

BOARD OF DIRECTORS
Meeting Minutes
Wednesday, February 16, 2022

Board members present: Mickey Lahmann, Deborah Jayne, Julie Elkins Watson, Mary Sue Wilson, Bob Butts, Curt Gavigan, Alicia Varvaro, Kevin Partlow, John Skinder, Waeni Mutisya Bacon, Matt Gerard.

Also present: Jody Suhrbier, Joe Sanders

1. Convene & Welcome – Mickey 5:30

Mickey invited everyone to share insights on the Strategic Plan. Julie: I appreciate seeing the objectives and desired outcome; Curt: I appreciated the process and effort put into this effort, proud of end product from hard work and trust; Mary Sue: optics are good, especially “becoming a pillar” and hopes to see REJI embodied in the TRANSFORMATION; Kevin: really like the structure, I think this will help us do our job better, this will be useful in talking to people about the DRC; Alicia: agree with Kevin, this is really clear, helps me gather my thoughts and share what/why; like the EXPANDING THE CIRCLE and commitment to supporting those with limited financial means; John: thank you to everyone who worked on this, I am super impressed with all of it, especially the objectives, and glad it has touched each person; Bob: agree with Curt it was clunky when it began, now it is very refined which is fabulous, I like the objectives, its clarity, & visual presentation; Deborah: I liked the entire process, the team work, color-coding, and Julie’s gift of words; Matt: how simple and easy – provides what we are about, where we are going, what we hope to accomplish for many reasons; Joe: agree with others that formatting and layout is terrific, key words, measurable objectives to help us know if we are meeting our goals; Jody: inherited document that lacked cohesion, now this group owns it and this was big important action; Mickey: simple, on 2 pages, allows us to ask about our actions – how does it support our strategic plan? Waeni: enjoyed reading it, well presented, interesting, eye catching, communicated easily, enjoyed reading the objectives and knowing our end game. Hats off to Deborah, Mickey, Julie, John, Curt, Bob, & Jody who contributed to this!

2. **Action:** Adopt strategic plan

Julie moved, Waeni seconded adoption of the strategic plan. Unanimously passed. Kudos and thanks to all. 5:55

3. Adopt Consent Agenda – 5:55

Kevin moved to adopt the Consent Agenda, Curt seconded the motion.

This month's consent agenda included: February agenda, January minutes, January Financial Dashboard, Board development report, Policies Committee report, community engagement report, Finance Committee report.

Motion passed unanimously.

4. Board development: 2022 Assessment – Bob/Curt 5:56 pm

Bob and Curt introduced the assessment each of us will be invited to respond to via the link available in the chat. Meeting will adjourn early to allow time for responses at end of meeting. Board assessment of own effectiveness is a best practice. Thank you to Bob and Curt working on this effort.

5. Community Engagement Update – Joe/Julie 6:03

Joe thanked members who participated in donor thank you calls.

- Open House & Spring Fundraising Next Steps

Event itself not pure fundraising, but outreach will involve fundraising. There will be ribbon cutting (suggested by Chamber of Commerce), at noon, hours of event will be 11 am – 3 pm; working on logistics, tables, tents, caterers, chocolatiers. Personal invitations to many individuals. Will seek RSVPs for approximate arrival time to manage parking, crowds, etc. Early March, we will all receive materials to use.

Bob asked if we will have a beer garden type option. Joe reported: three covered areas: (1) food/chocolate; (2) bistro tall tables; (3) sit down space/tables. Inside tours available. Julie: discussed other options (non-alcohol b/c liability issues) like fun non-alcoholic drinks (e.g., root beer floats). Future: perhaps happy hours, or block party type event. Not recommended this time due to Covid.

- Invitation and Giving Outreach Tools – Talking Points

Will provide everyone with “cut and paste” language to use when reaching out to others. Your current priority is to be thinking about who you will be contacting. Hoping outreach will lead to more conversations about the DRC. Joe asked Bob to coach the rest of us in March, because Bob was a shining star previously.

- Peacemaker Award Nomination Outreach & Vetting Committee

Still seeking nominations; board members are encouraged to make nominations. Need three volunteers to be on vetting committee: Mary Sue, Waeni, Matt volunteered.

6. Resolution Washington Update & 2022 Focus – Jody 6:27 pm

ResWA is the umbrella organization to all local DRCs, Jody is a past president and very active. Much of this year efforts has related to long term effort to increase statutorily-required funding mechanism, court improvement act. Encouraging support for base work and for eviction resolution support. Today’s state budget forecast is up, which may be a good sign for final passage of budget that includes these items.

Jody provided details on other legislative efforts, see portal for details.

7. Closing – Take Away from the Donor Thank You Calls - Deborah 6:38

Deborah, Mickey, Kevin & Alicia made phone calls to donors. Deborah called 11, left messages, spoke personally and had good conversations with 3. 2 of the 3 she knows very well from working at DRC. Heard “thank you for calling.”

Alicia had several quick calls, and one longer call where the recipient was grateful. She mentioned that they had to cut down on some donations to other organizations but not DRC, as a highly valued organization. Kevin reported a similar experience.

8. Adjourn– 6:50 – Mickey shared Board ZOOM photo.

9. 2022 Assessment

Please complete the assessment tonight or in the near future. Curt posted link in chat and will send link via email.



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

