



FULL BOARD MEETING MINUTES
Wednesday, April 20, 2022

In attendance: Michelle Moersfelder, Mark Hutcheson, Mark Griffin, Ron Knox, John Hoerster, Bruce Brooks, Gail Mautner, Nancy Isserlis, Rima Alaily, Sal Mungia, Beth Bloom, Gerry Schley, Margaret Niles, Ele Hamburger

Staff: Melinda, Caitlin, Nancy

Absent:, Kay Frank, Mike Schwab, Dick Manning

Welcome, approval of 2-16-22 Minutes

President's Report:

The Minutes are approved.

A vote is called on the board resolution to update our officers and check signers and Sal moves to adopt, Ron seconds and it is passed unanimously.

Michelle noted that we would be voting on the proposed spending policy vs. just discussing.

Information was shared about the upcoming joint board retreat taking place on Thursday, June 9th where we will share history of the organizations, run through a funding scenario and hear from Maria Kolby Wolfe and Gordon McHenry about their work in the community and implementation of race equity principles in their work.

Montgomery EJI Trip Report:

The trip was a success and at its core the trip is a stewardship trip that had three goals.

- The Montgomery trip was a huge success on all fronts: At its core – this was a stewardship trip to create deeper connections to EEJ and LFW and as part of that, we had three overarching goals:
 - Better understanding of history of slavery in America and its role in laying the foundation for the systemic racism that exists today
 - Understand the role of the rule of law in establishing and perpetuating racist systems and how civil legal aid can help dismantle those systems and policies.
 - Learn about ways to take specific individual or collective action

- We had a total of 35 people on the trip including six EEJ Board Members, other legal aid supporters and EEJ donors, common power staff including leaders David Domke and Professor Terry Scott, Justice Mary Yu, and Annie Lee and Larry Jefferson as our legal aid 'experts'. We had presentations and visited civil rights sites and met with foot soldiers over a five-day period in Montgomery, Selma, Birmingham and Atlanta. We heard specifically from Larry Jefferson, Annie Lee and Justice Yu about

work being done on the ground now here in Washington which we hope to turn into ways to take action for participants.

- The heart of the trip continues to be the EJI Legacy Museum and Memorial in Montgomery where we spent two full days a heard from EJI staff about their work and how EJI is changing the city of Montgomery and the nation as it becomes a national landmark for acknowledgement and education about slavery.
- We learned a lot on this trip about what works well and what can be changed for future trips. We are surveying out participants to get their feedback, preparing a follow up document with information and links to the organizations and causes we learned about and will be having a post trip gathering.
 - Most of the people on the trip are already EEJ donors, and bringing everyone into the fold will be a key part of our followup and ongoing stewardship.
- We hope that all board members are able to do this in the near future as it is a powerful way to remind us why we are here doing this work, raising funds to advance equity and justice.
- Ron noted that the trip was a wonderful opportunity to connect with folks. Ron said that stewardship objective was reached and successful –
- It was noted that a follow up gathering to keep people connected is important.
- Underscore how valuable the presentations were by our four legal aid experts and make sure we share information about how to take action
- We plan to share specific projects and ways to get involved - -more direct ability to get involved and advance issues.
- How often would the trip be done? Initial thoughts are that it would be an annual trip.
- One participant noted that the trip was life changing. Covid didn't matter. I learned more about slavery than I thought possible.

Financial Report:

Caitlin sharing financial reports. Expect higher costs next month as Montgomery expenses com ein and the audit is almost done.

The timing for financials is to be done by the end of the third week of the previous month.

Spending Policy:

- The new policy of 4.5% will result in a higher amount being dispersed to LFW than the previously proposed policy. We believe this is consistent with the long-term sustainability of the organization.
- Discussion is invited to ensure the board understands the new proposed policy and that the materials made sense and fostered understanding.
- There was a question at one point during the process that focused on what can we do to incentive LFW to help us fundraise and this new policy focused on the current year is a way to incentivize both EEJ and LFW to help raise funds each year.
- Call for clarification that there is no guarantee of a million and no going over the 5% during the transition period which was confirmed.

- Appreciation for the amendment and approach was expressed in addition to ensuring there was adequate time talk it through.
- Question about what has been the response from LFW.
 - The Q and A was shared with the full LFW Board and a follow up outreach was conducted with Mike P. and Candelaria M. Their response was to thank the EEJ for opportunity to engage and they understood the process. There was a point made about the need to use a race equity lens in our outreach.
- If the proposal is passed it is important to talk about why this is a good outcome about why this is important for LFW.
- Question about review provisions – the MOA says we will confer with LFW if changes are being considered.

A vote is called for: Mark Griffin makes a motion. Mark Hutcheson seconded. The motion to amend the spending policy as proposed to 4.5% is approved.

Launching our JEDI Work:

- Kevin Baker is introduced as an intuitive trainer because he is not necessarily bound by pre planned or prescriptive processes.
- He will be able to help us do what we do through a race equity lens.
- This is an opportunity to spend time with a group of people who share same values.
- Proposing that there be one of the two sessions on a Saturday.

Kevin Baker:

- Three hour session doing work, sharing information.
- Two hour session will be to check in on how that landed and go a little deeper.
- Small group work and large group work
- Goal is not to create safe space, but brave space
- Question about whether work is also or people of color – we all have a role it is not just for white people.
- Not sending agendas – asking us to write a paragraph about how that makes us feel.

Adjourn at 1:30