

BOARD AGENDA

In-Person, if you can!

Wednesday, August 21, 2024

5:00 - 7:00 p.m.

Online Option:

<https://us02web.zoom.us/j/86817121727>

Meeting ID: 868 1712 1727

Attendance: Deborah, Curt, Kevin, Mary Sue, Michael, Julie

Staff: Elizabeth, Angela, Yul, Joe

Board Meeting Consent Agenda:

- August Agenda
- June Board Meeting Minutes
- June & July Financial Dashboard
- Strategic Planning Committee Meeting Minutes
- Finance Committee Report (email)

Informational Resources:

- Executive Director's report
- Community Engagement Update
- Strategic planning Q2 update

<i>Time</i>	<i>Topic (lead)</i>	<i>Outcome</i>
5:00	Social and welcome (Deborah)	Connection
5:30	Call to Order & Consent Agenda (Deborah) <ul style="list-style-type: none"> - Kevin moved to accept the consent agenda, Mary Sue seconded - Unanimous approval 	Vote
5:36	Board membership, planning and committee work (Deborah and Curt) <ul style="list-style-type: none"> - Few folks rolled off the board this year, and we didn't make changes at that point because of the big transition on focusing on the ED search - Curt got some interest, including new potential youth members, and will be having opening conversations with people in the next couple weeks - Still could use a bigger pool, so please refer folks ASAP - Mary Sue: It would be great to get a youth rep from somewhere other than Olympia HS- good to diversify - Julie: Why do I have pink bars? Did I fill a vacant seat? Does 	Info & Discussion

	<p>that mean partial term – Staff will look into it to see what’s going on.</p> <ul style="list-style-type: none"> - Elizabeth- based on policy that might be extra time (two full terms) - Mary Sue- We should keep Julie as long as we can. - Deborah- We can have up to 15 board members. - Kevin- would be nice to have 1-2 more before November retreat if we have that. - Curt- hope to get folks on by October if possible - Curt- Board leadership positions. Deborah will bring forward a slate next month (President, VP, Treasurer, Secretary) - Deborah- My term ends at end of September; please express interest to Deborah or Curt; Deborah talked with Michael—Deborah has been covering treasurer as well as president, and we really do need 2 separate people. Also asked Curt if he’s interest in taking over president role. - Julie will talk to Curt about VP position and see if she can make that kind of commitment; she’s willing to step up, stay, or step back based on other folks’ interest - Deborah- need to have election next month - Curt will send reminder note; after that we’ll figure out next year’s meeting schedule, cadence, etc. 	
<p>5:51 – 5:55</p>	<p>DRC facility - renew lease agreement (Elizabeth)</p> <ul style="list-style-type: none"> - Elizabeth- We have to decide whether to renew the 3 year lease of this building, Rants group. 3% annual increase. Elizabeth has a preference to stay but is open to the discussion. Need to proceed with Rants group if we’re moving in that direction. - Mary Sue- Is lease due now? When does it start? - Elizabeth- lease is up by 12/1, need to renew by then. So don’t have to vote today but do need to figure out other option by then if not staying. - Mary Sue- so is there option to explore other things in that timeframe? - Angela- staff talked about this and generally were inclined to stay. Too much going on with ED recruitment to think about moving. - Joe- we’re hitting our stride with this space, on person mediations, in-person trainings using this space - Elizabeth- agrees we’re just hitting our stride, and just starting to realize potential in this space. It would be a big cost to move also. Cost/benefit. It makes sense to do 3 more years and then decide if it’s the right space to stay in. - Mary Sue- I support Elizabeth’s focus on stability, and staying provides stability, if that’s what the group wants. 	<p>Vote</p>

	<ul style="list-style-type: none"> - Kevin- Do we still have first right of refusal on the counseling space? - Elizabeth- yes but don't expect they're leaving - Mary Sue- We don't really have much of a choice, since 3 months to find a new, better, less expensive space is not feasible. We should put a calendar reminder to start talking about comparisons a year before this 3 year lease ends. - Kevin- I suggest we start casually looking a bit sooner than that, even. - Mary Sue- Wonder if there's a commercial real estate person we could work with. - Julie moves, Mary Sue seconds- move to approve new 3 year lease, with addition that within a minimum of a year before the new lease expires we start considering our options. - Vote: Unanimous approval. Motion carries. 	
6:01	<p>Strategic plan - Q2 update (Julie)</p> <ul style="list-style-type: none"> - Great meeting earlier in August - Talked about great things happening to advance the strategic plan; great format of reporting - Talked about need for new plan, discussed 3 options. Wanted to bring that to the board. Options: whole new plan, extend plan 1 year and then whole new plan, or re-adopt a very similar plan with a more minor update. What do you think? - Mary Sue- what do you recommend? - Julie- reverse order... we like the idea of keeping the plan with minor updates, then 2nd preference is extending the plan by 1 year, 3rd is a total overhaul this year. - Curt- really likes the tying in of ED reports into that plan. - Julie- today this is just discussion. Suggest we vote on direction at the next meeting. - Curt- area for improvement, we as a board and exec committee- the retreat is where we make those tweaks and updates; would want to plan the retreat with focus to inform that discussion on updating the plan. - Mary Sue- if we vote on direction at next meeting, can work on getting input from staff even starting after that. - Julie- agree! Let's add it to the agenda for September. 	Info & Discussion
6:12	<p>Started Community Engagement discussion early.</p> <ul style="list-style-type: none"> - Joe- Angela has great graphic design experience. Have been overhauling materials. - Partnering with Oly Parks and rec on training 	
6:15	<p>Multilingual and multicultural services coordinator (Yul)</p> <ul style="list-style-type: none"> - Deborah- thank you for joining us! 	Info & Discussion

- Yul- Jody created this position with me to use my experience and gifts to contribute to inclusion, particularly for multilingual services. How can we include these communities? Plus, how do we make our services more accessible?
- I interact with all the teams. Looked at process of how we do the intakes. Wanted to better assess when an interpreter was needed. Asking “when you really get into your feelings where do you express yourself best?” and realized some folks who said they didn’t need it actually did want interpreter.
- Noticed someone who needed extra tech to support their ability to hear; worked on getting that tech and setup
- Also created translated documents, improved metric collection for reporting, also “best practices for utilizing interpreters”- does pre-meetings with mediators to go over best practices. Talk through scenarios, including what to do if it’s not working.
- Also did succession planning so someone else could follow in Yul’s steps
- Presented to ResWA on how to bring in interpreter tech to mediations
- A lot of outreach and community-building, plus a grant on early warning/identification of hate crimes- folks are asking us to provide facilitators for community dialogue.
- Curt- that is a lot! Thank you for all the critical things you’re doing to help us meet our mission. What do you think you’ve seen the biggest impact from? What’s your biggest challenge or that next thing to tackle?
- Yul- Growing my role with my peers, learning their work to see how I can support without being in the way. Also building trust. Work with Alice has been transformative, seeing how essential the volunteers are. Building a cohort of interpreters to do services for the rest of the volunteers. Looking ahead, challenge is how do we become a good partner for community dialogues? Become trusted partners.
- Mary Sue- Court interpreters are very expensive. Who pays for interpreter services? Or is it volunteer, or are you doing it?
- Yul- BusLingo is the service and ResWA pays for it for all the DRCs. So far we’ve done 5-6 languages this year
- Elizabeth- Yul IS the leader on the best practices for all the DRCs, educating all the DRCs for the state of WA.
- Yul- inviting those other centers to observe our mediations with interpreters, collaborate
- Elizabeth- Yul’s relationship building work, building trust

	<p>with marginalized communities, is important long-term work to build trust so people see us as a resource and a partner. That dovetails with the trust network grants. Fundamental to access and inclusion.</p> <ul style="list-style-type: none"> - Everyone: THANK YOU SO MUCH, Yul! 	
6:36	<p>Community engagement announcements (Joe)</p> <ul style="list-style-type: none"> - Thanks to everyone who helped make the picnic a big success! We were able to cover the grilling! No food poisoning! - Anyone able to come to our open house on the 12th and bring colleagues, please do! We sent personal hand-written invites to all the judges. Great opportunity to get so many folks from the community plus our staff and volunteers. 	Announcement
6:38	<p>Closing & Adjourn</p> <ul style="list-style-type: none"> - Deborah- we're lucky to get together and to support our fabulous staff. It's a joy to do this work! 	

Upcoming Events:

Community Open House – ED meet and greet

September 12th, 5 p.m. – 7:30 p.m. at the DRC

Staff/Board retreat

November 16th – time TBD



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

