



**Foundation Board Meeting Agenda  
November 5th, 2025, 2:00pm-4:00pm  
Ephraim UT**

- |   |                 |
|---|-----------------|
| <b>I. Call to Order</b>   | Rob Behunin     |
| <b>II. Welcome</b>  | Rob Behunin     |
| <b>III. Approval of Minutes</b>   | Rob Behunin     |
| <b>IV. President's Institutional Report &amp; Questions</b>   | Stacee McIlff   |
| Introduction of new Foundation Board members -Mark Russell<br>2026 Legislative outlook                          |                 |
| <b>V. Board Project updates</b>   | Rob Behunin     |
| <b>Rural Scholarship</b> extension to Dec 31 fundraising to date  |                 |
| <b>Capital Projects:</b> Washburn/Richfield Housing   | Pres McIlff/Tim |
| Social Science Building/Urgent Care Building  |                 |
| <b>VI. Fundraising Top 100/Athletics</b>  | Cam Brooks      |
| SVC, Miller Foundation, Eccles Foundation, Sorenson Legacy Foundation<br>Foundation Board Fundraising Challenge |                 |
| <b>VII. Investment Portfolio/Financial Report</b>   | Joe/Tim         |
| <b>VIII. New Business</b>   | Rob/Stacee      |
| Fundraising Priorities brochure<br>New Football Conference SWJC<br>New Bus<br>What do you need from us?         |                 |
| <b>IX. Follow-up &amp; Upcoming Events</b>  | Cam Brooks      |
| President's Club Gala Dec 4 <sup>th</sup><br>Snow Day on the Hill Feb 24 <sup>th</sup>                          |                 |
| <b>X. Adjournment</b>   |                 |
| <b>Next Foundation Board meetings:</b> Feb 24 <sup>th</sup> after Snow Day SLC                                  |                 |

## Snow College Foundation Board Meeting Minutes

August 7, 2025

Meeting held at River Oak Golf Course

**Members in Attendance:** Rob Behunin, Ali Fenlon, Romney Stewart, Russell Buttars, Stacey McIlff, Cameron Brooks, Tim Tingey, Meche Mellor, Jeff Kahn, Kay Christensen, Mark Howard, Mike Carlston, Kelsey Berg

**Members in Attendance Online:** Travis Nielsen, Gail Albrecht, Greg Lambourne

**Absent:** Brent Thorne, Randy Cox, Roger Thompson, Joe Strain, Jim Tatton, Corey Shelley

**Call to Order and Welcome:** Rob Behunin

**Approval of Minutes:** Minutes from 5-14-2025 approved

### **President's Institutional Report & Questions:**

8-13 yearly staff meeting, will be sharing update of reallocation

8-20 school starts

Statistics: 70% of our first time freshmen graduate with an associate's degree, (National avg 40%) 27.5% receive a certificate, 2.5% graduate with a Bachelors degree, 72% low income, 60% from rural areas, 44% 1<sup>st</sup> generation college students.

We remain the most affordable in Utah higher education – for both degrees and Tech ed

New mission statement: We empower each student with a personalized path to success through comprehensive education, advanced technical training, and the confidence to create a thriving future.

Strategic direction for the next 3 years: Badger 140 plan (Snow College will turn 140 years old in 3 years). These are goals we would like to accomplish for the college. Details being built out, but the broad categories are:

1. Enrollment, student success, completion. Our avg age student is 21. We have a 16,000 square mile service area (almost 20% of state's land mass), we are looking at the population that doesn't fall into that average.
2. Workforce readiness - general education that measures skills and not just knowledge. Problem solving, getting along with people, showing up on time to class (employers are saying that these are gaps for students coming out of all colleges) Year 3 we will start a student run enterprise i.e. creamery like aggie ice cream where students are the managers,

accountants, marketers, operations people, buyers- a hands-on workforce readiness program. There are several other pieces, but those are just 2 highlights of this category

3. Institutional operational excellence. Making sure our resources align with our strategic priorities.

We will send the Badger 140 plan out to board when it is finalized.

Core values – rooted in tradition and focused on the future, our values shape how we teach, serve and lead: Personalization, accessibility/affordability, engagement, future ready, resourceful

New board members introduced: Jeff Kahn, Ali Fenlon-link to alumni council, Corey Shelley, Travis Nielsen

Reallocation- all Utah degree granting institutions - mandatory 10% budget reallocation - first cut then reallocate- \$1.67 million for Snow College. Our presentation was made to the Higher Education board, and it was approved. This was mostly through early retirements and natural attrition - probably the only institution without layoffs or involuntary dismissals. We must go through 3 approvals. In 2 weeks, we will present to Higher Ed Appropriations. In October to the Executive appropriations.

We hosted our 3<sup>rd</sup> Legislative Adventure Day – appx 60 attended. Speaker Schultz had good things to say about Snow and what we are doing.

### **Board Project updates:**

**Rural Scholarship:** extension of fundraising deadline to Dec 31 instead of FY that ends in June. We have raised \$60,000 specifically for rural this year, goal \$250K. Some are also donating to other opportunities. The Foundation Board has raised and contributed \$190,000 in donations this year (including the \$60,000)

### **Capital Projects:**

*Washburn* - architect selected, revitalize and create a more enhanced campus atmosphere. It will harmonize the architectural styles of all the buildings. In planning phases now, should be in construction phase sometime next year.

*Social Science Building* - state funding received, in the process of meeting with architect and contractor – Layton Construction, est. \$32 million project 45,000 sq ft bldg. located south of library. It will house the: education, home and family studies, social sciences, social work, & criminal justice programs. Construction to begin Spring 2026 and complete by Fall 2028. Greenwood hall will be torn down this fall. We have a rendering of

new building from the front. It ties in nicely with Noyes and library. There was much faculty input on the committee.

*Urgent Care Building* - Negotiating a new lease with Gunnison Valley Hospital in their new building on Ephraim Main Street – 2,000 square feet for our wellness center. We should be in by October.

*Richfield Housing* – We will need some partners. We need to raise \$7.5 million privately. We met with Miller Family Foundation and received good feedback. We made a paper presentation and submitted and asked for 3 million. Eccles cannot this year, but maybe next. We are approaching other foundations such as Clark, Kahlert.

Discussion about approaching the Daniels Fund, they want to do more in Utah.

Discussion about if we fall into an opportunity zone under the Big Beautiful Bill.

*Sevier Valley Center* – visited with UCCU to discuss partnerships, visited both campuses, we have an opportunity for corporate sponsorship, we brought up the housing project, looking for a corporate partnership and apply some funds to it? Preparing a letter of interest to send to the community to see who would be interested in a sponsorship opportunity. We want to make sure that anyone interested can bid on this opportunity, too.

*Nephi* – CNA and EMT program in the hospital we cannot build a campus alone, but we could partner with school district, maybe Mountainland and UVU. The catalyst center legislation regarding career and Technical Education (CTE) for high school students may provide an opportunity. When the application comes out, we will likely put together a proposal with the school districts.

### **Top 100/Athletics:**

- Miller Family – already discussed
- Cindy Gilbert – Rob is a contact with Cindy. She made her first gift-started a scholarship
- Mark Stoddard continues to give. He is very generous.
- Garret Bolles – Feb event at Snow College. June we attended his foundation's golf tournament. We went to their fundraising dinner at Thanksgiving Point. He has indicated that he will make a contribution to Snow.
- We want to reconnect/re-engage former SC athletes such as Josh Heupel, Brett Kiesel with Snow. We are not looking for phone number to solicit, but bring them back to Snow and allow them to remember their experience, build relationship, and we don't have to ask. They ask, what can I do for Snow College. We want them to come back and speak to students, and help our students see what they could accomplish.
- We are starting to systematize our relationships while students are at Snow College. Our new Athletic Director, Karen Johnson, will begin attending these meetings and

keep us abreast of what is happening with athletics. 17 of our football players are going on to division 1 schools this year, we had a number 1 basketball team this year. We need to keep our connections going with our Alumni. Have Alumni, Athletics and Advancement working together. Karen also will know what projects need to be done i.e. Football turf needs to be replaced in the next 3 years, soccer fence, Softball field – naming opportunities for donors.

- We should consider highlighting/recognizing athletes who have donated so that current athletes can be thinking about their future connection with Snow after they have gone on.

### **Investment Portfolio/Financial Report:**

Handout with summary of endowment and investment update

Endowment is critical for proceeds and investments to help with scholarship opportunities for students. See document

June FY2024 donations over \$800,000 added to endowment

Clearbrook is managing our investments, East Coast office, contract until 2026, focused effort to look at alternatives and turn elsewhere when it ends if needed

Discussion of possible conflicts and appropriate remedies.

Brighton Wealth Management suggested as an alternative because it is local.

Tim will research ending date of contract and ask legal counsel about conflict of interest. He will report at the next meeting

Current returns are in the acceptable range; we are conservative in our approach.

Discussions about funds and returns.

We should be getting quarterly report and are only getting annual.

### **New Business:**

Asking for suggestions/nominations for Distinguished Alumni and other alumni awards to be awarded at Homecoming. Information in packet about the awards. – Threesa will get the nomination form to the board when it is ready.

### **Follow-up & Upcoming Events:**

Alumni Night at the Bees Game – great success despite poor weather. There was a good turn-out

Legislative Adventure Days – appx 15 legislators that had never participated before, others were returning. The speaker and Majority leader were there. Next year will be in Fishlake depending on the results of the current wildfire. Discussion about what board members experienced who came. Legislators enjoyed the invitation, and the interaction with other business people in the community allows for the forging of relationships. It creates future value. Snow College is coming to be known by our legislators. Suggestion made to invite legislators to attend the Homecoming Game.

Mention of a new resort being built in Fairview “Snowland”. It is non-profit. Tim has been on the board.

Alumni Golf Tournament – best one yet, Alumni Council did great

Wrestling Golf Tournament– September 5, 11 teams signed up now – need 10 more

Snow College Benefit Dinner – in Richfield for all Snow College students, donor pays for food as a donation, and that donation allows all sign-ups to go to scholarships. We had 300 attending last year. We would like 400-450 this year.

Homecoming – Oct 11 – next board meeting on the Friday before Homecoming, we want the board on campus, time not set yet afternoon likely the best time. They can ride in the parade.

Homecoming is a great time to invite alumni back to campus. It is an opportunity for them to remember Snow and its influence in their lives.

Do we invite past honoraries, etc. to homecoming? Ali will take that to the Alumni Council.

Discussion about the effect of FSY on enrollment in the future and how to track it. We have between 6,000-10,000 FSY attendees each year. We give them a T-shirt if they want it.

We need to find a way to track better to see if FSY affected their decision to come to Snow.

Discussion about whether there are there any Olympians that are Snow Alumni? Or someone from the 6-county area?

**Adjournment:** at 4:25 pm

**Next Foundation Board meetings:**

November 5 - Ephraim

February – Snow Day on the Hill



# SNOW COLLEGE

OFFICE OF FINANCE AND ADMINISTRATIVE SERVICES

**TO:** Snow College Foundation Board  
**FROM:** Tim Tingey, Vice President of Finance and Administrative Services  
**DATE:** November 3, 2025  
**SUBJECT:** Snow College Monthly Investment Report

## Endowment Allocation Update

In September, the Board of Trustees approved allocating \$2.5 million from Institutional Reserves to the Snow Endowment, with revenue designated for scholarships benefiting rural Utah students. This investment is expected to generate approximately \$100,000 annually in scholarship funding, significantly expanding support for students from rural communities. This action will positively impact the College in several key areas:

- Student Access: Many rural students face limited financial resources and fewer scholarship opportunities. Expanding endowed scholarships directly addresses these challenges.
- Institutional Strength: Allocating reserves to the Endowment strategically leverages College resources, ensuring lasting financial support for future generations.
- Alignment with Mission: This investment advances the College's mission of sustainable growth and student empowerment by creating long-term opportunities for workforce-ready graduates.

## Investment Report Summary

Attached is a summary of the monthly investment performance report for the end of July. Due to audit priorities and temporary staffing changes, the report is not fully current. A complete and updated version will be available for your review at the next Foundation Board meeting. Some of the highlights include:

- The monthly balance has shown a steady increase as additional funds have been invested.
- Annual returns have declined slightly, and monthly returns have dipped toward the end of summer.
- The asset allocation remains diverse, with the following target mix: 30–35% fixed income, 60–65% global marketable equities, and 2–3% cash and cash equivalents.

## Investment Management Update

As a follow-up to our last meeting, the contract with Clearbrook will conclude on December 31, 2026. We will initiate a procurement process for investment management during the summer of 2026 to ensure a smooth transition.

Please let me know if you have any questions or would like additional details ahead of the next meeting. Thank you for your continued support and stewardship of the College's financial resources.

## Monthly Investment Performance Report

### OVERVIEW

Snow College's Endowment Pool grows with support by Snow College friends and alumni. Distributions from the Endowment Pool play a significant role in funding scholarships for Snow College students and help the College achieve its core mission themes of: Tradition of Excellence, Culture of Innovation, and Atmosphere of Engagement.

The investment management of endowment assets requires balancing portfolio risks and expected returns to meet long-term objectives. The goal of the Endowment is to provide a steady stream of income to fund scholarships for Snow College students while preserving the purchasing power of the assets for the benefit of future generations.

### ACTIVITY

### MARKET OUTLOOK

#### Growth & inflation

- The U.S. economy appears to be softening gradually — several leading indicators point to deceleration in the second half of 2025
- Inflation is cooling, but remains sticky in parts of the economy (especially related to tariffs, energy, supply chain frictions).
- Central banks (particularly the Fed) are in a delicate balancing act: hold rates high long enough to contain inflation, but avoid choking off growth entirely.

#### Monetary policy & yields

- The Fed is likely to stay on "pause" for some time.
- If inflation data remains benign and growth slows, rate cuts may begin late 2025 or into 2026.
- Bond yields may see some relief (i.e. modest declines), particularly on the long end, but the path will be volatile.

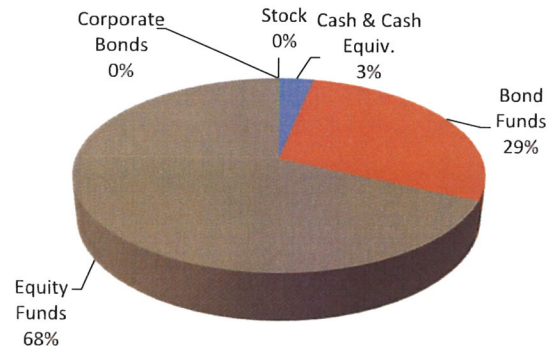
#### Credit, sector dispersion, and idiosyncratic risk

- In the fixed income arena, spreads and credit risk will matter more.
- Equity returns will likely be more uneven (dispersion across industries, geographies, styles) rather than broad-based.
- Geopolitics, tariff policy shifts, credit rating changes (e.g. U.S. sovereign downgrade), and policy surprises are wildcard risks that could shake both equity and bond markets.

### INVESTMENT ALLOCATION

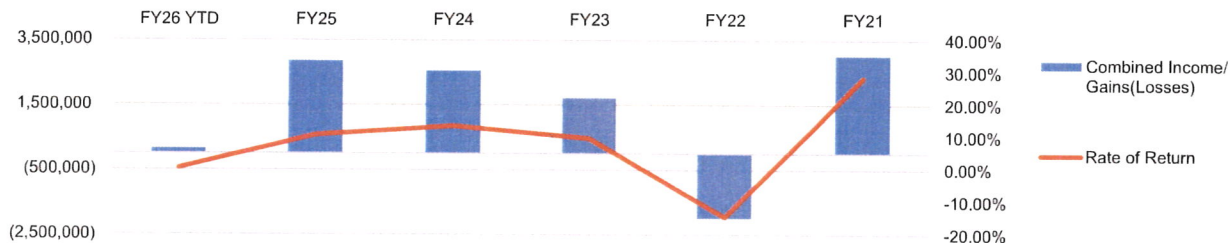
The asset allocation includes a diverse mix of investments with the following target allocation: 30-35% fixed income, 60-65% global marketable equities, and 2-3% cash and cash equivalents. Actual holdings for the current period ended are:

Cash & Cash Equiv.	3.2%	972,453
Bond Funds	28.4%	8,601,713
Equity Funds	68.2%	20,627,142
Corporate Bonds	0.0%	-
Stock	0.2%	54,162
Endowment		30,255,471



### ENDOWMENT RETURNS

	FY26 YTD	FY25	FY24	FY23	FY22	FY21
Income	64,782	2,242,269	830,559	(23,148)	320,750	2,287,253
Unrealized Gain/(Loss)	82,579	609,937	1,719,654	1,740,615	(2,311,753)	735,459
Rate of Return	0.49%	10.79%	13.44%	9.77%	-14.55%	28.34%





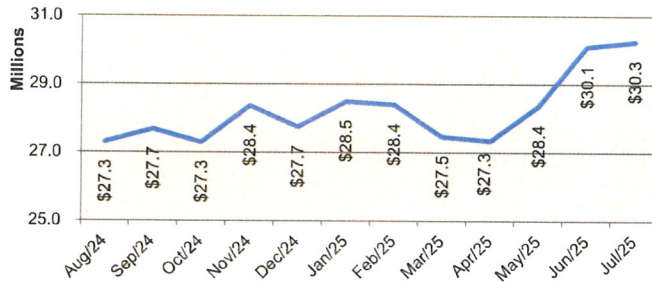


## ENDOWMENT POOL UPDATE

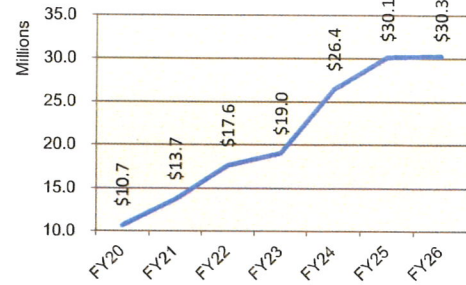
Jul 31, 2025

### Monthly Investment Performance Report

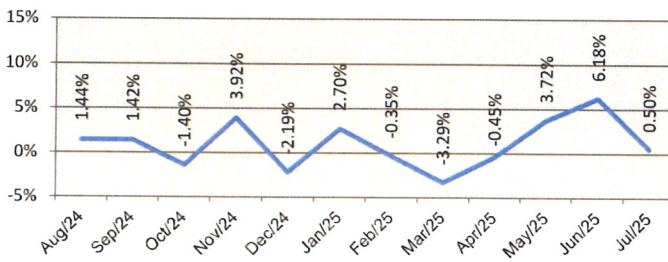
#### MONTHLY BALANCE



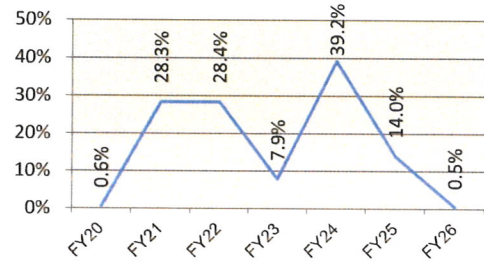
#### ANNUAL BALANCE



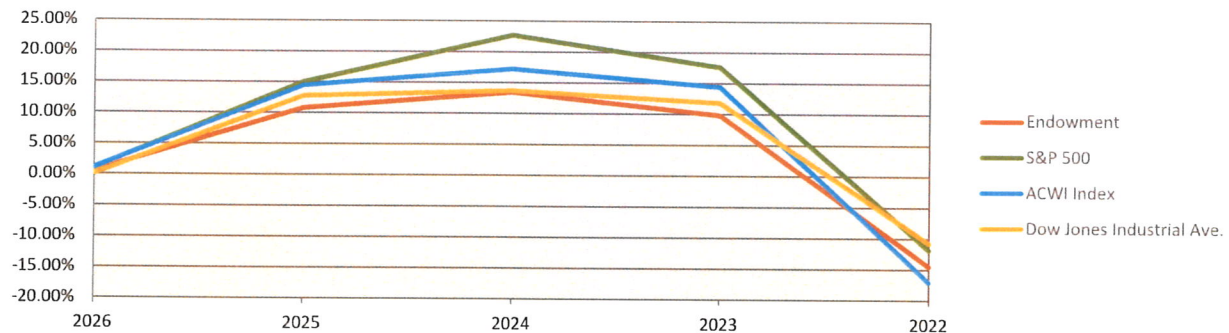
#### MONTHLY RETURNS



#### ANNUAL RETURNS



#### RETURNS







UTAH'S RURAL COMMUNITY COLLEGE  
2026 LEGISLATIVE SESSION

## LOWEST TUITION IN UTAH

STUDENTS WHO START AT SNOW  
AND TRANSFER TO A UTAH REGIONAL UNIVERSITY

**GRADUATE AT A  
27%  
HIGHER RATE** THAN THOSE  
WHO START  
AT THE  
UNIVERSITY\*

\*This does not count attrition of Snow College students



## STUDENT BACKGROUND

**72%** Low-income      **60%** Rural Utah  
**44%** First generation      **33%** Six-County

**EST.  
1888**

## STUDENTS LOVE SNOW!

- 4%** INCREASE IN ANNUAL ENROLLMENT
- 6%** INCREASE IN GENERAL RETENTION
- 12%** INCREASE IN FRESHMAN RETENTION
- 17%** INCREASE IN COMPLETION
- 105%** INCREASE IN PRISON ED ENROLLMENT

Enrollment data from 2024-2025 academic year



**2017    2019    2021**

Colleges are selected every two years  
based on retention, completion, transfer,  
and bachelor's attainment rates.

**2023    2025    2027**

## NEW AND PROPOSED PROGRAMS

- Respiratory Therapy
- Behavioral Health Technician
- Radiologic Technician
- Equine Therapy
- Meat Services
- Commercial Driver's License
- Architecture
- Electrical Apprenticeship
- Rural Entrepreneurship
- Phlebotomy





# BUDGET REQUEST AND REPORT

## PERFORMANCE FUNDING



### Public Safety Enhancements \$75,000

Enhances staffing, equipment, and support for stronger public safety and emergency response



### Student Success Retention Tools \$50,000

Provides software that boosts student retention, directs resources effectively, and helps more students succeed



### TechConnect Access \$150,000

Makes degree access affordable for technical college graduates, advancing the goal of a cohesive, efficient, and workforce-responsive education system



### Dual Mission Tuition \$110,200

Saves students from paying excess tuition when combining technical and academic credits, encouraging both credit types

## GENERAL EDUCATION

### Durable Skills and Workplace Readiness \$308,000 for Snow; \$617,000 for SLCC

To address the gap between workforce needs and graduates' durable skills, Snow College, in partnership with Salt Lake Community College, is transitioning general education from a content-based model to a skills-based model to teach the following:

- Critical Thinking
- Information Literacy
- Teamwork
- Creative Thinking
- Problem Solving
- Ethical Reasoning

## COMPENSATION

Support recommended USHE cost of living adjustments and health insurance benefits

## CONTACT:

**STACEE MCIFF** President • 435-201-1592 cell • [stacee.mciff@snow.edu](mailto:stacee.mciff@snow.edu)

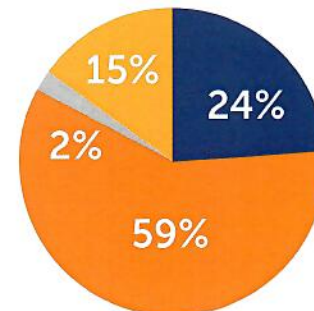
**CAM BROOKS** Government Relations • 435-592-2423 cell • [cameron.brooks@snow.edu](mailto:cameron.brooks@snow.edu)

## HB 265 REINVESTMENT

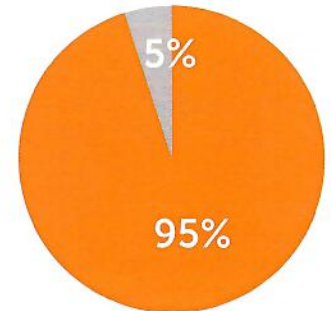
✓ Not a one-time exercise

✓ Committed to continuous improvement

### PROPOSED DISINVESTMENT CATEGORIES



### PROPOSED REALLOCATION CATEGORIES



■ INSTITUTIONAL SUPPORT  
■ INSTRUCTION

■ ACADEMIC SUPPORT  
■ STUDENT SERVICES



**BADGER 40**  
A PLAN FOR SNOW COLLEGE 2025-2028

#1

Ensure positive and sustainable growth in **ENROLLMENT** through effective, data-driven recruitment and retention strategies

#2

Empower students with durable skills and **WORKFORCE READINESS**

#3

Strengthen institutional capacity on **OPERATIONAL EXCELLENCE**



# BUILDING TOGETHER



The Richfield Campus is getting a makeover with a new Washburn expansion!

- Inviting, official entrance to campus
- Beautiful venue for community events
- Student gathering space
- Expanded plaza to enhance outdoor experience



Support local students by contributing today. Donors will be listed on an interior wall of the new portion of the building.

## GIVING LEVELS

**Bronze** \$500-\$999

**Silver** \$1,000- \$4,999

**Gold** \$5,000-\$9,999

**Platinum** \$10,000-\$49,000

**Titanium** \$50,000 -\$99,999

**Diamond** \$100,000 and above

**NAMING OPPORTUNITIES  
ARE ALSO AVAILABLE**



Donate by scanning the QR code or visiting  
[snow.edu/washburn](https://snow.edu/washburn)  
Questions? Contact Cameron Brooks  
at [cameron.brooks@snow.edu](mailto:cameron.brooks@snow.edu) or 435.283.7062

**S** SNOW COLLEGE



# 2025 FACTS AT A GLANCE

UNLESS OTHERWISE NOTED, ALL DATA IS FROM THE 2021-25 SCHOOL YEARS

RECEIVE  
FINANCIAL AID  
**77%**

## STUDENT BACKGROUND

72% UNDERREPRESENTED\*  
72% LOW-INCOME  
44% FIRST GENERATION  
60% RURAL UTAH  
33% SIX-COUNTY

## 2026 TUITION & FEES

**\$2,219** RESIDENT  
**\$7,319** NON-RESIDENT  
**\$5,050** AVERAGE  
FINANCIAL AID AWARD  
**\$85** PER CREDIT FOR  
TECHNICAL EDUCATION

COUNTRIES  
REPRESENTED  
**88**

## LOWEST TUITION IN UTAH

# \$27,396

AVERAGE SAVINGS COMPARED TO FIRST  
TWO YEARS AT UTAH'S 4-YEAR INSTITUTIONS

FULL-TIME  
STATUS  
**56%**



**52%** **48%**  
FEMALE MALE  
AVERAGE AGE IS 21

## 5,488 ENROLLED WHERE ARE THEY?

47% EPHRAIM  
8% RICHFIELD  
30% HIGH SCHOOL  
11% ONLINE-ONLY  
3% OFF-CAMPUS  
1% PRISON

UTAH  
STUDENTS  
**84%**

## STUDENTS LOVE SNOW COLLEGE!

4% INCREASE IN ANNUAL ENROLLMENT  
6% INCREASE IN GENERAL RETENTION  
12% INCREASE IN FRESHMAN RETENTION  
17% INCREASE IN COMPLETION



\*LOW-INCOME, FIRST-GENERATION, AND MINORITY STUDENTS

STUDENTS WHO  
START AT SNOW  
AND TRANSFER TO  
A UTAH UNIVERSITY  
GRADUATE AT A

# 27%

HIGHER RATE THAN THOSE  
WHO START AT  
THE UNIVERSITY

THIS DOES NOT COUNT ATTRITION  
OF SNOW COLLEGE STUDENTS