

BOARD AGENDA

In-Person, if you can!

Wednesday, March 20, 2024

5:00 - 7:00 p.m.

Online Option:

<https://us02web.zoom.us/j/81210225335>

Meeting ID: 812 1022 5335

Present

Board members: Deborah, Curt, Kevin, Waeni, Michael, Eileen, Julie, Emmie

Staff: Jody, Ash, Joe, Angela

Board Meeting Consent Agenda:

- March Agenda
- February Board Meeting Minutes
- February Financial Dashboard

Time	Topic (lead)	Outcome
5:00	Social & Welcome (Deborah)	Connection
5:30	Call to Order & Consent Agenda (Deborah) <ul style="list-style-type: none"> - Kevin moves, Waeni seconds - Unanimous approval 	Vote
5:35	Volunteer Management Snapshot (Ash) <ul style="list-style-type: none"> - Presentation on # of current active and semi-active volunteers - Have been doing more in-person mediations - 579 volunteer hours so far excluding board hours, multi-party mediations, etc.- Could probably add another 200 hours for those. - \$17k+ of volunteer work this year alone - Two interns currently- here until June - Ash has been working on policies, e.g. for people coming back after not mediating for a few years. Following guidelines for re-integration. - Lots of event planning- in-service coming up 4/10 on topic of coaching, in-person “in-person” training, train the trainer workshop (will be a good source of people for helping with the mediation training); tech trainings; coffee talk - Asynchronous training to learn family, extra mock mediation and extra continuing education requirements they have to do, but fundamentals are the same - Discussion: Deborah: So impressed! Ash: focus is-- how can 	Info & Discussion

	<p>we be more and more accessible to our community?</p> <ul style="list-style-type: none"> - Curt: How are new mediators coming in? From word of mouth? From taking a training? Ash: most come through 40-hr training - Joe: Some people stepped back when we switched to online mediation—what’s the process for drawing those mediators back in now that we offer in-person? Ash: hasn’t been direct outreach yet; we want to get people re-integrated as quickly as possible once they’re ready - Eileen: Really impressive! How many trainers are there? Ash: Leah, Olivia, Logan, Ash and Yul will step in; volunteers also help us out - Julie: What if you had a magic wand? Ash: AI assistant robot to take notes and schedule things. 	
5:50	<p>Executive Director’s Report (Jody)</p> <ul style="list-style-type: none"> - See Jody’s report on the Board Portal - Jody is in Seattle for immersive restorative practices training. Elizabeth, Leah, Yul, Luis also there. - Dispute resolution conference coming up Friday 	Info & Discussion
6:00	<p>Strategic Plan 2024 Objectives Adoption (Julie)</p> <ul style="list-style-type: none"> - Julie provided overview of the plan with orientation to the different sections; spoke about the revisions made by staff in the objectives - Michael: bold text? Jody: Refined or drawing emphasis - Deborah: Hooray! Amazing this is already year 3 - Curt: Really love how Jody does the reporting in alignment with the plan. - Deborah: We’ll likely want to keep some of this structure with the new plan! - Eileen volunteered to join the Strategic Planning committee - Emmie moves, Eileen seconds to approve revised the strategic plan for 2024; unanimously approved - Julie: Thanks to the staff for translating and adapting the plan! Deborah: Love that it’s a collaboration with the staff making it come to life, and everyone coming together to make it work 	Vote
6:15	<p>2024 Peacemaker Award (Curt)</p> <ul style="list-style-type: none"> - Eileen: We had a lot of amazing nominees! Recommending Cory from Interfaith Works as this year’s Peacemaker. Thanksgiving event.... Worked with indigenous leaders on recognizing white supremacist culture, harmful connotations of Thanksgiving, history... Ultimately renamed the event Resetting Our Sacred Table + tribal members are part of that event/conversation. Meaningful way of doing peacemaking in our community work. Addressing historical injustices with current communities. One of the nominators was a Tribal Chairperson. It would also be important to 	Vote

	<p>recognize the equal if not more courageous part our tribal partners played in this.</p> <ul style="list-style-type: none"> - Deborah: Wow this just seems like a perfect fit. How many nominees? 6, and a great variety - Eileen: To reimagine Thanksgiving is likely to potentially upset some folks who hold Thanksgiving very precious. Also, they referenced the doctrine of discovery. Part of the work undertaken in this collaboration was to grapple with that. - Waeni: He’s also involved in day of remembrance—which recognizes people who have died who’s remains are unclaimed. Also offers prayer services at areas where homicides have happened. - Jody: Cory really has a lot of passion for community and belonging and not leaving anyone out. He’s also doing a lot of relationship building with the mosque and the temple. Impressed by his heart and his patience. He also does a lot of his work on the downlow and doesn’t seek recognition. - Julie moves to adopt the recommendation of Cory as our honoree for this year’s peacemaker award, Emmie seconds; unanimous approval 	
6:20	<p>Stewardship & Peacemaker Award 2024 (Joe)</p> <ul style="list-style-type: none"> - This is one of our quarterly fundraising education opportunities! - Joe will be reaching out to get our help with setup and teardown; also needs help with table decoration and floral - Board has committed to personal thank you calls to donors from board members; Joe has put together a list that includes background notes—also a space for notes. This is an opportunity to personally invite people to the event. - Goal is to have authentic conversations with people who care about the work that we do- learn more about their passions and motivations - Curt and Julie did a roleplay - Curt and Kevin shared observations from previous calls, gave advice to be prepared to leave voicemail, Julie suggested texts might be good follow ups for some who prefer that mode of communication. - Ash offered to help make connections with volunteers at the event! - Everyone needs to remember to RSVP 	Info & Discussion
6:40	<p>Succession Update & Next Steps (Deborah)</p> <ul style="list-style-type: none"> - Rob has resigned from the board. Wished him well. Do we want to recruit more folks now? Deborah recommends we might want to stay focused on other big priorities right now. - Might be losing a couple others soon too—2 three-year terms (Mary Sue, John) - Emmie: It’s a lot of work - Julie: I think we’re at 11 now? 	Info & Discussion

	<ul style="list-style-type: none"> - Michael: Curious about the timing of the committee. When might we have more info? Curt: Game plan in a month, then recruitment after that. If you have people in mind, now's a good time to talk with Curt. - Succession planning update from Deborah: We're working our way down the process, and Matt is helping us do everything the proper legal HR way. - Interview process will take the whole month of April. - Still grateful to have Jody here as long as she's here, and her excellent leadership team. 	
6:54	Closing & Adjourn	

Upcoming Events:

Northwest Dispute Resolution Conference

March 21st & 22nd 2024

Conflict Crash Course

March 16th



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

