

VOLUNTEER RECRUITMENT & RETENTION COMMITTEE DRAFT MEETING MINUTES

Thursday, September 21, 2023, at the ECIA Community Center and via Zoom

Call to Order: 3:05 PM

Present: Kathy Ritschel, Chair, Jim Brown, Sue Garfitt, Taylor Ward, Jessica Neal, Staff Liaison, and Carol Sanguinetti, Board Liaison, Darrel, and Judy Owen via Zoom

Excused: Pat Bellart, Sheila Doran Benyon, and Sheila Sullivan

1. Approval of Agenda: Amended Item #4: New Resident Welcome Team Strategy. To be tweaked and revisited at a future date. Agenda approved unanimously as modified/amended.

Approval of Minutes: Judy noted that we are not an ad hoc Committee any longer. Title of Minutes amended and Minutes approved as Amended unanimously.

2. Open Forum: NONE

3. Board Liaison Report: Carol S. reported that the ECIA Board met this past Tuesday. The Board has been very busy. The Board Retreat was very successful and good information and ideas were exchanged. The Board will be creating a new Vision Statement and likely a new Mission Statement, as the current Statements are based on the Covenants of 50 years ago when the community was still affiliated with the builder.

The Art Reception will be held Friday, September 22 at the Community Center and the Artist Residence Tour will be held Saturday and Sunday, September 23 and 24.

Architecture Committee guideline requests are due Sept. 30th.

Carol noted that, prior to the pandemic, Eldorado did have a Welcome Committee and they addressed many of the same things we are trying to address now.

Kathy thanked Carol S. for volunteering to serve as the Board liaison to the Committee.

Kathy noted that meeting materials will be sent out one week in advance of the meeting.

Reminder: meetings are now held on the third Thursday at 3 PM.

A discussion ensued on whether the Budget request aligns with the Charter or the Mission.

Kathy clarified that it is aligned to the Mission of the Committee.

4. Community Outreach Updates: Kathy reviewed the Vision & Mission statement and how it clearly addresses Volunteers and Leadership. One source of volunteers is new residents and another is veteran residents. The Mission is to attract residents to serve on Committees.

A robust discussion ensued on Volunteering and Leadership. The significant points addressed were (but not limited to):

- We need to move residents off of newness and into being active. Taylor chairs the Pool Committee, Maria A. the Dog Park, Architecture, Kat M. How do we get new folks to get on the Committees and then move into leadership roles?

- We do not supervise the Volunteers, we lead them. This is the Vision of the Board - how to get people to not be afraid to lead
- Build an effective nurturing experience
- Sue: the leader is essential in creating a bond and encourages others to remain involved

Shout out to Eldorado/285 Recycles on the Award received for Diversion Project of the Year. Well deserved and with 22 Volunteers it is noted that all are Active, with the ReUse open 3 days a week. Taylor and Sue requested a place to display all Awards and Recognitions at the Community Center. Idea was well received and will be pursued.

- Darrel pointed out that about 140 residents volunteer out of 6500 total. Not good engagement. We need several people recruiting and spreading the word of the need. Just because you move here doesn't mean you are part of the community. Volunteering makes you a community member. To create community you must step up and volunteer.
- Judy: in order to scale our Committee, we need to have a common framework for how we all operate as Committees and work with our liaison and reach out to people to get them involved. "Committees need to work together to pull the wagon up the hill".
- Everyone uses the same methodology.
- Darrel: many more groups in Eldorado than ECIA sponsored ones. They have members who are also residents and volunteers and need recognition. Judy pointed out that they are under the radar and generally not asking anything of the ECIA. Need acknowledgement.
- Plan is to have a Mixer having all Committees and groups represented. An opportunity to socialize and spend an hour or so to hear their issues and engage with them.
- Proposed new name: Brief discussion about options. The ELDORADO VOLUNTEER COMMITTEE was liked and Kathy motioned that the Board of Directors accept the new title for the Committee. All present unanimously approved.
- Leasees need to be included in discussion about volunteering. We need to reach out to them as well. Not on any list but are part of our community. Have access to amenities. Cannot be a member of the Board of Directors as they are not "MIGS".

5. 2024 Budget Request: The request was approved. Line item 5330 should be changed from Resident Outreach & Relations TO Eldorado Volunteer Committee.

6. Community Day Review: discussion postponed to next meeting.

7. Next Meeting: Thursday, October 19th at 3 PM in the Community Center and via Zoom.

Adjourned: 4:15 PM