

**United Way of Anchorage  
Board Meeting  
January 20, 2021, 4-5:30 p.m.  
Via Microsoft Teams**

**Members Present (21):** Belinda Breaux, Laurie Butcher, Greg Deal, Mike Dunn, Bill Falsey, Charles Fedullo, Rick Fox, Darlene Gates, Michael Huston, Dick Mandsager, Jordan Marshall, Alex McKay, Daniel Mitchell, Rachel Norman, Susan Parkes, Natasha Pope, Veronica Reem, Brad Spees, Beth Stuart, Ed Ulman

**RSVP Regrets (7):** Frank Paskvan, David Wight

**Others:** UWA staff: Sue Brogan, Jason Grenn, Clark Halvorson, Angela Pinsonneault, June Sobocinski, Cassandra Stalzer

**Annual Meeting Call to Order:** Natasha Pope called the meeting to order at 4:05p.m.

**Public Comment**

There was no public comment.

**Resolutions**

**Election of Board Members:**

Natasha Pope introduced the resolution to elect the following members to new terms:

- Greg Deal (2<sup>nd</sup> term)
- Bill Falsey (2<sup>nd</sup> term)
- Darlene Gates (2<sup>nd</sup> term)
- Mike Huston (2<sup>nd</sup> term)
- Ed Ulman (2<sup>nd</sup> term)
- Belinda Breaux (3<sup>rd</sup> term)
- Susan Parkes (4<sup>th</sup> term)

Dick Mandsager moved the resolutions, Laurie Butcher seconded, and the resolutions passed unanimously.

**Election of Board Officers:**

Belinda Breaux introduced the resolution to elect the following Board slate for Board officers:

- Chair – Natasha Pope
- Vice Chair/Chair Elect – Alex McKay
- Treasurer – Laurie Butcher
- Secretary – Beth Stuart

Belinda Breaux moved the resolution, Susan Parkes seconded, and the resolution passed unanimously.

**Annual Meeting Closed:** Natasha Pope closed the annual meeting at 4:11 p.m.

**January Board Meeting Call to Order:** Natasha Pope called the meeting to order at 4:11 p.m.

## CONSENT AGENDA

Susan Parkes moved the resolution to accept the consent agenda (December 2, 2020 minutes and November 2020 financials) as presented, Jordan Marshall seconded, and the motion passed unanimously.

### AGENDA ITEMS

#### **Executive Committee Report:**

Natasha Pope started her report with kudos to Joe Everhart for serving as the TOC chair, for the board members who had agreed to renew their terms and for Brad Spees, Joe Marushak, Jack Sheppard and Rachel Norman who are stepping down from their board service.

Natasha also recognized Frank Paskvan for agreeing to serve as the Chair of the Audit Committee.

#### **Finance Committee Report:**

Beth Stuart presented the board resolution to amend the 403(b) Thrift Plan to add auto enrollment of 1% of employee compensation.

Susan Parkes moved the amendment to add automatic enrollment as presented, Mike Huston seconded, and the motion passed unanimously.

There were no December 2020 financials presented.

#### **Audit Committee Report:**

Beth Stuart thanked the members of the Audit Committee – Keith Hand, Natasha Pope, David Wight, Veronica Reem and Chair Frank Paskvan.

It was also noted that the audit was completed earlier than last year and thanked Interim CFO Angie Pinsonneault and the finance department team for their work.

The notes and summary report were distributed to the board.

Veronica Reem moved to accept the audit report as presented, Susan Parkes seconded, and the motion passed unanimously.

#### **President's Report:**

Clark began a conversation with the Board on building diversity. As stewards of the public good, UWA is called on to embrace and celebrate our common humanity, and the inherent worth of all people. In doing so, we must also acknowledge our history and a climate of growing intolerance and inequity as a challenge to our community we serve and the democratic values and ideals we hold.

The divisions along economic, racial, religious, and political lines have created an increasingly polarized society in need of healing, and the complex issues and dynamics at the intersection of race, class, gender, and sexuality call for deeper thinking as we seek to understand each other.

As the decision-making body at the highest level of organizational leadership, the UWA boards play a critical role in creating an organization that prioritizes, supports, and invests in inclusion diversity, equity, and access. Whether in the determination of strategy, the allocation of resources, or the goal, of serving the Anchorage community with authenticity, the UWA board's leadership on diversity, inclusion, and equity matters, and is needed as we:

1. Increase diversity at all levels of the UWA organization.
2. Develop a comprehensive learning strategy to advance IDEA efforts.
3. Address structural and institutional inequities.
4. Ensure equitable access to information and services.
5. Meaningfully engage communities to inform our efforts and investments.

## Board composition

The Board discussed how Board composition is about culture as well as structure and it is a direct contributor to board performance. It is not just about pulling together a group of high performing individuals, it's also about getting the right mix of people.

There are common attributes that all board members need such as intelligence, diligence, honesty, independent thought and sound business judgment. Other attributes such as skills, knowledge, lived experience, communication styles and interpersonal skills can differ. They all contribute to an effective board by having a diverse range of perspectives and insights that enhance board decision-making.

Diversity is about looking at the whole board and its strategic needs, rather than individual appointments. Tenure should also be considered this way – so that the board has a balance of the new and the old. Good diversity means experience and wisdom combine with fresh ideas, appropriate to the needs of the organization.

Key mechanisms that contribute to continuous improvement in board composition include:

1. assessment of board skill and attribute needs (board skills matrix)
2. succession planning, and
3. formal evaluation of board performance.

Board composition will not, and should not, be transformed overnight. Succession planning is needed to build a strategic approach to recruitments for the board and building a merit-based culture that champions inclusion and diversity.

Board Members volunteered to develop an Ad Hoc Committee to recommend a 2–3 year recruitment and evaluation plan to ensure the board has the skills and attributes it needs now and for the future to ensure quality, continuity and membership that better resembles the community we serve. The First meeting of the group will be in February, 2021.

Motion to adjourn Board meeting was made by Beth Stuart and Ed Ulman seconded, and the motion passed unanimously.

Next Board meeting: February 17, 2021.