

SeekHealing Board of Directors 2026 Meeting Minutes

Thursday April 30th, 2026; 4pm – 5:30pm

Meeting held online via Zoom and in person at the United Way Building in Conference Room 1, In Asheville, NC, USA from 4:00pm-5:30pm

In attendance: Jenesis Nicolaisen, Sara Ness, Josh Franks, Melisa Gonzalez, Lauren Clark, Loki Donohue, Diana McCall, Susan Freeman, Javonne Green, and Josh Ginsberg, Beverly Jurenko

Meeting facilitated by: Javonne Green

The Board opens the meeting with check-ins.

Meeting Purpose

Review program updates and address critical financial challenges.

Key Takeaways

- Critical Cash Position: With ~\$120k cash and a planned ~\$80k/mo burn rate, SeekHealing faces a cash flow crisis after losing two key grants.
- New Fundraising Strategy: A multi-pronged plan was launched to build sustainable, recurring revenue, including the Sustainability Fund (for major donors) and the Mycelial Collective (for small donors).
- Program Pause to Improve Safety: The Listening Training and SHIFT programs are paused for three months to standardize facilitator safety protocols and improve referral consistency.
- New Governance Fractal: A new fractal was established to update the outdated 2020 bylaws and formalize board decision-making processes.

Financial Crisis & New Fundraising Strategy

- Problem: A critical cash flow issue stems from losing two key grants:
- Center for Disaster Philanthropy: Verbal commitment for multi-year funding was not renewed.
- Aspen Institute: A \$500k grant application was unsuccessful, despite being in the top 10% nationally.
- Solution: Diversify Revenue Streams
- Sustainability Fund: An ongoing campaign for major donors to build a 3-month operating reserve.
- Mycelial Collective: A social media campaign targeting small-to-mid-level donors (\$5–\$500/mo) to build a stable, recurring revenue base.

- Fee-for-Service (FFS): Develop business cases for LC Pro and AFNI to attract investors and create contract revenue.
- Corporate Partnerships: Deepen relationships with partners like Eaton to secure event sponsorships.
- Immediate Actions:
 - o Revenue Planning Workshop: Scheduled for May to create a sustainable revenue blueprint.
 - o Contingency Plan: A plan for expense cuts will be shared with the board after the May 15th payroll.
 - o Short-Term Lending: Meeting with PMC next week to inquire about a short-term loan.
 - o Pending Grants: Over \$800k in funding decisions are expected in June from Dogwood, Buncombe County, and Mutualists.

Program Updates

- Catalyst Program:
 - o 20 Catalysts are active; ~10 are now delivering programs.
 - o Blocker: Data-sharing agreements are pending legal review, preventing Catalysts from using the Anthony mass communication system.
 - o First Catalyst retreat is planned for June at Terranova.
- Listening Training & SHIFT:
 - o Action: Programs are paused for 3 months (resuming July) to standardize facilitator safety protocols and referral consistency.
 - o The fall cohort is canceled to allow for foundational improvements.
- Connection Practice:
 - o Impact surveys show a Net Transformation Score of 75–80% for attendees.
- Eaton Corporate Contract:
 - o Impact: Eaton requested additional training for its new CEO and 30 managers to maintain culture momentum.
 - o Decision: SeekHealing will remain hands-on through 2027 to support the transition, extending the contract's effective term.

Governance & Operations

- New Governance Fractal:
 - o Rationale: The 2020 bylaws are outdated and misaligned with current operations, creating legal and credibility risks.
 - o Action: A motion to establish the fractal passed unanimously.
 - o Members: Beverly (Lead), Jag, Sara Ness.
- Board Minutes Process:
 - o Problem: The board has not formally approved minutes, preventing them from being posted publicly.

- New Process:
- Lauren Clark (Secretary) reviews the Fathom summary, adds attendance/quorum, and signs it.
- Lauren distributes the summary one week before the next meeting.
- The board approves minutes via a consent agenda.
- Manveer posts the approved summary to the website.

Next Steps

- Beverly: Lead the new Governance Fractal to update bylaws.
- Lauren Clark: Implement the new board minutes process, starting with April's minutes.
- Jenesis: Schedule the revenue planning workshop.
- Jenesis: Share the contingency plan with the board after the May 15th payroll.
- Jenesis: Send a survey to assess the new board structure.
- Jenesis & Melissa: Analyze the financial effectiveness of the Catalyst scholarship strategy.
- Sociocracy Implementation Team: Track fractal attendance and ensure board members are assigned.
- All Board Members:
- Promote the Sustainability Fund and Mycelial Collective campaigns.
- Invite networks to the May 24th event at Blank Space.

Lauren Clark
Vice President / Secretary