

SeekHealing Board of Directors

June Meeting Minutes

Date: Thursday, June 25, 2026

Meeting Format: Hybrid / In Person and Zoom

Facilitator: Susan Freeman

Quorum: A quorum was indicated to be present at the opening of the meeting.

Board Members Present: Susan Freeman, Sara Ness, Josh Franks, Rob Heskett, Javonne Green

Board Members Not Present: Loki Donohue, Lauren Clark

The Board reaches a quorum.

The Board begins with check-ins.

Board Membership Update

The Board received notice that **Loki was stepping down from the Board of Directors** due to family responsibilities that currently prevent active participation.

Board members expressed gratitude for Loki's service and ongoing support of SeekHealing.

Community and Program Highlights

The Board heard several examples of the impact of SeekHealing's Connection Practice Meetings and community programming, including:

- Continued development of the BIPOC Connection Practice Meeting and growing engagement within that community.
- Strong community connection and mutual support within the Neurodivergent Connection Practice group.
- Recognition of community members and facilitators contributing to SeekHealing's programming and Catalyst work.

The Board expressed appreciation for the ways these programs are creating belonging, connection, and community support.

Organizational and Fundraising Update

Leadership reported that SeekHealing continues to face significant cash-flow and revenue-generation challenges.

Key updates included:

- Cash on hand remained below approximately \$50,000 at the time of the meeting.
- A Dogwood funding agreement had been completed, with approximately \$80,000 expected.
- Fundraising efforts are increasingly focused on:
 - Growing the Mycelial Collective/small-donor campaign.
 - Increasing the volume of grant applications, with a goal of approximately one grant submission per week.
 - Pursuing smaller grant opportunities in addition to larger institutional grants.
 - Continuing outreach for the Sustainability Fund.
 - Developing earned-revenue and partnership opportunities in addition to grant funding.

Board members reported on individual fundraising and revenue-generation outreach completed since the previous meeting, including donor outreach, prospective organizational partnerships, grant-writer research, a potential One Million Cups presentation, and concepts for future fundraising events and campaigns.

Business Operations Update

Business Operations reported several administrative and financial infrastructure updates, including:

- Establishment of a line of credit.
- Receipt of organizational business credit cards and continued development of SeekHealing's business credit.

- Continued work on renewal of SeekHealing's North Carolina charitable solicitation license following filing of the organization's Form 990.
- Continued onboarding of new staff and volunteers.

The recent organizational/staff summit was also reported as successful, with an emphasis on strengthening organizational systems, tools, and staff leadership.

Proposed Pass-Through Donation to Patchwork Community Care

The Board discussed a proposed arrangement through which SeekHealing would facilitate a \$25,000 donation to an organization with which SeekHealing is exploring programmatic partnership opportunities.

The proposed arrangement includes reporting requirements for the use of funds and a 3% administrative/processing fee retained by SeekHealing.

Board members discussed SeekHealing's responsibilities and potential liability when facilitating funds for another entity, as well as the need for appropriate oversight and compliance.

It was clarified that:

- The current Patchwork arrangement is intended as a one-time transaction, rather than the establishment of an ongoing grantmaking program.
- The proposed agreement had not yet been executed.
- SeekHealing's bylaws require Board involvement in contractual commitments.
- Legal/committee review may inform a recommendation, but final Board approval is required where applicable under the bylaws.

Action: Josh Franks will review the proposed agreement and coordinate with staff regarding any issues or recommendations. The agreement will be brought back to the Board for appropriate approval before execution.

The Board also noted that future fiscal-sponsorship or pass-through funding arrangements may warrant a formal policy establishing appropriate accountability, due diligence, and delegated authority.

General Fractal Update

The General Fractal continues to meet weekly.

Current work is primarily focused on SeekHealing's organizational redesign and financial situation. No additional matters requiring Board action were reported from the General Fractal.

Finance Fractal Update

The Finance Fractal reviewed income and expense projections through the end of the year.

The organization continues to face a substantial projected funding gap, reported at approximately \$278,000, underscoring the importance of developing additional revenue beyond currently anticipated grants.

Discussion focused on identifying revenue-generating investments and opportunities capable of producing results within the next several months.

Healing Operations and Program Redesign

The program redesign process remains underway, and training programs remain paused during this work.

Significant progress has been made on:

- Establishing the Tender Wolf Council and related systems.
- Developing clearer safety protocols for facilitators.
- Clarifying the boundaries between social-health and mental-health support.
- Revising facilitator safety materials from approximately 25 pages to 13 pages, with one major section remaining for review.

The Board expressed appreciation for the extensive staff, volunteer, community, and emeritus Board-member contributions to this work.

Program Evaluation and Community Feedback

Program evaluation feedback collected from Connection Practice participants from the beginning of 2026 through May has been analyzed.

Discussion focused on the need to create a clearer organizational process for:

- Sharing actionable participant feedback.
- Routing feedback to the appropriate staff or organizational fractal.
- Responding to practical concerns that can be addressed promptly.
- Closing the feedback loop with community members so participants know their input has been received and considered.

Actions:

- Sara will organize and present immediately actionable program feedback to the General Fractal for triage and recommendations.
- Sara and Manveer will collaborate on communication to the SeekHealing community acknowledging and responding to participant feedback.
- Appropriate staff will address straightforward operational feedback when possible while the broader program redesign continues.

Governance Committee Update

The full Governance Committee report was postponed until the July Board meeting due to time constraints.

Preliminary governance issues identified for continued discussion include:

- Organizational Purpose

SeekHealing's organizational purpose has evolved, while some bylaws, training materials, curriculum, and public-facing materials continue to reflect earlier language.

The Board will need to establish consistent updated language and ensure it is reflected across organizational materials.

- Board Officer Structure

Current bylaws assign formal responsibilities to officers including President, Vice President, Secretary, and Treasurer.

The Board's current rotating/shared-leadership model has created questions regarding how legal authority and accountability align with SeekHealing's sociocratic values.

One approach discussed was maintaining legally required officer roles while continuing to rotate responsibilities such as meeting facilitation, Board packet preparation, and minutes preparation.

No final decision was made.

- Conflict of Interest

The Governance Committee identified conflict-of-interest questions requiring additional review. More detailed discussion was deferred to the July meeting.

- Executive Director Evaluation and Compensation

The Governance Committee recommended establishing a clear process for the Board's oversight of Executive Director performance and compensation, potentially including a 360-degree review and Board subcommittee.

The committee also recommended periodic review of staff compensation to support fairness and compliance.

Board Leadership and Shared Facilitation

The Board reviewed feedback from members regarding the current shared-facilitation model.

Benefits identified included:

- Shared leadership and responsibility.
- Alignment with SeekHealing's sociocratic and non-hierarchical values.
- Reduced reliance on a single individual to manage Board work.

Challenges identified included:

- Unclear lines of authority.
- Potential inefficiency when timely decisions are required.
- Questions regarding compliance with officer duties established in the bylaws.
- The need for clearer procedures for motions, voting, contracts, and other formal Board actions.
- The need to clearly communicate SeekHealing's governance model to funders, donors, and other external stakeholders.

The Board discussed the possibility of maintaining a President or other legally accountable officers while continuing to rotate meeting facilitation and other leadership responsibilities.

Actions:

- JAG will prepare a summary of the powers and responsibilities assigned to specific officers under the current bylaws, including responsibilities that must be held by a designated Board officer.
- The summary will be provided to the Governance Committee for consideration.
- The Governance Committee will develop recommendations regarding an officer structure that preserves SeekHealing's shared-leadership values while remaining compliant with the bylaws and applicable requirements.
- The Board anticipates additional governance workshop time will be needed.
- The goal is to complete needed bylaw updates by December 31, 2026.

No formal change to the officer or shared-facilitation structure was approved at this meeting.

Board Development

Board members discussed opportunities to strengthen Board operations, including:

- Easier access to current bylaws during meetings.
- Development of a standard procedure for motions, voting, and formal Board actions.
- Additional Board members with nonprofit governance experience.
- Periodic longer strategy sessions or workshops to address complex topics that cannot be adequately covered during regular Board meetings.

These ideas will continue to be explored as the Board refines its governance practices.

Acknowledgements

The Board recognized **Diana** at the conclusion of her final meeting supporting the current Board-development process and expressed gratitude for her contributions to the development and strengthening of SeekHealing's Board.

Action Items

- **Josh Franks:** Review the proposed Patchwork Community Care agreement and bring appropriate recommendations to the Board before execution.
- **Sara:** Organize actionable program-evaluation feedback for presentation to the General Fractal.
- **Sara and Manveer:** Collaborate on community communication acknowledging participant feedback.
- **JAG:** Summarize officer powers and responsibilities contained in the current bylaws.
- **Governance Committee:** Review officer responsibilities, conflict-of-interest considerations, organizational-purpose language, and governance structure; return with recommendations.
- **Governance Committee / Board:** Work toward needed bylaw updates by December 31, 2026.
- **Board Members:** Continue fundraising, donor, partnership, and revenue-generation outreach.

Adjournment

The meeting concluded following closing reflections and acknowledgements.

Respectfully submitted,

Lauren Clark

Secretary, SeekHealing Board of Directors