

Minutes of the Second Ordinary Membership Meeting of May 31, 2022

Location: via Zoom
Started: 7:00 pm
Ended: 10:00 pm

Ms. Sadek-Stolz welcomes all members and explains the logistics of the meeting. She asks the members to register with their full name under the link provided in the chat window so that quorum can be determined. She also informs the members that there will be a simultaneous translation and how to access it.

1. Welcome

Mr. Fehr welcomes all members to the Second Ordinary Membership Meeting and shares the agenda with the participants (see slide “Agenda” in PowerPoint presentation). He explains that the motion by the board will have to be voted on first, because the result of this poll will determine how many Secretary of the Board candidates will be elected to the Board of Directors.

2. Administrative matters

- a. Quorum is established.
- b. The agenda is approved as suggested- The minutes of the last membership meeting are approved without any changes.
- c. Ms. Sampson is confirmed as minute taker
- d. and e.: The vote on the Boards motion (Motion 1) is started.
 - 1. Motion to hold the membership meeting online – carried with 96% in favor
 - 2. Motion to use Election Runner software – carried with 96% in favor
 - 3. Motion by the Board to have a third candidate elected as a member of the Board of Directors today – carried, 81% in favor

Mr. Fehr is one of the candidates and excuses himself from participating in the poll.

Sandra Peter takes over as the Deputy Chair of the Board.

Mr. Lissina dropped out early as a member of the Board on May 22, 2022. These are the options that are

available to the Board:

- Motion to fill this vacancy today
- Fill the vacancy by electing a new member. However, the Board would hope that the members agree that a new member can be voted on by the membership in today's election.

3. Updates

a. Mr. Molitor, Chair of the Parents' Association reports:

With the world being in upheaval due to the war in Ukraine, he commands the school for taking immediate action by allowing and creating fundraisers for the benefit of Ukraine.

He thanks Mr. Eric Beck, Mr. Stefan Lissina and Mr. Dennis Fehr for their service on the Board of Directors and the members of the nomination and election committee for their valuable work.

He mentions that the average grade achieved by this year's graduates is 2.0 – this proves that GISW achieved all its goals, and the good results show that the school's high academic expectations are met.

Mr. Molitor states that, regrettably, differing interests in the school community cause friction and situations arise during which boundaries get crossed, be it in writing or personal conversations. He asks all members to respect and honor each other's opinions to maintain the school and keep it future proof for the sake of the children. He thanks Mrs. Jung-Wanders for her calm demeanor and steadfastness while the school navigated difficult waters.

The Board's COVID-19 Update:

For the time being, masks will continue to be worn – mainly due to still rising caseloads, including in the school community. The transition to phase 2 has been delayed for this reason.

The continued focus should be on keeping the students in school in person for as long as possible.

Continued measures:

- Those who test positive will stay home and quarantine
- Close contacts without symptoms – no quarantine necessary
- Twice-weekly school-wide testing for the time being

These measures will be communicated to the school community as well.

b. The Board's Strategy Update:

The Board is looking to implement the strategic goals by committing to academic excellence, by engaging the school community, by remaining effective in operations and via Campus Mastery (4 pillars).

Our guiding principles serve as the foundation for these pillars. After having asked the school community to vote on new wording for our guiding principles and receiving 400 votes it became apparent that two thirds of the school community is in favor of keeping our current guiding principles in place:

„Bilingual. Independent. Weltoffen“

GISW'S Mission: „GISW combines the highest standards of German academic excellence with a multicultural environment and thus inspires its students to grow into creative, critically thinking, empathic leaders and dedicated global citizens.“

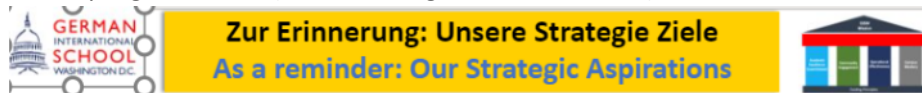
Goal of growth: More than 600 enrolled students.

- Focus on individualized learning and support (robust language and MINT/STEM programs)

- Fully up-to-date campus that supports highest competencies and innovative educational programs
- strong Alumni network
- transparent organization and leading communication as well as financial stability of the German School Society
- Outstanding promise of top performance to the members

Digital Strategy table (s.slide) shows the strategies and their implementation
Mr. Fehr points out the connections between the individual initiatives.

Each initiative was assigned to a responsible individual (owner). The owners report during Board meetings on the progress made (next meeting on June 22, 2022)



Das Wachstum auf über 600 Schüler*innen bis SY26/27 und die fortgesetzte Unterstützung aus Deutschland ermöglichen uns:
Growing our enrollment to 600+ students in SY26/27 and obtaining continued support from Germany enables us to:

<p>ein differenziertes akademisches Programm anbieten, das <u>individualisierte Förderung und Bildung</u>, starke Sprach- und MINT-Programme bietet</p> <p>provide a differentiated academic program, providing <u>personalized education</u>, strong language and STEM programs</p>	<p>einen hochmodernen Campus bereitstellen, der höchste Standards digitaler Kompetenz und innovativer Bildungskonzepte unterstützt</p> <p>expand upon a state-of-the-art campus, supporting highest standards of <u>digital literacy and innovative education concepts</u></p>
<p>eine engagierte Schulgemeinschaft und ein starkes Alumni-Netzwerk pflegen;</p> <p>foster an <u>engaged community</u> and <u>strong alumni network</u>;</p>	<p>als transparente Organisation und in der Kommunikation führend bekannt sein; die finanzielle Stabilität des Schulvereins gewährleisten</p> <p>be known as a transparent organization and being best-in-class in communications; ensure the financial stability of the school society</p>

im Vergleich zu öffentlichen und privaten Schulen vor Ort ein hervorragendes Leistungsversprechen zu bieten.
to offer a unique value proposition compared to local public and private schools.



Die digitale DISWStrategie22+ Tafel liefert eine Sicht auf den Status der Umsetzung der strategischen Initiativen.
The digital "DISWStrategy22+ board" provides a view of the status of implementation of the strategic initiatives.

Optionen Options	Priorisiert (start 08/22) Prioritized	In Arbeit In Progress	Zur Abnahme bereit/ Ready for Review	Umgesetzt Done
<ul style="list-style-type: none"> Service und MINT-Programme (Language and STEM Program) Hilflos- und inklusive Schulgemeinschaft (Inclusive and inclusive school community) Kontinuität des institutionellen Wissens (Continuity of institutional knowledge) Individualisierte akademische Förderung (Personalized academic support) Transparenz, Kommunikation und Qualität der Kommunikation (Transparency and quality of communication) Organisationsstruktur, Rollen & Verantwortlichkeiten (Organizational structure, roles & responsibilities) Reputation und Image (Reputation and image) Finanzielle Stabilität (Financial stability) Starkes Alumni-Netzwerk (Strong alumni network) 	<ul style="list-style-type: none"> Individualisierte akademische Förderung (Personalized academic support) Kommunikation und Qualität der Kommunikation (Transparency and quality of communication) 	<ul style="list-style-type: none"> Corporate Strategy (Corporate strategy) Transparenz, Kommunikation und Qualität der Kommunikation (Transparency and quality of communication) Organisationsstruktur, Rollen & Verantwortlichkeiten (Organizational structure, roles & responsibilities) Reputation und Image (Reputation and image) Finanzielle Stabilität (Financial stability) Starkes Alumni-Netzwerk (Strong alumni network) 		

10/21/2022

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Owner treiben ihre Initiative unter Einbezug anderer inhaltlich voran.

Die Schulleitung informiert sich bei Ownern über den Fortschritt der Initiative oder lädt Owner zu einem Bericht in die Vorstandssitzung ein.

Owners drive their initiative forward in terms of content with the involvement of others.

School leadership checks in with owners about initiative progress or invites owners to report to the board meeting.

10/21/2022

Initiative	Owner	Nächstes/next Update
 Campus Strategy Campus Director	Verwaltungsdirektor Business Director	Vorstandssitzung / Boardmeeting 06/22
 Programs, Policy and Quality of Instruction	Steuergruppenleitung Steering Committee	Vorstandssitzung / Boardmeeting 06/22
 Organizational Action & Results	Aktuell Fokus Board Governance SdK-Vorstandsvorsitzende Deputy Chair of the Board	Vorstandssitzung / Boardmeeting 06/22
 Expansion and Innovation Strategic Planning Faculty and Leadership Faculty Leadership	Direktorin für Advancement Advancement Director	Vorstandssitzung / Boardmeeting 06/22
 Research and Innovation Faculty Leadership Faculty Leadership	Verwaltungsdirektor/ Business Director, FBAC	Vorstandssitzung / Boardmeeting 06/22

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c. Report by Mrs. Jung-Wanders:

As the school year is coming to a close, it becomes evident that GISW has succeeded in its academic goals: 29 seniors have passed their Abitur exams and graduated. They achieved a good average of 2.0. One student even achieved a personal 1.0 average.

The school was open throughout the entire school year even if school operations are still somewhat hindered by quarantine requirements. Mrs. Jung-Wanders points out that at some of the school's traditional events have been able to be held in person again.

The school will ratify a „Gesamtsprachenkonzept“ for the promotion of German language skills to those students who have less exposure to German at home as well as an improved English support program.

The school's media program is in the process of being revised.

All students and staff will receive iPads and mobile Smartboards will be installed in all the classrooms.

Faculty and staff are in the process of preparing for the Bund-Länder inspection BLI 3.0 – an inspection at the end of which the GISW will be awarded the seal of “Excellent German School Abroad” again.

For Mrs. Jung-Wanders it is almost time to say goodbye to GISW, she has already started the transfer of information and responsibilities to Mr. Apsel.

She expresses her thanks to all members and especially the Parents' Council, the faculty and the members of the administration for the fruitful cooperation during her year as Head of School. Als a heartfelt thank you to the Members of the Board for honoring the values that make GISW special. Her hope for the future of the school is continuity, growth and that the envisioned strategies can come to fruition.

Mr. Fehr expresses his gratitude to Mrs. Jung-Wanders for her dedication and commitment and for bringing all of her experience in leading a School Abroad to GISW. He also thanks her for working with the Board on strategy development. The cooperation was characterized by trust and constructive work to further the school's goals.

4. & 5. Board motion and election

Mr. Fehr gives the floor to Mr. Kuttke, Mrs. Mandau and Mr. Möckel who have donated their time by working in the election committee. The candidates are introduced and then give a short presentation to introduce themselves to the members: Dennis Fehr, Jessica Fields, Thomas Rehermann, Oliver Schacht, Janette Uhlmann

- Mr. Fehr hopes to be on the Board for another three years. He would like to keep contributing to the strategic development of the school while safeguarding the financial independence of the school and promoting wise investments.
- Mrs. Fields is alumna of the GISW and has a medical background. Her children attend SES and third grade. She mentions that she has much experience in dealing with COVID-19 and could really support the school on the Health and Safety committee.
- Mr. Rehermann has a background in economics and finance. He was involved in the board of the FRIENDS and has supported the fundraising organization for a long time.
- Mr. Schacht is an entrepreneur who has founded a company that created and maintains a broad range of educational institutions. He looks back on many years of experience of serving as a board member.
- Jeannette Uhlmann has a background in international relations. She has experience as a board member and working in education. She intends to support the international network of the school, the bilingual approach and to strengthen the school community.

Mr. Kuttke explains the voting process and gives the floor back to Mr. Fehr. The motion of the Board (motion 1) is carried with 92% of votes in favor.

6. Members' Motions

Motions by members:

Motion 2: Addition to the Code of Conduct and Ethics to avoid members defaming or slandering the school or its members and employees. The Board recommends for the members to carry this motion. The Code of Conduct can only be amended by the entirety of the faculty during the final All Faculty meeting of the school year.

Motion 3: Measures in the case of violations against the Code of Conduct and Ethics

The Board states that such measures were already developed by the Board and were presented to the membership in November of 2020.

Motion 4: Exclusion from office in case of violation

The Board explains that the current by-laws have a procedure in place that goes in effect if a member damages the reputation of the school society.

Motion 5: Identical financial contributions by members of the school society (those with children at the school and those without). The fee will be an additional \$850 for the school year 2022/2023 and will increase by a further \$500 (i.e. \$1,500 over two years) in school year 2023 / 2024. The Board is urging to revisit this motion and does not agree with it as of now.

Mr. Fehr explains that the election for the members of the Board has begun and that now the voting on motions 2-5 may start as well.

7. Q&A Session and Election results

Q/A Session

Election Results:

Candidates elected as Board Members:

Janette Uhlmann, 71 votes

Dennis Fehr, 65 votes

Oliver Schacht, 65 votes

All elected Board Members accept the vote and their new role.

Results on the voting on the motions brought forward by the members:

The vote on the Boards motion (Motion 1) is started.

Motion 2: Addition to the Code of Conduct and Ethics

This motion is carried by the members.

Motion 3:

This motion was not carried by the members.

Antrag 4:

This motion was not carried by the members.

Antrag 5:

This motion was not carried by the members.

8. Adjournment

Mr.Fehr closes by expressing his gratitude to the members leaving the Board, Mr. Stefan Lissina and Mr. Eric Beck.

He further expresses his surprise that the Q&A session was mainly used for discussions on the motions and not as much for giving feedback on the proposed strategy of the school. In his opinion this is a positive sign as it seems to point to the members being in favor of the strategy planning efforts of the Board. Mr. Fehr ends the meeting by saying goodbye to all members and by extending his best wishes for their summer break.

Mr. Dennis Fehr

(Chair of the board)

Mr. Eusebio Garre

(Secretary of the Board)