

4-3-2025 - BAC Quarterly Board Meeting Minutes

Meeting start time: 5:30 AM (meeting held via Zoom and at Angie's house)

Present: Angie Marianthi, President; Shanell Rodriguez, Vice President; Pogo Saito, Member; Lizzy Camacho; Secretary; Taryn Yates, Member, Sherri Potter, Treasurer; Susan Park, Member; DaLyn Greer, BAC Employee

Not Present: n/a

- **Call to Order**
 - Attendance
 - Agenda Preview
- **Approval of Last Minutes**
 - Motion to approve the 1-24-2025 meeting minutes made by Lizzy, seconded by Angie. The motion passed unanimously.
- **Board Members**
 - The board discusses and approves Susan as the new secretary and Lizzy as a director, with both positions maintaining their original two-year terms.
 - **Next Steps**
 - **DaLyn:** Update corporate filing with the State of Idaho to reflect Susan as secretary
 - **Susan and Lizzy:** Meet so Lizzy can provide details on responsibilities
- **Budget / Financial Recap**
 - Revenue fell short of projections, particularly from sauna services (\$1,300 actual vs \$2,300 projected).
 - Overall revenue appears up by \$8,000, but includes a one-time \$7,000 donation. True operational revenue is only up by about \$1,000.
 - The group discussed ramping up marketing for the sauna, which has underperformed.
 - **Next Steps**
 - **Shanell/BAC:** Explore marketing strategies for sauna services.
- **Employees (Salaries, clinic schedule, hiring updates, etc.)**
 - Recently hired acupuncturist is not working out due to concerns with reliability and performance (last-minute shift cancellations, difficulty managing patient volume). BAC has decided to terminate their employment effective immediately with two weeks' severance pay.
 - Potential new hire very soon; multiple people are interviewing for the acupuncturist position.
 - BAC is also seeking a part-time front desk hire.

- Discussion of proper employment classification (contractor vs employee). Sherri recommends BAC classify new hires as “employees” not contractors, even during a trial period.
- **Nampa Clinic Updates**
 - Planning for a dedicated space when sublease ends in July.
 - Stacey has maintained full shifts for two months; Exploring possibility of expanding to Friday shifts.
 - The only complaint has been cold zero-gravity chairs (BAC is providing blankets)
- **Fundraising and Grants**
 - No updates
- **Idaho Gives: April 28 - May 1**
 - **Lost Grove Event: April 29th (3:30–8 PM)** - Kickoff event. Possible tabling volunteers needed
 - There will only be one central fundraiser page for Idaho Gives this year
 - Group agreed to a collective matching fund from pooled board, employee, and volunteer donations.
 - Business sponsorships discussed - there will be a space in the clinic displaying support from small businesses
 - Newsletter messaging in progress - Shannell shared the messaging document and welcomes feedback: [ID Gives Story '25](#)
 - **Next Steps**
 - **Shanell:**
 - Collect the fundraising pledge for a pooled matching fund from BAC employees and volunteers
- **Other Events:**
 - **A May event focused on disabilities and caregivers**, where BAC will have a table with the fee waived
 - **The Thrive event at JUMP**, organized by Upward Inertia (a nonprofit yoga studio working with incarcerated individuals)
 - BAC did not emphasize marketing for a while because they had limited appointment availability. Now that they have the capacity, they will advertise more to bring in new patients, additional revenue.
 - Taryn notes that it's Mental Health Awareness Month in May, potential for collaborating with NAMI.
 - Pogo offered to provide sound bath music at events
- **Program Updates**
 - The refugee program through St. Alphonsus continues despite earlier funding concerns.

- **Conversations to continue at next Board meeting**
 - Recap Idaho Gives
- **Set Next Meeting Date: July 17th, 5:30 PM** (likely at Susan's house)
 - Also set: October 23rd meeting at 5:30-7:00 PM
 - Note: Group decided to streamline calendar invites to include only BAC employees who are actively serving on the board. Others can be added as needed for specific meetings.
- **Adjourn**
 - Meeting adjourned at 7:20 PM
 - Secretary and meeting minute taker: Lizzy Camacho
 - Minutes approved on 7/17/25