

**BOARD OF DIRECTORS MEETING
FEBRUARY 20, 2025**

MINUTES

CALL TO ORDER AND ROLL CALL (11:06):

Present: Carol Ringold, Gail Ament, David Shallenberger, José Luis Zárate, Peter McCallion, Marirose Lescher

Absent: Viviana Ruiz, Ralph Gault

Guests: John Hunter, Adriana Perez M.

ADDITIONS TO AGENDA: Update on Donataria Autorizada (see below)

APPROVAL OF JANUARY MINUTES: Carol moved, and Peter seconded. Approved.

PRESIDENT'S REPORT:

David, Peter, Marirose leaving – thanks for their expertise and good judgment

John Hunter is nominated as Director at Large, and is present as a guest in this meeting

Carol has two email addresses – use this one: [Carolann1911@gmail.com,please](mailto:Carolann1911@gmail.com). The other is for Terrace Talks.

Gail brought OLL manual to look at.

Secretary:

- David taking minutes. Carol will take minutes at AGAM.
- New secretary, Bonny Weil, already had trips planned for February and March.
- We should do two sets of minutes. The lawyer said that the official ones, such as the ones posted on the web, should be brief (with just major decisions made).

Party to celebrate Adriana's 20 years at OLL will be Feb. 26, 1 pm. Please share recollections and comments in the notebook at the front desk.

Events on the Terrace:

- Tues Bridge has reinvented themselves. Mexican Train dominoes happening.
- Calendar events packed. Trying to find place for book circle.
- Can we have some activities downstairs? Makes LPP work difficult. Can we review the way/criteria about how to organize the events? We made the terrace the destination spot after COVID. We need a policy. People working on the LPP side; games on the other (main stair) side.

TREASURER'S REPORT

Small 2024 profit, a bit more than expected. We are under on membership and a bit below on talks, hikes, about 20,000 pesos overall. Not hugely worrisome. This year (2025) has some significant increases (salaries). Budget for 2025 projects loss.

We have \$37,000 USD at OLLF, half of what we had after Insuring our Future. OLLF did not put \$80,000 from Investing in Our Future campaign in interest-bearing account, and we are paying OLLF to account our money (admin cost of \$189/quarter).

Are we promoting enough to get more memberships? Linda Farthing wants to start a focus group for younger people, digital nomads; Peter will work with her. Tourism is down 40% this year. Every NGO is struggling this year. Membership is not emphasized enough in some Terrace talks. To get more membership, we need to show that OLL provides a significant experience. Need to revitalize the speech at terrace talks. We should have a handout – Adriana can prepare.

Need to revitalize fundraising. Donations come from older people (not IG, BlueSky, etc.). We need to target that community with a message that resonates with them. Send email to people who were members before and not now: “We haven’t seen you, look, here’s what’s new.”

We need to show that we serve the larger Oaxaca community. More work for Outreach!

Salaries: Our main focus has been on Mireya and Coni, because there is less difference between Coni and Adriana. For way too long, salaries were too low. We’ve been raising salaries a lot, and it affects our budget. We’re still low. Minimum wage increased 12% this year. As an ‘asociación civil’, we don’t have profit, but we still need to pay a decent amount of money. A low salary can be an issue even if employees are excited about their work. We have three great employees, and we need to raise their salaries.

Original proposed salary increases were 12% Adriana, 20% Coni, 25% Mireya. Peter moved to increase these to 25-25-25. José Luis seconded . **Approved.**

The overall budget has a few minor changes. We’ll advertise the budget in the March 1 newsletter.

UNFINISHED BUSINESS

OLD BUSINESS

Thank-yous for 1000 pesos or more -- done

Director-at-large (Doug’s position) was advertised Feb 15, and we have received one application so far. We’ll leave it open a little longer, with a March 5 deadline. Gail will post on FB, too.

Harp Helú – nothing has happened.

Terrace inspection – paperwork is being examined now at the municipio.

AGAM preparation (March 9 at 11:00-1:00): Gail is putting this together, the budget piece (pie charts) will be inserted into Gail’s presentation.

Strategic Plan: as part of this, the Board is to establish 3 priorities to guide committees: 1 Fundraising; 2. Amplification of reach and leadership training; 3. Systems and committee structure

NEW BUSINESS

Online workers using OLL space – We will ask Adriana and Coni about the extent of this, and put their comments and the larger topic on the agenda for the next meeting. The general principle is, If you use our space, join library.

COMMITTEE REPORTS

Preferred schedule for reports: 3 days in advance, board members to get them all at once. Gail will reach out to them about a template, such as the statistics at the top, and discussion below..

Update to Out and About report:

Total net income (not including fees collected and paid to Wix) = \$198,550

Total van expenses (including some coast activities) = \$ 79,960

Net profit (without taxes considered) = \$118,590

Kudos to the Outreach committee, which has been busy, and is the only committee with a vision statement. Marirose will share NGO connections with committee. Outreach will highlight one NGO per newsletter.

Donataria autorizada status – submitted to registry, but we're not registered yet. Donataria rules changed in 2025, and the letter we got from cultural ministry has to be revised, and we don't know details. Adriana attended a workshop about Donatarias in 2025. We've asked José Ernesto for specifics. Marirose will still be consultant.

ADJOURNMENT. Peter, Marirose, David all moved to adjourn. Approved.