

# EMPOWER MISSOURI SEPTEMBER 2022 BOARD MEETING MINUTES

## 1. Introductions & Ice Breaker


## 2. Boardable Walk-thru

Looking forward to board getting more accustomed to using the platform.

Be sure to use Boardable when changing/canceling meetings.

## 3. Approval of July 2022 Meeting Minutes

Motion- Marilyn, 2nd Raquel- Unanimous approval

 Approved

## 4. Financial Review and Approvals

Review: July financials. Beginning of FY.

Not presenting August financials as current accountant has retired. She committed to staying with us through the audit process and now that the audit is complete, we're able to move to our new accountant.

### a. July 2022 Financial

Beginning of FY, which means cash flow is low but that should not be of concern as we have some larger grants coming in.


Anatolij- Is there something we can do to ensure we don't get so low on cash? Is this typical?

Marilyn- Mallory has been doing a good job of staying on top of cash flow; working at least a month in advance. No concerns.

### b. Board Vote- 990


Request for previous 990s and past financial documents to be uploaded to Boardable in the documents section.

Re: Schedule C and lobbying- Mallory is keeping a close eye on those percentages to ensure we remain compliant.

 Motion: Finance/2nd Izzy - Unanimous approval

### c. Board Vote- Financial Audit

Audit report is good. Total current assets >\$2M. The most important takeaway is that the process went well. Mallory requested they omit (see Note 6) that some donors would like to remain anonymous.

 Motion; Marilyn/Finance, 2nd Raquel- Unanimous Approval

## 5. E.D. Report

## Clean Slate

Friday forums scheduled for fall.

Anti-poverty Advocates Summit planning underway; keynote speakers announced

Excited about hosting in person meetings again. We will be hosting Town Hall meetings out in the community. Board members are strongly encouraged to attend.

Discussion re: Empower MO litigation against State of MO.

We were approached by Legal Services of Easter MO. We do administrative advocacy around safety net issues. At the height of the pandemic, the wait times at DSS call center for SNAP applications averaged 3.5 hours.

There are two individuals and Empower MO as an organizational plaintiff in the lawsuit. This has been a small lift; we were assigned to mediation last summer. The state would not agree to the provisions. The case is now going to trial. The case is still in the discovery period and there is no trial date set at this time. Mallory will notify the board when there is more information.

We received a \$29,000 check from the IRS for a payroll tax rebate we applied for (this is separate from the PPP loan).

Office move out is complete and we now have a PO Box in Jefferson City.

We will start apartment hunting in December. We are currently paying our previous landlord \$100 month for storage.

Asking for board input on two items:

Empower considering acting as fiscal agent for Springfield Tenants Unite. Marqueia expressed slight concern over additional capacity. Mallory is doing research and will present at the November meeting.

Discussion re: Insurance benefits management. Gusto works well for payroll but not for benefits.

Option 1: Stay with Gusto

Option 2: Return to Marsh McClendon

Option 3: Find a different provider

Marilyn recommends seeking a third broker.

Tiffany asked why we switched from Marsh to Gusto. Mallory response- to simplify and manage fewer vendors. Enabling staff to manage all their benefits, time tracking, etc. in one platform sounded great but it is not working well. Tiffany also supports seeking a new vendor. Non-profit employees are not paid as well as those in other sectors and it's important to seek any discounts that might benefit them.

Staff/HR

Rolling out a new project management tool for the team.

Fundraising

New funding commitment from Lutheran Foundation

Clean Slate grant increased by 30%

Intro call with Health Forward Foundation. Mallory sees HFF as a potential larger funder for us.

Other grant applications have been submitted.

Amber is working on annual report

Mallory will be heavily involved in grant writing over the next couple of months.

Budget is now split by four core programs. Each program has its own budget. This will be very helpful for our participatory budgeting process next spring.

## 6. Communications Plan Presentation

Overview of communication goals, methods- Increasing brand awareness strengthening messaging, expanding network of supporters

Call to action for board

## 7. Committee Reports

Resource Allocation Committee- Meetings have been pretty brief; Working on sponsors and support of Empower events and the Summit. Goal for Summit sponsorship is \$20K with \$6K in ticket sales. Early Bird special and networking events are a great opportunity to secure new sponsorships/attendees.

a. Governance

b. Bylaws Review

- Annual Schedule to review
- Robert's Rules- Is this necessary?

Robert's Rules are not necessarily as inclusive as we would like. We are mostly concerned with having order and a quorum/majority vote. We will research alternatives and either make tweaks to the ROR language or look for a slimmed down version.

c. Discussion: Board Secretary Role

Misha and Anatolij will share/"tag team" board secretary role.

d. Resource Development  
N/A

8. Discussion: FY23 Board Goals

Board to review the FY22-FY24 Strategic Plan. (\*\*See board tab on spreadsheet).

a. Timeline and Responsibilities

9. Action Items & Adjourn