



**Greater Tacoma Community Foundation**

**Executive Committee Minutes**

**Wednesday, February 06, 2025 2:00 - 3:00 pm**

**Virtual**

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**Wayne welcomed the committee with a check in at 2:00.**

Present:

Wayne Williams

Richard Woo

Lori Forte Harnick

Ahlmahz Negash

Kathi Littmann

Aeriele Johnson

Absent:

Tory Green

Kitty-Ann van Doorninck

### **Executive Committee Workplan**

Pop-up Interviews: what did we hear/how do we take feedback to action?

- 21 Interviews; 1 did written response; finished 2 days after Inauguration
- How are you experiencing your board service?
- What might we do to Increase our sense of purpose, engagement, belonging?
- Themes:
  - setting high bar & high expectations; appreciation of being part of a special group of community representatives
  - sense of disappointment in their own engagement via their own limited bandwidth
  - sense of being overwhelmed at entry into a great group; how to overcome their self-talk
  - steep learning curve; appreciate learning opportunities; complimented orientation/onboarding experience with at least 1-2 connections as buddy; the work we actually do, is counter to their expectations
  - need to get used to & understand governance board & their Individual roles & skills
  - purpose alignment; believe In GTCF purpose & their personal beliefs
  - connecting & relationships; understanding that this board asks each person to think, take risks, & be bold that require strong relationships; "relationships come from outside the board agenda"; navigating their time commitments & struggling with making time with other demands
  - leaders to leaders; not just about service to community of mission & service; level of

professional development when you are leader to leader; getting Insights Into other board/exec relationships

- theory vs practice vs strategic framework vs practical results; show tangible results; more time in board meetings & optional learning sessions to dive deeper
  - principal value of being on the board is relationships & trust; quality of agenda value & retreats; sharing expertise between staff & board; hunger for multiple sessions; opportunity to bring their networks & partners into the conversations
  - role clarity really matters; need to have consistent conversations about board role & expectations
  - value of retired leaders in sharing their high quality of experience and wisdom
  - Introduce any conversation about purpose of the conversation: learning? brainstorming? deciding?
  - "I've drunk the Kool-Aid: place for holding space for all these folks that I've come to know...I got Involved with the committees & that
- Wayne: Is there Idea of continuing pop-up Interviews? Could do more of this in context of current structure.
  - Recommend maybe adding 30 minutes for more discussion at board meetings
  - Recommend opt-in Informal listening sessions & follow up with board members as lead or facilitators; fireside chats (as long as these don't substitute as formal board business)
  - Kathi: adds Importance to recruiting conversations to provide clarity about what people might be signing on for
  - Kathi: opt-In for board attendance at events is a good option but need norms on how we agree to go, how to share Info; more options for community events; existing sector events

### **February Board Retreat Agenda**

- Richard: preserving & accelerated funding is state focused
- Richard: consider tone & space to just decompress & process; Kathi noted that this is one of the reasons we are creating space for listening & learning with board

### **CEO Evaluation**

- Surveys from every board member except 1, 10 staff responses
- Compiling responses
- Board now has private survey monkey

**Meeting was adjourned at 3:00 pm.**

### **Upcoming Dates:**

- Board listen & learn session: Feb. 06 3:00-4:30 pm virtual
- Board Retreat: Silver Cloud Pt Ruston; February 27 dinner & February 28 workshop 8:30 - 4:00pm