

**THOMPSON EDUCATION FOUNDATION  
BOARD OF DIRECTORS MEETING  
MINUTES OF OCTOBER 21, 2025**

The meeting was called to order at 4:30 p.m.

The meeting began with 2025 WOW Grant recipient Jessi Cook sharing the presentation from her trip to Mexico over the summer.

Board members in attendance were Kim Akeley-Charron, Brian Cullins, Brandy Grieves, Lauren Haug, Bob Herrmann, Lori Hvizda Ward, Barbara Kruse, Tracy Roller, Celeste Smith, Matt Thies, and Sarah Walgast. Board members unable to attend were Paul Baron, Rick Bowles, Will Delmar, and Bret Heller. Staff member Lesa Biedron was also in attendance.

Upon motion duly made and seconded the Consent Agenda - consisting of the September 16 board meeting minutes, the September Investment Management Account statements, the September ED reports, and the September financial report – was approved.

Kim updated the board on the current standing of the 2025 gift catalog mailer. At the board's direction, the mailer was sent out in September rather than in December this year. The mailer cost was \$3,200, and the income is roughly \$6,500 with \$4,000 being from one gift to the Great Idea Grant Fund. There has been a total of 23 donors so far, a step up from last year's 18 donors. Celeste suggested sending the gift catalog out as a combination of electronic and physical formats in future years, like a post card with a QR code to the electronic gift catalog.

Lesa shared her work on the 2026 sponsor packet. There are proposed sponsorship level increases for Trailblazing Thompson, Earth Day 5K/10K, and the Scheer Fund Golf Tournament, as well as adding in a Mission sponsorship that would encompass numerous TEF events for longstanding sponsors. TEF has not raised their sponsorship levels in over five years. The Mission sponsorship would be year-long and sponsors would be highlighted at each event, with a max of four Mission sponsors a year. Kim also gave an update on confirmed and proposed events for the next year. The confirmed events are Trailblazing Thompson, Earth Day 5K/10K, Help Kids Succeed, and the Scheer Fund Golf Tournament. There are two proposed events the TEF staff have been thinking on: biannual update events and an Adult Field Day. The biannual update events, proposed name Education After Hours, would take place in March and October and would be casual networking events with a short agenda for

foundation updates. A foundation director Lesa talked to said they were able to raise \$13,00 from a similar event. The Adult Field Day would take place in June and would be more involved for the staff. The Forge Campus and Grimm Brothers is a possible location as they have both large outdoor and indoor spaces. Kim opened the floor to the board for their thoughts. There was discussion around making sure TEF's insurance is up to date for a field day event. Kim will reach out to Eric Weedin to confirm insurance details. The board also discussed doing just one Education After Hours event in October and the field day in the summer, rather than adding three new events. They also mentioned reaching out to the City of Loveland for partnership opportunities as they have done their own field day in the past. Kim will reach out to the City and Grimm Brothers to confirm details and agreed to one fall event.

Lesla informed the board that Colorado Gives Day is on December 9, with early giving for Colorado Gives beginning November 1. She is asking that every board member raise \$500 through their own Colorado Giving donation pages she has set up. She shared a fundraising template with the board and walked them through the steps to set up their own pages to distribute amongst their peers. Peer to Peer fundraising has been shown to boost donations by 30%.

Kim has been working on updating TEF's policies as stated in last month's meeting. The two policies she has updated for review are the EOY Award Gift Policy and the Annual Endowment Distribution Policy. Both items have been posted on the board page for review. Upon motion duly made and seconded, the two policies updated were approved.

Kim updated the board that the Great Idea Grants are currently being reviewed by the Great Idea Grant committee and risk management. There were 42 grants submitted, and 28 sent to the committee after being reviewed by Kim. The board will receive the top grants on November 4 to review before the meeting on November 18 where voting on recipients will take place.

Celeste updated the group that Paul Baron has resigned from the board leaving another open seat. This leaves the board with 11 voting members. Two spots will need to be filled at minimum, but if the committee likes all four candidates there is capacity to add four new members. The committee has had interviews with two of the four new board member candidates so far. Kim reiterated that the board can go up to 19 members total, but the highest number TEF has historically had is 15. Voting for the new members will take place at the November meeting.

Celeste opened the floor to other business. She congratulated Brandy on her new ED position in the district. There was no other business.

The meeting was finished at 5:41 p.m.