



**NORTH END NEIGHBORHOOD ASSOCIATION BOISE, IDAHO
2021-2022 Review Committee Report**

IMPROVEMENT RECOMMENDATIONS:

1. The Board must reach out to NENA members in the geographic area of any potentially contentious projects to alert them to the project and request feedback. Meetings should provide time for neighbors to be heard and/or other avenues for feedback to be received. Special meetings may be required for projects which generate large public interest. While NENA advocates for historic neighborhood character, some projects may require NENA to remain neutral on final disposition.
2. Follow rigorous election protocols. The pandemic created numerous challenges for the Board in 2020. Safeguards should be in place for all future elections, to ensure that results are respected and accepted as soon as they are available for the Board's review at the subsequent Board meeting. Election protocols should be clearly defined within the Bylaws.
3. Mediation, when necessary, shall be mandatory for all Board members when said mediation has been voted on and approved by majority of the Board. Failure to attend mediation should be grounds for removal as a director. The Bylaws should specify this moving forward.
4. Directors and members should respect opportunities to meet and discuss differences. Monthly NENA meetings or special meetings are essential venues for communication and all voices should be heard. Avoid posting opinions as fact online or anywhere, especially by directors and NENA representatives.
5. Without D&O insurance, any similar litigation in the future will likely cause NENA to become insolvent. Knowing that, future Boards should respect calls for mediation and attend said mediation when it is required and be open to compromise. Further, it is best to always pursue mediation to retain positive influence of the outcome and avoid escalating legal fees.
6. NENA should create and maintain a central repository of all NENA data, passwords, and access information for easy transfer of control between old and new directors and representatives.
7. The Bylaws and understanding of membership must be clearly understood. Members must opt-in to the association by satisfying the Bylaw's requirements and accurate membership records must be maintained. Membership parameters should be clearly defined in the Bylaws, and the Board must respect actions of its members. In any similar events in the future, 100 members should be respected for calling a special board of directors meeting, and any performance standards for voting (e.g., 10% of voting power) should reflect NENA's membership list at the time of said vote (voting power) - not the total of residents, employees, or business and property owners within the North End boundaries. Legal interpretations on these topics vary widely, and NENA's Bylaws should be updated to remove confusion and create a clear process moving forward.

MOVING FORWARD:

1. Approach disagreements in a measured way. Think things through and check facts before responding. Is it helpful, backed up with data and evidence, or an unsubstantiated opinion that will unnecessarily strain relations?
2. Communicate, read emails, and respond civilly. Give everyone a chance to talk and listen. Be open to alternative points of view and consideration of compromise.
3. Always mediate, don't litigate. If you can't mediate, find someone who will, or arbitrate. As a volunteer neighborhood association, none of this should ever escalate to litigation.
4. We are a neighborhood of differing minds and need to be open and receptive and willing to work together. If we can't do that, we shouldn't be involved.
5. Continue to provide accurate and vetted monthly meeting minutes, revise the Bylaws clarifying membership as opt-in and have a membership list that is updated monthly per state law.
6. Remain mindful that elections happen each year. Every election is an opportunity to seat a Board that represents NENA and its members. Terms are only years. There may be grievances during that time, but members should be respectful of the Bylaws and decisions made by fellow members.