

- **ARC Board Public Meeting**

3/17/20, 12:00pm-2:00pm, Associated Recreation Council, 8061 Densmore Avenue N., Seattle, WA 98103 and via Zoom.

ATTENDANCE: Board: Jonathan Hartung (President), Kyle Vixie (VP), Dennis Cook, Jonathan Granby, Michael Cuadra, Bernardo Ruiz, Heather Van Nuys, Caitlin Doughty, Kyle Serikawa, Justin Umagat, Terry Holme, Nathan Mumm. **Seattle Parks & Recreation:** Justin Cutler. **Public:** Jan Glick
Staff: Bill Keller, Sonya Claxton, Sonia Doughty, Katherine Ichinoe, Debbie Barnes, Christy Weatherall, Sebastian Wilson, Rich Dashner. **EXCUSED ABSENCE:** Brad Wilken, Frana Milan, Vic Roberson, Keturah Hallmosley. **Unexcused:** Vinita Gupta, Jackie Mitti, Leon Preston.

TOPIC	NOTES
Welcome & Introductions Determination of Quorum (10 out of 18) Native Land Acknowledgement Consent Agenda • Approval of Consent Agenda including: • March Meeting Agenda • January's Minutes • Director's Report Review goals for today: • Public Comment • RSJI Learning • Directors Report • SPR Report • Constituency Update • Governance Report & Term Vote	• Jonathan Hartung called the meeting to order at 12:05 pm • It was determined that a Quorum was present. • Introductions of Sebastian Wilson • Recognition of Native Lands by Heather Van Nuys • Consent Agenda: ○ Move: Kyle Vixie ○ 2nd: Caitlin Doughty ○ All approved • Caitlin asked about recording meeting? What is process? Will it be shared with those not attending? • Jonathan: not determined yet. • There was no objection to an informal question about sharing the recording with Board members not present. <u>Note:</u> The recording was not archived due to technical issues at this meeting. • Director's report will be included at each meeting moving forward
Public Comment	Who: none
RSJI Training Presentation: "Who we are and Establishing Norms for the Board of Directors to have Culturally Competent Conversations"	• Debbie Barnes, Sebastian Wilson, Christy Weatherall • Focus on "equitable" from our mission and vision • Review of presentation norms – Sebastian • Bernardo: Question about norm concerning "dignity and respect." All perspectives are valid. • Terry: need to consider public comment portion during board meetings on Zoom • Jonathan: In Zoom meetings moving forward, it would be simple enough through Sebastian Wilson to advise AC leaders about board meetings. • Equity/equality slide discussion. • Question to Board: How has the ARC BOD built "boxes" for community participants and staff to support equity? ○ Scholarships ○ Nondiscrimination policy ○ Lower fees for service ○ Diverse staff ○ Equity policy? Bernardo

	○ Paying above minimum wage ○ Student load program for staff ○ Orca card subsidy ○ Equity task force • Slide: Maslow’s hierarchy of needs – description • Slide: wealth disparity in King County– White, Latino, African American ○ It is a reflection of the decisions being made in the county ○ These decisions drive the impact • Slide: Seven Generations – our decisions have impact on 7 generations beyond us. • Slide: 1880 Decisions (7 generations earlier) review of good and bad decisions ○ Decisions still have an impact today from 1880 ○ Bernardo: Policies were made specifically to oppress, done intentionally • Question for Board: ○ Who is the box for? What power do staff, participants, and community have, to address the inequity? ▪ Model good behavior for others ▪ We need to be conscious of our own behaviors and how they affect others ▪ We have moral responsibility to address inequity • Question for Board: What can the ARC board do to build the box(es) of equity for the staff, participants and communities we serve? ▪ Bring financial resources and community partnerships ▪ Have a written ARC equity policy ▪ Jonathan: Regarding policy – can staff formulate an answer to question about written equity policy? ▪ Efforts are always evaluated through RSJI lens ▪ Bring financial resources with no strings attached ▪ Develop new norms that address inequities ▪ Caitlin will share document addressing this after meeting • Debbie wrap up: We are using our mission, vision and values to do our work.
Director’s Report – Bill Keller	• Quick update: all programs, classes and activities have come to a close. No programming. • Slide: Funding Response to COVID-19 Impacts ○ Only 36 Admin/Ops staff are working now ○ For admin staff, from 3/20 to 9/25 – costs are \$2,869,179 for payroll and benefits to keep them all on board. ○ Reserve funds needed \$996,179 • Slide: School Age Care & Preschool Bridge Plan ○ Directors – school age care directors, assistant directors, and preschool directors at 30 hours/week through 9/25 = \$1,015,096 (42 people) ○ TOTAL: \$3,884,275 needed ○ With this plan – we stay within MSA reserve requirements • Slide: COVID-19 personnel plan recap. ○ 78 staff to keep on board - \$3,884,275

- Recommendation: pay 36 admin staff full-time, and 42 operations staff at 30 hours a week.
- Biggest concern: hands are tied with Mayor and Governor; they have cancelled all programs that we provide.
- Keeping SAC and preschool staff leadership means ARC can jumpstart this when we're back in business
- Admin staff continues fundraising, training, operations
- 449 ARC staff will no longer be working
- Terry: how much is investment down to date?
- Bill: real roller coaster to sustain the reserve. We have some very conservative investments, so not as bad as it could be
- Mike: any support from City, SPR, federal government? B&O taxes will be reduced due to closed businesses.
- Call with Jesus Aguirre and Christopher Williams at SPR today; no financial relief from SPR during this time.
- Bernardo Question: 449 people being furloughed are probably people of color. Can we do something for the 449 with relief?
- Bill: Not sure it would be meaningful. 449 make up a variety of staff – rowing coaches, recreation instructors, SAC counselors, preschool staff. They can apply for unemployment. 8 weeks of pay equal to 52% of their average pay, \$188 to \$790 based on their qualifications on employment security.
- Jonathan: Bill was checking on supplementing unemployment. Any supplement would REDUCE their unemployment wages. We are unable to find a way to supplement without unemployment wage reductions.
- Heather question: Have you presented this plan and received approval from superintendent to go below 3 month MSA requirement for reserve?
- Bill: This reserve amount for 2020 is more than sufficient. He has not asked Jesus yet for approval.
- Mike: Are there CC staff that we support?
- Bill: If program was running we'd reimburse for wages. But with no program running, we have no costs. ARC supports SPR staff in a number of ways:
 - Programming before 1 pm is called "program hours" not public hours. We pay for intermittent recreation attendant during those program hours. Preschool, before school, tot gyms, etc.
 - Geo tier fee – not being paid without program revenue.
 - Jonathan: We need motion, 2nd and vote to keep 78 key staff to maintain capacity and get up and running again after this is over.
 - Motion: to approve the COVID-19 personnel plan supporting 78 ARC staff through September 25.
 - Motion by Kyle Vixie
 - 2nd by Bernardo Ruiz
 - Vote: all approved unanimously.

SPR Update – Justin Cutler	• COVID-19 – working with Bill and ARC to communicate as quickly as possible with ever-changing situations. It’s been difficult, but we’re working together through it. ○ We’ll be asked for \$100M budget cuts across the city of Seattle. ○ Park district planning on hold now. Funding may not be available until 2022. ○ Anticipate more community outreach and engage community. ○ All centers are closed except for 5 shower sites. Want people to access minimal hygiene services ○ Who benefits, pays, and decides – centering around these 3 components ○ Equity advisory – Michael Davis, working with him on above. ○ Staff is working on creative ways to stay connected with community: “How to” videos being created. ○ SPR staff are deep cleaning centers, tidying up; this is keeping staff employed ○ Question from Justin Umagat – are any opportunities that would mutually benefit both groups (ARC and SPR)? ▪ Justin Cutler: Yes, childcare, SAC, preschool for 1st responders possible opps for doing that. Waiting for guidance from DEEL, etc. ▪ Bill: Understanding from this morning, 1st responders would only be preschool. ○ Bernardo: Wants more spots for ARC at RSJI training at SPR. Only 5 spots for ARC board/staff. ▪ Justin Cutler: Yes, working on this. If we’re all expected to use the toolkit, we all need to be trained. ▪ Caitlin: All board members should have solid foundation of RSJI. ▪ Currently all RSJI training is suspended. ○ Justin left meeting after his update.
Constituency Committee Update – Kyle Vixie	• MPD process on hold, as Justin Cutler mentioned. • Guiding principles developed by committee. • First, wants to add “childcare” into mission wording, since ARC is the largest childcare provider in the state. • Hosted January 22nd workshop by Cedar River Group; brainstorm for 2 hours on guiding principles. • Guiding principles were emailed to the Board in advance. As Committee Chair, Kyle Vixie moved for Board approval of the Constituency Committee approved Guiding Principles document (which includes the mission statement change). Committee had approved this at last committee meeting. • Bernardo suggestion: Each and every community and each and every community center – change from all community centers. • Dennis: who at SPR has reviewed this? Why is this the process. • Kyle: Process is to get approval by ARC Board, and then it goes to SPR for input. SPR can also provide feedback, if desired – develop a final draft after SPR review. This is not necessarily the end of the line.

	• Jonathan: we wanted to present the ARC final-approved guiding principles to SPR leadership. • Justin U: seems inefficient to vote and then vote again if SPR changes it. • Jonathan: we are presenting an official draft; that's why we're voting now. • Caitlin question to Sebastian Wilson: As the new AC Manager, what is your take on this guiding principles? Does the document resonate with you? Sebastian: No, have not seen it yet; this is 2nd day in my role. • Motion by Kyle to approve with friendly revisions from Bernardo. • 2nd: Michael Cuadra • Justin Umagat: Edit suggestion – “support” instead of “educate.” • Bernardo: “educate and support” • Kyle Vixie wants to keep as is. Kyle clarified that "education" referred to the IRS allows for a 501(c)3 to carry out nonpartisan voter education. • Terry: Title guiding principles as a “draft” • Heather: Recommended additional language that this is open to revisions, and open to dialogue with SPR • Jonathan: “DRAFT FOR REVIEW WITH SPR” – title of guiding principles • Kyle Vixie: agreed guiding principles should be noted as “draft” • Vote: motion passes unanimously • Kyle: Frana is working on history project about ARC. Cohesive history for advocacy, fundraising, and to develop elevator pitch. The WHY of ARC. • Frana would love help from Board with this project; encourage board participation.
Governance Report and Term Vote – Jonathan Hartung	• Quorum lost • Jonathan present in place of Keturah. • Bylaws update: meeting with Judith Andrews was postponed due to COVID-19. • Draft of bylaws will come to board for discussion. • Plan on 30-45 minute RSJI trainings at ARC board meetings moving forward for rest of the year. • Application of board chairs academy trainings – will try to do this moving forward from this meeting. • Upcoming retreat: staff is working on dates/locations; hope to have them identified soon. We'll need to decide if it's facilitated or board directed. • Orientation: 1st orientation session on March 24th. 3 to 5 of these orientation meetings. Zoom call highly likely vehicle for the meeting. • Governance Committee meetings are now on the 1st Wednesday of the month; moved from the 1st Thursday • ARC board terms 2-year term proposal for leadership. ○ Cannot vote without quorum. Quorum lost. ○ Bernardo would like in person discussion about this. ○ Move discussion to May meeting and vote then.

	○ Terry: would be good to have this at top of agenda next time to ensure quorum is intact.
Review Assignments & Adjourn	• Motion: Informal motion to adjourn meeting. ○ Caitlin move to adjourn ○ 2nd Bernardo. • Meeting adjourned 2:25 pm