



Common Threads Board Meeting

December 7, 2021

Virtual Meeting

4:00 pm to 5:30 pm

Present:

- Gail Knops
- Chris Casquilho
- Nolan Davidson
- Fred Berman
- Madchen Petrie
- Casi Herrera
- Gabe Beck
- Laura Plaut

Guests:

- Jenna Deane

Agenda Item	Board Action
<ul style="list-style-type: none"> ● Meeting called to order at 4:06 	
<ul style="list-style-type: none"> ● Board Goals for 2022 <ul style="list-style-type: none"> ○ Note specific asks in the Director’s report, particularly related to small group discussion participation following Soulfire debrief. Fred and Gabe expressed interest. ○ Board members should refer to the goals we adopted last meeting and think about how they can contribute. ○ These goals can have a semi-permanent place on the agenda to facilitate a check-in each meeting. We might create a shared document to allow people to provide updates. 	
<ul style="list-style-type: none"> ● CONSENT AGENDA <ul style="list-style-type: none"> ● Minutes 2021 10 11 ● Director’s report December 2021 <ul style="list-style-type: none"> ○ Board members are encouraged to add comments to the shared document about mission alignment (or anything else). This particular subject is a big one for discussion and may be on the next agenda. ● Infrastructure Committee no meeting ● Finance Committee no meeting ● Fundraising committee is under restructure ● Fred moved to approve and adopt the consent agenda; Madchen seconded. All in favor, none opposed. 	<p>Consent Agenda approved and adopted by the Board</p>

<ul style="list-style-type: none"> ● ED Compensation / Pay Equity <ul style="list-style-type: none"> ○ The Board approved Laura’s requested compensation package by previous vote memorialized in an email. ○ The Board emphasized that pay equity is an important value for the organization and is interested in doing some work on this issue—not exclusively in the context of reviewing ED compensation. ○ Laura shared some thoughts in advance of the meeting and offered more details on what the organization already does, can do, and will do, and how the board can help. ○ Laura invited the Board to consider the ratios between the ends of the pay spectrum and see whether we want to think about memorializing any of these in a formal policy. ○ The Board shared some of their concerns about pay disparities, and Laura answered questions. ○ The Board will come up with some specific questions/information sought and think about goals for a policy or similar document. 	
<ul style="list-style-type: none"> ● Donor Thanking <ul style="list-style-type: none"> ○ Gabe and Laura shared some thoughts about thanking donors. ○ One option: doing a “check in” with donors and using it as an opportunity for more than a simple thank you. ○ It might also make it a more palatable activity if it’s collective/shared: potentially an in-person meet-up. ○ Board should think about this in the context of ambassadorship. 	
<ul style="list-style-type: none"> ● Investments <ul style="list-style-type: none"> ○ Fred shared an update ○ Market has been especially volatile but we still have some reasonably good unrealized gains. ○ Fred proposed that we consider a scholarship with some portion of the unrealized gains being set aside each year. ○ Fred will circulate the statements in the future to be included in the agenda for Board review. 	
<ul style="list-style-type: none"> ● Happy Hours – next one is 12/17 at 20th Century Bowling 	
<ul style="list-style-type: none"> ● Next meeting date: 	

○ Chris will send out a poll	
● Meeting adjourned at 5:31	