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Family & Intercultural Resource Center
Board Meeting
3/27/24
1-3 PM

X	Brianne Snow (FIRC)			X	Scott Binder
X	Martha Lancaster (FIRC)	X	Sarah Grant (FIRC)	X	Howard Carver
X	Yirka Platt	X	Tamara Pogue		Peter Joyce
X	Barbara Gibbs		Kendra Carpenter	X	David Nicoli
X	Susan Propper	X	Dave Byrd	X	Sofi Lofreda (FIRC)
X	Michael Dudick		Esteban Ortega	X	Carla Decker

I. Call to Order

a. Scott called meeting to order at 1:02pm.

II. Approval or Correction of Previous Minutes

a. **Susan moved to approve the minutes. Barbara seconded. Passed unanimously.**

III. Development Team Updates

a. **Sarah updated the Board** on the new van and van wrap; new templates and new website that will launch in May; Summit Daily/Denver Post articles that have led to greater support in the community, including businesses; and upcoming third-party events where portions of the proceeds will be given to FIRC.

IV. Five-Year Strategic Plan Discussion

a. **Carla reviewed for the Board revised FIRC mission, vision and values.**
b. **David reviewed the 5-year goals and the FY '24 KPI's for each goal.** He also told the Board that Brianne and her Director team will report semi-annually or quarterly using a stoplight system to keep the Board apprised of FIRC's progress against those goals and pertinent KPI's. Finally, David noted that FIRC is almost 6 months in to FY '24 so that many of the KPI's for this FY are about creating plans that will have specific measurements starting in FY '25. Brianne, Carla and David took questions and comments from the Board. One comment from Barbara led to agreement that we should make a change in the verbiage of the Strengthened Reputation goal—ie, change the word 'the" to 'a' in the goal statement to better describe our efforts in the context of other non-profits in the community. **Barbara moved to adopt the proposed**

Mission, Vision, Values, 5-year goals and FY '24 KPI's with the changes in the Strengthened Reputation goal described above; Susan seconded; and the Board unanimously approved the motion.

V. **Program Update Highlights**—Carla covered various data from the first 5 months of the FY, including user demographics; people impacted; average income of users; and average household size. She told the Board that in the future, FIRC will also have data about where our clients work in the county. Cala then gave highlights of each service line to the Board.

VI. **Reports of Officers and Committees**

a) **New Building Task Force Update**—Scott told the Board that construction was on schedule and that we are staying on budget so far as well. He said overall, there were no material problems to date.

b) Capital Campaign Committee Update—Barbara told the Board that we have made great progress since our last meeting. BGV is giving $2 million to the effort, and Brianne had secured a $600,000 pledge from an anonymous donor. **Barbara said as things stand right now, we have exceeded our goal by at least $450,000.**

c) **Development Committee Update**—Howard reported that the Development Committee was now almost fully staffed. **He reminded Board members that they each needed to turn in to Howard and/or Sarah 3 names to help the Committee build a high net worth prospect list.** Sarah said FIRC will start doing Food Market tours for current and prospective donors in July. Sarah also told the Board that she will soon start putting out a donor newsletter, and that preparations are being made to celebrate and leverage FIRC's 30th anniversary in May.

d) Finance Committee Update—Martha shared FY '24 YTD financial results with the Board and reported that **FIRC got a clean audit from its auditors for FY '23.**

VII. **Adjournment**—Board adjourned at 3:04 pm.