



## **Board Of Directors Minutes**

*Sunday, January 11, 2026*

### **Call to Order and Identification of Public Attendees**

Chair Sue Betts called the meeting to order at 09:00 AM Pacific Standard Time.

<b>Board Members</b>	<b>Present</b>	<b>Absent</b>
Sue Betts	x	
Bobbi Campbell	x	
Monica Foy	x	
Jonathan Magid	x	
Michael Anderson	x	
Njon Sanders		x
Lisa Swing-Corney	x	
Ivona Szudelski	x	

### **Non-Board Members Present:**

- Ewa Conroy, Secretary
- Lorraine Hull, Director of Development
- Robert Stump, Operations Manager
- Laura M., Community
- Travis B., Community
- Rich M., Community

## **Approval of Consent Agenda**

### **December 2025 BOD Minutes**

Motion: Lisa Swing-Corney moved to approve the December 2025 Board Minutes as presented.

Second: Monica Foy

**VOTE:** Sue confirmed a unanimous approval of December 2025 Board Minutes as presented with one abstention. (Ivona Szudolski abstained as she was not present for the December meeting.)

## **December 2025 Financial Report**

December 2025 Financial Report presented by Robert Stump.

Motion: Monica Foy moved to approve the December 2025 financial report.

Second: Bobbi Campbell

**VOTE:** Sue confirmed a unanimous vote to approve the December Financial Report as presented.

## **New Business**

### **Board Vacancy and Appointment**

Sue announced the retirement of Mary Beth O'Connor from the Board due to family matters, with deep appreciation expressed for her service.

Michael Anderson introduced Travis B., highlighting his involvement with LifeRing, including convening the popular "All Muse, No Booze" online meeting.

Travis affirmed that he had:

- Reviewed the Board Commitment Letter
- Agreed to uphold Board responsibilities
- Completed a Conflict of Interest form

A motion was made and seconded to appoint Travis B. to fill the Board vacancy.

**VOTE:** Approved unanimously.

Travis was officially welcomed to the Board.

## **Ongoing Business**

### **Corrective Action Policy:**

Policy created by Njon Sanders, designed to provide structure for handling breaches of LifeRing terms. Specifically, the proposed Emergency Meeting Policy, drafted by Njon Sanders, was reviewed. The Board discussed remaining language revisions needed prior to final approval.

Discussion focused on:

Alignment with existing bylaws (specifically Article 10.10)

Concerns regarding confidentiality language consistency across policies

The need to ensure any emergency procedures remain compliant with bylaws  
It was agreed to return the Emergency Meeting Policy draft to Njon for revision to ensure congruity with Article 10.10 of the bylaws.

Action Item: Request revised language consistent with bylaws before further consideration.

### **Corrective Action Policy**

Further discussion of addressed:

- Differentiation between emergent and non-emergent violations
- Clarification regarding intellectual property misuse (good faith errors vs. intentional misuse)
- Ongoing concerns about confidentiality language consistency

Because the Emergency Meeting Policy intersects with this document, the Corrective Action Policy was tabled pending revisions.

Sue confirmed a unanimous consent to table until February 2026.

### **Grievance Committee Formation**

The Grievance Committee is part of the Corrective Action Policy.

.Formation of the Grievance Committee has been previously approved; finalizing membership.

Volunteers from the Board: Bobbi (administrator), Ivona, Monica

Discussion addressed formation of the Grievance Committee as outlined in the Corrective Action Policy (Section 4), which requires:

- At least three Board members
- Two community members

Challenges in identifying qualified community members (preferably with HR or relevant professional experience) were noted.

It was agreed that:

The current Board-designated members may begin organizing and preparing to operate.

Efforts to recruit two qualified community members will continue.

Bobbi Campbell will convene an initial committee meeting to begin foundational work.

### **Whistleblower Policy**

The **Whistleblower Policy** has been adopted and awaits final posting pending grievance committee clarification.

The **Document Retention Policy** has been finalized and is publicly posted.

## Team Reports

### Treasury Report

#### **Treasurer's Report (Year-End 2025)**

Monica Foy presented the December and Year-End 2025 Treasurer's Report.

#### **Key Highlights:**

**Total Assets:** \$213,437 (exceeding \$200,000 milestone)

December Income: \$17,000

December Expenses: \$7,700

Net December Income: \$9,635

#### **2025 Totals:**

Income: \$110,349

Expenses: Just under \$75,500

Average Monthly Income: \$8,077

Average Monthly Expenses: \$5,959

*Primary income sources* included individual donations, meeting contributions, book and merchandise sales, and grants (notably in June and November).

*Book sales* were slightly down in the latter half of the year, though Recovery by Choice remained the top seller.

Overall, 2025 was characterized as a strong financial year.

### Development Report

Lorraine Hull presented the **Development Report**.

*Highlights* included:

- December 2025 fundraising slightly lower than December 2024 (@ \$4,000 difference)
- 2024 identified as a banner year for nonprofit giving nationally
- Fundraising/Marketing/Communications meetings moving to biweekly schedule
- Plans to distribute a short Board questionnaire to align members with fundraising engagement
- Focus on a January 31 grant opportunity addressing substance use disorder and loneliness
- January recognized as Substance Use Disorder Treatment Awareness Month
- Board members expressed willingness to assist with grant efforts.

### **Matching Gifts Campaign**

Board pledges nearly met the \$2,500 matching goal

\$1,097.73 raised externally

Fewer donors than prior year, but higher average donation (\$156.82)

Board leadership emphasized appreciation for broad-based donor engagement and growing community investment.

### **Outreach and Community Engagement**

#### **Micro-Projects and Engagement Initiatives**

Sue provided updates including:

*Convener Survey*: In development with regional representatives

**“Put a LifeRing On It”** Engagement Event:

Valentine’s Day (February 14) at 11:00 a.m. Pacific

#### **Community-wide online engagement drive**

*Winter Holiday Hangouts Attendance*:

December 24: 83 participants

December 25: 81 participants

New Year’s Eve: 97 participants

Appreciation extended to volunteers who facilitated these meetings.

### **Adjournment of Board of Directors Meeting**

Adjournment of Open Board Business

Sue made a motion to adjourn was made by Sue and seconded by Lisa Swing-Corney.

**VOTE:** Approved unanimously.

Meeting adjourned at 10:30AM PST, followed by a Public Forum for stakeholders.

### **Public Forum**

The meeting was opened to the public for comments, with a two-minute limit per person. Community members shared updates and comments.

### **Adjournment of Public Session**

The public meeting was adjourned.

**Executive Session**

Articles of Incorporation | Approved