

**Edmonds Public Facilities District
Special Meeting of the Board of Directors
HYBRID: Edmonds Center for the Arts – Green Room, or
via Zoom at <https://us02web.zoom.us/j/84245112222>
Thursday, November 20, 2025 7:30AM**

7:30 AM - CALL TO ORDER

- **Call to Order** Wayne Grotheer 7:30
 - Attendance of those attending in-person for Minutes
- **Land Acknowledgement & Equity Statement** Volunteer 7:31

We acknowledge that we work, live, and gather on the unceded territory of the Coast Salish Tribes. We honor with gratitude the land itself and the Coast Salish Peoples of our region, past, present, and future. This acknowledgement does not take the place of authentic relationships with indigenous communities but serves as a first step in honoring the land we are on.

ECA is committed to equity leadership in the arts community and becoming an anti-racist organization. These commitments reflect a careful ongoing examination of the history of privilege and power in our industry and within our organization. By continually testing and modifying our policies and procedures, we strive to increase equity in access, opportunities, and resources at ECA. The impact of this work will be evident on our stage, among our patrons and supporters, and within our staff, volunteers, and boards.

- **Agenda Review & Approval** Wayne Grotheer 7:33
- **Board President's Comments** Wayne Grotheer 7:35
- **Public Comment** 7:40
- **Consent Agenda** Wayne Grotheer 7:45
 - Meeting Minutes:
 - October 30, 2025
- **Old Business** Wayne Grotheer/ Lori Meagher 7:47
 - Prior Action Items Review
 - November Staff Report – Questions/Comments?
- **Executive Session** Wayne Grotheer 7:50
 - Pursuant to RCW 42.30.110((g)) to evaluate the qualifications of an applicant for public employment and to review the performance of a public employee.
- **Return to Open Session** Wayne Grotheer 8:10
- **PFD Board Business** Wayne Grotheer 8:10
- **PFD Board Member Reports** Wayne Grotheer 8:25

- **Associate Executive Director Update** Lori Meagher 8:35
 - FY 2024 Audit
 - FY 2026 Budget
 - Human Resources
- **Strategic Plan Update** Stanford Thompson 8:45
- **New Business** Wayne Grotheer 9:25
- **Adjourn** Wayne Grotheer 9:30

NEXT EPFD BOARD MEETINGS :

- Special Meeting: Combined ECA A&F Committee & EPFD Board- December 10, 2025
- Special Meeting: December 11, 2025

ACTION ITEMS:

1. Distribute AWSPFD bylaws to EPFD Board members
2. Present preliminary interim ED job description to EPFD Board
3. Distribute list of five Strategic Plan goals to EPFD Board members
4. Send A&F Committee the redlined Employee Handbook
5. Include review of the Strategic Plan on the agenda if a special meeting is scheduled
6. November Meeting
 - a. Rate increase
 - b. 2026 budget
 - c. Strategic Plan goals and objectives
 - d. Rental Revenue Update

Informal or Future Items:

- Analysis of insurance options prior to the next renewal period
- Insurance coverage review (by either EPFD Board or A&F Committee)
- Employee Handbook review and approval