Laurel Ridge Community College Board Meeting Minutes

Laurel Ridge Community College Board
June 5, 2025; 12:00 PM
Laurel Ridge Community College, Luray Page County Center, Room 208/209

Attendance

Present:
Members: Kim Blosser, Renard Carlos, Chris Coutts, Joyce D'Urso, Ed Daley, Will Fairhurst, Krista Farris, Ben Freakley, Ashley Hansen, Liv Heggoy, Paul Johnson, Andrew Keller, Brandon Monk, William (Clay) Perry, Brian Sours, Cory Thompson, Jim Wells

Guests: Brenda Byard, Laurel Ridge Future Educators Academy Coordinator, Nicole Munday, Laurel Ridge Dean of Humanities and Social Sciences

Absent:
Members: Jeanian Clark, JoAnn Ellwood, Brad Hodgson, Maryam Tabatabai, Johanna Weiss

I. Call to Order
(Presenters: Ben Freakley, College Board Chair)

II. Approval of Meeting Minutes, April 3, 2025
(Presenters: Ben Freakley, College Board Chair)

Laurel Ridge Community College Board Meeting Minutes - April 3, 2025.pdf

Motion:
Motion to approve College Board Meetings Minutes, April 3, 2025
Motion moved by Ed Daley and motion seconded by Jim Wells. Motion carried unanimously.

III. New Business

A. Future Educators Academy
(Presenters: Brenda Byard, Future Educators Academy Coordinator)

Brenda Byard presented an overview of the Future Educators Academy at Laurel Ridge. This was an information action and required no further action.

B. Recommendation to approve Laurel Ridge Local College Board Policy 110
(Presenters: Kim Blosser, President)

College Board Recommendation Form - LR Local Community College Board Policy 110.pdf

Motion:

Motion to approve Laurel Ridge College Board Policy 110
Motion moved by Brian Sours and motion seconded by Krista Farris. Motion carried unanimously.

C. Local College Board Self-Assessment Process
(Presenters: Kim Blosser, President)

The college is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), and its ten-year reaffirmation of accreditation is in 2028. Since the college's last reaffirmation in 2018, SACSCOC has made changes to the accreditation standards applicable to Governing Boards. Standard 4.2.g (Board self-evaluation) is new and is more fully explained in the SACSCOC Resource Manual, which is attached. Beginning June 2025, the Laurel Ridge Local Community College Board will conduct a board self-assessment on an annual basis. A draft of the self-assessment is attached. Results from the self-assessment will be utilized to set annual goals for board effectiveness. This is an information item and requires no further action.

College Board Recommendation Form - Local Community College Board Self-assessment Process.pdf

D. College Board Budget FY2025 quarterly update
(Presenters: Cory Thompson, Vice President, Financial and Administrative Services)

Cory Thompson reviewed with board members the attached College Board Budget quarterly update including local contributions and expenses as of the third quarter of fiscal 2025. This was an information item and requires no further action.

Information Item - FY25 Q3 College Board Budget.pdf

E. Recommendation to approve FY2026 Local Funds Budget
(Presenters: Cory Thompson, Vice President, Financial and Administrative Services)

Action Item to Approve FY26 Local Funds Budget.pdf

Motion:
Motion to approve FY2026 Local Funds Budget
Motion moved by Ed Daley and motion seconded by Renard Carlos. Motion carried unanimously.

F. Recommendation to approve College Board Representative to the Laurel Ridge Educational Foundation Board AY2025-26
(Presenters: Kim Blosser, President)

Kim Blosser recommended the nomination of Brian Sours, representing Page County, to serve as the College Board Representative to the Laurel Ridge Educational Foundation Board for AY 2025-26. This is a one-year term and can be extended for an additional year per the Laurel Ridge College Board Bylaws. Board Chair Ben Freakley

extended gratitude to Ed Daley for his dedicated service to the College Board as the Laurel Ridge Educational Foundation representative for 2023-25.

Motion:

Motion to approve College Board Representative to the Laurel Ridge Educational Foundation Board AY2025-26, Brian Sours

Motion moved by Jim Wells and motion seconded by Andrew Keller. Motion carried unanimously.

IV. Report of the College Board Chair
(Presenters: Ben Freakley, College Board Chair)

Board Chair Ben Freakley commended the 2025 Laurel Ridge Commencement ceremonies, highlighted the co-enrollment agreement signed with Shenandoah University, and encouraged board members to attend the upcoming Laurel Ridge night at the Winchester Royals baseball game scheduled for June 14.

V. Report of the Laurel Ridge Educational Foundation Board Representative
(Presenters: Ed Daley, College Board member, Warren County)

Ed Daley encouraged board members to attend the Power Line Program Groundbreaking scheduled for October 16 at 2:30 PM at the Middletown campus. The Foundation's investment report was shared at the June meeting communicating the positive position of the Foundation's investments. The audit is in good status and forthcoming. The college's dean of health professions provided Foundation Board members with an overview of health professions programming at Laurel Ridge.

Brown Advisory - Analysis of Budget Bill.pdf

VI. Reports of the College
(Presenters: Kim Blosser, President, Jeanian Clark, Vice President, Workforce Solutions, Chris Coutts, Vice President, Communications and Planning, Johanna Weiss, Vice President, Academic and Student Affairs, Cory Thompson, Vice President, Financial and Administrative Services, Liv Heggoy, Associate Vice President, Development, JoAnn Ellwood, Associate Vice President, Human Resources)

College Board - Reports of the College - June 2025.pdf

VII. College Board Calendar of Meetings and Engagements
(Presenters: Kim Blosser, President)

College Board Calendar of Meetings and Engagements - June 2025.pdf

VIII. Adjournment
(Presenters: Ben Freakley, College Board Chair)

Motion:

Motion to adjourn meeting at 1:28 pm

Motion moved by Brandon Monk and motion seconded by Renard Carlos. Motion carried unanimously.

SUBMITTED BY:

Kimberly P. Blosser
President, Laurel Ridge Community College;
Secretary, Laurel Ridge Community College Board

APPROVED BY:

Benjamin C. Freakley
Chair, Laurel Ridge Community College Board

Copy + Attachments to: All College Board Members and College Senior Leadership members.

Copy of Approved Laurel Ridge Community College Board Minutes – April 4, 2025, filed with Dr. David Doré, Chancellor, Virginia Community College System.

FUTURE EDUCATORS ACADEMY

AN APPROVED VDOE LABORATORY SCHOOL

FALL 2025

GERMANNA

FUTURE EDUCATORS ACADEMY

Daniel Technology Center

Culpeper, Virginia

Serving School Divisions:

Culpeper, Madison, Orange, and Rappahannock Counties

Mary Beth Artale
FEA Coordinator

Laurel Ridge COMMUNITY COLLEGE

FUTURE EDUCATORS ACADEMY

Laurel Ridge Community College

Middletown and Warrenton, Virginia

Brenda Byard
FEA Coordinator

Lori Killough
Director, Teacher Education

Serving School Divisions:

Clarke, Fauquier, Frederick, Page, Rappahannock, Shenandoah, and Warren Counties and the City of Winchester

Laurel Ridge COMMUNITY COLLEGE FUTURE EDUCATORS ACADEMY

Our Vision:

Future Educators Academy will provide an accelerated, high-quality teacher education and licensure pathway to a diverse group of high school juniors and seniors through collaborative partnerships between community colleges, universities, and public school divisions.

Implementation:

Future Educators Academy began the first cohort in the fall of 2024 at Germanna Community College in Culpeper, Virginia.

College and University Partnerships:

George Mason University, Shenandoah University, University of Mary Washington, Old Dominion University, Mary Baldwin College

Laurel Ridge COMMUNITY COLLEGE FUTURE EDUCATORS ACADEMY

- **Cohort model**
- Community **College campus** in the morning. **High School campus** in the afternoon.
    - **Eligible for sports** and extracurriculars at base school.
- Participate in **practicums** in their local school division.
- **Observe** classrooms in their division, and other divisions participating in FEA.
- **Flex Fridays:** practicums, community activities, field trips, study time, guest speakers

OUTREACH EFFORTS

- FEA Brochure sent home to every rising 10th grader in service region in August 2024.
- Zoom presentations to students and parents in August, September, and October.
- Presentations to school boards including: Clarke, Fauquier, and Warren. Presentation submitted to representatives from Frederick, Page, Rappahannock, and Shenandoah to share with school boards.
- Presentations to all counseling teams in service region and instructional leaders.
- Posters prepared and distributed to high schools in English and Spanish.
- Article in the Laurel Ridge magazine “The Laureate” that just arrived in residential mailboxes last week.
- Multiple presentations and communications with Laurel Ridge career coaches that work in your high schools.
- Continual meetings with sister college, Germanna; and fiscal agent, Old Dominion University.

Laurel Ridge COMMUNITY COLLEGE

STUDENT APPLICATIONS

COUNTY	HIGH SCHOOLS	NUMBER OF STUDENTS
Clarke County	Clarke County HS	0
Fauquier County	Kettle Run HS	2
Frederick County	James Wood HS	4
	Millbrook HS	3
	Sherando HS	4
Page County	Luray HS	1
	Page County HS	1
Rappahannock County	Rappahannock Co HS	4
Shenandoah County	Central HS	1
	Strasburg HS	1
Warren County	Skyline HS	1
	Warren County HS	1
Winchester	John Handley HS	3
TOTAL STUDENTS		**26**
Middletown Campus		**20**
Germanna Comm College		**23**

DUAL ENROLLMENT OPTIONS AT LAUREL RIDGE

- Traditional Dual Enrollment with courses taken at high school
- Independent Dual Enrollment with courses not for high school credit on campus
- Trades Academy
- EMT Academy
- Drones/Robotics Academy
- Early College—students earn a credential such as a CSC, Certificate or Degree
- Future Educators Academy—coming fall 2025

Laurel Ridge COMMUNITY COLLEGE

FUTURE EDUCATORS ACADEMY

- Earn an Associate of Science in Education
- Cohort model
- Classes taken on campus at Laurel Ridge
- Academic support services
- Student life opportunities

Laurel Ridge COMMUNITY COLLEGE

CLASSES TAKEN ON SITE

MIDDLETOWN

FAUQUIER

Transportation from the high schools to Laurel Ridge is provided by school divisions.

Laurel Ridge COMMUNITY COLLEGE

PARTNERS

Secondary:

- Culpeper County Public Schools
- Madison County Public Schools
- Orange County Public Schools
- Rappahannock County Public Schools

Secondary Expansion in 2025:

- Clarke County Public Schools
- Fauquier County Public Schools
- Frederick County Public Schools
- Page County Public Schools
- Shenandoah County Public Schools
- Warren County Public Schools
- Winchester Public Schools

Post-Secondary:

- Germanna Community College
- Laurel Ridge Community College
- University of Mary Washington
- Shenandoah University
- Mary Baldwin University
- George Mason University

TYPICAL DAY FOR STUDENTS

FUTURE EDUCATORS

- Travel to high school as usual
- Take bus from high school to Laurel Ridge
- Attend first class
- BREAK
- Attend second class
- Return to high school for lunch
- Afternoon classes at high school
- Participate in typical evening activities

FALL
FIRST SEMESTER—JUNIOR YEAR

COURSE	COURSE NAME	CREDITS	DUAL CREDIT
SDV 100	College Success Skills	1	
ENG 111	College Composition I	3	Yes
MTH 154	Quantitative Reasoning	3	Yes
HIS 121	U.S. History to 1877	3	Yes
CST 100	Principles of Public Speaking	3	
EDU 200	Introduction to Teaching as a Profession	3	

Laurel Ridge COMMUNITY COLLEGE

SPRING
SECOND SEMESTER—JUNIOR YEAR

COURSE	COURSE NAME	CREDITS	DUAL CREDIT
ECO 150	Economic Essentials: Theory and	3	
ENG 112	College Composition II	3	Yes
MTH 245	Statistics I	3	Yes
HIS 122	U.S. History to 1865	3	Yes
EDU 207	Human Growth & Development	3	

Laurel Ridge COMMUNITY COLLEGE

FALL
THIRD SEMESTER—SENIOR YEAR

COURSE	COURSE NAME	CREDITS	DUAL CREDIT
ENG 245	American Literature	3	Yes
EDU 204	Teaching in a Diverse Society	3	
PLS 135	U.S. Government and Politics	3	Yes
BIO 101	General Biology I	4	Yes
ART 101	History of Art: Prehistoric to Gothic	3	

Laurel Ridge COMMUNITY COLLEGE

SPRING
FOURTH SEMESTER—SENIOR YEAR

COURSE	COURSE NAME	CREDITS	DUAL CREDIT
EDU 250	Foundations of Exceptional Education	3	
PLS 136	State and Local Government and Politics	3	Yes
GEO 220	World Regional Geography	3	
GOL 105 OR	Physical Geology	4	Yes
GOL 106	Historical Geology	4	Yes

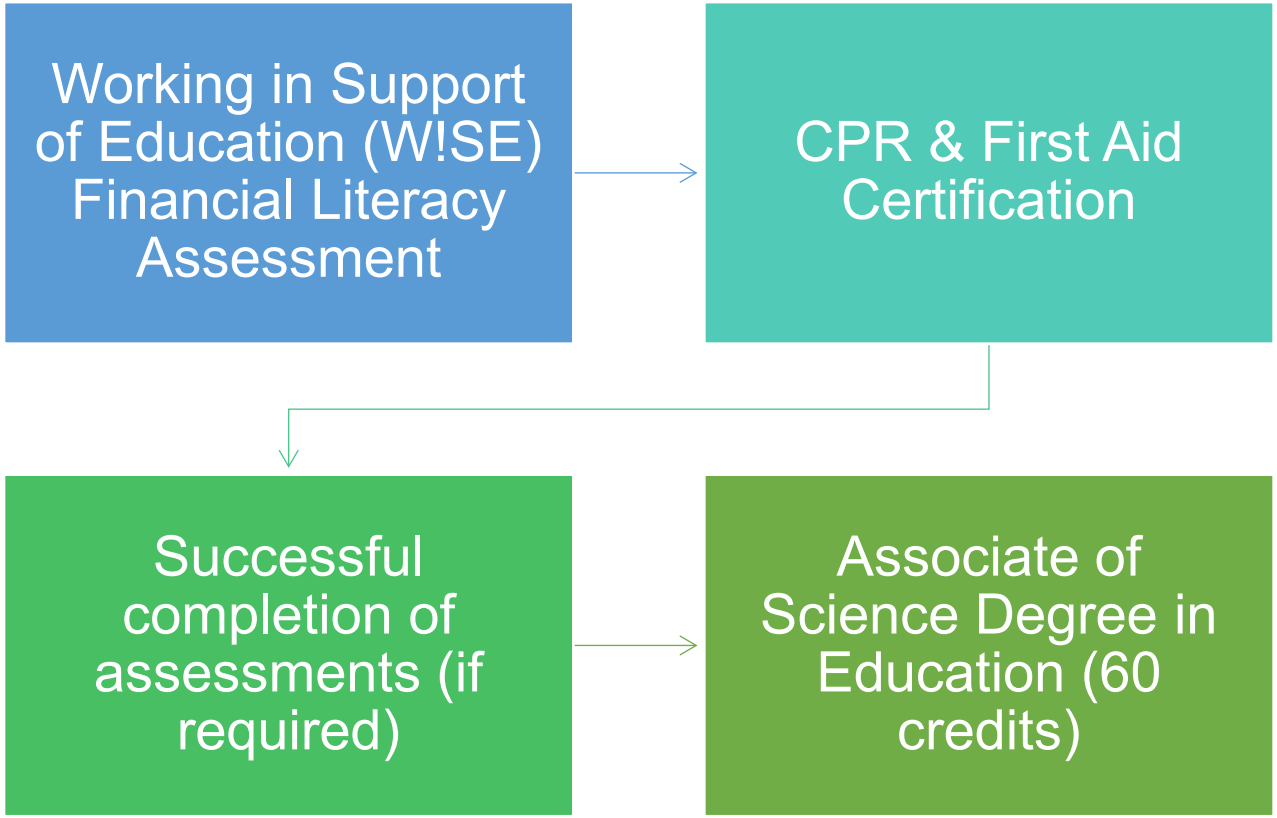
Laurel Ridge COMMUNITY COLLEGE

STUDENT SUPPORTS

- Embedded tutors in specific courses such as statistics.
- Disability services provided in collaboration with school division.
- Friday tutor sessions for students who may struggle.
- Preparation for assessments.
- Mentorship from university faculty and other professionals in the field.
- Experiential learning experiences in school divisions.
- Campus visits to four-year universities.

Laurel Ridge COMMUNITY COLLEGE

CREDENTIALS AND ASSESSMENTS



Laurel Ridge COMMUNITY COLLEGE

TOTAL COST (Estimated)

Current Tuition & Fees	Future Educators Academy
Current tuition: $169.05/credit 15 credits/semester: $2,535.75 60 credits for Associates degree: **$10,143.00** Estimated Course Materials: $190/semester Estimated Cost of Computer: $800 Total Estimated Course Materials: **$1,560** **Course Materials Costs Include:** Textbooks, calculators, a computer (on loan to students), etc. *Notes:* *Course materials are selected by professor.* *Tuition and costs are subject to change each semester.*	**$0** **All FEA Students are Awarded a Full Scholarship**

Laurel Ridge COMMUNITY COLLEGE

HOW TO APPLY (STUDENT ELIGIBILITY)

Be a rising junior at a participating high school	Completed Alg II by end of 10th grade *Algebra II may be completed over the summer. A grade of C or better is required.*	Earn three verified credits by end of 10th grade	In good academic standing, with a minimum cumulative unweighted 3.0 GPA	In good disciplinary standing

November 1, 2024: Applications made available to the high school counselors and on our website.

January 30, 2025: Completed applications due to high school counselors.

March 2025 – lottery will be held to select seats

April 2025: Applicants will be notified of their selection status.

Laurel Ridge COMMUNITY COLLEGE

STUDENT COMMITMENT

May 2027, FEA will have graduated 60 potential teachers.
Ready to enter school divisions:
May 2028—17 students
May 2029—43 students

Students must maintain a 3.0 GPA to transfer courses to universities.

A two-year commitment to the sponsoring school division is expected upon graduation from the university program.

Laurel Ridge COMMUNITY COLLEGE

FUTURE EDUCATORS ACADEMY

laurelridge.edu/fea

Contact Information	
Brenda Byard	bbyard@laurelridge.edu
Lori Killough	lkillough@laurelridge.edu / 540-868-7239
FEA Mailbox	fea@laurelridge.edu

LAUREL RIDGE COMMUNITY COLLEGE
RECOMMENDATION FOR COLLEGE BOARD

TO: Laurel Ridge Community College Board

FROM: Kimberly P. Blosser, President

DATE: May 27, 2025

SUBJECT: Item Recommendation for College Board Agenda

The following item is recommended for the Agenda of the next College Board meeting:

Information Item: ☐ or Action Item: ☒

Item Title for Agenda (be specific): Recommendation to approve Local Community College Board Policy 110

Initiating Administrator's Recommendation (If funding is involved, please indicate appropriate budget line item number and title.) Click or tap here to enter text.

The college is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), and our 10-year reaffirmation of accreditation is in 2028. Since the college's last reaffirmation in 2018, SACSCOC has made changes to the accreditation standards. Section 4 applies to Governing Boards and reads as follows:

SECTION 4: Governing Board
The institution has a governing board of at least five members that
(a) is the legal body with specific authority over the institution.
(b) exercises fiduciary oversight of the institution.
(c) ensures that both the presiding officer of the board and a majority of other voting members of the board are free of any contractual, employment, personal, or familial financial interest in the institution.
(d) is not controlled by a minority of board members or by organizations or institutions separate from it.
(e) is not presided over by the chief executive officer of the institution.

For Laurel Ridge, and all community colleges in Virginia, the "Governing Board" is the State Board for Community Colleges. Therefore, when the college begins writing our response to each of the standards, it will be required to specify how the State Board is responsible for overall governance of the system, as well as how the Governing Board (State Board) delegates specific responsibilities to Local College Boards and how the Local College Board is involved in oversight of certain aspects of the college.

Within Section 4, there are sub-standards the college must respond to, including:

- Standard 4.2.a (Mission review)
- Standard 4.2.b (Board/administration distinction and shared governance)
- Standard 4.2.c (CEO evaluation/selection)
- Standard 4.2.d (Conflict of interest)
- Standard 4.2.e (Board dismissal)
- Standard 4.2.f (External influence)
- Standard 4.2.g (Board self-evaluation)

As the college responds to these standards, it will be responsible for delineating the role of the State Board as well as the Local College Board and what the roles and responsibilities are for each Board.

This recommended policy helps to document and standardize these processes.

Attachments (List supporting documents):

- Laurel Ridge Local Community College Board Policy 110

Local Community College Board Policy

Policy Category: General
Policy No: 110
Responsible Office: Office of the President
Effective: June 2025
Approved: President Kim Blosser, June 2025

The Laurel Ridge Community College Board (College Board) holds in trust the ultimate well-being of Laurel Ridge Community College (the college). The College Board serves in an advisory capacity to the State Board of Community Colleges and performs all the duties delegated to it in the best interests of the college and as defined by VCCS Policy 2.A., 2.9.

The College Board:

- Ensures regular review of the college's mission at least every five years;
- Ensure a clear and appropriate distinction between the policy-making function of the College Board and the respective responsibilities of the college administration and faculty to administer and implement policy;
- In collaboration with the State Board and the VCCS Chancellor, selects and regularly evaluates the college's chief executive officer (the President);
- Defines and addresses potential conflict of interest for its members;
- Has appropriate and fair processes for the dismissal of a board member; and
- Defines its responsibilities and regularly evaluates its effectiveness.

Scope

The State Board for Community Colleges is the State agency responsible for the establishment, control, administration, and supervision of all community colleges in the Commonwealth of Virginia (VCCS Policy 2.A., 2.9.).

The Laurel Ridge Community College Board shall act in an advisory capacity to the State Board and shall perform such duties with respect to the operation of a single comprehensive community college as may be delegated to it by the State Board.

This policy applies to all officers elected or appointed to the College Board, and all employees at the college.

Procedures

1. Reviews the college's mission statement at least every five years as defined in the College Mission Statement Review Policy:
    a. The Laurel Ridge mission statement is developed by the college community, reviewed by the college's shared governance process, and approved by the local College Board.

b. The mission statement is reviewed and approved at a minimum of every five years, at the beginning and mid-point of each six-year strategic plan cycle.
c. The review and approval of the college's mission statement is documented in board meeting minutes.

2. Ensures a clear and appropriate distinction between the policy-making function of the College Board and the respective responsibilities of the college administration and faculty to administer and implement policy:
    a. College Board Bylaws and orientation materials reflect the distinction in lines of authority.
    b. The College Board self-assessment assesses that board members understand this distinction.

3. Selects and regularly evaluates the college's president as defined by VCCS Policy 2.A., 2.9.:
    a. The College Board annually approves the president's goals supporting institutional priorities.
    b. The College Board annually completes a survey assessing the president's responsibilities as defined by VCCS Policy 2.A., 2.9.
    c. The College Board annually submits a president evaluation letter to the Chancellor; this documentation is archived with the Chancellor's Office.

4. Defines and addresses potential conflict of interest for its members:
    a. College Board members complete an annual acknowledgement that defines a conflict of interest and provides procedures for handling a potential conflict of interest.
    b. No member of a local college board shall apply for a full or part-time position at the college where he or she serves as a member of the local college board. Each community college is prohibited from employing for remuneration, in any capacity whatsoever, either on a full-time or part-time basis, a member of the college's board, or the board member's immediate family as defined by VCCS Policy 3.03.

5. Defines an appropriate and fair process for the dismissal of a board member:
    a. The College Board bylaws outline the processes for dismissal of a board member.

6. Regularly evaluates its own effectiveness:
    a. The College Board completes a self-assessment annually. Results from this assessment are utilized to set annual goals for effectiveness.

Authority

VCCS Policy Section 2.1 Local Community College Board (linked here)
SACSCOC Standards 4.1 and 4.2 (linked here)
Laurel Ridge Community College Board Bylaws (linked here)

LAUREL RIDGE COMMUNITY COLLEGE
RECOMMENDATION FOR COLLEGE BOARD

TO: Laurel Ridge Community College Board

FROM: Kimberly P. Blosser, President

DATE: May 27, 2025

SUBJECT: Item Recommendation for College Board Agenda

The following item is recommended for the Agenda of the next College Board meeting:

Information Item: ☒ or Action Item: ☐

Item Title for Agenda (be specific): Local College Board Self-Assessment Process

Initiating Administrator's Recommendation (If funding is involved, please indicate appropriate budget line item number and title.) Click or tap here to enter text.

The college is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), and our 10-year reaffirmation of accreditation is in 2028. Since the college's last reaffirmation in 2018, SACSCOC has made changes to the accreditation standards. Section 4 applies to Governing Boards.

Standard 4.2.g (Board self-evaluation) is new and is more fully explained in the SACSCOC Resource Manual, which is attached for your review. Beginning June 2025, the Laurel Ridge Local Community College Board will conduct a board self-assessment on an annual basis. A draft of the self-assessment is attached. Results from the self-assessment will be utilized to set annual goals for board effectiveness.

Attachments (List supporting documents):

1. SACSCOC POA Resource Manual, pg. 35-36;
2. Draft self-assessment survey

Reference to SACSCOC Documents, if Applicable

SACSCOC Policy: Core Requirement 5.1: Documenting an Alternative Approach

Cross-References to Other Related Standards/Requirements, if Applicable

Standard 4.1 *(Governing board characteristics)*[see part e])
Standard 4.2.c *(CEO evaluation/selection)*

5.2.a The chief executive officer has ultimate responsibility for, and exercises appropriate control over, the institution's educational, administrative, and fiscal programs and services. *(CEO control)*

Rationale and Notes

The CEO oversees an organizational structure that includes key academic and administrative officers and decision makers with credentials appropriate to their respective responsibilities. Generally this oversight is done through a structural arrangement whereby key officers of the institution report directly to the CEO, or to a chief operating officer who in turn reports to the CEO. Regardless of the structure, the CEO is ultimately responsible for all operations of the institution.

Questions to Consider

- What is the organizational structure of the institution? How does the institution publish and disseminate its organizational structure?
- What is the specific reporting relationship of the CEO to institutional leadership for educational, administrative, and fiscal programs and services? Do job descriptions support the CEO's ultimate responsibility and control over these areas?
- Are reporting lines to the CEO clear to all affected constituencies?
- Is the organizational structure consistent with written policies governing roles and responsibilities of the board, administration, and faculty?

Sample Documentation

- Organizational charts showing reporting structures at the institution.
- Minutes from administrative leadership meetings showing the CEO's role.
- Internal memos showing the CEO's role.
- If authority is delegated, internal policies that clarify the authority for administrative and academic decisions.

Reference to SACSCOC Documents, If Applicable

None noted.

Cross-References to Other Related Standards/Requirements, If Applicable

Standard 5.4 *(Qualified administrative/academic officers)*

5.2.b The chief executive officer has ultimate responsibility for and exercises appropriate control over the institution's intercollegiate athletics program. *(Control of intercollegiate athletics)*

Rationale and Notes

The institution's intercollegiate athletics program often influences the institution's visibility and stature, helps define its image, may provide external financial support, and often is a major operation with a significant financial impact on the institution. It is important that the institution's CEO has ultimate and active responsibility for appropriate administrative and financial control of the institution's intercollegiate athletics program, including the academic standards of athletes and the activities of booster groups that are not fully independent of the institution. Athletic booster groups often fall under the parameters of Standard 5.3 *(Institution-related entities)*.

Questions to Consider

- How does the institution's CEO exercise administrative and financial control over intercollegiate athletics, including athletic policies and procedures, operating budgets, recruiting standards, and academic standards for athletes?
- What is the reporting structure between the CEO and the athletic director?

Sample Documentation

- Job descriptions clarifying the reporting structure for those directing intercollegiate athletics, athletics budgets, athletics fundraising, and athletics compliance.
- Organizational charts establishing reporting relationships.
- Memos, minutes, and/or written correspondence establishing the role of the CEO in exercising control over intercollegiate athletics.
- Relevant standards of the most recent compliance reports addressing athletics oversight, such as reports from internal audits, or external bodies such as the NCAA, NAIA, NJCAA, and NCCAA.

Laurel Ridge Community College 2025 Board Self-Assessment

Overview

Periodic board self-assessment is considered a standard of good practice and a hallmark of a high performing board. It is also a criterion for SACSCOC accreditation. The self-assessment process is an opportunity for board members to reflect on the board's practices and behaviors, and how board members understand and fulfill their roles and responsibilities.

This self-assessment is divided into two parts.

Part I includes four categories: Board Roles, Board Organization and Leadership, Board Responsibilities, and Board Relations and Advocacy. Rate the performance of the ***board as a whole*** in this section.

Part II asks you to assess your ***individual*** performance and satisfaction with serving as a board member.

The assessment should take no more than 10-15 minutes to complete. Please submit your responses no later than June 23 at 11:59 p.m.

Your responses are anonymous and will not be identifiable in the summary report.

If you have any questions or difficulty with the assessment instrument please contact Amy Judd, Director of Institutional Research - ajudd@laurelridge.edu or 540-868-7206.

Thank you for your participation.

Laurel Ridge Community College 2025 Board Self-Assessment

Part I - Board Roles and Responsibilities

The Laurel Ridge Community College Board is responsible for assuring that the college is responsive to the higher education and workforce needs of its service region within statewide policies, procedures, and regulations of the State Board for Community Colleges.

Please rate the performance of ***the board as a whole*** using the following scale:

- 1 = Strongly disagree
- 2 = Somewhat disagree
- 3 = Somewhat agree
- 4 = Agree
- 5 = Strongly agree
- Don't know

Please include an explanation in the comment boxes for any items rated 1 or 2.

1. Board Roles

	1 - Strongly disagree	2 - Somewhat disagree	3 - Somewhat agree	4 - Agree	5 - Strongly agree	Don't know
The board understands that its primary function is to serve as a channel of communication between the State Board and the governing bodies of the local political subdivisions.	○	○	○	○	○	○
The board participates with the chancellor and the State Board in the selection, evaluation, and removal of the president of the college in accordance with procedures adopted by the State Board.	○	○	○	○	○	○
The board understands its advisory role and the roles of the president, administration, and staff.	○	○	○	○	○	○
The board is knowledgeable about the college's educational programs and services.	○	○	○	○	○	○

Comments

2. Board Organization and Leadership

	1 - Strongly disagree	2 - Somewhat disagree	3 - Somewhat agree	4 - Agree	5 - Strongly agree	Don't know
Board members are given timely and adequate background information on the issues they are requested to advise upon.	○	○	○	○	○	○
Board meetings are conducted in an orderly and efficient manner that allows for open and sufficient discussion and purposes are achieved effectively.	○	○	○	○	○	○
The board chair and other such officers adopt rules and regulations that are necessary to conduct business in an orderly manner.	○	○	○	○	○	○

Comments

3. Board Responsibilities

	1 - Strongly disagree	2 - Somewhat disagree	3 - Somewhat agree	4 - Agree	5 - Strongly agree	Don't know
Board members review and approve a detailed local funds budget for the college as prepared by the college president within State Board guidelines.	○	○	○	○	○	○
Board members review and approve a budget						

prepared by the college president for the expenditure of revenues from vending commissions and auxiliary enterprises, including the student activity fund, within the guidelines established by the State Board.	○	○	○	○	○	○
Board members participate in the regular review of the college's mission statement.	○	○	○	○	○	○
Board members review all new curricular proposals for the college and recommend those proposals that it supports to the State Board.	○	○	○	○	○	○
Board members participate in establishing local citizens' advisory committees for specialized programs and curricula and approve the appointments of all members of the committees.	○	○	○	○	○	○

Comments

4. Board Relations and Advocacy

	1 - Strongly disagree	2 - Somewhat disagree	3 - Somewhat agree	4 - Agree	5 - Strongly agree	Don't know
Board members respect the role of the president as	○	○	○	○	○	○

the link between the board and staff.						
The board understands the role of the president to administer the college.	○	○	○	○	○	○
The board is adequately informed about important issues facing the college.	○	○	○	○	○	○
Board members keep the president informed of community contacts.	○	○	○	○	○	○
Board members support the programs and activities of the college by attending various college events.	○	○	○	○	○	○
Board members serve as goodwill ambassadors between the college and their appointing jurisdiction.	○	○	○	○	○	○
Board members maintain regular contact with various constituents and help to educate the local community about the college's needs and issues.	○	○	○	○	○	○
When needed, the board advocates College interests to state and national agencies and legislators.	○	○	○	○	○	○

Comments

Laurel Ridge Community College 2025 Board Self-Assessment

Part II - Board Member Satisfaction

In Part II, we are asking you to assess your ***individual*** performance and satisfaction with serving as a member of the Laurel Ridge Community College Board. Please rate your individual satisfaction and knowledge using the following scale:

- 1 = Strongly disagree
- 2 = Disagree
- 3 = Neither agree nor disagree
- 4 = Agree
- 5 = Strongly agree
- Don't know

Please provide comments at the end of each category if there are topics about which you would like to elaborate.

5. Board Member Satisfaction

	1 - Strongly disagree	2 - Disagree	3 - Neither agree nor disagree	4 - Agree	5 - Strongly agree	Don't know
I understand the Laurel Ridge mission and values.	○	○	○	○	○	○
I am familiar with Laurel Ridge's Strategic Plan, Engage 2027.	○	○	○	○	○	○
I am familiar with the board bylaws.	○	○	○	○	○	○
I am prepared for board meetings by reviewing materials in advance.	○	○	○	○	○	○
I understand and adhere to parliamentary rules as set forth by Robert's Rules of Order.	○	○	○	○	○	○
I'm proud to be a						

member of the board.	○	○	○	○	○	○
I am confident about Laurel Ridge's value to the community.	○	○	○	○	○	○
I feel respected by my fellow board members.	○	○	○	○	○	○
I respect and value the contributions of my fellow board members.	○	○	○	○	○	○
I feel comfortable in my role as a board member and find my role as a board member to be satisfying and rewarding.	○	○	○	○	○	○
I am comfortable with the time commitment relative to my board service.	○	○	○	○	○	○

Comments

6. As a board member, I have concerns about:

7. As a board member, I am most pleased about:

8. As a board member, I would like to know more about:

Thank you for taking the time to complete and return your candid responses for this assessment. All responses will remain anonymous and the confidential final report is for Board use only. Please select DONE to record your responses.

LAUREL RIDGE COMMUNITY COLLEGE
173 Skirmisher Lane
Middletown, VA 22645

TO: Kimberly Blosser, President

FROM: Cory Thompson,
Vice President of Financial and Administrative Services

DATE: June 5, 2025

SUBJECT: College Board Budget - Fiscal Year 2025 Quarterly Update

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The following item is recommended for the Agenda of the next College Board meeting:

Information Item: **X**

Action Item: _____

Agenda Item Title: College Board Budget - Fiscal Year 2025 Quarterly Update

Summary:

This information item provides a report on the final contributions and expenses for the Fiscal Year 2025 College Board Budget. For quarter three of FY25, contributions received a total of $330,436 and expenses totaled $170,737.

The College received notification in January that Winchester City Council did not approve the $60,648 funding request as submitted. Contributions were approved for $59,028 (the same as prior FY).

Attachments (List supporting documents):
1. College Board Budget - Fiscal Year 2025 Quarterly Update

Laurel Ridge Community College
College Board Budget
Fiscal Year 2025
Through 03/31/2025

	Amended FY2024 Budget	FY2024 Actuals	Approved FY2025 Budget	Amended FY2025 Budget	FY2025 Actuals
Contributions					
Clarke	16,921	16,921	17,566	17,566	17,566
Fauquier	83,265	83,265	79,771	79,771	79,771
Frederick	-	-	95,669	68,750	51,563
Page	19,211	19,211	16,844	16,844	16,844
Rappahannock	7,372	7,372	6,838	6,838	6,838
Shenandoah	43,950	43,950	43,638	43,638	43,638
Warren	41,326	41,326	43,026	43,026	43,026
Winchester	59,028	59,028	60,648	60,648	44,271
College Board Reserve				26,919	26,919
Total	**$ 271,073**	**$ 271,073**	**$ 364,000**	**$ 364,000**	**$ 330,436**
Expense					
Student Scholarships	142,000	157,655	257,943	256,185	83,578
Governance Support					
Advisory Committees	1,500	-	1,500		
Board Activities	5,000	4,547	5,000	10,000	7,672
President's Office	9,000	6,319	9,000		
Student & Institutional Support					
Student Excellence & Wellness					
Commencement	5,000	7,354	5,000	5,000	815
Orientation	8,000	7,048	8,000	8,000	3,226
Professional Development	50,000	52,904	50,000	50,000	16,548
Student Competitions	2,500	2,900	2,500	2,500	510
Student Outreach	21,000	13,827	21,000	21,000	13,254
Student Success Initiatives	50,000	50,000	50,000	50,000	35,150
Student Wellness Support	2,000	2,000	2,000	2,000	
Theatrical Productions	2,000	1,938	2,000	2,000	956
TRIO Discretionary/Crisis Funds	13,000	13,500	13,000	13,000	7,500
Violence Prevention Education	5,000	3,265	5,000	5,000	1,529
Total	**$ 316,000**	**$ 323,258**	**$ 431,943**	**$ 424,685**	**$ 170,737**
Budget Surplus/Deficit	**$ (44,927)**	**$ (7,258)**	**$ (67,943)**	**$ (60,685)**	**$ 159,699**
Reserve Balance	**$ 500,000**	**$ 500,000**	**$ 500,000**	**$ 473,081**	**$ 500,000**
Scholarship Carryforward	$ 67,943	$ 110,371	$ -	$ -	$ 132,780

LAUREL RIDGE COMMUNITY COLLEGE
173 Skirmisher Lane
Middletown, VA 22645

TO: Kimberly Blosser, President

FROM: Cory Thompson,
Vice President of Financial and Administrative Services

DATE: June 5, 2025

SUBJECT: Recommended Item for College Board Agenda

The following item is recommended for the Agenda of the next College Board meeting:

Information Item: _____

Action Item: **X**

Agenda Item Title: Fiscal Year 2026 Local Funds Budget Request

Summary:
The College is requesting approval of the Fiscal Year 2026 Local Funds Budget totaling $748,000. Estimated revenue is $588,000, resulting in a projected shortfall of $160,000, to be covered by local fund reserves.

The funding gap is driven by:

- A $93,000 reduction in Auxiliary Fee revenue and a $46,000 decline in Student Activity Fee revenue, both reflecting the maximum annual fee increase of $0.50 and the impact of the state's Free Dual Enrollment legislation.
- Bookstore and interest income are based on year-to-date (YTD) FY25 actuals.

Despite the decline in revenue, commitments such as the Student Union lease ($450,000) and Student Activities ($80,000) remain level. Parking Maintenance and Repairs increased to reflect actual needs.

Recommendation:
Approval of the FY 2026 Local Funds Budget in the amount of $748,000, including the use of $160,000 in local reserves to balance the budget.

Attachment:

1. FY26 Local Funds Budget Request

Laurel Ridge Community College
Local Funds Budget
Fiscal Year 2025-2026

	Approved Budget Fiscal Year 2024-2025	Approved Budget Fiscal Year 2025-2026	Difference
Revenue			
Parking Fees	360,000	267,000	(93,000)
Student Activity Fees	230,000	184,000	(46,000)
Bookstore	77,500	90,000	12,500
Other (Copiers, Vending, Dining)	100	50	(50)
Interest	55,000	47,000	(8,000)
Total	**$ 722,600**	**$ 588,050**	**$ (134,550)**
Expense			
Parking Maintenance & Repairs	175,000	190,000	15,000
Student Activities	80,000	80,000	-
Student Union (Lease)	450,000	450,000	-
Other (Banking Fees, Discretionary)	17,600	28,000	10,400
Total	**$ 722,600**	**$ 748,000**	**$ 25,400**
Budgeted Local Reserve +/-	**$ -**	**$ (159,950)**	**$ (159,950)**

ONE BIG BEAUTIFUL BILL ACT

SUMMARY OF H.R.1 PROPOSALS

MAY 23, 2025

INDIVIDUAL AND ESTATE TAX PROPOSALS

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INDIVIDUAL AND ESTATE TAX POLICIES			
POLICIES	CURRENT LAW[1]	POST-SUNSET (12/31/2025)[1]	H.R.1: ONE BIG BEAUTIFUL BILL ACT
Estate Tax Exemption	$13,990,000	$5 million (in 2010 dollars) plus inflation adjustments (approx. $7,000,000 per individual)	• Permanently increases the unified estate and gift tax exemption, and the generation-skipping transfer tax exemption to $15 million. • The exemption amounts are indexed to inflation with a base year of 2025.
Annual Exclusion Gifts	$19,000	$19,000 (estimated)	No specific proposal
Estate Tax Rate	40%	40%	
Top Income Tax Rate	37%	39.6%	Makes permanent the current income tax rates (inflation adjusted) scheduled to sunset after 2025

1. MOAA

Please see the end of this presentation for important disclosures.

INDIVIDUAL AND ESTATE TAX PROPOSALS

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INDIVIDUAL AND ESTATE TAX POLICIES			
POLICIES	CURRENT LAW[1]	POST-SUNSET (12/31/2025)[1]	H.R.1: ONE BIG BEAUTIFUL BILL ACT
Capital Gains Tax Rate	Capital gains and qualifying dividends paid by a U.S. company taxed at 23.8% • Top rate of 20%, plus • 3.8% tax on all investment income	N/A	No specific proposal
Excise Tax on Transfers from An individual to A Foreign Recipient	Provision is new.	N/A	Proposal creates a new 3.5% excise tax on transfers from an individual to a foreign recipient. US citizens and nationals would receive an income tax credit for excise taxes paid or relief at the time of transfer. A typical use case is individuals from a foreign country who send money to their home country through a money transmitter, although EFTA applies much more broadly, for example, when a US parent sends money to child studying abroad.

1. MOAA

INDIVIDUAL AND ESTATE TAX PROPOSALS

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INDIVIDUAL AND ESTATE TAX POLICIES			
POLICIES	CURRENT LAW	POST-SUNSET (12/31/2025)	H.R.1: ONE BIG BEAUTIFUL BILL ACT [7]
Inherited Assets[2]	Inherited assets receive a step-up in basis equal to their date-of-death value	N/A	No specific proposal
Social Security	• Up to 85% taxable, depending on other sources of income[4]	N/A	No specific proposal to change income inclusion; Seniors will be given additional $4,000 deduction intended to offset these taxes (benefit phases out for higher incomes).
Medicare	• 1.45% withholding rate for employer and employee, 2.9% total[4] • Employers withhold additional 0.9% on wages greater than $200,000	N/A	No specific tax proposal. Several proposed modifications for payments, and eligibility as cost cutting measures.
Tax on Tips, Overtime, and Car Interest	Tips are currently taxable income	N/A	For tax years 2025 through 2028, creates an above-the-line deduction for "qualified tips and overtime. As well as a deduction of up to $10,000 for qualified passenger vehicle loan interest subject to phase-out limits.

2. Tax Foundation
7. Brownstein 2025 Tax Bill Summary

Please see the end of this presentation for important disclosures.

TAX CREDIT AND DEDUCTION PROPOSALS

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TAX CREDITS AND DEDUCTIONS			
POLICIES	CURRENT LAW	POST-SUNSET (12/31/2025)	H.R.1: ONE BIG BEAUTIFUL BILL ACT [7]
SALT Deduction[2]	$10,000 for joint filers	SALT limitation lifted	• Increases the cap on deducting state and local taxes (SALT) to $40,000 for taxpayers earning under $500,000 ($15,000 in the case of a married individual filing a separate return). • Gradually reduces the $40,000 cap for individuals with income over $500,000 but not below $10,000 ($5,000 in the case of a married individual filing a separate return). • Service partnerships will no longer be able to use pass through tax regimes to deduct SALT.

2. Tax Foundation
7. Brownstein 2025 Tax Bill Summary

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TAX CREDIT AND DEDUCTION PROPOSALS

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TAX CREDITS AND DEDUCTIONS			
POLICIES	CURRENT LAW	POST-SUNSET (12/31/2025)	H.R.1: ONE BIG BEAUTIFUL BILL ACT [7]
Limit on Itemized Deductions [5]	No limit on itemized deductions	Itemized deductions allowed over 3% of AGI	Replaces with new limitation: reduces itemized deductions by 2/37 of the lesser of itemized deductions or taxable income over the 37% bracket threshold
Mortgage Interest Deduction [2]	First $750,000 of debt (on houses bought after Dec 2017) deductible for joint filers	First $1,000,000 of debt deductible for joint filers	Make permanent the $750,000 Sec. 163(h)(3) limit on the treatment of mortgage insurance premiums as qualified residence interest. The exclusion of home-equity indebtedness from the definition of qualified residence interest would also become permanent.

2. Tax Foundation
5. Tax Policy Center
7. Brownstein 2025 Tax Bill Summary

Please see the end of this presentation for important disclosures.

TAX CREDIT AND DEDUCTION PROPOSALS

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TAX CREDITS AND DEDUCTIONS			
POLICIES	CURRENT LAW	POST-SUNSET (12/31/2025)	H.R.1: ONE BIG BEAUTIFUL BILL ACT[7]
Child Tax Credit[5]	$2,000 child tax credit if parents' joint income is less than $400,000 • Credit reduced $50 for each $1,000 income above threshold	$1,000 child tax credit if parents' joint income is less than $110,000*	• Temporarily increases the maximum child tax credit to $2,500 per child for taxable years 2025 to 2028. • Starting in 2029, the maximum child tax credit reverts to a permanent $2,000 per child, indexed for inflation. • Makes permanent the maximum amount of the additional child tax credit per qualifying • Makes permanent the earned income threshold. • Makes permanent the income phaseout threshold.
Homeowner Credit	No homeowner credits	N/A	No specific proposal
Start-Up Deduction for Small Businesses[4]	$5,000	N/A	No specific proposal

4. IRS
5. Tax Policy Center
7. Brownstein 2025 Tax Bill Summary

TAX CREDIT AND DEDUCTION PROPOSALS

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TAX CREDITS AND DEDUCTIONS			
POLICIES	CURRENT LAW	POST-SUNSET (12/31/2025)	H.R.1: ONE BIG BEAUTIFUL BILL ACT [7]
Charitable Donation Deduction[6]	Maximum of up to 60% of AGI	Maximum of up to 50% of AGI	No specific proposal
Medical Expenses Deduction[5]	Greater than 7.5% of AGI	Greater than 10% of AGI	No specific proposal
Standard Deduction[6]	$29,200 for joint filers	$16,600 for joint filers	• Makes permanent the current standard deduction and starting in 2026 increases the indexing for inflation by changing the base year from 2017 to 2016. • For tax years 2025 through 2028, increase the standard deduction for married taxpayers filing jointly and surviving spouses by $2,000. For heads of household, the standard deduction amount would increase by $1,500, and the amount for all others would increase by $1,000.
Personal Exemption[5]	$0	$4,050*	Effectively terminates the deduction for personal exemptions by permanently reducing the personal exemption to $0.

5. Tax Policy Center
6. Congressional Research Service
7. Brownstein 2025 Tax Bill Summary

Please see the end of this presentation for important disclosures.

TAX CREDIT AND DEDUCTION PROPOSALS

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TAX CREDITS AND DEDUCTIONS			
POLICIES	CURRENT LAW	POST-SUNSET (12/31/2025)	H.R.1: ONE BIG BEAUTIFUL BILL ACT [7]
Pass-Through Business Deduction	Qualified business income from pass-through businesses is eligible for 20% deduction; service professions excluded.	Pass-through deduction expires	• Qualified business income deduction would be made permanent, and the deductible amount for each qualified business would be increased to 23% from 20%. • Adjusts the phase-in limitation by adopting a complex two-prong test for specified service businesses. • Indexed for inflation starting 2026
Pass-Through Business Excess Loss Limit	Net losses from pass-through businesses exceeding $305,000 (for single taxpayers) are not deductible and must be carried forward as a net operating loss	Law extended through 2028	Made permanent; losses disallowed are carried forward as NOLs
Stock Buyback Tax	1% tax on fair market value of any stock a corporation repurchases	N/A	No specific proposal

7. Brownstein 2025 Tax Bill Summary

Please see the end of this presentation for important disclosures.

BUSINESS TAX PROPOSALS

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BUSINESS TAX POLICIES			
POLICIES	CURRENT LAW[4]	POST-SUNSET (12/31/2025)[4]	H.R.1: ONE BIG BEAUTIFUL BILL ACT [7]
Top Corporate Tax Rate	21%	Made permanent; not impacted by the sunset	No specific proposal
Corporate Alternative Minimum Tax (CAMT)	15% flat tax on profits from the biggest domestic corporations (adjusted book income >$1,000,000,000 for 3 tax years). Corporations pay greater of 15% CAMT and regular taxes, not both	N/A	No specific proposal
Global Intangible Low-Tax Income (GILTI)	13.125% maximum tax rate on income earned by US-controlled foreign corporations from easily movable, intangible assets (e.g. IP rights)	Global intangible low-taxed income (GILTI) inclusion deduction amount was scheduled to be reduced from 50% to 37.5%	Deduction reduced from 50% (10.5% rate) to 49.2% (10.668% rate).[8]

4. IRS
7. Brownstein 2025 Tax Bill Summary
8. EY Report on Recent US international tax developments

Please see the end of this presentation for important disclosures.

ENDOWMENTS AND FOUNDATIONS PROPOSALS

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ENDOWMENTS AND FOUNDATIONS			
POLICIES	CURRENT LAW	POST-SUNSET (12/31/2025)	H.R.1: ONE BIG BEAUTIFUL BILL ACT
Educational Institutions Excise Tax	The TCJA established an excise tax on net investment income of colleges and universities set at 1.4% for private colleges and universities with at least 500 tuition-paying students (the majority of whom are located in the U.S.) and that have assets of at least $500,000 per student.	This proposal is an expansion of current law (no sunset)	Revises the excise tax on applicable educational institutions with a new rate structure under which the amount of tax imposed is equal to: •1.4% of net investment income if the student-adjusted endowment is over $500,000 and not in excess of $750,000. •7% of net investment income if the student-adjusted endowment is over $750,000 and not in excess of $1.25 million. •14% of net investment income if the student-adjusted endowment is over $1.25 million and not in excess of $2 million. •21% of net investment income if the student-adjusted endowment is over $2 million.

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ENDOWMENTS AND FOUNDATIONS PROPOSALS

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ENDOWMENTS AND FOUNDATIONS			
POLICIES	CURRENT LAW	POST-SUNSET (12/31/2025)	H.R.1: ONE BIG BEAUTIFUL BILL ACT
Private Foundations Excise Tax Rate	Private foundations (other than exempt operating foundations) are subject to a 1.39% excise tax on net investment income.	Proposal is an expansion of current law (no sunset)	Increases the excise tax rate on private foundations based on the value of the assets • Assets less than $50 million – 1.39% • Assets between $50 million and less than $250 million – 2.78% • Assets between $250 million and less than $5 billion – 5% • Assets more than $5 billion – 10%
Private Foundations Tax on Excess Business Holdings	Private foundations are subject to a tax on business holdings in excess of, in general, 20 percent of voting stock. Currently, voting stock that is repurchased by a company can result in the foundation having an excess business holding, even if the foundation did not acquire any additional stock.	No sunset of current law. This proposal provides a narrow exception to the private foundation excess business holdings rules.	Treats certain voting stock, which is repurchased by the business holding from a retiring employee who held the stock in an employee stock ownership plan, as outstanding stock for purposes of calculating a foundation's tax on excess business holdings.
Unrelated Business Taxable Income	Nonprofits are subject to taxes on gross income for activities that constitute an “unrelated trade or business.”	No sunset of current law	-This proposal applies a tax on the expenses for qualified transportation fringe benefits (i.e. a tax on the cost of providing parking to employees) -It clarifies that income from scientific research is exempt from tax only if the research is publicly available -A previous version of the bill would have also treated any income from name and logos as taxable income; this was stricken from the final bill

ENDOWMENTS AND FOUNDATIONS PROPOSALS

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ENDOWMENTS AND FOUNDATIONS			
POLICIES	CURRENT LAW	POST-SUNSET (12/31/2025)	H.R.1: ONE BIG BEAUTIFUL BILL ACT
Corporate Giving Charitable Deductions	Corporations can deduct their charitable contributions from their taxable income up to a maximum of 10% of their taxable income	No sunset of current law	The provision would create a 1% floor, meaning corporations would have to contribute at least 1% of their taxable income in order to qualify for a charitable tax deduction. The provision does not change the 10% ceiling. The provision also allows for up to a five-year carryforward of contributions in excess of 10%.
Individual Giving Tax Credit for Contributions to Scholarship-Granting Organizations	Currently, charitable contributions to scholarship-granting organizations are treated like any other contribution to a charitable organization	No sunset of current law	This provision would create a nonrefundable tax credit of up to $5,000 or 10% of the taxpayer's adjusted gross income (whichever is greater) for contributions made to organizations granting scholarships to private or religious elementary and secondary schools for all taxpayers, including those who do not itemize.

DISCLOSURES

Terms and Definitions

The **10-year U.S. Treasury yield** is the return on investment, expressed as a percentage, on the U.S. government's debt obligations issued with a maturity of 10 years. It is one of the most closely watched indicators in financial markets because it serves as a benchmark for a variety of financial instruments, including other government and corporate bonds, loans, and mortgages.

CAPE Ratio: Cyclically Adjusted Price–to-Earnings Ratio or P/E Ratio is a ratio for valuing a company that measures its current share price relative to its per-share earnings.

Capital Expenditures (CapEx) refer to the funds that a company uses to acquire, upgrade, and maintain physical assets such as property, industrial buildings, or equipment. These expenditures are crucial for the long-term growth and efficiency of a company.

Compound Annual Growth Rate (CAGR) is a widely used financial metric that measures the annualized growth rate of an investment over a specified period, assuming the profits are reinvested each year.

Consumer Price Index (CPI) is a widely used measure that examines the average change over time in the prices paid by urban consumers for a market basket of consumer goods and services.

Dividend Yield: Represents the annual dividend payment of a stock as a percentage of its current price. Indicates the return an investor receives in the form of dividends.

Earnings Growth: Measures the annualized rate of growth in a company's earnings (profits) over a specific period. Useful for assessing future profitability.

Earnings Per Share (EPS) is a financial metric that indicates the profitability of a company. It is calculated by dividing the company's net income by the number of outstanding shares of its common stock.

Forward Price-to-Earnings (P/E) Premium refers to the valuation metric that compares a company's projected earnings per share (EPS) to its current market price per share. This premium is often used to assess whether a stock is overvalued or undervalued relative to its expected future earnings growth.

Free-Cash-Flow Yield: Calculated as the inverse of an index's price-to-free cash flow ratio. In other words, it is calculated as the expected free cash flow of the index divided by the index's current price. Free cash flow is a measure of financial performance calculated as operating cash flow minus capital expenditures and changes to net working capital.

The **G7 (Group of Seven)** consists of the world's major advanced economies. These countries collaborate on global economic policy and other international issues. The members are Canada, France, Germany, Italy, Japan, United Kingdom and the United States.

P/E Ratio (Price-to-Earnings Ratio): Compares a company's stock price to its earnings per share (EPS). Indicates how much investors are willing to pay for $1 of earnings.

Personal Consumption Expenditures (PCE) Inflation is a measure of the average increase in prices for all domestic personal consumption. It tracks changes in the cost of goods and services purchased by households and is a critical indicator of inflation in the economy.

Spot Exchange Rate: refers to the current exchange rate at which one currency can be exchanged for another currency for immediate delivery. This rate is typically quoted for the most commonly traded currencies in the foreign exchange (forex) market.

Volatility: Refers to the degree of variation in the price of a financial instrument over time. High volatility indicates larger price swings; low volatility reflects stability.

Yield-to-Date (YTD) Return measures the performance of an investment or portfolio from the start of the calendar year up to the current date. It is a useful metric for tracking growth or loss over the current year.

Year-to-Date (YTD) Earnings Revision refers to the changes in earnings estimates for a company, sector, or index over the course of the current year. Analysts and investors track these revisions to gauge shifts in market sentiment, economic conditions, or company performance.

DISCLOSURES

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Investors should be aware that a private equity investment involves a high degree of risk and, therefore, should be undertaken only by investors capable of evaluating such risks of and bearing the risks it represents. There can be no assurance that any investment objectives will be achieved, or that investors will receive a return of their capital. Accordingly, investors should only invest in private equity investments if such investors are able to withstand a total loss of their investment.

The **S&P 500® Index** represents the large-cap segment of the U.S. equity markets and consists of approximately 500 leading companies in leading industries of the U.S. economy. Criteria evaluated include market capitalization, financial viability, liquidity, public float, sector representation and corporate structure. An index constituent must also be considered a U.S. company. The **S&P 500 Equal Weight Index** takes the 500 companies in the S&P 500 and assigns each company an equal weight. This method reduces the dominance of the largest companies and provides a broader representation of the market's overall performance. These trademarks have been licensed to S&P Dow Jones Indices LLC. S&P, Dow Jones Indices LLC, Dow Jones, S&P and their respective affiliates (collectively "S&P Dow Jones Indices") do not sponsor, endorse, sell, or promote any investment fund or other investment vehicle that is offered by third parties and that seeks to provide an investment return based on the performance of any index. This document does not constitute an offer of services in jurisdictions where S&P Dow Jones Indices does not have the necessary licenses. S&P Dow Jones Indices receives compensation in connection with licensing its indices to third parties.

The **MSCI USA Net Total Return (USD) Index** captures the net total return of the U.S. equity market, accounting for both price performance and income from dividends, after deducting withholding taxes applicable to non-resident institutional investors**.** The **MSCI EAFE Net Total Return (USD) Index** measures the performance of large and mid-cap segments of developed markets, excluding the U.S. and Canada. It covers 21 developed market countries and captures the net total return, which includes reinvested dividends after the deduction of withholding taxes applicable to non-resident institutional investors. The **MSCI Emerging Markets Net Total Return (USD) Index** captures the net total return of the emerging markets, accounting for both price performance and income from dividends, after deducting withholding taxes applicable to non-resident institutional investors. The **MSCI Europe USD Total Return Index** is a benchmark that measures the performance of large and mid-cap stocks across 15 developed markets in Europe. It includes reinvested dividends, providing a comprehensive view of the total return of the index constituents. This index is widely used by investors to track the performance of European equities in USD terms. The **MSCI Japan USD Total Return Index** captures the total return of the Japanese equity market, including reinvested dividends, expressed in U.S. dollars (USD). The **MSCI Asia ex Japan USD Total Return Index** is a benchmark that tracks the performance of large and mid-cap stocks across developed and emerging markets in Asia, excluding Japan. It incorporates reinvested dividends, providing a comprehensive view of the total return of its constituents. This index is widely used by investors to evaluate the performance of Asian equities in USD terms. The **MSCI ACWI Index** captures large and mid-cap representation across Developed Markets (DM) and Emerging Markets (EM) countries. The Index covers approximately 85% of the global investable equity opportunity set. The **MSCI ACWI ex U.S. Index** is designed to measure the performance of equities in both developed and emerging markets, excluding the United States. It includes large- and mid-cap companies, capturing approximately 85% of the investable equity universe outside the U.S. MSCI® and MSCI Indexes are trademarks and service marks of MSCI Inc. or its subsidiaries.

The **Bloomberg Municipal Bond 1-10 Year Blend Index** is a market value-weighted index which covers the short and intermediate components of the Bloomberg Municipal Bond Index—an unmanaged, market value-weighted index which covers the U.S. investment-grade tax-exempt bond market. The 1-10 Year Municipal Blend index tracks tax-exempt municipal General Obligation, Revenue, Insured, and Prefunded bonds with a minimum $5 million par amount outstanding, issued as part of a transaction of at least $50 million, and with a remaining maturity from one up to (but not including) 12 years. The index includes reinvestment of income. The **Bloomberg Municipal Bond Index** measures the performance of the U.S. municipal bond market. It includes investment-grade, fixed-rate municipal bonds with maturities of at least one year. The **Bloomberg U.S. Aggregate Bond Index** is an unmanaged, market-value weighted index composed of taxable U.S. investment grade, fixed rate bond market securities, including government, government agency, corporate, asset-backed, and mortgage-backed securities between one and 10 years. The **Bloomberg Commodity Total Return Index (BCOMTR)** is a broadly diversified commodity index that tracks the performance of a wide range of commodity sectors. This index reflects the total return from a fully collateralized investment in the Bloomberg Commodity Index (BCOM), which includes both the price return of the underlying commodity futures and the return on cash collateral invested in U.S. Treasury Bills. The **Bloomberg US Corporate Bond Index** measures the investment grade, fixed-rate, taxable corporate bond market. It includes USD denominated securities publicly issued by U.S. and non-U.S. industrial, utility and financial issuers. The **Bloomberg U.S. Mortgage-Backed Securities (MBS) Index** measures the performance of U.S. mortgage-backed fixed-income securities. It serves as a benchmark for the MBS segment of the U.S. bond market. The **Bloomberg Commercial Mortgage-Backed securities (CMBS) Investment Grade Index** tracks the performance of investment-grade commercial mortgage-backed securities (CMBS). These securities are backed by commercial real estate loans and are structured into tranches based on credit risk. The **Bloomberg U.S**. **Asset-Backed Securities (ABS) Index** measures the performance of U.S. asset-backed securities, which are financial instruments backed by pools of assets like loans, leases, or receivables. It serves as a benchmark for the ABS segment of the fixed-income market. The **Bloomberg U.S. Treasury Index** measures the performance of U.S. Treasury securities, including fixed-rate and inflation-linked bonds. It serves as a benchmark for the U.S. government bond market. The **Bloomberg U.S. Corporate High Yield Index** measures the market of U.S.D-denominated, noninvestment grade, fixed rate, taxable corporate bonds. Securities are classified as high yield if the middle rating of Moody's, Fitch and S&P is Ba1/BB+/BB+ or below, excluding emerging market debt. The Bloomberg Bitcoin Index is designed to measure the performance of a single bitcoin traded in USD. The index is owned and administered by Bloomberg Index Services Limited ("BISL" or "Administrator"). "Bloomberg®", and the Bloomberg Indices used are service marks of Bloomberg Finance L.P. and its affiliates, including Bloomberg Index Services Limited ("BISL"), the administrator of the index (collectively, "Bloomberg") and have been licensed for use for certain purposes by Brown Advisory. Bloomberg is not affiliated with Brown Advisory, and Bloomberg does not approve, endorse, review, or recommend Brown Advisory strategies. Bloomberg does not guarantee the timeliness, accurateness, or completeness of any data or information relating to Brown Advisory strategies.

DISCLOSURES
Continued

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The **Dow Jones Industrial Average (DJIA)** is a price-weighted stock market index that tracks the performance of 30 significant publicly traded companies in the United States. Representing diverse industries (excluding transportation and utilities), it serves as a benchmark for the overall health of the U.S. stock market and economy.
The **Retail Sales Index (RSI)** is an economic indicator that tracks the total sales of retail goods over a specific period, typically monthly. It reflects the performance of the retail sector and provides insights into consumer spending patterns, which are a significant component of overall economic activity.

The **TOPIX (Tokyo Stock Price Index)** tracks all domestic companies listed on the Tokyo Stock Exchange First Section, which is comprised of large companies. TOPIX® and Tokyo Stock Price Index are registered trademarks of the Tokyo Stock Exchange, Inc. (TSE). The TOPIX Index is a product of the Tokyo Stock Exchange, Inc.

The **U.S. Policy Uncertainty Index** quantifies the degree of uncertainty about U.S. economic policy by analyzing the frequency of newspaper articles discussing economic policy uncertainty, the number of federal tax code provisions set to expire in future years, and disagreement among economic forecasters about future government purchases and inflation. U.S. Policy Uncertainty Index is a product of Economic Policy Uncertainty and is used herein with permission.

The **Magnificent Seven Index** is a basket of seven high-performing U.S.-based companies, primarily in the technology sector. These companies are Alphabet, Amazon, Apple, Meta, Microsoft, NVIDIA, and Tesla. The index is weighted based on free-float market capitalization and is rebalanced quarterly. It allows investors to trade these influential companies collectively, reflecting their dominance in market trends and technological innovation.

The **Consumer Confidence Index (CCI)** is a monthly economic indicator that gauges consumer optimism or pessimism about the economy, business conditions, and their personal finances, often used as a leading indicator of future economic activity.

The **Small Business Optimism Index**, published by the National Federation of Independent Business (NFIB), is a composite of ten indicators that reflect the state of the small business economy. These indicators include plans for employment, capital outlays, inventory changes, and expectations for sales and economic conditions.

Sectors are based on the Global Industry Classification Standard (GICS) sector classification system. The Global Industry Classification Standard (GICS) was developed by and is the exclusive property of MSCI and Standard & Poor's. "Global Industry Classification Standard (GICS), "GICS" and "GICS Direct" are service marks of Standard & Poor's and MSCI . "GICS" is a trademark of MSCI and Standard & Poor's.

Alternative Investments may be available for Qualified Purchasers and Accredited Investors only. Private equity investments will be characterized by a high degree of risk, volatility and illiquidity due, among other things, to the nature of the investments.

A. President, Kim Blosser

College Updates

- The college is part of a group of VCCS colleges who are engaged with Delta Dental of Virginia Foundation regarding the expansion of Dental/Oral Health programs. Their intention is to help secure funding to support and expand dental programs at our colleges.
- The implementation of dual enrollment is still evolving, but the courses needed to complete the Uniform Certificate of General Studies (Governor's Scholar) offered in the high schools taught by high school faculty will be at no cost to the students beginning fall 2025.
- The College is engaging with a consultant on an Enrollment Assessment Study, with a full enrollment plan to be developed by August 2025.
- The Laurel Café opened on May 12 at the Middletown Campus.
- On May 15-16, 1090 students graduated from Laurel Ridge.
- A co-enrollment agreement was signed with Shenandoah University on May 20. Students will be able to enroll at both Laurel Ridge and Shenandoah University, which will allow them to take up to 9 credits of classes at SU at LR tuition rates. Students will also have access to advising at both institutions and other extracurricular activities at SU.
- President Blosser held a virtual open forum for all college employees on April 24, 2025.

VCCS Updates

- At the May State Board for Community Colleges meeting:
    - The State Board authorized a $4.90 per credit-hour increase in the tuition and mandatory E&G fee rate for in-state and out-of-state students with an additional $2.50 per credit hour increase in the capital fee for out-of-state students, effective fall 2025 semester.
    - Both Fee Increase proposals submitted by Laurel Ridge were approved.
    - The State Board approved Laurel Ridge Community College's request to enter into a lease agreement with its Foundation for development and use of a Powerline Training Facility on Foundation property.
    - The Board authorize modification of VCCS policy to allow course and consumable specific fees for high-cost and/or in-demand courses to support sustaining and growing programs that prepare students for jobs and careers in industries and occupations vital to Virginia's economic development. These will be proposed and approved for implementation for the fall 2026 semester.
- A plan for Fast Forward funding is being developed by colleges to address the issue that Fast Forward enrollment has grown faster than the available funds. This will likely result in adjustments to the amount of funding available to students this fiscal year.
- President Blosser has been asked to be one of two presidents on the team to meet with the Virginia Association of School Superintendents (VASS) regarding dual enrollment.

- The VCCS is working on a new Legislative Vision to address the lack of adequate funding for the VCCS.

President Engagements

- VCCS-wide Dual Enrollment meeting with presidents – 4/7
- Meeting with Shenandoah University regarding co-enrollment – 4/8
- Pizza with the Prez event with students, Middletown Campus – 4/8
- Fauquier campus leadership brown bag discussion – 4/9
- Pizza with the Prez event with students, Fauquier Campus – 4/9
- Interview for the Shenandoah Valley Talent Pathways Initiative project (GO Virginia Region 8 project) – 4/10
- Mountain Vista Governor's School meeting with Director Ladona Gorham – 4/11
- Blue Ridge Area Food Bank CEO search committee meeting – 4/11
- Meeting with new employees – 4/14
- Future Educators Lab School meeting – 4/14
- Virginia Foundation for Community Colleges, Chancellor's Leadership in Philanthropy Luncheon, Richmond, VA – 4/15
- Advisory Council of Presidents Meeting – 4/15 and 4/16
- Phi Theta Kappa Luncheon honoring students, Richmond, VA – 4/16
- Pioneer Bank Board meeting – 4/17
- Expansion of VCCS Dental / Oral Health Programs meeting – 4/18
- United Way Executive Committee meeting – 4/21
- Spring employee and student picnic, Middletown campus – 4/21
- Blue Ridge Area Food Bank CEO interviews – 4/21
- GO Virginia Regional Council meeting – 4/22
- Spring employee and student picnic, Luray-Page County Center – 4/22
- Spring employee and student picnic, Fauquier campus – 4/23
- VCCS Faculty credentialing workgroup meeting – 4/23
- VCCS Shared Services Executive Committee meeting – 4/23
- Blue Ridge Area Food Bank CEO interviews – 4/24
- President's Virtual Open Forum for all employees – 4/24
- VCCS Faculty Evaluation Workgroup meeting – 4/25
- VCCS-wide Dual Enrollment meeting with presidents – 4/30
- Future Educators Academy Governing Board meeting, Germanna Community College – 5/5
- Early College/Dual Enrollment Awards Ceremony, Luray-Page County Center – 5/5
- GO Virginia Executive Committee meeting – 5/6
- Blue Ridge Area Food Bank CEO interviews – 5/6 and 5/7
- Faculty Awards & Recognition ceremony – 5/8
- Employee Awards & Recognition luncheon – 5/8
- Meeting with prospective business – 5/8
- Student Art Show, Middletown campus – 5/9
- Hosted Enrollment Assessment Consultant, Strategy meetings – 5/12 and 5/13
- Student Leadership & Engagement Celebration, Fauquier Campus – 5/12
- Student Academic Awards & Recognition Ceremony, Fauquier Campus – 5/12
- Valley Health Corporation meeting – 5/13
- Student Academic Awards & Recognition Ceremony, Middletown Campus – 5/13

- Pioneer Bank Board meeting – 5/14
- College Board Medallion & Emeriti Recognition ceremony – 5/14
- Early College/Dual Enrollment Awards Ceremony, Middletown campus – 5/14
- Commencement, Health Professions – 5/15
- Nursing Pinning ceremony – 5/15
- Commencement, All other graduates – 5/16
- United Way Executive Committee meeting – 5/19
- Co-Enrollment Agreement Signing with Shenandoah University – 5/20
- Blue Ridge Area Food Bank CEO interview – 5/22
- Interviewed with WHSV for story on SU/Laurel Ridge Co-enrollment – 5/23
- United Way Board meeting – 5/27
- Carla Kimbrough, VCCS, meeting with LR employees – 5/28
- Attended Gala for GCC President Janet Gullickson's retirement – 5/30
- VCCS HR Committee meeting – 6/2
- GO Virginia Region 8 Executive Committee meeting – 6/3
- Present Page County High School college scholarships – 6/3
- Evaluation meeting with VCCS Chancellor, Richmond – 6/4
- Laurel Ridge Educational Foundation meeting – 6/5

B. **Workforce Solutions**, Jeanian Clark, vice president of Workforce Solutions

<u>Workforce Solutions Pharmacy Technician Program Receives Full Accreditation</u>
The newly redesigned Pharmacy Technician program has received full accreditation through the American Society of Health-Systems Pharmacists (ASHP). The program underwent a huge redesign to meet sweeping new legislative changes to the program in 2023. The ASHP evaluators were highly impressed with the new Laurel Ridge program stating it "exceeded their expectations". They noted our state-of-the-art pharmacy lab, strong support from the local pharmacy community, and a considerable strategic investment made with the Pharmacy Tech University. Congratulations to Allison Ornter (Program Manager) and Ashly Douglas (Program Instructor) for their hard work and dedication in making this program a national standout for Laurel Ridge students.

<u>New Student Orientation Launched for Workforce Students</u>
Many of the Workforce Solutions credentialing programs have grown increasingly complex over the years (with Fast-forward funding, using Learning Management Software, etc.). Workforce students need to be more prepared than ever for their first-class meeting. Until recently, Workforce Solutions did not have a way to systematically orient students before their first-class meeting date. In January of 2025, we launched our first Workforce Solutions Student Orientation program.

As soon as a student registers for a class, they receive an email with a link to their orientation. Students become engaged the moment they complete registration. This is critical because we have many students registering for programs months ahead of their first class start dates. Orientation topics include a welcome and general overview of Laurel Ridge, navigating around campus, campus safety, student resource page, MyLaurelRidge and Canvas, student support services, student handbooks and FAQs. Students are benefiting from having all this information

at their fingertips and staff are receiving fewer FAQ inquiries.
https://laurelridgeworkforce.com/class-orientation/

C. **Communications and Planning; Fauquier Campus;** Chris Coutts, vice president of communications and planning, Fauquier campus provost

Creative Services

- We have been working with the Health Professions Department to produce a branded vehicle wrap for a Dodge RAM 1500 they use for program activities.
- Several thousand photographs from all end-of-the-year academic award ceremonies, celebrations, and events will have been posted and shared with the public to enjoy / download. All of these photos are taken by talented Laurel Ridge employees with the addition of one dedicated freelancer who assists with coverage.
- A series of "Lead like a Lion" social video shorts are being created for use in the near future. You can view the first of these here: https://www.dropbox.com/scl/fi/xjb8qohnvrln2gdimylgx/250417-Lead-Like-a-Lion-Adam-Gagnon.mp4?rlkey=b8ai5crb1zgvip49oxiv9qbtj&dl=0

Grants Development and Management:

- GO Virginia request for $401,374 in support of equipment and curriculum development for the Powerline Worker Project. Received high praise from DHCD and GO Virginia for well-written proposal and an exciting project.
- United Way request for $10,000 in support of Cub House equipment and supplies (video cameras, mobile children's stations, consumables). The focus for the funds is on students who are parenting and must bring their children temporarily to campus.
- Lowe's for $100,000,000 ($1M) in support of the Powerline Worker project.
- The Andersen Corporate Foundation for $10,000 in support of trades education to high school students at Luray-Page County Center.
- Met with legislative staff for Congressman Ben Cline and submitted request for Congressional Community Program funding ($750,000 for the powerline worker project).
- Supported development of Claude Moore, Perkins, and DCJS applications in support of Interim Dean Heather Burton and Chief Jay Roy.
- Continued extensive correspondence related to the Technology Academies (Drones/Robotics). The pivot to offering program bootcamps has been quite successful and we are in a much better position with this grant. The grant may be extended six months – stay tuned.
- Continued to provide extensive support to the Virginia Department of Health Earn to Learn program which is a partnership with Laurel Ridge, Valley Health, and Fauquier Health that offers stipends and extra resources to nursing students as they complete their studies and experiential learning.

Marketing

- Featured Fall Recruitment Campaigns
    - 2-Year Program Campaign (Dec 2024 – Aug 2025)

        - Goal: Increase inquiries and enrollment in Laurel Ridge's 2-year academic programs.
        - Target Audience: Traditional and non-traditional students.
        - Promotional Channels:
            - Print mailings
            - Radio
            - Paid social media
            - Digital advertising
            - Email marketing
            - Billboards (Luray and Warrenton)
        - Key Features:
            - Dedicated landing page and messaging strategy
            - A/B testing to refine campaign effectiveness
            - Recruitment focus for Spring and Fall semesters
    - Cloud Infrastructure Campaign (May 1 – June 27)
        - Goal: Promote workforce training in cloud infrastructure and related tech careers.
        - Channels:
            - Paid Facebook and Instagram promotions
            - Featured on the cover of 50,000+ Workforce Solutions catalogs
        - Audience: Prospective students in high-interest carrier routes and digital targeting
        - Related WSCE Campaigns:
            - Power Line Worker
            - Dental Assisting
            - Pharmacy Tech
            - Tech Careers Info Sessions

D. **Academic and Student Affairs,** Johanna Weiss, vice president of academic and student affairs

<u>Enrollment and Graduation</u>

- Our Summer 2025 enrollment is currently up 12% over last summer.
- During our Freshman Focus campaign, over 650 high school students enrolled in fall classes at Laurel Ridge from 16 high schools, which is a 20% increase compared to last year. Approximately 80 Workforce students also enrolled, which is up significantly from the 19 who enrolled last year. This was a collaborative effort by all HS Career Coaches, Outreach team, College Coaches, Academic Advising, Enrollment Services, and the Workforce Solutions Operations team.
- We had 1090 students graduate with a degree or credential at our May 2025 graduation ceremonies. Almost 300 students still in high school graduates with either an associate degree or uniform certificate of general studies prior to their graduation from high school.
- The dental hygiene program cohort of 2022-2024 at Laurel Ridge CC took 18 students and graduated all 18. On Thursday March 28, 2024, the dental hygiene students took the CDCA-WREB-CITA (Commission on Dental Competency) – Western Regional Examining board

(WREB), and the Council of Interstate Testing Agencies (CITA) licensure exam. The student success rate for both exams was 100%. The students also took their National Board written exam with a 100% success rate. Our student success rate on these exams has been consistently 97-100% with all the cohorts since the program opened in 2000.

- Six Great Expectations students graduated in May, one of whom was selected as the Middletown outstanding graduate and was nominated by her advisor, April Strosnider.
- We have 20 students enrolled in our new Future Educators Academy lab school that is starting at the Middletown Campus in the Fall for rising high school juniors.

Events and Celebrations

- About 130 Laurel Ridge students and 51 local employers participated in our Spring Career Fair, held at the Middletown Campus on Thursday, April 3rd.
- We hosted a very successful STEM Week Celebration the week of April 14th – 18th. With 5 guest speakers, two career panels, a transfer advising session, and STEM Fair (complete with transfer institutions, companies, students clubs, and DNA facepainting!), it was a fantastic week attended by hundreds of students, faculty, staff, and community members.
- Laurel Ridge held its annual Spring Follies play/skit/talent show, this year called The Wild Kingdom on April 26th and 27th. The Laurel Ridge archives are happy to announce that John Owens has completed digitizing all the recordings within our collection, which go back to 1981. Check them out at laurelridge.edu/follies archive
- We celebrated Decision Day on April 30th (Fauquier) and May 1st (Middletown) for students who were graduating/transferring to a 4-year college. Faculty, staff, and students, adorned with t-shirts and other university gear, celebrated with an ice cream social and advising session.
- We hosted a Student Art Show on May 9th from 3-5 pm at the Sekel Art Atrium at the Middletown Campus. We featured the work of 9 of our student artists from ART 121 Foundations of Drawing and ART 131 Three-Dimensional Design Art.
- Roughly 60 people came out to Laurel Ridge on May 10th to watch a screening of the documentary "33 Black Frog: An American Story" and meet its star, Chief Petty Officer (Ret.) Eddie L. Ferguson, one of the first Black men to make it onto the U.S. Navy's Underwater Demolition Team (UDT) – the precursor to the SEALs. The event was sponsored by the college and Coming to the Table Northern Shenandoah Valley Chapter, which shared a slideshow focusing on the military contributions of Black Americans going back to the colonial era before the Revolutionary War.
- May was a big time for student and faculty award ceremonies. We hosted the following events:
    - Student Academic Achievement & Recognition Awards Ceremonies
        - Fauquier: Monday, May 12, 5pm (The Barn)
        - Middletown: Tuesday, May 13, 5pm (Corron, Thompson Conference Center)
    - Student Leadership & Engagement Awards Celebration: Fauquier Campus on Monday, May 12 starting at 12:30pm in the Barkman
    - Faculty Awards and Recognition, May 8, 9:30am Middletown Campus
- This summer, we will continue to offer virtual trivia with the library, a few blood drives, and our New Student Summer Series.
- Save the date for our New Student Welcome Days:
    - LPCC: Thursday, August 21, 5pm-6pm
    - Fauquier: Friday, August 22, 6pm-8pm

- Middletown: Saturday, August 23, 10am-1pm

Comings and Goings

- Brooke Wallace has started as an Office Specialist at the Luray-Page County Center. In her role, Brooke will assist at the Welcome Center, guide students, faculty and others as needed, perform testing and generalized office duties.
- We welcome Catherine Grunow to the role of Senior Administrative Assistant for Academic and Student Affairs. She replaces Christine Barb.
- We welcome Lauren Funk to the role of Administrative Assistant for Teaching and Learning, reporting to Naomi Simpson who is the Director of the Center for Excellence and Innovation in Teaching and Learning. Lauren will support Academic Affairs, including CEITL, Faculty Council and Dual Enrollment.
- We will welcome the new Dean of Early College and High School Partnerships, Dr. Cheri Maea, on July 7th. She has served as the Dean of Academic and Workforce Operations at Germanna Community College for several years. We extend warm thanks to Heather Burton who has been serving in the interim role for the past two years and will return to her role as Associate Dean in July.
- After a national search, we have hired two permanent Associate Deans. Polly Nesselrodt will become the Associate Dean of Humanities and Social Sciences on July 1st; Michelle Smith will become the Associate Dean of STEM on July 1st.
- We have five new full-time faculty starting in the Fall of 2025 including faculty in EMS, Information Systems Technology, Early Childhood Education, Computer Science, and Accounting.

Student Support Services

- Fauquier Campus has received final approval for adding a Pearson Vue Lab, offering GED testing for Adult Ed and CompTIA testing for Workforce Solutions this summer expanding to public testing as staffing and schedules allow. The Middletown Campus is nearing final approval to become an ETS/CTAS testing site, to offer GRE, TOEFL, and Praxis testing.
- Tutoring In the 2024/25 academic year, our campus tutors, including those dedicated to our TRIO student population, have served over 430 unique students through more than 400 in-person and 500 online tutoring appointments. Additionally, students took advantage of 303 on-demand tutoring sessions with our online partner Brainfuse.
- Veterans Services has successfully completed another audit. Laurel Ridge has been recognized as a 2025-2026 Military Friendly® school, with a silver distinction, AND has also been recognized as a Military Spouse Friendly® school.
- Since January 2024 we have ordered 4,475 pounds of food to utilize between our three campuses. Our current pantry partners are Blue Ridge Area Food Bank, Middletown Elementary School, First Presbyterian, Trinity Lutheran in Stephens City, and Sheetz of Middletown.

New Initiatives

- Shenandoah University and Laurel Ridge Community College signed a memorandum of understanding (MOU) at SU's Hazel-Pruitt Armory Tuesday afternoon establishing a co-enrollment and guaranteed admission program between the two entities. The program will allow Laurel Ridge students, who hail from across the Northern Shenandoah Valley, to co-enroll in up to three courses carrying three or four credits at SU while pursuing their

associate degree. We will be working on creating 4 initial clear academic pathways from dual enrollment to Laurel Ridge to SU including in psychology, criminal justice, education, and business. SU, Laurel Ridge sign MOU establishing co-enrollment program | Winchester Star | winchesterstar.com

- Laurel Ridge is working with George Mason University and Frederick County Public Schools to launch the Shenandoah Valley Rural Regional College Partnership Laboratory School for Data Science, Computing, and Applications (DSCA) at the DJ Howard Technical Center in Fall 2025. To date, there are 30 high school students starting the program this fall, and the current Laurel Ridge faculty are working to develop a new dual enrollment course in Foundations of Data Science that can be part of the lab school and the data science degree here at Laurel Ridge. We are starting to gear up to be the SACS-COC class of 2028! We officially did a soft launch of our re-accreditation process and the timeline for the development of the quality enhancement plan (QEP) at the May 8th Faculty Meeting. A QEP Topics Committee will be formed this summer and kick-off their work in early Fall.

E. **Financial and Administrative Services,** Cory Thompson, vice president of financial and administrative services

Commencement

Commencement was a tremendous success from an operations perspective. We had tremendous staff and volunteer support. The campus looked excellent, operations ran smoothly, and attendee feedback was overwhelmingly positive.

State Board

The State Board approved a 3% tuition increase, reviewed and approved our request to enter into a lease with the Foundation for the Powerline Training program, and approved our Student Activity and Auxiliary Fee increases.

Finance & Budget Planning

- Departments have been asked to prepare for a ten percent reduction in operating budgets for FY26. This planning step reflects revenue pressures related to the State's free dual enrollment initiative and a limited tuition increase that does not fully offset mandated cost increases. Laurel Ridge remains financially stable, and these adjustments are proactive, not reactive.
- Revenue and expenditure trends remain on track for FY25. Budget development for FY26 is underway, with non-personnel requests due by the end of May.

Facilities & Projects

Energy-saving measures will be implemented over the summer, including adjusted thermostat settings in unused spaces. Several building renovations are scheduled for late fall, and VCCS term contracts have been executed to advance delayed projects. We expect forward movement on several long-planned capital projects, including Cornerstone renovations, Smith Simulation Lab, Wolk Hall Loeb and Atrium improvements.

Information Technology

IT continues to see strong customer satisfaction, with 97 percent positive Helpdesk feedback and significant gains on the annual employee survey. Wireless infrastructure and campus

security camera upgrades are complete. A new employee directory and asset management workflow are also in development.

Business Operation

The new Laurel Café is now open in the Student Union. Business Operations also launched new asset tracking tools, is supporting fiscal year-end procurement efforts, and is working with HR to establish a long-term contract with LinkedIn Learning for professional development.

Campus Police

A new emergency notification app, AlertAware, will be launched soon. The app integrates with current systems and will improve real-time communication during campus emergencies, a great improvement to our emergency response procedures.

F. **Development; Laurel Ridge Foundation;** Liv Heggoy, associate vice president of development and executive director of the Laurel Ridge Foundation

Support for Class of 2025 Nursing Students

Sixty-five students graduated this year with an Associate Degree in Nursing; 28 of them (43%) received scholarships or helping hand assistance from the Laurel Ridge Foundation, totaling $94,358.

"Building the Future" Fundraising Campaign

Phase Two: Skilled Trades in Power and Energy

- Top Priority: Donations for site work and construction of the powerline worker program facility
- To be built on property owned by the Laurel Ridge Foundation and leased to the college
- Overall cost: Between $4M - $5M
- Good news: We kicked off the campaign with a $250,000 challenge gift requiring $250,000 in matching donations.
- Update: $81,000 received to date

Steve and Karen Wisecarver Endowed Scholarship

We have received $3,800 in donations to support the Steve and Karen Wisecarver Endowed Scholarship in memory of Professor Emeritus of Psychology Steve Wisecarver, who passed away on Marcy 8, 2025. In 2017, Steve and his wife Karen (who has retired from the Laurel Ridge Library) established an endowed scholarship to support graduates of the Middletown Campus as they continue their academic studies at a 4-year institution. The Wisecarvers were especially interested in supporting Laurel Ridge graduates who would like to work eventually in higher education—at a community college in particular.

This is the only scholarship we have to support graduating students. We hope others will consider establishing similar funds to support transfer students – at a specific university or generally.

G. **Human Resources;** JoAnn Ellwood, associate vice president of human resources

May Employee Recognition Celebration & Luncheon

Each year, we celebrate our talented and dedicated employees by recognizing those who have recently joined the college, advanced their careers with new roles and/or promotions, achieved a degree, licensure, and/or certification, and completed milestones in state service. Over 200 employees participated in the luncheon, and all received a warm Laurel Ridge fleece blanket for "Making a Difference is What You Do!" An Analysis of Employee State Service as well as pictures from the event are linked for your reference.

2024-25 HR Unit Goals

The Laurel Ridge HR department prioritizes unit goals annually in support of the Department of Human Resources Management (DHRM) Strategic Plan, VCCS Strategic Plan, Laurel Ridge Strategic Plan & Institutional Priorities.

Below are summaries of the key initiatives the HR department prioritized during this fiscal year:

- **FLSA** Executive Summary- Focused on adhering to federal requirements of the Fair Labor Standards Act, by updating our internal policy for consistency, clarifying the guidelines for each role classification, and providing tailored training sessions to explain the purpose and best practices. The initiative aimed to ensure that each role classification is correct under FLSA law, and that all employees understand why the law exists and what to do if the duties of a position evolve over time. Employee portal resources: FLSA Trainings
- **Onboarding** Executive Summary- Focused on creating a structured and welcoming onboarding experience to help new employees integrate effectively into the college's culture, mission, and values. The strategy encompassed defining onboarding, identifying key stakeholders, providing actionable resources, and proposing future enhancements. The initiative aimed to foster a positive first impression, support cultural acclimation, and streamline onboarding for long-term employee success. Employee portal resources: Onboarding & Orientation.
- **Performance Management** Executive Summary- Focused on ensuring timely, efficient, and respectful constructive feedback experience for current employees, supporting our values of High Performance and Accountability. The strategy encompassed the implementation of performance evaluations in the Vision EAS system that has been developed at Laurel Ridge, and subsequent upgrades to the process. Employee portal resources: Performance Management

Compensation & Benefits Implementation

HR is actively implementing the state-legislative employee bonus and across the board salary increase for June. In addition, we are providing guidance to employees throughout the benefit open enrollment process for a July 1 benefit effective date.

Laurel Ridge Community College Board Calendar of Meetings and Engagements

Date	Activity	Time	Location
Thursday, September 4, 2025	**College Board meeting**	12:00 p.m.; lunch served at 11:30 a.m.	Middletown Campus, Student Union Building, Room 118/119
Friday, October 10, 2025	**All College Day**	8:30 a.m. – 12 Noon	Fauquier Campus, Hazel Hall, Barkman Family Conference Center
Thursday, November 6, 2025	**College Board meeting**	12:00 p.m.; lunch served at 11:30 a.m.	Middletown Campus, Student Union Building, Room 118/119