

**Lighthouse Youth & Family Services
Governance Committee Meeting
March 11, 2019**

Present: Tamie Sullivan, Lisa O'Brien, and Paul Haffner. Barry Morris attended via telephone.

Absent: Marvin Butts.

Staff present: Judy Oakman.

A meeting of the Governance Committee was convened by Chair, Tamie Sullivan on Monday, March 11, 2019 at the Administration building at 2 pm.

The minutes of the January 14th meeting were approved as previously distributed. Lisa O'Brien motioned and Tamie Sullivan seconded. The minutes were unanimously approved.

Ms. Sullivan asked Judy Oakman to review the data of the board survey with the committee. Ms. Oakman presented the assessment grid which summarized the results of the survey. Overall the survey was excellent and there were not statistically significant changes in the assessment numbers.

Ms. Oakman then turned to the comments that were presented by the board members. The question was "Please list three points in which you believe the board should focus its attention in the next year". Be as specific as possible to identify the points.

Ms. Oakman summarized the comments overall and settled on five most consistent responses:

1. Strategic planning: programmatic and financial
2. Attracting younger and more diverse board members: skill set as well as demographic diversity; younger donor base
3. Marketing/communicating to the community our services and impact; did we end youth homelessness? Are we making a dent in the need? Publishing our outcome data and stressing the data that backs up our services
4. Community outreach/ board members as ambassadors; raising awareness and new donors /others in the community that have a passion for the work we do.
5. Succession planning for senior management; 2nd and third level leadership development; addressing diversity by focusing on a feeder system of diverse staff.

The committee discussed the need to have a simplified message for members to be able to communicate to donors, friends, acquaintances in the community. Ms. O'Brien suggested that we do an exercise at the board meeting next Wednesday to see how board members articulate their passion and knowledge of the Agency. This will help solidify what we need to help provide for each person. Staff is committed to developing that message/documentation.

The next agenda item was regarding new board members: Chrissie Blatt has been elected to the Foundation board through her work with the Gala in 2018. The bio for her will be distributed to the LYS board before next week so that she can be ratified next Wednesday. Tayana Roshnova's situation was discussed in detail. The Committee determined that it was not a conflict of interest if she were an employee of LCS but that she could not be an employee of Lighthouse and a board member. Ms. Sullivan reiterated the need to find replacement for Tatyana and Laquita Howell. Each of their terms expire in September with up to two annual renewals available. Ms. Oakman indicated they would continue to search for replacements.

Regarding Lighthouse board numbers, Mr. Haffner noted we are actually in need of a pipeline for 2020 now, getting close to 20 trustees with term limits and other changes. A number of names were discussed and the committee will request board members to make recommendations. We have a number of vacancies to fill but still would not be opposed to a leaner more efficient board.

The next meeting of the Governance Committee is in July before the July board meeting. Ms. Oakman will conduct a doodle to set the date.

With no further business, the meeting was adjourned at 3:30 pm.

Respectfully submitted,

Judith A. Oakman