

Holy Family Catholic Schools
School Board Meeting
Thursday, January 15, 2026 at 5:30 p.m.
Schrup Family Board Room

Members Present: Kevin Mullen, John Callahan, Rennie Root, Isabelle Pattarozzi, Maggie Kramer, Annie Murphy, Jeff Weber, and Mike Dodds

Holy Family Staff Present: Phil Bormann and Nolan Funke

Guest: Lisa McGovern

The meeting began with prayer at 5:30 p.m.

Holy Family Eagle Identity

Lisa McGovern read from her packet. The following discussion occurred after reading through the packet:

- Lisa: My son will not directly benefit from this as he moves on to middle school. Intent is to improve experience for future children. This issue will not fade. Children will go home wondering why teams that bear school will not welcome them. Will feel this effect one family at a time. Culture will grow on what is perceived as visible, reachable, and closed. Give clear direction to families for children. Trust the Board's heart for children. No child feels left behind in this community that bears the Holy Family name.
- Mike D: If you had your way/could do anything, what do you think is the best thing we could do?
- Lisa M: Don't have a broad scope, can only speak from a parent perspective. Holy Family team forms and children need access (without question make it accessible to all children). Have ideas on how to do this and believe it can be simple. There must be structure to politics behind all of this.
- Jeff W: My kids on a travel team with Little Eagles with no affiliation to HF.
- Phil B: Our logos are not trademarked.
- Jeff W: Need intellectual property protections if we want to do this. Can sympathize and see why kids would feel left out. As a Board, we love to have this conversation but not sure what we can do to protect against something that someone outside this organization does. Unfortunately, not sure we can get trademark protection.
- John C: Outside of legal actions, what else can be done? Ideas?

- Lisa M: Think about it like it was going to be written in a newspaper.
- Jeff W: It doesn't feel like we can do something enforceable.
- Isabelle P: Is it that you didn't know what was available or was your son on a team and found out about this?
- Lisa M: Son wasn't asked to be part of a team that his best friends and classmates were on. Son was picked last. Feel connected to Holy Family schools more than other Dubuque schools because their schools don't have mascots from elementary to high school. Lots of kids are affected by being left out and their lives and trajectory are impacted because they are not picked by parents. They feel left behind. At carnival at Resurrection. There was a boy in middle school who hated Resurrection. Lisa thought that he felt this way because he was left out because parents develop their teams and invite kids. What happens when a Dubuque team forms and acts horribly wearing the HF logo? What happens when a shooting occurs by someone that happens to be wearing the HF logo and HF doesn't know how to respond? How can we do this? Be intellectually honest. Asking you as an Eagle family to respect Eagle guidelines. Find solutions to not leaving kids behind. You are accepting influences that are not healthy for our children.
- Kevin M: See your passion. A handful of us on the Board have experienced this as well.
- Mike D: Hear what you're saying and think you are onto something.
- Lisa M: Please find a way and stop thinking we can't do anything. WD is distinctly separate because of how they are inclusive of their kids
- Mike D: To clarify, is the least we could do communicate which teams are out there to parents?
- Lisa M: Rams people come to them and get uniforms. Website access to every team that forms that is fair and open to everyone.
- Kevin M: This is something we will discuss. Thank you for your time.
- Lisa M: What will follow up look like?
- Kevin M: Will discuss and follow up.
- Lisa M: WD does not have a distinct policy. Intentional about the people that call in to help get onto these kinds of teams. Don't need other people or policies to tell us what to do, believe in community we can do this and figure this out. Dubuque is an amazing city.

The Board thanked Lisa for her presentation, efforts, and time.

At the end of the meeting, the Board discussed at length the Holy Family Eagle Identity. The discussion centered on access, inclusivity, and the use of school names or logos in independently formed teams and leagues. The Board agreed that the school lacks authority to regulate or enforce rules around outside teams, especially when activities are volunteer-run and not school-sponsored.

Existing policies and handbook language currently encourage inclusivity for non-school activities. Ideas such as improving transparency about opportunities within each grade or highlighting activities through school communication channels were discussed, but no clear, enforceable solution emerged. Ultimately, the Board recognized the importance and complexity of the issue. The Board agreed to follow the Student Services Committee's recommendation:

“...restricting the usage of the mascot and hiring someone to oversee the youth program are two suggestions that will not be pursued because of their complexity and the overall cost of time and money to do so. Holy Family will continue with its current practice of making our branding materials available online, with a guide to have them ask permission from the appropriate school officials.”

Finance Update

Nolan Funke presented the 24/25 Audit. He stated this is largely Bonnie Sigwarth's work and appreciated what she did to make it go so well.

John C asked about inflation. Nolan shares this is a present value calculation, by the time pledges are collected the dollar won't go as far.

Compensating controls discussed in audit are a process of checks and balances to make sure one person isn't doing everything. This happens all of the time. Rennie shared it is rare for an organization to not have this “compensating controls” verbiage in their audit. This is to help protect our organization.

Nolan then reviewed the Loan with the Archdiocese.

Nolan: The question is if we want to move money from Dupaco to Arch? Make clear that if we move the money, it is a small risk (only catastrophic events would cause worry).

Recommendation is to move money as risk is low and Arch has insurance in case of lawsuits.

Jeff W: What is the reason for this loan and 2.5 million line of credit?

Nolan: That is used as short term liquidity.

Rennie: Why do we have that if we are up in cash balances?

Nolan: Think in the past it was needed and now passed along. No fees. Insurance policy.

John C: What is the plan to use 5 million before dipping into Building on Faith?

Nolan: Use the loan and let BOF continue to grow. Hopefully the market keeps growing at 5% and loan percent is 3% (outgrow the loan). Interest rate is pretty much the same at Dupaco (3.1%) as at Arch (3%).

Phil: Nice thing for Arch to do and very well aware. Good situation for us. This was recommended by the Finance council to bring this to the Board for approval. (Approval below under “New Business”)

Phil: Bob Noel wanted to share some fun numbers from the Platform for Excellence campaign.

- 571 donors
- 375 new donors
- 516 gifts over \$100
- 59 gifts over \$100K, of 59, 19 are new gifts
- Approaching \$29 million
- Goal to wrap up by Valentine’s day

Bob still has more people to ask and is excited to ring the bell and break ground in April.

The Board thanked Nolan for his time and efforts. They appreciate the work he does and the efforts he puts forward to make his work excellent.

Approval of Minutes

- **Jeff Weber moved to approve the December 18, 2025 School Board minutes as presented. Isabelle Pattarozzi seconded. The motion carried.**

Consent Agenda Approval

- **Mike Dodds moved to approve the Finance committee meeting minutes as presented. Maggie Kramer seconded. The motion carried.**

Chief Administrative Report

Phil shared his Chief Administrator Report. Highlights included:

- Catholic Identity: Phil has been in touch with the Catholic Homeschool Network, exploring new ideas to work closer together. Projects are TBD. Homeschool families are currently locked out of gyms but have been invited to work with Fr. Dellaert to find gym

space. There should be more availability for additional space after SJTW renovations are complete at top level. The hope is that homeschool families will choose Holy Family at some point. The plan is to go slowly and deliberately with homeschool families to see what connections can be made with extracurricular activities. We have a heart for kids.

- Recruitment and Retention: Enrollment looks strong for next year. Resurrection is almost full. Programs are filling up. Making provisions to have 6th section in 6th grade to move to 7th. Going to have space and room to iron out as bigger classes come into Wahlert over time. Being deliberate about meeting with every family and child as we grow intelligently.
- Academics and Activities: Working on academic innovation space. Lots of homework on this, more to come but coming together. Standards based grading professional development was beneficial at Mazzuchelli. We received a grant for \$15K for gardening and plant life exploration. Working on greenhouse area outside.
- Facilities/Finance: Working on SJTW, brick fireplace found behind walls. Demo has begun on the five rooms on the West side of the building.
- Talent/HR: Busy hiring month for EC. The new Business teacher at Wahlert started on campus with PD day on Jan 2nd. Preparing for the new hiring season. Not sure what our turnover will look like, working on this now. Also working on H1-B Visas for two current OLG teachers who are with us as a part of a culture exchange. Sending Katie Bormann and Kathleen Konrardy to Texas for dual language opportunities. Looking for native speakers who live in the country which takes away the need for H1-B Visas.
 - John C: Are there any out-of-state new hires?
 - Phil: We usually have 2-4. Holy Family is an attractive place to work.
 - John C: Any exceptions?
 - Phil: Not really, we will figure it out. Spanish is in shortage in the state of Iowa. Finding new avenues to get people certified, takes lots of money and work so looking at new options
 - Annie M: The people they have hired are fabulous, supporting kids in events, in parishes, great people we are bringing in. Great work to Katie Bormann.
 - Phil: We have an assistant who wanted to stay and is now teaching here.
 - Kevin: We are now very competitive.

Phil shared a facility update, showing the new layout for outdoor spaces. Excited about this new setup, parking, turnaround, ADA compliant to access everything. Pat Ready did a fantastic job helping in meeting with different people (fire, water, etc.). Had a second meeting with neighbors on Jan 6th, went over changes, neighbors were thankful we were listening, thankful for parking and flow. Started talking about better flow down by current tennis courts and sidewalks up to campus.

New Business

Notification of Reductions

In compliance with Archdiocesan policy #4111.22 regarding reduction of contracted staff, the Holy Family School Board requested that Holy Family administration conduct a review of staffing needs for the 2026-2027 school year. If necessary, as per policy, staff reduction recommendations must be made no later than the regular March board meeting.

Phil noted that we are in a state of growth.

- **Mike Dodds moved to approve the request that Holy Family administration conduct a review of staffing needs for the 2026-2027 school year. Isabelle Pattarozzi seconded. The motion carried.**

Moving Platform II Money

- **Rennie Root moved to move the current Platform II money at Dupaco to the Archdiocese DNL. Annie Murphy seconded. The motion carried.**

TED Talk Discussion - Higher Education

Discussion focused on whether students are being adequately prepared for life after high school, including college and non-college pathways. The Board emphasized the importance of expanding students' awareness of alternatives such as trades, apprenticeships, internships, community college, and direct entry into the workforce, noting that these options can be both viable and lucrative.

There was consensus that progress has been made in offering diverse postsecondary pathways compared to the past, with more students now choosing trades or workforce options. The goal is increasingly to prepare students for any possibility, not just four-year college, and to ensure they are "life ready" with meaningful choices.

Suggestions included surveying graduates to assess how prepared they felt after graduation and examining additional data to better understand outcomes across demographics. Parental influence and school-based encouragement were also discussed as factors in student decision-making. Holy Family's SOAR magazine includes yearly highlights, including what graduating seniors are doing after high school.

A final blessing was given and the meeting was adjourned at 7:02 pm.