

**January 23, 2023**

**Aging Together Board Workshop**

**Attendees:** Lisa Peacock, Ray Parks, Gail Crooks, Dr. Ethel Canty Bothuel Butch Davies, Crystal Hale, Pastor Brad Hales, Patricia Jeffries, Christy Ludlow, Valerie Ward, Ellen Phipps, Anna Rogers, and Caroline Smeltz

**Decisions:**

To grow the Board to 15 members in the 2023-2026 term was accepted.

Dr. Ethel motioned, Christy seconded, and All were in Favor.

The DEI Statement was accepted, as written with the additional extended statement.

Butch motioned, Dr. Ethel seconded, and All were in Favor

**Continue:**

Aging Together again to continue the practice of continual nomination of Board Members and Committee Members for Advancement, PPA, and Governance. This practice will create a pipeline of qualified leaders for the organization.

**Revisit the following By-law Sections:**

Lisa, Ray, and Ellen mentioned the need to review by-laws once a year, noting all the areas to be revisited during the annual review. This is consistent with Governance guidelines.

Section 2. Board Membership, Subsection B. Appointed Members

If the Board size stays between 10-20, edit the first line to read Up to 11 additional Directors...This will ensure that AT will not need two representatives from a designated organization to fill the Board.

Also, review the last line in Section 2. I would strike, "In no event shall a Director serve more than four terms (twelve years).

**Board Identity and Skills Grid Discussion:**

The age groups of **young professionals (21-35) and 65-70** are needed on the Board. Lead Culpeper and Leadership Fauquier were two entities to network with to seek young professionals. Finding a **digital media/marketing** young professional was mentioned as a need for Aging Together. For the 65-70, a recommendation was made to review all 5 over 50 winners to see if they might be willing to serve on a committee or the Board.

**Diversity** needs to be improved. Ellen agreed to share the race demographics from the five-county area. The group's sentiment is to have the Board be representative of the demographics. There was a conversation about attracting more Black/ African-American and Latino/Latina representation. Dr. Ethel mentioned needing black males on the Board. A few Board members endorsed Jason Ford, formerly of

Good Will Industries and now works for Abigail Spanberger. One member felt Mr. Ford's political affiliation might cause an issue.

The Board recognized the need to seek board or committee members from the **corporate/for-profit private sector**. Members of the county teams might fill this gap. Anna agreed to review the members and report back to the board.

The **military** experience gap was of some concern with Aging Together's support of Heroes' Bridge and Veterans Groups. Seek military representation from the Madison VFW or American Legion. Molly Brookes, the founder of Heroe's Bridge, was mentioned as a potential Board Member. If she was too busy, the group thought she could provide someone from her organization to participate.

Finance/Banking/Accounting was mentioned. After discussion, the group's sentiment was that since Aging Together has a contracted accountant that the **finance/banking** sector was the better focus.

Many Board members mentioned **mental health** as a critical gap. Ellen offered to approach Renee Norden of the Fauquier Mental Health Association to see if she would sit on the PPA Committee or the Board. If she couldn't, members thought to ask Debbie of Fauquier Mental health to sit on PPA.

Other suggestions were Theresa of Wagner Hearing and Barry Barr from Orange – though Barry travels quite extensively, so that might not work.

**Action Steps:**

Brad suggested reaching out to Ginny DeLawder, a young professional with financial experience from Culpeper. Butch knows her and agrees.

Valerie was going to speak with Jason Ford (provided she could find his contact information)

Ellen was going to speak with Renee Norden.

Add "Board Development" discussion to the agenda for board meetings