

Staff Meeting Notes  
7/27/09

Daniel:

- Frances is no longer CD of China
  - Nov. 7<sup>th</sup> contract terminates after GLM ceremonies
  - Has done a great job building a great foundation.
- Randy will be going to china to help align budget
- Model Eco Communities will be closed
- Tibet – 4GR project is closed and removed liabilities for future expenses
- Norbu started Pendeba Society – 1<sup>st</sup> NGO
- Digi doing great work
- Peru
  - More optimistic
  - Laura is trying to find alternative funding
  - Has a strategic plan.
- Afghanistan
  - Two big deals may be breaking
  - Azia taking over 100 plus sub projects by BRAC and UnHabitat
  - Still have 20 projects in insurgency areas
  - Proposal done by Kanno on how to use clinics to train mothers on healthcare
- 2<sup>nd</sup> TV interview with CCTV

Christie:

- Moving forward with Self-study (due mid-August)
- SS.Future.Org (Self-study on website)

Randy:

- Has a CSO/GS split he needs to run by Scott

- Ready to close books for this year
- Needs to post CD to have starting balances
- Working on overhead calculations
- Rough budget on Broadband grant

Traci:

- Website is mocked up & ready to go
  - Finished all the files
  - Up & running mid-Sept.
- Broadband grant is WV had planning session.

LeeAnn:

- Numerous applications from Guyana (Jason's trip)
- Bob Fleming unable to go to Nepal

Damian:

- All emails moved to new server.
- Unable to take on technology projects while working on Broadband grant
- Wrote article for newsletter on Broadband

Becky:

- Getting caught up with emails (1<sup>st</sup> day back from vacation)

Michelle:

- Outstanding invoices

## Staff Meeting Notes

7/13/09

Daniel:

- Results from board meeting:
  - 10 out of 11 Trustees were present ( Peter Ide was absent from meeting)
  - 2 Items were discussed – Presidential search and Budget
- Status of Presidential search
  - There is a five step interview process which include:
    - Nominations
    - 1 Co-Chair does a phone interview
    - Discussion between the 5 members
    - Face to Face Interview
    - Meeting with North Mountain Staff
    - Final Interview with Staff committee and all board members
  - As soon as the find a person, job will be offered
  - Daniel may be out before the end of calendar year
- Financial
  - Received no major gifts over 120,000 since December.
  - Usually receive major gifts every 6 months
  - As a result – series of staff and program cuts with take place
  - Took a new budget project to board.
  - New budget was approved and effective immediately
  - The following cuts were made:
    - Casey resigned
    - Vic will resign at the end of August
    - Carol, Damian and Christie – 25% salary cut
    - Daniel – 50% salary cut

- No cuts for 3 lower positions
- Peru – All NM subsidiary stops September 30<sup>th</sup>.
- Afghan – Budget neutral and ended in black.
  - Cut off date is September 30<sup>th</sup>
- China – Cover it's full cost
- India – Lawsuit may raise couple of millions
  - Already covered 1/3 of cost
- Jason's program still has funding
- Funding raising Strategy
  - Go for government grants
    - USAID grant for china
    - Stimulus package grant (Broadband)

## Staff Meeting – 6/15/09

### **Daniel:**

- Trip was a success for donors.
- Decided to close Four Great Rivers
- Decided to cut ties with Science Technology Group
- Headed back to China next week
- Will support Pendbis Society and Norbu
- Meeting with Tom Acker
  - Not online for earmark this year
  - Bill Gates Sr. may not fund programs
  - Looking into other funding options

### **Christie:**

- Working on Self Study
- Deadline for 6-19-09

### **Becky:**

Taking loose ends and coming up with plan for development  
Interview for Grant Writer position

### **LeeAnn:**

- Self-study
  - Working on individual chapters
- Admitted 11 students
- Will re-evaluate in July

### **Carol:**

- Getting ready for audit

### **Randy:**

- Revise cash flow with special emphasis on China
- Working with Damian on Broadband project
- Going to South Africa and will be gone for 1 week.

