

## September 25 Meeting:

- We amended and voted on the ethics policy—the updated policy will be published to the CA website
- We recapped the townhall meeting and discussed ways we can refine it for the future
- The board discussed budget goals that will inform our work as we proceed through budget season

## October 23 Meeting:

- Columbia Update:
  - Shawn discussed Columbia Concepts' revitalization plans for the Long Reach Village Center. CA provided Columbia Concepts with authorization to present details of its plans (including CA properties) and the public to weigh in on plans.
    - CA has not committed to anything but is supportive of the project as a whole.
    - If you are interested in checking out the potential plans for Long Reach Village Center, check out the October 23 board packet
- President/CEO Evaluation Policy & Procedure
  - CA leadership brought experts from Maryland Nonprofits and presented proposed changes to the CEO performance evaluation process
  - The board voted to adopt the proposed changes including:
    - Changing from a quantitative to a qualitative rating structure
    - Eliminating anonymity from board member ratings
    - Using mode to determine the president's overall rating
- Strategic Budget Priorities
  - The board discussed and voted on our budget priorities for the next FY
    1. Resource resilience & awareness of value
      - a. Focusing on achieving AAA credit rating
      - b. Funding long term capital expenditures
      - c. Prioritize maintenance of assets
      - d. Evaluate reducing resident costs
    - B. 2. Affordability/Accessibility
      - a. Evaluate affordability of membership plans, rates, and service offerings

- b. Assess CA's compliance with ADA standards
- c. Increase access to before/after school care programs
- d. Increase grant funds for community foundation of Howard County

C. 3. Environmental Sustainability

- a. Expand solar installations and evaluate programs to reduce resident utility costs
- b. Enhance and implement invasive plant wildlife efforts

D. 4. Community connection & modernization

- a. Improve website functionality & increase versatility of GIS tool
- b. Continue to upgrade and enhance IT systems

- Community Programs & Services Overview

- Dan provided the board with an update of the different programs and services CA offers to serve our community. Here are some highlights from his presentation:
  - Partners with >100 organizations in the community
  - >50 different affordability & accessibility programs and services
  - Outdoor pools are one of only 3 certified autism centers in the state
  - 97% of the website operates with zero ADA accessibility issues
  - Archive requests come from around the world
  - Adjusted for inflation, membership rates have actually decreased since 1997
  - Membership fees for renewal are reduced after the first initial term
  - Income qualified residents can receive a 50% discount on memberships
  - CA points program- students receiving free and reduced meals can earn their families a free membership. 670 memberships were earned last year.
  - School Age Services- CA provided approximately \$65,000 in fee support for the 23-24 school year
  - CA offers income-qualifying discounts also for camps & CNSL
  - Columbia card- comes with 4 pool admission passes per membership
  - Dan continued to highlight the amazing programs and service CA offers in the community, including free martial arts anti-bullying programs, discounts on scans of images and documents at the archives, free field trips, collaboration with HCPSS and ARC of Howard County to provide volunteer and employment opportunities for neurodiverse individuals, partnerships with MD Special Olympics, etc.

- Community Operations
  - Jeremy provided us with a similar update, including:
    - Open space—CA plants about 800 trees per year, sponsors community events in our open space, prioritizes invasive management
    - Watershed management
    - Natural resource management
    - Construction and facilities—major renovations at Fitness club, Bandshell construction, art center/Stonehouse. Light construction includes smaller renovations, neighborhood center upgrades, roof replacements, flooring, elevator projects, etc.
    - Capital improvements- pathways, bridges, and play areas. Tot lots are inspected for safety at least twice per year
- Presidents Report
  - Shawn discussed some changes to CA's organizational structure, including the creation of the VP of administrative services role, Sr. VP of Community Programs & Services. Director of Media Relations & Communications, Event logistic Coordinator, etc.
  - The executive leadership team will be comprised of Shon McCollum, CFO; Dan Burns, Sr. VP of Community Programs & Services; Jeremy Scharfenberg, VP of Community Operations; Jackie Tuma, Dir. OASS; Armsby Carbon, VP Admin Services