



Truly I say to you, as you did it to one of the least of these my Brethren; you did it to me. Matthew 25:40

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Minutes for Board of Directors' Meeting

Date: October 11, 2011

Time: 6:00 – 7:30 PM

Dinner 5:30 PM

1) Welcoming/and approval of last meeting Minutes

- Meeting started at 6:00
- Darye opened with prayer after dinner
- Present: Ralph Taylor, Darye Henry, Chris Rothenburger, Bryan Richards, Mary Studley, Jan Woodall, Ginny Rogers, Aster Bekele
- Absent: Val
- Minutes reviewed. Discussion followed about property across street. Foundation looking for the best use of property before it will be interested in backing it. To get it the center must look at how it can best be used for the community.
- Change to minutes concerning Bryan....
- Motion made to approve amended minutes by Ralph, seconded by Chris. Motion carried

2) Update on Board recruitment- Chris and Mary

- Chris, Val, and Mary met once to make a list of people to recruit. List included: Jody Peras, Nancy Lacy, Rachael Criss, Michael Richardson, George Rausch, David Klinkose, Tony Knight, Carol Mullins, Annie Smith, Lynn Weigand, PNC Manager, Diop Adisa, Lauren Nolin, Ashley Simms, Chris Harrell, Parker Brink, Gino Ford, Bob Henderson, Pastors Alexander and Strobe
- It was suggested to use 'Get On Board' information as basis for information for candidates about the center and interview questions for the candidates
- Suggested to find skills set of the candidates and what board is lacking. Try to match. Then prioritize whose skills set matches board's needs
- Identify present board members skill set.
- Determine answers to: How many members do we need to add?
- Review chart of whose terms are up. Azeb, Darye, Ermias, Jan
- Recommend 8-10 strong people who can connect to others, understand neighborhood, strategy, management, understanding of how to fit into large community of city.
- Need someone who will create board handbook, orientation of board members to provide consistency
- Vett candidates and get in touch with them by end of this week to determine who will be best candidates.
- Goal is to have slate ready in 2 weeks so can vote at annual meeting in Nov.
- Orientation does not need to be quick, can take a few months, involves projects, learn history of center, policies



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3) Update on the school project and strategy - Bryan

- a. Brian reviewed strategy he suggests board needs to follow in slide presentation, Felege Hiywot Center Board Recruitment and Strategic Planning Discussion

Strategy Points

Create vision

Create action plan

Annual meeting November 8

Decide and create identity for Center

Scale - How big do we want to be

Partners, resources, indicator for success, measure ?

Planning element,

Review our mission and vision

Leadership management and personnel needs

Theory and methods of impact – depth not breadth of success – approach to take, mold it into pedo

Who are our desired audiences -

Multiple visions

Minor – marketing, finances,

Useful to have this plan for grant funding

b. Team approach to Strategic Plan

Each element of strategy, questions to ask, research to do.

Refine each piece so not based on assumptions, piece need to stand alone, but pieces stand together also

Develop Timeline now through 2nd quarter – ready by summer program.

Modules to help track process

Feedback loops – incorporate feedback into plan

YPress – help with feedback, they gather info for us - Aster made contact.

Launch strategy and make continual improvement – down road

This will make sure we have good direction and continue to do so

c. Board is Task Force

We commit \$2000 to fund SP process as proof of commitment to process -

As result foundation will support, help with grants.

Can make more intentional efforts to reach certain populations, parents, Ethiopian and emerging immigrants such as Latinos,

Who we reach will determine kinds of people to bring on the board – marketing, recruitment

Will set up series of scheduled discussions,

Deputize Y-Press to collect information from focus groups, to minimize disconnect between board and community

Engage with community groups and benefit to them – need to know their plans too.



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Connect with area urban garden programs

Board vote for: Mary moved to give \$2000 to demonstrate commitment. Chris seconded. Vote taken – all in favor. To go to Aspen Aspect, with receipt to go to Foundation

4) Discuss Annual Board meeting for Nov 8th 2011

Decided to have informal dinner, invite candidates;

Show presentation and speech from student.

Then have a meeting about candidates, vote 2 weeks later after have extended invite to candidates we want on the board.

Discussion: Concern time frame tight to get a qualified slate by annual meeting

Board decided following list for recruitment process

Decided Board Recruitment Steps

- Compile List of candidates
- Skills Assessment of candidates
- Rank candidates by those who submitted (10/17/2011)
- Check Interest level (maybe this is already done) report back by 10/21/2011
- Invite interested Candidates to informal event
- Meet Candidates (whole board meets in an informal setting) (dinner at Annual Meeting 11/8/2011)
- Discuss Candidates amongst the current board – 11/08/2011
- Vote on Candidates in the next meeting

Determined Board needs 6 new members

Question of volunteer management: Lynn and Vicki are managing this

Put in place: need to put procedures, need in place then when needed can put volunteers in place,

Helps board to stick to vision, not projects

Recommended check bylaws to find out how to select board chair

5) Any other item – Fall fundraiser

Made \$1000

Fund raiser brought a lot of Ethiopian community in who wanted to help.

\$1000 from international center

\$5000 for old bus

Meeting adjourned, moved by Mary, Ginny and Chris seconded, motion carried.

Closed with prayer



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