



FRIENDSHIP ACADEMY
OF THE ARTS
Where friendship and academic excellence meet

2600 E. 38th Street, Minneapolis, MN 55406 | P: 612-879-6703 | F: 612-879-6707 | www.friendshipacademy.org

Minutes
Board of Directors of Friendship Academy of the Arts
October 29, 2018
5:00 PM

Location: 2600 E. 38th Street Minneapolis, Minnesota 55406 Lower Level

Attendance: Wendy Hines, Berta Needham, Brenda Hill, Ms. Ablorh, Ananyasia Joseph, Mya Brown

Staff: M.L., Mary Craig, Nell Collier, Dr. B. Charvez Russell

- I. Call to Order – Meeting Called to order at 5:09 PM by Wendy Hines
- II. Approval of Agenda - Motion to go on with the agenda as written (BH/AJ) - approved unanimously
- III. Financial Report
 - a. September 2018 - Financial staff provided a list of checks. We must review the disbursements monthly. Motion to approve disbursement materials (AJ/BH) - approved unanimously
- IV. Minutes from 9/24/2018
 - a. Three clarifications were discussed. Motion to approve the minutes with corrections from Sept 2018 (BH/BN) - unanimously approved
- V. Authorizer Communication - There were no communications from the authorizer.
- VI. Executive Director Report - Refer to the Executive Director Report.
 - a. The executive director will work on an Annual Report and the World's Best Workforce for our next board meeting. He would like to present a large chunk of time that includes the lease.
 - b. He shared tips he gathered from a recent meeting to address the question, How do we still remain who we are as friendship while we grow? The tip, codify, was discussed and clarified. Benefit of keeping information all in one book were expressed. Further questions arose including how do we transfer the unwritten, including intuition and natural skillfulness, into writing? One suggestion was to write down the attributes of the people who are indispensable, excel, or are the hearts of the community.
 - c. He would like to start hiring toward expansion in January 2019.
- VII. Board Miscellaneous
 - a. Restorative Practices.
 - i. Training - In January 2019, the whole staff will receive training. Currently, the PBIS Student Success Team is receiving training.
 - ii. What is Restorative Practice? - Part of this process focuses on the cause and effect of the harm identified and does not use language that frames the student as an offender or bad person. The process includes the



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people of all ages who were harmed. The discussion is held with a facilitator who mediates the discussion. Everyone is posed with the same question.

- iii. How can it fit with our community and our school? - Restorative practices can continue in home life as well and helps parents out too. The practice fosters compassion and problem-solving skills. Restorative practices are meant to be complementary to current initiatives such as PBIS, Leader in Me, and Innocent classroom.
- b. Dancing Classrooms - The company offers their services to 5th grade and 8th grade classrooms. Our students have expressed enthusiasm for this ballroom program while in fifth grade. Culminating performances are coming up this fall.
- c. End of Trimester One Enrichment Performance and Recruitment Open House - The show will feature 7 different elements combined into one storyline, a scripted play called Beauty is a Beast. FAA parents and community can come to watch and stay for the whole show. Preceding the play, there will be an open house for pre-Kindergarten visitors. All visitors will be invited to attend the play after the open house.
- d. New Website - In two days, we will have a brand new, modernized website from the 48in48 project.
- e. Freedom School - Next routine site visit will be from MDE.
- f. Expansion - Reiterated commitment to take steps so that expansion is assured in the projected year. Discussed that renovations are highly likely for any site the school expands into.

VIII. Retreat Follow Up

- a. Review of board minutes. The board did not take actions or vote review of board minutes from the retreat. The minutes are informational and do not need a vote to be approved.
- b. Strategic Plan Excerpts - the Friendship Way Teams
 - i. Referred to p.49, p.52, and p.54-55. We as a board need to know what the Friendship Way Teams are doing. We won't know unless they tell us. We want them to come.
 - ii. Group performance will be measured by the indicators marked on the friendship way teams page. This is a living and breathing document so we can change it to suit our needs.
- c. Strategic Plan Excerpts - the Middle School Program
 - i. Referred to p.52, Key Priority III. Strategy A. We have yet to dedicate a meeting to talk through the middle school program. The past board has looked at it. The current board will be new to it.
- d. Strategic Plan Excerpts - Expansion Risk Factors



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- i. Referred to p.52, Key Priority III. Strategy C. Concern raised to provision generously and in advance to mitigate risk factors for our students and all staff. Just because a contractor gets through does not mean that the inspector has approved it. This happened to us before with Sabathani. What will we do in such a scenario? What is the fall back plan? Where would our temporary alternate site be?

IX. Committee Miscellaneous

- a. Marketing Committee. The school administration is taking notice of the months when people come to us the most. We recruit for new students in all regions, wherever we can set up transportation. The Marketing Committee is currently meeting.
- b. Fundraising Committee. The first meeting date needs to be set. The board chair offered to discuss how to set up goals with the co-chairs, Mya Brown and Berta Needham. A request for video clips depicting what FAA is based on enrichment performances was made. In addition to existing promotional footage, Ms. M.L. was also cited as an ongoing resource for this committee.
- c. Preference was stated for paying outright all improvements we need instead of still having payments due when new renovations are needed. Fundraising is also relationships, which take time to build. Fundraising committee is going to be critical. Letter writing campaigns are an option. Many people have given their donations approaching Thanksgiving and Christmas.
- d. Having an event to facilitate board and staff relationships would be welcome. It would be good to have the staff come to at least one board meeting.
- e. We need to expand the board.
- f. Staff Compensation - Are we sufficiently competitive in a market where there are more employment options? What else can the school offer in addition to money? Ideas the executive director would like to research include a hiring scale factoring in level of education regarding licenses and degrees, revisit health provider options to lower health rates based on seeing updated approaches from other charter schools, and a holiday bonus shared equally among all school staff.
 - i. The following reflection was shared: It means something to go to a calm workplace, be respected, and have people listen to you. At the same time, people need to be practical and take care of their bills.
- g. Expansion - Key factors include facilities, staffing and personnel, culture from the Friendship Way Committees, and the money. Additional needs for people and money will arise during the expansion process.

X. Next Board Meeting Date 11/26/18 - the Monday after Thanksgiving.

XI. Adjournment of Board Meeting - Motion to adjourn at 6:48 PM (BH/MB) - passed unanimously