

Southeast Uplift Board Meeting Minutes
June 7, 2021 at 7:00 pm – 9:25 pm
Via Zoom Conference Call



Mission Statement:

To collaborate with the SE Portland community to build informed, inclusive, and participatory neighborhoods that support our social and ecological well-being.

Board Members in Attendance:

Brentwood Darlington - Kimberly DiLeo
Brooklyn – Stuart Zeltzer
Buckman – Ashley Gale
Foster-Powell – Lotus Romey-Yu (Secretary)
Hosford Abernethy – Charlene Zaharakis
Kerns – Dave Weaver
Laurelhurst - Janet McManus
Montavilla – Lindsey Johnson (Vice Chair)
Mt. Scott-Arleta – Tiffany Johnson
Richmond – Allen Field
Sunnyside – Ash Hester
Woodstock – Anna Wechsel
Portland Community College – Amy Bader
Portland Bus Lane Project – Jessie Maran
At Large – Cat Davila
At Large – Catherine Diaz
At Large – David Gruber
82nd Avenue – Nancy Chapin
South Tabor – Tina Kimmey (Chair)

SE Uplift Staff in Attendance:

Leah Fisher (Interim Executive Director)
Eaen Goss (Operations Manager)
Matchu Williams (Community Liaison Program Manager)

Guests:

Jill Riebesehl (HAND)

7:00 pm
Introductions and Announcements
Via Zoom Chat

This section is copied verbatim from the Zoom chat:

- **Anna Weichsel, Woodstock NA.** We initiated our Right-of-way project actions, started an outreach with Community Energy Project for energy saving improvements for renters and low-income folks, dealing with increase of drug related crimes.
- **Tiffany Johnson:** No update for **Mt. Scott Arleta NA**
- **Lotus (she): Foster-Powell,** no updates
- **Amy Bader, she/her, PCC,** no updates at this time.
- **David Gruber, at-large member.** No updates
- **Tina Kimmey: South Tabor** is having a neighborhood yard sale this Saturday. Check our website southtabor.org for the map.
- Hello! **Ashley Gale - Buckman NA!** No big updates for this last month!
- **Charlene Zaharakis:** We are going to go forward with our ice cream social on National night out. I can't remember the date right now.
- **Allen Field: Richmond** held our election last month and this month we will elect officers & committee chairs. Voting on when to restart parking permit project with PBOT.
- **Lindsey Johnson, Montavilla.** We are hosting a recycle day this Sat 6/12 from 9am-2pm, for scrap metal and styrofoam. <https://www.montavillapdx.org/recycle-day>
- Ashley Gale: I guess, one thing for Buckman is that we are having elections this month!
- **Jes Maran - Portland Bus Lane Project...**no updates.
- **Ash Hester (she/her): Sunnyside** Held a trash pick-up, started a DEIA committee, running a board election campaign for July's meetings, planning the Piazza restoration project for fall.
- **Stuart Zeltzer (he/him): BAC** also had elections, kicked off our community connections committee, had a successful Plant start exchange and donations for our local community board and Black Future's Farm
- **Dave Weaver - Kerns, NA, he/him.** Kerns NA held our annual board elections in May. We have two new board members - woohoo! And a new secretary who's very organized- so that's great. Otherwise we have a lot of the same board and we're looking forward to a good year with new initiatives and new members.
- **Nancy Chapin: 82nd Ave. of Roses BA** is hosting a cleanup on 82nd Ave. between Division and Woodstock on June 12th. 10am to 12pm at Baxter Auto Parts. Register through SOLVE. June 26th. 10-12 between Woodstock and County line. Meet at Les Schwab; register with SOLVE.

7:05 pm
Moving July Meeting Date
Tina Kimmey

- Discussion on moving date to either July 6th or 13th

Approving July Meeting Date Change: Anna Weichsel moves that the date for the meeting should be changed to July 13th, from 7-9. Allen Field seconds

In Favor: 16

Opposed: 0
Abstain: 1

7:10 pm
Approval of May Meeting Minutes
Tina Kimmey

Approving May 2021 Minutes: Lindsey Johnson makes a motion to approve, Ashley Gale seconds

In Favor: 16
Opposed: 0
Abstain: 1

7:12 pm
August Mixer
Leah Fisher

- Opening outside space for folks to rent, thought about having an event for the board in August since there isn't a board meeting that month
 - o New board members welcomed, good time to see each other outside
 - o Mixer: Opportunity to welcome small grant recipients, networking and partnership opportunities
- More information coming soon

7:13 pm
Committee Appointments
Tina Kimmey

- Ambar stepped down from treasurer role, there is now an open seat. Recommending that Anna W. fills the position. Anyone else interested?
- Anna: Ambar asked for someone to take over for a while, Anna offered to step in a while ago, especially because of her experience with the finance committee. Ambar explained the role and Anna has met with SE Uplift's bookkeeper. Comfortable stepping in until next election (November).

Approving Anna as Treasurer: Jes Maran makes a motion to approve, Nancy Chapin seconds.

In Favor: 17
Opposed: 0
Abstain: 0

7:16 pm
Committee Updates
Multiple Speakers

- Finance Committee (Anna): Talked about budget projections last meeting, will have a better idea after June. Saved some funds due to Alexander leaving, will go toward ED search
 - o Talking about reserve policy, started in February with Leroy
 - o Wanting to think about how to do fundraising in the future alongside our Civic Life grant
 - o Bringing in non-monetary contributions
 - o Needing to discuss fiscal sponsorship policy
 - o 2-3 additional finance committee members needed
 - Would appreciate insights from folks with fundraising experience
 - o Found out we do not need a full audit
 - We need to discuss if we want an extra audit to be safe
- Houselessness Action Committee (Stuart): Had Stop the Sweeps Coalition at last meeting and talked about their work. Working on list of goals and objectives for SE Uplift to adopt. Looking to create a more robust online forum for resource exchange throughout neighborhoods
 - o Anna: Responses around violence/harm happening to housed neighbors as a result of drug use?
 - o Tina: Recommends SE Uplift’s Houselessness Resource Guide
 - o Jes: Don’t want to put people in harm’s way but if illegal things are occurring folks should respond as they would in any other situation
- Bylaws (Catherine): Last meeting the committee did a high-level review of our bylaws, next steps are to look at bylaws next to ONI template. Meeting tomorrow at 6:30 pm.
- Board Development (Tina): Looking for more board members, filling empty seats. Email sent out for outreach, please share. Will bring candidates that they recommend to board
- Land Use and Transportation (Leah): Meeting moved to 23rd, partnering with NACN for meeting support – sharing information about city’s anti-displacement work

7:30 pm
Forming Executive Director Hiring Committee
Tina Kimmey

- Working with different consulting firm now
- Tina, Jes, Dave are recommended as committee members based on board priorities and experience
 - o Will also have staff on committee
- Allen: Did these board members express interest/are they willing to join this committee?
 - o Tina: Yes.

Approving Suggested Committee Appointments: Ash Hester motions to approve, Janet McManus seconds.

In Favor: 17
Opposed: 0
Abstain: 0

7:35 pm
Executive Director Report
Leah Fisher

- Working with Non-Profit Professionals Now for director search, feels good about it and the timing of the search is great
- We received 5% of budget back from Civic Life that we thought was cut
 - o Added \$5,000 into ED salary to make the position more competitive
- ED job description released late June, hoping to have someone identified by end of July
- Leah not planning to apply, likely will be on search committee
 - o Will help transition new person into role
- No major activity around land use right now, We All Rise leading Land Use and Transportation Leadership program
 - o Leah reintroduced program for new folks
- Small grants updates: awarded 8 grants that board approved, Matchu has been busy connecting with recipients, getting contracts signed, etc.
 - o Matchu putting together ways board can support recipients, build relationships
- Building updates: new tenant in downstairs office space ([Empowering People by Holding Hands](#)), starting to have events in outdoor space, likely opening the building in August (watching state guidelines)
- Hoping to have information available soon on accessible meetings, events, etc. Eae led internal training, started web page. Looking to put together training on running hybrid meetings
- Communications: Newsletter just went out, Paola has been busy managing communications grants
- We have been revitalizing our garden space, having a work party this weekend. Volunteer day needs: pressuring washing fence on Friday, painting it on Saturday. Also picking up trash, rebuilding picnic bench
 - o Will also have planting day in early fall
- Please complete board survey that was sent out!

7:40 pm

District Coalition Board Orientation Overview

Lindsey Johnson

- Lots of folks attended from our board, which was awesome
- Reviewed general roles and responsibilities of board members, history of neighborhood associations, etc.
- Training recording should have been sent out to those who registered, happy to forward (pasted in chat: <https://drive.google.com/file/d/1JQSuAylZOxjFthuqVoN22e8RuxRC1nap/view?usp=sharing>)
- Training covered: Being invested in organization and programming, understanding bylaws and other guiding documents, showing up prepared, communicating absences and establishing a substitute, asking questions and understanding what is being voted on, disclosing conflicts of interest, ensuring that the organization's best interests are represented, making sure organization is following federal and state laws along with its mission, paying attention to accountability, focusing on transparency, having succession plans, setting up board agreements/goals, and more
- Leah: making changes as result of training, like having board members sign a conflict of interest form. Making sure to communicate board member roles and responsibilities along with DEIA commitments – having those documents signed as well.
- Allen: Will the board be able to review these documents? Concerns about being asked to sign a contract

- The information in the documents is not new, it has been in the orientation documents and our bylaws for years
- Board members will be signing off that the responsibilities have been read and understood, this is not a contract

8:05 pm

Discussion of Miguel's Letter and Breakout Session

Multiple Speakers

- Reflection question from former board member: **“In what way have you personally contributed to white supremacy/whiteness within the board and your NAs, and how will you personally (and as a board) work on making this space an inclusive space for BIPOC-identifying people and organizations?”**
- Ash: we have a large group of departing board members who are BIPOC. This is a call in to our board to ask ourselves “who are we serving and how are we serving our community if our board members do not feel included?” We should start applying benchmarks to hold ourselves accountable. This organization doesn't just serve NAs, a lot of the members departing are not part of NAs so that is also something to look at.
- Tina read Miguel's letter to the board and board members broke out into 15-minute sessions to discuss.
- Tiffany: Experienced exactly what this discussion was supposed to be about in breakout groups. Her experience was discounted (through being told that there must be another reason BIPOC board members are leaving) and she was told to be quiet.
- Ash: What happened wasn't okay, do not tell someone who is discussing their lived experience to be quiet.
- Lotus: Would like to see some accountability.
- David: Was in Tiffany's group and apologizes for what happened
 - Tiffany clarified that he was not the person who said these things.
- Leah: This person is not stepping up. We recognize that we cannot bring in folks with marginalized identities when they will be harmed
 - Miguel is not the first person to leave because of this issue
 - We really need to work on this and be honest with ourselves and our organization, we lost 3 BIPOC board members who are exhausted from the power and privilege displayed by the board
- Jes: We need to pay attention to one particular core of what Tiffany shared, which is to question someone's experience when they tell you what is true for them
 - We are a predominately white group of people and have continued to be that way over decades – folks who come in who aren't white don't stay very long
 - It is not okay at this point to think there are other issues and this is not a result of something we are doing as individuals
- Tina: Thank you Tiffany for saying what she did in the moment. Feels that we are being held back and are trying to move forward
- Stuart: Is there a different set of action that we could take to resolve this situation?
- Jan: Laurelhurst just hosted 2 workshops on inclusivity and talked with members of other neighborhoods, wanting to form groups to address these issues that can work together
 - The culture of the board meetings is very process-oriented and formal, can be off-putting (especially for folks who are not from neighborhood associations)
- Anna: In terms of how we can go forward in the board, networking moments are super important and allow us to learn about people's experiences on the board. We need to

think about how we conduct meetings to allow folks to reflect and interact. Thinking of doing inclusion work differently – we aren't inviting people to join our culture, we are recognizing that there needs to be a new way of being together that isn't based in oppression.

- Cat: Thank you Tiffany for speaking to the whole board, wants to know what our organization's process is to follow up on that. The recent DEIA trainings were great but were very intro-level – didn't address white supremacy and whiteness specifically.
- Lotus: Apologizing again, offering personal support and support from the board.
- Tiffany: When this happens, we need to call it out and go back to our principles as a board.
- Ash: This is something we can all collectively do – have more empathy and not be self-serving. Address each other with respect and be more thoughtful of people's lived experience. Do not make it a person of color's responsibility to educate you – there are so many workshops being offered, Ash is willing to talk to folks individually.
 - o We need to keep talking about this at every meeting.
- Stuart: Encourages person to be accountable and asks that the Executive Committee follow up with them.

8:55 pm

Civic Life Grant: Budget and Contract Approval

Leah Fisher

- Needs approval for goals and activities that we are committing to along with our proposed budget for our Civic Life Grant
- Leah shared PowerPoint on Civic Life Grant Agreement and explained the process for setting goals and activities
- We have a great opportunity to show others that we can change and address systemic racism within our organization – we all benefit when we support our entire community

Approving Contract and Budget: Nancy Chapin motions to approve budget and contract, Anna Wechsel seconds

In Favor: 13
Opposed: 0
Abstain: 0

Next Meeting July 13, 2021

7:00 pm – 9:00 pm

Addendum A: Zoom Chat

19:03:48 From Anna Weichsel to Everyone : Anna Weichsel, Woodstock NA. We initiated our Right-of-way project actions, started an outreach with Community Energy Project for energy saving improvements for renters and low-income folks, dealing with increase of drug related crimes.

19:03:57 From Tiffany Johnson to Everyone : No update for Mt. Scott Arleta NA

19:04:14 From Lotus (she) to Everyone : Foster-Powell, no updates

19:04:34 From Amy Bader (she/her) to Everyone : Amy Bader, she/her, PCC, no updates at this time.

19:04:55 From David Gruber (he/him) to Everyone : David Gruber, at-large member. No updates

19:05:00 From SE Uplift to Everyone : South Tabor is having a neighborhood yard sale this Saturday. Check our website southtabor.org for the map.

19:05:01 From Ashley Gale (she/her) to Everyone : Hello! Ashley Gale - Buckman NA! No big updates for this last month!

19:05:06 From Charlene Zaharakis to Everyone : We are going to go forward with our ice cream social on National night out. I can't remember the date right now.

19:05:11 From Richmond Secretary to Everyone : Richmond held our election last month and this month we will elect officers & committee chairs. Voting on when to restart parking permit project with PBOT.

19:05:20 From Lindsey (she/her), Montavilla to Everyone : Lindsey Johnson, Montavilla. We are hosting a recycle day this Sat 6/12 from 9am-2pm, for scrap metal and styrofoam.

<https://www.montavillapdx.org/recycle-day>

19:05:38 From Ashley Gale (she/her) to Everyone : I guess, one thing for Buckman is that we are having elections this month!

19:06:04 From Jes Maran (she/they) to Everyone : Jes Maran - Portland Bus Lane Project...no updates.

19:06:22 From Ash Hester (she/her) to Everyone : Sunnyside: Held a trash pick-up, started a DEIA committee, running a board election campaign for July's meetings, planning the Piazza restoration project for fall.

19:06:27 From Tiffany Johnson to Everyone : The 6th works for me

19:06:31 From Kimberly DiLeo to Everyone : 16th

19:06:33 From Ashley Gale (she/her) to Everyone : 6th works for me

19:06:44 From Ashley Gale (she/her) to Everyone : but can also do the 16th

19:06:53 From Lindsey (she/her), Montavilla to Everyone : Can do either

19:07:27 From Stuart Zeltzer (he/him) to Everyone : BAC also had elections, kicked off our community connections committee, had a successful Plant start exchange and donations for our local community board and Black Future's Farm

19:07:39 From Dave Weaver to Everyone : Dave Weaver - Kerns, NA, he/him. Kerns NA held our annual board elections in May. We have two new board members - woohoo! And a new secretary who's very organized- so that's great. Otherwise we have a lot of the same board and we're looking forward to a good year with new initiatives and new members.

19:07:39 From Tiffany Johnson to Everyone : I won't be available on the 13th, but I'll send info in advance if needed.

19:07:43 From Amy Bader (she/her) to Everyone : I am not available on Tuesdays

19:08:20 From Dave Weaver to Everyone : 13th works for me. It looks like it's Laurelhurst NA's meeting

19:09:25 From Stuart Zeltzer (he/him) to Everyone : couldn't make either date but will work on getting our alternate delegate

19:10:54 From Leah Fisher (she/her) SE Uplift to Everyone : Welcome Kimberly!

19:14:26 From Nancy Chapin to Everyone : Nancy Chapin: 82nd Ave. of Roses BA is hosting a cleanup on 82nd Ave. between Division and Woodstock on June 12th. 10am to 12pm at Baxter Auto Parts. Register through SOLVE. June 26th. 10-12 between Woodstock and County line. Meet at Les Schwab; register with SOLVE.

19:16:46 From Tiffany Johnson (she/hers) to Everyone : Sorry. I'm a yes vote

19:24:50 From Stuart Zeltzer (he/him) to Everyone : Next meeting Monday June 28th

19:25:50 From Eaen (they/he) to Everyone : I would recommend contacting the Street Root's Ambassador program. They work to communicate between unhoused and housed neighbors about issues.

19:32:37 From Catherine Diaz | she/her | OMSI to Everyone : Correction: Bylaws Committee meeting tomorrow, 6/8 @6:30, not 7

19:34:59 From Leah Fisher (she/her) SE Uplift to Everyone : Nonprofit professionals now

19:35:04 From Leah Fisher (she/her) SE Uplift to Everyone : Is the consulting firm

19:36:44 From Dave Weaver, Kerns NA, he/him to Everyone : I just want to say I will be honored to be on the Executive Director search committee and I will do my best to find an excellent Executive Director that help SE Uplift thrive

19:36:52 From Tiffany Johnson (she/her) to Everyone : No problem. I first had issues switching devices so you may have heard that. Then right bow I tried to second and I don't know if I couldn't unmute myself

19:37:23 From Tina K, (she/her) South Tabor to Everyone : Thanks Dave! I'm excited to work with this committee.

19:47:51 From Eaen (they/he) to Everyone : <https://empoweringpeoplebyholdinghands.org>

19:56:06 From Ashley Gale (she/her) to Everyone : I would love a link to the recording as I was unable to make the training. Thanks so much.

19:57:09 From Tina K, (she/her) South Tabor to Everyone : Coalition Board Orientation Recording of the session:

<https://drive.google.com/file/d/1JQSuAylZOxFthugVoN22e8RuxRC1nap/view?usp=sharing>

19:59:53 From Lindsey (she/her), Montavilla to Everyone : Here's the PowerPoint as well

20:01:31 From Ash Hester (she/her) to Everyone : You did a great overview, Lindsey!

20:06:51 From Tina K, (she/her) South Tabor to Everyone : In what way have you personally contributed to white supremacy/whiteness within the board and your NAs, and how will you personally (and as a board) work on making this space an inclusive space for BIPoC-identifying people and organizations?

20:07:47 From Ash Hester (she/her) to Everyone : Thank you! This is important work.

20:08:35 From Matchu (he,his,him) SE Uplift to Everyone : Could someone read Miguel's letter?

20:47:06 From Leah Fisher (she/her) SE Uplift to Everyone : Thank you Cat!

20:47:14 From Eaen (they/he) to Everyone : For further reading in case learning about white supremacy culture is new to folks:

https://www.thc.texas.gov/public/upload/preserve/museums/files/White_Supremacy_Culture.pdf

20:47:54 From Nancy Chapin to Everyone : Second reading Miguel's letter.

20:50:58 From Leah Fisher (she/her) SE Uplift to Everyone : I really appreciate this honest conversation. Thank you!

20:52:10 From Tiffany Johnson (she/her) to Everyone : Thank you Tina,Leah, Cat,Lotus and others

20:59:12 From Ash Hester (she/her) to Everyone : I need to jump, thank you Leah for this presentation. I'll dive into the on my own. Thank you to the Board for tonight's work. Looking forward to continuing this and applying action and accountability. Happy June, y'all!

21:00:18 From Lotus (she) to Everyone : Sorry y'all, I wanted to stick around for more conversation, but I gotta hop off. I look forward to some real work and change regarding the harm this organization has been, and clearly still is continuing to inflict on our non-white community members.

21:02:30 From Charlene Zaharakis to Everyone : I have to go. I promised someone I would call them before it gets any later.

21:21:36 From Amy Bader (she/her) to Everyone : I also need to go. I need to say that I am really not okay with people getting harmed at the expense of others' learning. This is not the first time this has happened in this group, and recently.

I understand that there is a learning curve, as white supremacy culture is deep in the tissues of this country, but everyone is responsible for doing their learning, and it starts with humility, empathy and personal accountability. If you don't know, take some steps - take a step back...listen with empathy and for understanding, read, feel, admit mistakes. I am feeling pretty angry still about what Tiffany experienced, and also hopeful that we have finally had our first meaningful conversation about white supremacy culture and racism. Take care everyone.