



Adopted Minutes

Board of Directors

Thursday, March 27, 2025

Meeting 3:30 pm to 5:30 pm

SRJC Foundation, 707 Elliott Avenue, Santa Rosa, CA, 95401

Members: Suzy Marzalek – Chair, Troy Sanderson – Vice Chair, Dr. Angélica Garcia, Scott Bartley, Doug Garrison, Teresa Norton, Brian Reeves, Shirley Ward, Ozzy Jimenez Sullberg, Francisco Lopez, Anthony Spinozzi

Absent: Evan Hershey, Carolina Spence

Staff: J Mullineaux, Sarah Laggos, Katie Greenwald, Elizabeth Macias Lopez

Guests: Dr. Molly Senecal, Vice President, Student Services; Hector Delgado, Director, SRJC Roseland; Maria Gatto, alum and SRJC Roseland employee

1) Call to order | Land Acknowledgment – Suzy Marzalek

The land acknowledgement was read and the meeting was called to order at 3:32 pm

2) Public Comment – Suzy Marzalek

There were no members of the public present and no comments.

3) Approval of January Minutes – Suzy Marzalek

Minutes of the November 21, 2024 meeting were distributed in advance. All in favor. M/S/P

4) District Update – Dr. Angélica Garcia

It's great to see everyone. This extended meeting helps good work happen. In general, we have been in an incredibly busy level on so many fronts. So many amazing things happening with students in terms of engagement opportunities and programs. Student leaders Anthony Spinozzi and Ruben Garcia were part of a convening in Washington DC and the cheer team won a national championship. We have a very active campus right now. This past weekend, we hosted a three-day swim meet for teams across CCC. Baseball is doing incredibly well – in the number one spot in our conference. Amazing performances – *Spelling Bee* was great. And the symphony! So much is happening right now – it's incredibly vibrant. The campus is alive and our student leaders are working hard to set the conditions for elections for the next crew. We recently completed tenure process – seven faculty reached tenure. We have phenomenal colleagues. The next Board Of Trustees meeting, a recommendation will be brought forward for the VP of HR. Trustee Fishman was on the interviewing and screening committee for this role.

We are remaining student and mission centered in what we do. The leadership team is working on remaining compliant, sustainable and focused. Our students cannot afford for us to get distracted. We need to stay focused on what we need to do.

There is a lot of behind the scenes work that's happening. Where we're trying to influence state wide level is through elected officials. If federal funding dollars stop coming to this district, there will be an impact. We have an opportunity to influence elected officials. Trustee Battenfeld is on the board for the statewide system. State of California does not have the money from a state level perspective to make up the difference for the federal dollars. Advocacy is happening in red parts of state. We need to share the impact and have conversations in these parts of the state. It's a lot of education that needs to be done.

SRJC spends ~\$3.2 million annually on salaries and benefits for ~200 employees. Funding sources vary throughout the year, depending on different phases of the budget cycle. The goal of the District and Board of Trustees is to minimize disruption as much as possible.

We have a contingency plan in place in case federal funding does not come through, and the leadership team is actively preparing for that possibility. We are taking all possible actions within legal parameters to stay ahead of potential challenges.

SRJC distributes more than \$20 million in financial aid annually, including Pell Grants, and also receives substantial funding from additional grants, workforce development programs and other sources.

SRJC is navigating uncertainty affecting community colleges statewide. Funding shifts could impact partnerships like mental health referrals. We're planning for all scenarios. Our legal and leadership teams are engaged at the state level, advocating for protections and clarity.

The focus is to continue to support students in meeting academic and career goals, ensuring SRJC stays a place where they belong and thrive. We will remain student-centered and community-focused. The alignment between our strategic plans reinforces this commitment.

The Foundation exists to support students, recognizing the diversity of their backgrounds and needs. Our strategic plan aligns with the community we serve, helping make SRJC a place where students feel seen and supported. Foundation funding provides what general funds can't, removing barriers so students can focus on learning, not juggling multiple jobs. For many, it's the first time they've experienced this kind of meaningful support.

5) Executive Director Search Update – Suzy Marzalek

Four members from the board, Maggie Trustee, Kate Jolley, Troy Sanderson, and Suzy Marzalek are on the hiring committee. There is a good pool of candidates. Suzy thanked the board for providing input to draft the ideal candidate profile. Interviews will be held the week of April 21.

6) Addition of Board Emeritus Members – Shirley Ward

Jeff Bricker, Don Chigazola, Sue Nelson, Steve Page, Kent Seegmiller, Bill Traverso and Paul Yeomans have all met the requirements to be Board Emeritus, including having served nine years as a Board Director, and being an active member of the President's Circle.

Shirley Ward motioned, Ozzy Jimenez Sullberg seconded. All in favor. MSP

7) SRJC Foundation's Four Community Centric Principles

The annual report is out – special thanks to Sarah Laggos and Sam Guerrero. We're having a tremendous year. We're at almost \$9M at the end of February. That's a record. We did get a large scholarship bequest. Even without that, we're ahead of last year this time.

We hired an accountant – paying 60% of salary. Stephanie Dirks will work with us to fulfill all Foundation accounting needs. She's been with the District for more than seven years.

We're holding on hiring for the community engagement role until the ED has started. We're celebrating Delores Huerta and Cesar Chavez day on Monday. They're the reason so many of our colleagues are here on campus today.

J shared a photo of him at nine years old. He had lived in the projects in a multi-racial community. He had his mom, and they found this community, and he learned how to look after one another. He discovered a new family. Why and how did he drift away from his roots, and how did he get back. The work that we're doing explains the work – this stuff is in our bones. It needs to be in our hearts. If it's just in our heads, then we have a problem and will continue to have a problem.

Our work is student-centered and grounded in race, equity and social justice.

The SRJC Foundation's approach to raising and distributing funds actively centers students, addresses racial disparities, and promotes equitable access to resources, equity, participation, diversity, and human rights. We ensure the needs of marginalized and underrepresented communities are elevated and that the outcomes of fundraising efforts contribute to creating a more just and equitable society. We prioritize funding programs that address student equity gaps, center the experiences of marginalized communities, and ensure diverse representation in decision-making. By investing in and collaborating with those we serve, we work to eliminate inequitable practices and align with the District's IDEAA-driven initiatives (Inclusion, Diversity, Equity, Anti-Racism, Accessibility). Our advocacy for racial and social justice extends across all functions and we transparently share data to demonstrate our collective impact in reducing inequities.

Students are best served when the SRJC Foundation functions as an integral partner of the SRJC District and in the larger ecosystem of the community working collectively to build a just and educated society.

We operate within a variety of ecosystems, primarily the SRJC District and the broader Sonoma County community. We support the District's vision of providing accessible, equitable, high quality, and affordable higher education to foster a thriving, educated community that benefits everyone. We prioritize the strategic goals of the District while

thoughtfully selecting funding opportunities that best serve the internal and external community. We operate from a mindset of abundance, recognizing that equitable resource distribution comes from collaboration and a shared vision for our community. By fostering collaborative relationships with values-aligned organizations and investing in our staff and board, we strengthen both our organization and the nonprofit sector, creating opportunities for collective impact and sustainable change.

We treat donors, community members and District colleagues as partners, and this means that we are transparent, and help educate the community to the complexity of the students we serve.

We educate donors, community members, and District colleagues to create a shared understanding of our values and the role of higher education in our community through honest and respectful conversations. We encourage donors to support students' holistic needs by considering mental, social, and educational factors, as their success contributes to the well-being of the broader community. We promote awareness of racial equity and social justice among donors, community members, and District colleagues, recognizing that individuals are at different points in their understanding. We remain honest and transparent about the resources required to fulfill requests while ensuring requests never come at the expense of our students, college, or community.

We foster a sense of belonging, not othering

We strive to create an inclusive environment by avoiding "othering" — perceiving or treating an individual or group of people as fundamentally different, separate, or inferior from the dominant social group—which can reinforce the savior complex. We support programs and spaces where students can be their authentic selves and reach their full potential. By forming genuine partnerships with students, community members, and District colleagues, we actively engage in their communities to uplift and support them. We recognize, celebrate, and support our collective community and challenge harmful stereotypes and exclusions. Using inclusive "we" language, we reinforce that donor, community members, and District colleagues are part of the work. Above all, we ensure that everyone who contributes—whether through time, money, or services—feels valued and has a sense of belonging in the Foundation's mission.

8) Updated Scholarship Reviewer Training

The SRJC Foundation, in partnership with the Scholarship Office, awards more than \$6 million annually in scholarships and grants, with 92% of applicants receiving at least one award. To ensure fairness and honor donor intent, the Foundation promotes equity in scholarship reviews by addressing implicit bias, recognizing systemic barriers and valuing diverse student experiences. Strategies include anonymous reviews, holistic scoring, and reflective tools like equity filters to help reviewers make inclusive, mindful decisions.

9) Mapping Exercise – Break into Groups

Foundation board members were provided with a list of activities the Foundation has completed over the course of the last couple of years. Board members were asked to discuss

how each of these actions fits within the Foundation's four core community centered principles.

10) Break Out Groups Report Back

Board members reported back on which elements resonated the most with them.

11) Written Reports, Questions/Comments

12) Adjourn

Meeting was adjourned at 5:34pm

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