Young Audiences Committee on Trustees

Meeting Minutes

October 26, 2017

8:45-10:00am

**Attending:**

In Person: Ann Betterton, Michele Russo

By Phone: Amy McHugh , Belinda Roll,. Barbara Moran, Tiffani Warren

Approval of the Minutes of the September 14, 2017 Meeting

The minutes were approved

Board Meeting Areas of Focus

Upcoming Board meeting will discuss branding project

This item will be taken off the COT workplan – areas of focus will be determined by Michele and Belinda

Trustees

Ann, Belinda and Michele have been checking in with Trustees whose terms are expiring

Steve Runk and Gil Blitz have agreed to serve another term

Others in process

Ann has sent out questionnaire to new Trustees so that matrix can be updated. Once this is complete, she will distribute to the Committee

Discussed the idea of further categorizing Trustees as “Workers”, “Door Openers” or “Rainmakers.” Stafff does not have a lot of opportunity to use “workers.”

There is a need for working educators (would be great to have these on Advisory Board)

Belinda suggested we should be looking for Trustees who can help us with our strategic prioprities: Diversity, Assessment and Sales/Marketing

Next meeting – will discuss needs from staff point of view

Advisory/Emeritus

COT to brainstorm and suggest candidates for Emeritus Board. Ideally, will get this done by for June meeting. At November Board meeting will describe the process and ask for Trustee recommendations.

Ideally 6-10 members of initial Advisory committee. Ann to finalize Advisory Committee description which will then be put to an e-mail vote by COT. Then voted on by full Board.

Board Evaluation Comments

There were several comments which discussed the issue of Board member engagement and a desire that all Trustees be actively engaged. The COT takes this very seriously and is committed to finding appropriate ways to engage Trustees in a way that uses their skills and talents effectively and offers a satisfactory experience to that Trustee. We do not grade on attendance or class participation, so we need to be careful to not judge individual Trustees based on those very visible measurement, as many individuals do much behind the scenes. If someone personally feels they are not as involved/engaged as they could be, would ask that you speak to Amy, Michele, Belinda or anyone you feel comfortable talking to as we do strive to make this a valuable experience for all.

In terms of transitioning new leaders, the COT is fully aware of the need to maintain a pipeline and encourages all current Board members to nominate candidates to serve on our committees, as a way to identify potential new Trustees. Implementing term limits ensures that this process will be thoughtful and purposeful.

The COT encourages suggestions on ways for Trustees to get to know one another. Many Trustees believe that in order for us to work effectively as a Team, we would benefit from additional interactions. The COT continues to bat around ideas but for those who feel strongly about this, we encourage you to contact a member of the COT. There has been some discussion of instituting an ‘area of focus’ at each board meeting, offering an opportunity for Trustees to brainstorm around a topic in a small group setting.

A few comments questioned whether or not we had the right committees and expressed an interest in understanding the charter of each committee. The Committee structure was re-evaluated at the end of last year (after the survey) and several changes were made. If there are still any concerns, please contact Belinda or Michele.

All comments surrounding the issue of Diversity are being taken very seriously, but tabled for now until Michele and staff have an opportunity to do some background work.

Feedback to Full Board on Comments

Belinda will request summaries from each Committee chair and ask that concerns be highlighted in an effort to report back to the full Board