**DRM Board Meeting, June 22, 2022**

**In Attendance**

DRM Board: Ryan Perlin, Laurie Wasserman, Kim Fusco, Michelle Johnson, Jessie Webber, Susan Kadis, Rebecca Sinclair, Adam Zimmerman, Sheryl Eni, George Nilson, Ryan Gill, Mike McGuire, and JaMar Mancano

DRM Staff: Robin Murphy, Philisa Rogers

**AGENDA**

1. Call to order – Ryan Perlin called the meeting to order at 8:32 a.m.
2. Approve agenda – **Action item:** Neil Ellis made a motion to approve the Meeting Agenda, Mike McGuire seconded. No opposition, Agenda approved.
3. Approve March 29, 2022, Board Meeting Minutes – JaMar Mancano prepared the minutes. **Action item:** Mike McGuire made a motion to approve the Minutes, Laurie Wasserman seconded. No opposition, Minutes approved.
4. Executive Committee Report – Ryan Perlin.
   * Ryan Perlin provided an update on the status of DRM’s 2021-2025 Strategic Planning and efforts related to the five goals of the Plan: (1) systematic changes; (2) active litigation; (3) increasing and enhancing contact with the public; (4) financial stability; and (5) board engagement. Recent accomplishments related to these goals were identified and discussed with the Board.
5. Nomination Committee – Jessie Webber / Robin Murphy
   * The Nomination Committee discussed current goals, including (1) increasing diversity amongst the board and (2) filling the board with as many members as possible. Board members were encouraged to provide information about any potential candidates, especially those with a finance background. Some candidates were discussed amongst the Board members.
6. Finance Committee Report – Mike McGuire and Philisa Rogers
   * Mike McGuire and Philissa Rogers presented the DRM Finance report for the period ending April 30, 2022. Sections of the Report were reviewed with members of the Board. Mike McGuire indicated that DRM was in a healthy financial position. DRM Assets during this time period totaled $2.5 million, which was a three percent increase over the previous period. Revenue also increased by six percent during that time period. Rogers reported despite recent staff vacancies, DRM continues to operate efficiently and under budget.
   * McGuire presented a proposal to provide a 7% retroactive increase to staff salaries dating back to March 2022 ($74,000 increase in payroll costs). The increase was recommended to make DRM salaries more competitive and aid in recruiting. The Board considered potential financial downturn balanced with the importance of offering salaries that would be more competitive with state and federal positions that current staff and potential recruits may be considering. **Action Item**: Susan Kadis made a motion to approve the salary increase, George Nilson seconded. No opposition, the retroactive salary increase was approved.
7. New Board Introductions
   * New board member, Sheryl Eni, introduced herself to the Board.
8. Development Committee Report – Laurie Wasserman
   * Laurie Wasserman gave a report on the DRM Breaking Barriers Gala that occurred May 12, 2022. She reported that the Gala was a success and raised $47,705 for DRM.
9. Executive Session - Staff Compensation
   * The Board entered an Executive Session to consider two issues related to staff compensation. The matters were voted on and resolved during the Executive Committee Sessions.
10. Executive Directors Report – Robin Murphy
    * Robin Murphy provided an update on recent DRM successes outlined in the Executive Director’s Report. As previously discussed during the Development Committee report, the DRM Breaking Barriers Awards Gala was a success, bringing in $76,577 in total revenue and $47,705 in net proceeds. Murphy reported that there had not been any new significant litigation developments from the time of her last report but went through a detailed summary of the legislative accomplishments achieved during the most recent legislative session. Murphy asked the Board to take some time to review the Report and Legislative Highlights after the meeting.
11. Miscellaneous –
    * Before the end of the meeting, new Board member Nusrat Malik was introduced.
    * Ryan Perlin reminded the Board members to attend the Morning Show Program, to push for identifying potential board member candidates, and that a new board member orientation was being planned with more details to follow.
12. Adjournment – George Nilson moved to adjourn the meeting; Susan Kadis seconded. No opposition, the meeting was adjourned at 10:06 a.m.

**Documents:**

Draft March 29. 2022 Minutes

Finance Report

DRM Directors Staff Salary Increase Proposal

PAIMI Council Report - 6.2022

Board Bylaws

2022 Annual Pledge Form

2022 Conflict of Interest

DRM Board Roster (6.2022)

DRM Committee Member Roster

These Minutes are an accurate reflection of the business conducted at the Disability Rights Maryland Board of Directors Meeting on June 22, 2022

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Ryan Perlin, President, DRM Board of Directors Date