

November 18, 2025 MNTIC Board Meeting

1. The meeting was called to order at 3:38.
 - a. .Present-- Ethalow, Jenny, Maria, Marj, Sally.
 - b. Maria moved approval of agenda and September meeting minutes. Motion carried.

2. Financial Update:
 - a. Jenny reported that October numbers were \$19,556.93; November numbers not in yet.
 - b. Gross year-to-date income is \$261,852.31. A year-to-date comparison shows a 9.68% increase in net income, which is at \$13,438.88.
 - c. Jenny and Sally still need to submit invoices for Executive Director work for August, September and October.

 - d. Bremer Bank was purchased and we were switch to Old Town Bank. Jenny has not had a positive impression of Old Town Bank. Sally will look unto the pros and cons of Wings and Affinity Plus credit unions with the intention to switch.

3. Old Business
 - a. Linked-in: There have been no postings since Sept 22. Soyome has several prepared, but Sally will make come corrections on the labeling and post them weekly over the next several weeks. Meanwhile, more postings can be developed from EFC to have postings through the end of the year.
 - b. It has been so busy that we have not been able to get Mary to any more Hack the Gap sessions. This is only available until the end of the year.
 - c. We still need to look into grant possibilities. Plant, Grow, Share would be an excellent candidate for pro bono services if we could get the grant to cover it. Maria will consult with her husband, Rob, about recommendations for grant sources or a writer.
 - d. We could still use a volunteer to help research certifications.
 - e. Zoom recordings update: The Synod has put in the language we request stating limitations on the use of the recording. We will complete the first series and then review with them We think there should be more prep time and the material presented should be less dense. They are packing too much into one hour. We debated if the prep time should be in the form of an increased rate. We might request that they take the video off the webiste after a period of time—suggested two months. We discussed the concern that the quality of the presentation for Spanish-speakers is not as high as would be desired because of the interpretation conditions. Some solutions we could propose: 1) Send prep materials further in advance; 2) educate presenters about not rushing through material; 3) increase compensation.
 - f. Paid prep time: We discussed concerns about irregular criteria for when to charge for prep time and how much. It was the consensus of the group that when there is a presentation, there should be a chare for prep time, but that is not

sufficient for standardize every situation, nor to decide how much prep time may be needed. Maria will put prepare proposed perimeters to use in a survey.

- g. Website update: This project is a year behind schedule. Ethalow volunteers to meet with Jenny at lease once per week to support the project until it is finished.
 - h. The board agreed to meet twice instead of once in January and February of 2026 in order to push through our to-dos.
 - i. Marj will share minutes with the board shortly after the meeting instead of shortly before the next meeting. She will also pin the to-do list to the Board channel in Slack. Maria will follow-up with board members to make sure they are fulfilling their commitments from the to-do list.
4. New Business
- a. Paid holidays for Mary: Holidays did not get set up in payroll. We will offer Thanksgiving, the Friday after, Christmas, New Year's Day, Memorial Day, Fourth of July, Labor Day. Marj moved and Maria seconded that these be paid holidays for Mary. Motion carried.
 - b. New applicants for membership:
 - i. A Somali applicant with medical certifications will be required to obtain to be on the court roster in order to be considered for membership.
 - ii. Two of the EFC Swahili interpreters inquired about membership, but did not respond to an email sent as a follow-up to their inquiry.
 - c. Cheers for a great EFC!
 - d. New clients of note: CEFUL and Newspaper Guild.
 - e. Rate for Marcela for interpreter training: if client pays \$200/hour, at a 75/25% split, this would provide \$150 for Marcela. Maria suggested that since Marcela has developed the materials, we might consider a split that is more favorable for her.
5. Next meeting will be . The monthly gathering will be at Hmong Village.