BRAIN INJURY ASSOCIATION OF VIRGINIA

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THE VOICE OF BRAIN INJURY

Board of Director's Meeting Minutes
November 9, 2024

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1. Call to Order

The meeting was called to order by Joseph Cantor, Board President, at 9:30 AM.

2. Roll Call & Welcome

- Present Board Members: Joseph Cantor, Dan Reeves, Gary DuPriest, Kathleen Hardesty, Justin Weppner, Daniel Klyce, Tiffany Walker, Jan Fentress, David Corbin.
- New Board Members Introduced: Justin Weppner (Roanoke, VA) and Bilal Jamili (absent due to family emergency).

3. Approval of Prior Meeting Minutes

The minutes from the previous board meeting were reviewed. No amendments were made. Minutes were approved as presented.

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4. Executive Director's Report – Dan Reeves

Staffing Updates

- Keisha Walker's termination led to restructuring, improving financial operations and morale.
- Victoria Kercado promoted to Grants Administrator, managing Salesforce, systems, and financial reporting.
- Nabila Noori joined as a Office Administrator/Events Coordinator with an MBA and experience in financial operations.

Financial & Strategic Planning

- Improved financial tracking and reporting.
- First quarter budget review completed with directors aligning goals to budget needs.
- Board members encouraged to provide sponsorship connections.

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5. Committee Reports

Golf Tournament Recap

- Increased revenue from last year, but costs also rose significantly.
- Seeking corporate sponsorships (banking, auto, major corporations) to ensure sustainability.
- Discussion on venue alternatives to reduce costs while maintaining quality.
- Proposal to secure title sponsors and cost-sharing for trophies and event expenses.

Camp Program Changes

- Moving to a one-week model to address staffing and safety concerns.
- Exploring sponsorship opportunities to offset costs and improve sustainability.
- Discussions with Triple R Camp and regional partners about expansion and accessibility.

Legislative Strategy & Funding Requests

- Workforce retention funding request: Increased to $1.5M from original $950K.
- Community-based services: Requesting $2.5M to address service gaps in rural areas.
- BIAV salary improvements: Focus on enhancing benefits rather than salary increases.

Board Development & Nominations

- Mentorship program launched for new board members (successfully supporting Justin and Bilal).
- Target areas for recruitment: Southern Virginia and Charlottesville.
- Three candidates under consideration: David Stanley, Susan Wert, Brittany Bogan.
- Proposal for board members to attend networking events to strengthen recruitment efforts.

Finance Report – Daniel Klyce

- Reserve funds consolidated to Atlantic Union Bank (~$300K).
- Deficit budget strategy: Focus on increasing unrestricted income and sponsorships.
- Audit with Clarkson David to resume after previous delays.
- Unrestricted income concerns: Fundraising and sponsorship development critical.

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6. Board Actions

- Approval of Board Meeting Dates for 2025:
  - February 15
  - May (TBD during Camp)
  - August 16
  - November 8
- At-Large Executive Committee Member:
  - Maria reappointed for another term by board vote.
- Board Pledge Donations:
  - Board members reminded to complete their pledge contributions.
  - Liz to follow up individually.

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7. Old Business & Additional Discussions

- Development Goals: Sponsorship and donor cultivation emphasized.
- Event Cost Reductions: Explore alternative venues and corporate sponsorships.
- Board Engagement: Encouraging participation in outreach and fundraising efforts.

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8. Adjournment

Motion to adjourn by Kathleen Hardesty, seconded by Gary DuPriest. Motion carried. Meeting adjourned at 11:00 AM.

Minutes respectfully submitted by:
Dan Reeves, Executive Director