



**January 25th, 2024**  
**Microsoft Teams Meeting**

**Attendance:** Sheila Dion, Candy Herbert, Lisa Woodard, Connie Deshaies, Jackie Flint, Erica Ward, Stephanie Earle, Jennifer Dubovick, Lu Hart, Mary Anne D'Addio

**Absent:** Emily Russo, Jim Graham, Jamie Dix, Stephanie Pestillo

**Call to Order:** 1st - Shiela Dion, 2nd - Jennifer Dubovick

**Approval of Previous Meeting Minutes:** 1st –Jackie Flint 2nd - Jenn Dubovick

**Treasurer's Report:** Financials sent via email

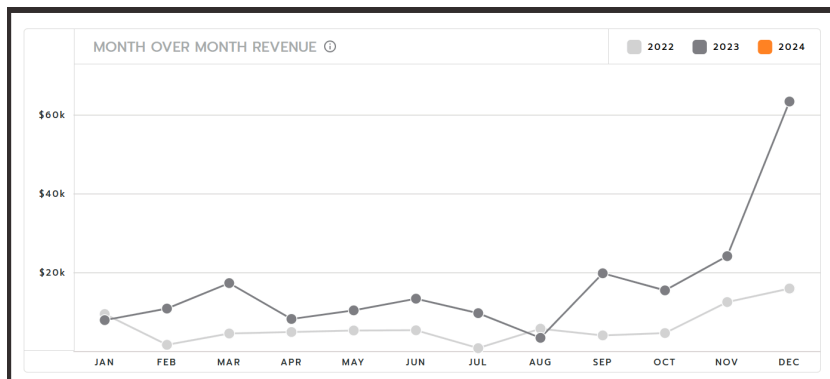
**Board Updates/Logistics:**

**Presentation:** Patty Weisse Lifecycles Capacity Consultant for Patty Weisse Consulting (approx. 45 min)  
 Life Cycle Assessment Review and Findings

Discussion Occurred with Overview of the Project: Below are the Key Points:

- Leadership met to review the Lifecycle feedback and decide where we would like to go next.
- Identified key stakeholders and implemented assessment to those individuals
- EA is identified as “over growth” which means the capacity is exceeding expectations for growth.
- Work Plan indicates that EA is exceeding growth expectations via diagnostic tools.
- Identified proposed actions for maintaining transitions and growth of EA
  - Succession Planning for Key Roles
  - Management and Staffing-current and recruitment
  - Recruit and Hire full-time fund developer (long-term plan)
- Areas for Growth Identified
  - EA needs a nominating committee, orientation/onboarding for members
  - Committees can be comprised of board members and non board members
  - Update Bi-Laws to reflect updated growth of the non-profit.
- HR professional needed
  - Create handbook and expectations
  - Benefits for staff

**Revenue Comparison: recommendation for transfer to Upstate Foundation Endowment (Sheila)**



- Review the funding coming in and conversation regarding key months and increased fundraising opportunities

### **New Business:**

- **Supporting Other Backpack programs: (Connie)**
  - Is there an opportunity to partner with other Oswego County Programs that need support?
  - LU followed up conversation re: Central Square
  - Feb - Hannibal partnership for the month
- **West Genesee updates: (Olivia)**
  - New standing area for the agenda
- **Overview and Review of Bi-Laws:**
  - Tabled until January Meeting for review if time allows
  - Minimum number of members is 8 and max is 15.

### **Subcommittee Updates:**

- **Committees - (all meetings for the year need to be scheduled and the times/dates sent via email to Secretary@Erinsangels.com)**
  - Fundraising
  - West Genny strategic planning
  - Life Cycles
  - Scholarship
  - Finance
  - Executive Board
  - Nominating committee
- **Upcoming Events:**
  - Purple Party 2/4/2024 6pm-10pm
  - Scholarships are due 3/31/2024

**Motion to end meeting: 08:25 pm 1st- 2nd-**

**Next Meeting: April 4th, 6:30pm**

**Meeting Notes - Prepared by:**

