

Feb 15, 2022

JLSF Retreat Part 2: Minutes

In attendance- Jessica Wolf, Rebecca Tuffey, Fabio Tavares, Ian Jorgensen, Renee Schneider, Laura Parker, Melissa Brown, Sandra Bain Cushman

Agenda: Icebreaker, mission, support BIPOC trainees, DEI education in AMSAT, ongoing & future scholarships

I. Motions- regarding future of JLSF

- A. Closing up shop- fail
- B. Keep it the same- motion failed (Reasons below)
 - 1. We have stretched out our current donor base, keeping it the same is not sustainable without expansion
 - 2. Would require some BIG donations to survive without expansion
 - 3.
 - a. a hybrid approach is possible (not throwing away old model, but not beholden to it)
 - b. spreading money more evenly across the BIPOC community in AT
 - c. Half tuition was not enough financial support for some
- c. C. "DISRUPT" our current mold
 - 1. Expand range & breadth of JLSF services
 - a. no one against this motion.
 - b. only Con: a lot more work

II. Action Item: Idea for expanding DEI training in the AmSAT community:

- A. offer a Wednesday workshop with a paid expert on DEI (still donation-based), with the possibility of expansion.
 - a. Doesn't have to be a Wednesday, but it is on people's radar
 - b. A joint experience with Taking time to Connect another option (or both!)
 - c. We have open space in the Wednesday workshops in late Spring and can start looking into programming and expert
- B. Possibility: Pyeng continues with out very small group, but we have the option of adding another group with her that is broader
- C. Renee is a part of a BIPOC Non-Violent communication program, a possible resource

III. We need to be clear with the donors about how we are spending the money

- A. We are supporting the trainees

B. When we pivot, we must be clear the money is ALSO going toward these other programs

1. Scholarships, DEI education, Financial Support

C. Mission statement progress: Rebecca has been changing the language on the newsletter based on our first Retreat. Continuing the exploration:

1. Define necessity for change or it will not be received by the audience
2. Our ultimate mission is for AT to be available to the community.
3. Our mission statement needs to capture who we are to people outside of our community to draw them in. A mission statement is immediately followed by purpose, which helps to clarify. The Purpose section would include our dedication to BIPOC trainees
4. Some wording suggestions were discussed for our Mission statement and including this in our Wednesday workshop introductions

IV. Action: Sandra & Melissa volunteered to work on an outreach list of self-identified BIPOC trainees

A. Too early to ask if they need money

1. We can start to work on a form for people applying for funds, but it is a ways away

B. Inspiration for our way of proceeding

1. a link for Donors of Color
2. a link for Opera Buffs Grant application

V. Wednesday Workshops

A. Next up for reaching out to people for Wednesday workshops: Pyeng, Misako

B. Also looking at options of DEI expert. Not an intensive, workshops “sprinkled” in at first as we grow an audience.

C. Wednesday workshops- Summer scheduling

1. Virtual conference late June
2. Business Meeting 7/30 & 7/31
3. How far out are we interested in scheduling?
4. Perhaps a break from workshops because of Congress?

VI. Future meeting topic to discuss: If we are expanding workshops, do we want to provide an opportunity for participants to provide an evaluation for future programming and grant opportunities

VI. Future meeting topic/idea to discuss: Donor subscription, perhaps an enticement is automatically receiving videos as if it's a “Membership”

Next meeting: 3/1/22 6:30 pm EST