

Alliance for Animals and the Environment Board Meeting Minutes
February 11, 2016

Jim, Gina, Bob, Judi, and Sara in attendance, Sue called in

1. Approve January 4 minutes
 - a. Judi votes to approve, Gina seconds, Board approves

Jim wants to argue on the side of transparency - making things transparent. Is arguing for a statement. Move to keep the decision in the meeting minutes. The offer letter is a good way to answer the question of the terms.

2. Modify (if necessary) & Approve Feb 3 minutes
 - a. Gina motions to approve, Judi seconds, minutes approved
3. Option of Hiring Sara as ED
 - a. Decided not to do a search for other candidates
 - b. Motion approved
4. Bob give update from lawyer on possible stolen mailing list
 - a. Bob spoke with Mary Beth on Saturday - she is going to write up a recommendation to the board on possible ways to deal with it
5. Changing bylaws to hold member elections for new board members
 - a. Bob mentioned because we want to have be prepared for what is going to come from the former board members based on facebook and such, there are a lot of people calling for the by-laws to be changed so we hold elections for board members - so we should think about it - understand what the push back
 - b. Possibly defining what membership is - a mix of financial and volunteer support?
 - c. Sue would like us to wait to change the rules and regulations
 - d. Gina referred to history Charlie wrote about the reasons we restored the governance role to the board (that change was approved by members in 2012)
 - e. Sue talked about the challenge of getting a membership vote
 - f. Sue would like to get more board members first - at last three
 - g. Sue would like to deal with this further by the road
 - h. Jim thought we were doing the correct thing in the past - but he sees it differently now - but now thinks we should try to attract more people to the board - is too insular - would like to draw more people in
 - i. Sue thinks we are capable of interviewing and electing new board members - after this we will start to consider outside board members
 - j. Judi discusses tabling the choice for reconsideration
 - k. Gina says we should be prepared to deal with outcome

- l. Sue - 6 months before major changes - need more time
 - m. Gina, do we want people to be apply to be board members from the outside
 - n. Sue would be fine to recruit new board members - submit a resume and a cover letter and what they think they can bring to the table
 - o. Jim - we need to build our organization - and would like to open applications to the public - we should have more of a solid definition of what we mean by members - and how do we use people who may apply
 - p. Bob wants us to prepare for the pushback we'll receive if we don't open up board member elections to the public
 - q. Jim suggests changing the way we are making decision for the members to be involved: we're working on
 - r. Bob come up with a strategy to let the membership be more involved
 - s. we're discussing and considering and it's all being taken into consideration
 - t. Will encourage our membership to submit resumes and cover letters if they want to be considered members of the board
 - u. First we must define membership
 - v. Sue will draft a member definition - will put together by the March meeting so we can finalize at the March meeting
- 6. Committee that sits down weekly with Sara to make sure things are on track
 - a. Judi asked Gina if she would do oversight again as she did with Hannah. Gina thought someone else should do it this time around, she has limited time.
 - b. Judi and Sue will do oversight of Sara
 - 7. How do we announce the decision of hiring Sara as ED
 - a. Would someone write up an announcement for an e-news
 - b. Sue and Sara will work on announcement
 - c. Sara will stay "interim" until April - then will switch to ED at that point
 - 8. The Elephants Living Free campaign coordinators were unwilling to give Sara access to the Facebook page & ELF website. ED should have access to all Alliance project websites. Since campaign coordinators were unwilling to give access, Sara asked them to remove the Alliance name from these pages. They have not yet done so.

Jim motions to adjourn - everyone else seconds.