

DVAA Board Meeting Minutes

Date: December 11, 2025

Time: 6:05 PM – 8:15 PM

Location: DVAA

Attendance:

Rachel Gordon, Dan Hust, Alessandra Iavarone, Leif Johansen, Kim Martin, Jane Roth, Ken Sable, Heinrich Strauch, Rennik Soholt, Mary Sue Sweeney Price, Wendy Prince and Ariel Shanberg

Absent: Lily Smith, Fabiana Lotito, Robin Dintiman

Meeting Summary:

The board meeting began with administrative matters including quorum confirmation, and agenda adjustments.

1. Call to Order

Dan called the meeting to order at 6:05 PM. He wished all a happy holiday and thanked Jane and Ken for their service, as they are both retiring from the board.

2. Consent Agenda

Dan – October minutes – corrections – none

Mary Sue motioned to approve consent agenda; seconded by Rachel; all in favor

3. Committees:

Executive – met to discuss Ariel’s bonus

Governance – has not yet met but will to nominate board members/officers and discuss board self-assessment

Facilities – has not met but is actively engaged in seeking vendors for various repairs, including replacement of front doors

Finance – revenues look good, and budget was prepared for 2026 (see below)

Fundraising – did not meet

Communications – report attached

Program – did not meet

50th Anniversary Gala – report attached

4. Treasurer’s Report:

Heinrich introduced the 2026 budget, noting it is substantially larger than 2025’s – highlights attached.

Ariel added that the budget was built around the 50th anniversary schedule and represents an 8% increase in expenses vs. 2025. That means that the DVAA has to create a greater amount of income this coming year, as well.

All acknowledged a successful 2025 with a full staff including successful fundraisers. 2026 includes grand plans for the 50th year programs and celebrations. Leif thoughtfully mentioned if we stretched our budget too far out, we can always reevaluate.

After board discussion, Dan asked for a motion to adopt the 2026 budget – Heinrich motioned, Robin seconded and all board members voted in favor of the 2026 budget.

5. Executive Director Report

Report attached to board packet

6. Executive Session

Upon Dan’s request, Heinrich motioned to go into an executive session (where no minutes were taken), seconded by Jane. Session entered at 7:45 p.m.

Upon emerging from executive session at 8:05 p.m., Dan moved to approve a holiday bonus for Ariel, with Wendy seconding. It was noted that historically the staff each receives one week bonus, including the ED but a bonus equal to two weeks was approved for Ariel for his amazing dedication and accomplishments throughout 2025. This bonus is separate from his potential COLA and merit salary review in March 2026.

7. Old Business

None

8. New Business

A strategic retreat is being planned for January

9. Adjournment

Wendy approved adjourning, and Ken seconded.

Meeting Adjourn 8:15 p.m.