

# NBOA Business Officer Institute

**JUNE 13–16, 2022**

GEORGETOWN DAY SCHOOL | WASHINGTON, DC



**PROGRAM**

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# NBOA Business Officer Institute

JUNE 13 – 16, 2022 | GEORGETOWN DAY SCHOOL | WASHINGTON, DC

## Welcome to the 2022 Business Officer Institute!

This may be the end of the year for independent schools, but it is the start of a new career for many of you as independent school business officers. Others are here to recharge their batteries before the school year ahead, surrounded by the beautiful campus of Georgetown Day School in Washington, DC. Regardless of your tenure as a business officer, I'm pleased that you have chosen to attend this one-of-a-kind program, and I'm confident that it will equip you with content and connections to support your professional success.



Over the next few days, you and other business officers will gain an overview of the dynamic portfolio of independent school business and financial operations. The Business Officer Institute is like no other professional development event because it taps an extensive national network of the very best faculty and business partners to provide current, highly relevant insights. You will gain valuable skills and learn to leverage useful tools and resources. And, after four days of learning, dining and socializing with fellow attendees and members of your professional learning network (PLN), you will build important relationships that you can turn to again and again long after the conclusion of the program.

The Business Officer Institute is a showcase for the generosity of the national independent school business officer community, which is committed to your success and the success of your independent school. So, get ready to absorb an abundance of information and collegiality, and have an outstanding week. If there is anything that I or any member of the NBOA staff can do to help ensure that you have a world-class learning experience, please let us know.

Best regards,

A handwritten signature in black ink, appearing to read "Jeffrey Shields". The signature is fluid and cursive.

**Jeffrey Shields, FASAE, CAE**  
NBOA President and CEO

*All learning sessions and meals are at Georgetown Day School unless otherwise noted.*

# Location

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## The Welcome Reception and Dinner on Monday will take place at:

Glover Park Hotel  
2505 Wisconsin Ave NW  
Washington, DC 20007

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## All learning activities Tuesday through Thursday will take place at:

Georgetown Day School (High School)  
4200 Davenport St NW  
Washington, DC 20016

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Thank you to  
**Georgetown Day  
School for serving  
as the host of the  
2022 Business  
Officer Institute.**



### Download presentations

and materials from the 2022 Business Officer Institute Community at [NBOA.org/BOI](https://www.nboa.org/BOI). This paperless initiative is part of NBOA's environmental sustainability efforts.

## Transportation

Bus transportation will be provided between The Glover Park Hotel and Georgetown Day School as well as Wednesday's reception and dinner at Sidwell Friends School.

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**For the latest independent school news and updates on NBOA programs, products and services, follow NBOA on our social media channels:**



Twitter

@NBOAnet and  
@ShieldsNBOA



Facebook

@NBOAnet



LinkedIn

Search for  
"National  
Business Officers  
Association"

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# Program

**MONDAY, JUNE 13**

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**3:00–4:30 p.m.**

## **Registration and Hotel Check-In**

*Glover Park Hotel, Rock Creek Lobby*

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**5:00–8:00 p.m.**

## **Reception, Dinner and Opening Keynote Session**

*Glover Park Hotel, Rock Creek Ballroom*

Meet the BOI faculty, NBOA staff, fellow attendees and your professional learning network (PLN).

## **The Future of Independent Schools: A Conversation with Donna Orem and Jeff Shields**

Join national thought leaders, Donna Orem and Jeff Shields, presidents of NAIS and NBOA, respectively, for a pulse check on the state of independent schools today and insights into the future of the industry. Donna and Jeff will discuss current and future trends, and the critical function of independent school business to secure a school's long-term viability. Attendees will have ample opportunity to ask questions following the opening conversation.

### **PRESENTERS**

**Donna Orem**, *President, National Association of Independent Schools*

**Jeffrey Shields**, *FASAE, CAE, President and CEO, National Business Officers Association*

### **MODERATOR**

**Jennifer Osland Hillen**, *CPA, CGMA, Chief Learning Officer, National Business Officers Association*

### **LEARNING OBJECTIVE**

Participants will learn what trends will impact the sustainability of independent schools and how to capitalize on or mitigate their effects.

CPE Field of Study	Business Management and Organization
Recommended CPE Credits	1.5
HRCI Category	HR Business
Recommended HRCI Credits	2.0
SHRM BoCK	Leadership and Navigation
SHRM PDC Credit	2.0

**TUESDAY, JUNE 14**

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**7:45–8:30 a.m.**

## **Breakfast**

*Glover Park Hotel*

Breakfast is only for individuals staying at the hotel.

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**8:30 a.m.**

## **Buses depart for Georgetown Day School**

4200 Davenport Street NW  
Washington, DC 20016

*Main Lobby of the Hotel*

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**9:00–9:10 a.m.**

## **Welcome to GDS and BOI**

*High School Library, 2nd Floor*

### **PRESENTERS**

**Jennifer Osland Hillen**, *CPA, CGMA, Chief Learning Officer, National Business Officers Association*

**Jeffrey Houser**, *Chief Financial Officer, Georgetown Day School*

**Russell Shaw**, *Head of School, Georgetown Day School*

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**9:15–10:15 a.m.**

## Independent School Culture

An independent school and its culture are quite different from for-profit entities and other types of organizations. Your technical knowledge is what got you in the door, but your ability to understand school culture will determine your success. Learn the fundamentals of school culture and discover the steps other business officers have taken to achieve success at their schools.

### PRESENTER

**Michael Bergin**, *Chief Financial and Operating Officer, Miss Porter's School*

### LEARNING OBJECTIVE

Participants will learn the fundamentals of school culture and the steps you can take to understand and work successfully within your school's culture.

CPE Field of Study	Business Management and Organization
Recommended CPE Credits	1.2
HRCI Category	HR Business
Recommended HRCI Credits	1.0
SHRM BoCK	Business Acumen
SHRM PDC Credit	1.0

**10:15–10:45 a.m.**

## The Independent School Business Model

Enhance your understanding of the multi-faceted independent school business model and complex drivers impacting it. Learn how the biggest sources of revenue and expense interact and how changes can impact the entire system. Learn how to present the information that will drive more strategic discussions at both the leadership team and board level.

### PRESENTERS

**Jennifer Osland Hillen, CPA, CGMA**, *Chief Learning Officer, National Business Officers Association*

**James Palmieri**, *Executive Vice President, National Business Officers Association*

### LEARNING OBJECTIVE

Participants will learn the fundamentals of the independent school business model, including income statement and balance sheet considerations, pressures and disruptions facing the industry, levers to consider pulling, and how to understand financial health.

CPE Field of Study	Finance
Recommended CPE Credits	0.6
HRCI Category	HR Business
Recommended HRCI Credits	0.5
SHRM BoCK	Business Acumen
SHRM PDC Credit	0.5

**10:45–11:00 a.m.**

## Break

*All learning sessions and meals are at Georgetown Day School unless otherwise noted.*

**11:00 a.m. – 12:00 p.m.**

## **Business Office Partnerships: Enrollment Management and Financial Aid**

Without students, a school wouldn't be a school. Therefore, a good working relationship between the chief enrollment officer and chief business officer is critical to the success of an independent school. Learn how this partnership can structure and augment current practices in re-enrollment, enrollment management, financial aid, tuition modeling and student account management, and lead to satisfied families and stronger financial health for the school.

### **PRESENTER**

**Chad Stacy**, *Chief Financial Officer,  
The Dunn School*

### **LEARNING OBJECTIVE**

Participants will learn how other schools have met their enrollment and student accounts challenges and built a strong partnership between the business and enrollment offices.

CPE Field of Study	Business Management and Organization
Recommended CPE Credits	1.2
HRCI Category	HR Business
Recommended HRCI Credits	1.0
SHRM BoCK	HR General
SHRM PDC Credit	1.0

**12:00 – 1:00 p.m.**

## **Lunch with your Professional Learning Network (PLN)**

### **LEARNING OBJECTIVE**

Participants will learn the answers to any questions they may have from the day's sessions.

CPE Field of Study	Management Services – Technical
Recommended CPE Credits	1.2
HRCI Category	HR Business
Recommended HRCI Credits	1.0
SHRM BoCK	Business Acumen
SHRM PDC Credit	1.0

**1:00 – 1:30 p.m.**

## **Essentials of Not-for-Profit Accounting**

Not-for-profit accounting and financial reporting can be complex and very different from for-profit practices, especially considering schools are fortunate to have donors that support school finances and operations with restricted gifts. This session will present an overview of the accounting and financial reporting for independent schools and cover key topics that you need to be aware of to avoid issues during your audit.

### **PRESENTER**

**Liz Maher, CPA, MBA**, *Director,  
Accounting and Tax Programs,  
National Business Officers Association*

### **LEARNING OBJECTIVE**

Participants will gain the essential knowledge needed to understand not-for-profit accounting in independent schools.

CPE Field of Study	Accounting – Technical
Recommended CPE Credits	0.6
HRCI Category	HR Business
Recommended HRCI Credits	0.5
SHRM BoCK	Business Acumen
SHRM PDC Credit	0.5

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**1:30–2:30 p.m.**

## Independent School Facilities, Operations and Risk Management

The business officer usually has facilities and campus management under their purview along with the responsibility for enterprise risk management. Learn the key components of facilities management and other school operations that intersect with risk management. Learn how to communicate with all school constituencies about your school's risk management program and physical assets.

### PRESENTER

**Debbie Lee-Rizzi**, *Chief Financial Officer, The Evergreen School*

### LEARNING OBJECTIVE

Participants will learn how to approach enterprise risk management at an independent school and how to best steward the school's physical assets to ensure the school community's safety and security, while providing an optimal learning environment.

CPE Field of Study	Business Management and Organization
Recommended CPE Credits	1.2
HRCI Category	HR Business
Recommended HRCI Credits	1.0
SHRM BoCK	Business Acumen
SHRM PDC Credit	1.0

**2:30–2:45 p.m.**

## Break

**2:45–4:15 p.m.**

## Personalities in the Workplace: DiSC Profile Assessment

For more than 30 years, the DiSC Profile has opened the door to understanding the dynamics that influence communication and positive relationships in the workplace. The foundation of success lies in understanding yourself, understanding others and realizing the impact of your behavior on people. DiSC focuses on four behavioral dimensions including D: Dominance, I: Influence, S: Steadiness and C: Conscientiousness. How can you use this information to be more successful in your role as a leader in your school? Explore this concept through case studies.

### PRESENTERS

**Jon Hockman**, *CPF, FASAE, Chief Practice Officer, McKinley Advisors*

**Jeffrey Shields**, *FASAE, CAE, President and CEO, NBOA*

### LEARNING OBJECTIVE

Participants will use the DiSC Profile to learn their leadership qualities and optimize their leadership style at their independent schools.

CPE Field of Study	Personal Development
Recommended CPE Credits	1.8
HRCI Category	HR General
Recommended HRCI Credits	1.5
SHRM BoCK	Relationship Management
SHRM PDC Credit	1.5

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**4:15–5:00 p.m.**

## **Small Group Discussion and Reflection: Professional Learning Network (PLN)**

### **LEARNING OBJECTIVE**

Participants will learn the answers to any questions they may have from the day's sessions.

CPE Field of Study	Management Services – Technical
Recommended CPE Credits	0.9
HRCI Category	HR Business
Recommended HRCI Credits	0.5
SHRM BoCK	Business Acumen
SHRM PDC Credit	0.5

**5:00–6:30 p.m.**

## **Georgetown Day School Tour and Reception**

**6:30 p.m.**

## **Transportation to Glover Park Hotel**

Evening on your own.

## **WEDNESDAY, JUNE 15**

**7:45–8:30 a.m.**

## **Breakfast**

*Glover Park Hotel*

Breakfast is only for individuals staying at the hotel.

**8:30 a.m.**

## **Buses depart for Georgetown Day School**

*Main Lobby of the Hotel*

**9:00–10:15 a.m.**

## **Human Resources in Independent Schools**

*High School Library, 2nd Floor*

Business officers often play a major role when it comes to human resources at their school. This presentation will help you find your motivation when facing issues that are often perplexing and counterintuitive. Hiring, the appropriate classification and payment of employees, managing accommodations, tracking protected leaves, and performance management are the highlights of this session.

### **PRESENTER**

**Amber Stockham, SPHR**, *Director, Human Resources Programs, NBOA*

### **LEARNING OBJECTIVE**

Participants will learn about current issues in human resources and tools to become and remain compliant with regulations governing these issues.

CPE Field of Study	Personnel/ Human Resources – Non-Technical
Recommended CPE Credits	1.5
HRCI Category	HR General
Recommended HRCI Credits	1.25
SHRM BoCK	Leadership and Navigation
SHRM PDC Credit	1.25



*All learning sessions and meals are at Georgetown Day School unless otherwise noted.*

**10:15– 10:30 a.m.**

## **Break**

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**10:30– 11:30 a.m.**

## **Self-Study Takeaways and Roundtable Q&A with Faculty**

The moderator will lead a roundtable discussion with the faculty to answer questions that participants have about the material that was made available prior to the live program and clarify concepts.

### **PRESENTERS**

**Michael Bergin**, *Chief Financial and Operating Officer, Miss Porter's School*

**Chris Harper**, *Chief Financial Officer/Chief Operating Officer, The Landon School*

**Debbie Lee-Rizzi**, *Chief Financial Officer, The Evergreen School*

**Phyllis Palmiero**, *CFO/COO, Collegiate School*

**Chad Stacy**, *Chief Financial Officer, The Dunn School*

### **MODERATORS**

**Jennifer Osland Hillen, CPA, CGMA**, *Chief Learning Officer, NBOA*

**Mary Kay Markunas**, *Director, Member Resources and Programs, National Business Officers Association*

### **LEARNING OBJECTIVE**

Participants will learn the answers to questions that they may have from the self-study materials.

CPE Field of Study	Business Management and Organization
Recommended CPE Credits	1.2
HRCI Category	HR Business
Recommended HRCI Credits	1.0
SHRM BoCK	Business Acumen
SHRM PDC Credit	1.0

**11:30 a.m. – 12:30 p.m.**

## **The Development and Business Office Partnership: Institutional Advancement**

Capital, endowment and annual giving campaigns are an integral part of independent school business models, community structures and leadership efforts. It is imperative that the administrative team and especially the business and advancement offices work together to structure and manage these endeavors. In particular, the business office and development offices should be in constant communication to address the potentially unique and complex transactions that may arise. Hear how an experienced business officer and development director partner for success, including stewarding donors, using and investing donated funds, and complying with regulations.

### **PRESENTER**

**Chris Harper**, *Chief Financial Officer/Chief Operating Officer, The Landon School*

### **LEARNING OBJECTIVE**

Participants will learn how experienced business officers and development directors can work together to manage a successful fundraising campaign, including stewarding donors, using and investing donated funds and complying with regulations.

CPE Field of Study	Business Management and Organization
Recommended CPE Credits	1.2
HRCI Category	HR Business
Recommended HRCI Credits	1.0
SHRM BoCK	Business Acumen
SHRM PDC Credit	1.0

*All learning sessions and meals are at Georgetown Day School unless otherwise noted.*

**12:30 – 1:30 p.m.**  
**Lunch**

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**1:30 – 2:30 p.m.**  
**Business Office Partnerships:  
Governance and Working  
with the Board**

Independent school trustees must effectively steward the school by fulfilling their fiduciary role, and the board's partnerships with the head of school and business officer are critical. School leaders will learn how to assist your trustees in understanding their fiduciary responsibilities, provide the information they need to undertake informed strategic discussions.

**PRESENTER**

**Phyllis Palmiero**, CFO/COO,  
*Collegiate School*

**LEARNING OBJECTIVE**

Participants will learn how to work with the board to provide critical information that allows them to understand the school's financial health and fulfill their fiduciary responsibilities.

CPE Field of Study	Finance
Recommended CPE Credits	1.2
HRCI Category	HR Business
Recommended HRCI Credits	1.0
SHRM BoCK	Business Acumen
SHRM PDC Credit	1.0

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**2:30 – 2:45 p.m.**  
**Break**



**2:45 – 4:15 p.m.**  
**Connecting Financial  
Health and Equity Work**

Explore how equity, diversity, inclusion and justice work is connected to advancing a school's fiduciary health and mission, and also strategic planning. Learn why these conversations are so different today, apply the "continuum of broaching behavior" framework, and hear about common pitfalls for schools and trustees as well as best practices.

**PRESENTER**

**Valaida L. Wise, Ed.D.**,  
*Dr. Valaida Wise Consulting*

**LEARNING OBJECTIVE**

Participants will be able to explain the connection between equity, diversity, inclusion and justice work and school a school's financial health and employ a new framework for assessing their school's progress.

CPE Field of Study	Behavioral Ethics
Recommended CPE Credits	1.8
HRCI Category	HR General
Recommended HRCI Credits	1.5
SHRM BoCK	Leadership and Navigation
SHRM PDC Credit	1.5

*All learning sessions and meals are at Georgetown Day School unless otherwise noted.*

4:15 p.m.

## Transportation to Glover Park Hotel

5:30 p.m.

## Buses depart for Sidwell Friends School

Main Lobby of Glover Park Hotel

6:00–8:00 p.m.

## Reception and Closing Dinner

Sidwell Friends School

8:00 p.m.

## Transportation to Glover Park Hotel

# THURSDAY, JUNE 16

7:45–8:30 a.m.

## Breakfast

Glover Park Hotel

Breakfast is only for individuals staying at the hotel.

8:30 a.m.

## Buses depart for Georgetown Day School

Main Lobby of the Hotel

9:00–10:30 a.m.

## Hot Topics in Independent School Legal Issues

High School Library, 2nd Floor

The business office handles a wide range of legal issues. This session will cover what you need to know about technology policies, student

bullying and harassment, child abuse reporting and appropriate boundaries between students and adults, tuition management issues and background checks. Learn to spot issues, reduce your school's risk and determine when you need to call your school's attorney.

### PRESENTER

**Grace H. Lee, J.D.**, Partner, Venable, LLP, and NBOA Legal Counsel

### LEARNING OBJECTIVE

Participants will learn to spot legal issues for their school, reduce their school's risk and determine when to call their school's attorney.

CPE Field of Study	Business Law
Recommended CPE Credits	1.8
HRCI Category	HR Business
Recommended HRCI Credits	1.75
SHRM BoCK	Ethical Practice
SHRM PDC Credit	1.75

10:30–10:45 a.m.

## Break

10:45 a.m. – 12:00 p.m.

## The Critical Partnership Between the Head of School and Business Officer

A good working relationship between the head of school and business officer is essential to the success of an independent school. Learn about the keys to a healthy partnership between these two leadership roles and the steps the business officer can take to build a strong working relationship with the head of school and other important members of the administrative team.

All learning sessions and meals are at Georgetown Day School unless otherwise noted.

## PANELISTS

**Alex Heiberger**, *Chief Financial Officer, The Madeira School*

**Jeffrey Houser**, *Chief Financial Officer, Georgetown Day School*

**Russell Shaw**, *Head of School, Georgetown Day School*

**Gretchen Warner**, *Head of School, The Madeira School*

## MODERATOR

**Jennifer Osland Hillen, CPA, CGMA**, *Chief Learning Officer, National Business Officers Association*

## LEARNING OBJECTIVE

Participants will learn about key working relationships in the business office and how to develop the rapport needed to lead their school to success.

CPE Field of Study	Business Management and Organization
Recommended CPE Credits	1.5
HRCI Category	HR Business
Recommended HRCI Credits	1.25
SHRM BoCK	Business Acumen
SHRM PDC Credit	1.25

**12:00 – 12:45 p.m.**

## Small Group Reflection and Lunch with Your Professional Learning Network (PLN)

### LEARNING OBJECTIVE

Participants will learn the answers to any questions they may have from the day's sessions.

CPE Field of Study	Management Services – Technical
Recommended CPE Credits	0.9
HRCI Category	HR Business
Recommended HRCI Credits	0.5
SHRM BoCK	Business Acumen
SHRM PDC Credit	0.5

**12:45 – 1:45 p.m.**

## What's Next? NBOA Tools and Resources to Support You

Learn about the many resources made available to you by the only national association focused on serving professionals working in independent school business operations. Tools to be discussed include online communities, publications, programming and NBOA templates, calendars and more. Also, during this session, you will learn how to implement the knowledge you have gained when you return to your school, and faculty will address lingering questions and make sure the learnings from the week's sessions are connected.

### PRESENTER

**Mary Kay Markunas**, *Director, Member Resources and Programs, National Business Officers Association*

### LEARNING OBJECTIVE

Participants will learn about the many tools and resources available to them from NBOA, how to prioritize their to-do lists with takeaways from the week's program, and have remaining questions answered.

CPE Field of Study	Management Services – Technical
Recommended CPE Credits	1.2
HRCI Category	HR Business
Recommended HRCI Credits	1.0
SHRM BoCK	Business Acumen
SHRM PDC Credit	1.0

**2:00 p.m.**

## Adjourn

*Transportation to Glover Park Hotel*

*All learning sessions and meals are at Georgetown Day School unless otherwise noted.*



## Continuing Education



NBOA is registered with the **National Association of State Boards of Accountancy (NASBA)** as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its website: [www.nasbaregistry.org](http://www.nasbaregistry.org)

**CPE Fields of Study:** Accounting–Technical, Behavioral Ethics, Business Law, Business Management and Organization, Finance, Management Services–Technical, Personal Development, Personnel/Human Resources–Non-Technical

**Delivery Method:** Group Live

**CPE Program Level:** Basic

**CPE Prerequisites:** None

**Recommended Credit:** (1125 minutes/50) 22.5 hours for the entire conference



NBOA is recognized by **SHRM** to offer SHRM-CP or SHRM SCP professional development credits (PDCs). For more information about certification or recertification, please visit [www.shrmcertification.org](http://www.shrmcertification.org).



NBOA is a recognized provider of recertification credits. This program has been submitted to the **HR Certification Institute** for review.

*All learning sessions and meals are at Georgetown Day School unless otherwise noted.*

# BOI attendees receive 20% off any NBOA Publication with the code BOI2022

*If multiple books are purchased, the promotion will be applied to the highest priced item on the order. Promotion code expires July 5, 2022.*

## Use the code to purchase NBOA's newest publication.

*The Business of Independent Schools* is a digestible introduction to the responsibilities of the independent school business office, by leading experts in the sector.



*“The role of the business officer is an expansive one, especially when you are new to independent schools. Having a guide to give you the background necessary to execute your role is extremely valuable. Whether it’s matters related to security, transportation, philanthropy or budgeting, this guide provides the knowledge to make business officers better at their jobs from day one.”*

— **TREY HOLLOWAY**  
ASSISTANT HEAD OF SCHOOL  
FOR FINANCE AND OPERATIONS,  
MARET SCHOOL



Scan here to purchase  
*The Business of Independent Schools*

*All learning sessions and meals are at Georgetown Day School unless otherwise noted.*

## **NBOA Is Here To Help Throughout the Year.**

- **Solve your problems.** Ask questions and exchange samples with thousands of colleagues in NBOA Connect online communities for business officers, business operations, human resources and accounting & finance. Don't reinvent the wheel! Find hundreds of sample policies, job descriptions and forms. Join the community at [NBOA.org/Community](https://www.nboa.org/Community).
- **Stay on top of trends and issues.** Attend complimentary webinars covering the latest in independent school business operations. The next webinars are on June 23 and 30 and July 21, 2022. Register for upcoming webinars and view past webinar recordings at [NBOA.org/Webinars](https://www.nboa.org/Webinars).
- **Learn forward-thinking solutions.** Read NBOA's Net Assets magazine for the latest best practices, strategies, compliance, research, news and more. Articles are available to members online and in print, and through the Net Assets NOW e-newsletter. Read the latest articles at [NBOA.org/NetAssets](https://www.nboa.org/NetAssets).
- **Advance your career.** NBOA's online courses and workshops teach vital business and HR concepts in a highly engaging way to enable learners to transform their careers. View upcoming online courses at [NBOA.org/OnlineCourses](https://www.nboa.org/OnlineCourses).
- **Get more supplies, equipment and services for less.** Enroll your school in PurchasingPoint®, NBOA's purchasing consortium, and save an average of 30% on major national brands providing office supplies and equipment, technology, facilities management and more. Start saving now at [NBOA.org/PurchasingPoint](https://www.nboa.org/PurchasingPoint).
- **Expand your network and reconnect with BOI participants.** Attend the 2023 NBOA Annual Meeting, February 19–22, 2023 in Los Angeles. Network with independent school business officers from across the country and participate in dozens of professional development sessions. Learn more about the upcoming meeting at [NBOA.org/Annual](https://www.nboa.org/Annual).
- **Benchmark your data.** Business Intelligence for Independent Schools (BIIS), a tool available exclusively to members, offers a comprehensive look at your school's financial health and sustainability metrics, as well as business office compensation and staffing information, all of which can be benchmarked against similar schools in a national data set. Learn more about the platform at [NBOA.org/BIISData](https://www.nboa.org/BIISData).