DRC Board Meeting Summary

3/16/22

Convening at 5:34

Board Members Present: Mickey, Kevin, Mary Sue, Alicia, Deborah Jayne, Julie

Board Members Absent: John, Waeni, Curt, Matt, Bob [

Staff Present: Jody, Joe

Start: Mickey wants to record the meeting for folks not present to be able to view later. Everyone consented.

Consent agenda: Kevin moves, Mary Sue seconded

* Julie: Wondering about the financial dashboard; at what point we ask about it. Sorry for not bringing this up before the meeting.
* Mickey: Table the motion; new motion sans financial dashboard (everyone consented)
* New motion: approve consent agenda minus the dashboard (Kevin, Julie seconded)- unanimous
* Consent agenda minus financial dashboard has been approved

Mickey: Director's report- new, tell us what's helpful to hear

Jody: I wrote a report, available in info section.

* Financial dashboard: missing the notations at the bottom that would have explained. Any anomalies will go to exec and then to you. ERPP funding had a lag + lots of personnel changes giving folks raises. We knew we'd have higher expenses and there'd be a catchup period in Jan-Feb where grants weren't going to be enough. Also a clerical error in a grant that led to a double payment. Anything concerning will always be brought to you. (Julie: Thanks for that look under the hood!)
* Note-- see document in Information Resources section of March meeting materials for full text.
* Celebrations: Major milestones in this year's state budget. have never been funded at these levels. More than double. 2020 audit is done! No findings of things that need to be different! The 2015 audit was the first in the org's history, and there was a ton to be learned... This is a huge relief. (Lots of congratulations all around!)
* Building/move update-- expected to be ready
* Complaint brought by former board member in 2019. Investigation wrapping up by end of March. Talk to exec members if you have questions.
* Staffing updates
* Request: training team working on visual celebration; want contributions from board members. Jody will mail you instructions and a post card. Please make your contribution and send it back or drop it off. Finished product will be on display at the open house.
* Next time: update on status of Jody's review; staff team updates on steps around DEI efforts

Questions for Jody:

* Kevin: Bilingual staffing? Jody: We do have other staff who are multilingual. We are going to lose Asied and would want to rehire another bilingual person.
* Julie: Any reflections or lessons learned about the staffing changes? Jody: We always knew Oriana wasn't going to be here forever, so we've always been thinking about the transition plan and redundancy. Intentional transfer of knowledge and skill set. We transitioned mediator track training to Charlotte while Oriana is still around, and Charlotte is ready. Other transitions have already started, too.  Learnings from Alejandra's departure: Lots of growth in a short period of time. Still trying to figure out how to support burgeoning new programs. It's a lot of work, a lot of constant change. (Julie: this is happening all over the place. Not just this situation, not just our org.)
* Kevin: Let's recognize Jennifer for her great work on the audit.
* Mickey: thanks for this great report, Jody!

Board Development- assessment status:

* Bob and Curt are not here. Mickey says thanks for participating on their behalf.
* Kevin asked if Jacob did the evaluation, said he'd be curious to see if Jacob would participate.
* Mickey: Jacob wrote an article encouraging a new youth rep.  Remember we need someone still, deadline May 1.

Board Development

* Mickey: Thank you Joe for being awesome and keeping us well informed.
* Joe: Update is in the portal. Generous donor $25k for the next 3 years. WSECU doubled their business support to us. Alicia doing great with Twin Star. I'm over communicating, but trying to make next steps very clear. Come to me with questions about the open house. Robust discussion last night at CE subcommittee meeting;
* Julie: consultancy protocol (troika consulting) activity - see recording
* Mickey: This protocol was great for engaging on this topic.
* Joe: Remember it's not about making a pitch

In person meetings

* Mickey: Would want to be all in person or all online; Exec committee is trying it out at the DRC in person in the conference room for the April exec committee meeting; We'll all be at the open house in person
* Mickey: A:  ALL in person on April 2022      B:  May in Person  C:  Quarterly In Person Meetings:  March, June, Sept (Nov retreat/December)
* Deborah Jayne: I like the mixed schedule- some online and some in person; lots still happening in the health world with variants and boosters; a more cautious approach; let's keep even more options on the table- outdoor meetings, etc.- let's be flexible
* Matt joined
* Mary Sue: I like the every other month; want unanimous anonymous consent; need a survey; if everyone isn't ready, we don't want to exclude people
* Kevin: support the hybrid every meeting (so we can participate when we are traveling). Let's see what happens in the next 30-45 days.
* Julie: Let's prioritize in person for facilitated activities, relationship building, potlucks-- less focused on the run-of-the-mill meeting
* Mickey: Even without meeting face to face we have great chemistry and camaraderie
* d. every other month idea
e. when technology available Hybrid options for all meetings
f. in-person meetings--facilitated face-to-face activities; possible pot lucks?
g. June potluck?
* Mickey: Exec will discuss and come back to next meeting for a recommendation
* Deborah Jayne: I won't be at the open house but will do a lot of "toasty things" ahead of time. I'll be involved in the prep.

Closing

* Deborah Jayne:  We've been impacted by so many things; it has challenged our ability to be resilient. What is the one thing you do to maintain your resilience. What works for me? How do you maintain your resilience?
* Deborah Jayne: remember that your resilience and putting those vibes out into the world can help.
* Mickey: Hooray we had quorum! Thanks for getting here, even late. Talk to Joe about the open house. Adjourn at 6:59pm.