

**FOOD BANK OF THE SOUTHERN TIER**  
Nominating & Corporate Governance Committee Meeting  
October 6, 2022, 8:30-9:30 AM

**AGENDA**

<b><u>TOPIC</u></b>	<b><u>FACILITATOR</u></b>	<b><u>ACTION</u></b>	<b><u>TIME</u></b>
1. Welcome & Call to Order	Fred Van Sickle		2
2. Opening Prayer/Poem/Positivity	Fred VanSickle		2
3. Approval of August 26, 2022, Mtg. Minutes	Fred Van Sickle	Approve	1
4. Check-in	Fred Van Sickle		10
5. BOD Recruitment Update	Natasha Thompson	Discuss	5
6. Debrief BOD/Committee Member Volunteer Day	Fred Van Sickle	Discuss	10
7. DEI Assessment Recommendations	Fred Van Sickle/ Natasha Thompson	Decide	25
8. Other Business	Fred Van Sickle	Discuss	5

**Next Meeting**

**December 1, 2022**

**8:30-9:30 AM**

**Opening Prayer/Poem/Positivity: Fred Van Sickle**

**RSVP to [Lynn.Dates@foodbankst.org](mailto:Lynn.Dates@foodbankst.org)**

**Food Bank of the Southern Tier**  
 Nominating & Corporate Governance Committee Meeting  
 August 26, 2022 9-10:00 AM

Committee Member	In Attendance	Unable to Attend
Fred Van Sickle (Chair)	X	
Bill Powell		X
Maureen Ferrell	X	
Mary Pat Dolan	X	
Marty Heysham	X	
Alison Wolfe	X	
Joe Thomas	X	
<b>Ex-Officio</b>		
Natasha Thompson	X	
<b>Staff</b>		
Lynn Dates	X	

1. **Welcome & Call to Order** – Fred Van Sickle called the meeting to order at 9 am
2. **Opening Prayer/Poem/Positivity** – Alison Wolfe shared a prayer
3. **Approval of March 30, 2022, Meeting Minutes**  
*Mary Pat Dolan made a motion to approve the March minutes.  
 Marty Heysham seconded. All were in favor. None opposed.*
4. **Check-in** - All present gave an update on their personal/professional lives.
5. **Follow-up Items**  
**BOD Officers Update** – Natasha provided an update on our board recruitment process and shared that Jamila Michener has agreed to join the board, besides being an excellent addition to the ad hoc Strategy Committee. Natasha thanked Fred for reaching out to Jamila.  
  
**BOD Recruitment Update** – Natasha reported that she reached out to Elizabeth Brando and is planning a meeting with her soon. Elizabeth is the Director of Development for the National Indian Child Welfare Association and brings experience in fund raising, additionally a Native American who understands native issues and underserved youth. She noted that Amanda Smith-Socarlis who is currently on our Development Committee has not been contacted about joining the BOD but would also be a strong candidate. Alison shared her follow-up conversations with Priya Patel and Wendy Amin. Natasha shared that we may also want to follow-up with Angela Odoms-Young a Cornell professor of nutrition whose focus area is social oppression and how it impacts healthcare. She is also very familiar with food banking, having served on the board of the Greater Chicago Food Depository for many years and she is currently an equity fellow for Feeding America.  
  
**BOD/Committee Member Volunteer Day** – Natasha reviewed the logistics for the event. The group decided not to include a plus one or children at this time and affirmed that masking will be optional. Lynn confirmed that invites were sent to ad hoc committee members as well as standing committee members. She will be e-mailing reminders shortly. We will also offer participants the opportunity to purchase Food Bank t-shirts.
6. **DEI Assessment Recommendations** – Natasha reviewed the BOD section of the DEI assessment report completed by Batiste Leadership and Horn Research. The summary included four opportunities for improvement:
  - Build relationships and engage with community leaders who have deep experience and understanding of underserved populations.
  - Determine board composition goals, with consideration for racial and geographic diversity.

# Food Bank of the Southern Tier

Nominating & Corporate Governance Committee Meeting

August 26, 2022 9-10:00 AM

- Refresh board meeting processes and agendas to include a deliberate focus on inclusive meetings.
- Establish a DEI training program for board members, with an emphasis on specific competencies such as implicit bias, decision making, leading inclusive meetings.

The group agreed that it made sense for this committee to prioritize and help develop a plan to move this work forward. It was suggested that small group meet and draft something to share with the larger committee in October. Fred, Mary Pat, Joe, and Natasha volunteered to participate in the discussion.

## 7. Other Business – None

The meeting adjourned at 10 am.

Minutes respectfully submitted by,  
Lynn Dates, *Executive Assistant to  
Natasha Thompson, President & CEO*

### Next Meeting

October 6, 2022, 9 – 10 am

Poem/Prayer/Positivity: Fred Van Sickle

RSVP to [Natasha.Thompson@foodbankst.org](mailto:Natasha.Thompson@foodbankst.org)

**FOOD BANK OF THE SOUTHERN TIER**  
**Board of Directors**

**PROPOSED 2023 ELECTION SLATE OF DIRECTORS & OFFICERS**

RE-ELECTION OF DIRECTOR FOR 3<sup>rd</sup> TERM TO EXPIRE 02/2026

Alison Wolfe

RE-ELECTION OF DIRECTORS FOR 2<sup>nd</sup> TERM TO EXPIRE 02/2026

Marty Heysham  
Erin Summerlee

ELECTION OF DIRECTORS FOR 1<sup>st</sup> TERM TO EXPIRE 02/2026

Jamila Michener  
Elizabeth Brando

ELECTION OF OFFICERS FOR ANNUAL TERMS TO EXPIRE 02/2024

CHAIRPERSON: Mary Pat Dolan

VICE CHAIRPERSON: Steve Hoyt

TREASURER: Shannon Matteson

SECRETARY: Jessica Renner

IMMEDIATE PAST CHAIR: Joe Thomas

ELECTION OF DOR BOD REP. FOR ANNUAL TERM TO EXPIRE 02/2024

Karl Krebs

Created: 3/28/2022  
Update: 5/25/2022; 9/29/2022

# Food Bank of the Southern Tier

## BOD & Committee Member Volunteer Day Event Planning

**WHEN:** Saturday, September 10 8:30-12:00

### Agenda & Timing

8:30 – 9:00	Welcome and Coffee (Bell's)
9:00 – 11:00	Repack Activity
11:00 – 11:15	NRT/Joe/Fred address group
11:15-12:00	Lunch (Erin Town Tavern- set up in warehouse)

**WHO:** Current BOD Members  
BOD Alumni (those who completed at least one full term)  
Current Committee Members  
Food Bank Department Directors (optional)

**WHY:** To build relationships among BOD & Committee members outside of meetings  
To connect BOD & Committee members to our mission in a different way  
To keep former BOD members engaged  
Donor stewardship opportunity

### OTHER IDEAS:

- Participants can order Food Bank t-shirts to pick up on the day of the event
- We have challenged committee chairs to get the highest % of participation among members for a prize (What's the prize?)
- Use nametags banners or stickers to identify which committees people sit on, current BOD member or past BOD
- Annual event? (See how popular this is before committing)

### Logistics:

- Since the door is usually locked on Saturdays, we will need someone at the door to let people in
- Videos/photos- assign. Group photo?
- Set up tables in the Warehouse on Thursday since we have our staff retreat on Friday
- Earl will be the first to arrive and turn off the alarm
- Do we need to set up the PA system for microphone/music during repack?
- Does someone have to pick up food and coffee at Bell's or will they deliver
- Need someone to distribute t-shirts

### Food Bank Staff:

- Natasha
- Meghan
- Dave
- Earl
- Bonnie
- Lynn
- Mary Jane?
- Lindsay A.?

**Event Feedback from Nom Com:**

# Food Bank of the Southern Tier

## DEI Assessment Summary & Work Plan

### Introduction

In late 2021, the Food Bank of the Southern Tier contracted with Batiste Leadership and Horn Research to conduct a DEI assessment of several organizational functions. The assessment’s primary goals were to identify internal barriers to diversity, equity, and inclusion and use the assessment results to inform the DEI long-term goals.

### Board of Directors

The FBST Board of Directors supports, and is committed to, building a diverse, inclusive, and equitable board and organization. The board has diverse gender representation but needs to improve racial diversity and representation from the six counties the food bank serves. The board currently does not have established DEI goals and is not focused on DEI training.

Opportunity	Priority	What?	Who?	By When?
Build relationships and engage with community leaders who have deep experience and understanding of underserved populations.				
Determine board composition goals, with consideration for racial and geographic diversity.				
Refresh board meeting processes and agendas to include a deliberate focus on inclusive meetings.				
Establish a DEI training program for board members, with an emphasis on specific competencies such as implicit bias, decision making, leading inclusive meetings.				