

**THOMPSON EDUCATION FOUNDATION
BOARD OF DIRECTORS MEETING
MINUTES OF DECEMBER 9, 2025**

The meeting was called to order at 4:21 p.m.

Board members in attendance were Rick Bowles, Brian Cullins, Will Delmar, Brandy Grieves, Lauren Haug, Bret Heller, Barbara Kruse, Tracy Roller, Celeste Smith, Matt Thies, and Sarah Walgast. Board member unable to attend was Bob Herrmann. Staff members Lesa Biedron and Eowyn Sanders were also in attendance.

Celeste introduced new board members Bre Carpenter and Jason Germain who were in attendance. Everyone introduced themselves.

Upon motion duly made and seconded the Consent Agenda - consisting of the November 18 board meeting minutes, the November Investment Management Account statements, the November ED reports, and the November financial report – was approved. The November Profit & Loss statement and the board reports were not available so they will be approved in the January meeting.

Dr. Heller updated the board on current TSD news. He has been busy preparing for winter break and finishing end of year projects.

Kim gave the board an update on the end of the year fundraising efforts. The foundation received a substantial gift totaling \$55,000 from Nancy Popenhagen and the Volentine Faily Foundation. \$15,000 of the total is for Help Kids Succeed, and Kim is working with Nancy to determine where to distribute the rest of the funds. Pulliam has approved \$20,000 for Rugged Research again this year. They have also committed to \$56,000 to the outdoor education center by Big Thompson Elementary. Kim will be meeting with Pulliam and TSD facilities staff to plan next steps. Ottercares has approved two Impact Grants for TSD schools – Berthoud High School at \$3,700 and Loveland High School at \$25,000. Additionally, TEF, along with 20 other nonprofits, was a recipient of the Scheels end of the year giving campaign receiving \$5,000 for general unrestricted. Lesa has been monitoring the Colorado Gives Day donations for the day. So far, the total is \$5,295 of the \$15,000 goal. Other Colorado Gives Day participants are coming under their goal as well.

Kim informed the board about a confidential nonprofit partnership opportunity. Loveland Youth Gardeners, a long-time nonprofit in Loveland, is potentially folding early in the new year. Their programs have a large impact on TSD students, especially their LEAD summer program. The LYG interim ED reached out to Kim to talk over a potential

partnership with TEF and TSD so the garden/program can remain active. Kim will be meeting with the learning services team to gauge their interest and capacity. TEF would only be the nonprofit partner in the case where TSD had interest and decided to move forward with shifting the program to the district. Bret added that the district is looking into potential tie-ins to the curriculums or pathways to CTE.

Celeste initiated a board vote to approve the updated board policies Great Idea Grant Committee Policy and Donor Privacy Notice. Upon motion duly made and seconded, the Great Idea Grant Committee Policy was dissolved. Upon motion duly made and seconded, the updates to the Donor Privacy Notice Policy were approved.

Celeste initiated a vote for 2026 board leadership. At the November meeting, Brian stepped up as board president, Will as vice president, and Tracy as secretary with Matt continuing his role as treasurer. There were no objections or comments. Upon motion duly made and seconded the 2026 board leadership seats were approved.

Celeste opened the floor to other business. Kim informed the board that the new insurance policy has been signed and paid. The premium is higher than what was initially budgeted by about \$2,000, but the addition of event coverage into the main plan rather than individual plans is accounting for roughly \$1,200 of the total. Kim is meeting with HR to confirm details of TSD's coverage for TEF. The TEF staff is continuing Great Idea Grant prize patrols the rest of the week if anyone is able to join.

Kim and Celeste recognized outgoing board members Lauren Haug and Brandy Grieves and thanked them for their years of service on the board.

The meeting as adjourned at 5 p.m. The board holiday celebration took place immediately after.