

MINUTES OF THE EDI BOARD MEETING
11/15/07 (NOVEMBER)

Board Attendees: Blane, Aydan, Winston, Jonah, Mark, Don, Peter, John (7:15)

Other Attendees: Gina and Leslie (EDI Co-Executive Directors), Ayanna, Rayne, Inger Maxwell, Ingrid, Scott Luebking, Alex, Mike S., Michael Carter, Liz Cassidy, Cliff, Bill, James, Elio

The meeting came to order at 6:35 P.M.

Public Comment

Jonah thanked everybody for coming. He noted that EDI was in a period of transition and that the meeting would be as informative and smooth as possible.

Scott began by saying that he had helped found EDI. He said that he was disturbed by Rose's termination and by the Board's decisions. He said that he felt Rose's termination was a hasty decision and that Rose had not been given sufficient time to change. He wanted the Board to suspend the termination for two weeks. He said that Gina did not have the skills to run EDI and that it was important for Rose to be maintained. Don said that it was a well-considered decision and that Scott did not have all the facts. Scott replied that it was true he did not know the facts, but that the Board had a history of making mistakes. He said that he was concerned that the employees were not asked to talk about the termination.

Gina said that she was in complete shock because it had happened so quickly. She said that it was really sad and that some of the staff felt lost. She said that she felt that the termination should have been thought out a little better and that the staff should have been better prepared. She said that it was a really hard time for her and that she felt the same as Scott. Scott said that the symptoms indicated that the organization did not know human behavior and that EDI might end up with another lawsuit. Aydan said that she appreciated the speakers' support and concern, but the Board was not here to argue the decision but to move on. Don said that the Board was satisfied with its decision. Jonah said that he agreed with Aydan, that the Board was not here to debate, and that people were welcome to stay and hear about the other items. Don said that the Board needed support from the community, and Scott said that they weren't going to get it and that the community did not support them. Peter said that personnel matters could not be discussed in public. Michael Carter said that there was community support, from what he saw, and that Rose had been given many chances.

Ingrid, EDI attendant, said that she was also in shock and that she would like an explanation. Gina said that there would be a special staff meeting at 6:00 P.M. on Monday to talk about the situation. Bill, EDI attendant, said that the Board was within its right and that he kind of supported Rose and wished her the best. He said that he had received phone calls not to talk about the termination and that they were a bit threatening. He said he felt the calls were bullying and illegal and that an apology should be made. Leslie said that she was responsible and would apologize the next day. Gina said that the calls had been misinterpreted, that everyone had been very busy keeping the organization flowing, and that EDI needed to keep moving forward. Bill thanked Leslie for her apology and her candor. Leslie said that she was very new at this [being ED].

Cliff said that he also had felt threatened by the phone calls. He said that being an attendant was a very sensitive job not reciprocated by the management. Bill said that when the organization begins to look for a new ED, he supported Ayanna. Ayanna said that being ED was the first position to be fired.

Liz said that she was at the meeting to lend a hand, if she could.

Approval of Minutes from 10/25/07

Jonah moved, Blane seconded, and the minutes from October were approved unanimously.

Approval of Agenda

Items G and A were struck, and a decision was made to go into Executive Session at 8:30 P.M.

Jonah moved, Peter seconded and the Agenda was unanimously passed as amended.

President's Report

Aydan said that she was new at this; that it had been a tough week but that everyone had made it through. Leslie is the Interim Co-Executive Director. Aydan said that she had met with Rose today. Aydan said that she would like everyone to think about the next steps for EDI and a new Executive Director. She said that everyone working together will make a more solid EDI. Don said that he totally supported her. Peter said that he appreciated her effort.

Executive Directors' Report

Gina said that she met with Jan Garrett, the Executive Director of the Center for Independent Living (CIL) and agreed to collaborate with her on disaster preparation. She said that she would attend a conference on January 11th with

Jan. She said that Rose and herself, attending as Rose's assistant, went to a Compass Point training on grant writing. She said she intended to work with staff and implement the information into EDI's work plan. She said that she had worked hard with Leslie to take care of business.

There was no hiring and firing, and there were no complaints.

In the previous month there were 428 attendant calls, 77 transportation calls, 26 demand-response transportation calls, and nine repair calls.

Leslie and her are working on a smooth transition and are letting staff and clients know that everything is OK.

Gina said that she would like to discuss Christmas bonuses for staff.

Leslie said that she would say more in Executive Session, but informed the Board of an inquiry from a domestic violence program and was excited about the opportunity. Jonah moved, Don seconded and the Board voted unanimously to go ahead with a positive response to this inquiry.

Gina said that she would get more info regarding Alameda County's Urgent Backup inquiry.

Election of Vice-President

Aydan made a motion to postpone this item, Jonah seconded, and it passed unanimously.

Cell Phone Bills

Jonah made a motion to postpone this item, Peter seconded, and it passed unanimously.

Public Authority Recruitment for Urgent Backup

Leslie said that it might be helpful to write a manual about our services that could be marketed. Peter said that it a hot topic on the state level, because all the Public Authorities have been advised to provide backup to their IHSS programs. Don said that the EDs were busy and that additional commitments would require more dispatchers. Gina said if there was just a request for information it could be handled without staff, and that she thought EDI could take on additional clients with additional dispatchers.

Jonah moved, Winston seconded, and it passed unanimously to pursue recruitment of the public authorities regarding Urgent Backup.

In-House Dispatching

A sheet of paper was passed out detailing the pros and cons of potentially moving EDIs dispatching in house. Peter said that he was concerned about safety in the evening. John said that dispatching from the office is something Felix wanted and that it would change the job. Gina said that when the issue came up before, the dispatchers did not want to come in. Leslie said that she could talk to the dispatchers and try and come up with solutions

Jonah moved and Winston seconded to have a three-month trial period starting January 1st. Peter said that the issue needed more research and discussion with the dispatchers and added that he would look for a better cell phone plan. Jonah changed his motion to postpone the issue for one month and Winston agreed. John said that there would be a possible noise distraction working in the office and it was clear that some provision would need to be made to control that possibility.

Donor Fundraiser

Peter said he knew some people who were willing to work on it and would return with a synopsis in January.

Status of Website

Winston said that the Board had no control over the website during the transition process and asked if EDI had a webmaster. Leslie replied that she had a referral but was afraid that it would cause more discontent. Blane said that we should kill the website and start a new one, but both Jonah and Peter said they wanted to keep the current site. Peter said that he knew someone who might help in an emergency. Leslie said that she had spoken with Evan, and that Evan was interested in continuing to maintain the website. Evan also told her that the Board could get the passwords from him.

Company E-mail

The EDs agreed to research and bring back to the Board information on setting up a corporate e-mail account.

At 8:25 P.M., Jonah moved, Winston seconded and it passed unanimously to go into Executive Session inviting Gina, Leslie, and Rayne.

At 9:33 P.M., the Board meeting was adjourned.