1. Welcome

a. Call to Order

Meeting called to order at 10:14am by Marqueia

b. Welcome and Introductions

Attendance

Members

Present: Marqueia Watson, Stephanie Cooper, Mallory Rusch, Anatolij Gelimson, Izzy Litwack, Tiffany Patton, Raquel Cooper, Pamela Neal, Amy Blansit, David Webber, Jason Stoff, Katheryne Staeger-Wilson

Absent: Jennifer Shotwell, Gabbie Weiman, Shonte Byrd

c. Approval of Meeting Minutes

Attendance was correct from September, make minor change of spelling for K. Wilson. Motion made by Anatolij, second by Raquel. No further discussion, motion carries.

Action item: Stephanie will change the spelling of K. Wilson name in September board minutes.

2. Board Committee Reports

a. Resource Development

i. Anti-Poverty Advocates Summit results

The summit went very well compared to last year, the logistics and venue were better for the organization to work with. The attendance increased by 30 people from last year, with the total around 140 people. Twenty-nine scholarships were given to individuals this year to attend and the attendees supported this initiative. The conference is a breakeven event for the organization and if we want to increase revenue for it, we will need to do more sponsorship sourcing.

ii. Getting Ready for Giving Tuesday!

Sara reviewed the toolkit for Giving Tuesday and has sent the link for board to utilize:

https://drive.google.com/drive/folders/1e0RBFmuU7aUwEYBFhRvpV2KndB6orerF?usp=sharing

The images in the toolkit will also be turned into fliers to share via social media. The board will also be given information on how to set up their own page to collect donations for Giving Tuesday. Board members can set their own goals to share with their contacts. Please review the document and download onto your computer as the doc is not fillable. If the forms seems daunting, please reach out to Sara for technical assistance via: 417-288-9758 or sara.patterson@empowermissouri.org. For those board members that also run nonprofits, it is understandable if you need to fundraise for your own organization.

Action item: All board members will review the toolkit via Google link to participate in Giving Tuesday.

iii. December events

There are three legislative events the first two weeks in December in St. Louis, Kansas City and Springfield. If board members can participate, please attend one of the events. Please see the website for additional information.

Action item: Board members are invited to holiday parties, check website for location nearest you.

b. Governance Committee

i. Approval of revised bylaws

A review of the changes were discussed and no other questions were raised. Motion made to approve the bylaws made by Anatolij as presented, second was made by David, no abstentions, motion carries.

ii. Approval of annual board calendar

A motion was made by Anatolij to shorten the board meeting and accept the board calendar, Jason seconded, no abstentions, motion carries.

A review of the board calendar was given and no further

iii. Discussion of board meeting frequency/length/timing

We discussed the option and reasoning why board meetings were four hours long. Stephanie asked why more work couldn't be done in committees and recommendations were made at the meeting to shorten the length. We also could utilize more consent agendas. Katherine made a suggestion that videos could be submitted by staff so they don't have to be present. A question was raised if board members could sign off that they have received their documents. Anatolij will send out a poll asking about days and shortened meeting times.

Action item: Anatolij will send out poll to all board members gauging interest on day/length of future board meetings.

c. Finance Committee

i. Approving May, June, July & August Financials

Due to the amount of financials, it was determined by the board to review the most recent financials for the group. From a cash flow perspective, we have been working in a cash in/out model but this will change in December due to a large number of grant payments coming in during the month. Balance sheet in August shows we ended the month with about $80K at the end of the month. The endowment is a little less than 1.3M in assets, generally keeping pace with where we were with our audited financials. Our grant receivables are down some compared to the first two months of the fiscal year. At the beginning of year, there was little movement in contributions but the expectation is there will be more contributions in December. Nothing that stands out in expense section, been saving on salaries due to staffing. Was estimated to spend $185K the first two months, actual cost was $135K. No further questions from board. A motion was made by Stephanie to accept the May-August financials, a second from Jason, no abstentions, motion carries.

A poll was given to members to gauge their understanding of the financials. Results showed that it was split between understanding and needing some knowledge. Mallory can give a short training for board members that are interested and it can be recorded.

Action item: Mallory will schedule a financial training for interested board members to review financial reports.

ii. Approving FY23 Audited financials

We worked with new auditors this year and had a good experience with them. Will look to work with them again for the next few years. No major findings were found during the year. A recommendation was made to tweak a few internal processes and Mallory is working on those things now. In terms of net assets, we ended the year with about 1.7M in assets. Grants are still are largest source of income but slowly building other forms of revenue. Majority of expenses still show they are in alignment with cost of programming. Single largest expense was payroll, with lobbyist being the second highest cost share. David did ask if the lobbyist cost was internal or external. Mallory indicated that the lobbyist was external, and organizational needs for external lobbyists are reviewed on an ongoing basis. A note was also made about a line of credit access and repayment in 2022. No further questions from board members. A motion was made by Stephanie, a second was made by Raquel, no abstentions, motion carries.

3. Break

Will come back at 12:10pm

4. Executive Director Report

Please see written report for more details

Policy-policy team continued on recruitment trips around the state. Policy staff will be attending the January meeting to give a legislative review of 2024 and what bills we will be looking at. Have finalized contract with Health Forward; full APP cohort will be 13 organizations and we will receive an update of the group in the spring. Book club was launched and the first two meetings have been held. Daytime meetings have drawn about 12 participants. Next few months will be focused on Clean Slate legislation. The housing justice fellowship is going extremely well and have launched the STUN canvassing program. Staff will be focused on working on legislative work and will send out holiday cards to legislators. Will be kicking off strategic planning work in the next two months. Will be recruiting a few board members to sit on the committee. Did a three day team retreat with all staff and was valuable team building. An affordable housing policy manger was hired in the KC region. Mallory raised an issue regarding a PTO caps and a potential options moving forward. Amy asked if we could have a conversation around the policy. Raquel, Amy and Stephanie all indicated that they would be willing to be a part of a committee to discuss PTO and staffing. Organization is significantly ahead of revenue goals for the year and would like to have a vote to hire a communications manager. The 990 was filed last week by deadline. Applied for the HFFI grant for $1M, it's the first federal grant that has been applied for since Mallory has started. This surrounds financing in rural communities to promote funding for grocery stores and other access points in food deserts in Missouri. The money would be pass through funds for Empower and other partners in the state $1M over three years. Have also received a $350K for the Clean Slate initiative. Katheryne made a motion to support the hire of a communications, Amy seconds the motion, no abstentions, no further questions, motion carries.

Action item: Mallory will convene a committee with Raquel, Amy and Stephanie to discuss PTO policy.

a. Executive Session, If Applicable

N/A

5. Board Business & Priorities

Action Item: Anatolij is looking to give up the chair position for the governance committee. If anyone is interested, please contact him or Mallory.

Action item: Looking for a new treasurer. If board members know of anyone, please connect with Mallory.

Action item: Looking for a resource development chair. If anyone is interested, please let Mallory know.

6. Closing

a. Action Items

b. Next Meeting Date

7. Adjournment

Motion was made by Anatolij, seconded by Stephanie. No further discussion, motion carries.

Meeting adjourned at 1:02pm.