

Attendance

Members

Present: Marqueia Watson, Stephanie Cooper, Mallory Rusch, Marilyn Chappell, Anatolij Gelimson, Tiffany Patton, Raquel Cooper

Absent: Izzy Litwack, Jennifer Shotwell

1. Discussion of Board Self-Evaluation

Survey is anonymized. There is some variation in responses and values are sorted from low-to-high. Discussion of topics with a score of 3: 1) one-year business plan 2)clear direction given to staff, Other low scores- 1) board taking responsibility for new member recruitment, 3) board led orientation for new board members, 4) plan for director education and board development, 5) meetings are interesting, 6) meetings are fun, 7) providing ED direction by setting policy, 8) communicating level of detail and kind of information needed from ED, 9) ensuring ED is able to take advantage of PD opportunities

MW- Perhaps there is a need for more communication about the annual plan, or that there is an acknowledgment form board members that they have received/reviewed the plan.

MR- It is possible that I communicate about this during the ED report but need to tie that back to the plan. We could review the plan and performance metrics at each meeting.

AG- Every meeting might be too frequent.

TP- Board reports could indicate activities that attach to the Strat plan goal, or during updates indicate which goal the work is connected to.

MR- We did an orientation for new members last year and are about to do that again for new members next week. Current board members are welcome to attend.

MW- There is a need for more education about policy; maybe a trip to Jeff City, an advocacy day

TP- Agrees with that idea

AG- Would it be helpful to have more engagement between board and staff?

MW- It is helpful and informative

SC- I do appreciate when the staff come to the meetings, but I would be hesitant to bring them to each meeting due to weekend commitment for them, balance of board/staff relationships, etc.

MR- Happy to arrange that. It is tricky since board meets on Saturdays. We could invite the new development director to the July meeting.

AG- Mallory is independent but asks if we can be more helpful

MR- Feel good about the level of support she is receiving but open to more involvement

Discussion: During the retreat, Raquel offered to work directly with Mallory re: supporting staff as agency grows

MR- Would like to include Nay'Chelle in those conversations (newly SHERM-certified)

Stephanie and Tiffany both agree that the communication from the ED is more than adequate

Tiffany will present at the next meeting: ED evaluation tool

Mallory/professional development-- booked to speak at two conferences in September (Agcy. on Aging: affordable housing and food security amongst seniors). MW turned Mallory onto a new online PD resource. Most of my/the staff's needs have been technical. Stephanie offered to connect Mallory to Leadership Missouri. Tiffany recommended Focus Leadership.

AG asks for recommendations about how to better engage new/less outspoken members.

SC- Tend to sit back and observe. Sometimes when board members are well-versed, it is difficult to get your opinions in so I sometimes do not say anything. It is helpful if more experienced members create more space for new people to catch up/ ask questions.

RC- New members are trying to sit back, learn, and process. I appreciate others taking the time to answer questions and bring us up to speed.

AG inquires if there are other areas we should seek additional feedback or if there is any informal feedback.

TP- Would like to see us do more team-building

SC- Agreed. It would also add to the fun factor. Small icebreakers provide a good way for

2. Presentation & Discussion of the Endowment

Ref Document in board packet: <https://app.boardable.com/empower-missouri-1/documents/3c38a964?redirect=edit>

Mallory has put together a document which outlines the history of the endowment started by Empower ~40 years ago. It is a nice sized endowment for an org of this size.

There has not been enough education or information about it for the board. We should look at it in the coming year and make some updated decisions about how the endowment will be managed. In its early days, there was an endowment committee tasked with this. Historical documents are referenced (A,B,C,D, etc.) and now stored in a shared folder on G-Drive.

Discussion whether a separate committee should be formed or if it should be a subcommittee of the Finance Committee.

The original seed money did not come from one donor; it was the work of Peter De Simone, former ED.

No action needed at a this time.

3. Review & vote on FY24 Annual Plan

In the 3rd year of the three-year plan.

Policy Goals:

1. Increase coalition membership and engagementBuild broader community support (will be launching a book club in September)
2. Grow Advocacy Partners Program (will triple in size from year one to year two, from 7 to 20-24)
3. Increase capacity for those directly impacted to engage in advocacy

**See Fathom Transcript for additional policy goals (missed two items)

Communication Goals:

Successes Amber has achieved:

Website revamp, social media, policy, branded merchandise

Staff Goals:

Diversity, growth, codify policies (use of apartment, travel), review and update personnel policies

Resource development goals:

New staff person has dove right into the FY24 development plan (goals in # of individual donors, setting reasonable goals,

VOTE

1- Stephanie, 2- Anatolji-- PASS

4. Review & vote on FY24 Budget

Notes: We were unable to focus on corporate giving in the last budget cycle, Sara has put together seven pages of leads and is likely to exceed the \$20K goal. Rec'd notification from UW STL that we will be receiving funding for the next 3 years. Mallory has been working hard to get funding from them. UW has not committed to a dollar

amount. Hopeful UW KC will also award use they are delayed in making notifications until the end of June.

*Ref: Grants Tracker and Grants Receivable spreadsheets (~\$275K for next year), We have ~\$473,500 confirmed and Mallory is comfortable projecting ~\$600K for the coming year.

Funding from MFH and HFF will enable us to provide Advocacy Partner cohort services for free. ~\$150K. Project growth in training and fee for services.

Project modest growth for fundraising/events

Plan to withdraw \$80K from endowment. Bottom line+ \$1.3M

Largest line item is salary and benefits (includes four new hires, but not asking for board approval for new staff roles now. Prefer to secure funds first). We will save some funds this summer due to two staff vacancies.

Some growth in program expenses (staff input on what they needed/ would have been nice to have last year).

Participant stipends is one of the largest increases

Professional services: (researcher for private probation)

Development budget increased significantly and is likely to yield a strong return on that investment

Funds requested last year from investment account in the form of a loan. Have since re-thought this and will ask the board for a vote to return half of those funds. There will be a cashflow gap in July, then an infusion of funds from August onward.

Review document: "Financial Status Update 6.13.23)

VOTE: 1- Raquel 2- Anatolji- PASS

5. FY24 Officers Discussion & Vote

Board Officer Slate:

Marqueia Watson-

Chairs

Marilyn Chappell- Treasurer

Stephanie Cooper- Secretary

VOTE: 1- Anatolji 2- Raquel- PASS

Next Board Meeting: Saturday, July 22, 2023Empty heading