Empower Missouri Annual Board Retreat
March 28, 2026 11:22 a.m. – 5:01 p.m.
1902 Bubba Lane, Jefferson City, MO 65109

1. Welcome
    a. Team building activity
    b. Call to Order
        - Meeting called to order at 11:22am.
2. **Attendance**
    a. Members
        - **Present:** Heather Bradley-Geary, Karen Englert, Raquel Cooper, Deanna Finch, Gerardo Martinez, Tiffany Patton, Mallory Rusch, Kathryn Staeger-Wilson, Jason Stoff, Rachel Tripp, Randall Wollenberg
        - **Absent:** Deitra Colquitt, Amy Blansit, Pierre Yancy, Kimberly Henderson
        - Jennifer Shotwell resigned. Need to remove from attendance.
    b. **Approval of Meeting Minutes:** A motion was made by Karen Englert to approve January 2026 Board Meeting Minutes and seconded by Jason Stoff. No further discussion, motion carried.
3. **Executive Director Report**
    a. Executive Director report was provided to all board members.
    b. Presentation of Amended and Restated Fiscal Sponsorship Agreement
        - Amended and Restated Fiscal Sponsorship Agreement provided to all board members.
        - STUN raised money and applied for and received grants
        - STUN would like to hire part-time staff
            - If STUN were to bring on salaried staff in future, then the salaried staff would be eligible for benefits (paid for by STUN)
        - STUN staff members will be considered Empower Missouri staff and will be paid out of STUN's funds – a separate line item in budget
        - Empower's operations director meets with STUN's board chair monthly and documents money coming in and out
        - Administrative fee increased from 3% to 7% (of any grant received) (not calculating percentages of gifts and donations—this might be revisited in the future if there are large donors)
        - Worked out last year with lawyers and insurance: STUN is a covered entity under Empower's insurance, this is currently in effect

- There was a question about administrative fee and a suggestion of a flat 10% fee due to expansion of oversight responsibilities around the partnership
- There was also a suggestion for wording to be included in the agreement to readdress fee terms (in the case of an influx of funding, more oversight being needed, etc.)—request to add a line about renegotiating and/or an option to opt-out of 30 days' notice
- The agreement has not yet shared with STUN – it just got back from Empower's lawyers this week

Karen made a motion to approve the Amended and Restated Fiscal Sponsorship Agreement with a note about renegotiating and/or opting out of 30 days' notice. Kathryn seconded. No further discussion, motion carried.

c. Health Insurance Rates
- Request to raise employee contribution toward health insurance this year
- Empower has not raised rate since 2023 – went from $90/month ($45/check) to $120/month ($60/check) in 2023
- Majority of staff only have themselves on a plan; two staff members are taking advantage of dependents (Empower Missouri covers 25% of cost, employee covers 75%); on average staff have contributed 18% of total cost and Empower has covered the rest
- Health insurance plan costs went up 13% (plus natural age increases)
- Two options were presented by Mallory: average buy-in 20.32%, $150 ($75/check) or $180 dollars ($90/check), average buy-in 24.25%
- Average increase right now is 25%; $150 contribution plan was suggested; there was also a suggestion about sharing a market report and Mallory will see if she can find something that could be shared with staff
- There was an additional suggestion for adding an HSA option
  - Mallory stated it is worth having Tina look into

Deanna made a motion to approve the $150 option and Heather seconded. No further discussion, motion carried.

d. Fundraising & Communications: March 2026 Fundraising Report
- United Way will no longer be funding advocacy and might look into creating a separate pool of funding for advocacy in the future; United Way is focusing on funding projects with metrics like "this funding provided

this many meals for this many people"; Empower has United Way funding through December
    - March 2026 Fundraising Report was provided to all board members.
e. Legislative session update was shared by Mallory Rusch with present Board members before the meeting was called to order. 2026 Active Policy Priorities and Mid-Session Donor Briefing were provided to all board members.

Raquel made a motion to move to closed session for the annual performance evaluation and annual compensation review of the Executive Director and Gerardo seconded. No further discussion, motion carried.

Moved to closed session at 12:08 p.m.

Executive Director Annual Performance and Annual Compensation Evaluation

1. Present during closed session:
    a. Heather Bradley-Geary, Karen Englert, Raquel Cooper, Deanna Finch, Gerardo Martinez, Tiffany Patton, Kathryn Staeger-Wilson, Jason Stoff, Rachel Tripp, Randall Wollenberg
    b. Executive Director was excused.
2. Tiffany Patton led the annual performance evaluation and annual compensation review of the Executive Director.
    a. The Board reviewed and discussed the Empower Missouri staff survey responses and last year's completed evaluation.
    b. Upon motion made and seconded, the Board approved a salary increase for the Executive Director and the motion carried unanimously.

Jason made a motion to move out of closed session. Deanna seconded. No further discussion, motion carried.

The Board exited closed session at 2:05 p.m.

4. **Strategic Plan Review & Annual Planning**
    a. Led and facilitated by Anne Ross-Weldy, New Chapter Coaching
        - Welcome, reviewed objectives, reviewed agenda, opening activity
        - Presented governance recommendations
        - Reviewed board self-assessment
        - Discussion of next steps to enhance governance
5. **Governance Committee**

    a. The Board needs to begin thinking about board recruitment, with a focus on the following areas: Poplar Bluff, Cape, and Columbia, and a focus on lived experience
    b. The Board will also need a Vice Chair for FY27

6. **Finance Committee**
    a. Mallory will send a poll via email to vote on November, December, and January financials
    b. Request for the Board to think of companies that we would never take money from and why

7. **Resource Development**
    a. Jason will send the Board an activity to help us begin organizing prospective donors in our networks

Deanna made a motion to adjourn the meeting and Tiffany seconded. No further discussion, motion carried.

Meeting adjourned at 5:01 p.m.