



## AASHE Board of Directors Meeting

January 26, 2024  
11:30 am - 1:00 pm

### FINAL Meeting Minutes

**Attendance (X – present; R – regrets; A - absent):**

**Board**

x	Francois Miller
x	Stephania Fregosi
x	Rania Assariotaki
x	Daryl Pierson
x	Raghu Raghavan
x	Ashwani Vasishth
A	Chris O'Brien

x	John Madden
x	Jillian Buckholz
R	Sophia Agtarap
x	Kristin Parineh
x	Chris Ewing
x	Joseli Macedo
x	Greg (G.L.) Genco

**Management & Guests**

	Meghan Fay Zahniser (Executive Director)

	Domna Gallion (Accounting & Ops Manager)

**1. Call to Order**

- Determination of Quorum
- Opening Round

**2. Consent Agenda**

- January 26, 2024 Meeting Agenda
- December 14, 2023 Board Meeting Minutes

**MOTION: Motion to Approve Board Meeting Agenda - January 26, 2024**

Moved by: Ashwani Vasishth

Seconded by: John Madden

Motion Carried

**MOTION: Motion to Approve Board Meeting Minutes - December 14, 2023**

Moved by: Daryl Pierson

Seconded by: Ashwani Vasishth

Motion Carried

**3. 2024 Board Priorities (Francois Miller)**

- We are trying to professionalize the Board this year, including a new agenda format.
- Committee meetings are the best place to engage on new topics.
- Four areas of focus for this year:
  - Complete the strategic plan
  - Continue integrating racial equity and social justice in everything we do
  - Revisit the election cycle of board members
  - Ensure the financial wellbeing of the organization

**MOTION: Motion to Approve 2024 Board Priorities**

Moved by: G.L. Genco

Seconded by: Chris Ewing

Motion Carried

**4. Executive Director Update (Meghan Fay Zahniser)**

- 2024 Executive Director Goals
  - Increase AASHE's revenue streams by at least 5% to get us out of a deficit
  - By December 2024, launch a new strategic plan grounded in RESJ
  - By October 2024, launch a new RESJ publication
  - Launch at least two new marketing campaigns this year aimed to increase participation in AASHE
  - Support Governance Committee in reconsidering the election cycle
  - Increase and improve organizational collaboration through updating the shared agreements and meeting norms by August 2024

**5. RESJ & Strategic Plan (Stephania Fregosi)**

- RESJ will be foundational to strategic plan
- Publication framed around "AASHE's Why" to be created
- Board and staff creating resources and training for RESJ
- Strategic plan schedule in board documents
- Main goal is to set strategic goals and direction for staff

**6. Governance (Francois Miller)**

- Four standing board committees: Strategic Plan, Governance, Finance & Audit, Executive
- Francois shared proposed committee involvement
- Board approval of committee composition will be done online in the next two weeks
- Board went in to executive session to complete annual ED review conclusion

**MOTION: Motion to Approve Committee Composition**

Moved by: To be done online in the next two weeks

## **7. Finance Update (Daryl Pierson)**

- Finance committee will build and uplift financial well-being of AASHE
- Finance orientation to help board understand the ebb and flow of AASHE finances and budget (planned for February)
- Potential workshops that connect the financial efforts with the overall board priorities
- How can we increase financial wellbeing through donors and grants?
- Annual audit is underway right now; will report on results soon
- Regular financial updates at board meetings

## **8. Other Business (Stephania Fregosi)**

- No other business brought forward

## **9. Closing Round (Meghan Fay Zahniser)**

Meeting was adjourned at 1:05 pm.

**Next Regular Meeting: March 15, 2024**

**Note: March 13-14 is virtual Board Retreat**