

T.H.R.I.V.E. Association
Board Meeting Minutes: January 22, 2024
At 10019 Woodlake Drive, Dallas, TX 75243

Board Members:

Present: Victoria Walker and Torrey Mirow

Quorum Present: Yes


Proceedings:

Meeting is called to order at 9:29 AM by Chair, Victoria Walker.

- Ms. Walker and Mr. Mirow have discussed the importance of monthly meetings of the board, rather than quarterly/bi-annual meetings that were originally established by the late Mr. Gillespie. This would allow for more effective and efficient management as a whole for the Organization. Mr. Mirow has suggested that this is in the best interest of the Organization and will lead to more timely and consistent improvements. Ms. Walker strongly concurs.
- Mr. Mirow raised the issue of the Organization's website needing a complete overhaul, based on feedback gleaned over years of donor/volunteer feedback. A simpler approach, with less nested menus, more forward-facing updates, and more direct information regarding the Organization are at the top of the list of improvements. Ms. Walker agrees with the suggestion and also stresses the importance for all necessary documentation to be on our website, rather than having only physical copies available for review.
- After looking through post-Stand Down inventory and also gathering feedback from Stand Downs that we had sent our goods to, Ms. Walker made the suggestion that the Organization should move towards only using in-house designed patterns to ensure less unnecessary and unwanted variations that inevitably are not chosen by the communities that we serve. The goal would be to have two patterns for each garment (i.e. 2 knit hats, 2 knit scarves). The same would be done for crochet and sewing patterns as well. Mr. Mirow agrees.
- After looking through the yarn inventory, both Ms. Walker and Mr. Mirow discussed in length what can be done and what are the best use-cases for yarns that have been sitting unused for inordinate amounts of time. These yarns are predominantly in colors or textures that are generally unacceptable on their own and our previous attempts to use them for garments failed, based on feedback from the Veteran communities and VAs that we serve. It has been suggested that the most outlandish/inappropriate yarns that would never suit the mission could be sold at fair-market value to help raise money for the Organization's operational costs.

- After a general assessment of our Organization's handling of disputes and looking to other comparable organizations' methods, Ms. Walker has put forth the suggestion to the board that we bring dispute resolution in-house and make it mandatory for all volunteers/donors agree to mediate any and all disputes with the Organization. Ms. Walker found this to be essential, based on experience with disgruntled donors and volunteers. The ultimate goal is to have constructive, respectful conversations between the Organization and the donors/volunteers to resolve any issues brought forth. Mr. Mirow concurs.
- Meeting adjourned by: Victoria Walker at 10: 40 AM January 22, 2022.
- Minutes submitted by: Torrey Mirow

All T.H.R.I.V.E. Association members in attendance below agree with all of the foregoing.


Ms. M. Victoria Walker


Mr. Torrey I. Mirow