

Franciscan Ministries Inc.
Board of Director's Meeting
DATE: April 8, 2024
Minutes

I = Information D=Discussion A = Action

In attendance:

Board Members - Basette Smith, Don Evers, Elaine Ward, Guillermo Villa, Michael Barnett, Sr. Marilyn Trowbridge (Ex-Officio),

Sister Ann Cecile Albers (acting ED)

Guests in person - Sister Wilma, Sister Thalyta, Sister Mara, Sister Giannica, Julie Muchahey, and Erin Zinicola

Guests by Zoom call - Julie McGregor, Bri Wilson

Absent: Jason Bruns

Secretary: Michael Barnett

Agenda Item	Time	Item type	Comments
Welcome – Basette	6:00p	I	Welcome to Board members and Guests in attendance - Congregation leadership from Italy and Tamar's onsite staff
Opening Prayer – Sr. Marilyn	6:05p		
Presentation of 'thank you' gift to Basette – Sr. Ann	6:10p	I	The Board and staff thanked Basette for his time of service on the Board and its Executive Committee.
Introduction of Congregation and Tamar's staff in-person guests	6:15p	I	<p>Sister Wilma, Congregational Minister, expressed her happiness at being here to meet with the Board face-to-face and emphasized the importance of collaboration on our shared mission;</p> <p>Sister Thalyta, Congregational Councilor for the Americas, shared her gladness to be here and see the realities of FM's activities as well as put "names to faces";</p> <p>Sister Mara, Congregational Treasurer, shared her welcome and noted that this was her second visit to Cincinnati;</p> <p>Sister Giannica serves locally and helped with translations for the Sisters living abroad;</p> <p>Julie Mulcahey, Shelter Manager at Tamar's, and Erin Zinicola, Case Manager/Social Work, both expressed pleasure at being invited to attend a portion of the Board meeting.</p>
Approval of Board minutes dated January 22, 2024		A	Guillermo made a motion to approve and Elaine seconded; motion passed

Price Hill organizational landscape – Zoom Call with participants from Lower Price Hill support organizations to discuss LPH needs and issues		I, D	<p>Julie McGregor and Bri Wilson from Santa Maria Community Services spoke to Board about the Lower Price Hill neighborhood in which Tamar's is located (<i>72% of population live in poverty</i>), the various services provided by Santa Maria, and particularly the needs they see in the community (<i>unstable/unsafe housing, health issues, addictions, domestic violence and its impact on women</i>) and how Tamar's could meet some of those needs (<i>a place for community connections and resources, women's support groups, proactive/preventive health care and education, resource/opportunities center</i>).</p> <p>In response to questions, they also shared that:</p> <ul style="list-style-type: none"> • community outreach was crucial and that the community was close-knit and suspicious of 'outsiders' (a "hard nut to crack"). Recommended efforts such as publicity/signage, 'street' outreach and participation in community events, and consistent hours of operations; • Tamar's current location was good as a place for broader resources but not good for Tamar's' historic clients since there are fewer sex workers in Lower Price Hill; • Sex trafficking is more common in East Price Hill and around Warsaw Avenue, both "up the hill" from LPH and both with other organizations that are working to serve that population; • Domestic violence is an area of concern and Tamar's can have a role in providing resources. <p>Zoom call concluded after a broader discussion among attendees about the potential roles that Tamar's could have in LPH and the need to establish a community relationship.</p>
Tamar Staff input on Zoom call and Board discussion of next steps		I,D	<p>Julie and Erin shared that the call confirmed their experience to date at Tamar's current location. Despite efforts over the past 2 years, it is clear that Tamar's historic clients are unwilling to come to LPH for services when 'similar' services are available in the upper Price Hill neighborhoods. They are hopeful that the Board will evaluate either new mission work for this location or relocation of Tamar's to a neighborhood that has a need for its historic services. Staff also shared that while street walking sex</p>

			<p>work was not common in area, they have seen some indication that guests have traded sex for other needs and further that they have not seen a lot of addiction needs (but have seen some).</p> <ul style="list-style-type: none"> • Board asked Tamar staff to put together ideas (a White Board) on what could be done at Tamar's current location and potential partnership organizations for exploring unmet needs in LPH (<i>i.e., Santa Mario Community Services, Community Matters, Neighborhood Alliance, Churches, Price Hill Will</i>); • Group discussion determined that assessments of LPH needs from other groups would be helpful and to then plan a Board strategic session with new Executive Director (when hired); • Elaine volunteered to work on questions for information gathering from other organizations; • Board will look to work to pull together information before the next Board meeting in July. <p>At conclusion of discussion, Tamar's staff left meeting.</p>
Update on Executive Director search – Sr. Ann		I, D	<p>38 applications have been received to date. Sister Ann and Human Resources for the Cincinnati Congregation will conduct initial interviews once top candidates are confirmed. Elaine and perhaps other Board members will participate in follow-up interviews.</p>
Ministry Reports (<i>Tamar's, Haircuts, Tau House, and Garden</i>) - Sr. Ann		D, A	<p>In the interest of time, Board agreed to accept the written reports that were shared without a verbal review during meeting.</p>
Consent Agenda proposal - Elaine		A	<p>Elaine recommended that the Board move to a Consent Agenda format for future meetings in which review of Board minutes, Ministry Reports, and Finance Reports can be approved by one vote based on written presentations, with the option to remove any one or more items for separate discussion and approval. Following a motion by Elaine that was seconded by Michael, the Board approved the motion.</p>
Finance report – Don		I	<p>Don reviewed the written finance reports previously provided to Board:</p> <ul style="list-style-type: none"> • Cash position was up

			<ul style="list-style-type: none"> • Anticipate that no requests for funds from Congregation will be needed until June or July • Medical insurance premiums are up another 33% (100% over the past 2 years); Don recommended that we revisit whether or not moving staff medical coverage to the Congregation plan would be more economical; • Audit report is ready and the 990 complete and ready for review
Board Recruitment – Basette		D	Basette led a discussion about need for Board member recruitment. Among items discussed were connections through the Board Bank/Cincinnati Cares, church or other community bulletins.
Concluding discussion / Wrap-Up		D	<p>Sister Wilma asked that, as Board progresses with review of Tamar’s mission and services, we keep the Congregation leadership informed and share information on a periodic basis rather than wait until the Board is ready to make a final proposal. Board discussed ways this can be achieved (Guillermo referenced them as “Stage Gates”):</p> <ul style="list-style-type: none"> • Dialogue together with interim reports/updates • Share data collected on unmet needs when “final” • Share possible options from the data collected on unmet needs • Final recommendation on one or more options