

Mickaboo Extra Board Meeting #4
Phone Conference
09 November 2024
7:00 PM

Present: Tammy Azzaro, Rhonda Bennon, Trevor Coates, Ted Davids, John Kelleghan, Pamela A Lee, Sarah Lemarie, Kathleen Wunderlich, Michelle Yesney, Susan Zuniga

Addressing Mickaboo's CEO Transition and Leadership:

- Proposed a structured approach to address the organization's current state, addressing the need to formally declare Sara's stepping down from her CEO and COO roles,
- A team of interim leaders, including Tammy, Michelle, and Pam, to maintain continuity and confidence among our volunteers and supporters. Michelle agreed to take on this role, emphasizing the need for a team approach to manage the organization's momentum.
- It was suggested that there be more frequent meetings with volunteers and teams to avoid stress and ensure better communication. The interim team agreed to meet weekly, considering their schedules, and anticipated needing support from other board members during this transition period.
- This temporary governance structure aims to provide reassurance, make legal commitments if necessary, and answer questions during this transition until a formal CEO is elected.
- Tammy suggests implementing a moratorium on accepting non-urgent intake cases to alleviate workload stress, with exceptions for emergencies.
- The team discussed the challenges of managing the organization's operations and need for a clear line of authority. The team agreed to divide responsibilities and create a manageable system.

Managing Operational Tasks and Fundraising:

- It was suggested that the team should focus on handling general inquiries and crucial fundraising efforts in the next eight weeks, rather than attempting to implement a moratorium.
- Michelle agreed, emphasizing the importance of ongoing fundraising efforts. Trevor suggested the need for consistent outreach and recruitment of new adopters and fosters, while Pamela highlighted the importance of our social media presence.
- Sarah acknowledged the effectiveness of virtual outreach and the need to build out teams for boots-on-the-ground activities.

- The team agreed to prioritize tasks for the next eight weeks and to consider strategies for the future.

Interns for Marketing Support:

- The team discussed the possibility of hiring interns or volunteers from colleges and universities to assist with marketing and PR tasks.
- They acknowledged the potential benefits of having interns with specific skill sets, but also expressed concerns about the short-term nature of internships and the potential for high turnover.
- The team also considered the possibility of finding a faculty advisor to help manage the interns and ensure they meet their academic requirements.
- The discussion ended with the team considering these ideas for future implementation.

Leveraging Covid-Affected Volunteers for Tasks:

- Rhonda suggested leveraging people who have been socially and career-wise affected by Covid to help with tasks. noting the potential for a large pool of people to be appealed to.
- Sarah shared her observation that when specific and recent posts are made on the volunteer match listings, they attract more attention and activity. Pamela noted that one volunteer had shown interest but was not responsive
- Sarah mentioned that Lisa's recent efforts to refresh the volunteer match page have led to an increase in new faces.
- The team also discussed the need for engagement to keep volunteers active.
- Sarah agreed to make time to talk to Beverly, a promising intern, and Pamela suggested some overlap in December to ensure continuity when Sarah steps away in January.

Leadership Transition Announcement Strategy:

- In the meeting, the team discussed the approach to announcing the transition in leadership
- The team then decided to go with a "soft approach" to the announcement, with Michelle drafting a statement for review.
- The team also discussed the potential benefits of transparency in their financial situation, with Tammy suggesting it could encourage donations.
- The team agreed to review Michelle's draft statement in their next meeting.

Next steps:

- Michelle and Tammy to meet and discuss the draft announcement before the next board meeting
- Michelle to draft a soft announcement about the leadership transition, in collaboration with Tammy.
- Board members to review Michelle's draft announcement at the next meeting
- Sarah to reach out to Beverly Franks regarding social media support
- Pamela, Michelle, and Tammy to discuss and allocate responsibilities for interim leadership.
- Lisa to continue updating volunteer match listings for specific needs
- Board to review financials and personal updates at the next quarterly meeting as usual.
- Sarah to continue managing social media through the end of the year

Meeting adjourned 8:30 PM