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**Strategic Planning DRC board sub-committee**

2/1/2023 5:00-6:00pm

Attending: Julie, Eloise, Rob, Deborah Jayne

Not in attendance: John

Staff: Jody, Elizabeth

* Introductions
  + We discussed why we joined the strategic planning committee and what we think we can bring to our work this year
  + Talked about our skills, the importance of owning and being able to speak to the strategic plan – resonance, accessibility, easy to talk about
  + Elizabeth is overseeing strategic direction across many parts of the DRC, including the strategic planning. Will be attending all of our meetings.
* Updates on progress towards strategic plan goals & any needs for board member support/problem-solving (Jody/Elizabeth)
  + Capture the tail end of 2022 and step into 2023.
  + Some objectives we knew we’d carry into 2023 from 2022.
    - Attorney campaign, integrate area attorneys in a complementary way; DRC makes their lives easier too. Give back that supports community training.
    - Cielo partnership
    - Grow volunteer pool, get conciliator team up to where they were pre-covid + maintain current volunteer pool
    - Steps towards 6 months revenue in reserves
  + How can the board help?
    - Rob: reflection on attorney campaign. People now are much smarter about how to resolve disputes; different experience and education. It’s hard with traditional law school model. But there are lots of newer people who are less traditional and more into new ideas.
    - Jody: focusing on paralegals is important, they can be great allies.
    - Elizabeth: Should we be targeting law school students as well? Other folks who are more adjacent to our traditional audience.
    - Deborah Jayne: How do we learn who the new attorneys are in our area?
    - Are there new career professionals groups within Thurston or Mason County Bar Association? Julie will investigate.
    - Rob: Paralegal thing is brilliant! This is a tough profession for new lawyers. If we can give them a way to help them do what they need to do and be profitable, that’s key. Don’t want them to see mediation as money leaking out of their pockets. There are collaborative law firms, but not sure how much that’s taken off here.
    - Jody: We have a mediator Hugh McGavick who is part of Olympia's collaborative law group.
    - Eloise: lack of awareness could be a problem. Maybe an infographic to explain how the DRC benefits them. Also like the open house idea.
* Debrief on fall retreat and next steps (all)
  + There was a summary written up about items that were discussed and what the next steps were going to be. Need help from Curt – transition
  + Jody take-aways: Staff really enjoyed being part of it. What have we tried, not tried. We’ve started doing employee resource groups to come together and strategize on specific topics. Want to keep harnessing the energy from the retreat. Elizabeth can be a conduit to that. We’re still transforming as an organization. Want to continue a really robust feedback loop. Recommendation of a mid-year retreat to check in and cross-pollinate.
  + Elizabeth take-aways: Heard a need for stability. Youth services was a theme throughout many of the topics. Working on a menu of what youth services options are. Moving Lucia’s previous work on to new staff. Working on a proposal for a youth service position.
  + Rob: expressed interest in helping with the schools.
  + Eloise: was able to provide info to a teacher she knows.
  + Rob: Let’s do more of the staff-board engagement.
  + Jody: There was some precedent of a half-day retreat in May and a full day in November.
  + Rob: New Sherrif! Leads in law enforcement community.

Action items:

* Planning a mid-year retreat; set dates for (both) retreats for the year.
  + Staff round-robin for best dates for DRC leadership team: 11/8 had the most support.
  + Need to set May date for mini-retreat (planning for it will happen at our May meeting): Jody will ask her leadership team; full board will set the date.
* Julie/Deborah get the notes from November, and the 1-1 themes.
  + Julie and Deborah meet with Curt on Zoom before our next meeting
* Julie will schedule an interim meeting before May—will send out date options.
  + Goal: Side by side comparison: Want to comb through the feedback from November and see if we’re missing anything in the current strategic plan.

**Informational resources:**

* Strategic Planning Meeting dates for 2023: Feb. 2, May 3, Aug. 2, Nov. 1, 2023
  + 1st Wednesdays (5-6pm) in February, May, August, and November
* Members: Julie (committee chair), Eloise, Rob, John; Staff connection: Elizabeth
* Attending sometimes: Deborah Jayne, Jody