



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

1648 Sheldon St.

Indianapolis IN 46218

www.Fhcenter.org
e-mail info@fhcenter.org
(317) 545-2245

FHC Board Meeting Minutes

September 20, 2011

Present: Chris Rothenberger, Darye Henry, Aster Bekele, Mary Studley, Bryan Richards, JanWoodall, Ginny Robert, Guest: Jean, ASPEN IMPACT employee.

Absent: Azeb, Ermias, Ralph Taylor

Dinner was served at 6:00pm

Meeting called to order, Darye started with prayer

Agreed to forego minutes of last meeting

Agenda:

Leadership

Strategy

1. Leadership

1. Due to growth of center, needs are different than originally projected. Question now -Should center see itself as for the neighborhood or for a greater purpose, the city.
2. Member Evaluation
Look at terms of each member to determine who will do what
Those at end of term determine next position at center.
3. Two categories of service
 - a. Board focused on: (Ideas)
 - Vision
 - Multi-year strategy
 - Relationship building
 - Yearly priorities
 - b. Special projects team + Staff - Action
 - Operations – separate from big picture
 - Resource gathering
 - Community outreach
 - Special initiatives
4. Discussion
 - Will take more people, especially board
 - Must recruit more talent
 - Increase board membership
 - Look first at volunteer base



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5. Annual General Meeting
 - a. Required by the by-laws Nov 8.
 - b. Elements of meeting are:
 - Propose by-laws changes as needed, if vision changed, doesn't apply etc...
 - Develop slate of candidates for board membership, election of officers
 - President's report
 - Distribute financial statements
 - c. Bylaws state board consists of:
 - 5 voting members
 - President
 - Non-voting director
 - Past president
6. Recruitment Process:
 - Nominating committee 2 members – Mary, Chris, possibly Val
 - Charge to create a list of people who might want to be board member
 - Decide skills needed
 - Contact list of possible candidates to see if right people for board – examine : skills, interests, contacts in community
 - If agree then recommended to board for position
 - Board meets to discuss recommendations of nominating committee
 - Slate is not to be present
7. Ralph Taylor presented as possible candidate for president
 - Will speak further with Bryan about how his leadership style fits the center
8. Growth of Center has indicated necessity for change.
 - Known in community
 - Inquiries and requests for program
 - Aster known, sought after as speaker
 - Business of children – therefore must change, to bring them up to higher level, center must rise to the level too
 - Problem is that FHC doesn't have enough people for committees, board does it all.
 - Need for structure: grant funders want to see a different board structure to create strategic plan for future development



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9. Interest in nominating committee – vote taken
 - Darye moved to create it, Members to be Mary, Val, Chris
 - Aster seconded, All in favor, none opposed
 - Motion passed
 - Darye recommended Chris to be chair of committee
10. Suggestion by Bryan:
 - Decided dynamic of board – tell Ralph what looking for
 - Concept of decoupling logistics and operations from strategic plan
 - Adjust by-law to bringing on new members – bring people on in Nov. and Jan.
 - Review to see if changes necessary
 - By-law changes by Oct. 18 – Not much to change, terms, calendar,
11. For those who are ending terms let Darye and nominating committee know future role

2. Strategy

- Mission and Vision – What do we want center to do, priorities
 - Helps Lilly Endowment to decide what it wants to support
 - Social Impact
 - Marketing
 - Competing Forces Resource Growth and Management
 - Leadership and Management
1. Lilly Endowment Long Term Planning (Willis)
 - What is our vision and strategy as an organization
 - What do we have the capacity to achieve
 - What relationships will we grow in our community
 - What is our role with respect to the City of Indianapolis
 - What resources shall we maintain, manage, or own
 - What do we have on paper?
 - Bryan has been hired through the Foundation as a consultant to the board to help with restructuring.
 - Plan will be something for us to take to other funders
 - Decide priorities, focus, direction, what to do with resource across the street
 - Asset map of past year – changes based on new thoughts from



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summer

- Consensus agreed we keep Bryan

2. Land Design Concepts

- Think in terms of scenarios – blend of ideas, examples of what could happen
- Example of Monument Circle initiative
- Suggest look at quality of life in Brightwood/Martindale area
- Work with community

3. Conclusion

1. Fundraiser in good shape for Saturday.
2. Next meeting 2nd Tuesday October, 11. Meeting before Bylaw deadline.
3. Darye asked for any other business
4. Motion made to adjourn by Darye, who closed with prayer. Second by Aster.