

SeekHealing Board of Directors

July Meeting Minutes

Date: Thursday, July 30th, 2026

Board members In Attendance: Rob Heskett, Sara Ness, Josh Franks, Lauren Clark, Melisa Gonzalez, Beverly Jurenko, Javonne Green

Board Members Not in Attendance: Susan Freeman

The Board reaches a quorum.

The Board begins with check-ins.

Key Takeaways

- **Financial Crisis**: The organization's runway is critically short, with ~\$58k in cash against ~\$55k in monthly expenses. Without new revenue, the line of credit must be used by mid-September, adding debt.
- **Leadership Gap**: A leadership vacuum—caused by a rotating board chair and ED communication issues—has stalled critical board directives, including grant writer interviews and the ED's performance review.
- **New Board Chair**: Josh Franks was unanimously elected Board President to provide a single point of accountability and restore board oversight.
- **ED Conversation**: The new Board President will meet with the ED to clarify roles, aiming to resolve operational bottlenecks by potentially shifting the ED to a visionary role and exploring an internal successor.

Financial Crisis & Fundraising Strategy

- **June Financials**:
 - Revenue: \$35k; Expenses: \$54k; Net Loss: -\$19k
- **Current Runway**: ~\$58k cash on hand, covering only one month of operations.
- **Grant Performance**:
 - **2026 YTD**: 2 awards from 21 applications (~9% success rate).

- **2025:** 6 awards from 20 applications (~30% success rate).
- **Context:** The General Fractal's target of 300+ grants to hit a \$1M+ revenue goal is unrealistic for the current grant writer.
- **Fundraising Initiatives:**
 - **Local Events:** Proposed hiring Joff as a contractor to lead revenue-generating events.
 - **Action:** Melissa to define a clear ROI model (e.g., 3x cost) to justify the investment.
 - **Grant Writer Interviews:** The board-approved process to interview three vetted candidates stalled.
 - **Action:** Melissa to contact candidates within two weeks.
 - **New Revenue Streams (Proposed by Sara):**
 - Offer smaller courses and products on Kajabi (e.g., AuthWeb's "Life Integration" program).
 - Utilize existing, unedited video content (e.g., Listening Training videos).
 - **Action:** Sara to create a one-pager with projections, costs, and timelines.
 - **Board Governance & Leadership**
- **Governance Committee Findings:** The rotating board chair model has created a leadership vacuum, resulting in:
 - Stalled board directives (e.g., grant writer interviews, ED performance review).
 - Lack of accountability from the ED.
 - Missed administrative tasks (e.g., meeting minutes, agendas).
- **Sociocracy Implementation:** The current model is perceived as inefficient, with too much focus on managing conflict and not enough on decision-making.

- **Root Cause:** The organization is misapplying the model, treating all meetings as governance sessions instead of using distinct operational meetings with clear authority.
 - **Action:** The Sociocracy Information Team (SIT) will be relaunched to provide proper training.
- **Board President Election:** To restore accountability, Beverly creates a motion to nominate Josh Franks as Board Chair. Sara seconds. All are in favor and the vote is unanimous.
 - Josh Franks is elected Board Chair.
- **ED Role Clarification:** The new president will meet with the ED to clarify roles and responsibilities.
 - **Goal:** Determine if the ED wants to shift to a visionary role, creating space for a new operational leader.
 - **Potential Candidate:** Melissa expressed interest in the operational ED role at the current salary.

Next Steps

- **Josh Franks:**
 - Schedule a meeting with the ED (Genesis) to clarify roles and responsibilities, with Beverly attending.
 - Announce the new Board President role to staff.
- **Melissa:**
 - Contact the three vetted grant writer candidates for interviews.
 - Define ROI metrics for the proposed local events contractor (Joff).
- **Sara Ness:**
 - Create a one-pager on new revenue streams (courses, products) with projections, costs, and timelines.
- **All Board Members:**
 - Maintain strict confidentiality on all discussions until official announcements are made.

The meeting concluded following closing reflections and acknowledgements.

Respectfully submitted,

Lauren Clark
Secretary, SeekHealing Board of Directors