

ARC Board Public Meeting

11/20/2018, 12:00-1:45 pm, 8061 Densmore Ave N, 98103, Conference Room

ATTENDANCE: Board: Jonathan Hartung (President), Vic Roberson (VP), Terry Holme, Mary Anderson, Dennis Cook, and Michael Cuadra

Staff: Bill Keller, Sonya Claxton, Rich Dashner, Lexi Lietzke, and Emily Noel **Parks & Recreation:** Katie Gray **Visitors:** Jan Glick

EXCUSED ABSENCE: David Towne & Frana Milan (Secretary)

Minutes:

WHEN	TOPIC	MINUTES
<p>12:00p 12:15 p</p>	<p>Welcome & Introductions</p> <p>Consent Agenda</p> <ul style="list-style-type: none"> • Determination of Quorum (6 of 9 members) • Approval of Agenda • Approval of Minutes <p>Review goals for today:</p> <ul style="list-style-type: none"> • Review and Approval of the Organizational Assessment • Determine the December Meeting dates • Directors Report 	<ul style="list-style-type: none"> • Jonathan called the meeting to order at 12:09 pm • It was determined that a Quorum was present. • Jonathan called for a motion on the Consent Agenda. Terry Holme motioned to approve. Michael Cuadra seconded the Consent Agenda. Vote all in favor. None opposed. • Jonathan called for a motion to approve the October Board Minutes. Vic Roberson seconded. Vote all in favor. None opposed • Jan Glick in attendance to review Organizational Assessment with 3-part plan: a.) review document b.) discuss implementation c.) vote to approve document • December has 2 Board meetings: 1. Working/Board Only (2019 Budget review) 2. Public meeting
<p>12:15p 1:00 p</p>	<p>Organizational Assessment</p>	<ul style="list-style-type: none"> • Bill mentioned tasks 4-6 are in training for 2019, more work to be done, update at Dec. meeting • Document’s only “revision” has been compensation verbiage removal, issue of sensitivity • Michael asked why the compensation language was removed • Jan responded removal was to avoid stirring nest, importance of collaboration not comparison, each org gets what they design, and for non-profits the design and compensation are different • Jonathan addressed retention and getting staff hired • Bill stated challenge of seasonal work, retention rate at 16.5% • Jonathan interested in getting retention rates for terminated staff for better representation • Bill cited struggle with fees and expenses compounded being end of the 5-year plan to raise Seattle’s min. wage to \$16, ARC min. wage now: \$16.25, also impact of future fee increases • Also, now 45 credits are required for preschool and SAC director positions, creating Equity issue, those who can do the job can’t afford to go to school, with no tuition reimbursement or transportation program the competitive nature of Seattle’s current work environment is intensified • Jan noted importance of ARC needing to think years in advance, three-year work plan with: the who, what tactics, and the when to be approved Dec./Jan. meeting

		<ul style="list-style-type: none"> • Bill mentioned that now is perfect timing of current MSA talks at the same time as assessment vs if done 3 years ago • Brief discussion of Christopher William's current role and plan for future role • Katie Gray provided update: role of superintendent hopefully to be filled by end of Feb., Katie will also contact Rachel for Berk doc., similar findings to Third Sector's org assessment • Jan stated that Sonia, from Development, offered to be liaison, i.e. Board Academy trainings • Jonathan emphasized increased importance of Development as future source of funds • Jonathan called for a motion to approve Assessment. Vic Roberson seconded. Vote all in favor. • Mary inquired to who the document would be available to, not wanting it to mistakenly go viral • Board discussed importance of transparency and possibility of including statement to indicate it's a work in progress, decided document to be distributed at this time only to those 6 interviewed • Jan commented on succession plan for Directors in marketing, development, HR, and executive team, with a committee meeting next week, succession plan to address 3 types of situations: 1. Emergency, 2. Midterm, and 3. Permanent, detailing if filled from within or outside org.
1:00 p 1:00 p	Public Comment	<ul style="list-style-type: none"> • Jonathan asked if any public was present • No public present
1:00 p 1:15 p	December Meeting Schedule	<ul style="list-style-type: none"> • Bill presented 4 options for December board meetings • Meetings dates agreed upon: December 5th/working meeting & December 11th/public meeting
1:15 p 1:45 p	Director's Report	<ul style="list-style-type: none"> • Bill identified about 1% change to last year, with closing: Delridge, High Point, & Daniel Bagley. • Marketing update: registration program from Class to Active Net, push for online registration • Mary questioned what happens for families that don't have computer access • Katie assured that people can still register in person at the community centers • Bill mentioned, Keturah Hallmosley, potential Board candidate, to attend Dec. 11th meeting • Shout out to Home Street Bank for \$10,000 grant going to Rock the Park at Magnuson • In response to Task #5: a unified orientation and AC member role & responsibilities training offered quarterly, possibly at two locations (North & South) as suggested by Jonathan • Michael brought up issues with Office of Civil Rights presenters at Nov. 3rd event • Importance of maintaining quality of program experience, ARC's ratio is 1:10, WA State's is 1:15 • Terry recommended watching attendance trends in SAC and Preschool programs; importance of being proactive and responsive • Conversation of needing representation at City Council meetings to get funding
1:45 p 1:45 p	Review Assignments & Adjourn	<ul style="list-style-type: none"> • Meeting adjourned at 1:45 pm <p>Next ARC Board (<u>Working</u>) Meeting: Wednesday, December 5, 2018, 5-7pm at 1050 N 38th St. Seattle, WA 98103</p> <p>Next ARC Board (<u>Public</u>) Meeting: Tuesday, December 11, 2018, 6-8pm at 100 Dexter in Parks Board Room</p>