzinski, K	X
Jarvis, J.	X
Strasz, J.	

Employees / Guests	Present
Dowling-Anderson, S.	X
Lynn, C.	X
VanSumeren, D	+/- 5:30-5:58