

WSCO Board Meeting Agenda

Monday, November 24, 2025

6:00 PM to 8:00 PM

MISSION STATEMENT: WSCO sustains the people of the West Side to **build community power** and to advance a more **just and equitable community**.

Board Members: Raniya Abawari, Santino Franco, Sebastian Ellefson, Nate Giles, Sebastian Gonzalez Navarro, Jessica Klimisch, Lawrence A. Lucio, Yasmin Muridi, Nancy Negrette, Joy Sorensen Navarre, Mandy Otis, Jeannine Pohl

6:00 Introductions and welcome (Jess, 5 min)

6:05 Guest recognition (Jess, 5 min)

6:10 Consent agenda (Jess, 5 mins) - **Vote**

- Last month's minutes
- This month's agenda
- Financials ^ **october financials for the next meeting Voted and agreed upon by the board**

6:15 Workplace Culture (Roberto De La Riva - consultant, 20 mins)

- normal for orgs
- Track record of achievement in Chicago in supporting in education and helping create a high school
- Helped get a landlord to pay 20 million back to 5K units it was a record
- Bush fellow (currently)
- <https://www.bushfoundation.org/fellows/roberto-de-la-riva/>
- Meet with the staff was his first task after connecting with Coco to join (new type of retreat)
- Interested in helping people grow collectively (wants to avoid transactionalism)
 - Monica acts as a shield but doesn't feel she is supported enough
- Aligning a board retreat we have 4 hours but the first of 4 hours can help us think together and hopefully work to go forward
- Connect the alignment and saying no to things, how to say no things powerfully, how we move forward together. This organization can only do so much,
- We need to reduce the fact that so much urgency is put on this organization or else everyone will fizzle out, say yes in a way that makes sense.
- Retreats, I want to stop there, Roberto at WSCO.org, any question or doubts emails or call me I doubt this I'm tense about this, I can usher in the understanding, see if there are any questions
- Larry concerned about the board vision and how that's integrated into workplace culture through Roberto
- Larry would like to talk about merging board vision and staff vision and how we decide to follow things which Roberto agrees is important but thinks it's tense and there is conflict but the way the board

thinks it can run itself and the vision of the organization, in 4 hours we will scratch the surface and create ideas and thoughts going from there.

- Monica new strategic plan will be coming
- Spirited discussion about the accountability between board and staff, misalignment with board and knowing their lanes.
- Raniya if everyone can bring their issues but WSCO needs to be clear about what we can and cannot impact.
- Focusing goals,
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- Raniya here's another place you can take these goals
 - Incubator for other leaders?
 - No intake process
 - Improving
- Roberto - this is normal
 - We are struggling with being honest, how can we do the work where our differences can shine, not about figuring out a cult vision, we have clear boundaries about how we are looking at this problems
 - In another board, they wondering if the board should know about the hiring and firing of staff. It's the executive director

6:35 Southport Resident & Board Discussion (Monica, 15 mins)

-Southport update, residents have been super active and growing, they have been coming together and requested time to go with the board about board resolution passed 2 years ago now. Things that were missing in that resolution, they feel that it needs to be spelled out. The shiting and moving of the houses. Good intentions, strong resolution. Now that there is community voice, they have been meeting with all kind of folks, NPCA, attorneys, southport initiative, launching a whole campaign, when they actually come, giving this update, when they come in december.

6:50 State of WSCO (Monica, 30 min)

Scorecard

2026 Financials

7:20 Monica Annual Review (Jess/Sebastian, 10 mins) - **Vote**

Coco comp set

7:30 Open discussion (Jess)

Annual Meeting Recap (Mandy, 5 mins)

Pros and cons of annual meeting

Robert St. business disruption (Joy, 10 mins)

7:55 Wrap Up/Next Steps/Spreadsheet (Jess, 5 mins)

8:00 Adjourn
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