

BOARD AGENDA

Wednesday, November 8, 2023

1:00 – 3:00 p.m.

On-Site

Attendance:

Board members: Deborah, Curt, Kevin, Rob, Julie, Michael

Staff: Jody

Board Meeting Consent Agenda:

- November Agenda
- October Meeting Minutes
- Strategic Planning Committee Report
- October Financial Dashboard (won't be available until 6th due to reconciliation)

Informational Resources:

- 2024 Draft Budget (will be presented in person at the meeting)

<i>Time</i>	<i>Topic (lead)</i>	<i>Outcome</i>
1:05	Convene (Deborah)	Connection
1:06	Consent Agenda (Deborah) <ul style="list-style-type: none"> - Julie moves, Kevin seconds- unanimous approval, motion carries 	Vote
1:07	Morning Debrief (Julie) <ul style="list-style-type: none"> - Julie: Appreciated how deep people went and how great the participation was - Kevin: Aha moment re: people not knowing what boards do-proposed adding a “family seat” (Julie added: or “partner org seat”) to increase access/participation - Rob: boards are complicated; have to walk the line between being useful and constructive while not stepping on toes; have to be intentional - Next steps: staff process ecocycle, board higher-level takeaways, process notes and define focus for strategic plan committee at next full board meeting - Kevin: measurable objectives in the strat plan (Deborah: We tried to capture that in the desired outcomes) - Julie: Jody’s reports have been great for connectivity to strat plan - Curt: Background video was hugely grounding, and it was cool to lean on our board member strengths for this retreat 	Discussion
1:24	2024 Draft Budget (Jody) <ul style="list-style-type: none"> - Leaning into business resources position - Fundraising stretch goal of 40k - Thurston county #s down- why? 	Info & Discussion

	<ul style="list-style-type: none"> - Trying to increase group facilitation - People are 80-85% of budget, congruent with our value of equitable salaries for staff - No budget for strategic reserves, hoped 100k- if things go better, will plan to add strategic reserves - Not updating fee schedule - Under-charging for 40 hour training, comparably - New half-time support trainer to address overwork/stress - Staff acknowledgement through year - Curt: Prudent proposal - Kevin: Is business expense going up? - Michael: tiered training fee makes sense (Jody: see ResWA survey for comparable training prices) - Deborah: rental of this space? Jody: mini team evaluates- not up for approval right now - What funding is risky? Donations, business, Commerce/state funding + allocation - Who understands the budget besides Jody? Elizabeth 	
2:04	Annual Docs Orientation and Signing (Jody)	Connection
2:07	<p>Discussion prompts from Rob's conversations (Rob)</p> <ul style="list-style-type: none"> - Rob: not about addressing complaints, about bringing together passionate community to define the future direction. Joy of mediation. - Rob: Being good at being big is a different conversation. The toast event grew and great, snowball. Now we've moved away from Toast, but that was a big way people felt good about the org. It's different now. How do we tap into that passionate community? - Rob: We need people we can call on, partners, and people to help develop partners, when we're faced with challenges (letters, staff turnover, etc.) and need to figure out what's up. - Deborah: What do these people want to help do? - Rob: Ask them. - Rob: See opportunities but need to build slowly and find funds - Curt: Lots of change connection opportunities will continue to be maintained; e.g. ad hoc committee will design secession game-plan, selecting a leader is a big 2024 priority - Deborah: Does this network of passionate supporters need a status? Special request? Pool of ad-hoc people? Reminder that they'd need to sign the same paperwork we do if they have official status in the board/org. - Kevin: Specific call for a specific purpose- like a school committee (Rob: People to open doors) - Curt: What does it look like? Next steps? - Rob: Email them and ask how they want to help - Kevin: Former volunteers appreciation mixer - Jody: Need to think about how we're managing our list of 	Discussion

	<p>volunteers.</p> <ul style="list-style-type: none"> - Curt: Rob could you work with me on the public outreach piece of the director search? Or Board Development? (Rob to join Board Development) - Jody: Catalogue opportunities before communicating - Deborah: will work with Jody on logistics/considerations 	
2:55	<p>Closing (Deborah)</p> <ul style="list-style-type: none"> - Reminder about secession planning committee 	Connection
3:06	Adjourn	