

**disAbility Law Center of Virginia (dLCV)
Board Meeting**

In-Person and Zoom Meeting

June 18, 2022

Members Present	Carrie Knopf (president), Sally Conway, Tom Walk, Frank Hayes, Donna Gilles, Stacy Ruble, Greg Crapanzano, Tina Stelling, Harry Gewanter, Gavriel Legynd, Henry Claypool, Sean Campbell
Members Absent	Diana Crosswhite, Cameron Lynch, Carol Tuning, Tyler Williamson, Sierrah Chavis, Colleen Miller
Volunteer	Angela Thanyachareon
Staff Present	Clyde Mathews, Terry Lynn Smith, Steven Traubert
Call to Order and Welcome	Carrie Knopf (President) called the meeting to order at 10:22 a.m.
Consent Agenda	Harry moved. Sally seconded. Unanimous approval.
Mission Statement	Harry read the mission and vision statement
Public Comment	<p>My name is Angela Thanyachareon, and I would like to give a Public Comment. I am a volunteer on a couple of committees.</p> <p>The Gala was very pleasant and probably due to Covid, the numbers were lower than expected. But I do request as a volunteer, that there is more Staff and Board participation. If the outside sees there is support within, they have more of a reason to support their time, talent, and dollars.</p> <p>I would like to see strategic planning on the agenda as we should always be planning for the future, even if it is too close to the organization, because there is no more need for disability applicants or disability attorneys, especially given that I just received an email today in the news that there are no more free lunches. There is still Covid! There is still EFY, and just because you have a disability does not mean you qualify for a free lunch. I implore you as a Board to put strategic planning back into your agenda.</p> <p>As the Board is evaluating how it is doing and giving yourself a grade, consider improving in the area of Board participation in every area, even if you do not agree with something. Everybody needs to participate!</p> <p>Development Director! I do not see one here within the organization. That is vital for us to move forward. This a priority for the Board and dLCV to move forward. The Development Director should fit within the culture, know our organization, how we run, and how we need to do things, and</p>

not just lip service that is on a resume. We need someone who will support us in every area, so that we can continue to move forward which coincides with strategic planning.

If you are doing this or not, kudos to the Board. Remember to do mentoring with new Board members so they feel comfortable participating, and you will get as much out of that Board member as you wanted to when you voted for that Board member to be on the Board. We need to have a fully vibrant Board and to have a fully vibrant organization.

And lastly, kudos to the Board who are allowing your Executive Director to take a Sabbatical to trust that this organization can continue to move on without the Executive Director's leadership. That you trust that her standards were able to do that, and that we are in a good place in order for her to leave for an extended period of time.

And we will continue to move forward. I want to say kudos to the Board! And keep up the good work. Thank you!

Board Round Robin

Board members were invited to share items of interest from their communities.

Leadership Discussion: Gala Debrief - Stacy Ruble

Stacy Ruble and Tina Stelling discussed the Gala.

Silent auction - \$6,460.00.

Approximate total amount raised is \$22,124.24, without counting in the \$5.00 donation per drink.

Pre-Covid in 2019, we made \$39,000.00, in 2018 we made \$42,000.00, and in 2017 we made \$26,000.00.

A Gala seems to be an inefficient way to raise money, but Award winners can bring in people, one of the bartenders wants to volunteer, had a lot of silent auction donors, Rebecca handled the silent auction items and caterer, and Steve helped with the client stories.

Tina liked the venue but bump it back an hour. Stacy was a wonderful leader. Keep Gala separate from the Resource Development Committee. People who are on the Gala Subcommittee are people who want to plan events; not go out and ask for money. How can we continue to do an event like this? This Gala was a full event plus a 45-minute presentation at the end. The Development Director should do a lot of the work.

Governance Discussion: Joint meeting with PAIMI Council - Tina Stelling

PAIMI is meeting on Saturday, July 30, 2022. Carrie Knopf is the Board of Directors representative. This will be the last meeting for Tina Stelling as chair. There will be elections at this meeting.

Discussion of joint meeting on Saturday, October 29, 2022 with the Board of Directors. This is a change from the original date of October 28, 2022 to accommodate scheduling of PAIMI Council members.

Committee and Task Force Reports

Governance Committee – Donna Gilles

Recruitment Update

Discussed Board openings, potential applicants. Looking for candidates who represent IDD, people of color, other diverse populations, and from the Shenandoah Valley region. Sally Conway offered to assist with virtual interviews of potential applicants.

Consult with Frank Hayes and Tom Walk after Frank's term ends in October 2022 to assist potential interim treasurer Board member to get up-to-speed, hopefully someone from the Finance committee.

Sean Campbell assisted Donna Gilles with an assessment report, which will be submitted as part of dLCV's Annual Report as a data source for recruiting new Board members.

Discussed tracking Board attendance at Board and committee meetings. Executive Assistant offered to track attendance at Board meetings.

Personnel Committee – Tom Walk

Personal Relationships Policy, Disclosure

The Personnel Committee has come up with a proposed Personal Relationships Policy form. The term "volunteer" would include any Board members.

Tom Walk presented the Policy to the Board for adoption.

Had discussions about volunteers and what is the trigger to sign the agreement? Can two volunteers have a consensual relationship?

Greg Crapanzano motioned for an amendment to the Policy. Frank Hayes seconded. Tom Walk withdrew the motion from the Committee to table for next meeting.

Public Awareness and & Goals – Harry Gewanter

This annual survey reflects responses from March 31, 2022 through May 3, 2022. Sean took responsibility for analyzing the data. There was more minority and disability (a majority of more than 1/2) representation this year, more respondents from other regions, and we can compare with former years for the first time. It looks like more people with disabilities are identifying as advocates, etc., instead of people with disabilities first. The data addresses Covid, DARS, and Employment services, and special education. Over half the respondents had free vaccines. Broken down by race, ethnicity, and by region, housing came out as the number one issue for everyone. Mental health was a close second, and special education was next. In the southwest, Social Security benefits were the most important.

Discussed keeping this survey open year-round and have regular updating as we go along. Sean Campbell can update this data any time we want. We can look at this every quarter and shift our work in that direction.

Proposed Goals and Focus Areas FY23

Next Steps

The goal is to have Unit Managers listen to what the public is saying, make sure we are covering everything in the Goals and Focus Areas, and we are doing what the public needs.

There is a lot of interest in the fireside chat.

We recommend adding in another focus area, Goal 7, Number 2. This states, dLCV will provide education, training, and outreach to victims of domestic violence and sexual abuse. This is one of our Violence Against Living with Disabilities grants.

Discussed amending language to address harm in schools, including from seclusion and restraint, either in Goal 1 or in Goal 2; agreed to table until August while staff and committee work on language.

There is a motion that we are going to work on the proposed goals and objectives and come back in August. Frank seconded. All in favor!

Other Business

Closed Session

Carrie Knopf made a request to move into closed session. Frank made the motion. Sally seconded the motion.

Name	Voting Status
Sean Campbell	Aye
Sierra Chavis	Absent
Henry Claypool	Aye
Sally Conway	Aye
Greg Crapanzano, Esq.	Aye
Diana Crosswhite	Absent
Harry Gewanter, M.D.	Aye
Donna Gilles	Aye
Frank Hayes	Aye
Carrie Knopf, President	Abstained
Gavriel Legynd	Absent
Cameron Lynch	Absent
Stacy Ruble	Aye
Tina Stelling	Aye
Carol Tuning	Absent
Tom Walk, Esq.	Aye
Tyler Williamson, Esq.	Aye

Meeting adjourned at 1:41 p.m.

Reminder of upcoming events:

- PAIMI Meeting Saturday, July 30, 2022, at 10:00 a.m. Carrie Knopf will serve as Board rep to this meeting
- Friday, August 5, 2022, 1:00 p.m. Board of Directors
- Saturday, October 29, 2022, 9:00 a.m. Board of Directors, lunch at noon, then Joint meeting with PAIMI at 1:00 p.m.