

**Staunton-Augusta-Waynesboro Habitat for Humanity
Board of Directors Meeting & Annual Retreat MINUTES
April 21, 2018, 9am – 5pm
Chair: Jennie Hill**

Action Item 1: Full Assessment of SAWHFH presented by HFHI staff member Tami Page

Action Item 2: Financial Analysis presented by HFHI Staff member Todd Fox

Action Item 3: Board agrees to present a 3-year strategy to Tami Page for a follow-up meeting to be held on August 18, 2018.

Attended by: Jennie Hill, Chair, Laurie Thompson, Treasurer, Alan Biskey, Secretary, Charles Frankfort, Vice Chair, Louella Hill, Pamela Patrick, Rev. Dennis Russell, Andy Beasley, Salome Baugher, Lance Barton, Dir.

Not present: Rev. Rod Ronneberg, Sarah Crenshaw.

Minutes:

Introductions with HFHI staff and the Board of Directors was made. Lance B led a devotional and prayer.

The full organizational assessment was presented by Tami Page. There were 141 points broken down into the categories of Board Governance, Resource Development, Community Relations, Human Resources, Management, Sustainability and Service Delivery. SAWHFH received a score of 4.1 out of 6 on the organizational assessment. The organization scored well on management, sustainability, and service delivery while recommendations for areas of improvement included human resources, community awareness, resource development and continuing the on-going work in board development. The assessment team stated there was some “low-hanging fruit” that would increase the score and also strongly encouraged the participation of family partners in the work of SAWHFH. The financial analysis was presented by Todd Fox and SAWHFH received a score of 3.5 out of 4. The organization was found to have \$3 in assets for every \$1 in liabilities. The assessment team strongly recommended reducing the organization’s assets to decrease liabilities and increase construction. The board agreed to have a follow-up retreat on August 18, 2018 to present a new 3-year strategic plan and will use this assessment as the foundation for that plan.