



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

BOARD MEETING MINUTES – DRAFT

December 6, 2021 at 7:00 pm – 9:00 pm. Via Zoom Conference Call

ATTENDANCE

Board Members present:

Brooklyn NA – Stuart Zeltzer
Buckman NA – Maren Boehmer
Creston-Kenilworth NA – Rachel Davies
Eastmoreland NA – Dianne Levinson
Hosford Abernathy Neighborhood District – Bruce Bikle
Kerns NA – Dave Weaver (Vice Chair)
Mt. Scott Arleta NA – Daniel Portis-Cathers
Mt. Tabor NA – Jim Pierce
Reed NA – Anne Tillinghast
Richmond NA – Ann Sandvig
South Tabor NA – Tina Kimmey (Co-Chair)
Sunnyside NA – Ash Hester (Co-Chair)
Woodstock NA – Anna Weichsel (Treasurer)
82nd Ave of Roses BA – Nancy Chapin (Secretary)
Inner SE Action – Kat West
At Large – Shazia Abdulla
At Large – Cat Davila
At Large – Jessie Maran
At Large – Kimberléa Ruffu

Board Members absent:

Brentwood Darlington NA – Kimberly DiLeo
Foster Powell NA – Lotus Romey-Yu
Laurelhurst NA – Jan McManus
Sellwood-Moreland Improvement League – Ayomide Nikzi
Portland Community College – Amy Bader

Staff present: Nanci Champlin (Executive Director), Lindsey Johnson (Administrative and Operations Specialist), Matchu Williams (Community Liaison Program Manager)

Guests: Sharon Wynde, incoming SEUL Board Administrator / CJ Alicandro, NTNA / Kim Bandy NTNA / Heather Flint Chatto, RNA / Allen Field, RNA / Brian Hochhalter, RNA / Barbara Schulz / Linda Nettekoven

BOARD DISCUSSION MEETING

7:03 The board discussion meeting was called to order.

Introductions + Announcements (Ash)

- SE Uplift's mission statement and Community Agreements pertaining to behavior during board meetings were shared.
 - Board members are given priority for speaking.
 - We generally follow Robert's Rules of Order.
 - Recording is for internal use only.
- Introductions and announcements were posted by board members in the chat.

Welcome New Board Members (Ash)

Incoming board members Daniel Portis-Cathers (Mt. Scott Arleta NA) and Dianne Levinson (Eastmoreland NA) were welcomed, had an opportunity to say a few words, and were then seated as new SEUL board members. Welcome Daniel and Dianne!

Executive Director Report (Nanci)

- Nanci welcomed Sharon Wynde, SEUL's new Board Administrator (consultant, 8/hours week) who will work with Nanci and board members on governance, culture-building and strategic visioning work. She invited Sharon to say a few words.
- News + Updates
 - Grants Review Committee: Nanci shared that we are seeking volunteers on our 2022 Grants Review Committee. Role: a committee member would review and evaluate up to 10 applications from January 13-February 3. Small stipends are available. Youth are welcome to participate.
 - Staffing
 - Leah has departed as SE Uplift's Neighborhood Planning Program Manager. She has moved on to work with Civic Life. Her reasons for leaving included constant leadership turnover, unchecked bullying and harassment of staff and board members by community volunteers, seeing the toll that this has taken on the organization in terms of time, direct cost, and loss of institutional knowledge.
 - Transition Plan for December-February
 - Matchu will coordinate land use and transportation and the community liaison Program.
 - Paola will continue as Communications Manager and take on the fiscal sponsorship program.
 - We will hire for a new role to manage grants and community outreach programs (including building and developing partnerships). The position will be posted this month; we are hoping to fill it by February.

- Comments from the board: Expressed appreciation and gratitude for Leah's work.
- Inquiry about recordings
 - Recordings are currently only available for internal/staff use; board meeting minutes fulfill the legal obligation. Developing a policy for recordings/distribution can be addressed by the executive committee at an upcoming meeting, but SE Uplift is working with limited staff capacity.
 - Concern was expressed over the recent emergency executive meeting, which was scheduled on short notice and not recorded.
 - Notes from this meeting were included in the board packet, which was sent to board members via email in preparation for today's meeting.
- Two Months as ED: Big-picture Reflections (see attached slide deck and remarks)

Board Member Networking Breakout Session (Board Members)

- What resonates most for you from Nanci's vision for SE Uplift? (Group discussions with report-outs to all.)
 - Group 1
 - Appreciate the recognition of board members who are committed to taking care of the organization.
 - Mindfulness of focusing on longevity of board members and staff.
 - Appreciating of culture shift and change and Nanci's commitment to change that.
 - Group 2
 - Quick hitting - resonations
 - Good ideas and hope they can be pulled together
 - Not clear - how many SEUL open positions are there?
 - Which hat do I wear and how do i contribute
 - Our role: What is best for all?
 - Group 3
 - So glad that we are starting with our inner core as the board to find an understanding of who we want to be.
 - I was blown away with the optimism and the vision. Feel a lot of hope.
 - The thing I miss the most is the community development specialists working out of SEUL to support the organizations of our community.
 - I was excited by the Vision of the Vision. It feels like SEUL has been a bit lost in the woods and we are finding our vision and about to roll up our sleeves and make something happen.
 - Group 4
 - What resonated most:
 - Having the entire board oriented around a unified goal, with all members "rowing the boat in the same direction".
 - Resetting the board culture to be less contentious would allow more time to accomplish important work for SE Portland.
 - Group 5

- Having shared language surrounding DEIA, this is a big problem.
- Relationship building would help to build a more functional board.
- Wonderful to hear from Nanci regarding her vision, important to center on the mission and assess what we should be doing in our communities.
- Having no clear direction for several years, so it is refreshing for the ED to lay out a path.

Committee Updates

- Executive Committee - Tina Kimmey, Co-Chair
 - Minutes are included in the board packet
 - Changes in the board meeting format, how we will manage the meeting, an official announcement regarding the seating of new members.
 - Updates to programs, fiscal sponsorships, grants
 - Board networking opportunities
 - Discussion on taking the vote regarding the bylaws. The board members in attendance wanted to go forward with the vote even though the bylaws committee recommended not to hold the vote in December but wait until we could get an outside perspective on our bylaws overall. Because of this the chair of the bylaws committee requested to explain the recommendation, which was the purpose of the 'emergency meeting'.
 - An Emergency ExComm meeting was held on 11/26 to hear a request from the Bylaws Committee Chair to postpone the board vote on the bylaws until a nonprofit bylaws expert could review our bylaws and make recommendations to the board.
 - Next meeting is Monday, Dec. 20 6-8pm.
- Finance Committee - Anna Weichsel, Treasurer
 - We need a treasurer: who can fill this role?
 - Anna staying on through Dec
 - Nanci knows of a potential candidate for an at-large position who would be willing to serve as Treasurer
 - Need volunteers for Finance Committee
 - Anna wants to pass on institutional knowledge
 - This group makes important decisions about budgets and spending, accounts and reserves, programming, diverting and distributing money
 - Recently discussed distributing accounts to multiple institutions to have funds insured
- Board Development Committee - Tina Kimmey, Co-Chair
 - Earlier in the year, we decided to have an open application period halfway through the year to fill open positions.
 - Staff updated the application so it would be available for the short window to do that.
 - The application period closes on December 12th.
 - Once we receive applications, the committee will review them and complete the matrix we have previously used for the purpose. We discussed the need to formalize the process.

- We will make recommendations to the board at the January meeting for the new board members.
 - They will finish out the current board term (July-June). Otherwise at-large terms are 1 year.
- Bylaws Committee - Kat West
 - In the last committee meeting,
 - The Bylaws Committee voted unanimously in favor of Nanci's idea of hiring an expert to provide bylaws best practice recommendations and help answer some outstanding legal questions. We gave her our full support to make the hire based upon her research.
 - We voted to ask MSANA if they would support our recommendation to hold the vote on any update to the removal section until the expert report was received.
 - Lastly, we agreed to keep emails to a minimum to reduce clutter.
 - MSANA supports the decision to hold the vote on the bylaws removal section to allow an outside expert opinion on best practices, if it would lead to an informed discussion by the board.
 - The Exec Committee during a December emergency meeting voted to accept the Bylaws Committee's recommendation to hold on the vote per the bylaws director removal section until we can get the outside expert and neutral opinion on bylaw best practices. This will hopefully allow committee and board members to make informed recommendations and decisions based on facts and best practices.
 - Postponing meetings until a neutral nonprofit bylaws expert has been hired, completed the necessary investigation and submitted recommendations about our Bylaws and processes.
- Houselessness Action Committee (HAC) - Stuart Zeltzer
 - Had a great turnout (board + community members) for Nov meeting.
 - Presenter was Keith Wilson from Shelter Now. Discussed pop-up shelters. Has previously talked about the Built for Zero program.
 - Have heard from Portland Street Response, the city office, Street Roots, WeShine.
 - Working on a small stipend for houseless neighbors or ambassadors from the houseless community to participate.
 - Next meeting is scheduled for Dec 27 (4th Mon at 5:30pm)
- Land Use + Transportation Committee (LUTC) - Matchu Williams
 - The Land Use and Leadership program is on week 9, will conclude Dec 20. Excited to conclude and evaluate the program to see how it can be improved in the future.
 - No LUTC meeting in December.
 - Will resume in January on 3rd Mondays from 7-9pm.

Proposal to Amend Our Advocacy Request Policy

- Purpose: Support more decisive decision making amongst the board.

- SE Uplift works closely with neighborhood associations, business associations, community groups, and individuals to address and respond to issues at neighborhood, coalition, and city-wide levels
- We use our resources and access to decision makers to amplify coalition priorities and influence policy, funding, outcomes
- If an issue aligns with SE Uplift's mission, it's likely a great candidate to bring before the SE Uplift board to learn more about the topic and potentially take a position on the topic
- Board urges folks to check in with and engage other affected groups, neighbors, and stakeholders prior to making the advocacy request
- We have an advocacy resource webpage and committees that may provide additional support
- SE Uplift provides a letter of support signed by board leadership. Examples are available on the website.
 - Proposal is to add a disclaimer that SE Uplift support does not necessarily constitute support from each constituency organization.
 - Allows board members to be more autonomous about making decisions.
 - The advocacy letter could also include a list of supporting individuals and organizations
- Discussion topics:
 - Roles as a voting member of the SE Uplift board and a constituent organization board
 - Timelines for decision making and voting
 - Whether it is necessary to consult one's organization for feedback prior to voting vs voting in good faith as an individual and/or organization representative
 - Providing clarity and directions about board roles
 - SE Uplift board members have a fiduciary responsibility, so consider what is best for this organization. If board members help SE Uplift to succeed, SE Uplift can help the constituency organizations to succeed.

8:43 The board discussion meeting adjourned.

BOARD BUSINESS MEETING

8:43 The board business meeting was called to order.

Approval of the Minutes: November

Motion (*Kat West*) To approve the November board meeting minutes.
Seconded (*Jes Maran*)
In favor 14
Opposed 0
Abstentions 2
Result: The motion passed.
Discussion: None.

Amend Our Advocacy Request Policy

Motion (*Kat West*) To amend our advocacy request policy to include a disclaimer that says “support from SE Uplift does not necessarily constitute support from each of SE Uplift’s constituent organizations.”
Seconded (*Jes Maran*)
In favor 16
Opposed 1
Abstentions 1
Result: The motion passed.
Discussion:

- Recommendation to take this up next month after consulting with constituent groups.
- Gathering feedback from constituency groups slows down processes substantially. Adding the disclaimer would enable us to move forward.
- Adding the asterisk/disclaimer does not change the advocacy request process.

January Board Meeting Date

Motion (*Shazia Abdulla*) To hold the next board meeting on Tuesday, January 4, 2022.
Seconded (*Anna Weichsel*)
In favor 16
Opposed 0
Abstentions 1
Result: The motion passed.

9:00 The meeting adjourned.

Next Board meeting: Tuesday, January 4, 2022, 7 pm – 9pm, via Zoom.

Minutes Approved (Date) _____

Secretary Signature _____



GRATITUDE + THREE THINGS

Grounding | Cultural Reset | Reflections



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

WE BELIEVE IN

Relationship Building | Community Involvement | Grassroots Democracy

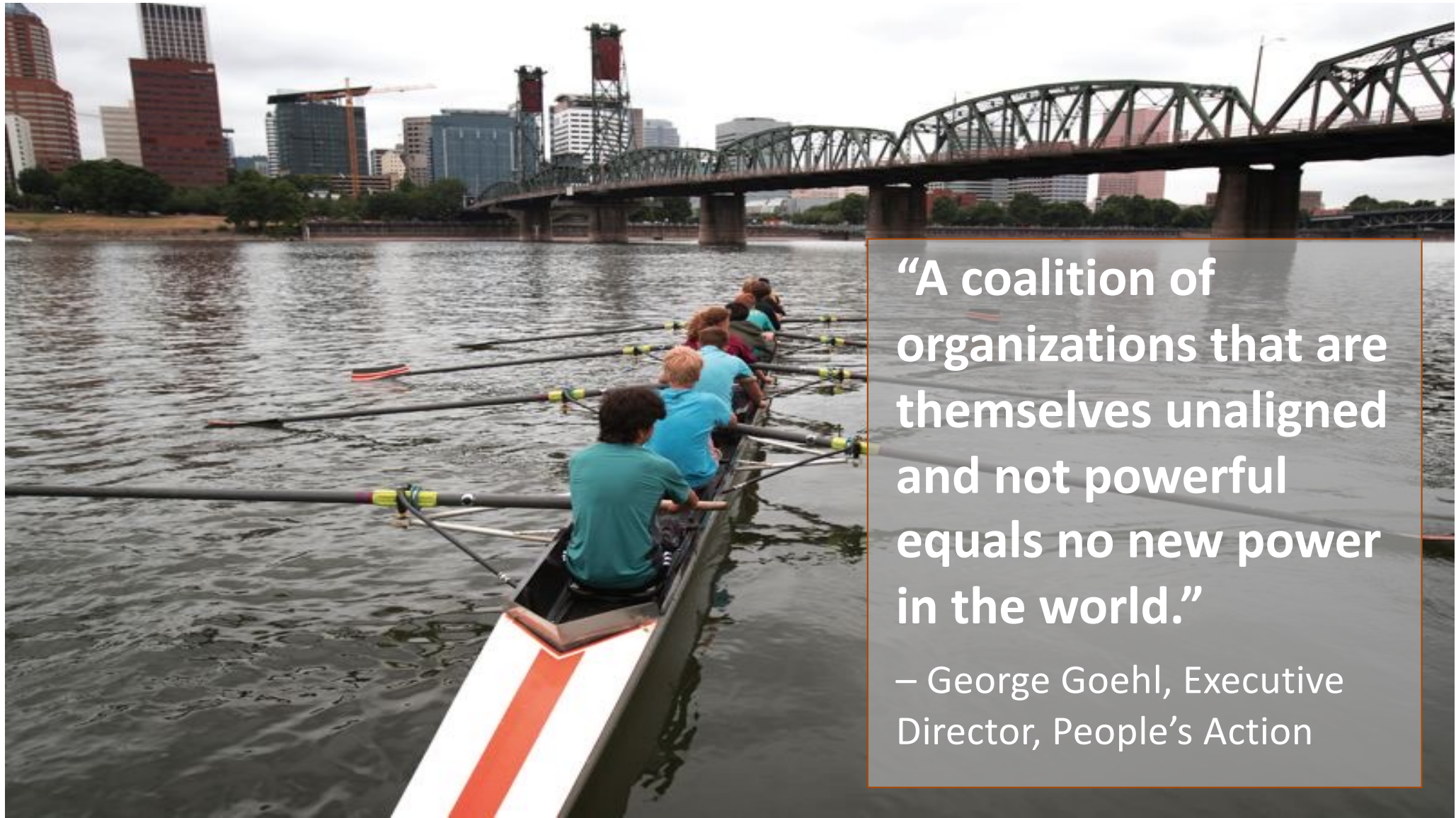
Sharing, Teaching + Learning | Diversity + Inclusion | Building Capacity



“IT ALWAYS SEEMS IMPOSSIBLE UNTIL IT IS DONE.”

- Nelson Mandela





“A coalition of organizations that are themselves unaligned and not powerful equals no new power in the world.”

– George Goehl, Executive Director, People’s Action

STRENGTHS

- Great People
- Great Programs
- Access to Decisionmakers
- Commitment to DEIA
- Stable Home Base

WEAKNESSES

- No Big-picture Direction
- Board + Staff Turnover
- Meetings
- Board Role Clarity
- Lack DEIA Shared Language

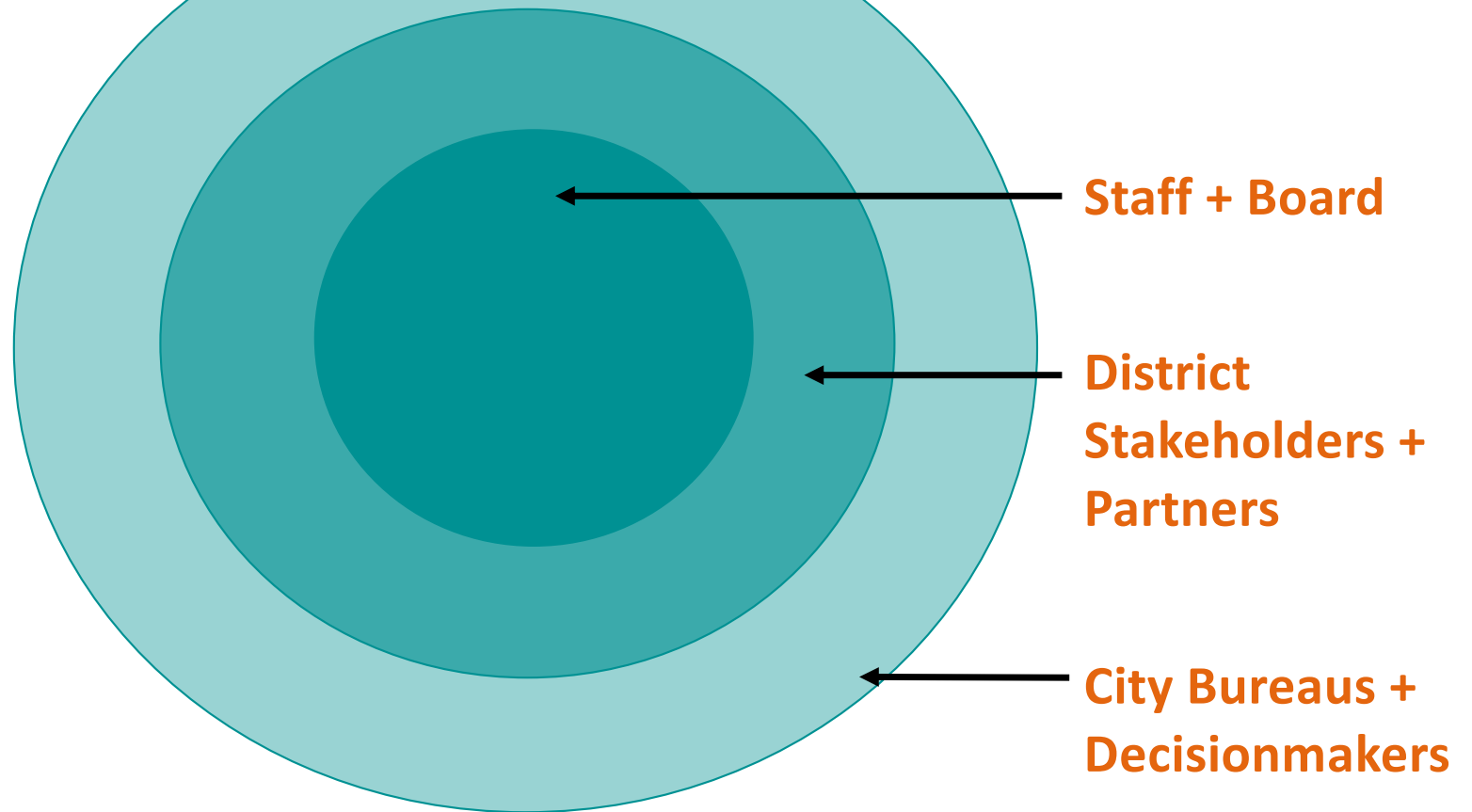
OPPORTUNITIES

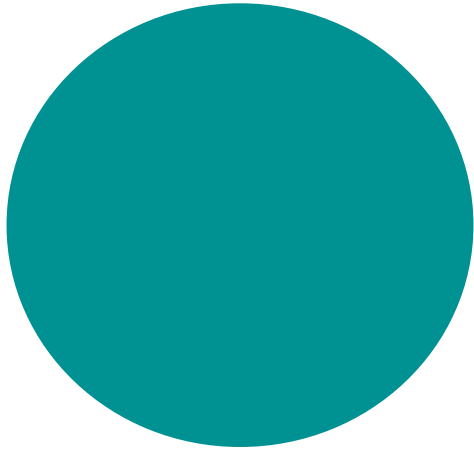
- Unlimited!
- Model Cross-pollination + Skill Building in District
- Collaboration with Other District Offices
- Improved Board Orientation

THREATS

- Reputation of NA + District Coalitions
- Reduced City Funding
- Lack of Funding Diversity
- Irrelevancy Without Clear Direction

VISION for STAKEHOLDERS





STAFF + BOARD

STAFF

- Attract + Retain the Best People
- Leadership Pathways
- Increase Capacity



BOARD

- SEUL's Greatest Champions
- Evolve Governance Structures
- Shared Vision + Strategy

STAKEHOLDERS + PARTNERS



- Shared Learning + Problem Solving
- Sustainable New Funding
- Build Collective Grassroots Power

CITY BUREAUS + DECISIONMAKERS



- Sees SEUL as a Model for DEIA
- Stabilized Funding
- Evolved ONI Standards



THANK YOU!

ED REPORT by Nanci Champlin, Executive Director, SE Uplift (12-6-21)

Welcome new board members

Welcome Sharon Wynde, Board Administrator

- Joining us as a consultant for up to 8 hours per week (need to maximize her time with us)
- She brings a wealth of experience with nonprofit boards- even ones this size!
- Sharon will work closely with me and YOU, on improving board governance, culture building, and strategic visioning.
- Please join me in welcoming Sharon to our team and to say a few words.

News and Updates

Seeking Grants review committee volunteers by end of December

- January 13th kickoff, scoring sheet and grant applications provided
- Feb 3rd (scoring night on Zoom): deadline to review and approve applications
- Small stipend f/adults and youth.
- Contact me or Paola to inquire THIS MONTH

Leah's departure

- As most of you saw in our farewell e-newsletter, Leah resigned as the Neighborhood Planning Manager, a role she served in for the last 5 years where she built community capacity around LU/T and helped SEUL operationalize its commitment to DEIA. It was during her time as the interim ED that she pursued an opportunity to work at the Civic Life bureau, which she joined this month. We are grateful for all Leah's contributions and I'm sure I don't have to tell you, her dedication to SEUL.
- Before I move on, I think it's important to share her candid reasons for leaving, because each of us has a role to play in changing the conditions which drove her away: in her words: "constant leadership turn-over, unchecked bullying and harassment of staff and board members by community volunteers, and seeing the high cost all of this has had on our organization - in terms of time, direct costs, and loss of institutional knowledge." ***I hope each of you will join me in playing an active role in the culture change that is needed at SEUL so we can truly reach our potential.***

Staff Roles

- Leah's departure opened up the conversation about how we might shift staff roles around so that everyone is using their strengths and talents in their work.

	<ul style="list-style-type: none"> - Matchu will manage our LU/T and community liaison programs - Paola will continue as communications manager and take on the fiscal sponsorship program that Matchu has dialed in. - And we will hire a new role to manage our grants and community outreach programs. I'm hoping to fill the position in February. - <i>We are putting a transition plan in place for staff to transition into their new roles in February. Please understand that until then our capacity is extremely limited right now.</i> <p>I WILL STOP THERE BEFORE SHARING MY REFLECTIONS TO SEE IF THERE ARE ANY QUESTIONS AND LET LINDSAY BRING UP MY SLIDE DECK</p>
slide	REMARKS
1	<p>GRATITUDE + THREE THINGS</p> <p>Before we get started, I want to express my gratitude to everyone that has helped to steer me in the right direction.</p> <ul style="list-style-type: none"> - Hiring Committee: Tina, Dave and Leah - Leah: for stepping in with a steady hand as interim ED/ juggled a lot - To members of this Board for your support, encouragement and candid feedback about what ways SEUL can be even more impactful - Staff that have so warmly welcomed me, and for all their hard work. I'm very excited about the work we are planning together - Those members of the community with whom I have connected. <p><i>Thank you: all of you</i></p> <p>Three things I want to do for this segment of our meeting. And I ask that you join me in practicing zooming and zooming out so we see the forest AND the trees</p> <ul style="list-style-type: none"> - First, I want ground us in the values that unite us - Second, I invite you to join me in helping SEUL hit the cultural reset button in the way that we interact with each other and our communities so we may move forward <i>together</i>, and - Lastly, I want to share some key takeaways that I have learned so far, including some big-picture hopes for where we can go from here. <p>And when we are done the board will divide into breakout rooms where I will ask to you share what most resonates with you about what you are about to hear.</p> <p>So let's go!</p> <p>Next slide please</p>

2	<p>MISSION + SHARED BELIEFS</p> <p>Let’ stake a moment to get grounded in why we are all here together.</p> <p>Each of us, whether we’re from NA, BDA, community groups or an individual, are all united by our mission (OUR REASON FOR BEING): to collaborate with the SE Portland community to build informed, inclusive, and participatory neighborhoods that support our social and ecological well-being.</p> <p>And we have adopted a set of shared beliefs. We believe in:</p> <ul style="list-style-type: none"> • Relationship-Building: and do that by building networks and personal connections that strengthen our communities. • Community Involvement: that organized neighbors can shape the future of our communities by envisioning and enacting positive change. And that through collaboration we will co-create the communities we want to inhabit. • We believe in Grassroots Democracy: that we all have a role in determining the character and future of our city through grassroots, bottom-to-top participation. • We believe in Sharing, Teaching and Learning and that with tools, support, and opportunities to connect we can effect positive change. • We believe in Diversity and Inclusiveness: in a multicultural environment through which we can explore our differences and come together around common interests and goals. • And we believe in Building Capacity: that we strengthen our communities as we strengthen our neighborhood associations, our community-based organizations and our business districts. <p>Next slide please</p>
3	<p>NORTH STAR</p> <p>While we are united by our mission which defines our reason for existing, and a set of values built on our shared beliefs, SE Uplift needs a vision for where we are going and a strategy that serves as the road map to guide the way.</p> <p>We need our North Star.</p> <p>Our communities have been through great upheaval in the last two years with health, humanitarian and political crises that reach from our neighborhood streets to City Hall, our nation’s capitol. Here, at democracy’s most local level, there is much we are doing and so much potential to serve as a model for collaboration.</p>

	<p>Let each of us remember that there is far more that unites us, than divides us. To chart a 21st century course to a future that we all believe in, we must hit a cultural reset button in the way that we all work together.</p> <p>Next slide please</p>
4	<p>KAYAK</p> <p>In other words, it's time to start rowing the boat in the same direction. More collaboration / Less Conflict More sharing / Less competition More Assuming Good Intent / Less Sabotage More Doing / Less Spinning our wheels</p> <p>Momentum will not happen over night. And it will not be easy. But the time is now. Our communities need us and SE Uplift is in a unique position to help us find common ground and amplify what is working so we can do more of that.</p> <p>So I ask you now, <i>each of you – board members and guests alike</i>- to personally commit to bringing your best selves to this space so we can do amazing work together.</p> <p>I believe that we can.</p> <p>What I want to do next is share some takeaways from my first two months at SEUL.</p> <p>In my conversations with many of you I asked for you to reflect on SEUL's strengths, areas for improvement, and our opportunities and threats.</p> <p>Here are some of the key themes that emerged from our conversations, be they through 1-on-ones, committee meetings, or events organized by partners.</p> <p>Next slide</p>
5	<p>STRENGTHS</p> <ul style="list-style-type: none"> • Great People that are seeking to make an impact in a positive way. People show up. They make the time commitment. YOU are among them. • Great Programs: We're uniquely positioned to make a difference and incubate new ideas, deliver trainings based on community needs, offer fiscal sponsorship program, small grants, affordable meeting space. Instantaneous ability to create ad hoc topic committees to respond to urgent needs (HAC, LU Leadership program, SE Portland Tool Library and BBBC are all examples)

	<ul style="list-style-type: none"> • Access to Decisionmakers at the city, county + state level. • Commitment to DEIA: Staff do great outreach to culturally diverse populations and building more voices willing to speak up in support of equity. We are rising to these times and positioned well for other grant funding. • Owning our building provides the organization with stable home base and allows us to support community needs for low-cost meeting space.
6	<p>AREAS FOR IMPROVEMENT</p> <ul style="list-style-type: none"> • We're rowing the boat without a destination. We need to zoom out and begin envisioning what we want SEUL to be like in five years and then figure out a plan to get there. • High Turnover among our Board + Staff affects morale, and we lose institutional memory and momentum. Improving our organizational culture and staff retention must be high priorities because as they say in community organizing: CULTURE EATS STRATEGY FOR LUNCH. • I also hear from you that our meetings are too process heavy and emotionally taxing. I hope you'll use our networking time to build greater connections. And lets all wish for a speedy end to the pandemic. • Board Role Clarity: Wearing two different hats (Org. rep and SEUL Board) is confusing and complicates board decision making. Also, a lack of understanding that board service carries a legal "duty to care and duty to loyalty" to SEUL. Need to have people committed to mission etc. • And while we have invested in DEIA training and developed model tools for applying a DEIA lens to decision making, we need shared language so everyone is on the same page. DEIA is not a box to be checked. It is an ongoing process where we will all grow and learn together, no matter where we each are on our journey. <p>Moving on to Opportunities... next slide please</p>
7	<p>OPPORTUNITIES</p> <ul style="list-style-type: none"> • Unlimited! • For SEUL to be a vehicle for better cross pollination and skill-building within the District: many of you welcome more collaboration and info sharing among constituent orgs (such as tools, training, speakers) • Collaboration with Other District offices to build greater grassroots influence on issues affecting us all • Improving the New SEUL Board Member Orientation process that starts further upstream so incoming board members are clear about their roles and responsibilities / how SEUL is governed, and where we sit in the citywide District Coalition office ecosystem / and how our work – which is funded by

	<p>our contract with the city – requires us to be aligned with the goals of the Civic Life bureau.</p> <p>And now for our threats...</p> <p>Next slide</p>
8	<p>THREATS</p> <ul style="list-style-type: none"> • The general perception “out there” that NA and District Coalitions are unwelcoming to marginalized communities and misperception about what NAs even are. I’m committed to changing that. • Reduced City Funding: threatens the viability of our programs. We used to have 5-year City contracts, now they are annual. We used to have 12 staff. We now average 5. We anticipate stable funding next year, but its still too early to tell. • Lack of Funding Diversity: More than 90% of our funding comes from our contract with the city. We need other eggs in this basket for long-term sustainability. • Irrelevancy Without Clear Direction: We need to align internally first if we can ever hope to scale up our influence in partnership with others. Strategic planning is for those who know where they are going. Once we figure that out, then we can chart a course to get there. <p>And in this final section, I’d like to share some of the key big-picture takeaways from my first month at SEUL that can be the ground on which we build a collective vision for the organization’s future.</p> <p>I present this using a lens that focuses on the role of SEUL within the Portland civic engagement landscape.</p> <p>Next slide</p>
9	<p>VISION for STAKEHOLDERS</p> <p>In its entirety, this graphic represents SEUL’s stakeholder universe. Working from the center out, I will share a vision for the future state of SEUL.</p> <ul style="list-style-type: none"> • We start internally with our Staff + Board: • Then zoom out to District Stakeholders + Partners- the NAs, BDA, community orgs and other partners with which we most closely interact. • Zooming out even further, we’ll look at our relationship to City Bureaus (Like Civic Life) + the Decisionmakers that we seek to influence. <p>So let’s take a closer look.</p>

	Next slide
10	<p>STAFF + BOARD</p> <p>Zooming in close to the staff and board,</p> <ul style="list-style-type: none"> • I envision SEUL as an organization that becomes is a workplace of choice, where excellent staff stay and grow and their leadership, which in turn increases our capacity to better serve our communities. • Every nonprofit deserves a BOD that are the organization's greatest champions. We have work to do to evolve our governance structures and shape how we spend out time together to bring more joy to board service and make good use of your valuable volunteer time. • With a vision and strategy that comes from staff and board aligning, we will make an even bigger impact for the communities we care about. <p>Next slide</p>
11	<p>DISTRICT STAKEHOLDERS + PARTNERS</p> <p>Now, zooming out a bit consider the future state of SEUL's relationship with the NAs, BDAs, community orgs, partners and talented individuals that call SE Portland home.</p> <p>It is in this space where we get better at collective problem solving, and sharing among us the tools and learnings that lifts all boats and positions us to attract new sources of funding through foundation support and business sponsorships.</p> <p>Next slide</p>
12	<p>CITY BUREAUS + DECISIONMAKERS</p> <p>Zooming out again even further...</p> <ul style="list-style-type: none"> • I envision a future SEUL that serves as a model for operationalizing DEIA throughout the district, and demonstrates unequivocally to the city that we share their commitment to engaging those who have traditionally been pushed to the sidelines in Portland, and thus are worthy of long-term investment well into the 21st century • The Civic Life bureau is well aware that the ONI standards are out of date. With input from SEUL, I look forward to evolving this key governing document as we evolve our own. <p>Next slide PLEASE</p>

13	<p>THANK YOU!</p> <p>So I that was a lot to take in. But I hope it begins to paint a picture of the work ahead of us and offers a jumping off point from which we can flesh out our organizational vision. I hope in the next few months to develop a survey for us and our stakeholders and work with a new Board Administrator to move us along.</p> <p>Next up, we're going to take 15 minutes for a board member networking activity. I want to know what resonated most with everyone about what they just heard in my presentation. Lindsay is going to move you into small groups. Listen carefully. Here are your instructions:</p> <p>1: Choose a note taker: Someone to capture bullet points to share back out to the group about what resonated with everyone</p> <p>2: Each person take one minute to share what resonated most with you, about what I just presented to share with the group when we all come back together. Once everyone has done that, then spend the rest of the time talking about them</p> <p>3: We will give you a two-minute warning before we come back together and then we will go around and each scribe will share out what resonated in their group.</p> <p>If you are not a seated SEUL board member, I will stay in the room and invite a conversation to hear your reflections. Or you are welcome to take a break.</p> <p>Thank you for listening.</p>
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Feedback from those in main space:

- Allen: Weakness: transparency, openness and inclusion. Wanted to be in the breakout as the Board alternate rep. so he can stay informed as the rep. Feels excluded. (Nanci: explained that the breakouts are for seated board members, that the RNA board rep is present tonight, and that the breakouts are doing the same activity that we are.)
- CJ: was curious about our grant funding and if the slide deck would be available. (Nanci: will include the slides and her remarks as an addendum in the meeting minutes.)
- Heather: Appreciated reference doing a survey. She will be doing a DEIA process and wants to connect w/SEUL on that. Wants to see greater transparency. Would love comprehensive SWOT analysis. Would like to see SEUL produce a conflict resolution policy.