

**Windom Community Council Monthly Board Meeting Minutes**  
**14 April 2022**  
**(Meeting held via ZOOM videoconferencing)**

**Attending:** Michelle Hemingway Tatum (P), Patricia Soulak (VP), Becky McIntosh (T), Rob Ley (S), Patrick Barrett, Louisa Hext, Dembo Darboe, Veronica Walther (MAL), Sean Morgan, Mario Vargas (Executive Director)

**Guests:** Aryca Myers (City of Minneapolis, NCR Neighborhood Relations Specialist), Brian O'Shea, Emily Duesing, Steve Rawlins, Richard Stone, Amanda Jackson, Donna Clarke, Amy Fullenkamp, Allison Waukau, Parvati Scatena, Adam Anderson, John McCarten, Angela Fuller, Beth Goodpaster, Christina Watts, Shonda Allen, Yoli Deisch, Ann Richards, Amy Westrom, Richard Stone, Ken Briker, Robin Hansen, Alison Babb, Others (Community and Non-Community Members)

**Welcome/Call to Order.** Michelle called the meeting to order at 7:08 p.m.

**NCR Updates.** Aryca gave an update on the upcoming community connections conference which is set for May 21, 2022. The theme this year is "Forward Together". The conference was on hiatus for two years due to the COVID-19 pandemic.

**Windom Community Garden**

- Formal and informal discussion within the organization over the last three years resulted in the WCC Board deciding at the January 13, 2022, monthly meeting to bring-in the administration over the Windom Community Garden (i.e., garden program). As a result, the garden program will no longer be managed directly by garden volunteer Brian O'Shea.
- The purpose for having this on the agenda at this meeting is to bring clarity to the public, gardeners, and neighborhood residents as to the reasons for the administrative change.
- The President read WCC's meeting Code of Conduct, public comment rules and announced that the WCC will be having a meeting with Gardeners on Monday, April 18, 2022, at 7 pm to outline next steps and answer additional questions.
- The reason for the change is for WCC to comply with non-profit industry program management standards and city & state program administration best-practices. The Windom Community Garden is owned and operated by the WCC which is within its authority to make this change.
- As a result of the Board's change over the garden program administration and a two-year suspension for volunteer garden program administrator, Brian O'Shea, Mr. O'Shea [a garden program co-founder, gardener, and past WCC Board member] filed a grievance which is being managed according to the WCC By-Laws, specifically, through the WCC's Grievance Process.
- The President announced that due to the private nature of the grievance and the ongoing complaint review process, questions, from those present would not be discussed at this meeting.
- Various gardeners, Windom residents and non-Windom resident gardeners in attendance voiced concerns regarding the decision to remove the garden program administration from Brian O'Shea and the Board's decision to suspend Brian from gardening privileges for two years. Those who commented asked for more transparency, and many felt that the gardening group should have been consulted in WCC Board decisions regarding the garden program.
- The President, responded with the following points to provide additional clarity.
  - Two Board representatives which include the Board President and Board Vice President met with Brian O'Shea on March 13, 2022, to inform him of the decision to move the program administration fully under the management of the WCC, effectively relieving him from that responsibility which he had been employing as a volunteer.
  - At the March 13, 2022, meeting, Brian O'Shea was informed that the Board felt it necessary to ensure both that the garden program was officially administered by the organization and that it is adequately serving Windom residents. No substantial changes would be made to the program and that last year's gardeners would be able to continue to garden.
  - At the March 13, 2022, meeting with Brian O'Shea, the President and Vice President made it clear to Brian O'Shea that he could continue to garden and participate in the Leadership Circle should he choose to do so.

- At the March 13, 2022, meeting, Brian O’Shea was asked for the contact information of the 2021 gardeners so that the WCC could reach out to them and inform them directly of the decision and the reasons why the administrative change was made.
- Brian O’Shea never supplied the WCC with the list of names, making it very difficult for the organization to reach the gardening group. It took the WCC several weeks to identify the 2021 gardeners, inform them of the decision, and invite them to a joint meeting
- Instead, Brian O’Shea took to setting up multiple meetings alone with the 2021 gardening group and others to discuss his disagreement over the administrative change. He also called and emailed past and retired WCC Board members and garden founders to plead his case.
- At this meeting, the reason for Brian O’Shea’s two-year gardening suspension, which followed his organizing efforts after the meeting on March 13, 2022, was not discussed.

### Board Business

- **Board Retreat.** The Board debriefed on the March 26, 2022, Board Retreat. Those present at the retreat were satisfied with the DeYoung Consulting Diversity, Equity and Inclusion training and Katie Ackert Schroeder’s fundraising presentation. The Board voted unanimously to continue working with both DeYoung Consulting and Katie in the next months.
- **2022 Annual Meeting.** The Board decided against a hybrid (electronic and in-person) annual meeting due to the difficulty other neighborhood associations have had in. The annual meeting will be held at the Windom Community School gym on Thursday, May 10th from 7– 8:30 pm.
- **Board Vacancies.** There will be 5 Board member vacancies. Four of the five are incumbents. Of the four vacancies, two are interested in serving another term, one is leaving the neighborhood, and one is not interested in returning to serve on the Board. The sixth vacancy is a newly added seat on the Board. Current Board members are encouraged to reach out to neighbors for recruitment. We are seeking people from diverse ethnic backgrounds. We would like to develop a Board exit interview process to better the experience of volunteers who serve on the Board.

### Committee Updates

- **Finance Committee.** WCC is operating with revenues in the amounts of approximately \$15,000 and \$7,449 in City of Minneapolis contract appropriations through the Citywide Neighborhood Fund and Equitable Engagement Fund, respectively, as well as, with over \$90,000 in CPP rollover funds which need to be spent by the end of 2022 or they will be forfeited and returned to the city. WCC recently learned that the Minneapolis City Council approved an additional \$5,000 for neighborhood organizations in Citywide Neighborhood Fund monies increasing the total to \$20,000 in Citywide Neighborhood funding. We expect to be notified this month.
- **Public Safety and Health Committee.** WCC is planning a Cybersecurity Information Session for Windom residents this summer. Hennepin County and Councilmember Koski are planning a series of victim services and public safety meetings.
- **Community Development Committee.** A WCC Windom Home Improvement Loan Program campaign is currently being planned. Sean and Dembo have met with CEE (Center for Energy and Environment) staff to get ideas on marketing best practices for the campaign.
- **Environment/Land Use Committee.** The Alternative Garden Technical Consultations program will launch in April. A motion to approve a \$500 donation to the Windom Community School for an April 22<sup>nd</sup> Earth Day children’s activity and for the funds to be taken from the \$3,600 raingarden/bioswale reserve fund was unanimously approved. Windom will implement a ‘No Mow May’ campaign to encourage homeowners to stop mowing promoting pollinators to flourish during the spring season. Two Turf to Alternative Garden tours are being planned for the summer.
- **Outreach/Engagement Committee.** Windom Reads is planned for Saturday May 14<sup>th</sup>. A motion to provide \$700 in financial support to the Windom Community School PTO for their Windom Spring Festival was unanimously approved.

### Minutes Review/Approval

- March Meeting Minutes moved to next month for review and approval.

Meeting adjourned at 8:45 pm.