

The Gift of Adoption Fund

National Board of Governors

Meeting Minutes

Board Meeting: Thursday, March 5th 2020, 9:00am – 2pm CST

Attendance:

Name	Present	Absent
Staff		
Pam Devereux	X	
Brian Murphy	X	
Sharon Komlofske	X	
Katie Heaps		X
Nicole Wincek		X
Board Members		
Andrea Armstrong	X	
Bhavana Bartholf		X
Charles Bernard	X	
Mike Conway		X
Greg Ewald	X	
Peter Grabell	X	
Meg Gibson Revord	X	
Tim Hoying		X
Glen Mangold	X	
Corinne McClintic	X	
Jerry Palmer	X	
Andy Sandquist	X	
Stefanie Shelley	X	
Tom Southall		X
Sanjay Thirumalai	X	
John Tilson	X	
Jim Vint	X	
Ashley Walter		X
Cindy Warner	X	
Kelly West	X	
Melissa Wichman	X	

March 5 Meeting Notes

Attendance/Person: Meg Revord, Sanjay, Peter Grabell, Andy Sandquist, Jerry Palmer, Glen Mangold, Jim Vint, Corinne McClintic, Stefanie Shelley

Attendance/Phone: Greg Ewald, Cindy Warner, Charles Bernard, Kelly West, Melissa Wichman, Andrea Armstrong, John Tilson

Staff: Brian Murphy, Pam Devereux, Sharon Komlofske

Environmental Screen

Questions about what donors want in terms of domestic/international adoptions.

Meg: would like to keep the 50/50 split

Research: How many people do turn away because of cost?

How are parents sourcing adoptions?

- Multiple grants
- Fundraising by themselves
- Employer benefits
- Tax credit
- Loans/credit cards

Planning—Policy Discussion:

- 1) Increasing grant award to be 15-20% of total adoption costs; helping 800 children
- 2) Vote on updating Mission statement in Ends Policy:
Approve: Meg
2nd: Corinne
Unanimous
- 3) Vote on adding to Ends policy to include ability to give to other Organization as long as they fit other elements of the Ends policy conditions:

Discussion: What are risks? Would have to evaluate organizational partner to ensure they meet the financial standards we have and have a congruent mission. Donor must be well advised because of the conditionality of the gift. Need to be a bit more explicit about the approach prior to add to the Ends Policy. Table vote until further fleshed out to address potential risks.

Send Pam concerns around this change. Cindy and Greg offered to work on fleshing this out.

Planning--FY21-25 Numbers:

Question: What would it take to have NB and IB fund the entire operations? How many Investor Board members? What should the National Board gift be? Should we create multiple tiers for donors? What should those be? Research best practices on both board giving and donor giving. Send survey to board to assess what board giving should be going forward. Forming a task team to address: Tom Southall, Stefanie Shelley, Jim Vint.

Chapter Growth: acceptance of idea where some chapters might look different—Impact 100 model

Awareness Marketing:

25th Anniversary Campaign: October 2021

Key to getting a corporate relationship is access. Best is to create task teams with individual connections around a corporate target.

Most important message: continue opening up your networks to Gift of Adoption and implement discipline of monthly/quarterly calls.

Board Decisions:

1. Directional Approval on FY21-25 Plan – Unanimous. Finalize and present for formal approval at June meeting

2. Fiscal Year Change Discussion and Decision
 - Would need exception to policy because normally have a loss in the July to December timeframe and that is not allowed in our policy guidelines
 - Cashflow is fine
 - Ease of doing business change, particularly from donor perspective but also for volunteers
 - Wouldn't want to take pedal off the metal from a fundraising perspective
 - Aligns with 25th anniversary year of 2021
 - Doesn't impact program ratio or Charity Navigator
 - Would not have year to year comparisons for a couple of years (including 2019) because of difficulty of comparison

Motion to approve: Meg

2nd: Charles

Unanimous

Will create the 6th month budget before taking a vote on exemption to plan/budget at a loss
May want to take a line of credit since there's so much uncertainty right now. Andy can help.

3. Terms / Tenure Policy Exception Recommendation

Question as to whether we need board terms at all. Generally, it's a best practice to introduce new board members and new ideas. If remove that restriction, would need a bylaws change. However, can extend terms without a bylaws change. Regardless, need to make a concerted effort to have strong officer succession planning. This would be the first time we are extending the terms. Could even start thinking about staggered terms of 4 or 8 years. Task force looking at board structure should consider this issue as well. Would also need to look at terms with change in fiscal year.

Glen, Meg, Jim recused themselves from the conversation and that the motion was held to the 2/3 vote standard.

Modification: would want first year extension for the first year is 18 months

Motion to approve: Andy

2nd: Sanjay

Unanimous

4. Board forming a Task Team to look at Board Support to Plan

Added to list of topics of considerations:

Best practices on board terms and officer succession

Give/Get

Composition: business connections, diversity, skill sets, age, etc.

Advisory role for initiatives already identified by staff team (Investment Advisory Board)—Pam would like to keep this a staff initiative vs. something under the taskforce review

5. Approving Minutes

Motion: Glen

2nd: Meg

Unanimous

Other comments:

- Chapter Growth—are there other outside resources to get us to our goal?
- Share metrics of social media outreach in monthly board report
- 25th anniversary—share stories of grants made in first year
- Please share thoughts for 25th anniversary campaign