

**THOMPSON EDUCATION FOUNDATION
BOARD OF DIRECTORS MEETING
MINUTES OF JANUARY 20, 2026**

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

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

Brian let the board know that Denise Chapman will be the new Board of Education liaison for TEF.

Upon motion duly made and seconded the Consent Agenda - consisting of the December 9 board meeting minutes, the December Investment Management Account statements, the December ED reports, the remaining November financial reports and the December financial reports – 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 the budget for the upcoming school year. He praised the MLK event that TSD held last week that TEF co-sponsored. Student winners of the writing contest will be recognized at the upcoming Board of Education meeting, along with the Boettcher Scholarship finalists.

Kim gave the board the final update on the end of the year fundraising efforts. Last year, the proposed sending the annual gift catalog mailer at the start of the school year rather than at the end of the calendar year. The change brought in about 3 times the amount of donations as the previous years. TEF will try sending the gift catalog at the start of the school year again in 2026. TEF gained 43 new donors throughout the year. Brian asked how the new donors for the year compares to previous years. There were significantly more new donors in 2025 than in previous years.

Lesa sent the sponsor packet out last week to existing TEF sponsors. She thanked everyone that proofed the packet and offered suggestions. She asked that the board send the sponsor packet any potential sponsors that they know. Kim is working on a Mission level sponsor and there is one party interested.

Kim reminded the board of the potential partnering opportunity with Loveland Youth Gardeners she mentioned at the meeting in December. Since the meeting, there have been staffing changes at LYG, and their board has not made a commitment for next steps. TSD is not moving forward with a partnership at this time.

Last year, Dr. Heller held a convocation/back to school event for all TSD staff to gather before the school year kicked off. It was held at Ray Patterson Field and was a success. Going forward, the event will need to be held indoors as the weather in August is not reliable enough to continue holding the event outdoors. However, there are no buildings in TSD that have capacity to house the entire staff at one time. Staff is looking into Blue FCU Arena to hold the event. This will increase the cost of the event and Dr. Heller asked for TEF's support. In previous years, TEF has supported similar district efforts in amounts ranging from \$2,000.00 to \$7,000.00. One benefit of holding the event at Blue Arena is that there will be opportunity for vendors and partners to have tables set up to provide information to staff. Kim would also have the opportunity to speak to all staff, which would greatly increase TEF's visibility in the district. There are no confirmed amounts yet, so no board vote is needed at this time. The board agreed that this would be beneficial for TSD staff and for TEF to increase outreach. There will be more updates at the February meeting.

Eowyn provided an update on the Educator of the Year and scholarship processes. The scholarship application opened on Wednesday, January 7 and closes on Sunday, March 1. There has been great traction so far with many students submitting application and starting drafts. Eowyn reminded the board of the changes to application this year, including removing gender and the transcript upload option. Efforts have been made to protect students' identity and promote anonymity in the evaluation process. Educator of the Year and Student Choice nominations opened on Monday, January 5 and will close on Friday, February 6. The Trailblazing Thompson event will be held on Tuesday, April 14 at Embassy Suites. The Student Choice nomination form has a strong start with over 100 nominations coming in so far. Eowyn reminded the board that meeting on March 24 will be extended to allow for Educator of the Year selection.

Celeste was unable to attend the board meeting so Kim is sharing Project Prom updates in her stead. Celeste has been working with Promenade Shops at Centerra to secure a location for the pop-up. Drop-offs for donations will begin on February 1 and will continue throughout the month of February. Ac Hardware has expressed interest in hosting drop-offs again, and more locations will be confirmed at a later date. Event dates have not yet been confirmed, but Celeste and Kim are looking at the last weekend in March and the first two weekends of April.

Kim made updates to the Conflict of Interest and the Executive Session policies. Bob asked if the "governing board" referenced in the Conflict of Interest policy was defined elsewhere. Kim said she will update the document to include the definition and thanked Bob for asking. Brian suggested sending out the Conflict of Interest policy in January instead of in March. Upon motion duly made and seconded the updated Conflict of Interest Policy is approved. Executive Sessions – Brian asked why the policy exists. Kim explained that it was created in 2011 in regards to a conflict that was happening at the time. It is used in instances of conversation around compensation or if the board wanted to replace the ED. The policy was initially set up incorrectly as the TEF board is not bound by Colorado open records. There were no further questions. Upon motion duly made and seconded the updated Executive Sessions Policy was approved.

Kim has been working with Will and Eric Weedon to adjust the TEF insurance policy to ensure the coverage is adequate. Kim has confirmed with the district's HR department that TEF staff are covered under TSD's employment practice liability coverage. Will has suggested increasing coverage for volunteers, in the event of discrimination, sexual harassment, etc. The cost is 50% of current coverage, with the premium currently at \$5,600, and the new addition amounting to \$2,475. Part of the cost is defense and protection for TEF in the event of allegations from volunteers. Will has more follow up to work on with Eric, so there is no board vote needed at this time.

Brian opened the floor to other business. Kim invited the board to the WomenGive luncheon on Thursday, February 5 and asked that any interested members let her know before they leave. Lori, Denise, and Bre are interested in attending. There was no other business.

The meeting was adjourned at 5:13 p.m.