APPROVED

Veritas Preparatory Charter School

Minutes

Governance Committee Meeting

Zoom Meeting

Date and Time
Friday March 14, 2025 at 10:00 AM

Location
Join Zoom Meeting
ID: 84901910623
Passcode: 636689

Meeting host: ngauthier@vpcs.org

Join Zoom Meeting:
https://vpcs-org.zoom.us/j/84901910623?pwd=vr9afxTKSOHINjqkf7PWZ8SmbM6J3i.1

Committee Members Present
A. Mendelson (remote), D. Fuller (remote)

Committee Members Absent
X. Delobato

Guests Present
N. Gauthier (remote), R. Romano (remote)

I. Opening Items

A.

Record Attendance and Guests

B. Call the Meeting to Order

D. Fuller called a meeting of the Governance Committee of Veritas Preparatory Charter School to order on Friday Mar 14, 2025 at 10:04 AM.

C. Approve Minutes (1)

D. Fuller made a motion to approve the minutes from Governance Committee Meeting on 01-16-25.
A. Mendelson seconded the motion.
The committee **VOTED** unanimously to approve the motion.

D. Approve Minutes (2)

D. Fuller made a motion to approve the minutes from Governance Committee Meeting on 02-14-25.
A. Mendelson seconded the motion.
The committee **VOTED** unanimously to approve the motion.

II. Governance

A. Trustee Recruitment

Board Recruitment Strategy
The governance committee discussed the need to prioritize board recruitment, which has not been a focus in recent years.

- They aim to add new members with specific expertise, particularly in finance and accounting, to strengthen the board's capabilities.
- The committee plans to engage the full board in recruitment efforts at the next meeting through several activities.
- Current board members will share how they were recruited to inspire others and demonstrate the power of personal connections.
- Board members will be given time to create lists of potential candidates or networking contacts who could lead to candidates.
- Each board member will be tasked with having at least one conversation about board service before the April meeting.
- The committee emphasized the importance of finding committed individuals who can consistently attend meetings and contribute meaningfully.
- Retirees and those later in their careers often make excellent board members due to their experience and ability to manage their time commitments.

Candidate Profile and Recruitment Process
The committee reviewed and refined a document outlining the ideal candidate profile and recruitment process.

- Key attributes for potential board members include a proven track record of success in their field and demonstrated leadership skills.
- Commitment to education and passion for Veritas' mission are essential qualities.
- Prior investment in the community is ideally sought after.
- Understanding and acceptance of the time commitment required is crucial.
- Bringing needed skills or expertise, such as accounting and finance, is important.
- Representation of the student body, particularly seeking Latin community members from Springfield, is desired.
- The recruitment process involves board members having conversations with potential candidates about board service.
- Interested candidates are referred to the Governance Committee for review.
- The CEO provides feedback on candidates to the Governance Committee.
- Promising candidates are invited to attend a board meeting.
- The board votes on candidate appointments.
- Approved candidates are submitted to the Commissioner of Education for final approval.

Onboarding Process for New Trustees

The committee discussed a structured onboarding plan for new trustees.

- Providing orientation materials and readings is part of the plan.
- Arranging meetings with key school leaders and staff members is included.
- Assigning new trustees to a board committee based on their skills and interests is planned.
- Encouraging attendance at various committee meetings to learn about the organization is recommended.
- The onboarding process aims to be completed within the first 90 days of a trustee joining the board.
- The process can be adapted as needed, potentially including group onboarding sessions if multiple new trustees join simultaneously.

Current Board Composition and Term Limits

The committee briefly touched on the current board composition and the need to review term limits.

- They plan to examine the bylaws at their next meeting.
- The sunset clause for trustee terms, currently five three-year terms, will be reviewed.
- Balancing experienced trustees with new perspectives is considered important.

Challenges in Recruiting Younger Board Members

The committee discussed the difficulties in recruiting and retaining younger board members.

- Younger professionals often struggle to commit to regular meeting attendance due to work and family obligations.
- Many younger candidates lack exposure to board responsibilities in their professional lives.
- Having two working parents in many households makes it challenging for individuals to dedicate time to board service.
- Despite these challenges, the committee recognizes the importance of diverse perspectives and will continue to seek ways to engage younger members while prioritizing consistent participation and commitment.

III. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 11:02 AM.

Respectfully Submitted,
D. Fuller

Documents used during the meeting

- Veritas Prep Charter School Trustee Onboarding Plan (Updated from DRAFT 3_10_25).docx