

KROKA BOARD OF TRUSTEES

MEETING MINUTES

April 7, 2026 - Remote Zoom Meeting

Board Attendance: Sarah Scherschel, Daniella Malin, Bets Dews, Sondra Nelson, Jackson Ennis

Absent: Lela McCaffrey, Alan Roberts

Staff: Ezra Fradkin (whole meeting) & Jessie Morin (first 10 minutes)

Meeting called to order at 6:32pm

Meeting:

Education minute: (Jessie) - 8th grade includes a summative moment in Waldorf education. Typically the classes fundraise for a trip to a big city but Jessie is having many conversations with teachers about an interest in getting back to presence, slowing down, being with each other and the land - rather than the hustle and bustle of the city.

Summer program update (Jessie) -

- 39 programs, 20 are full, 14 have 8 or more students (many with 9 or 10 students). 5 programs are “open” with around 4 students registered. Kroka has the capacity for 472 students. Current enrollment is 407 (86% full); we need 65 more students for 100% enrollment.
- Student retention is high; the challenge is new family recruitment.

Director's Report (Ezra)

- Staff training - Currently in the midst of training 10 staff members with Dave leading the training in a way similar to semester (morning chores to evening meeting).
- Kroka did an NVC training with the whole staff but it was poorly delivered.
- Kroka has another all staff training in coming up: DEI - delivered by a former director of Farm and Wilderness along with a few current staff.
- Exciting to have the whole year-round staff filled.
- Almost ready to sign an agricultural land lease agreement with Stepping Stone Farm and in a good place.
- Semester program
 - Have signed an agreement with Warren Wilson (WW) to take over from Sterling College (which closed) on giving college credits to Kroka semester students. WW is more rigorous.
 - WW is doing an audit around staffing and curriculum.

- The structure will be slightly different. With Sterling students could opt in and pay extra (\$2,000). With Warren Wilson it's more affordable (\$600) but they want us to require the credit for all.
 - The semester students have reached Maine Local Living school - their winter expedition is complete and everything is going well.
- Legal update: Trespassing on the railroad track. We have worked with the Barrett PD and were able to have the charges dropped from a violation to a misdemeanor. There is a \$300 fine for the 3 staff members charged that will be dropped if they exhibit good behavior over next 12 months.
- The stakeholder dinner is this Thursday @ 6:00: 22 people registered, not counting staff.

February minutes approved by consensus

Policy agreement Bet (by email), Alan (by email) and Sondra (verbally at this meeting) joined with other board members from February's meeting to complete this annual process of reading and agreeing to the Kroka policies

Finance:

Budget

- Income higher than budgeted because of school programs ~30k surplus
- Summer on target
- Semester not yet known
- New fleet of bicycles, new truck, new passenger van, compressor
- Projecting a 20k surplus overall

Retroactive pay

Proposal by the Finance Committee was **Approved by consensus**

Governance

- We welcome Sondra to the Governance committee.
- Board retreat currently scheduled for November 6-8, 2026
- The board portion of the website is updated! There is new text on how the board operates an "interested in serving" section, by-laws and more.

Buildings and Grounds

Long-term residential lease (Jackson)

The feedback from the board was mixed but generally positive towards the idea of having retired, long-time staff living on campus. Jackson walked the board through the B&G Committee's thought process.

The board is in **consensus** with the following two statements:

"The Board recognizes the real and potential benefits for a long-time staff member to be able to retire and live in community at Kroka, for both Kroka and for the staff member."

"There is acknowledgment across the Board that this is not a simple process. It is complicated, has many moving parts, and needs significant legwork before a proposal can be carefully **considered**. We are not in a position to move forward at this time."

After much discussion, it was decided that Jackson will draft a resolution, for approval via email, that outlines what the board will require from any long-term staff member who wishes to retire and live at Kroka. This will give guidance to the board and the staff member as to what kind of due diligence is required and what discussions need to happen. Proposals will be reviewed on a case by case basis.

Once the resolution is in place, Jackson will draft a letter capturing the board's position in response to Nathan's inquiry about whether the board will consider a long-term lease agreement. The resolution and letter should be in place before the next meeting.

Strategic plan

- Brennan Smith has worked with Kroka and will meet with Sarah and Ezra in May to talk about a process for strategic planning.

Meeting adjourned at 8:22

Respectfully submitted,

Daniella Malin