



Our mission is to unlock potential in individuals with disabilities and empower their families.

Pattison's Academy Board Meeting Agenda
721 Wappoo Rd., Charleston, SC 29407 & Zoom
Tuesday, April 16, 2024
5:00 pm-6:30 pm
Presiding: Carol Aust, Board Chair

Join Zoom Meeting

<https://zoom.us/j/97211710109?pwd=czRDeVZpOFFuRXhHZTR6YXp5R2tBUT09>

AGENDA ITEM	Inform/Act/Discuss
1. Welcome/Call to Order/Quorum Established	Act
2. Approve Agenda & March 2024 Meeting Minutes	Act
3. Public Comments	
4. CEO's Report	Inform
5. Finance Committee Report	Inform
6. New Business	
a. Development Update	Inform
b. Discuss Elections & FY25 Board Meeting Calendar	Inform
7. Adjournment	Act

Next Meeting Dates: May 21, 2024, June 18, 2024

BOARD MEETING GUEST & PUBLIC COMMENTS POLICY

Pattison's Academy Board Meetings are open to the public. Public comments are accepted at the start of each Board Meeting. Comments are limited to one minute per person. Anyone interested in sharing public comments must notify Board Secretary Matt Walton at waltonmj21@gmail.com before the meeting.



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BOARD OF DIRECTORS:	PRESENT	ABSENT	FISCAL YEAR 2023-24 ATTENDANCE	TERM EXPIRATION DATE
Carol Aust Chair			6/7	06/30/2024
Scott Benjamin Vice-Chair			4/7	06/30/2025
Erik Wickstrom Treasurer			7/7	06/30/2024
Matt Walton Secretary			6/7	06/30/2024
Jennifer Perdue Member			7/7	06/30/2025
John Foreman Member			6/7	06/30/2024
Karina Garrison Member			6/7	07/31/2025

ATTENDANCE:

Staff members:

Other:



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Pattison's Academy Board Meeting Agenda
721 Wappoo Rd., Charleston, SC 29407 & Zoom
Tuesday, March 19, 2024
5:00 pm-6:30 pm
Presiding: Carol Aust, Board Chair

Join Zoom Meeting
<https://zoom.us/j/97211710109?pwd=czRDeVZpOFFuRXhHZTR6YXp5R2tBUT09>

AGENDA ITEM	Inform/Act/Discuss
1. Welcome/Call to Order/Quorum Established Carol A. Call to Order at 5:01 pm	Act
2. Approve Agenda & February 2024 Meeting Minutes Eric motions to approve, Karina seconds. Board approves.	Act
3. Public Comments	
4. CEO's Report	Inform
5. Finance Committee Report	Inform
6. New Business	
a. Development Update	Inform
b. KTP 2024	Inform
c. Updated Student Health and Wellness Policy Jen motions to approve, John seconds. Board approves.	Act
7. Executive Session - Legal Update & Board Appointment Take action, if any, from Executive Session	Inform/Act
8. Adjournment Karina motions to approve, John seconds. Board approves. Meeting adjourned at 5:53 pm.	Act

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BOARD OF DIRECTORS:	PRESENT	ABSENT	FISCAL YEAR 2023-24 ATTENDANCE	TERM EXPIRATION DATE
Carol Aust Chair	X		5/6	06/30/2024
Scott Benjamin Vice-Chair	X		3/6	06/30/2025
Erik Wickstrom Treasurer	X		6/6	06/30/2024
Matt Walton Secretary		X	6/6	06/30/2024
Jennifer Perdue Member	X		6/6	06/30/2025
John Foreman Member	X		5/6	06/30/2024
Karina Garrison Member	X		5/6	07/31/2025

ATTENDANCE:

Staff members:

- Laura Ganci
- Becky McCarthy
- Collette Doe
- Tyler Hendricks
- Mason Duffy
- Casey Stradcutter
- Madison McCalman

Other:

- Julianna Greenhaw
- Clare Perazzo



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Kristen Dierickx
Amanda Johnson
Christine Middleton
Frances Gouldin



For Board Meeting—April 16, 2024

Issue:	Finance Committee Report (Item 5)
Action:	None
Budget Impact:	None

Background:

The finance committee meets once a month, typically the Wednesday before the board meetings, to discuss the organization's current financial status and review monthly deliverables. Finance committee participants include the Board Chair, Board Treasurer, Pattison's CEO, Pattison's CPO, and account representatives from Veris CPA.

Current Status:

The finance committee met on April 10, 2024, to discuss the proposed fiscal year 2024-2025 budget. Pattison's March deliverables and year-to-date financials were not yet available for review. The accompanying PowerPoint slides outline the preliminary proposal for the upcoming fiscal year's budget. Updated projections for federal, state, and local revenue for FY25 have not yet been provided for our consideration.



For Board Meeting—April 16, 2024

Issue:	Development Update (Item 6.a)
Action:	None
Budget Impact:	None

Description	Goal	Actual as of 3/29/24	Notes
General Contributions	\$200,000	\$119,818.70	
KTP	\$100,000	\$83,378.67	Additional funding still to be accounted for in April revenue
Grants/Foundations	\$200,000	\$50,000	DeLoach Family Foundation
		\$10,000	Chs. County Comm. Invest. (MOVE Equip)
		\$10,000	Mark Elliott Motley Foundation
		\$1,000	Boeing Foundation
		\$500	Yield Giving
		\$4,000	Home Community Fund
		\$8,000	Coastal Community Foundation
		\$4,164	Saul Alexander Fund
		\$10,000	Central Comm. Fdn. (AFLAC/Culinary)
		\$5,000	Daniel Island Community Fund
		\$102,664	Total
Third Party Contributions	\$45,000	\$5,500	Live for Wellness Block Party (Dr. Jenn)



		\$20,725	Old Village Witches Ride
		\$9,120	Charleston Beach Olympics (July 2023)
		\$3,736	Love on Wheels Carriage Ride (Karina)
		\$5,127.31	Charleston Beach Olympics 2024
		\$44,261.47	Total
TOTAL	\$545,000	\$350,122.84	

Upcoming Events:

- **Charleston Beach Olympics 2024:** Scheduled for June 8 starting at 1 pm. Tickets to the event are on sale now: <https://www.charlestonbeacholympics.com/>



PATTISON'S
ACADEMY

Discovering abilities. Sharing joy.



Pattison's Academy Proposed FY25 Budget

Preliminary Discussion

April Board Meeting– 04/16/24



Our Mission

To *unlock potential*
in individuals with
disabilities and
empower their families.

Be a *transformative force*, cultivating collaborative and innovative spaces that **maximize impact** and access for all, while **revolutionizing** the way society perceives and supports the **disability community**.



Our Vision

Be Innovative

We embrace versatility, thoughtfully refining methods and approaches to significantly improve the outcomes and quality of life for those we serve. By fostering a culture of continual learning and data driven decision making, we aim to lead the way in crafting impactful and sustainable changes.

Choose Collaboration

We believe in co-constructing a more inclusive world for individuals with disabilities; a process best accomplished when we combine and align efforts with families, professionals, and our community. Our commitment involves listening actively, sharing resources, and combining our efforts to achieve more remarkable outcomes than we could alone.



Our Values

Make a Positive Impact

Every action we take aims to create meaningful changes that enhance autonomy, engagement, well-being and inclusion. We measure our success not just by the scale of our work but by the depth of the difference we make in each life we touch.

Spread Awareness

We are dedicated to using awareness as a catalyst for change, highlighting the abilities and ambitions of those with disabilities. Our approach combines education, storytelling, and advocacy to dispel myths, foster compassionate understanding, and engage the community in promoting inclusivity and equal opportunities.

PATTISON'S STRATEGIC FRAMEWORK



FACILITIES

Pursue facility partnerships with CCSD building plans.

- Manage key relationships to transcend leadership transitions.

Increase and enhance the composition/capital of the board.

Establish formal facilities team to oversee efforts development and execution.

- Task facilities team with developing expansion contingency plan to meet service and growth needs.

Establish a short-term plan for optimizing our current space and equipment needs.



SERVICE FOOTPRINT

Explore the design and funding of an MUSC-partnered onsite healthcare navigation program pilot.

Pursue the establishment of a Pattison's Pre-K service channel.

Explore geographic expansion of Early Intervention in the next contract cycle.

Address challenges/opportunities of camp's geographic expansion.



COMMUNITY ENGAGEMENT

Create and implement a strategic advancement plan aligned with the strategic plan, outlining ways to develop engagement pathways for:

STRATEGIC SERVICE PARTNERSHIPS

- Establish a community service provider coalition to enhance collaboration potential and collective impact.

PHILANTHROPIC INVESTORS

- Strengthen regional/state funder relationships.
- Elevate individual major gift cultivation and stewardship.

COMMUNITY INVESTORS

- Expand our presence at relevant community tables.
- Expand and leverage influence capital of the board.

PARENTS/FAMILY PARTNERS

- Engage parents in the coalition's design and formation.
- Establish a parent liaison role for individualized engagement.

VOLUNTEERS

- Build a framework for skills-based volunteerism through AmeriCorp, internships, etc., to support the organization in a significant capacity.



ADVOCACY

STATE & LOCAL GOVERNMENT

- Pursue sustainable funding from the state across our program portfolio.
- Excel at data-driven case-making and storytelling.
- Increase awareness and education of our work and clients.
- Advocate for operational efficiency as affected by regulations, policy, etc..

COMMUNITY

- Pioneer and model inclusion
- Demonstrate and promote the intersection of individuals with disabilities and DEI.

SERVICE/CAUSE

- Remove barriers to geographic expansion
- Engage the new coalition to promote a standard of quality and equity in serving people with disabilities.



TEAM AND PROGRAM DEVELOPMENT

Create a program model.

Create a professional development plan for staff.

Conduct an organization-wide assessment of job satisfaction and employee engagement.

Create cross-functional teams to co-create program innovation, organizational (engagement) strategies, etc.

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Strategic Plan Updates

- **Facilities**
 - Currently looking into additional space at current site
 - Exploring options for future space
- **Service Footprint**
 - Recently renegotiated contract with MUSC to strengthen partnership
 - Pre-K 4 classroom success and continuation into FY25
 - Expansion of Early Intervention—Lead EI & additional EI for FY25
- **Community Engagement**
 - Increased engagement with families (e.g., focus groups, surveys, parent nights, board mtgs)
 - Increased engagement with donors, hired Director of Development
- **Advocacy**
 - Active engagement in Disability Advocacy Group
 - Completion of Brand Packet and standard marketing and branding guidelines
- **Team & Program Development**
 - Introduction of Apricot Social Solutions
 - Codification of systems and SOPs
 - 90% completion of needs statement & 3 of 4 logic models
 - Outcome evaluation plan using Results Based Accountability for Camp & Charter School
 - Staff Engagement Committee

Our FY25 Goals

- Continue to strengthen infrastructure of organization
 - Leverage software and technology to enhance processes and procedures
 - Continue systems codification
- Center staff & families experience & improve engagement
 - Increased & improved professional development
 - Various mechanisms for communication and feedback
 - Increased opportunities for staff appreciation
 - Teams & Apricot for enhanced & efficient communication
- Grow federal, state, and local revenue pipelines
- Increase awareness
 - Marketing efforts, one Pattison's brand, social media presence
- Annual Performance Report & Data Dashboards
- Expand service delivery

Our Staff



Therapeutic Summer Camp

- 1 Camp Director
- 2 Assistant Camp Directors
- 8 Lead Counselors
- 21 Counselors



Therapy Services

- 1 Therapy Director
- 1 Physical Therapist, 1 PT Assistant
- 1 Occupational Therapist, 1 OT Assistant
- 1.5 Speech Therapists



Charter School

- 1 Principal
- 8 Teachers
- 17 Teaching Assistants
- 1 Instructional/Literacy Coach
- 1 Behavior Specialist
- 1/2 School Psychologist
- 1 Nurse Practitioner
- 1 School Nurse



Early Intervention

- 1 Director of Early Intervention
- 1 Lead Early Interventionist
- 3 Early Interventionists



Administration

- 1 Chief Executive Officer
- 1 Chief Programming Officer
- 1 Director of Operations
- 1 Director of Development
- 1 Communications & Grants Manager
- 1 Admin Data Coordinator
- 1 AmeriCorps Grant Coordinator

School Enrollment

- Pre-K 4 through High School (21 years old)
 - FY24 Total: 50
 - FY25 Expected: 60
 - Ten new students pending in K-12, seven expected in Pre-K 4
 - 43 returning students
 - (1 graduating, 5 transferring to home school, 1 moved)

Student Count – Primary Diagnosis

EFA Code	Weight	Description	Student Count FY24	Student Count <i>Expected</i> FY25
LD/DD/OHI	2.6	Specific Learning Disability/Developmental Delay/Other health impairment	1	1
TM/PMD	2.6	Moderate/Severe intellectual disability	14	19
OH	2.6	Orthopedic impairment	2	2
VH	2.6	Visually impaired	17	18
Autistic	2.6	Autistic	9	11
HO	1	Homebound	1	1
TBI	2.6	Traumatic Brain Injury	1	1
Vocational	1.2		0	
Total Student Count			45	53



Proposed FY2024-2025 Budget

Budget Visioning Data

1. Computers and iPads
2. More staff—TAs/help in classrooms, more therapists, additional EI
3. Student and family engagement events
 - Thanksgiving, Homecoming, Prom, Valentine's Day Dance, Yearbook, Graduation
 - Specials every day (music, art, librarian, guest reading)
 - Field trips—at least once a month or more in-class experiences, CBI/transition activities once per week
 - Equine therapy, swim lessons
 - Culinary experiences with guests
 - Sports clubs or leisure clubs
4. Equipment/Supplies
 - Revamp/redesign bathrooms
 - More arts and crafts supplies
 - Better speakers/sound for smartboards
 - Improved vocational bins/supplies, functional hand tools, speech buttons, etc.
 - More seating equipment, seating options, body contouring (e.g., pillows for students to lie on), standing desks
 - Speech devices and holders, therapy benches, sets of weights, eyegaze device holder
5. Staff Appreciation
6. Improved professional development, pay for CEUs or provide them
7. Marketing material for tables at events

FY25 Budget Pending Variables

- Per pupil funding rate
 - Waiting on CCSD
- CCSD compensation scale changes
 - Proposed increase of either \$5K, \$7,500, or \$10K per cell for teachers (and those on teacher scale)
- AmeriCorps Planning Grant
 - \$150K
- Vendor contracts & increases
 - Transportation—Coastal Bus
 - PEO—Insperity
 - Technology—Cantey

Proposed FY25 Budget Summary

- Based on current funding rate with increased enrollment
- Includes a 3% increase for salaries
- Includes AmeriCorps grant award
- Includes Insperity as PEO

Pattison's Academy	Version 1		
Annual Budget			
Number of Students	53		
	General Fund Budget	Federal /State/Special Revenue Budgets	% of Revenue
	2024-2025	2024-2025	2024-2025
Revenues			
Local Income	\$ 1,128,034	\$ 59,440	
State Revenue (Base funding & EIA funds)	3,367,488	85,140	
Fee Retained by District on Various State Revenue	-	-	
Federal Revenue (IDEA, Title I, II, etc.)	-	148,290	
Total revenue	4,495,522	292,870	
Expenditures			
Salaries	2,534,686	288,470	58.96%
Group Health & Life Insurance	57,116	-	1.19%
Employee Retirement	24,539	-	0.51%
Social Security	193,903	22,068	4.51%
Unemployment	16,475	1,875	0.38%
Worker's Compensation	15,208	1,731	0.35%
Fringe and Benefits not covered by Special Revenue	21,274	(21,274)	0.00%
Total Personnel Expenses	2,841,927	314,144	65.91%
Contracted Services	1,208,390	-	25.24%
Supplies	175,400	-	3.66%
Facilities	40,093	-	0.84%
Other Expenses	83,937	-	1.75%
Pupil Activities	88,150	-	1.84%
Total Expenditures	4,459,171	292,870	
Surplus (Deficit)	36,352	-	0.81%

FY25 Budget Wishlist

- **Technology**
 - Computers and iPads
- **Furniture**
 - Classroom furniture
 - Storage/shelving
- **Staff**
 - Three additional floating teacher assistants
 - Administrative assistant/receptionist
- **Pupil Activities**
 - Additional field trips, cost of transportation
 - Increased specials (music, art, PE)



Discussion

Questions, comments, concerns...