

03/04/2024

Governance Committee meeting

In attendance: Angela Thanyachareon, Donna Gilles, Harry Gewanter, Colleen Miller, Diana Crosswhite

Notified of Absence: CW Tillman, Heidi Campbell

Unnotified Absence: Sierrah Chavis, Cameron Lynch

Board Skills Assessment

Board Recruitment

Board Retention

Piloting Slack:

In final rounds in interviewing operations manager. Hoping to make a job offer next week. Hope to have a new operations manager at the end of march and this will help Admin. Hiring a receptionist at the front desk to include more admin duties. Sometime in April, may be able to test Slack. There will be adequate support in April to pilot Slack.

Board Recruitment:

Based upon the skills assessment, we may need to recruit from the western part of the state/Charlottesville and western, who have Communications, Human Resources, Fundraising, Marketing. We can use LinkedIn to recruit new board members. Communications Staff is overwhelmed. So, we will ask Board members to use their LinkedIn accounts to volunteer to recruit new board members. Colleen and CW will revise Board Job Description based on our recruitment needs and skills assessment results. We will circulate to the committee for adoption at the April committee meeting. Currently, we have 16 board members and can a maximum of 19 board members. If we get below 12, then we have an immediate need to fill a spot.

We will focus on board retention before we board recruitment. We are in the early stages of board recruitment. We have four board members whose term expires in October.

Board Skills Assessment:

We have one Board Member who did not respond but otherwise the assessment shows the following:

- We have two CPAs on the board.
- We have legal and governance experience on the board.
- The marketing and HR have very little or no experience.

Marketing and Communications is important skills to have on the board to alleviate overwhelming the staff. We are interested in supervisory experience and employment law (especially with the staff interested in forming a union). We are always looking for racial, ethnic, cultural and disability adversity on the Board. We also need to help Board members feel more comfortable to assist with fundraising. We suggest that we have some time dedicated to fundraising fears at least once a year.

Board Retention:

Sally will appoint a board member to be a liaison board member. Colleen and Sally will discuss this today after our committee meetings. We expect an announcement soon.

The governance committee is being mindful of the needs of the board and board retention. We want to keep board retention as ongoing conversation. We want this to be a living discussion. We want to ensure that our board members are contributing and being engaged. We will work on pre-application period to help with board retention.

Board Emeritus kind of board group or involvement:

Those who left the board, we need to retain their contribution either directly or indirectly. We will continue to discuss how former board members can be involved with dLCV. Angela will invite former board members (PAIMI, Foundation, and Governing) to May's meet and greet to kick start former board member involvement by attending the event or donating.

Meeting adjourned at 12:56 p.m.

Next meeting is 04/01/2024 at noon.