**1.** Welcome

**a.** Welcome and Introductions

Meeting called to order by Tiffany Patton at 10:03 a.m.

**b.** Call to Order

## Attendance

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### Members

**Present:** Mallory Rusch, Anatolij Gelimson, Izzy Litwack, Jennifer Shotwell, Tiffany Patton, Raquel Cooper, Pamela Neal, Jason Stoff, Katheryne Staeger-Wilson, Randall Wollenberg

**Absent:** Marqueia Watson, Stephanie Cooper, Amy Blansit, David Webber

**c.** Attendance

**d.** Approval of Meeting Minutes

A motion was made to accept the March strategic planning board meeting minutes by Katheryne, a second was made by Jennifer. No further action was taken, motion was passed.

**2.** Board Committee Reports

**a.** Resource Development

- Results of Give STL Day
- Progress on Brunch

Mallory provided a 2024 Give Stl Day Recap, with a 108% increase in number of donors over 2023. A total of 50 donors, giving $2740 occurred this campaign. We are currently 6 weeks away from the annual brunch awards. Asking those board members that are local to attend the event if possible. Have engaged sponsors and have exceeded the number of sponsorships from last year. Still looking for more sponsors, the goal is $20,000. Would like to see $10,000 if possible. Also, would like to see friends and family in attendance and for board members to push ticket sales. Will be posting news about the event on social media in the upcoming weeks. Also encouraging board members to purchase raffle tickets, which can be purchased online.

**Action Item: Mallory will send out the flier for the awards to the board members.**

**b.** Governance Committee

Vote on new board members. Mallory's tentative rankings:

1. Kimberly Henderson

2. Rachel Tripp
3. Deitra Colquitt
4. Karen Englert
5. Kunti Bentley
6. Pierre Yancy
7. Lakita Oats

There are currently four seats available for the board. Chantee has recently resigned from the board and has send a resignation letter to Mallory. The notes, applications and applications are located in the agenda portion of the meeting. Mallory reviewed all of the candidates that were interviewed. Jennifer asked if there was demographic information available to review for the four positions. Anatolij responded that the spreadsheet information is located in Google Drive for any board member that would like to review. It was noted that there is a push to build up the KC representation on the board, along with ensuring a fair and diverse board demographic. Jennifer suggested that we start with the top four of Mallory's choices. Randy wanted to know what we were lacking in skill sets that these four nominees could fill? Also suggested a young adult advisory board that doesn't have the experience to participate in a full board capacity. Mallory stated that the biggest gaps were individuals that were willing to go into a leadership tract. It was suggested that a candidate could go to the development committee first before the board. Izzy suggested that all board members choose their top selections for board members. The members will be placed with the executive committee for final selection.

**c.** Finance Committee

- Approval of Financial Reports (Dec., Jan., & Feb.)
- Approval of updated Endowment Policy & Investment Policy

Randy reported that the finance committee met earlier in the week and indicated that the committee approved the reports for Dec, Jan and Feb. A motion was made by Randy to accept the reports, a second from Jennifer. No further discussion and the motion carries. The finance committee also approved the endowment fund policy and investment policy and the committee approved the policies. Randy made a motion to retain the representative from Central Bank (Kevin) and approve the endowment fund policy. Anatolij did indicate that he felt index funds were more successful than having a person investing. Randy clarified that he would not be personally investing on our behalf, but that he would be investing in mutual funds, stocks, etc. It does remove from the finance committee the risk of making those choices and decisions internally, which Randy indicated that the members don't have those skill sets to make those decisions. Jennifer asked if this is where our risk tolerance has been in the past, Randy did say that in the past a former board member did make those decisions but there is no one now that could or wanted to do it. Mallory stated that if the board wanted to keep a fair mixture in various income funds, then some funds would need to be moved and someone should be actively managing those funds. Mallory asked the board if there was any additional information that needed to be brought forth, there were no additional requests of information. Jennifer seconded the motion to accept the policies, all board members except one(A.G.) moved to accept the motion, motion carries. Mallory did let the board know that Kevin will be present on an annual basis to review the account and make any additional recommendations to the board.

**3.** Executive Director Report
Will include:

- a report on 2024 legislative session results
- a vote on an updated organizational chart.
- a vote on amendments to the Personnel Policy

A few items that were highlighted include: the lawsuit against DSS was won by advocates that were supporting SNAP changes for recipients, enrollment, etc. Next steps are to work on a list of suggestions for DSS to implement to correct the problems with the program. Legislative session ended yesterday; each coalition is walking away with wins from the session. Did secure funding for Summer EBT, landbank legislation has been passed, any municipality with over 1500 residents can create a landbank without any more legislative steps and an omnibus bill was passed that creates some positive things for the criminal justice coalition. Operations-has finished the strategic planning process. A list of changes was presented to the board surrounding the personnel policies including temporary employees, a change to the leave policy including temporary employees not receiving leave benefits, a suggestion of a week of bereavement leave for an immediate family member and changes for other relatives. A few board members suggested that the policy reflect that the bereavement leave days did not have to be taken consecutively. There was discussion around parental leave and the provision of eight paid weeks. Anatolij suggested if the organization was in a financial position to pay for eight weeks or more, then it is a good idea. Additionally, clarifying the expense reimbursement, Jennifer suggested writing the per diem rate based on the GSA rate for all employees since it is updated each year. Professional development changes, resignation policies for various staff members and the addition of personal relationships among staff members were all suggested changes brought to the board for a preliminary approval to send to an attorney before a final approval by the board in July. There were some questions from board members around the amount of time to be given for management level resignations. A motion was made to extend the maternity leave to an 8-week period by Jason, a second was made by Randy. No further discussion, motion carries.  Mallory is also adding a food security policy manager for the new USDA grant that was recently received and requested a motion to hire a second food security policy manager. Jennifer made a motion, Jason seconded, no further discussion, motion carries.

**Action Item: all employee policies changes will be brought to the board in July.**

**4.** Strategic Planning Process

- Board work on Governance section (30 minutes) - Tiffany
- Presentation of balance of SP (20 minutes) - Mallory
- Vote on Strategic Plan (10 minutes) - Tiffany

Tiffany led a discussion about board goals in the strategic plan for the next three years. The goals include:

1. Improve onboarding process for new board members
2. Ensure board members have the skills and knowledge needed to guide the organization.
3. Maintain board diversity.
4. Build board autonomy and cohesion.
5. All board members are involved in fundraising
6. Explore ways to incorporate the board's knowledge, thoughts, and ideas into the programmatic work.

Jason commented that the list of goals seemed manageable, with various timeframes for the goals. The group reviewed the various goals and made suggestions for completion of these goals (written into the notes section of the board goals document). There are no objections from the board on the goals and objectives, so strategic planning section for the board is completed. Mallory will have another strategic planning meeting in June to build out the rest of the plan.

**Action Item: A final draft for approval will be presented at the next board meeting.**

**5.** Closing

**a.** Action Items

See highlighted areas in board minutes

**b.** Next Meeting Date

Will need to set a date for short supplemental meeting in June to approve the budget.

**6.** Adjournment

A motion was made by Jennifer to adjourn the meeting, Jason seconded. No further discussion, motion carries.  Meeting ended at 12:43p.m.

**7.** Executive Session, If Applicable