

Glacial Lakes Multicultural Center Inc.

Meeting of Board of Directors: Tuesday, October 26, 2021, 5:30 PM

In-person at GLMC and via Zoom

Present: Rich Thomas, Don Barse, Cheryl Rondeau-Bassett, Roberto Albeitar, Maria Nei, Jen Dahle, Brenda Handel-Johnson, Yesika Muñoz (Rec. Secretary)

Absent: Gerardo Hernandez,

Guests: Darlene Bresson, Jim Schroll - candidate for Exec Director, Jill with Dakota Entertainment and Bassel El-Kasaby, GLMC immigration attorney

Recording Secretary: [Brenda Handel-Johnson](#)

GLMC Mission: *Welcoming the Stranger*

Call to order

Rich called the meeting to order at 5:39 pm

Opening Reflection

Don led the opening reflection based on an excerpt from Matthew.

Approval of Minutes:

Jen moved and Brenda seconded to approve the minutes from September 28, 2021 board meeting. All approved.

Financial Report:

Darlene went over the financials with the group, Income Statements and Balance sheets for September. Cheryl moved and Jen seconded to accept the minutes, all in favor.

September total income: \$3,027.06

Total expenses for September: \$7,667.04

Net income for September: (\$4,639.98) - loss

Old Business

Executive Director update:

Jim Shroll, candidate for Executive Director introduced himself and gave a brief summary of his work experience, education and life in Watertown.

After he left the meeting, discussion on his salary package proceeded. The salary package includes the following

base salary of \$54,000/year

Package Addendum: includes incentives to raise \$30,000 -\$60,000 in each quarter (January 1-March 31, April-June, July-Sept, Oct-Dec) then his salary increases an additional \$1,500/quarter - \$4,000 (paid in April). If donor base increases he could earn an additional \$750/quarter

Healthcare coverage: GLMC will pay \$791/month
Please see addendum for details (salary package attached)

Discussion included clear objectives being steered by the board
Director will have the responsibility of preparing the budget and looking for different ways to use the money raised that would assist clients.

Don presented a motion to approve the package. Jen seconded the motion.

Roll Call vote was taken:

Don - Yes Roberto - Yes Rich - Yes

Maria - Yes Cheryl - Yes

Jen - Yes Brenda - yes (later withdrew vote and abstained due to being paid by GLMC as per bylaws)

Guest Presentation

Jill from Dakota Entertainment gave a brief overview on how a Casino Night runs. She answered questions and gave a report on Casino Night successes Missouri Shores Domestic Violence Shelter and also Safe Harbor Domestic Violence Shelter. Reports of raising up to \$8,000 after expenses. No gaming license needed as there is no money exchanged - it is a fundraiser and tickets are pre-sold. The night ends after two and a half hours - longer if dinner is served. She will check her calendar for February (possibly sometime around Valentine's day?), and Jen reported searching for a venue - hotels, Studio 212, Codington County Extension building. Jen informed the group they can save money on our end if we supply our own dealers. She suggested a theme, dress up event, setting up a sound system and having a DJ and/or auctioneer to raise excitement. More planning to ensue.

Guest Presentation Worker Visa applications - Immigration Attorney Bassel El-Kasaby GLMC is served by 2 Immigration Attorneys (Lucy Egberg of Minneapolis and Bassel El-Kasaby, Omaha). Bassel El-Kasaby from Omaha spoke to the board about the possibility of writing TN visas for businesses in the area. He explained that writing employment-based visas requires a high level of expertise, time, money and a person (recruiter) from within the country the visa app is written. TN visas are easier to write and a low risk visa which Mr Kasaby assured all Yesika could write. However, TN visas are specifically for professionally trained workers, not unskilled or lesser skilled labor - which is what a blue-collar town like Watertown needs. TN visas are a three year visa and often target University trained students. Mr Kasaby suggested that writing a few TN visas for local businesses could be a good will effort for the community to connect with GLMC.

Other visas discussed: TN (special professional level visa for residents of Canada and Mexico only), H1-B/H1-B1 (Specialty occupation), H2-A (Ag/Land), H2-B (unskilled temporary worker).

Pending projects

DOJ Accreditation

Brenda reported that all required documents and letters of recommendation had been received. The application will be completed with the intent to submit by the end of November.

SD Gives - GLMC campaign

Brenda shared that a small team of Yesika, board member Jen Dahle, volunteer Randy Howey met to discuss slogan, and approach to fundraising for this year's campaign. "Connecting our Community" focuses on:

1. Awareness of what GLMC does,
2. Finding sustaining partners through monthly donations
3. Raising \$2,000 or more through social media campaign.

Discussion of tamale empanada giveaway for any donations on South Dakota Gives day - November 30. Brenda will investigate.

Online giving platforms

Brenda reported she had investigated four different methods of online payment processing including simple ACH set-up (like online bill-pay), Vanco, Subsplash, Mobile Cause. Because of the lateness of the hour, she asked everyone to read through two websites (MobileCause - cost \$4,000/year but capable of numerous ways to engage people and track donations and NO transaction fees and Vanco ~ \$120/year but offering much less in services/product and charging transaction fees 1.78%) and send their thoughts to her by the end of the week. Reason to upgrade from Paypal is to engage more people, receive money faster and enlist product to aide with fundraising year round.

New business

COVID pop up Vaccine clinics

Yesika was at Hammink Dairy near Brookings to assist with collaborative mobile clinic between SD Voices for Peace, Urban Indian Health and the dairy.

GLMC Board training Brenda reported that Laura Hoiten from United Way had recently completed a study in which over 80% of board members stated that had little to no training when they came on a public service board. She also stated that it was wise to recruit board members who were presently serving or had served in the past on a board as many had a clearer understanding of responsibilities of being a board member.

Further discussion focused on upcoming board openings. 3 board seats will be open in January.

Strategic Planning and options available to non-profits - no discussion or decision made

Annual Board meeting will take place November 30, normally scheduled meeting.

Dental work for young child/Emergency fund use - Brief discussion of using sizeable funds to pay for dental surgery for young child of new family in town. Yesika has been working with dentists and hospital. More info to come.

Announcements

Next meeting: November 30, 2021; in-person and via Zoom

Note: Nov 30 SD Gives day

One way we can enter a drawing is if all board members donate on that day

Reminder: Annual Board Meeting - November 30 as per Bylaws

- Volunteer to lead opening reflection: Jen

Meeting adjourned at 8:05 pm