



EAST MT. AIRY NEIGHBORS

EMAN Board Meeting Minutes December 3rd, 2020 Meeting conducted via Zoom Meetings

Attendees: Cherese Akers, Janet Amato, John Autin, Charlie Baltimore, Linda Bell, Michael Burrell, Krystal Marie Caraballo, Tonyelle Cook-Artis, Kristin Crandall, Brian Cullin, Nina Curlett, Elizabeth Dalianis, Sam Duplessis, Michael Galvan, Kendra Gudgeon, Jeffery Hayes, Effie Heimann, Dutch Klugman, Renee Mills, Kelly O'Day, Teri Ranieri, Brandon Ritter, Margaret Salamon, Solomon Silber, Susannah Stayter, Amy Tanner, Tiffany Thurman, Barbara Twigg, Vearnessa Whigham,

Absent: Althea Banks, Patrick Jones, Arianna Neromiliotis, Jimmie Reed

Excused:

Community attendance: C. Gladstone, Denise, A. Gupta, H. Sokoloff, C. Campbell, C. Bell, S. Roberson

General Session

The meeting was called to order at 7:01 PM.

Tonyelle started with a welcome and well wishes for the Thanksgiving Holiday.

The meeting then transitioned into an Ice breaker, with Tonyelle asking random board members to state "Something we may not know about you."

Elizabeth Dalianis began by stating she and her partner traveled to Iceland this year before the pandemic.

Kendra Gudgeon's fact was that she, her mom, and her sisters ran a Bed and Breakfast in Vermont.

Krystal Marie Caraballo went skydiving in Las Vegas when she was 25.

Brandon Ritter started tap dancing at age 6 until he was 15 years old.

Tonyelle also issued a reminder to govern ourselves in a professional way and to watch how we agree and disagree with each other during meetings. The Board will also use a timekeeper (John Autin) going forward. As a reminder, time allotted includes presentations and time for questions and answers.

Minutes:

There were no corrections to the Minutes from November's meeting.

John made a motion to accept November's meeting minutes.

Krystal seconded the motion.

All were in favor of accepting the minutes from November's meeting. The minutes will be archived.

Motion to accept Nov. Meeting made by John

Treasurer's report:

Dutch began the Treasurer's report by opening the floor to questions. He noted that income for the month of November was \$803 - \$400 coming from Membership payments and \$403 from the Vanguard Rainy Day Fund. Overall, there were \$4,641 in expenses, leaving EMAN with a \$12,600 deficit.

Tonyelle has spoken with the Eagle's Workers Compensation Fund. EMAN should be expecting a check in the second half of December. The amount from the Fund could potentially be half of the last check (\$8,000-10,000). It is also likely that this could be the last check from the Eagle's Workers Compensation Fund.

John made a motion to accept the Treasurer's Report, with Janet seconding the motion. The Board voted to accept the Treasurer's report.

EMAN 2020/2021 Proposed Budget Update

John began by noting that he sent an email to all Board members to join the Finance Committee. He indicated that 2-3 people volunteered, but did not feel as if this was enough to form a committee, so he moved the conversation up to the Executive Committee (EC). The EC will work on developing a budget for EMAN's program year, and then present the budget to the Board in January with the Board voting on it as a whole. This budget will include potential cuts and fundraising goals and try to have a balanced budget. Finally, John noted that he will be emailing committee heads for things they need in the upcoming year.

BY-LAWS BOARD VOTE:

Natalia then led the Board in a vote on the by-laws. She overviewed the following changes and led brief discussions on the proposed changes.

The 1st new recommendation was to add into 6.1 that Executive Officers shall include committee chairs. Tonyelle proposed moving this clause to a section on Exec. Committee. Brian inquired about the impetus to expand the Executive Committee, noting that six (6) members seems sufficient to work. Natalia responded that this labels who officers are, not necessarily who's in the EC. Teri agreed with Brian's questioning. Brian continued by asking if the EC was in favor of this specific change and questioning would this be beneficial? Dutch pointed out that Sec. 8.1 already specifies EC as officers and no more than eight (8) other members of standing committees. John noted for the group that this proposal is designed to help issues of transparency and improve ways to disseminate information. Dutch again noted that this is already in the proposed changes, and questioned the need for further discussion on this point. Tonyelle noted that this specific proposal must have been overlooked and encouraged the conversation to move on.

The second recommended change was to Sec. 6.8, which adds the roles of 1st VP as overseeing Organizational Development Standing Committees. Brian stated that he's opposed to memorializing this in by-laws, because this may be a little quick to memorialize something that EMAN just developed a month ago.. Kendra agreed with Brian's objection, as well as Kelly, who noted that this proposal was a trial basis for a year for officers. Tiffany offered an opposing view, stating that we're testing this out based on the current make-up of the Board as opposed to precedent and what's good for the organization overall. The decision regarding officers shouldn't be based on testing. Instead, it should be based on the precedent of our organization.

The final recommendation was to remove Sec.8.5 allowing standing committees to maintain their own accounts, receive funds, and make disbursements provided it maintains records of all transactions.. Tonyelle mentioned that Dutch stated that this section has never been used in EMAN's history. Susannah asked if this means that any monies spent will be centralized through the EC vs. standing committees? Dutch stated that this gives the board more flexibility in what it wants to do. Tonyelle noted that committees have never had their own accounts. Linda added that now that we're making budgets with committees, we should maintain 8.5 for at least a year to see if this is needed.. Tonyelle asked Dutch if this means we're having committees with their own bank accounts? Dutch stated he doesn't know what it means since we've never used it. John cautioned EMAN again maintaining own bank accounts. He went on to say that this should mean monetary requests for reimbursements etc. should go to a central committee.

Kelly then moved that EMAN removes Sec. 8.5. Tiffany seconded the motion. For the vote, Linda abstained and the Ayes carried - Sec. 8.5 to be removed.

Natalia stated that the Board now needs to decide if we want to adopt new bylaws and then have a general meeting with the public to formally adopt the bylaws.

Tiffany made a motion to formally accept the new bylaws.

Kelly seconded the motion.

Both Linda and Vearnessa abstained from the vote.

The Ayes carried. The new bylaws are accepted and will be presented to the membership as a whole for approval,

Anuj Gupta Presentation:

Tonyelle then introduced Anuj Gupta, who is looking to bring a bread breaking activity to the neighborhood in partnership with WMAN.

Anuj then introduced the concept, based on his previous Knight Foundation initiative "Breaking Bread, Breaking Barriers", which focuses on bringing communities together through cooking various cuisines, then having dinner with a facilitated dialogue with neighbors. This current proposal, "Breaking Bread, Building Bridges", would allow Mt. Airy neighbors to partner with local restaurants to access dinner and join a facilitated, virtual discussion. This project would span several months.

Charlie thanked Anuj for his time and mentioned that we have a lot of room in the country to have conversations to break down barriers. Charlie specifically wanted to know if there was a cost? He also offered that because of COVID-19, many people do not deal with food from outside sources, ie: restaurants. Because of this, Charlie wanted to know more details about the timing of this event?

Anuj followed up that the costs would be covered through his Fellowship grant from the Knight Foundation, including the time of the Executive Director for both EMAN and WMAN. As for the timeline, Anuj wants to start virtually this winter. The food is a critical component of the conversation and the conversations often begin through discussion of the food.

Kelly made a motion to accept the offer and have EC work out the details to finalize in the January meeting; Susannah seconded the motion, with Ayes carrying. EMAN will partner with Anuj for this project.

ANTI RACISM COMMITTEE:

Tiffany then presented updates and recommendations from the Anti-Racism Committee (**See Attached**).

1. The first proposal was with regards to reforms for Committees and Committee Chairs.
 - a. Kristin made a motion to approve the proposal
 - b. Jeff seconded the motion
 - c. The Ayes carried
2. The second recommendation was regarding training on racial and class equity for all board members
 - a. Susannah questioned how this would be implemented (who would conduct the trainings, etc.)? Tiffany noted that this would be the responsibility of the EC to work out and the present to the Board.
 - b. Renee made a motion to approve this recommendation
 - c. Michael Burrel seconded the motion
 - d. Ayes carried with Vearnessa abstaining

3. The third recommendation was a recommendation to both the EC and Anti-Racism Committee, which would build a form of social contract for all Board members to sign, and includes a commitment to racial equity, inclusion, diversity/code of conduct/reporting mechanism for violation. This may or may not require EMAN to consult with outside authorities for this work.
 - a. Jeff made a motion to accept this proposal
 - b. Margaret seconded the motion
 - c. Ayes carried
4. The fourth proposal was targeted to the Grants Committee to establish racial and class equity metrics in grant funding decisions
 - a. Susannah questioned how these metrics will be determined? Tiffany stated that we would rely on the expertise of the Grants Committee to devise racial equity metrics and that the Anti-Racism Committee would support Grants committee in finding and devising metrics.
 - b. Margaret made a motion to accept the proposal
 - c. Linda seconded the motion
 - d. All were in favor, and the Ayes carried
5. The fifth recommendation is for the Membership Committee to adopt a non-paying member option starting January 2021.
 - a. Susannah raised a concern over financial constraints since membership fees are EMAN's primary financial income, and Janet questioned how to determine the distinction between volunteering and paying dues? Tiffany noted that there are ways to do this, including sliding scales and scholarships. Charlie noted that money should never block somebody from being civically engaged.
 - b. Michael Galvan made a motion to approve this proposal.
 - c. Michael Burrell seconded the motion.
 - d. Ayes carried with Kendra abstaining.
6. The final proposal is for the Anti-racism Committee - starting in 2021, the Anti-Racism Committee will survey annually and conduct an analysis for racism and classism.
 - a. Kendra asked a clarifying question: Is this survey for Board members only and not for the broader community? Tiffany responded that the next steps for the committee are how to go outward facing with this work, so there will eventually be public surveys.
 - b. Kelly made a motion to approve this proposal with the additions of "Board and Members" between "survey and annually"
 - c. Kendra seconded the additional edits from Kelly's motion
 - d. Ayes carried, proposal was approved with edits

President's Report:

Tonyelle began the President's Report by announcing she had received the resignation from Cassie Lukasiewicz yesterday, December 2nd, effective December 2nd. Cassie will remain active on the Zoning Committee, but will no longer serve in her Board capacity.

Next, Tonyelle mentioned that in February, she is looking to do a board retreat to get to know each other more and team build.

Additionally, beginning next month, Natalia will be sending a monthly calendar with details of the next month's committee meetings.

Tonyelle concluded her report by stating that she had sent an email to Brad Copeland and Wells Fargo about 2025 Funding, asking if it could be reinstated. They are reviewing documents and it looks like Wells Fargo will be reinstated by end of January as long as reports are adhered to in a timely manner.

ORGANIZATION PLANNING:

Kendra shared updates for the organizational planning work for EMAN. At EMAN's last meeting, it was discussed that Organizational Development and Community Development would serve as standing pillars. Kendra noted that she was looking for agreement and vote on this structure for a 2021 pilot year. Anti-Racism, since it's spread across all committees, would rest under the President. For Organizational Development, this would oversee the Marketing & Communications, Fundraising, Special Events, Membership and Nominations Committees. Community Development would oversee the Safety & Placemaking, Grants, and Zoning Committees.

Brian made a motion to adopt committee organization structure for 2021.

Nina seconded the motion.

Ayes carried.

Executive Director's Report:

For her Executive Director's report, Natalia got a quote for E&O insurance. She is still waiting for 2 other quotes, and will share with the EC and Board when they're received.

Membership:

Janet wanted approval to get people whose membership lapsed recently 2 years for the price of 1 year membership. Brian noted that this would only really be for folks whose membership lapsed recently. Linda inquired if this could also apply for new members to join, and Janet agreed with this. The duration of this offering was still undetermined, however, Linda made a recommendation that this apply through the first quarter of 2021. Teri, Janet, and Brian agreed with this recommendation.

Carla inquired if this would also be for people who wanted to renew their membership early? Janet reiterated that this would only be for new and lapsed members. Nina noted that between lapsed and new members, that essentially leaves no other categories. Brian mentioned they conducted a survey of about 100 people who had lapsed in their membership, and that this is designed to incentivize people to come back, while also updating members about the work of EMAN and asking why they may have left.

Charlie asked if we could do a buy 1, get 1 50% instead? Janet noted that this is not enough of an incentive for some people. Linda agreed with Janet's assessment and noted that the largest cost is \$35 for a single membership.

Linda made a motion to support the two for one special for a to-be-determined amount of time.

Vearnessa seconded the motion.

Ayes carried.

Grants:

Margaret provided a follow-up on the endowment process. The EC has signed all necessary documents and the endowment went live in October. Additionally, the fund is up from what was originally shared in September - there was a total of \$813,000 that was moved into the endowment. Further, the endowment will continue to grow over time for EMAN. The first distribution from the endowment will be in the summer of 2021, but the exact amount to be released is still unclear. Of the available funds, \$10,000 will definitely be used for EMAN salary, with the remaining funds still to-be-decided on their usage. There is still an interest in micro-grants and block beautification, but Margaret will look to survey Board members about Board member priorities and ideas for how to spend funds.

Zoning:

Jeff then led a conversation about how EMAN is a part of an organization called the Cross-town Coalition, a group of about 30 civic associations and members. Jeff mentioned that at a recent meeting, it was brought up that the Office of Property Assessment (OPA) and the Mayor's Office had removed the search-by-name function from OPA's property website. Cross-town is asking that its members help request the return of the search-by-name function to the OPA website. Additionally, Jeff shared a personal note from an anonymous Board member, stating they consistently received anonymous mail to their home address, and that they were opposed to EMAN signing a letter in support of Cross-town's ask.

Charlie noted that this is a sensitive and important topic. He recommended that this should be put to a committee to have a detailed conversation, and then have a recommendation made to the full Board on how to proceed.

Brian noted that there are several other websites that are similar where you can still search properties by name. He further noted that there's always the potential for abuse, but that it's also beneficial to have a database that's updated and searchable. Having this search function allows you to identify bad actors across properties in neighborhoods.

Linda agreed with Charles to table this for further discussion. Charles seconded the motion.

Jeffrey moved to table this discussion until the January Board meeting. He requests that Board members read the WHY article via Slack.

ADDITIONAL COMMENTS:

Teri stated that in the last 4 months we have lost 3 Board members in the middle of their term. This is unprecedented, and she has never seen something like this happen before. Brian raised the question about what do we attribute this attrition to? Teri stated that there needs to be further discussion, but that some people felt unwelcome and bullied. Tiffany, through the Anti-Racism committee, will be bringing concerns of former board members to the EC to address these concerns. Hard to hold people accountable if there's a lack of norms.

Tonyelle concluded the meeting by noting that EMAN can't be a healthy board if there is infighting. Board members should be for each other and for the community.

Meeting was adjourned at 8:43 PM