

BOARD OF DIRECTORS, Thurston County DRC

Meeting minutes

Thursday, December 17, 2020

5:30 p.m.

Zoom: <https://us02web.zoom.us/j/6633195857>

Board Portal: <https://www.mediatethurston.org/board-portal.html>

Present:

Board members: Mickey Lahmann, Deborah Jayne, Kevin Partlow, Bob Butts, Carla Carter, Mary Sue Wilson

Board Members Absent:

John Skinder, Matt Gerard

Also present: Director/Staff: Jody Suhrbier, Joe Sanders

1. Convene & Welcome – Mickey

Board members displayed festive attire and some enjoyed holiday refreshments. While we waited for a quorum, we explored some fun ZOOM features.

2. **Action:** Approve Consent Agenda ALL

November Meeting Minutes – Kevin moved, Carla seconded. All voted to approve. Approved.

3. **Action:** Formally State Intention to Change Bank Signatories

BOARD ACTION: Kevin Partlow moved to remove Kitty Parker as a signatory to the for the Dispute Resolution Center's Board of Directors and add Deborah Jayne, Treasurer, to the Dispute Resolution Center's Board of Directors for account #0211170212 and for the DRC Board Discretionary Fund account, ending in #8924. Bob Butts seconded. The motion passed.

4. **Action:** Approve 2021 Budget - Mickey - ALL

Mickey framed the salary issue – at November board meeting, board asked that draft budget be revised to consider incorporating salary increases to ED & staff. Matt and Mickey reviewed other DRCs, and learned our salaries lag behind most. We are 6th largest of DRCs in state, but our salaries are in the bottom quarter of 21 organizations. The budget now includes increases that move salaries in the direction of better compensating our staff/director. The increases are funded by excess funds (budget still balanced). There is still room to further align salaries. There was general consensus among board members to keep attention and prioritize this in coming years.

Discussion about possibility of a new stimulus check, if relief package passes, board members might commit to give a portion of their stimulus check to DRC and then share that in an appeal or challenge to others.

Kevin moved to approve the 2021 budget, Deborah seconded. Budget motion passed, budget approved.

5. Capacity & Community Engagement Year-End News – Joe (addressed first before we had quorum)

Year end giving update: from Give Local Campaign, we received donations from new donors. Taking in 72 donations in the last 4 weeks. (Last year's year-end total were 53 gifts.) Amount of individual gifts lower compared to last year. Big news: Kitty outreach to long time friend, received a \$ 10,000 gift (no past giving history). Internal vision kickoff/recruitment of champions event targeted for early February. (Event is to get champion commitment to be part of effort.) Not envisioning a virtual fundraiser. Possibly a virtual or in person celebration in 2021. Likely a publication to commemorate our 30 year DRC anniversary.

No Toast planned for Spring in 2021. Communications will be that operational costs will be addressed first, capacity building on top of. Discussion about some sort of event in person after vaccine disseminated if timing/circumstances justify. (Maybe fall – and celebrating 30 year anniversary).

6. Miscellaneous: Oriana identified a board member candidate, Carla reported that the candidate has submitted a resume and looks very promising.

Trust network report by Jody (at Bob's request). Communities have different experiences, ranging from 6 months of violence to none. To this point, building and growing networks. In 2021, starting dialogue about change addressing issues underlying the violence.

7. End of Year Social – Moving on from 2020

8. Meeting adjourned at 6:45 pm.



We envision a South Sound community that has and uses healthy and respectful conflict resolution skills.

