**NYSPHA Board and Staff Development Committee Meeting**

**11/12/20, 12-1pm**

Present: Denise Tahara, Susan Franko, Katie Connors, Brianna Maher, Juliana Rich, Brett Harris

* Juliana Rich, Cornell senior, presented the results of the board member survey which led to discussion about recruitment of new board members
* Targets for board recruitment
  + Skills and expertise - Fund development, communications
  + Geographical representation – North Country, Central Region, and Long Island
  + Age – attract younger membership
  + Men and racial/ethnic minorities
* Next steps for the Board
  + Board members should create their short list for applicants and groups/orgs
  + Conduct outreach to new groups and organizations such as CHCANYS, social work
  + Committee will create a letter to send out to these individuals and group
* New, two step process for recruiting applicants for board
  + Review by Board and Zoom interviews for vetting
  + Vetted members placed in front of membership for voting
  + Time for members to “meet” applicants prior to voting
    - Intro board applicants at annual meeting to meet membership – meeting time, moderators of sessions, 2-3 min video to be on WHOVA app
* A significant proportion of Board members said they wanted to do more in coming year. Participation should take place within committees so participation should be encouraged.
  + December board meeting, committee chairs should describe activities planned for next 6-12 months and see who would like to join/participate
* Next steps: Juliana will summarize draft updates to the board application and to vetting process, top five priority areas from template, and how to use data each year which will change our priorities. She will also revise the slide deck for presentation at the November board meeting. Brett will summarize the discussion during the November Board meeting.