



**Saint Paul Audubon Society  
Board of Directors Meeting Minutes  
January 2, 2024,  
Ramsey County Public Library  
Roseville, Minnesota**

**Call to Order**

The monthly St. Paul Audubon Board of Directors meeting was held on Tuesday, January 2, 2024. President Greg Burnes called the meeting to order at 5:02 p.m. Those attending were: Vice President Kiki Sonnen, Treasurer Jim Stout, VP of Communications Martha Douglas, Neil Carlson, Monica Bryand, Rebecca Flood, and Debbie Brown.

**Recent Bird Sightings – Announcements**

Board members shared their bird sightings.

**Approval of December 4, 2023, Board Minutes**

Greg moved approval of the minutes. Debbie seconded the motion. The motion was approved unanimously. Greg stated he would post three months of BoD minutes on the website.

**Treasurers Report**

Jim provided the following update:

US Bank Checking	\$13,426
US Bank Savings	\$3,009
US Bank Certificate	\$25,640
TruStone Certificate	\$32,809

**YTD Donations** from online and mail-in sources are approximately \$12K.

**Storage Facility** - The price of our storage facility has increased to \$82 per month. A discussion ensued regarding whether we need to continue having this space. No decision was made.

**'24 – '25 Member Meeting Space** – Jim relayed that the price of the entire room would be going up to \$250 per meeting. The board discussed reserving only a portion of the room (the larger) for \$150 per meeting. Jim will communicate with Kris R. at the Roseville Community Center that we would like a portion of the room for September–December of 2024 and March–May of 2025. The meetings in January and February will be via Zoom only.

**'24 – '25 Budget** – Jim reminded the board that he would be leaving the treasurer position at the fiscal year's end and would like to have a new treasurer selected to be part of the budgeting process. We will proceed with the budget process and, if possible, include a new treasure.

**Grants Committee**

Kathy and Kiki are working on a proposal to present to the board at the Feb. 2024 meeting. Kiki reported no current grant requests are being considered.

**Conservation Committee**

Debbie and Monica reported the Conservation Committee is working on a mission statement. They will report via email to the board.

**Discuss and Decide**

**Chapter Planning Document** - SPA had started work on a chapter planning document, and Greg leveraged this initial work and presented an organizational planning document for consideration. The board agreed to review the “strawman” planning document Greg put forth. Greg will post the document and provide means for submitting ideas and edits. Greg will compile input and relay it via email for discussion at the next BoD meeting.

**Welcoming Initiative** - The board had a robust dialogue about the goals and need for an outside consultant to facilitate training and discussions that will help evolve our chapter to be more welcoming and inclusive for younger and more diverse community members. Monica reminded the board that we are making progress on this front through our partnerships. It was also noted that the board had yet to have these deep discussions, and we need to set aside more time and get help.

The board discussed the December 2023 consultant interviews and decided that using a consultant would be beneficial. Most of the board preferred to work with Anne Phibbs from SDI Consulting, but we would also like to retain the other consultant when we operationalize our strategy. The board asked Greg to communicate with the two consultants and begin working with Anne. Greg, with Anne, will supply the board with a proposal moving forward. The initial cost is estimated at \$5,000.

The concerns discussed were: **Continuity** – how do we ensure that what we learn and implement carries through as the board and leadership changes? **Appropriate Level of Training** – some on the board have had EDI-related training, others have not. How do we structure training interventions that are meaningful to everyone who participates? **Turning Training into Action** – How does the board ensure we leverage training and planning into actual action?

Greg is completing an application for a grant from the St. Paul Foundation to assist with the cost of this work; however, the board has decided to move forward with or without the grant.

#### **Recruitment**

There are 2 – 3 board positions, and the Treasure position will be filled in May. We are seeking younger, more diverse candidates.

#### **Motion to Adjourn**

Greg moved to adjourn. Neil seconded. The motion passed unanimously.

#### **Motion Passed Electronically**

The following motion was emailed to the board by Greg Burnes on 1-08-24. It was passed by a 9-1 vote (via email) on 1-10-24.

*I move that we engage Anne Phibbs from SDI consulting to facilitate training, discussions, and planning sessions to help Saint Paul Audubon create a more welcoming and inclusive chapter. The initial work - awareness building and action planning - is estimated to cost \$5,000.*

**Next Board Meeting is Tuesday, Feb. 5, 2024, at 5 pm in the Roseville Library.**