BOARD OF DIRECTORS

Meeting Minutes

Thursday, May 20, 2021

Board members present: Mickey Lahmann, Deborah Jayne, Bob Butts, John Skinder, Jacob Reeves, Alicia Varvaro, Curt Gavigan, Julie Elkins Watson, Mary Sue Wilson, Waeni Mutisya Bacon, Matt Girard

Absent: Kevin Partlow (excused).

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

Note: the Board convened at 3:00 pm for a retreat with DRC staff. Staff reported on operations with plenty of time for questions from the board. Staff and board members participated in small group breakout sessions to share more details about each other’s work and experiences.

1. Convene & Welcome – Mickey 5:15

Mickey recapped what we learned and observed from our two hours with staff. Board members reported they were impressed and inspired by all staff, both those with longevity as well as new staff.

1. Discussion: Race Statement Status & Intercultural Org Audit – 5:20

Mickey summarized that since the April meeting, she had asked Julie and Matt to assist in reviewing and offering edits to the Race Statement. Instead of addressing the statement today for action, she encouraged all board members to review the next draft statement and be ready for action at the June board meeting.

Mickey and Jody described the concept of obtaining an intercultural organization audit, a plan approved several years ago by the board, but delayed because of budget and timing. Now resources are available, can only be used for this type of project, and will not be available if not dedicated to this project this year. The effort will entail a $ 25,000 commitment over 18 months. Time and effort of the commitment will include individual assessments with a skilled facilitator, group score on how the board/organization works together, and a one full day per month commitment.

1. **Action:** Approve Consent Agenda – Mickey 5:30

Mary Sue moved to adopt the Consent Agenda, Matt and Deborah seconded the motion.

Consent agenda included: April 2021 meeting minutes, Financial Dashboard, Recruitment Committee Report, and Peacemaker Award Recommendation.

Motion passed unanimously.

1. **Action:** Approve Intercultural Org Audit – Mickey 5:35

Curt moved to approve proceeding forward with the Intercultural Org Audit (discussed in # 2 above). Alicia seconded the motion. The motion passed unanimously.

1. Board Development (Committees & Calendar) – Mickey/Deborah 5:40

Mickey and Deborah described goals of selecting board members to serve on committees where needed and where members have interest/skill. They described the purpose of each committee and asked members to consider serving. Mickey will distribute a draft committees document after the meeting for board members to review and volunteer for.

1. Resource Development: Capacity, Asker Style & Pyramid – Joe 6:30

Joe reviewed the current status of funding data from the Capacity Campaign and annual funding initiatives. He introduced us to the “donut thermometer” display model for showing progress to date. Joe commented that at this point in the campaign, we are about ⅔ of the way to the annual goal which is exceeding expectations for this point in the year. Teal color stands for dollars in the bank to date; Lt Green stands for dollars committed, including people increasing their monthly amount or starting a monthly amount. These two colors account for the ⅔ amount.

Joe also reported that there are 2 specific “challenges” in process. The Judges Challenge where reaching out to colleagues with a hope of bringing in about 15-20K by year’s end. The other challenge is the Attorney’s Challenge is reaching our to attorneys to hopefully raise about 10K by year’s end.

The next effort Joe spoke to is planned for this fall and is gearing up to approach local businesses to take advantage of budget planning time in order to secure planned contributions for distribution next year.

Joe also debriefed the “Asking Style” exercise we did and how that influences our attempts to activate contributions among our contacts. Deborah reviewed her experience of using Joe’s letter, and starting off with a very personal connection to what they know about my work and who benefitted that they know and its importance to the community.

Follow up strategies for helping others get started were discussed and include: each board member reaching out to their board buddies; consider planning a lunch Zoom to discuss ideas and practice; consider planning a brief breakout room exercise at the June meeting to address handling some of the anxiety of what to say and how to say it in dyads.

1. Celebrations! – All 6:50

Notetaker departed early so did not capture anything here.

1. Adjourn/Closure Check-in Mickey 7:00

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

***conflict resolution skills.***

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