BOARD OF DIRECTORS

Meeting Minutes

Wednesday, January 19, 2022

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

Absent: Matt Gerard, Waeni Mutisya Bacon.

Also present: Director: Jody Suhrbier

1. Convene & Welcome – Mickey 5:30

Mickey invited everyone to share something (e.g., book, author, video, person, etc.) that has supported or promoted your commitment to and understanding of racial equity. Sidney Portier feature on NY Times Daily from 1/14/22, 13th Amendment Movie, Louise Erdrich, Thurston County judges of color, The Sum of Us (Heather McGhee), Leonard Pitts articles in Miami Herald and Seattle Times, The Sentence and the Night Watchman, the Homegoing, The Color Purple, Exit West, Pachinko, The Bluest Eye, House of the Spirits, The House on Mango Street, Parable of the Sower, Between the World and Me, Braiding Sweetgrass, My Grandmother’s Hands, White Teeth, Half of a Yellow Sun, Americanah, The Poisonwood Bible.

1. **Action**: Adopt Consent Agenda – 5:53

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

This month’s consent agenda included: January agenda, December minutes, 2021 Year End Dashboard.

Motion passed unanimously.

1. Board development: 2022 Assessment Status– Mickey/Bob 5:54 pm

Bob and Curt working on assessment, another meeting, with assessment likely expected by February meeting. Student recruitment, no update from Jacob. Seeking board members to diversify, including other geographic within our scope. Two sets of board expectations need to be updated and consolidated into one.

1. Community Engagement Next Steps – Joe/Julie 5:58

Highlights by Julie: met goal for new individual donors; top 20 % make up 76% of total, Peacemaker award nominations out.

What support needed: outreach to talk to people to build relationships (which supports fundraising).

 Mickey learned from Board Chairs Academy that its important to know who your big supporters are. Important to reach out and thank people for donations. Stewardship appreciation: effort to divide up 50 names and calling our biggest donors and thanking them for their support, and perhaps asking them to share what motivated them to give.

Joe: about shepherding donors on their journey to support the organization. Master donor list referenced. Growing volunteers to support financially. Good discussion about how to support and recognize volunteers.

1. Organizational Signature Event Discussion – Joe & Mickey 6:20 pm

Toast relies on table hosts to bring donors to events. Initial outreach to table hosts was “not comfortable coming to in person indoor event or asking friends to do same.” Not having Toast is not the same as not getting donors. Didn’t get much enthusiasm for virtual event. May cancel hotel contract up to 90 days out without financial penalty. Less than 90 days, 25% forfeited.

Different suggestion for this year, expanded, day-long indoor-outdoor open house would include outdoor space with covered and uncovered, small tables, eating and drinking, masking inside the building, numbers in building for tours controlled. RSVP for specific window of time for managing numbers and parking. Looking at a Sunday in April and/or May.

Executive committee supports this approach, invited input from rest of board.

Donor appreciation event versus the Toast event (socializing with alcohol) which might bring more first-time guests/friends.

1. Strategic Planning Next Steps – Deborah 6:45

Members of committee: Deborah, Mickey, Jody, Bob, Julie, & John.

Draft shared with rest of board members earlier this week. 3 buckets: expanding the circle, leading the transformation, and becoming a pillar; key words for each for expectations for organization, measures of success, priority strategies for next three years, and desired outcome by 2024. Objectives to be filled in by Jody & her team. Deborah: an adventure pulling this together with the committee. Welcomes feedback.

Next steps: board member comments, support with this effort to date. Then turn over to Jody & her team to define objectives. The committee meets again on February 1. Goal is to be seeking approval at February board meeting.

1. Board Discretionary Fund – Curt 6:40

Board members invited to contribute $ 75 per person, per year to support discretionary expenditures, for events/purchases like retreat, supporting staff gifts. Venmo, mail or call Curt to connect and he will coordinate receipt.

1. Closing: Deborah

Gratefulness for everyone’s work to support this organization. Exciting and wow – we are committing to a lot, we are moving forward with energy and passion!

1. Adjourn Mickey 7:02

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**Mission**: The Dispute Resolution Center empowers people to resolve their disputes by

providing conflict resolution services and training community members in those skills.

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

conflict resolution skills.

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