



## Richland 44 Foundation Board Meeting Minutes

Date: December 3, 2025

Time: 5:00 p.m.

Location: Richland 44 High School

**Present:** Megan Kummer, Katie Hegseth, Scott Johnson, Jenny Schmitt, Nicole Holdman, Dr. Britney Gandhi, Chad Ulven

**Others Present:** Janna Koble, Juli Mauch, Becky Bakke, Tamera Frankl

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### Consent Agenda

- **Motion:** Dr. Britney Gandhi moved to approve the consent agenda items. Scott Johnson seconded the motion. Motion carried
  - **Included Items:**
    - Approval of November 5, 2025 Minutes
    - November 30, 2025 Financial statements accepted, subject to audit (Balance Sheet and Profit & Loss).
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### New Business

#### Scholarship Application

- Scholarship application is live and will be formally announced next month.
  - Discussion on whether additional instructions or an AI-use statement should be added.
  - Interest in wording that encourages originality and responsible use.
  - Consider clarifying expectations (e.g., answer thoroughly, avoid redundancy).
  - Prepare a statement to review at January meeting
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#### Board Member Transition

There are two outgoing Foundation board members. The school board will appoint two replacements prior to the January 2026 meeting.

The Foundation Board will plan to:

- Provide new members with an updated board binder (org charts, history, documents).
  - Hold an orientation and introductory meeting, ideally before the first official board meeting.
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### The 44 Venue Business

#### General Manager Update

##### Event Summary

- Total events booked to date: 50
  - Concerts (3): Johnny Holm Band, Post-Traumatic Funk Syndrome, Dueling Pianos
  - Weddings (33 total):
    - 1 wedding scheduled for 2025
    - 30 weddings scheduled for 2026
    - 6 weddings scheduled for 2027
- Community Events:
  - *Fall Festival* – Over 1,500 attendees
  - *A Very Merry Market* – Over 700 attendees

### Ticketed Event Update

- Fa La La Funk – 160 tickets sold (as of 12/18)

### Upcoming & Booked Events

- Dear NICU Mama Gala – Confirmed for May 7
- Roger Maris Gala – Confirmed for June 16
- Dreams Gala – Confirmed for April 10

### Current Focus Areas

- Developing operational manuals and building-use procedures
  - Creating the 2026 marketing plan
  - Finalizing plans for the “4ever at The 44” bridal event scheduled for February 22
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## **The 44 Venue Fundraising Update**

### Donation Update:

- Additional \$55,000 received since last month.
- Recent social event produced a \$50,000 donation.
- Piano Campaign: \$15,000 received; more expected after the new year. Total piano cost is \$91,000; \$30,000 down payment already made.
- Met with alum potential donation earmarked for Phase 2.
- Work continues on donor wall updates and piano donor recognition.

### Grant & Other Fundraising Opportunities:

- Megan Kummer and Tamera Frankl will be present at the Cass County Electric Board meeting for a potential donation opportunity.
  - Otter Tail Power funding request moved to February.
  - Exploring Thrivent Action grants for piano fundraising.
  - Bobcat corporate request for equipment clarified. Company only provides discounted pricing, not equipment donations. Plan to reapply for funding instead.
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## **General Manager Evaluation & Compensation Package**

### Evaluation:

Dr Britney Gandhi met with Janna Koble for her annual review. Overall Janna received a strong positive evaluation.

#### → Highlights:

- Successfully completed construction transition, oversaw furniture & operational setup.
- Significant bookings growth and community engagement.
- Strong follow-through and team collaboration.

#### → Areas for year-two focus:

- Formalizing workflows.
- Financial/operational reporting.
- Planning proactive community events during slow seasons.

#### → Opportunities:

- Better alignment between Foundation, Venue Board, and Fundraising Committee.
- Improve clarity in expectations for community events.

GM Contract & Compensation Discussion:

Dr. Britney Gandhi presented a proposed General Manager contract structure for board review.

Compensation proposal: Recommendation to increase the General Manager's salary to remain competitive within the Fargo-Moorhead market and reflect expanded responsibilities. A performance-based bonus plan tied to net profit and event utilization was also proposed to align incentives with venue goals and support retention.

Additional benefits discussed: Transition to a Foundation-provided work phone; addition of two year-end vacation days; addition of MLK Day and Presidents Day as holidays.

**Katie Hegseth moved to approve the General Manager's compensation updates for 2026, including a 6.25% salary increase and adding two additional paid holidays: Martin Luther King Day and Presidents' Day. Chad Ulven seconded the motion. The motion carried.**

**Nicole Holdman moved to approve the General Manager's 2025 performance bonus package with authorization for the bonus to be paid in early 2026 for tax and accounting purposes, two additional vacation days to be used before year-end, and replacing the phone stipend with the purchase of a dedicated work phone for the General Manager.**

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**Thank you!**

The board recognized outgoing board members Scott Johnson and Jenny Schmitt. It has been a true honor to serve alongside you on the Richland School Foundation Board. We look forward to building on the successes you've helped create and continuing to make you proud!

Motion to adjourn approved.

The next meeting is scheduled for January 7, 2025.