

**MORRISON CHRISTIAN ASSOCIATION
MORRISON ACADEMY
BOARD OF TRUSTEES**

MINUTES

September 15, 2020 (1:15 p.m.)
Board Retreat in Nantou County

Trustees present:

Susan Brabon
Mark Dinnage
Peter Dodd
Barry Owen
Vong Im
Joseph Swanson
Beth Wyse
Bev McCrary

Associate Trustees present:

Cheryl Dunn
Ruth Ullstrom

Others present:

David Homer
Julie Heinsman
Tim McGill

Last Action:

20-20

For the devotion, Barry Owen shared from John 9. The Gospel of John has a pattern where the beginning of a chapter is the event (in this case a miracle), then the remaining portion of the chapter expounds on the event. In John 9, the disciples asked if the blind man sinned or his parents. Jesus said neither, but rather this happened for God's power to be displayed. After Jesus healed the blind man, the neighbors did not believe that the man who was born blind could be healed because he was a "cursed sinner." They asked the Pharisees, who couldn't believe that Jesus is from God because He healed on the Sabbath. The blind man just knew and shared the facts - "I was blind, but now I see." He teaches the Pharisees what they should have already known. Jesus then expounds on spiritual blindness with the man who was blind and the Pharisees. A lesson we can learn from this is that we need to see the facts as they are and see the things that need to be preserved in order to keep our schools strong.

The Board members joined together to pray for the four campuses, administration, teachers, staff and students. This was followed by time spent together in the board accountability groups.

**APPROVAL OF AGENDA AND
CONSENT AGENDA
20-21**

MOTION PREVAILED to approve the agenda and consent agenda in accordance with policy 1435 CONSENT AGENDA, including the following resolutions:

- approval of the May 1, 2020 Board Minutes
- Acceptance of the Sept. 8, 2020 Governance Committee Minutes, including the following Policy changes
 - . Policy 5351 Continuing Enrollment
 - . Policy 3110 Employment of Expatriate Personnel
 - . Policy 1350 Communications Coordinators
 - . Policy 1600 Nondiscrimination
- Acceptance of the Sept. 8, 2020 Finance Committee Minutes, including the following
 - . 2019-2020 Audited Financial Report and National Staff Retirement Fund Deposit
 - . Property list revision
 - . Releasing National Staff Retirement Fund
- Acceptance of the Administrative Report as presented
- Acceptance of the SAC Meeting Notes for August 28, 2020 and SIP Strategies
- Acceptance of MOI JP Minutes and MOE Board Minutes (for MAT, MAC, and MAK)

The Board held a video interview with Dr. Daniel Kim, who is currently living in California, for a principal position that will become available in the fall of 2021.

**APPROVAL OF MAK
PRINCIPAL
20-22**

MOTION PREVAILED to approve Dr. Daniel Kim as the Morrison Academy - Kaohsiung Principal in accordance with Policy #3105. His term of services will be from July 1, 2021 to June 30, 2023.

The Board held a video interview with Zachary Sawyer from MAT for a principal position that will become available in the fall of 2021.

**APPROVAL OF MAT
PRINCIPAL
20-23**

MOTION PREVAILED to approve Zachary Sawyer as the Morrison Academy-Taipei Principal in accordance with Policy #3105. His term of services will be from July 1, 2021 to June 30, 2023.

David Homer was interviewed to fill an associate trustee position. David Homer is a Morrison alumnus and is currently pastoring Grace Church in Taipei.

**APPROVAL OF ASSOCIATE TRUSTEE
20-24**

MOTION PREVAILED to approve David Homer as an Associate Trustee for 2020-21 school year.

**APPROVAL OF DONATION TO WORLDVENTURE
20-25**

Motion Prevalied to approve the donation of NT\$10,000,000 to WorldVenture for supporting a missionary ministry center and house.

**APPROVAL OF 2020-21 BOARD GOALS
20-26**

MOTION PREVAILED to approve the 2020-21 Board Goals as follows:

I. Prepare and Promote a Smooth Transition in the Superintendent Role.

- A. Review Relevant Portions of the following Book: Community Governance
- B. Board Retreat with SAC September 15-16 to edit the 2020-21 School Improvement Plan (SIP)

II. Strategic Planning for Mission Sustainability

- A. Strategic Planning in the area of changing political climate in the greater sphere of China - strategic planning retreat in Taichung on Tuesday, August 4, 2020 9am - 5pm.
- B. Generative Thinking question for September Board Retreat - Finance Committee research topic questions; Morrison's Non-negotiables and Alternate set of Position statements

III. Develop Christian Community

- A. Implement Peace Pursuit Training

The meeting was closed in prayer at 3:57 p.m. by Barry Owen.

Respectfully Submitted,

Mark Dinnage
Board Secretary

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<p>Finance (9am)/Governance (1pm) Committee Meeting dates at TBM:</p> <ul style="list-style-type: none">● September 8, 2020● November 17, 2020● February 2, 2021● April 20, 2021 <p>Lunch provided at noon</p>	<p>Full Board Meeting dates and locations:</p> <ul style="list-style-type: none">● August 4, 2020 - Taichung (strategic planning retreat)● September 15, 2020 - CingJing Farm● December 7-8, 2020 - Taipei● March 2, 2021 - Kaohsiung● May 7, 2020 - Taichung <p>Board retreat: September 15 - 17 (joint retreat with SAC)</p>
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5351 CONTINUING ENROLLMENT

Students are granted continued enrollment if all of the following conditions are met.

1. Compliance with policies and procedures regarding passport and Taiwan visa requirements
2. Age-equivalent academic progress, or enrollment in a modified instructional program
3. Conduct or influence which is consistent with Christian principles and school policies and procedures (See Policy # 5400 STANDARDS OF CONDUCT)
4. Compliance with policies and procedures regarding students' living arrangements
5. Availability of programs and resources which meet the educational needs of the student

When one or more of the above mentioned conditions are not met, enrollment may be discontinued by the Superintendent (see Policy #5540 TERMINATION OF ENROLLMENT).

4/19/20

3110 EMPLOYMENT OF EXPATRIATE PERSONNEL

Requirements

The following conditions are required for the hiring and contract renewal of expatriate personnel for Morrison Academy:

1. Personal testimony of salvation and evidence of ongoing spiritual growth
2. Agreement with the Morrison Academy position statements
3. Minnesota Multiphasic Personality (MMPI) or other personality inventory or test indicating good emotional health, if requested by the Superintendent for the employee and/or spouse
4. Adherence to government ~~the ROC~~ requirements for employment at Morrison Academy
5. Positive performance evaluations or professional and pastoral references
6. Commitment to abide by the policies and procedures of Morrison Academy
7. Mental and physical health of all family members who reside with the employee shall not adversely affect their ministry at Morrison or the Morrison community
8. Appropriate certification from their home country when applicable. In the event that an acceptable, certified candidate is not available, then an uncertified candidate may be employed for a contracted period of one year at a time, providing the candidate is working toward certification.

Other Considerations

The following will be considered in the hiring and contract renewal of expatriate personnel for Morrison Academy:

1. Previous appropriate experience
2. An indication of Gods leading and direction to teach at Morrison Academy
3. Indication of an ability to work in a multi-mission setting

4. Active, regular participation in an organized Protestant church/fellowship for the purpose of spiritual growth
5. Good physical and emotional health
6. Previous biblical integration experience or eagerness to develop these skills.
7. Demonstrated ability to participate on collaborative teams and to promote peace.

4/17/20

1350 COMMUNICATION COORDINATORS

For each campus a trustee will be appointed by the Board Chair to serve as the most visible representative of the Board on that campus. The Coordinator's duties are:

1. Organize and oversee the Staff Appreciation Dinner for their campus of responsibility. This will also mean coordinating with the Board Chair and other Committee members on the theme, budget, and other ideas.
2. Intentionally develop relationships with the staff, parents and students on their campus of responsibility to communicate the core values and vision of Morrison Academy.
3. Be aware of and ensure Trustee participation in as many activities as possible on their campus of responsibility.
4. Be aware of governance related issues on their campus of responsibility and communicate items of significance to the Board Chair and/or the Superintendent ~~Board~~.

9/17/20

Reference: [BoardSourceTen Basic Responsibilities of Nonprofit Boards](#) 3rd Edition, Chapter 3

1600 NONDISCRIMINATION

Morrison Academy is open to qualified employment and student applicants who are of good moral character, without regard or reference to race, gender, national or ethnic origin, color, age, or disability.

Furthermore, each employee must agree with Morrison Academy's position statement and conduct their lives in conformity with professional, ethical and moral integrity.

9/20