



Maryland Network Against Domestic Violence

BOARD OF DIRECTORS MEETING MINUTES

Friday, May 13, 2016
10:00 am – 12:00 pm

Board Members Present: Laurie Duker, Inga James, Suzanne Bailey, Joan Stine; Karalyn Mulligan, Kelley Rainey (phone), Shirley Schreffler, and Lauren Shaivitz.

Board Members Absent: Keyandra Brisco, Tovah Kasdin, Tanya Sisler and Jeff Spaulding

Staff: Michaele Cohen, Amy Johnson, and Erin Boguski.

■ Welcome and Introductions

Michaele Cohen announced that Dominic Goodall, part-time MNADV Prevention and Communications Specialist, has left the MNADV to accept a full-time position with the DOVE Program at Northwest Hospital.

■ Written Material to Review

- **Board Minutes** - the minutes for April 2016 were accepted.
- **Executive Director's Report**
 - The Board reviewed the report.
 - The recent domestic violence arrest of the Anne Arundel County Sheriff and several recent homicide cases resulted in calls from the media to the MNADV and subsequent interviews. It was noted that the 911 call, LAP screen, and police report in the case of the Sheriff's arrest are available online.
 - It was suggested that the MNADV consider a media strategy when domestic violence murders and mass shootings related to domestic violence occur.

■ Board Actions Required

- **990 – FFY 2014 (MNADV FY 2015)**
 - The Board of Directors reviewed the draft 990 before final submission. The 990 was prepared by Fiscal Manager Jo-Anne Williams-Barnes and reviewed by Executive Director Michaele Cohen.
 - It was noted that most of the information was based on the MNADV's fiscal year, except for the executive director's salary, which was based on the 2014 calendar year.
 - The Board reviewed the revenue and expenditures, most of which were from the FY 2015 audit. The initial pages also included descriptions of the MNADV's four primary activity categories: 1) Training, Technical Assistance and Coalition Building; 2) Law Enforcement Training; 3) Domestic Violence Education and Awareness; and 4) Legislative, Public Policy, and Systems Advocacy.
 - Of particular interest to the Board were Section A - Governing Body and Management and Section B – Policies. These sections included the required policies and procedures that the MNADV has implemented.
 - It was noted that the executive director's salary in calendar year 2014 included 27 payrolls instead of the usual 26.

- The five year chart of MNADV revenues showed significant increases, while interest earned has decreased dramatically. It was noted that public support for FY 2015 was 96.64%, which is very good.
- It was noted again that the MNADV ended FY 2015 \$3,305 in the black.
- Current and past lobbying expenditures are significantly under the amount of funding allowed by federal law for 501c3s. It was also noted that the MNADV pays a very small amount of money for the Legislative Counsel's activities during the 90 day legislative session. Cynthia Lifson has reported that she provided approximately 225 hours of service during the session. She would be earning 10 times more money if compensated at her attorney hourly rate rather than the flat rate paid by the MNADV each session.
- There was a question about whether the MNADV documented all volunteer hours other than the match required by funders (grants). The MNADV does not. Most of the in-kind match required in grants comes from volunteer participation in grant activities and donated meeting space.
- A small change was recommended – and was made in the final version – to add “concerned individuals” to the description of Board members.
- *The Board of Directors approved the 990.*

■ **MNADV Salaries**

Staff Salaries for FY 2017

- *The Board of Directors approved a 3% across-the-board salary increase for MNADV staff for FY 2017.*
- The final FY 2017 budget will be approved by the Board in October when all grants have been received for the FY 2017 year.

Compliance with the MNADV's federally required “Executive Compensation Policy”

- In order to comply with the MNADV's federally required “Executive Compensation Policy,” *the Board discussed comparable salary data for non-profit executive directors and senior managers.*
- Salary ranges vary depending on the organization size, budget, sources of funding, staff size, and geographical location as well as managerial responsibilities.
- Local, regional, and national comparability data suggest that the median salary for an executive director in an organization like the MNADV is about \$80,000. *The Board approved the proposed executive director salary for FY 2017 for \$74,160, which includes the 3% increase.*
- Board members with access to the annual MANO salary study offered to share it, and the MNADV will ask NNEDV about an updated coalition salary survey (last conducted in 2010).

■ **Funding – Grant Applications – Update**

■ **MVOC Grant**

- This year, Maryland Victims of Crime (MVOC) funding has been expanded to include training activities and statewide projects.

- The focus of the MNADV application is abuser intervention programs (AIP). This is a follow-up to recent symposia that are part of this year's VOCA grant on IPV, trauma, and substance use.
 - The proposed grant would include quarterly workshops on AIP issues, bring national best practices training to Maryland, and provide support for the Maryland Abuser Intervention Collaborative (MAIC).
 - The Governor's Family Violence Council had an extended discussion at their last meeting about the need for more AIP facilitator training. The MNADV has discussed the MVOC proposal with GOCCP.
 - Comments addressed the question of AIP effectiveness (works best while abuser is under supervision?) and recidivism rates.
 - It was noted that a limited amount of VAWA STOP funding can be used for AIPs under certain circumstances.
 - It was suggested that the Board discuss offender issues at a future meeting.
- **BJA Grant – Risk Assessment**
 - The MNADV's concept paper was accepted, and the MNADV was invited to submit an application to fund a risk assessment project that would incorporate the LAP and focus on offender risk assessment. It would have a significant research component and include pilot projects in Maryland.
- **VAWA STOP Grants – Proposed Rule**
 - The MNADV reviewed the proposed rule for VAWA STOP grants, and it was noted that states will be required to demonstrate how they are addressing homicide reduction. Many states are utilizing the MNADV's Lethality Assessment Program (LAP) to meet this requirement.
- **Legislation and Legislative Advocacy**
 - **Legislative Reports to the Board**
 - The Board discussed its role in legislation, which is to provide guidance and policies and to identify gaps.
 - It was suggested that legislative reports to the Board be shorter with fewer details.
 - **“Achieving Legislative Success – The MNADV Process”**
 - The MNADV staff provided this document to suggest a framework for Board discussion and policy decisions.
 - It was suggested that this process provides a learning tool for Board members not familiar with the legislative process.
 - The Board needs to better define its role in the MNADV's legislative advocacy process.
 - **Gaps, Needs and Problems**
 - There is a need to identify issues that have legislative solutions.
 - The MNADV annually requests input from a broad diversity of people in the field to identify potential legislative issues. A request will be sent out this summer.
 - The MNADV Board should use a board meeting to brainstorm about legislative issues. The discussion should start soon as fall may be too late.

■ Board Role in Legislative Advocacy

Overall Board Role

- It was noted that the MNADV's by-laws are outdated and need to be revised to clarify the Board's overall role.
- Comments were made about the Board's role in general: facilitation, support, legislative policy, financial oversight and fundraising, independent oversight, vision.
- It was noted that the MNADV is a very successful and well-managed organization.

Board's Role in Legislative Advocacy

- What is the Board's role in legislative advocacy? Visioning? Setting the legislative agenda? Identifying gaps and needs? Making calls to legislators?
- What is the Board's role and how should it be implemented? What is the MNADV's legislative vision? Should there be a four year strategy? Is the MNADV risk-averse or too cautious? Should Board members testify on bills?
- The importance of collaboration with other organizations was noted and that unity among key partners is essential for respect and credibility. Among the MNADV's key legislative partners are the House of Ruth Maryland (Dorothy Lennig) and the Women's Law Center (Laure Ruth).
- This MNADV Legislative Committee is co-chaired by Laure Ruth and Michelle Smith (a former prosecutor and expert in criminal law).
- A question was asked about whether the Legislative Committee has a timetable for deciding on issues to be considered.
- Issues for consideration include firearms and strangulation.
- Partners should be surveyed: members, allies, and domestic violence programs to get input on legislation.
- It was suggested that there also be outreach to DVCCs – in-person by Board members – to ask for feedback on legislative issues.
- It was also suggested that the MNADV include a discussion of a broader legislative approach that includes media and grass roots efforts.
- Michael Cohen said that the MNADV could contact NNEDV about providing guidance and facilitation about the Board's overall role.
- *It was recommended that the June Board meeting be a "mini-retreat" with a 3 hour meeting (10:00 am -1:00 pm) to discuss vision, values, and the larger Board role as well as legislative issues. MNADV staff will arrange the location.*
- *Action Item: each Board member will ask for legislative input about issues needing to be addressed from their counties and DVCCs.*

■ 2016-2017 Board of Directors

- Prospective Board members
 - The Board discussed recruiting new Board members for 2016-2017. The focus was on persons who assist underserved populations.
 - There was also a suggestion to expand the geographical representation (as envisioned in the original by-laws), but it is challenging to get members from distant counties because of the travel.
 - Fiona Oliphant from DVRP has agreed to serve on the upcoming Board.

- Laurie Duker has spoken to Eliane Lakum, a student and survivor, about her interest in the Board.
- Other suggestions included representatives from racial/ethnic groups, LGBTQ, Casa de Maryland and others. MNADV staff have a list of potential members that they have worked with.
- There are three vacancies on the current Board.
- Laurie Duker, Shirley Schreffler and Michael Cohen offered to be on a Nominating Committee.
- The Board discussed who nominates or identifies potential Board members -- staff or Board members?

■ **MNADV Domestic Violence Conference**

- The conference has attracted a substantial list of sponsors (see Executive Director's Report)
- Registration for the conference is still open.

■ **Executive Session**

**The next MNADV Board of Directors Meeting
will be
Friday, June 10, 2016
10:00 am – 1:00 pm
at the
Living Room at Airport Overlook (BECO)
785 Elkridge Landing Road
Linthicum, MD 21090**

NOTE EXTENDED TIME AND DIFFERENT LOCATION