

**THOMPSON EDUCATION FOUNDATION  
BOARD OF DIRECTORS MEETING  
MINUTES OF MARCH 24, 2026**

The meeting was called to order at 4:15 p.m.

Board members in attendance were Rick Bowles, Bre Carpenter, Denise Chapman, Brian Cullins, Will Delmar, Jason Germain, Bret Heller, Bob Herrmann, Barb Kruse, Tracy Roller, Celeste Smith, and Sarah Walgast. Board members unable to attend were Lori Hvizda Ward and Matt Thies. Staff members Lesa Biedron and Eowyn Sanders were also in attendance.

Brian let the board know that Tricia Anthony will be changing work locations and resigning from the board.

Upon motion duly made and seconded the Consent Agenda - consisting of the February 24 board meeting minutes, the February Investment Management Account statements, the February ED reports – was approved.

Dr. Bret Heller gave the board an update on current TSD news. The district is currently working on the 2026-27 budget and working around challenges with state funding. CMAS testing is starting in April. Schools are conducting end of the year evaluations as well.

Eowyn asked if any board members would be interested in participating on the TEF Scholarship Selection Committee. There are 14 scholarships that TEF is responsible for choosing recipients for. Applications will be sent out on 4/7, and the selection meeting will need to be scheduled sometime the week of 4/20. Tracy, Barb, and Bre volunteered to be on the committee. Eowyn will reach out to Lori to see if she would like to participate as she has in the past. Eowyn also asked for volunteers from the board to present scholarship awards at the senior awards ceremonies. The dates are available on the board page. Barb volunteered to present at Loveland High School and Mountain View High School; Celeste volunteered for Loveland High School; Rick and Bre volunteered for Berthoud High School; Will volunteered for Thompson Valley High School; and Bob volunteered for Ferguson High School.

Trailblazing Thompson is three weeks away. There are 555 registrations so far with a reminder going out on Friday. The deadline to register is 4/10/2026. There have been \$6,000.00 in sponsorship commitments so far, on top of the in-kind donation from Elizabeth Hotel for the grand prize. There are less sponsorships than last year, but that is following the general trend of the year across the board. TEF staff are working with

the Trailblazing Thompson planning committee to finalize the event agenda and presenter information. Kim asked for volunteers to present the door prizes. Rick and Will offered to present the door prizes. There will also need to be 4-5 board member assisting with check in at the event. Jason, Bre, Denise, Barb, and Will volunteered to help with event check in. Kim asked the remaining board members to arrive by 5 p.m.

Lesia updated the board on the upcoming Earth Day 5K & 10K on April 25, 2026. There is \$6,500.00 in sponsorships so far, compared to last year's \$7,000.00. There are 93 registrations for the race, with Lesia expecting more to come the week of the event. She has ordered 9,600 flyers to be sent to schools.

Kim informed the board of a request for funds from the Restorative Practice team at TSD. They have been invited to speak at the National Conference on Community & Restorative Justice in July. They have requested \$864.00 to cover registration costs for two team members. The fund has a balance of \$1,500.00 and has not been used in several years. According to the fund agreement, the board has the jurisdiction to approve a funding request if the request would otherwise be impossible to implement. Upon motion duly made and seconded, the Restorative Practice funding request in the amount of \$864.00 was approved.

Kim has three updated board policies that need approval from the board – Pass Through Policy, Scholarship Policy, and Employee Special Agreement Policy. The policies were available on the board page. There were no questions about the updated Pass-Through Policy. Upon motion duly made and seconded, the Pass-Through Policy was approved. There were no questions about the updated Scholarship Policy. Upon motion duly made and seconded, the Scholarship Policy was approved. There was board discussion about the Employee Special Agreements. Tracy suggested that the eligibility requirement should be a year of employment rather than 6 months; Brian suggested one year eligibility with board discretion to amend as needed. Will asked for more explicit definitions of the employee review process. Celeste asked if in-kind donations needed to be defined in this policy. Kim will revise the policy and provide a new draft for review next month, along with a copy of the gift policy and benchmarks of the special agreements from previous years.

Brian opened the floor to other business. Celeste noted that the opening weekend for Project Prom was busy, seeing over 100 students on Friday night. She will provide an end-of-event report at the next meeting. There was no other business.

Denise Chapman and Bret Heller left the room before Educator of the Year and Student Choice selection began. The board chose 7 Educator of the Year recipients and 6 Student Choice recipients.

The meeting was adjourned at 5 p.m.