

**FOOD BANK OF THE SOUTHERN TIER**  
Nominating & Corporate Governance Committee Meeting  
February 2, 2022      8:30 – 9:30 AM

**AGENDA**

<b>TOPIC</b>	<b>FACILITATOR</b>	<b>ACTION</b>	<b>TIME</b>
1. Welcome & Call to Order	Grace Park		2
2. Prayer/Poem/Positivity	Mary Pat Dolan		2
3. Approval of November 30, 2021 Mtg. Minutes	Grace Park	Approve	1
4. Check-in	Grace Park		10
5. Review BOD Assessment Results <ul style="list-style-type: none"><li>• Set 2022-23 priorities</li></ul>	Grace Park	Discuss	20
6. BOD Recruitment Process <ul style="list-style-type: none"><li>• Anticipated vacancies for 2023</li><li>• Follow-up with BOD members</li><li>• Exit Interviews</li></ul>	Natasha Thompson	Discuss	10
7. Follow-up Items: <ul style="list-style-type: none"><li>• BOD Engagement Subcommittee</li><li>• New BOD Member Orientation- February 8</li></ul>	Fred Van Sickle/Natasha Thompson Natasha Thompson	Discuss	15
8. Other Business			

**Next Meeting**

April 7, 2022

8:30-9:30 AM

Prayer/Poem/Positivity: Marty Heysham

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

# Food Bank of the Southern Tier

Nominating & Corporate Governance Committee Meeting

Tuesday, November 30, 2021

8 – 9 am

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

1. **Welcome & Call to Order** - Grace Park called the meeting to order at 8 am

2. **Opening Prayer/Poem/Positivity** – Natasha Thompson

3. **Approval of October 29, 2021 Meeting Minutes**

Maureen Ferrell noted one revision to agenda item #6 regarding Member Renewals. She indicated that it should be revised as follow: “...for BOD members to avoid an untimely departure and learn more about their experiences on the BOD.”

*Maureen Ferrell made a motion to approve the October 29, 2021 minutes with one revision.*

*Mary Pat Dolan seconded. All were in favor. None opposed.*

4. **Check-in** - All present gave an update on their personal/professional lives.

5. **Finalize 2022 BOD Slate & Committee Assignments**

**Additional Candidates**

Grace reviewed the Proposed 2022 Election Slate of Directors & Officers reflecting four candidates for election: Kathleen Rasmussen, Andy Fagan, Jamie Kaffenbarger, and Tricia Khan, with first terms expiring 2025. Grace added that she will be meeting with one additional potential candidate, Connie Park, who is an HR executive at Corning Community College. Natasha will send Connie’s bio to the group.

**Strategy and Facilities Committees (ad hoc)** – Natasha described this committee as one that would flesh out Strategic Investment Fund (SIF) priorities as we move forward with large initiatives, providing more in-depth understanding and communication. Erin Summerlee was recommended to serve as the Chair of this committee.

**Facilities Committee (ad hoc)** – Natasha described this committee as one that would review plans created by HOLT Architects for creating hybrid workspaces to accommodate additional staff within the existing physical plant while providing vision, gathering feedback, maintaining oversight, and articulating information back to the BOD. Mary Pat Dolan would serve as the Chair of this committee.

6. **Stay Interviews** – Grace Park thanked Maureen Ferrell for her thoughtful work of creating Stay Interview guidelines and questions. Maureen asked the Committee members to share their thoughts and edits by mid-January so that guidelines and questions can be used for discussions with BOD members whose terms expire in 2023. Grace noted that we can begin conversations in the fall and possibly reduce the list down to 5 or 6 questions at the February Committee meeting.

# Food Bank of the Southern Tier

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7. **DEI Assessment** – Natasha reviewed written materials describing the FBST DEI Assessment Overview, pointing out that Jeanette Batiste-Harrison and John Batiste would like to interview a small group of BOD members regarding questions for the Board in the Overview. Upon completing the interview, the group, consisting of Joe Thomas, Fred Van Sickle, and Natasha, will report back at the February Committee meeting. Natasha added that Phase 2 of DEI work will provide recommendations of areas to address.
8. **Assignment of Mentors**– The group assigned mentors for incoming BOD members: Andy Fagan/Erin Summerlee; Kathleen Rasmussen/Fred Van Sickle; Tricia Khan/Mary Pat Dolan; Jamie Kaffenbarger/Alison Wolfe. Lynn will send the FBST Mentoring Policy & Best Practices to the Committee members.
9. **Former BOD Members Engagement** – Natasha suggested forming a sub-committee to focus on former BOD engagement and best practices around this. Grace suggested that it be comprised of committee members from Nominating & Corporate Governance and Development & Community Engagement since this topic has been discussed in both committees. The group suggested reaching out to past BOD members and inviting immediate past president and Finance Committee member (Nancy Miller), and past BOD member and Development Committee member (Dave Radin). Fred Van Sickle agreed to participate on the sub-committee.

Board Self-Assessment – Reviewing written materials, Natasha referred to the Board Self-Assessment Process Timeline. Grace noted that Hank Jonas (Corning Incorporated, Human Resources) should be included in the process. Natasha offered to reach out to him.

## 10. Other Business

Upon a suggestion made by Fred, Joe Thomas agreed to act as mentor to Karen Dehais, incoming Diocesan Director & President of Catholic Charities. Natasha added that Karen will be invited to the new BOD member orientation.

The meeting adjourned at 9:03am

Minutes respectfully submitted by,

Lynn Dates, *Executive Assistant to  
Natasha Thompson, President & CEO*

## **Next Meeting**

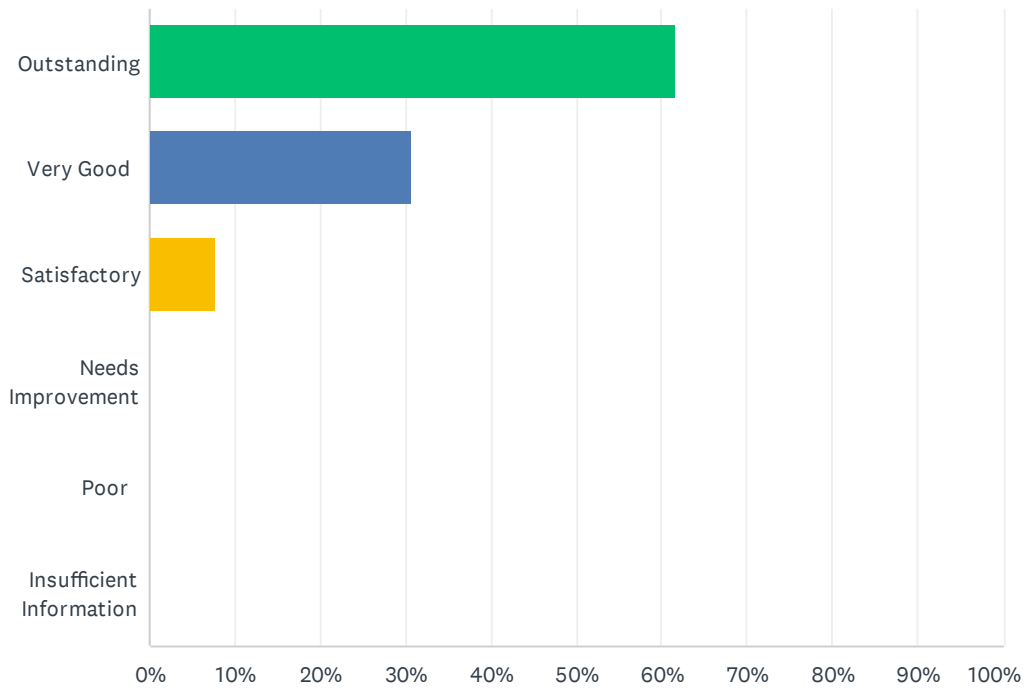
February 2, 2022

8:30-9:30 am

Prayer/Poem/Positivity: Mary Pat Dolan

## Q1 I understand the strategic vision for the organization.

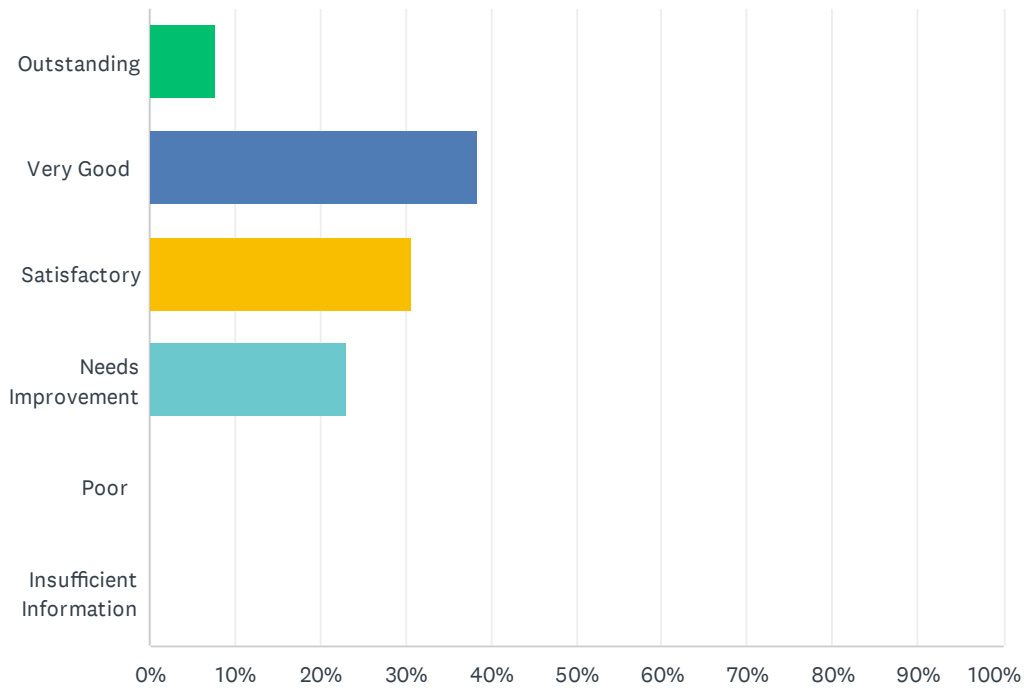
Answered: 13 Skipped: 0



ANSWER CHOICES	RESPONSES	
Outstanding	61.54%	8
Very Good	30.77%	4
Satisfactory	7.69%	1
Needs Improvement	0.00%	0
Poor	0.00%	0
Insufficient Information	0.00%	0
Total Respondents: 13		

## Q2 The Board has an adequate amount of Director diversity (race, ethnicity, gender, age, skills and disciplines, community constituencies).

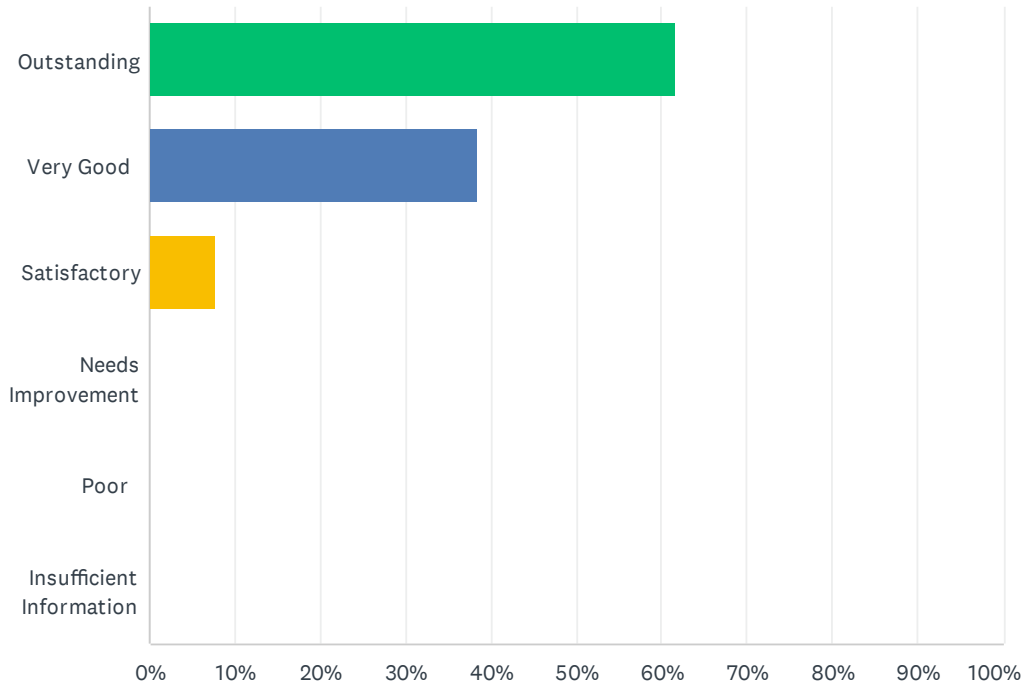
Answered: 13 Skipped: 0



ANSWER CHOICES	RESPONSES	
Outstanding	7.69%	1
Very Good	38.46%	5
Satisfactory	30.77%	4
Needs Improvement	23.08%	3
Poor	0.00%	0
Insufficient Information	0.00%	0
Total Respondents: 13		

### Q3 I am provided sufficient information and updates regarding the Board’s policies, procedures and by-laws.

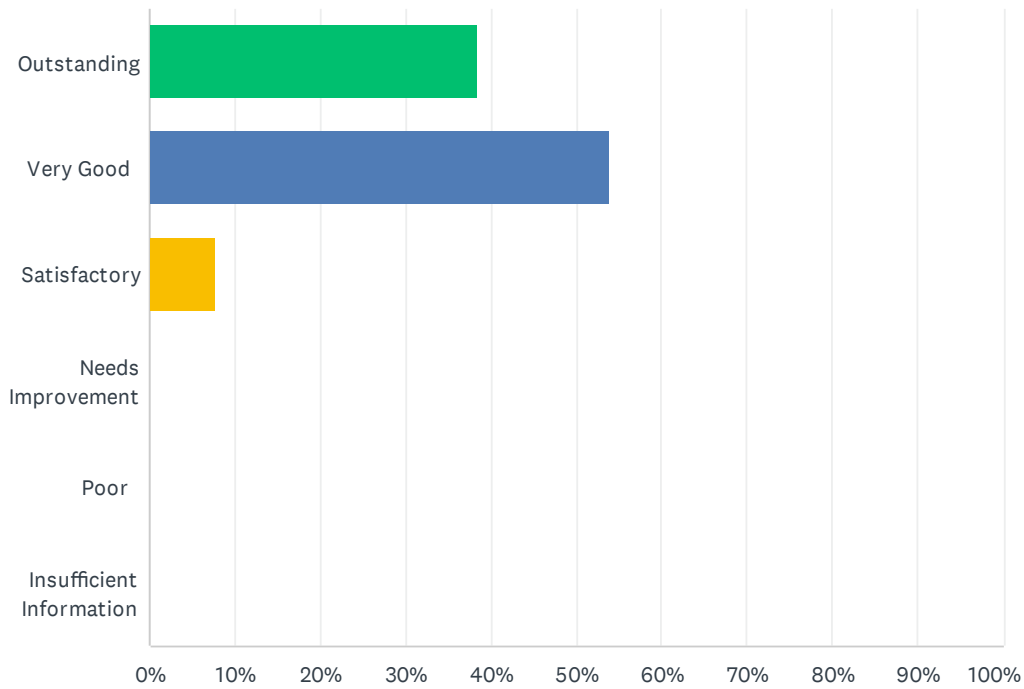
Answered: 13 Skipped: 0



ANSWER CHOICES	RESPONSES	
Outstanding	61.54%	8
Very Good	38.46%	5
Satisfactory	7.69%	1
Needs Improvement	0.00%	0
Poor	0.00%	0
Insufficient Information	0.00%	0
Total Respondents: 13		

## Q4 The Board's decision-making process is consistent and organized.

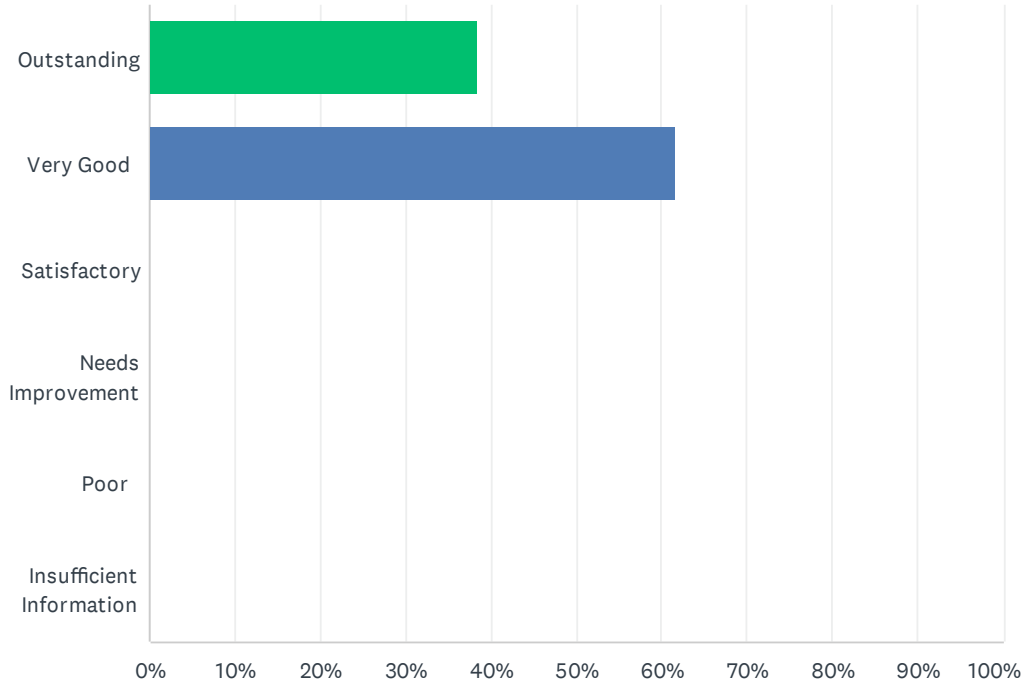
Answered: 13 Skipped: 0



ANSWER CHOICES	RESPONSES	
Outstanding	38.46%	5
Very Good	53.85%	7
Satisfactory	7.69%	1
Needs Improvement	0.00%	0
Poor	0.00%	0
Insufficient Information	0.00%	0
Total Respondents: 13		

## Q5 Decisions are made at the appropriate level (Board vs. President/CEO and/or Staff levels)

Answered: 13 Skipped: 0

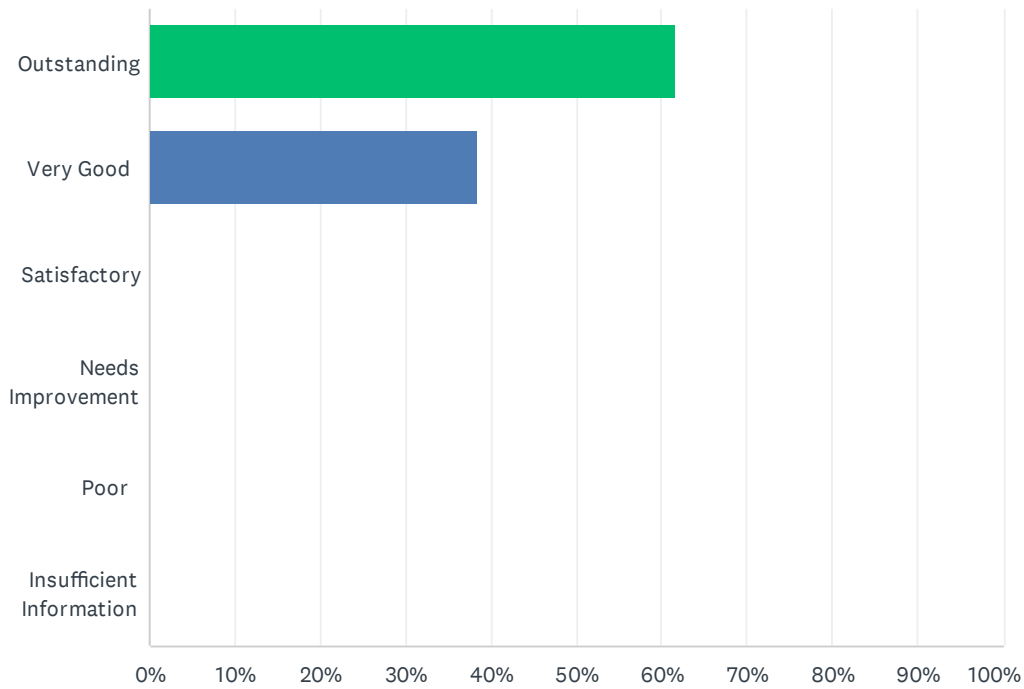


ANSWER CHOICES	RESPONSES	
Outstanding	38.46%	5
Very Good	61.54%	8
Satisfactory	0.00%	0
Needs Improvement	0.00%	0
Poor	0.00%	0
Insufficient Information	0.00%	0
Total Respondents: 13		



## Q6 The process for evaluating the President/CEO is transparent and fair.

Answered: 13 Skipped: 0



ANSWER CHOICES	RESPONSES
Outstanding	61.54% 8
Very Good	38.46% 5
Satisfactory	0.00% 0
Needs Improvement	0.00% 0
Poor	0.00% 0
Insufficient Information	0.00% 0
Total Respondents: 13	

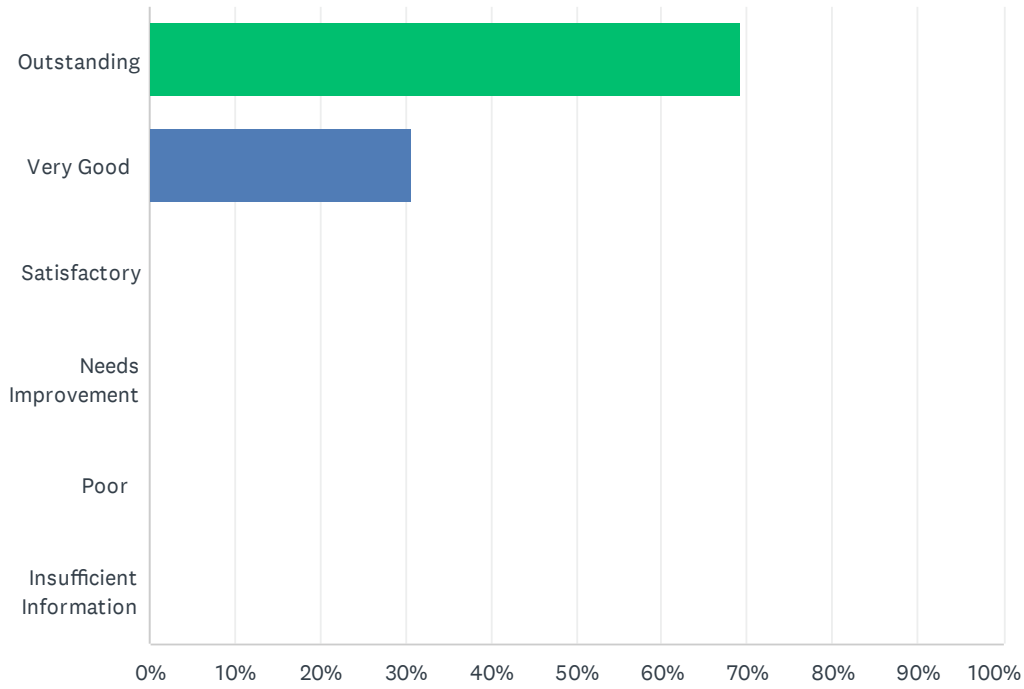
## Q7 COMMENTS:

Answered: 3 Skipped: 10

#	RESPONSES	DATE
1	As a board, I think we are good at helping the CEO and staff think through and evaluate strategy and decisions. That is what we do best. Given we meet quarterly, it is very hard to be well versed in policies, procedures and by-laws. I don't know how you solve for that other than having the person in charge of compliance (or outside counsel) advising on policies and procedures.	1/19/2022 4:23 PM
2	Work of N&CG committee is increasing diversity for members going forward; still needs to be a priority.	1/14/2022 4:43 PM
3	We (Board and Nominating &CG Committee) are working very well on board diversity.	1/12/2022 4:11 PM

### Q8 The Board receives regular reports from each of the committees.

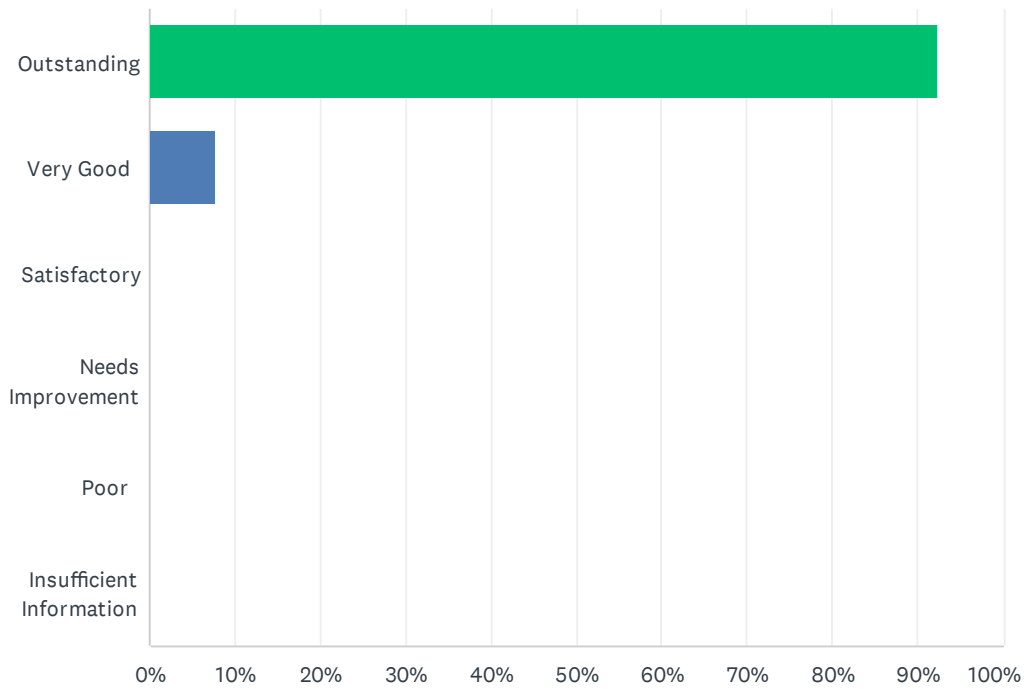
Answered: 13 Skipped: 0



ANSWER CHOICES	RESPONSES	
Outstanding	69.23%	9
Very Good	30.77%	4
Satisfactory	0.00%	0
Needs Improvement	0.00%	0
Poor	0.00%	0
Insufficient Information	0.00%	0
Total Respondents: 13		

## Q9 Meeting materials are available on the secure FBST Web portal or via an e-mailed word document.

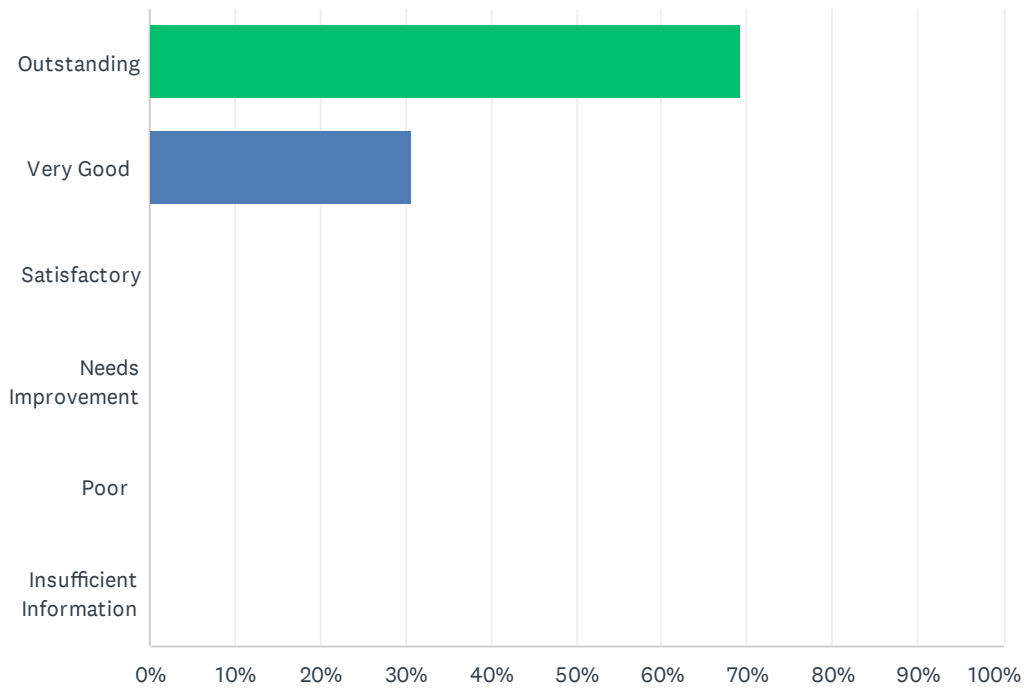
Answered: 13 Skipped: 0



ANSWER CHOICES	RESPONSES	
Outstanding	92.31%	12
Very Good	7.69%	1
Satisfactory	0.00%	0
Needs Improvement	0.00%	0
Poor	0.00%	0
Insufficient Information	0.00%	0
Total Respondents: 13		

## Q10 All Directors have an opportunity to speak at meetings.

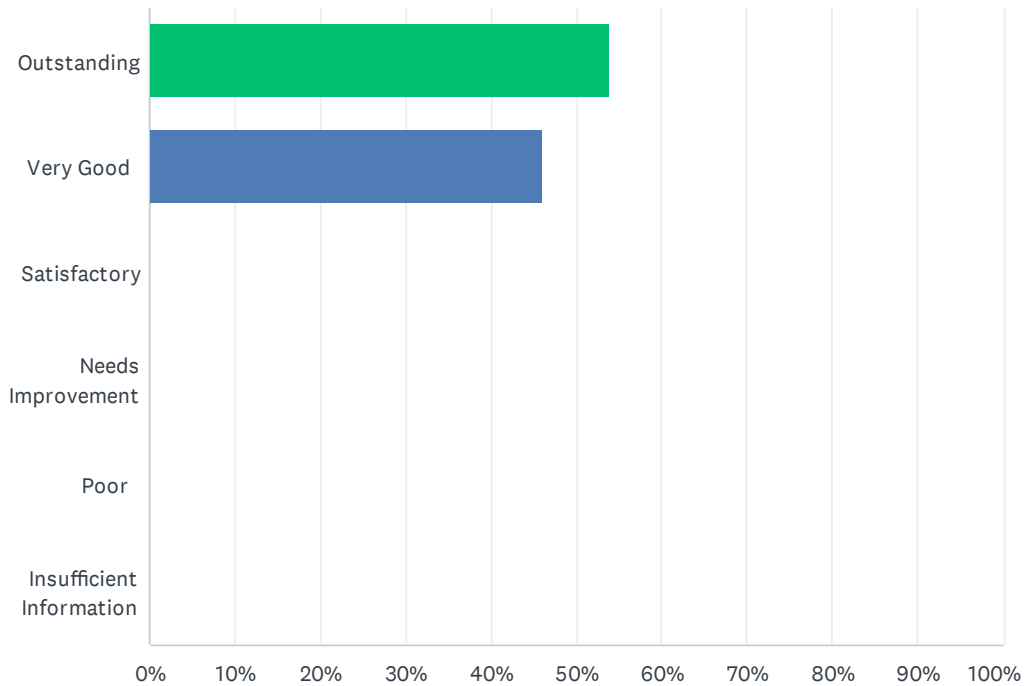
Answered: 13 Skipped: 0



ANSWER CHOICES	RESPONSES
Outstanding	69.23% 9
Very Good	30.77% 4
Satisfactory	0.00% 0
Needs Improvement	0.00% 0
Poor	0.00% 0
Insufficient Information	0.00% 0
Total Respondents: 13	

## Q11 Directors are encouraged to offer opinions based on their personal/professional expertise and experience in order to facilitate discussion and decision making at Board meetings.

Answered: 13 Skipped: 0



ANSWER CHOICES	RESPONSES	
Outstanding	53.85%	7
Very Good	46.15%	6
Satisfactory	0.00%	0
Needs Improvement	0.00%	0
Poor	0.00%	0
Insufficient Information	0.00%	0
Total Respondents: 13		

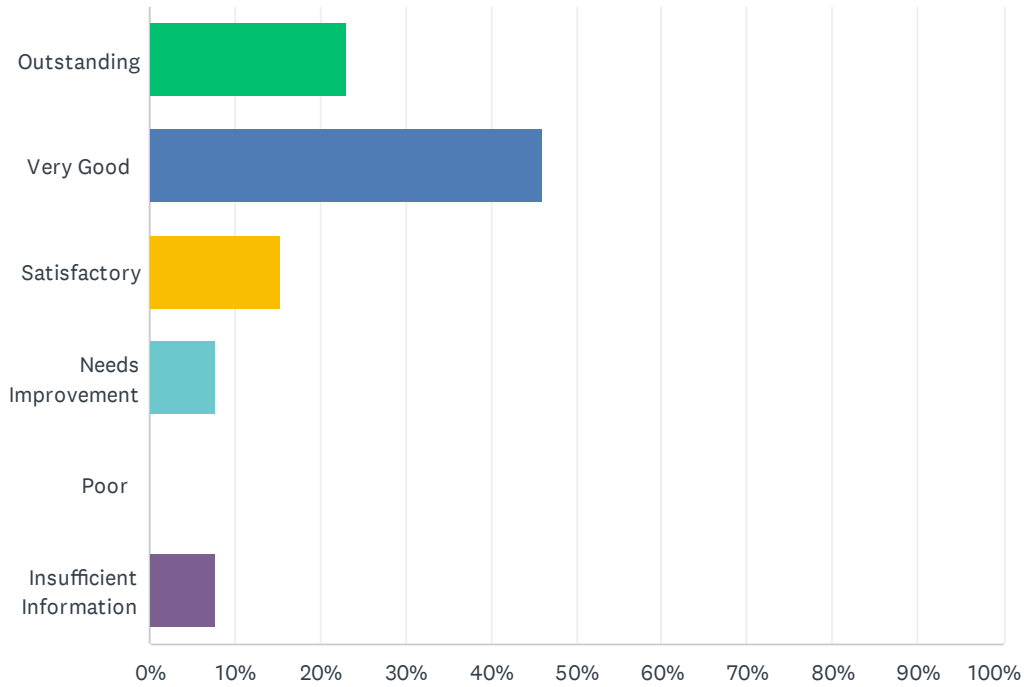
## Q12 COMMENTS:

Answered: 2 Skipped: 11

#	RESPONSES	DATE
1	Materials are usually very thorough and no director is afraid to speak up.	1/19/2022 4:23 PM
2	We can improve on involving everyone in discussions.	1/12/2022 4:12 PM

### Q13 The Board has criteria against which it evaluates and monitors its performance.

Answered: 13 Skipped: 0

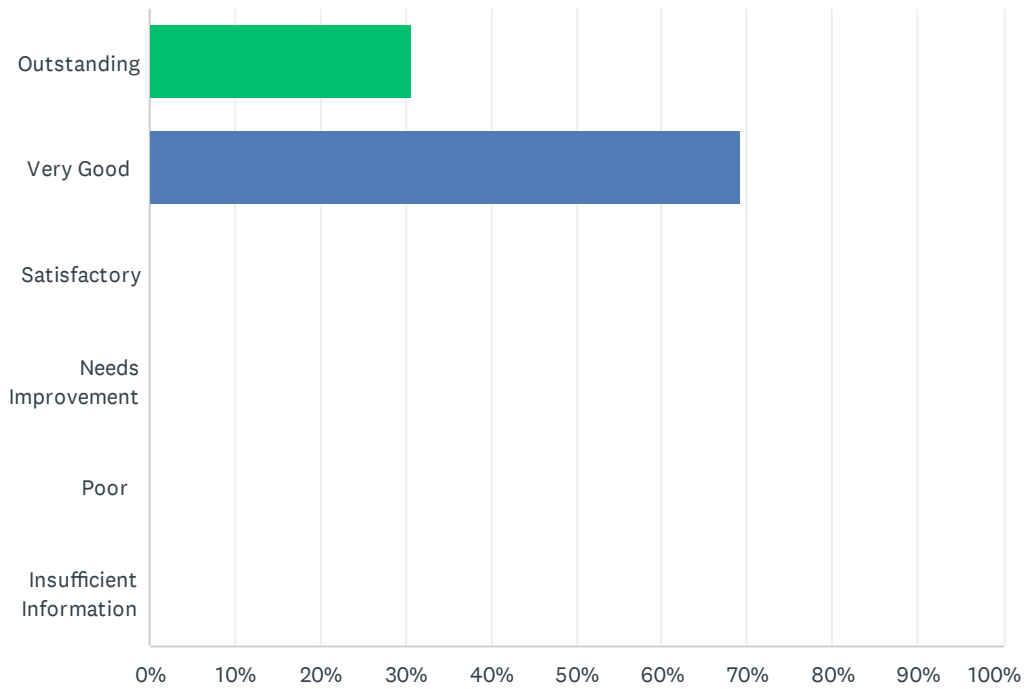


ANSWER CHOICES	RESPONSES	
Outstanding	23.08%	3
Very Good	46.15%	6
Satisfactory	15.38%	2
Needs Improvement	7.69%	1
Poor	0.00%	0
Insufficient Information	7.69%	1
Total Respondents: 13		



### Q14 There is open and honest communication among Directors.

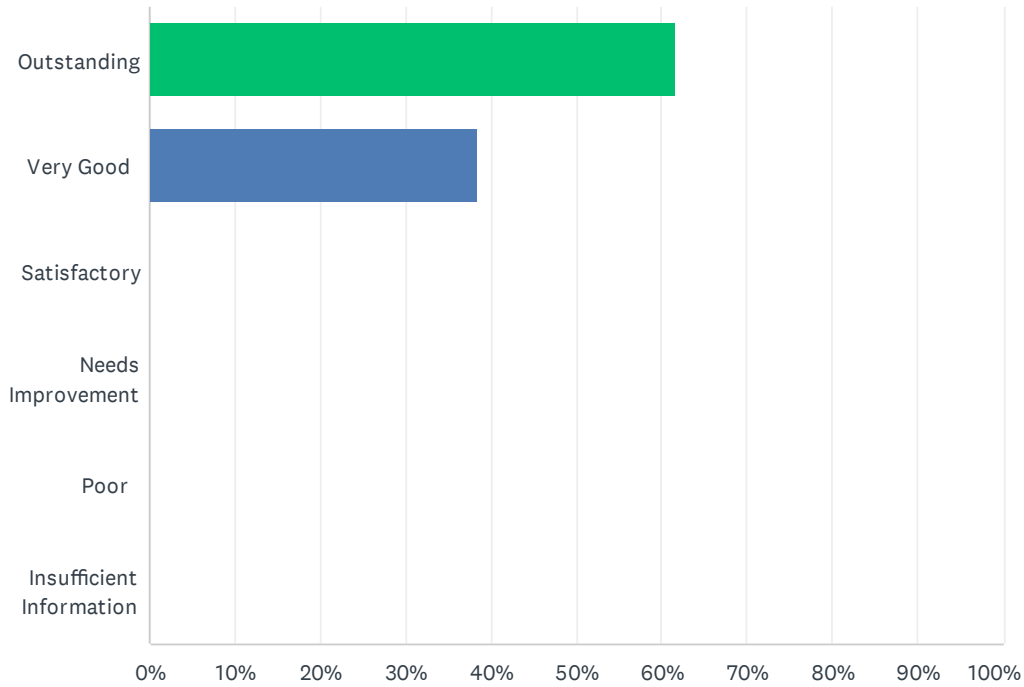
Answered: 13 Skipped: 0



ANSWER CHOICES	RESPONSES
Outstanding	30.77% 4
Very Good	69.23% 9
Satisfactory	0.00% 0
Needs Improvement	0.00% 0
Poor	0.00% 0
Insufficient Information	0.00% 0
Total Respondents: 13	

## Q15 There is open and honest communication between the Board and the President/CEO and Staff.

Answered: 13 Skipped: 0



ANSWER CHOICES	RESPONSES	
Outstanding	61.54%	8
Very Good	38.46%	5
Satisfactory	0.00%	0
Needs Improvement	0.00%	0
Poor	0.00%	0
Insufficient Information	0.00%	0
Total Respondents: 13		

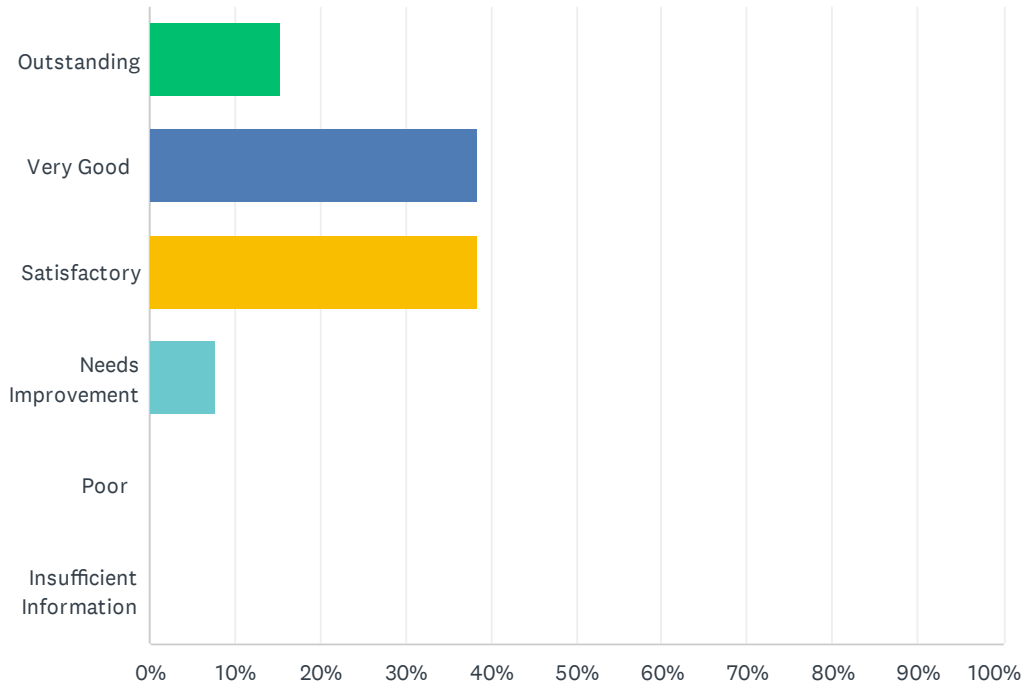
## Q16 COMMENTS:

Answered: 1 Skipped: 12

#	RESPONSES	DATE
1	Honestly, not sure if we have criteria we are evaluating ourselves against.	1/19/2022 4:24 PM

## Q17 The Board is given timely continuing education to broaden its information base in order to develop policy.

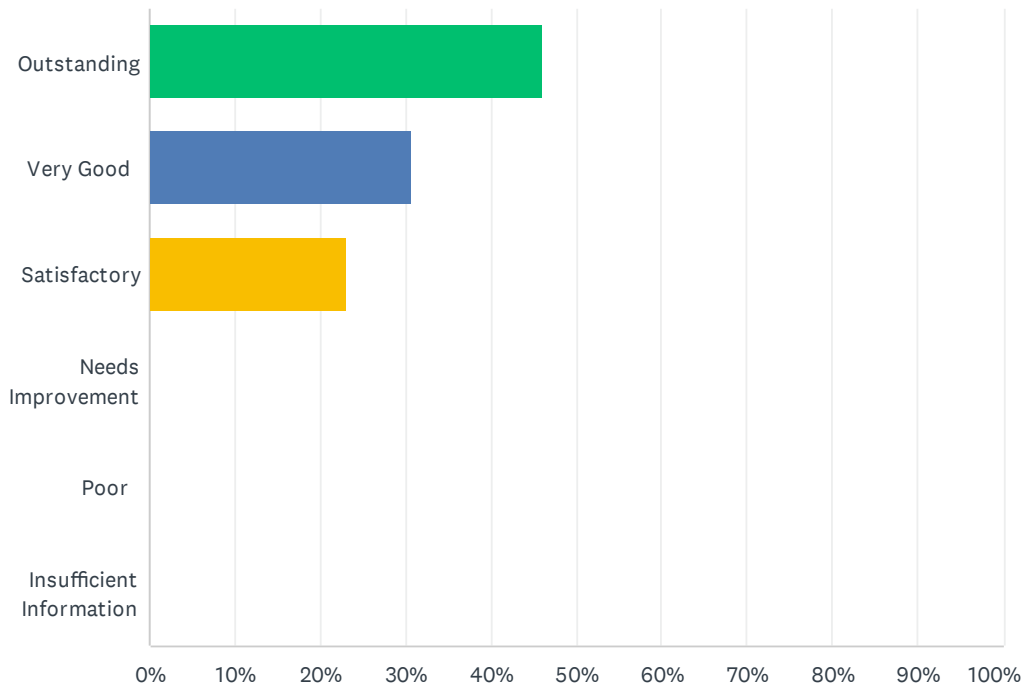
Answered: 13 Skipped: 0



ANSWER CHOICES	RESPONSES	
Outstanding	15.38%	2
Very Good	38.46%	5
Satisfactory	38.46%	5
Needs Improvement	7.69%	1
Poor	0.00%	0
Insufficient Information	0.00%	0
Total Respondents: 13		

## Q18 Directors are given ample opportunity to participate in FBST events and activities.

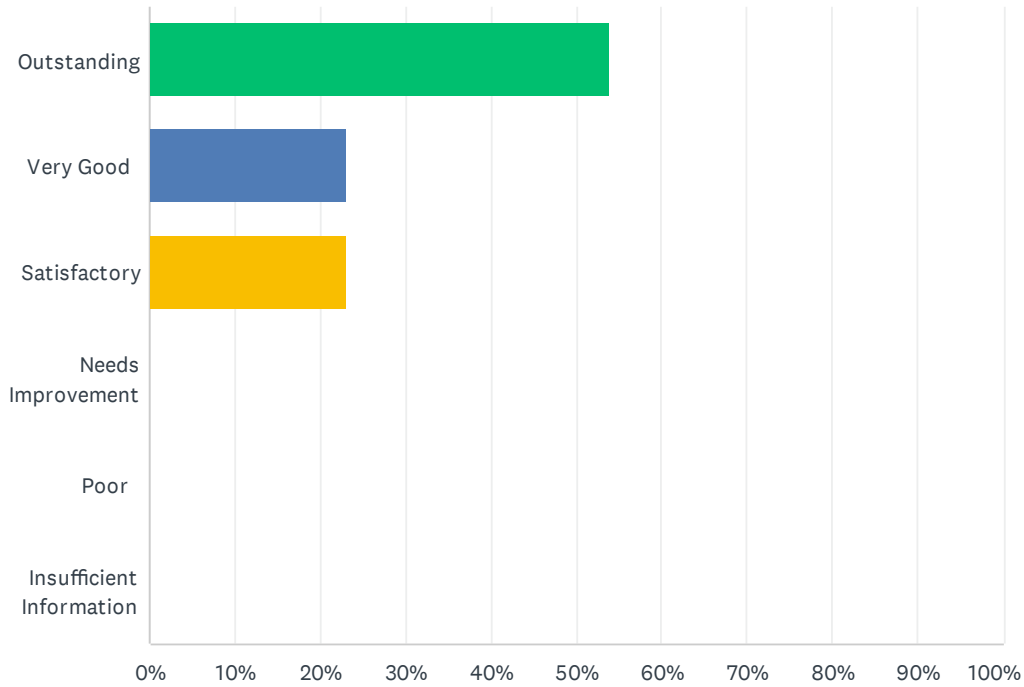
Answered: 13 Skipped: 0



ANSWER CHOICES	RESPONSES	
Outstanding	46.15%	6
Very Good	30.77%	4
Satisfactory	23.08%	3
Needs Improvement	0.00%	0
Poor	0.00%	0
Insufficient Information	0.00%	0
Total Respondents: 13		

## Q19 Directors routinely receive updated information that is pertinent to effective Board operations.

Answered: 13 Skipped: 0



ANSWER CHOICES	RESPONSES	
Outstanding	53.85%	7
Very Good	23.08%	3
Satisfactory	23.08%	3
Needs Improvement	0.00%	0
Poor	0.00%	0
Insufficient Information	0.00%	0
Total Respondents: 13		

## Q20 COMMENTS:

Answered: 4 Skipped: 9

#	RESPONSES	DATE
1	There are so many acronyms and organizations supporting the Food Bank (TEFAP, HPNAP, etc). I'm not sure all Board members fully understand these relationships. Would be good to do an education session once a year.	1/19/2022 4:27 PM
2	#18. Covid has greatly limited these opportunities. All members looking forward to "end" of pandemic so more opportunities open up. #19. Board meets infrequently and meetings generally very good; sometimes feel we could use between meeting updates/news between meetings.	1/14/2022 4:47 PM
3	COVID has made some items slip into the background, but "we" have done well in these difficult times.	1/12/2022 4:13 PM
4	Given the pandemic, there have not been opportunities to participate in FBST events and activities. Hopefully this is a temporary situation and should change later this year.	1/11/2022 4:13 PM

## Q21 What are the greatest strengths of this Board?

Answered: 13 Skipped: 0

#	RESPONSES	DATE
1	Diverse views Commitment Trust Relationship with Natasha and her staff	1/21/2022 4:08 PM
2	Creativity, diversity of backgrounds, passion for the Food Bank	1/19/2022 4:30 PM
3	Collective backgrounds of board members is diverse.	1/18/2022 5:49 PM
4	Communication is excellent; Staff interaction; Knowledge sharing; transparency	1/17/2022 4:25 PM
5	This Board brings PASSION for mission for the FBST organization.	1/17/2022 11:44 AM
6	Members fully committed to the mission; Members willing to support CEO in new activities & try new initiatives; Members willing to demand accountability and greater degree of sophisticated data while wholeheartedly supporting CEO and strategic direction; Members willing to tackle deficits, e.g. Inclusion/Diversity with enthusiasm. It's a FINE board with individuals with integrity who want to make a difference.	1/14/2022 4:52 PM
7	1. Variety of experiences and backgrounds, and people share opinions. 2. Belief in the mission of the FBST	1/12/2022 4:18 PM
8	very high functioning board that enjoys a candid and collaborative relationship among members. There is a common dedication to the mission. All strive for success.	1/12/2022 10:32 AM
9	Commitment and loyalty	1/11/2022 5:59 PM
10	Trust, openness, engagement, leadership across all professional areas, passion for the FBST mission, collaborative relationship with Natasha and her team.	1/11/2022 4:16 PM
11	It is a diverse board that engages in decision making and not afraid to speak up when necessary	1/11/2022 3:58 PM
12	Diversity of background and professional experience	1/11/2022 3:54 PM
13	Great folks from many backgrounds working toward a common goal and vision.	1/11/2022 3:35 PM



## Q22 What could this Board do differently to increase its effectiveness and value to the Food Bank?

Answered: 12 Skipped: 1

#	RESPONSES	DATE
1	Optional board training Sharing of appropriate articles on food insecurity More knowledge of diocese and the bankruptcy	1/21/2022 4:08 PM
2	No where to draw the line on delegation. I sometimes feel like the Board is asked to make decisions when those decisions are better made at the organization level.	1/19/2022 4:30 PM
3	Overall the board functions well. More of an emphasis on personal and corporate development would be one area to improve.	1/18/2022 5:49 PM
4	We can continue to evaluate our board and each directors performance to pursue opportunities for improvement, e.g. a skill based board. We are doing this currently, however, continue this practice.	1/17/2022 11:44 AM
5	None not already identified	1/14/2022 4:52 PM
6	Continue to: 1. Work on effectively spending the Strategic Investment Fund. 2. Build a pipeline of effective and diverse board members.	1/12/2022 4:18 PM
7	I look forward to the day we can all be back in the room together as I do think in-person is more effective. However, I think this group has been very effective governing in a remote mode.	1/12/2022 10:32 AM
8	Increase diversity	1/11/2022 5:59 PM
9	We will need to create ways to bond as a board outside of meetings. We intended to begin this endeavor with the volunteer activity but the pandemic prevented us from meeting.	1/11/2022 4:16 PM
10	I would not change anything	1/11/2022 3:58 PM
11	N/A	1/11/2022 3:54 PM
12	I feel the board is very effective with decisions that are helping shape how the food bank operates and continues to operate for years to come.	1/11/2022 3:35 PM

## Q23 What should be the key strategic focus of this board over the next five years?

Answered: 11 Skipped: 2

#	RESPONSES	DATE
1	How to balance funding and services Natasha succession Navigating catholic charities situation	1/21/2022 4:08 PM
2	How grow and strengthen the business to be self sustaining. This is a unique opportunity with \$5 million in SIF. Make sure the Food Bank develops meaningful, impactful, long lasting and sustainable programs with this money.	1/19/2022 4:30 PM
3	Oversee disbursement of Strategic Investment funds. Continue to enhance development efforts.	1/18/2022 5:49 PM
4	1. Continue to pursue a diverse, skill-based board 2. Continue to plan and discuss succession strategies and plans. 3. At a set-time frame on a committee, consider evaluating and rotating composition of the committees to give Board/Committee members different perspective/creative view of the overall organization	1/17/2022 11:44 AM
5	The contents of our strategic plan.	1/14/2022 4:52 PM
6	1. Effectively spending money of SIF projects. 2. Reach more people/clients who need assistance. 3. Continue the great work of the FBST and its leadership and staff.	1/12/2022 4:18 PM
7	Continuing on our path of feeding, advocating and educating	1/12/2022 10:32 AM
8	Using surplus funds to make significant leaps in service and impact	1/11/2022 5:59 PM
9	Find ways to maintain the strong momentum of donation streams.	1/11/2022 3:58 PM
10	Provide Advice and Feedback on the development and execution of the strategic objectives of the food bank consistent with its mission.	1/11/2022 3:54 PM
11	Continue to strive for diverse board members from outlying areas to help mitigate any areas that may be missing and/or needing help the foodbank can offer.	1/11/2022 3:35 PM

**FOOD BANK OF THE SOUTHERN TIER**

**Board of Directors  
2022 Membership Terms**

In accordance with Article III, Section 3, Paragraph b of the Food Bank's by-laws, Directors shall be elected for terms of three years, which terms shall be divided as nearly as possible into three classes of Elected Directors so that each year only about one-third of the Elected Directors' terms will expire. An Elected Director may not serve more than three consecutive three-year terms. Members are elected at the Food Bank's annual meeting in February.

<b>Current Board Members</b>	<b>First Term Ending</b>	<b>Second Term Ending</b>	<b>Third Term Ending</b>	<b>Committees</b>
Grace Park	2017	2020	2023	N&CG
Steve Hoyt	2018	2021	2024	Executive, Finance & Audit
Joe Thomas	2018	2021	2024	Executive, Development, N&CG
John Bayne	2019	2022	2025	Development
Mary Pat Dolan	2019	2022	2025	Executive, N&CG
Alison Wolfe	2020	2023		Development, N&CG
Jessica Renner	2021	2024		Executive
Shannon Matteson	2021	2024		Finance & Audit
Karl Krebs	2021	2024		Finance & Audit/DOR
Anis Fadul	2022	2025		Development
Erin Summerlee	2023			Strategy
Marty Heysham	2023			N&CG
Fred Van Sickle	2024			N&CG
Kathleen Rasmussen	2025			Strategy
Andy Fagan	2025			Strategy
Jamie Kaffenbarger	2025			Development
Tricia Khan	2025			Finance & Audit
Connie Park	2025			Development
<b>Past Board Members</b>	<b>First Term Ending</b>	<b>Second Term Ending</b>	<b>Third Term Ending</b>	<b>Actual Term End Date</b>
Peter Newman	2016	2019	2022	Feb 2022
Michael Eisner	2019	2022		Feb 2022
Carin Rouleau	2015	2018	2021	Feb 2021
Lorna Swaine-Abdallah	2021			Feb 2021
Nancy Miller	2014	2017	2020	Feb 2020
Christina Sonsire	2022			Sept 2019*
Sheri Hughey	2017	2020		Feb 2019*
Mark Bordeau	2013	2016	2019	Feb 2019
David Radin	2013	2016	2019	Feb 2019
Allison Strife	2018			Feb 2018
William Powell	2012	2015	2018	Feb 2018
Stephen Fowler	2012	2015	2018	Feb 2018
Peter Cronk <i>dec.</i>	2019			May 2017*
Carol True-Palmer	2017*partial			Oct 2016*
Krista Matia	2016			Feb 2016
Joe Antos	2010	2013	2016	Feb 2016
John Alexander	2009	2012	2015	Feb 2015
Todd Reasons	2014	2017		Oct 2014*
Patricia McLellan	2015			Feb 2015
Robert Roemmelt	2012	2015		Feb 2015
John Nozell	2017			July 2014*
Robert Grissom	2016			Feb 2014*
Richard Wardell <i>dec.</i>	2007	2010	2013	Feb 2013

David Orlovsky	2012	2015		Dec 2012*
Krista Niles-Updyke	2007	2010	2013	Feb 2014
Mary Pat Dolan	2008	2011	2014	Feb 2014
Michael Judd	2015			Feb 2013*
Tara Masters	2014			Feb 2014
Betsey Bacelli	2014			June 2012 *
Joseph Simmons	2012			Feb 2012
Joanne Aloï	2013			May 2011*
Brigid Allinger	2011			Feb 2011
Molly Lane	2011			Feb 2011
Robert Ivers	2008	2011		Feb 2011
Sister Marie Castagnaro	2007	2010		Feb 2010
Ian Harrop	2006	2009	2012	Feb 2010*
Charlie Burke	2010			Aug 2009*
Ray Denniston <i>dec.</i>	2009			Sep 2008*
Marianne Zuk	2009			Apr 2008*
Mary Meisner	2011			Feb 2008*
Anthony DeSanctis	2009			Dec 2007*
Anthony Ciccariello	2008			Dec 2007*
Thomas Gaige	2009			Nov 2007*
Jean Owens	2007			Feb 2007
Joseph Slavik	2006			Feb 2006
Jason Arnold	2006			Jan 2006
Beth Wasson	2007			Dec 2005*
Kathy Stein	2006			Jun 2005*
Russell Minier	2006			May 2004*
Michael Capalupo	2006			Jan 2004*
Cynthia Cave-Gaetani	2006			Nov 2003*

\* denotes unfinished term

<b>Diocese Rep.</b>	<b>Yrs. served</b>
Anthony Barbaro	- 2019
Laura Opelt	2019 - 2020
Jack Balinsky	2020 - 2021
Karen Dehais	2022 -

**FOOD BANK OF THE SOUTHERN TIER**  
*Board of Directors, Nominating & Corporate Governance Committee*  
Exit Interview Questions

These are suggested questions for interviews with Directors who have completed their Board service. The exit interview is to be completed by the Chairperson of the Nominating & Corporate Governance Committee and shared with the Executive Committee as appropriate.

1. Generally speaking, have you been satisfied with your service as a Board member?
2. With what aspects of your Board service have you been most satisfied?
3. With what aspects of your Board service have you been less than satisfied?
4. Do you feel that your opinions and suggestions have been taken seriously and utilized effectively?
5. Do you feel that your skills and talents have been adequately utilized during your tenure?
6. Is there more that you would have liked to have accomplished as a Director?
7. In what ways do you perceive that the Board could become more effective?
8. In what way could the structure of the Board be more effectively organized?
9. With regard to personal talents and skills, what are the strengths and weaknesses of the Board as it is presently composed. What skills or expertise could be expanded?
10. What observations would you like to make for the good of the future of the Board?
11. What observations would you like to make for the good of the future of FBST?
12. Why are you leaving the Board? Could anything be done to continue your service as a Director?
13. What kind of relationship would you like to have with the Food Bank going forward? (Check all that apply)
  - Continue serving on a BOD committee
  - Assist with fundraising – including TY program
  - Assist with friend-raising- continue to make connections in the community
  - Volunteer in Production/at Mobile Food Pantry/at a local pantry or meal site
  - Volunteer in another capacity (please describe)
  - Recruit new BOD/committee members
  - Mentor new BOD members
  - Mentor Food Bank staff

Date Developed: 12/21/07

Date Revised: 1/24/2022

Source: Chautaugua Institution

**FOOD BANK OF THE SOUTHERN TIER**  
**Board of Directors**  
*New Member Orientation*  
*Tuesday, February 8, 2022*  
**4-6:00PM**

**AGENDA**

I.	Welcome & Introductions	15
	a. Welcome from Karen Dehais, Executive Director Catholic Charities of the Diocese of Rochester	
II.	Food Banking 101	90
	a. Overview w/ Natasha Thompson	
	b. Warehouse Operations Overview w/ Dave Patterson	
	c. Community Impact Department Overview w/ Randi Quackenbush	
	d. Health & Nutrition Department Overview w/ Matt Griffin	
<hr/> <i>10 MINUTE BREAK</i> <hr/>		
	e. Development & Community Engagement w/ Meghan Parsons	
	f. Understanding Food Bank Financials w/ Erica Loomis	
III.	BOD Member Expectations w/ Joe Thomas	5
IV.	Accessing the BOD Portal w/ Lynn Dates	5
V.	Questions & Adjourn	5