



### **Thurston DRC Team Themes**

The summary below is laid out with responses most popular (majority) being listed first with the lists descending at times to what 1 person shared for this response. The last question is mostly individual responses that seemed important to share that did not come out in the first 3 questions. We have grouped staff responses together and left the ED response below each question for comparison.

#### **Job satisfaction:**

**Staff:** **High satisfaction overall.** Happy with Job, meaningful work, lots of opportunities, can see the impact of our work in community; decent support and staff culture is good enough.

**Like the team**—work well together, strong team, shared values, and strengths based approach to using team talent;

**Jody** is easy to approach, share ideas and enthusiasm with staff; ability to make decisions together and move projects forward, commitment to improvement

**ED:** High satisfaction. Enjoy position, team, organization and the work.

#### **DRC doing well regarding staff / personnel:**

**Staff:** **Jody is approachable**, supportive, values staff input and welcomes questions; “I can be honest”; appreciate weekly check-in—going well; work/life balance promoted; self-care is not questioned; open work culture, strengths based philosophy with staff talent; Commitment to improvement;

**Staff work well together**--high integrity; new staff meeting structure working well; clear boundaries--can say “no” to each other; active trust building and connections are being made; appreciate steady raises.

1 staff reported good enough compensation, insurance, benefits, IT support and facilities.

**ED:** Highly competent and committed staff; solid team—adaptive, flexible, learning needs together, do well staying in contact with limited consistency, appreciate collaboration; working on more intentional communication; value work life balance and contributing to meaningful work.

#### **DRC do better:**

**Staff:** **Resource and capacity concerns**—not possible to do job within current hours--for some this is seasonal, others this is year round; Staff understand resource constraints and feel Jody is transparent; Salary is low and it will be hard for folks to stay long term at these rates; benefits through the state have helped; worry about staff burnout; hard to focus on the work when paying our bills is a challenge.

We could go further with being open with each other—sharing thoughts, and staff input allowed: Annual report and fundraiser where given as examples where staff input before releasing to the public would have been beneficial (Not all that could have been shared was captured).

Seems to be a culture of sarcasm during staff meetings—may be symptomatic of underlying issues. Feel we need to live the values we teach. Feels this needs to be looked at, addressed and agreements made on how we will communicate moving forward.

Prioritize what is realistic within our resources; good to have passionate board with ideas, need to balance with staff capacity, decision making for projects based on capacity.

Current board less connected to our work, observation and attendance at BMT might help ground and align our priorities; support mediators—not overburden them; more informal connection with volunteers.

More interpersonal connection desired; more time to celebrate and support one another and volunteers.

**ED: Continual focus on communication**--all voice, how our work connects; hard working and committed staff—hard to see them needing supplemental work, may never be able to compete with corporate salaries, but **desire salaries to be more equitable and fair**--a living wage; feels responsible to raise these funds.

**Anything else you would like Jody or the Executive Board to know at this time:**

Staff:

Many were **thankful for DRC culture**, and ability to share openly with Jody.

Many expressed **appreciation for this opportunity** to share; grateful for their work and leadership

**Appreciates transparency**--shares with staff; trust. It would feel more transparent if information from the board and Res WA could be shared.

Equal emphasis to work that brings in revenue (DES; mediations, training), we have good business practices—those fees should pay for base operations. Foundations do not like to pay for overhead; fundraising to grow new opportunities not for shortfalls.

We have more stability, and predictability but less interpersonal connection to volunteers and staff

Pay—more transparency on how funds are allocated in budget, including staff compensation; would like open discussion on people's rates of pay and how everyone feels about it. Would like input on budget spending.