

## 1. Introductions & Ice Breaker

Meeting called to order at 10:08am by Marqueia. Introductions were made by members.

## Attendance

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### Members

**Present:** Marqueia Watson, Stephanie Cooper, Mallory Rusch, Anatolij Gelimson, Tiffany Patton, Pamela Neal, Amy Blansit, David Webber, Gabbie Weiman, Jason Stoff, Shonte Byrd

**Absent:** Marilyn Chappell, Izzy Litwack, Jennifer Shotwell, Raquel Cooper, Katheryne Staeger-Wilson

## 2. Approval of May 2022 Meeting Minutes

Motion made by Stephanie, seconded by Tiffany, no further discussion. Motion carried.

## 3. Boardable Walk-thru

## 4. Committee Reports

Looking at tentative committee assignments for the year. The list provided is based off of returning board members and the committees that they served on. The new board members selected committees during onboarding. There are slots available on the finance committee and resource development. If you would like to select one of these committees, please email Mallory. If you are interested in chairing the resource development committee, please consider discussing with Mallory. If you are interested in attending upcoming governance committee meeting, the group is meeting on August 7 at 5:30pm. No additional questions from group at this time.

### a. Financial Review and Approvals

Tabled until September board meeting.

#### i. May 2022 Financials

Tabled until September board meeting.

#### ii. June 2022 Financials

Tabled until September board meeting.

### b. Governance

## c. Board Goals

Marqueia started the discussion of board goals and where we want to focus on in the future with strategic planning. There had been discussion back in 2020 when the strategic plan was developed surrounding racial equity and the necessity to keep it centered in our conversations and planning. Other board objectives that we were to focus on was regular ongoing board administrative business, supporting Mallory and her team as well as implementing the upcoming strategic plan. Now that we are in the last year of the strategic plan we are looking at organizational growth and capacity, strengthening our

relationships in the community and elected officials and building the brand. In addition to the previous plan, we were looking at ensuring there was a diverse group of people at the table, tightening up our board processes and building an evaluation component for the ED and creating board materials, etc. Many of the things that were on that particular plan were accomplished, but not in an organized way. A few things that were discussed moving forward were: having specific board designated committees and crafting policy language for the board and committees, work with a consulting organization to develop racial equity work. Several board members have been able to attend the Racial Equity Workshop put on by Crossroads but realized not everyone had the opportunity to take this training and realized that there needed to be done in this field. Mallory indicated that she has done the anti-racism training with Crossroads, but that they are no longer doing training in person and is looking for additional opportunities. One of the things that she is doing with staff is holding a staff professional development meeting where the staff is participating together with book reading, listening to podcasts and having discussions through a racial equity lens. Mallory indicated she is willing to share those opportunities with board members. Additionally, she is looking to create a book discussion group where people can have entry level discussions about anti-poverty work. The first book launch will be in September and board members are willing to join if they would like. Marqueia ask the group if racial equity work was something that the board was still interested in. David ask if this would be a fourth goal of EmMo or if it would be done within the coalition work? Marqueia stated that the focus would come from the governance committee and focusing on grounding the framework in what is already happening. A discussion about how the board can meet and work together to help the members become familiar with each other and the work was also mentioned. Pam stated that if we were going to do work around DEI that is had some substance instead of just surface level conversation. Marqueia ask the board if there were any ideas of what types of training or resources were available. The poverty simulation hosted by Community Action organizations was mentioned along with the blue-eyed, brown-eyed test. Marqueia ask if there was any interest in a small group of people getting together to discuss resources and next steps. Pam, Marqueia, Stephanie and Tiffany all stated that they would participate in a smaller group and going back to the full board with more information. The final piece left from the strategic plan was a communication conversation celebrating the board diversity. Mallory indicated that she would work with Amber to create a communication plan for the board. Also a reminder that headshots and bios needed to be sent in from all board members. Another communication opportunity for the board members is to participate in the blog series on the website. Marqueia also ask Mallory to send out the strategic and communication plan so that new board members can see what the goals and objectives were to allow new members to get a chance to review everything before the next board meeting. Marqueia would like for the board to be able to review and contribute in a meaningful way for themselves so feel free to provide feedback, ideas, etc. when possible.

Action Items: board members need to send headshots and bios, a small DEI committee needs to set a meeting time which includes: Marqueia, Tiffany, Stephanie and Pam, Mallory will send out strategic and communication plan to all board members, board members should contact Mallory if they would like the resources that the staff are

reviewing during professional development, board members can write blogs for the website/newsletter if interested, contact Amber for more information.

#### i. Review of Proposed Changes to Bylaws

There has to be a 21-day notice prior to the vote of bylaws revisions therefore, the changes will be shared with the board and the vote will be held in September.

Changes include: Article 1: changes and wordsmithing to objectives and purposes including updating mission and vision statement. Article 2: regional committees became regional committees and coalitions and wordsmithing. Article 3: Board of Directors-simple majority was added for quorum for meetings, electronic votes can be done in between board meetings, wordsmithing, change to removal of board members to a quorum vote, written notice for meetings added, who can act during emergency meetings, Article 4: wordsmithing to name. Article 5-no changes Article 6-Section 2 removed. Section 7-wordsmithing Section 8-9-no changes. Section 10-Roberts Rules of Order-David suggested a comment about civility added for order for board. David would like to draft a few sentences for board order and will present to board for replacement of Roberts Rules of Order.

There was discussion by David to see who was included in the discussion and recommendations of the bylaws, Anatolij indicated that it was the governance committee. He ask if the changes could be made including the specific areas that Empower Missouri focuses on, Mallory indicated that the objectives included aligning the bylaws with the mission and vision statement. Discussion surrounding simple majority and the necessity of 50% attendance for quorum. Marqueia ask if 2/3 was a better solution, Anatolij indicated that it could possibly create difficulty for holding meetings. Amy indicated that a simple majority statement could be used instead which would allow for board meetings to continue. The members agreed and the language was changed. There was also discussion about bonding requirements for board members. Mallory indicated that there was D&O insurance for the board, but that the treasurer did have access to the investment account and there could be some concern. Mallory will check into the coverage for bonding requirements.

Action Items: add approval of bylaw revision to September board meeting; Mallory will check on bonding requirements and coverage for money handlers.

#### ii. Annual Board Calendar Review + Discussion

Presented draft board calendar with monthly dates and activities. Mallory indicated that this would be provided to the board in September. This calendar was meant to be a starting point for the board and activities as a starting point for the board.

Action item: add to September board agenda

**c. Resource Development: Chair Needed**

Currently there is no chair for the resource development committee. If you are interested in this position, please reach out.

Action Item: If you are interested in this position, please contact Mallory for more discussion.

**5. E.D. Report**

Mallory reported about the vetoes of the Governor.

Policy/Advocacy/Organizing/Training-Spent the past two months planning for the organization and staff. Each coalition was required to develop two goals for their program. Will be launching road trips beginning in September, will be looking at policy goals for the upcoming months. Also looking to sign a contract with an organization to further the work of the advocacy program and building the number of participants. Officially launched the Anti-Poverty Advocates Summit being held November 6-7 in Columbia. Promoting early bird registration and hope that a number of board members will attend. Will be launching book club in the next few months. Will be offering a tenant organizing fellowship in Springfield. If you know of anyone that is in Springfield that may be interested in attending, let Mallory know. Will be attending the ma4 Show Me Summit (Community Action Summit) to discuss and learn about senior and the intersection of the priorities of Empower Missouri. Operations-Have hired a full time operations staff, onboarding new HR manager, will be onboarding new staff in the next two months, looking at a fall retreat, reviewed board support. Finance-finalized FY2 budget in the last two months, finalized programmatic budgets, hired new audit firm and started audit process, creating a full report on the endowment. Fundraising and communication-built FY24 grants plan and development plan, brunch event executed, will be doing grant writing, prepping for donor appreciation events, lunch with Empower Missouri supporters in KC region, prepping the annual report. Anatolij ask about the budget and new staff hires that the organization wants. Mallory indicated that the new positions had been built into the budget already, with a strategic plan for long-term funding for these positions.

Action item: register for Anti-Poverty Summit in November, attendance at September donor happy hours in KC and StL by board members would be appreciated,

**6. Communications Plan Presentation**

Amber joined the meeting to give a presentation of communications-lessons learned and highlights. One of the biggest successes was media outreach. Goal was 45 media reaches, had 77 media mentions. Social media grow ranged from 3.5%-144% on various media platforms including IG, FB, LinkedIn and Twitter. Email metrics-started clean slate newsletter and grew subscribers. Website metrics included an increase in views for website, google ads and clean slate. Goals include building coalitions, awareness, membership. Reviews of strategies were shared with the board including monthly themes, campaigns, new initiatives, also encouraged board members to follow on social media. If

you want more information or a copy of the communications plan, it has been included in the agenda.

**a. Timeline and Responsibilities**

**7. Setting Meetings for FY24**

Board meeting dates will be held on the following dates: September 23, November 18, 2023, January 27, March 23 (in-person), May 18.

**8. Action Items & Adjourn**

Anatolij moves to enter an executive session, Tiffany seconded, motion carries.

Action Items: racial equity group will meet, Anatolij will continue revisions for bylaws.

Meeting adjourned at 1:40pm.