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BOARD AGENDA

### Wednesday, February 15, 2023

 5:00 - 7:00 p.m.

Meeting onsite, including snacks and social time!

Present: Deborah, Alicia, Julie, Eloise, Mickey, Curt, Mary Sue, Kevin, John, Matt, Casandra

Staff: Jody, Elizabeth, Joe, Robyn

Missing: Waeni

Board Meeting Consent Agenda:

* February Agenda
* January Meeting Minutes
* January Financial Dashboard
* Committee Report: Policies; Strategic Plan; Board Development; & Finance

Informational Resources:

* Executive Director’s Report
* Community Engagement Report

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| ***Time*** | ***Topic (lead)*** | ***Outcome*** |
| 5:00 | Social  | Connection |
| 5:31 | Convene (Deborah)* Check in on feelings on masking; decided to all continue to wear masks except when eating
 | Mission Moment |
| 5:35 | Consent Agenda (Deborah)* Mickey moved, John seconded
* Motion carried, approved consent agenda
 | **Voting Action** |
| 5:35 | Executive Director’s Report (Jody)* Jody- intro to Owl video format, hybrid meeting; orientation to the DRC space
* See executive director’s report for details
 | Information Sharing |
| 5:43 | Board Development Updates (Curt) * Curt gave an overview of the board development survey process from last year, forecasted that it would be coming out again soon. Please be aspirational and specific with what you’re thinking. Will bring back results in April timeframe.
* Deborah: Outstanding work last year; things we learned from board academy, and then Curt ran with it and created the questions and report. Thanks for your leadership!
* Curt: board membership—open spot with Bob’s departure. There was a candidate who went through the whole process. Discussing with him whether he’s still interested, talking about board expectations and calendar. Next board development committee will discuss more. We’ve got a great board of new and remaining members. Eventually we’ll have to recruit a new student, because we can’t keep Eloise forever.
* Eloise: offered to help
 | Info & Discussion |
| 5:50 | Relationship Stewardship (Joe & Elizabeth)* Forming the Peacemaker Award committee: Curt, Matt, Eloise
* Help spread the word on the conflict crash course – new attempt to make these skills more accessible
* Deborah: personal connections are so important; we want to do the same process as last year to express gratitude to ~100 donors and let them know we appreciate their support (express gratitude). Ask their thoughts on where we can do better.
* Deborah: We’ll send a list of ~10 names to each board member; try to make a personal connection (on the phone vs. leaving a message) but if you don’t catch them, also send a thank you card that includes your phone number in case they want to call back. These are enriching conversations.
* Does anyone else want to share their experience?
* Alicia: I got through to a handful of people; they were all very happy to hear from her. They expressed their support for the org, shared their “why.” Some said, “I need to get back into volunteering again.”
* Joe: I’ll provide a rough script with options for if you get the person vs. if you leave a message. Part of the goal is to complete these by the next board meeting and come back in March ready to share some of your experiences.
* Mickey: I’m glad you’re doing this again. With our equity focus, what if we had a random selection of all donors (regardless of amount) to add to our call list?
* Joe: Remember the donor pyramid? Stewardship is important across the board.
* Alicia: From a sales background, sometimes you can ask people, “do you know someone who would want to get involved or donate?” It increases their likelihood to reach out to that person.
* Joe: Asking them to tell you why they care about this work also reminds them why they care.

Activity* Joe introduces activity and Elizabeth- reminded us that we wanted quarterly trainings/activities on engagement and stewardship.
* Elizabeth: Interest, value, need
* Active listening is about reflecting (saying back actual and emotional content of what you heard), acknowledging (show you really understand what they are experiencing- use “feeling” words), and paraphrasing (use the speaker’s words or synonyms to demonstrate mutual understanding; can also include extrapolating where you’re interpreting what they’re saying too)
* Active listening is not about telling your story or preparing your story
* Active listening is not about asking “why?”
* Asking “what makes you…” rather than “why…” to get a better result.
* Demo conversation with Alicia and Deborah
* Reflections- importance of acknowledging, great transitions, being present, sounding interested; people enjoy talking about themselves, it made Alicia want to reveal more; remembering the why was re-energizing; use of “I’m curious…”; “I can hear it in your voice that there’s more….” Extrapolation
* Not about an “ask”- it’s about connection, gratitude, and curiosity about their ideas for improvement
* Jody: If you’re not sure if we already do it… have the website up. But also can say, “I’d love to connect you with staff on that so they can hear your ideas and explore what’s possible.”
* Mickey: reminder of the value of using the term “investor” rather than “donor.”
* Joe: There will be a field that tells you whether the person is a former board member, conciliator, etc.- and there’ll be a field for notes from your conversation.
* Curt: This outreach is a great idea in support of our strategic plan & goals.

**Action item:** Board members will make calls before March board meeting, and send thank you cards to people they aren’t able to connect with real-time. | Demo & Discussion |
| 6:37 | Board Discretionary Fund (Alicia)* This fund goes towards the picnic, plus one-off things like buying flowers
* Alicia sent an email with ways to contribute. She \*probably\* won’t hunt people down.
* Reminder: Jody set aside funds for picnic, so maybe we can do more with the discretionary fund now.
* Julie: Let’s keep a pulse on staff happenings, too, so we can celebrate them using this fund.
* Mickey: It is used for both.
 | Funds Stability |
| 6:45 | Closing (Curt)Jody updates:* November 8 for fall retreat- mark your calendars (whole day, 6 hours)
* May 15 for a mid-year retreat (half a day) per strategic planning committee. Possibly 9am-12pm.

Curt (closing)- for the closing, please introduce yourself. Give a reflection on coming back together in person for the first time since the retreat. Or what’s something you’re looking forward to? * Matt: 5th year! Works in HR at an org in King County. Looks forward to more in-person work with the DRC. Likes the owl
* Deborah: 4th year! Part of the training team, mediator. Looking forward to continuing to work with the whole team
* Alicia: going into 3rd year. Works for Twin Star Credit Union- DEI & development. Loves doing community engagement with Joe.
* Julie: also going into 3rd year. Got kicked out of jury duty
* Elizabeth/Beth: Just pivoted career; really excited about DRC
* Jody: Looking forward to spring in the garden this year, and fun events. Newness and freshness!
* Eloise: 2nd semester of senior year at Olympia HS; works with YMCA before school, almost a year into time on the board. Excited about youth services, working on that with her school.
* Mickey: 6th and final year on the board; really retiring this year, for real this time. Looking forward to more in-person.
* Rob: was on the board several years ago, now serving again. Moved by Alicia’s story and the parenting plan mediations he worked on.
* Curt: Started with Julie. Loved the exercise tonight.
* Mary Sue: 5th year; Superior Court Judge; inspired by mediation as a much better outcome than wins/losses. Inspired by new folks!
* Kevin: 4 year on the board! Was a mediator, so impressed by training. Looking forward to working on getting the training to schools. Major kudos to DRC trainings.
* John: Judge with Mary Sue; this org is so powerful and does so much good; restorative justice concepts- excited to work with Elizabeth on bringing that into the courts
* Joe: 7th year at DRC; Elizabeth led an exercise yesterday drilling down to most important values- Great teambuilding. Looking forward to in-person services; churn of people.
* Casandra: Senior mediator with DRC since 2013. Loves multi-party. Looking forward to spring and long-distance running. Loves swimming.
* Robyn: Excited about electricity like we’re on the verge of something so great. Excited to see what it is!

Deborah: Should we change our schedule for more in person? Not yet. | Connection |
| 7:00 | Adjourn |  |

*Upcoming Events:*

Conflict Crash Course 1: Skills for Active Listening (Mar 7, 2023)
Conflict Crash Course 2: Skills for Forward Movement (Apr 4, 2023)
Conflict Crash Course 3: Skills for Negotiations (May 9, 2023)
All courses offered 8:00 am - 12:00 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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