

MINUTES OF THE BOARD OF DIRECTORS MEETING

January 30, 2025

PRESENT: Lorna Bemis, Jennifer Darlinger, Kyle Gerdes, Heather Edwards, Landon Faivre, Nicole Fisch, Jeanne Isabel, Monteil Johnson, Sushil Keswani, Tim Lehan, Tait Lundgren, Maura O'Toole, Dave Schafer, Karen Simmons

ALSO PRESENT: Tom Matya, Carol Parsons, Norma Farfán, Trisha Alexander, Tracey Sosin, Laura Chessman

LOCATION: 357 N California St., Sycamore – Conference Room & Microsoft Teams

- I. **CALL TO ORDER:** 4:04 p.m. by Landon Faivre.
- II. **CONSENT AGENDA:** Moved by Maura O'Toole, seconded by Nicole Fisch
 - A. **Minutes:** From December 2024.
 - B. **Financial Reports:** For December 2024.
 - C. **Risk Management Plan:** Bullet 6 under Vehicle Risks: "test" is now "evaluation." *Driver training with behind the wheel evaluation is incorporated into new-hire training.*
 - D. **Accessibility Plan**
 - E. **Cultural Competency Plan**
 - F. **Corporate Compliance Plan**
 - G. **A-0 Code of Conduct**
 - H. **Board Policies - Opportunity House, Inc.:** Under II. C. 3, "Board of Directors" is updated to "Executive Committee." *The Executive Committee reviews the performance of the Executive Director and sets compensation annually.*
 - I. **Service Animal Policy**

TO APPROVE THE ABOVE ITEMS WITH RECOMMENDED CHANGES. Carried.

- III. **COMMITTEE REPORTS:**
 - A. **Executive Committee:** No meeting.
 - B. **Finance Committee:** No Meeting.
 - C. **Marketing & Communication Committee:** No meeting.
- IV. **OLD BUSINESS:**
 - A. **Residential Restructure:** Tracey and Carol explained the slower onboarding process and more in-depth training for the new managers.
 - B. **Genoa Home Update:** Move from Alden to 400 Preserve set for February 18.
 - C. **RSM Finance Review:** Tom and Trisha updated the group on the RSM review for Finance. Evaluation will continue with Morrisey Accounting.
 - D. **Hiring Update:** Norma Farfán reported the current job openings and how more support during the onboarding process will drive retention.
 - E. **Annual Appeal:** Tom provided an update on the FY25 Annual Appeal, which has raised about \$137,000.
- V. **NEW BUSINESS:**
 - A. **Facility Purchase Opportunity:** Tom Matya and Monteil Johnson reported that the property had been severely damaged, and repairs would be a significant investment. Once repairs are complete, revisiting the purchase may be possible. Moved by Tait Lundgren, seconded by Monteil Johnson.

TO DECLINE THE PURCHASE OF NEW FACILITY. Carried.

- B. **FY26 Strategic Framework:** Tom Matya presented the shifting attitudes among other nonprofits towards a comprehensive framework structure for organizational goals to better explain our long-term vision. An example of a potential OH Strategic Framework was presented in anticipation of the upcoming elimination of the 14(c) license.

VI. **TRIVIA: President's Day**

- A. Who is the only president to serve as both President and Chief Justice of the Supreme Court?
William Howard Taft
- B. Which president officially gave the White House its name? **Theodore Roosevelt**
- C. How many rooms are in the White House? **132**
- D. Which president had a one-lane bowling alley built in the White House? **Richard Nixon**
- E. Who is the only single president to get married in the White House? **Grover Cleveland**
- F. What is the primary color of the Lincoln Bedroom? **Blue**

- VII. **ADJOURNMENT:** 5:19p.m., Moved by Jennifer Darlinger, seconded by Maura O'Toole

Respectfully submitted,

Lorna Bemis, Secretary

Laura Chessman, Recording Secretary