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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 us 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