

MINUTES – NPC FRIENDS & FAMILY BOARD MEETING

Supporting and promoting lifelong learning through fund raising, advocacy and volunteerism

Monday, March 17, 2025 – 4:00 p.m.- 5:30 p.m. – White Mountain Campus –Learning Center room 108 with WebEx option

- I. **Call to Order** – Secretary Claude Endfield (Whiteriver) called the meeting to order at 4:03 p.m. President Terry Shove (Apache County) and Vice-president Jon Saline (Show Low – White Mountain Campus) were unable to attend the meeting.
- II. **Roll Call and Introductions** – Members present in-person included Claude Endfield (Secretary, Whiteriver); David Wright (Holbrook – Painted Desert Campus); Karen Zimmerman (Development Coordinator); Betsy Wilson (Executive Director). Members present on WebEx included Wendy McVicker (Treasurer – Snowflake – Silver Creek Campus); Cara Dukepoo (Hopi Center), Tonya Thacker (Kayenta Center), Pat Ceballos (Winslow – Little Colorado Campus); Guests included Dr. Tabitha Stickel, NPC Associate Dean for College and Career Preparation; Shandiin Deputee, Faculty in College and Career Preparation – Advisor for NPC Eagle Club.
- III. **Action Item: Approval of the Minutes of the February 17, 2025 meeting: David Wright made a motion to approve the minutes as presented; Pat Ceballos seconded the motion. There was no discussion. All voted in favor; no abstentions**
- IV. **Action Item: Approval of Financial Reports for February 2025 – NPC Friends and Family Treasurer Wendy McVicker:** (Balance Sheet - February 2025 - Attachment) Wendy pointed out that this report covers February. We are now in the middle of March, and Wendy noted that the endowed funds probably have taken a substantial hit since the report was prepared. Wendy noted the activity on the Unrestricted Scholarships and Restricted Scholarships accounts, including donations and scholarships. The endowment accounts did show gains in February, but the past week had deep declines, related to the implementation of tariffs. Betsy noted she has not yet moved endowed funds to the Restricted Scholarships account for fall scholarships, due to the “Extreme Fear” on the Fear and Greed Index, and the precipitous decline in the markets. She is confident we will be able to award the scholarships and will keep the group informed. **Pat Ceballos made a motion to approve the financial report as presented; Tonya Thacker seconded the motion. There was no discussion. All voted in favor; no abstentions.**

Financial Report – NPC Friends and Family – February, 2025

a. Operational Checking Account Activity

Beginning Balance – 1/31/2025						\$40,008.11
Check #	Date	+/-	Amount	Payee/Payer	Purpose	
					No activity this month.	
Ending Balance 2/28/2025						\$40,008.11

b. Restricted Scholarships (Money Market) Account

Beginning Balance – 1/31/2025						\$219,829.09
Check #	Date	+/-	Amount	Payee/Payer	Purpose	
Deposit	2/3/2025	+	\$1,150.00	NPC/donors	\$1,000 was returned to the Claude Millet Endfield ECD scholarship fund, because students did not register for the spring semester; \$150 was donated to the NPC Care Fund	
149	2/7/2025	-	\$2,000.00	NPC Business Office	AndyVon Transportation Grant for SP 25 – Round 2	
Deposit	2/18/2025	+	\$550.00	Donors	Donations to NPC Care Fund	
Interest	2/28/2025	+	\$42.10	Interest	0.25% APR	

Ending Balance 2/28/2025	\$219,571.19
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c. Unrestricted Scholarships (Money Market) Account

Beginning Balance 1/31/2025	\$181,775.92				
Check #	Date	+/-	Amount	Payee/Payer	Purpose
131	2/7/2025	-	\$954.18	Harris Automotive	SP 25 Emergency Fund
ONLINE DEP	2/18/2025	+	\$24.00	America Online	Donation
132	2/26/2025	-	\$542.00	NPC Business Office	January and February GED Scholarships
INTERES	2/28/2025	+	\$34.78	INTEREST	0.025% APR
Ending Balance 2/28/2025	\$180,338.45				

d. NPCFF Endowment

Beginning Balance – 2/1/2025			\$781,643.89
Activity	Date	Amount	Purpose
+	2/28/2025	\$2,483.18	Gain on Investment
-		\$772.64	Investment Fees

Ending Balance 2/28/2025		\$783,354.43
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e. Smith Endowment

Beginning Balance – 2/1/2025		\$144,920.56	
Activity	Date	Amount	Purpose
+	2/28/2025	\$182.56	Gain on Investment
-		\$145.33	Investment Fees
Ending Balance 2/28/2025		\$144,957.79	

f. Lisitzky Endowment

Beginning Balance – 2/1/2025		\$58,067.81	
Activity	Date	Amount	Purpose
+	2/28/2025	\$71.52	Gain on Investment
-		\$46.87	Investment Fees
Ending Balance 2/28/2025		\$58,092.46	

g. Endfield Endowment

Beginning Balance – 2/1/2025		\$84,289.46	
Activity	Date	Amount	Purpose
+	2/28/2025	\$170.94	Gain on Investment
-		\$84.47	Investment Fees
Ending Balance 2/28/2025		\$84,375.93	

h. Pres Winslow Endowment

Beginning Balance – 2/1/2025			\$104,703.73
Activity	Date	Amount	Purpose
+	2/28/2025	\$141.36	Gain on Investment
-		\$105.00	Investment Fees
Ending Balance 2/28/2025		\$104,740.09	

i. Jon Graff, Ph.D. Endowment

Beginning Balance – 2/1/2025			\$209,829.52
Activity	Date	Amount	Purpose
+	2/28/2025	\$713.67	Gain on Investment
-		\$210.30	Investment Fees
Ending Balance 2/28/2025		\$210,332.89	

j. Jennifer Lee Witt Memorial Scholarship Endowment

Beginning Balance – 2/1/2025			\$217,365.55
Activity	Date	Amount	Purpose
+	2.28/2025	\$410.14	Gain on Investment
-		\$217.67	Investment Fees
Ending Balance 2/28/2025		\$217,558.02	

k. Taking Flight Scholarship in Memory of Dr. Eric B. Henderson Endowment

Beginning Balance – 2/1/2025			\$70,070.78
Activity	Date	Amount	Purpose
+	2/28/2025	\$151.99	Gain on Investment

-		\$70.22	Investment Fees
Ending Balance 2/28/2025			\$70,152.55

I. AndyVon Cash Account

Beginning Balance – 2/1/2025			\$613,652.57
Activity	Date	Amount	Purpose
+	2/28/2025	\$2,251.12	Interest
Ending Balance 2/28/2025			\$615,903.69

m. Mary Kay Smith Lindy Endowment

Beginning Balance – 2/1/2025			\$49,051.21
Activity	Date	Amount	Purpose
+	2/28/2025	\$111.41	Gain on Investment
-		\$44.51	Investment Fees
Ending Balance 2/28/2025			\$49,118.11

Report of Endowed Funds as of 2/28/2025 –

Name of Account	*One Year Ago	Current	Change
<u>Smith</u>	\$132,280.63	\$144,957.79	+\$12,677.16 (+9.6%)
<u>Lisitzky</u>	\$53,586.64	\$58,092.46	+\$4,505.82 (+8.4%)
<u>Endfield</u>	\$76,623.29	\$84,375.93	+\$7,752.64 (+10.2%)
<u>NPCFF</u>	\$559,763.66	\$783,354.43	+223,590.77 (+39.9%)
Winslow	\$95,550.34	\$104,740.09	+\$9,189.75 (+9.6%)

Jon Graff	\$105,553.54	\$210,332.89	+\$104,779.35 (+99.3%)
Jennifer Witt	\$210,071.47	\$217,558.02	+\$7,486.55 (+3.6%)
Taking Flight	\$63,704.95	\$70,152.55	+\$6,447.60 (+10.1%)
AndyVon	\$450,902.34	\$615,903.69	+\$165,001.35 (+36.6%)
Mary Kay Smith Lindy	\$19,468.28	\$49,118.11	+\$29,649.83 (+152.3%)
Total	\$1,767,505.14	\$2,338,585.96	+\$571,080.82 (+32.3%)

*Change shows general trends only. Change includes gains and losses based on interest, but also includes gains based on assets added to the accounts through donations and revenues, and losses based on assets withdrawn from accounts for scholarship awards. Amounts highlighted in turquoise show growth due to continued donations or transfer of funds

V. Director's Report/Old Business – Betsyann Wilson –

A. Report on development of NPCFF-funded half-credit class by College and Career Prep faculty to teach students strategies for success on standardized tests, such as exams for licensure – Dr. Tabitha Stickel, NPC Associate Dean of College and Career Prep

Dr. Stickel shared that the first Nursing Assistant Training (NAT) cohort funded by the Del E Webb grant did a great job on the hands-on portion of the testing for certification, but struggled with the written portion. Dr. Stickel expressed her thanks to the NPCFF board for funding the development of the class. She reported that the class was developed in December, and it is being taught by CCP faculty Nichole Hendricks. Dr. Stickel explained the course, supported by a PowerPoint presentation, which is included with the meeting minutes. She covered the course objectives then explained how the objectives are delivered via the course schedule (it is a 6-week, online course to facilitate students' busy schedules). Dr. Stickel discussed assessment and reflection by students of the course outcomes, such that it becomes for the students an iterative process that informs their future test-taking experiences. She finished by sharing that 7 students are currently enrolled and she reported on their progress.

Claude Endfield commented: Claude is still working to help students with preparation for national credentialing for the CDA (Child Development Associate) Test from the Council for Professional Recognition, Washington D.C. She shared that up until a year and a half ago, she hadn't had anyone fail. Three students have failed in the past 18 months, and for the three, English is not their first language. They struggle with the "most correct" choice, in the multiple-choice exam, due to the wording and syntax of the questions. Claude asked who she could talk to about getting her students supported through the class. Dr. Stickel responded that Nichole Hendricks, who teaches the class, is also the English Language Learner (ELL) instructor for the College and Career Preparation (CCP) program. Dr. Stickel encouraged Claude to reach out to herself or to Nichole, and she shared their contact information. Dr. Stickel confirmed that the class is a half-credit class, but that she did not want cost to be a barrier. They can figure out options. Betsy sent Claude an email, and copied Tabitha and Nichole, so all will have contact information.

B. (Betsy requested that this item be moved from VI. B. to this order in the agenda, so our guests did not have to remain for the entire meeting, if they chose not to.) Action Item: Request for NPCFF Mini-Grant funds to provide award for winner and runner up of NPC Eagle Club Pageant – (Attachment) Shandiin Deputee presented - Karen shared Shandiin's attachment on the screen. Shandiin introduced herself as a co-advisor for the Eagle Club, which is NPC's multicultural club, in existence since 2012. Shandiin introduced the idea behind the pageant, seeking students with particular cultural knowledge that they can share. Pageant participants will also share cultural clothing and explain how they will share their knowledge of their culture with the broader college community. The pageant is being held in conjunction with the Eagle Club's first student leadership

conference. The conference and pageant are open to students of all cultural backgrounds and of all age groups.

The Eagle Club would like to establish a scholarship fund for the winner of the pageant, and the runner up. The winner and runner up must be enrolled in at least six credits during the semester following the pageant. \$1,000 is requested for the winner for FA 25 and SP 26, and \$500 for FA 25 and SP 26 is requested for the runner up, for a total request of \$3,000 from the NPCFF mini-grant fund.

Betsy asked if the scholarships should be awarded, as with other scholarships, first toward the student's balance, with the student receiving any refund amount. Shandiin confirmed that the scholarship should be handled as with other NPCFF scholarships, with the award being applied first to the students' accounts.

Claude asked: Do participants have to provide proof of Native American affiliation? Shandiin said there are no requirements, because this is a multi-cultural club that is open to all.

Pat asked: Is the pageant only open to students in the Eagle Club? Shandiin replied that membership in the Eagle Club is not required, but students must adhere to the NPC Student Code of Conduct and enroll in classes according to the requirement.

Claude asked: Will the winner and runner up be selected this May for the 25-26 academic year? Shandiin confirmed that they would be selected this May.

David asked: Is this scholarship opportunity also available to Hispanic females? Shandiin replied that if they meet the cultural requirements, definitely. It is open to all who have cultural stories to share.

Tonya expressed her support for the scholarship request and acknowledged the great work Shandiin has done.

Claude called for a motion: Tonya Thacker made a motion to approve the amount of \$3,000 from the NPCFF mini-grant fund to fund the scholarship request, as presented; David Wright seconded the motion. Betsy asked if the NPCFF board members could attend the pageant. Shandiin confirmed it is open to all. Betsy will assure that the NPCFF board receives the time and date information. **There was no further discussion. All voted in favor; no abstentions.**

Notes re budget

- C. Update on Spring 2025 scholarship applications and awards – Applications received for SP 25 CASO Student Scholarship and 25-26 Martia and Louis Smith Memorial Art Scholarship – Any awards determined as of this meeting –** Betsy shared that there were eight qualified applications submitted for the Spring 2025 CASO Student

Scholarships. She and Karen are waiting for one more set of scores from a member of the review committee to determine the two students who will receive the \$500 scholarship for the Spring 2025 semester. Betsy reported that there were two qualified applications for the Smith Memorial Art scholarship. NPC art faculty members Magda Gluszek and Peterson Yazzie will judge each applicant's artwork; English faculty members Ryan Orr and Ryan Jones will evaluate the essays. The foursome will meet to discuss the results and let Betsy and Karen know who the winner will be. The winner will be announced at the annual NPC Juried Art Show reception, which will take place on Friday, May 2 from 4:00-6:00 at the Talon Gallery in the White Mountain Campus Aspen Center. Betsy will remind the board of the date and time as it approaches, so they can attend if they wish.

- D. Update on development of brochure to promote giving, including planned giving, to NPCFF (attachment) Karen** Karen shared the brochure in the "send to the printers" format, explaining how the final brochure would be collated. She noted that we would refresh the brochure annually to provide different student stories. Claude asked if a copy could be shared with Jon Saline who had suggested the brochure include some wording like, "Meet with your financial planner to discuss how your donation may align...." To assure we are not suggesting financial advice. Betsy will assure that language is included. The group expressed pleasure with the look and contents of the brochure. Betsy and Karen will order printed copies to give to NPCFF board members and to distribute to the offices of financial advisors and tax preparers.
- E. Report on DEWF grant – Update on SP 25 cohort – Karen (Quarterly report due to DEWF in March 2025)** Karen noted the only expense to the grant this month has been for a single hotel room in Winslow. There had been two students traveling from Kayenta, but one withdrew from the program. Gas cards are also being purchased for several students. The report to DEWF will be sent later this month and shared with the board at next month's meeting.
- F. AZ Gives Day 2025 Campaign – Kickoff! AZ Gives Day is Tuesday, April 1!** Betsy shared that the NPC Marketing Team did a great job of making the give page at <https://www.azgives.org/organization/npcfriendsfamily> looks professional, informative, and appealing. The AZ Alliance for Good (formerly the AZ Alliance for Nonprofits) is using a new platform this year for donations, and acknowledged that the page has a slightly different look this year. Karen showed the page on the screen and demonstrated how it works. Betsy called attention to the two shareable fund raisers that had been developed: One is for the Mary Kay Smith Lindy Scholarship, the other for the VAL 153 Memorial Scholarship. Karen demonstrated the pull-down menu that allows donors to select the scholarship(s) they wish to support. If no designation is selected, donations are added to the Eagle Fund, which provides for the Leg-up, Fill-the-Gaps, and GED scholarships, and the NPCFF Emergency Fund. Betsy reminded the group that she will send out a reminder email with the giving link a couple of days before April 1, but that donations should be made on Tuesday, April 1, and that they must be donated through the giving link, not through PayPal or via check, or they will not count toward our total for the competition.

VI. New Business

- A. Action Item: Proposed amendment in the amount of \$2,000 to 2024-2025 budget to include two \$1,000 US Military Veterans scholarships for AY 25-26 (Fall 2025 and Spring 2026):** In past years, NPCFF used proceeds from the annual disc golf tournament to fund the US Military Veterans' scholarship. We have not held a disc golf tournament since 2020, and the ROI in time and effort indicates that we should not resume the disc golf tournament. After last semester, \$103.00 remains in the Restricted Scholarships account for the US Military Veterans' Scholarship, which is designated as an NPCFF Restricted Scholarship for veterans and their dependents. The scholarship was previously awarded at \$500 per semester. We have had few qualified applicants, despite sending targeted emails to all registered NPC Veteran students each semester. Those who have applied for and won the scholarship have reported that it was a great benefit to them. Executive Director recommends increasing the amount of the scholarship award to \$1,000 per semester, and that the scholarship be added to the 24-25 Unrestricted Scholarships budget as a \$2,000 budget amendment, and that it become a part of each year's Unrestricted Scholarships budget hereafter.

Pat expressed support for the idea, particularly since it is also for spouses and dependents of Vets. Tonya concurred and noted she would wholeheartedly promote it. Claude agreed that anything we can do to support Veterans is important. Wendy agreed and noted that the NPCFF Endowment Fund is at a point where our scholarships could become self-sustaining, so this request will not be a strain on the budget. **Pat Ceballos made a motion to approve the budget amendment in the amount of \$2,000 for 2024-2025, to provide for a scholarship of \$1,000 per semester for US Military Veterans, their spouses, and dependents; Wendy McVicker seconded the motion.** Betsy noted that the \$1,000 for the Fall 25 semester would be awarded from the 24-25 budget, prior to July 1, 2025. After that, the \$2,000 will be added to the annual Unrestricted Scholarships budget. **There was no further discussion. All voted in favor; no abstentions.**

- B. Open Discussion: US Department of Education Office of Civil Rights letter –** Betsy shared that she continues to gather information about what other colleges and foundations are doing in response to the letter. Based on that, she has taken the position that NPCFF will continue to award our donor-established scholarships that are designated for Native American students. This is based on the position she has taken on two factors: 1. The US Department of Education Office for Civil Rights has conveyed that they do not consider scholarships to students from "Federally-recognized Indian Tribes" to be ethnicity-based, because "Federally-recognized Indian Tribes" are considered by the DOE to be political subdivisions; 2. While Betsy recognizes and acknowledges that NPCFF is a component unit of Northland Pioneer College, as provided through a Memorandum of Understanding, NPCFF is an independent 501(c)(3) organization. Donors give for purposes that are important to them, with the expectation that NPCFF will use their donations according to the donors' wishes. NPCFF would be non-compliant with IRS regulations for 501(c)(3) organizations if NPCFF did not comply with the donors' directives. Betsy does not feel it is the right of the Federal government to dictate how personal citizens may designate the use of their charitable contributions. Betsy has shared these positions with the NPC President's Cabinet, and NPC President Lawson expressed agreement with NPCFF's position.

Tonya Thacker shared that Native American groups do hold a special status with the Federal government, based on treaties that were established between the government and the tribes. She expressed support for Betsy's position.

The rest of the group expressed support. Betsy asked if anyone had specific concerns. Wendy asked if the college knew what the penalties might be if they are found to be noncompliant with the position in the US DOE OCR letter. Betsy responded that she does not think the college will be found noncompliant, but that it would be the college, not NPCFF who would incur any penalties. Betsy acknowledged that, in an extreme case, the college could choose to sever ties with NPCFF, but she did not think that was a real threat.

VII. **Next Meeting:**— April 21, 4:00-5:30 p.m. Whiteriver Center with a WebEx option. Betsy will send the WebEx link and room assignment the week prior to the meeting.

IX. **Adjournment – Claude adjourned the meeting at 5:43.**