



Common Threads Board Meeting

October 11, 2021

Virtual Meeting

4:00 pm to 5:30 pm

Present:

- Gail Knops
- Chris Casquilho
- Nolan Davidson
- Fred Berman
- Madchen Petrie
- Susan Marshall
- Laura Plaut

Absent:

- Casi Herrera

Guests:

- Gabe Beck
- Kelsey Schoen
- Margo Heffron

Agenda Item	Board Action
<ul style="list-style-type: none"> ● Meeting called to order at 4:07 	
<ul style="list-style-type: none"> ● Special guests: Margo, Kelsey, and Gabe offered brief introductions, description of roles, history with CTF, etc. ● Gabe has applied to join the board: application. <ul style="list-style-type: none"> ○ Nolan moved to approve Gabe's application. Fred seconded. All in favor. 	<p>The Board voted to approve Gabe Beck as a new Board Member. Welcome Gabe!</p>
<ul style="list-style-type: none"> ● CONSENT AGENDA <ul style="list-style-type: none"> ○ Minutes 2021 8 2 ○ Director's report Sept 2021 ○ Infrastructure Committee notes 21 09 30 ○ Finance Committee 21 10 07 ○ No report from the Fundraising Committee (see below) ● Madchen moved to approve and adopt the consent agenda; Fred seconded. All in favor, none opposed. 	<p>Consent Agenda approved and adopted by the Board</p>
<ul style="list-style-type: none"> ● Board Goals for 2022 (refer to Director's report) <ul style="list-style-type: none"> ○ Ambassadorship <ul style="list-style-type: none"> ▪ The fundraising committee is in flux right now. But there are other ways to be an ambassador for the organization besides traditional fundraising. 	<p>The Board voted to adopt these as their goals for 2022.</p>

<ul style="list-style-type: none"> ▪ The board is encouraged to support staff-driven fundraising efforts – fall fundraising is coming up. ▪ Review the list of donors and thank anyone you know (but note the procedure for letting staff know). Promptness is important (so much so that if the Board isn't committed to doing this, it unfortunately needs to fall to the staff to get it done in time). ▪ Be an ambassador in your community. ▪ Note that if you know people who are willing to volunteer, we have a new volunteer coordinator (Kathy Capron – volunteer@commonthreadsfarm.org). ○ Support for the ED <ul style="list-style-type: none"> ▪ Share personal skills ▪ Laura suggests potentially incorporating a regular executive session into the end of each meeting so board members feel they can share concerns with candor. ○ Equity <ul style="list-style-type: none"> ▪ Sign up for the Soulfire Farm Uprooting Racism workshop – October 20 from 10 – 1. ● Gail moved to adopt the above as the Board's official goals for the coming year (to be fleshed out in committees as needed). Gabe seconded. All in favor, none opposed. 	
<ul style="list-style-type: none"> ● ED compensation and evaluation timeline and details <ul style="list-style-type: none"> ○ Laura has done a self-evaluation with an executive coach. As part of that process, 31 stakeholders' input has already been solicited, including 3 board members and all of the perennials. ○ The Executive Committee agreed that no further survey would be appropriate this year. ○ At the coach's suggestion, the Board will not get a copy of the actual report. ○ The Executive Committee will need to meet again (with other interested board members) to discuss ways to streamline this process. Changes to the bylaws might be needed to make this a broader discussion than just the Executive Committee. 	
<ul style="list-style-type: none"> ● Q3 Financial Review (see Finance Committee Report) <ul style="list-style-type: none"> ○ Significant growth – expenses and revenues. Increased expenses were anticipated and necessary. Revenues are up 	<p>The Board approved and adopted the 2022 Budget.</p>

<p>slightly less compared with expenses. We have around \$500K in reserves currently invested.</p> <ul style="list-style-type: none"> ● 2022 Budget proposal <ul style="list-style-type: none"> ○ Laura tried to keep things simple and high-level. See notes in the Finance Committee Report for details. ● Fred moved to adopt the budget. Gail seconded. All in favor, none opposed. 	
<ul style="list-style-type: none"> ● Happy Hours <ul style="list-style-type: none"> ○ Margo shared an update. ○ We stopped doing these happy hour meetings during the pandemic. ○ We're going to re-start. Meetings will be outdoors once a month – last Thursday. ○ Margo will send reminders out. ○ First one is October 28 at 4:00 at Kulshan Trackside 	
<ul style="list-style-type: none"> ● Next meeting date: <ul style="list-style-type: none"> ○ Chris will send out a Doodle poll. 	
<ul style="list-style-type: none"> ● Meeting adjourned at 5:28. 	