APPROVED

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Rooted School - Washington

Minutes

Special Board Meeting - Board Study Session

Board Succession Planning

Date and Time
Saturday December 7, 2024 at 12:00 PM

Directors Present
A. Davis, A. Mason, L. White, N. Chen, R. Johnson, T. Foster

Directors Absent
A. Duncan

Guests Present
S. Carney

I. Opening Items

A. Call the Meeting to Order

A. Mason called a meeting to order on Saturday Dec 7, 2024 at 12:59 PM.

B. Record Attendance

II. Communications

A. Welcome Community Members

Adrienne Mason welcomed community members.

B. Initial Public Comment

- The Board Secretary reminded attendees of public comment guidelines, including compliance with FERPA.
- No public comments were made.

III. Discussion

A. Board Succession Planning

Purpose:
To strategize continuity and sustained leadership through board succession planning.
Current State of the Board:

- Noted vacancies following recent resignations (Taina Knox and Dr. Jennifer Hernandez).
- Discussion of potential bylaw amendment to expand board membership from nine to eleven.

Succession Planning Framework:

- Emphasis on incorporating diversity, equity, and inclusion goals into board recruitment.
- Identification of skills needed:
  - Technology expertise
  - Youth engagement
  - Fundraising and development
  - Mental health advocacy

Recruitment Strategies:

- Prioritization of representation from the Latinx, Pacifica, and Asian communities.
- Intentional recruitment through personal invitations to avoid tokenism.

Onboarding and Development:

- Plans for comprehensive onboarding and leadership development to ensure readiness for board roles.

Next Steps:

- Circulation of a spreadsheet for board members to list potential candidates and skillsets.
- Assignment of tasks to the Governance Committee for follow-up.

Outcome Goals:

- Alignment on the recruitment of candidates based on strategic needs.
- Consensus on developing intentional relationships with underrepresented communities.
- Agreement to revisit the topic and evaluate progress in the next meeting.

IV. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 1:25 PM.

Respectfully Submitted,
A. Mason