

RFS BOD 1/11/21

Present via Zoom: Daksha, Lisa, Gary, Ralph, Kathleen, Camilla

Lisa opened the meeting with comments about The Journey of Transformation. Types of change encompass developmental, transitional state and transformational. As we experience the magnitude of current changes it seems that a true transformational change is needed by many to move a shift in self and world.

Minutes of the last meeting were approved.

Treasurer's Report: Ralph is still working on the current monthly report and will post it shortly. He is also working on an end of year 2020 fiscal statement. Discussion on Paypal fees resulted in our agreement to absorb those fees by RFS. Blaine Davis has been paid for his work and Heather Jones is cashing her checks.

Program Report: Program team will meet 1/12/21 and Gary will report after that. The Mission Statement seems to have been updated to all docs and to various personnel.

B&G Report: Snow's Plumbing has completed faucet installation and full water system winterization. Chris Gonyer has completed window installation, trim and shingle repair. Daksha and Em Peake did some trouble shooting on the gallery lights.

GW: Daksha is looking forward to a virtual art show and sale at some time in the future with help from a small team..

Old Business: The annual appeal scheduled for February is moving forward with a number of people working on the heart insert and the letter.

Camilla has researched the ramifications for RFS if we move to funding a community liaison person and being an employer. Discussion around employee vs contractor led to agreement that employer/employee relationship would be best. Discussion around doing needed bookkeeping in house or outsource left us thinking that outsource would be best; an organization such as Paychecks could handle everything for a rough estimate of \$1000/year. Camilla pointed out that if RFS moves to having one or a few employees that is a natural progression of growth for many 501(c)3 organizations. Looking into personnel management for such organizations would be worthwhile research.

Related to the position of Community Liaison was Daksha's share that she (with Lisa's and others help) has begun to work on a MCF grant. Details on how best to address our current needs for the above position and/or technical help to expand our capabilities to offer great programs via the internet are still to be worked out. It is thought that since our programs address a population over 60 and help with mental health and ending isolation that this will be a good fit as this year's grants address program complications due to covid 19.

We again touched briefly on the need to discuss board organization, recruitment and fundraising but (again) realize that this topic probably needs a dedicated meeting for expanded discussion.

New Business: Kathleen reported that more documents were put on the website and asked that **future documents include the date.**

Daksha also pointed out that adding short yearly reports to the History of RFS document would be of help when orienting those new to RFS.

Next meeting: 2/8/21 Facilitator: Daksha Recorder: Kathleen