

## **Tapestry Board Meeting Minutes**

### **Thursday, September 28, 2023**

**Board Members Present:** Hollie Benton, President; Susan Knutson, Secretary; Kevin Geraghty, Treasurer; Judine Pattinson, Nancy Slather. (Absent: Art Bjorngjeld)

**Guest:** Sally Gordon, staff

#### **General Business**

August minutes were approved.

Lisa Leedham's resignation from the board was accepted. We extend our thanks to Lisa for all she did during her time on the Board and express our regret that she had to leave her term early. Judine was asked to consider becoming the VP.

After reviewing Mary Wells' letter of intent, the board voted unanimously to accept Mary's application to join the board.

No report from Governance or Committee Effectiveness Committees. Nancy recommends, and the board agrees, that Governance consider whether Tapestry needs a specific policy about marijuana use.

HVAC quotes are still being obtained, so nothing to decide this month. It was noted that Tapestry has money in reserve, so a capital campaign won't be necessary.

#### **Events**

Preparations for the Annual Meeting on October 14 were discussed and tasks assigned.

Planning is underway for the New Year's Eve program. Nothing to decide now.

#### **Finance**

The 990, prepared by Heidi, was deemed thorough and well done. The board approved it for submission.

Responding to a request from the Contra program, the board approved the increase of payments from \$75 to \$100 for each musician at contra dances. This will add about \$3600 annually to Contra expenses but the program is doing consistently well enough to absorb the cost. It was noted that live music brings great value to the program.

Kevin reported that two months into the new fiscal year, income significantly exceeds expenses, and almost all programs are profitable. In fact, 46% of income is from programs, with another 29% from rentals. Granted, we're not currently paying an ED, and some of these trends are seasonal, but even so, this is a good start to the fiscal year. Two questions were raised: 1) Can Tapestry do anything to help Seniors Dance Joyfully increase their attendance? 2) If revenue growth is sustained, what do we do with it? To maintain non-profit status, we need to reinvest in the community. Ideas floated include paying a part-time janitor and volunteer coordinator.

## **ED Search**

From multiple applicants, six were selected to be interviewed. One of those accepted another job so withdrew her application. While some initial interviews have yet to take place, two candidates have moved on to a second interview.

As the interviews process draws to a close by early next week, the second-round committee will recommend their top candidate for the position, and everyone will vote on that recommendation. The Board discussed and agreed on a framework for salaries and benefits and determined that maternity leave should be added to benefits.

## **Annual Ask**

Office staff submitted an outline of the Annual Ask letter that will go out to the full list of Tapestry members, participants, and supporters on Nov 1, with two followup reminders. The draft of this letter is in the file of September board meeting materials.

**TO DO:** Staff asked the board for help with three things:

- **Quotes** about why we give to Tapestry. These were already collected.
- **Thank you notes** to all donors (20-30 for each board member). We will add a brief handwritten note to each pre-printed, pre-addressed card.
- **Calls** to people who don't respond to the first two requests. There was debate about this; further discussion postponed.