



## WASHINGTON ORGANIC RECYCLING COUNCIL

### WORC Board Meeting

October 15th, 2020 MINUTES

**Call to Order** – President, Samantha Fleischner called the meeting to order at 9:10 am. Additional participants were, Vice President, Steve Diddy, Treasurer, Scott Deathrage, Secretary, Stephanie Miller, Kaitlyn Welzen, Mary Harrington, Amy Clow, Jay Blazey, Patrick Jordan, Kate Kurtz, Jack Hoeck, Ashley Mihle, Dan Corum, Reingard Rieger and CEO Britni Lundin. Guest Melissa Schwab.

Absent was Nehemias Chalma and Amy Clow

**Consent Agenda:** Board accepted August 2020 minutes and tabled September 2020 financial reports due to accounts payable.

**Financials:** Financials remain largely unchanged since the last meeting. Revenue expected to increase slightly due to webinars being offered through the end of the year. Expenses remain as projected. We do have one new member this month.

#### **Resiliency Report:**

Purpose of this committee is to direct conversation surrounding areas where WORC can improve. Discussion started with financials as we have lost income for both CFOT and the Annual Conference this year. We are looking at roughly a \$25,000 deficit that needs to be made up either by cutting expenses, increasing revenue, or a combination of both.

The Board discussed and reviewed the management contract and discussed how the contract could change to save WORC money. This would require the Board to take on more of the organizational responsibility. No decision was made.

In additional, new possible revenue streams were discussed including CFOT which could possibly bring in more revenue due to lower expenses if training is done virtually. It was suggested that we may ask WORC members to donate as a part of an emergency funding initiative. In addition, webinars (series of 12) as a replacement for the annual conference with an opportunity for sponsorship. Projected revenue from these initiatives \$48,500.

**Webinar discussion:** It was decided that a precedence for value is set if we do not charge members even a nominal fee. It was also suggested that our webinars be offered in a package deal to make purchasing easier for those with greater restrictions on company spending; this was approved. It would be ideal to have CEU's attached to the training.

Speaker fees and equity concerns were brought up. As of now, this would need to be reviewed on a case by case basis. Base cost to be discussed between Kate, Kaitlyn and Britni. Sponsorships will be offered.

**Board Health Discussion:** The Board completed a survey regarding Board culture and health. The Board has a smaller majority that do the majority of the work. Survey results attached in Board packet. The Board lacks commitment and responsibility as a whole. Board time commitment should be greater and the expectations of Board members should be clearly outlined for new members. It was discussed that greater self-accountability is needed. Consensus was that the Board needs to work toward more healthy communication, accountability and involvement. The Board discussed bringing in an Organizational Development professional to encourage more effective communication and organizational health. It was also suggested that a Board orientation and mentor program be offered to new Board members. The Board needs a standard rather than the ebb and flow that has occurred with Board turnover. Part of the necessary discussion needs to be the goal of WORC so that goals and objectives for Board members can have a clearly defined role. It may be beneficial to narrow the focus of the

organization by reducing committees and focusing on a few strategic initiatives. We want WORC to be in a state of regeneration rather than just sustainable.

1. Commit to achieving a balanced budget for 2021- Board agreed to this unanimously
2. Plan for and proceed with virtual/hybrid CFOT- Board agreed to this unanimously
3. Offer 12 webinars- Board agreed to this unanimously
4. Board members understand the need for and commit to performing the workload to be successful in 2021.- Board need a clearer understanding of what this means
5. Use time normally set aside for CFOT and Conference to: plan webinars, CFOT and board development. Pick dates.- Board agreed to this unanimously
6. Review budget for items to trim. Assign- Board needs to look at this
7. Review AMINC contract for 2021 to match AMINC services with 2021 needs. Assign.- Board needs to look at this.

**Annual Conference:** The Conference direction for 2021 will be discussed at the Strategic Planning Session.

**Strategic Planning Session:** Will be held online via zoom rather than in person.

**Membership, Outreach, Communications:** Ashley has organized several webinars for October and November. Current registration is at 6 for our October 20<sup>th</sup> webinar. Ashley is asking for Board members to aid in facilitation of the webinars. Fee structure was discussed for the webinar series. Member value has declined in past years, and there is debate regarding charges. Ashley working on newsletter with slate of webinars. It was suggested that perhaps a bulk fee for webinars would be beneficial.

**ROT:** ROT is a dysfunctional Committee. There was an agreement that ROT would do webinars, however there was no follow through on the Committee reports. It was discussed that individuals on the Committee be responsible for planning one webinar each.

**Soils for Salmon:** No report

**Other discussion:** The Board will have four more meetings between now and December on a Tuesday morning at 10:30. Doodle poll to be sent out.

**There being no further business, the meeting was adjourned at 11:00 am**