BOARD OF DIRECTORS

Meeting Minutes

Thursday, March 18, 2021

Present:

Board members: Mickey Lahmann, Deborah Jayne, Kevin Partlow, Bob Butts, John Skinder, Jacob Reeves, Alicia Varvaro, Curt Gavigan, Julie Elkins Watson, Mary Sue Wilson, Waeni Mutisya Bacon (newest board member, joined at 6 pm)

Absent/excused: Matt Girard

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

1. Convene & Welcome – Mickey 5:30

Mickey invited sharing about draft Organization Race, Equity & Diversity statement, comments included appreciating the focus, the history, discussion of impartiality, helpful in developing “elevator pitch” about value of DRC, recognition of the privilege many of us have and that we are called to actively reject racism. We agreed we will come back to this statement, perhaps in May.

1. **Action:** Approve Consent Agenda – Mickey 5:45

John moved to adopt the Consent Agenda, Alicia seconded the motion.

Consent agenda included: February 2021 meeting minutes, Financial Dashboard (2/21), Recruitment Committee Report (Mar), and Strategic Planning Committee Report (Mar). Motion passed.

1. **Action:** Board Candidate Discussion & Vote - Bob 5:48

Bob presented recommendation of Recruitment Committee (Bob, Mickey, & Matt) to approve Waeni Mutisya Bacon as a new board member. Kevin moved, John seconded, positive discussion, motion passed unanimously.

While we waited for Waeni to join us, Joe invited volunteers for this year’s Peacemaker award selection committee – Mary Sue, Curt Gavigan, and Deborah Jayne will serve.

Waeni joined us at 6:00 p.m.

1. Quick Revisiting of Introductions – John 6:00

John invited each participant to share something they were hopeful about – John – seeing his father, Deborah – travel/see family/hugging – Jacob – seeing grandparents, playing soccer without masks – Kevin – hugging grandkids – Alicia – hugging/seeing family in person – Mary Sue – continuing to cherish and enjoy outside gatherings with friends & neighbors – Julie – sing karaoke again – Curt – in person side conversations at work while wandering around the office - Jody – family trip before son graduates – Bob – travel in foreign lands/son-in-law in foreign service to be stationed in N. Africa – Joe – office staff camaraderie – Waeni - meet people face-to-face, she has not yet met in person some of her colleagues at work (she started in May 2020).

1. Meeting Schedule Check in – John (6:13 actual, scheduled 6:05)

Wednesday instead of Thursday as option for monthly board meetings. Executive committee will make recommendation at upcoming meeting. Nothing changing now, stay tuned for further discussion. Send further input to John.

1. Resource Development: Capacity Campaign – Joe (channeling Mary) (6:17 actual/6:15 schedule)

Planned outreach to every volunteer. Next phase: public launch: direct mail, email outreach, that will coincide with “Give Big WA” – crowd funding effort in late May. This was a primary source of new donors last year. All about sharing your why and your passion. Joe and team will provide script for board members to use. Question – what about a virtual toast? Joe said suggestion was for more intimate get togethers hosted by each champion.

1. Board Development: Logic Model, Asses. & Survey – Mickey/Deborah (6:25/6:29)

Jody, Deborah, Mickey and one other, attends board chairs academy every other week lunch meetings. Last month - what it means to be on the DRC – a Logic Model for change done by board. Deborah and Mickey prepared a draft based on discussion at February’s board meeting. Deborah screen shared the Logic Model and invited further input. Board members suggested revisions. Curt commented as a new member that this document was consistent with the mission, vision, value statements and with the Race, Equity, & Diversity Statement.

Mickey summarized a commitment to regular periodic board assessment. Over the past few months, Jody and Mickey have met 2:1 with each board member to check in. 10 basic responsibilities of board: How clear is your board’s context? Watch for a survey link to board members who were on board as of December 2020. Respond within the next 7 days. 10-15 minute commitment. Goal is to identify 1-3 areas for board focus in the coming year. New board members invited to look at it, be aware of the ten questions and ask for more details about any of the survey topics.

1. Celebrations! –All 6:50

Joe: shout out to Alicia to her employers to keep us in their community support budget this year.

Jody: commented on recent positive press on restorative justice efforts – Thurston County courts.

Jody: Statewide early resolution eviction claims program bill still alive. Jody hopeful. Growing capacity.

Bob: Celebrating 5 new super-engaged board members!!!!

Reminders:

Orientation: March 31st 5:30-7

40 hour training: 1st 4 hour audit 5-9 pm, April 22nd

Semi-annual retreat 3-7 pm May 20th

1. Closure: Plus/delta

Good engagement, new folks contributing, like thinking about outcomes – can we measure impact, well run meeting, plus to have new board members at the same time.

Adjourned at 7:05 pm.

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***We envision a South Sound community that has and uses healthy and respectful***

***conflict resolution skills.***

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