



**Meeting Minutes**  
**Meeting of the Envision Board of Directors**  
**Tuesday, December 2, 2025**

**I. Preliminary**

A. Call to Order

- Board Chair Thomas Igeme called the meeting to order at 9:35 am.

B. Roll Call

- Present Board members:
  - Amber Childress, Board Member
  - Jillian Juman, CEO
  - Kyle Magallanes Castillo, Co-Chair and Secretary
  - Shawon Jackson, Board Member
  - Thomas Igeme, Co-Chair
  - Nicole Fulgham Baker, Board Member
  - Phillip Klimke, Board Member
- Absent Board Members,
  - Candice Phillips, Board Member
  - Ify Walker, Board Member
  - Traci Dove, Board Member
- Others:
  - Andrea Chen
  - Dinah Consuegra
  - Liz Raji-Greig
  - Justin Wells
  - Joel Key

C. Adopt the Agenda

- Motion: Jillian Juman
- Seconded: Shawon Jackson
- Approved by roll call: Yes 7 No 0

**II. Public Comment/Announcements**

- None

### **III. Board Retreat**

- Consultancy Protocol on National Expansion
  - Participants emphasized the need for a clear, unified mission, theory of change, and organizational identity, integrating pro-black/anti-racist values while clarifying accountability, revenue sustainability, and the distinction between mission and strategy.
  - The group debated the organization's future direction—local vs. national—highlighting promising national initiatives and funding, concerns about scaling without a strong foundation, and the importance of documenting both successes and failures to inform learning and expansion.
- Fundraising
  - The board reflected on the national fundraising climate and identified next steps for their fundraising efforts.

### **IV. Adjournment: Board Chair Thomas Magallanes Castillo adjourned the board meeting at 4:30 pm.**