

VERA HOUSE, INC.
JOINT BOARD AND FOUNDATION MEETING
SEPTEMBER 20, 2022
MEETING MINUTES

Present: James Branche, Darrell Buckingham, Benjamin-Ariel Charles, Jalyn Clifford, Carolina Cordero Dyer, Otis Deluca, Rebecca Ortiz, Dawn Penson, Sheri Rodriquez, Marissa Saunders, Ashlea Schad, John Huhtala, Sarah Fitzgerald, Barb Karper, Julie Flack, Jodi DeAugustine, Elizabeth Morgan, Martin Hewitt, Charlie Beach, Monique Wright-Williams, Elaina Wellstead, Jim King, Pierre Morrisseau, Gwen Sanders, Alexandra Gorski, Megan Dean

Staff: Fran Bishop, Angela Douglas, Sherry Jones, Benita Rodriguez, Cindy Britz, Morgan Striggles

Absent/Excused: Patricia Neumann, Kelly Besaw, Tim Giarrusso, Lynn Horowitch, Jim Borer Ariell Mussi, Patricia McBride, Nakeia Chambers, Shewa Shwani, Gloria Barbano Weyl

Call to order: Marissa Saunders called the meeting to order at 4:25pm, after Beth Dubois came to welcome us to the building.

Feelings of irritated to hopeful were some of the words heard during Marissa's opening activity asking to shout out one word to describe how we were all feeling.

Consent Meeting Minutes: A motion to accept the August Board of Directors' Meeting Minutes was made by James Branche and seconded by Rebecca Ortiz. The motion passed.

A motion to accept the August Trustees Meeting Minutes was made by Jim King and seconded by Martin Hewitt. The motion passed.

A motion to accept the September Joint Executive Committee Meeting Minutes was made by Julie Flack and seconded by Sarah Fitzgerald. The motion passed.

Financial Updates:

- A. Foundation Financial Statements - Russ Sturtz reported that the current value of the investment portfolio is \$4,368,507.
 - a. Foundation support of the agency
 - Per the spending policy of the Foundation Russ suggested the Foundation pay the agency the annual grant and the remainder of management fee.
 - Russ said the Foundation Finance committee met and is proposing that the Foundation adjust the investment allocation to make \$2 million dollars more liquid over the next 2-3 years to make it available for agency needs.

A motion to adjust the Foundation investment allocation to make \$2 million more liquid was made by Martin Hewitt and seconded by Julie Flack. The motion passed.

B. Agency Financial Statements – Carolina Cordero-Dyer reported that she feels there will be more impact on financials next year than this year.

The following motions were made:

Key Bank

- a. A motion was made for approval to remove Randi K. Bregman, Co-Executive Director, as authorized signer on all Agency accounts by James Branche and seconded by Rebecca Ortiz.
- b. A motion was made for approval to remove Randi K. Bregman, Co-Executive Director, as authorized signer on all Foundation accounts by Jim King and Julie Flack.
- c. A motion was made for approval to add Angela M. Douglas, Executive Director, and Board Treasurer Carolina Cordero-Dyer, as signer on Key Bank Line of Credit for the Agency account by Otis Deluca and seconded by Sarah Fitzgerald.
- d. A motion was made for approval to add Angela M. Douglas, Executive Director, and Board Treasurer Carolina Cordero-Dyer, as signer on Key Bank Line of Credit for the Foundation by Martin Hewitt and seconded by Jim King.

Empower FCU

- a. A motion was made for approval to remove Randi K. Bregman, Co-Executive Director's, name off main agency credit card by Rebecca Ortiz and seconded by Sarah Fitzgerald.
- b. A motion was made for approval to remove Randi K. Bregman, Co-Executive Director's name off savings account and add Angela M. Douglas, Executive Director's as authorized signer by James Branche and seconded by Rebecca Ortiz.
- c. A motion was made for approval to add Angela M. Douglas, Executive Director as named on main agency card, currently Randi's card, by James Branche and seconded by Sarah Fitzgerald.
- d. A motion was made for approval to increase Angela's card to \$5000 by James Branche and seconded by Rebecca Ortiz.
- e. A motion was made for approval for a card for the new Co-Director of Shelter, Angelica Keene for \$2500 by Otis Deluca and seconded by Ben Charles.
- f. A motion was made for approval to add Sherry Jones, Finance Director, as authorized user on all corporate credit cards with the ability to speak directly to representatives if need to cancel, reissue, or

report fraud transactions on card by Sarah Fitzgerald and seconded by Rebecca Ortiz.

- g. A motion was made to increase Donna Young, Receptionist's card to \$1000 by Elizabeth Morgan and seconded by Carolina Cordero-Dyer.

Executive Directors Report:

Angela Douglas presented slides while discussing the Transition Plan. Some key points were to stabilize the organization by making sure to have what is needed to support the current staff and hiring and vetting new staff. Transferring knowledge from Randi, as her last day will be November 30, 2022, as well as other strategies to move us through and heal from this crisis.

Morgan Striggles, the new HR Director, shared updates that he is making to the employee handbook and talked about the new background vetting policy. We are using 2 new companies and requiring fingerprinting for candidates in any potential role. In addition, employees cannot begin working for Vera House until all background information is back and complete.

Gala Cancellation:

Benita Rodriguez gave an update on fundraising events. The Gala is cancelled but the Oncenter has agreed to move our deposit to 2023. She talked about other donor events like Jenny Ackley's retirement, and an event to honor Randi Bregman's legacy.

Foundation Fundraising Task Force:

Jim King gave support and thanked everyone for the work they were doing. He reminded us that our "why" stays the same and sees this as an opportunity and not a crisis.

Open Discussion: An open discussion led by Elaina Wellstead regarding accountability from the boards, support for the staff, and support for Angela. Ideas and thoughts are listed below.

Ben Charles spoke about a Board Development Series being offered by the Gifford Foundation. He will send an email with all of the information.

Adjournment

Meeting adjourned at 7:53pm. Agency motion made by Rebecca Ortiz and seconded by Sarah Fitzgerald. Foundation motion made by Jim King and seconded by Darrell Buckingham.

Next Board Meeting: October 18th at 5:30 p.m.

Next Foundation Trustee Meeting: November 8th at 4:00p.m.

Respectfully submitted,

Fran Bishop for

Jalyn Clifford, Secretary

Support for Angela

Talk about resiliency

acknowledge thresholds

Be more involved

Control the narrative

Be prepared to speak/be an
accomplice

protect survivor/victim identity of Angela
& Masimba

Commit to healing

Strategy for communication
after Angela's interview

get ahead of the story

get back to mission

planning session

re: communication strategy

Staff Support

- Boards are in support
- More communication
 - ↳ Emails
- Board access
 - ↳ attend staff mtgs
- Clarity between BGA & staff
- apology
- Bonus \$
- remove the myrtle
- more real than right
- Be heard
- allowed to process
- help in healing
Randi's departure
- support Angela in transition
- actually do the work
(volunteer)