

### Board Development Team Presentation

The board development team presented the main concepts from their report and handed out copies to all in attendance. (Report is attached to the minutes).

After the presentation the group was asked to share their reactions to the concepts from the priority recommendations. The comments were grouped by what people liked about the recommendations and what they would like see changed in the recommendations.

They were listed as follows:

#### Liked:

- Board selection process – giving an equal voice to all stakeholders
- Judicious use of executive session
- Developing role descriptions (Debbie has a draft)
- Hiring a PT Bookkeeper
- Hiring an Executive Director
- Creating an escalation process for concerns
- Not having all board members resign at one time
- Need to regain trust
- Development of board contract
- Develop code of conduct (coordinate with ones already in programs)
- Term limits of 3years
- Considering volunteers like a regular biz would employees (reward, train, terminate, etc)
- Address negative public image *SET UP COUNCIL MEETING 11-12-12 SEE DON'S LETTER*
- Hire a CPA outside of Philomath area *MARTI FREUND C.P.A.*
- Develop policies and procedures

#### Wanted changed:

- Term Limits and Rotation of the board
  - Consider having 4-year terms rather than 3-year terms for officer rotation.
- Constitution of Board
  - Have programs represented on the board
- Volunteer recruitment
  - It has only been a problem for the board, not a problem in the programs
- Hiring an ED
  - Hard to do without funding
- Volunteer training
  - There are processes in departments. Do need it for the board. Might need it consistent for all volunteers in all programs.
  - Who would do the training?

#### Highest priority as defined by the group discussion:

- Hiring a PT Bookkeeper
- Develop policies and procedures; specifically code of conduct and training
- Revamp the Board Selection Process
- Develop Role Descriptions
- Develop board officer terms and limits

The board development team agreed to take this feedback to create an Action Plan. Everyone will be sent a copy of the Action Plan within the next week.