AASHE Board of Directors Meeting

January 26, 2024
11:30 am - 1:00 pm

FINAL Meeting Minutes

Attendance (X – present; R – regrets; A - absent):

Board

<table>
<thead>
<tr>
<th>X</th>
<th>Francois Miller</th>
</tr>
</thead>
<tbody>
<tr>
<td>X</td>
<td>Stephania Fregosi</td>
</tr>
<tr>
<td>X</td>
<td>Rania Assariotaki</td>
</tr>
<tr>
<td>X</td>
<td>Daryl Pierson</td>
</tr>
<tr>
<td>X</td>
<td>Raghu Raghavan</td>
</tr>
<tr>
<td>X</td>
<td>Ashwani Vasishth</td>
</tr>
<tr>
<td>A</td>
<td>Chris O’Brien</td>
</tr>
</tbody>
</table>

| X  | John Madden |
| X  | Jillian Buckholz |
| X  | Jillian Buckholz |
| R  | Sophia Agtarap |
| X  | Kristin Parineh |
| X  | Chris Ewing    |
| X  | Joseli Macedo  |
| X  | Greg (G.L.) Genco |

Management & Guests

<table>
<thead>
<tr>
<th>Meghan Fay Zahniser (Executive Director)</th>
</tr>
</thead>
</table>

| Domna Gallion (Accounting & Ops Manager) |

1. Call to Order

- Determination of Quorum
- Opening Round

2. Consent Agenda

- January 26, 2024 Meeting Agenda
- December 14, 2023 Board Meeting Minutes

MOTION: Motion to Approve Board Meeting Agenda - January 26, 2024
Moved by: Ashwani Vasishth
Seconded by: John Madden
Motion Carried
3. 2024 Board Priorities (Francois Miller)

- We are trying to professionalize the Board this year, including a new agenda format.
- Committee meetings are the best place to engage on new topics.
- Four areas of focus for this year:
  - Complete the strategic plan
  - Continue integrating racial equity and social justice in everything we do
  - Revisit the election cycle of board members
  - Ensure the financial wellbeing of the organization

MOTION: Motion to Approve 2024 Board Priorities
Moved by: G.L. Genco
Seconded by: Chris Ewing
Motion Carried

4. Executive Director Update (Meghan Fay Zahniser)

- 2024 Executive Director Goals
  - Increase AASHE’s revenue streams by at least 5% to get us out of a deficit
  - By December 2024, launch a new strategic plan grounded in RESJ
  - By October 2024, launch a new RESJ publication
  - Launch at least two new marketing campaigns this year aimed to increase participation in AASHE
  - Support Governance Committee in reconsidering the election cycle
  - Increase and improve organizational collaboration through updating the shared agreements and meeting norms by August 2024

5. RESJ & Strategic Plan (Stephania Fregosi)

- RESJ will be foundational to strategic plan
- Publication framed around “AASHE’s Why” to be created
- Board and staff creating resources and training for RESJ
- Strategic plan schedule in board documents
- Main goal is to set strategic goals and direction for staff

6. Governance (Francois Miller)

- Four standing board committees: Strategic Plan, Governance, Finance & Audit, Executive
- Francois shared proposed committee involvement
- Board approval of committee composition will be done online in the next two weeks
- Board went in to executive session to complete annual ED review conclusion

MOTION: Motion to Approve Committee Composition
Moved by: To be done online in the next two weeks
7. Finance Update (Daryl Pierson)
   ● Finance committee will build and uplift financial well-being of AASHE
   ● Finance orientation to help board understand the ebb and flow of AASHE finances and budget (planned for February)
   ● Potential workshops that connect the financial efforts with the overall board priorities
   ● How can we increase financial wellbeing through donors and grants?
   ● Annual audit is underway right now; will report on results soon
   ● Regular financial updates at board meetings

8. Other Business (Stephania Fregosi)
   ● No other business brought forward

9. Closing Round (Meghan Fay Zahniser)

   Meeting was adjourned at 1:05 pm.

   Next Regular Meeting: March 15, 2024
   Note: March 13-14 is virtual Board Retreat