

Metropolitan Washington Council, AFL-CIO
Executive Board Meeting
April 16th, 2018

Call to Order

Roll Call of Officers: Jackie Jeter, Gino Renne, Andrew Washington, Dena Briscoe, Eric Bunn, Aaron Bast, Carl Carson, Chuck Clay, Cynthia Collins, Jaime Contreras, Stephen Courtien, Elizabeth Davis, Dennis Desmond, Dan Dyer, Michael Flood, Larry Greenhill Sr., Jim Griffin, Herbert Harris, Don Havard, Doris Reed, Dave Richardson, Mark Federici, Dan Fields, Tommy Ratliff

Presentation of The Poor People's Campaign (Jaime Contreras) Page 1

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Committee Reports Transportation (Chair Herbert Harris)
Healthcare (Chair Dan Fields)
K-12 Education (Chair Elizabeth Davis)

Board Member Reports

Adjourn







Metropolitan Washington Council, AFL-CIO
Executive Board Meeting
March 19, 2018

Call to Order (4:05)

Roll Call of Officers: Jackie Jeter, Eric Bunn, Carl Carson, Chuck Clay, Cynthia Collins, Elizabeth Davis, Dennis Desmond, Michael Flood, Larry Greenhill Sr., Jim Griffin, Herbert Harris, Doris Reed, Dave Richardson,
Excused: Andrew Washington, Dena Briscoe

Absent: Gino Renne, Aaron Bast, Stephen Courtien, Dan Dyer, Don Havard, Dan Fields, Tommy Ratliff

Guest: Des Serrette, Unite Here 25

Also Attending: Dyana Forester (UFCW 400 for Mark Federici) and Lenace Edwards (for Jaime Contreras)

Reading of the Minutes

Approved as distributed.

Correspondence

JUFJ 3/18/2018 Labor Seder \$250

NoVA Labor 5/4/2018 Tribute to Labor \$1,175

Printcraft Bowling Assoc 5/3/2018 76th Annual Tournament \$100

Teamsters 639 5/11/2018 Golf Tournament \$250

Charles County DCC 4/27/2018 Truman-Kennedy-Obama Dinner \$250

DC Jobs with Justice annual dues \$200

Total: \$2,225

Financial Report: Approved as distributed.

Organizational Reports:

Union Cities

Chris Garlock reported:

Major activities since my last report were the February 24 "Working People's Day of Action," and the March 10 Evening with Labor, both of which required extensive support and which went off successfully.



Another significant project involved the release of the 2018 Metro Council Directory, including distributing copies to all affiliates, the media and area allies and politicians, international unions and AFL-CIO leadership. The online Directory also had to be cross-checked and updated.

Concurrent with the above, I initiated planning for this year's DC LaborFest/Labor Film Festival (scheduled for May 1-31), including coordinating programming with partners (AFI, the Goethe Institute, Busboys and Poets, etc), fundraising (guidebook ads) and volunteer recruitment. New programs this year include a 4-hour May Day/LaborFest special on WPFW 89.3FM and "Laborpalooza," a 3-hour labor music show at the Hyattsville Busboys and Poets, which will also be broadcast live on WPFW.

On a related note, our February 20 Bread and Roses presentation -- "Soundtrack For A Revolution" -- drew a full house at the Takoma Busboys and Poets and the Shirlington location -- organized in conjunction with NoVA Labor -- continues to build audience.

I am also pleased to report that I was successful in re-affiliating NABET 31 and it looks very likely that Teamsters 96 will also be re-affiliating soon.

The Council's ongoing communications platforms, including the Union City email newsletter, website, Facebook and Twitter news posts, Union City Radio (WPFW) and Your Rights At Work (WPFW) continue to effectively disseminate local labor news as well as promote events like the "Working People's Day of Action," Evening with Labor and other local and national labor events.

Union City's coverage, Jan-Mar 2018:

January: <http://www.dclabor.org/home/archives/01-2018>

February: <http://www.dclabor.org/home/archives/02-2018>

March: <http://www.dclabor.org/home/archives/03-2018>

Community Service Agency

Kathleen McKirchy reported:

- 2018 Night at the Nats reminder: July 20th vs. Atlanta Braves at 7:05pm

\$15 per ticket; Purchase 50 or more tickets to get your name on the Big Screen!

Proceeds benefit the Community Services Agency and its Emergency Assistance Fund

- Retirement update; McKirchy thanked the Board for their recognition; Sonte DuCote taking over as next ED, please give her your support. Thanks for all your support and being such great trade unionists. Would miss you but I'm not going anywhere, will be volunteering and staying active in the local labor movement.

- EWL: report/discussion. General consensus was that it was a great event, with



excellent participation and good spirit. Solid program, with MC Tom Sherwood receiving special kudos for his humor and keeping things moving. Also want to do a follow-up survey to get a better handle on what works and what doesn't (CG to work with Doris to get this out ASAP). Extensive discussion. 2019 Ctte:

COPE/Political and Legislative

- MD COPE emergency mtg this Thursday 3/22, location TBA
- Tri-County Candidate Interviews 3/24; details tba
- Monday 3/26 continue interviews with PG county delegates at ATU hall
- DC interviews begin April 9
- School board interviews will be held at WTU Local 6, date/time TBA
- Plan is to have all interviews completed by April 13

Discussion about recent endorsements that are being recommended to MD/DC State Fed.

After DC Statehood presentation by Des Serrette at DC COPE, which has a recommendation.

AFSCME 2921 member 12-month pay issue; progress but then Chancellor resigned. Still working on this issue.

DOES director issue

IBEW 26; see notes

Aisha Braveboy event coming up

DC Statehood resolution: Des Serrette gave brief update

Motion to pass resolution re-affirming MWC's support for DC statehood.

Campaigns

Megan Fitzgerald reported on her support for the Day of Action. She also staffed the Committees and Working Groups, including the Transportation Committee, which met on February 13th, when Herbert Harris arranged for Ben Ross from Maryland Opportunity Transit Coalition come and speak about the transit plans they are advocating for and what they are against. Healthcare Committee has met twice since the last board meeting; affiliates have discussed workplace violence legislation and come up with compromises. K-12 Education Committee met on January 31st; a statement was written, focused on the status of education in the region. Water Bill Issue: continued to participate in meetings. The coalition is growing and so is education around the issue. Herbert Harris has also been participating in the conversation and has added a needed dynamic to the conversation. President Jackie Jeter spoke at the community rally about the issue and labor's committee to levitating the cost of the water bills for elderly and working people. By labor being a part of the conversation, we are making sure that DC residents are a main part of the conversation. NE District Meeting talked about the restructuring at the national level, the upcoming union



attacks, the worker bill of rights passed at the national convention and other issues relating to central labor council work. LAN project: assisted David in making sure our board member unions received list of who was unregistered to vote in each individual union. Continued to help with my daily tasks of COPE page updates, board/delegate meeting prep, and help with minutes and data management. This month I also attended the Just Pay Coalition, SEIU 1199 rally at George Washington Hospital, poor people's campaign meeting, JWW Steering Committee, a meeting on carried interest legislation, a WTU press conference, the CSA bowling tournament, and helped with Evening with Labor.

Upcoming Events: 32BJ is working on a rally at FEMA Tuesday, March 20th 11AM-2PM at 500 C St, SW, Washington, DC. Stand With Workers Town Hall, Tuesday, April 10.

President's Report

Code of Conduct AFL-CIO; all CLCs are supposed to adopt and send reps for training (Megan and Gino)

Board openings; meet starting at 3p next month to discuss replacements (3rd VP, Secretary, At-Large).

Office move that is required by the reconfigurations at the AFL-CIO and agreed to proceed with the new space even with the increase of 200 or so square feet with about \$8000 more per year in rent shared with CSA per the allocation percentage currently in force. Need to move MWC/CSA offices to AFL-CIO ground floor; 200 sq feet at slightly more (\$700/more/month); build-out in May, move June 1.

Eric Bunn: Have been handling post-Carlos transition re budget, payroll, etc. Amir was not available today but will deal with that.

Adjourned 6:30p



Council Correspondence							
<i>MONTH: April 2018</i>							
Organization	Other	Event Date	Request/Purpose	Tickets	Ads	RECC	Detail
Sons of Italy Foundation	National Education and Leadership Awards	5/24/2018	Annual Gala	500 ea	1,000-25,000	receive	
IUEC Local 10		5/4/2018	Golf Tournament		200-1000	\$ 200	hole sponsor
BLET	Regional Conference	Aug 13-17	adbook		200-600	\$ 350	1/2-page
<i>Blue Cross/Blue Shield Nat'l Labor Office</i>	<i>Newsletter</i>						
<i>Union Communication Services</i>	<i>2018 catalog of labor books</i>						
<i>Saul Schniderman (AFSCME 2910)</i>	<i>Examiner 10/2017: "Washington looks to weaken labor power"</i>						
<i>SEIU 32BJ</i>	<i>Poor People's Campaign presentation request</i>						
Total YTD 2017						\$ 2,775	
January							
February						\$ -	
March						\$ 2,225	
<i>April</i>						\$ 550	



UNION CITIES April 2018 Report: Chris Garlock

The **2018 DC LaborFest/Labor Film Festival** is scheduled for May 1-31 and includes over 50 labor-themed films, musical performances, history tours and more.

Our partners include the American Film Institute, the Goethe Institute, Busboys and Poets, and several Smithsonian museums. More than 60 sponsors are supporting the LaborFest financially, with \$42,150 in sponsorships (\$7,150 over the \$35,000 budgeted).

New programs this year include a 4-hour **May Day/LaborFest special** on WPFW 89.3FM, "**Laborpalooza**," a 3-hour labor music show at the Hyattsville Busboys and Poets, which will also be broadcast live on WPFW 89.3FM, and a "**Pub Labor Trivia**" night at McGinty's.



The March **Bread and Roses** presentations -- "We Were There" on March 20 at the Takoma Busboys and "55 Strong: Lessons from the West Virginia Teachers' Strike" March 27 at the Shirlington Busboys -- drew standing-room only crowds for these LaborFest-sponsored events; over half the attendees were new, and were signed up for Union City.

NO RIGHTS AND NO WORK, MLK AND LABOR was a special 2-hour show on April 4, on WPFW 89.3FM that I produced and co-hosted with AFL-CIO director of policy and special



counsel **Damon Silvers**, part of WPFW's daylong program "MLK Interrupted: Poverty, Racism and Economic Inequality 50 years Later." Guests included **Jackie Jeter**, reporting LIVE from the I AM 2018 50th Anniversary of Memphis Sanitation Workers' Strike and March in Memphis; **Joe McCartin**, labor historian and executive director of the

Kalmanovitz Initiative for Labor and the Working Poor at Georgetown University, author of many books and articles, including 'Fire the Hell Out of Them': Sanitation Workers' Struggles and the Normalization of the Striker Replacement Strategy in the 1970s"; **Joseph Rosenbloom**, author "Redemption: Martin Luther King Jr.'s Last 31 Hours" and **Michael Honey**, author of brand-new book "To the Promised Land: Martin Luther King and the Fight for Economic Justice."

The Council's ongoing communications platforms, including the **Union City email newsletter**, **website**, **Facebook** and **Twitter** news posts, **Union City Radio (WPFW)** and **Your Rights At Work (WPFW)** continue to effectively disseminate local labor news and promote events organized by Council affiliates, as well as other local and national labor events. **Our website traffic continues to grow**: we had 1.8K users in January, 2.3K in February, and 3.4K in March. New users for that period were 1.7K, 2.2K and 3.1K.



Union City subscribers are currently at **32,637**. We have **1,143** followers on Facebook and **4,115** followers on Twitter.

Your Rights At Work (WPFW 89.3FM, Thursdays 2-3p) guests this month included:

Ralph Nader; **Bernice Yeung**, author: "In a Day's Work: The Fight to End Sexual Violence Against America's Most Vulnerable Workers"; **Harold Meyerson**: "My takes on what the teachers' strikes mean"; **Elissa McBride**, AFSCME Secretary-Treasurer, on her recent discussion with women leaders on the pervasive harassment both women and men confront at work and strategies to fight back; **Elizabeth Hempowicz**, Project on Government Oversight (POGO) on the whistleblower at the Department of Housing and Urban Development; **Roy Gross**, Director of Operations at the Atlas Theater and DC rep for Actors Equity on what makes DC one of the nation's "best cities for live theatre."; **Judy Conti**, Government Affairs Director, National Employment Law Project, on how restaurant workers won ownership of their tips; CWA Local 2222 Secretary Treasurer **Jeff Schmidt** discusses the ongoing strike in WV and Ashburn, VA against Frontier; **Ryan Michael**, AFT/WV, Staff Representative, on the successful teachers' strike in West Virginia; Labor reporter **Mark Gruenberg** was inside the Supreme Court for the Janus v. AFSCME arguments; Labor historian **Joe McCartin** on Reagan's role in launching the modern era of union-busting when he fired striking air traffic controllers in 1981, and on "The Radical Roots of Janus," published in The American Prospect on 2/27.

Union City coverage, March 2018

<http://www.dclabor.org/home/archives/03-2018>

Highlights include:

PG ASSEMBLY CANDIDATES INTERVIEWED
AFGE WARNS ANTI-UNION DRIVE AT EDUCATION DEPT
COULD SPREAD TO OTHER FEDS
CWA FRONTIER STRIKERS WIN
LOCAL LABOR MOBILIZES FOR MARCH FOR OUR LIVES
JOHNS HOPKINS NURSES LAUNCH UNION DRIVE
SAFEWAY WORKERS UPGRADE WITH UNION CONTRACT
SEIU TAKES THE FIGHT TO ANNAPOLIS
TEACHERS SUPPORT STUDENT WALK-OUTS
NEW VIDEO SHOWS COST OF PRIVATIZATION AT
CIRCULATOR
BUILDING FUTURES STUDENTS LEARN WHY HISTORY
MATTERS
DC-AREA LABOR CELEBRATES AND LOOKS TO FUTURE
(EWL)
CHASE BREXTON EMPLOYEES WIN "ARDUOUS"
CONTRACT BATTLE
WV TEACHERS WIN RAISES FOR ALL STATE WORKERS





Date: April 16, 2018

To: Metropolitan Washington Council, AFL-CIO Executive Board

From: David Dzidzienyo, Director of Political/Legislative Affairs

Subject: COPE Report

The Committee on Political Education Department (COPE) has continued to make progress while addressing affiliate concerns, strengthening our infrastructure and building the Council's political strength and influence. Listed below are some important dates for your review, along with a few important updates.

2018 Political Calendar Important Dates:

- Friday, April 27, 2018 is the tentative date set for District of Columbia candidate interviews. Additional information is forthcoming.
- Prince George's/Montgomery County Candidate Interviews will reconvene the week of April 23, 2018, at ATU Local 689. Additional information is forthcoming.

District of Columbia Committee on Political Education (COPE):

Affiliate Meetings

On Tuesday April 10, 2018, I attended the Transportation Committee bi-monthly meeting that is chaired by International Brotherhood of Engineers and Trainmen, State Representative Herbert Harris. I continue to attend affiliate committee meetings to identify issues and concerns affiliates may need addressed through legislative efforts or a more strategic approach.

District of Columbia Water and Sewer Authority Community Meetings

On April 5, 2018, I attend the District of Columbia Water and Sewer Authority Community meeting in Ward 4. The purpose of this meeting was for the Water and Sewer Authority to inform the residents of the District of Columbia of the programs with DC WASA and to address concerns regarding the increased fees that is creating hardship for working families. I attended this meeting as part of the CRIAC coalition that has been tasked to with trying to assist in bringing a long term solution to this crisis.

Legislative Update:



Paid Leave

On Wednesday, April 4, 2018, the Paid Leave Coalition convened a meeting with the Interim Director of the Department of Employment Services (DOES); and the new Department Director for the Paid Leave Program (OPFL). The intent of this meeting was to try and establish a good working relationship. We wanted to make sure that the Paid Leave Coalition understood the expectations of engagement the agency have for us. The coalition wanted to ensure that we have an opportunity to help guide the process on key factors within the program that affect working families.

Prince George's/Montgomery County Committee on Political Education (COPE):

The Prince George's/Montgomery County Committee on Political Education to date have convened candidate interviews for the following 2018 Primary electoral races:

- Prince George's House of Delegates
- Montgomery County House of Delegates
- Prince George's House of Delegates
- Montgomery County State Senate
- Congressional Districts 4, 5, 6, and 8

We will reconvene candidate interviews the week of April 23rd. The focus of our next candidate interviews will be the Prince George's and Montgomery County, County Council races. We will also participate in the Prince George's County School Board race as well. We ask that all affiliates who have an interest in participating in the remainder of the candidate interviews please send a representative.

TriCounty Committee on Political Education (COPE):

On March 27, 2018 the TriCounty County Committee on Political Education convened it's monthly meeting. Where they used this as an opportunity to review candidate questionnaires for specific 2018 Primary electoral races and provide recommendations of support to the Metropolitan Washington Council, AFL-CIO Executive Board:

Endorsements

Attached for your review is the list of endorsements recommendations from the District of Columbia, Prince George's/Montgomery County and the TriCounty area.



*Prince George's/Montgomery County
Committee on Political Education (COPE)
Endorsement Recommendations*

*Montgomery County House of Delegates
2018 Primary Election Candidates*

Montgomery County Legislative District 15

David Hidalgo

Kevin Mack

Montgomery County Legislative District 16

Ariana Kelly

Marc Korman

Samir Paul

Montgomery County Legislative District 17

Julian Haffner

Julie Carr

Montgomery County Legislative District 18

Mila Johns (We need to discuss with the E-Board)

Emily Shetty

Montgomery County Legislative District 19

Marlin Jenkins

Bonnie Cullison

Marice Morales

Montgomery County Legislative District 20

David Moon

Jheanelle Wilkins

Montgomery County Legislative District 39



Gabriel Acevero

Bobby Bartlett

Prince George's County House of Delegates 2018 Primary Election Candidates

Prince George's Legislative District 21

Mary Lehman

Joseline Pena Melnyk

Prince George's Legislative District 22

No Recommendations

Prince George's Legislative District 23A

Geraldine Valentino Smith

Prince George's Legislative District 23B

Marvin E. Holmes Jr.

Prince George's Legislative District 24

Erek Barron

Andrea Fletcher Harrison

Jazz Lewis

Prince George's Legislative District 25

Wala Blegay

Prince George's Legislative District 26

Veronica Turner

Prince George's Legislative District 27A

Susie Proctor

Prince George's Legislative District 27B

Michael A. Jackson



Prince George's Legislative District 47A

Diana M. Fennel

Jimmy Tarlau

Prince George's Legislative District 47B

Carlo Sanchez

Montgomery County State Senate
2018 Primary Election Candidates

Montgomery County State Senate District 14

Craig Zucker

Montgomery County State Senate District 15

Brian Feldman

Montgomery County State Senate District 16

Susan Lee

Montgomery County State Senate District 18

Jeff Waldstreicher

Montgomery County State Senate District 19

Ben Kramer

Montgomery County State Senate District 39

Nancy King

Prince George's County State Senate
2018 Primary Election Candidates

Prince George's County Legislative District 21



Prince George's **County** Legislative District 22

Paul Pinsky

Prince George's **County** Legislative District 23

Douglass Peters

Prince George's **County** Legislative District 24

Joanne Benson

Prince George's **County** Legislative District 25

No Position (Did not meet the 2/3 requirement)

Prince George's **County** Legislative District 26

Obie Patterson

Prince George's **County** Legislative District 27

No Position (Did not meet the 2/3 requirement)

Prince George's **County** Legislative District 47

Malcom Augustine

Congressional Districts

2018 Primary Election Candidates

Congressional District 4

Anthony Brown

Congressional District 5

Steny Hoyer

Congressional District 6

Roger Manno



Committee on Political Education (COPE)
Endorsement Recommendations

District of Columbia Congressional
2018 Primary Election Candidates

District of Columbia Congressional Candidate

Eleanor Holmes Norton

TriCounty

Committee on Political Education (COPE)
Endorsement Recommendations

Calvert County House of Delegates
2018 Primary Election Candidates

Charles County Legislative District 27C

Jason Fowler

Charles County Legislative District 28

Debra Davis

Charles County Legislative District 28

Edith Patterson

Charles County Legislative District 28

C.T. Wilson



St. Mary's County House of Delegates
2018 Primary Election Candidates

St. Mary's County, County Legislative District 29B

Brian Crosby

St. Mary's County, County Commissioner President
2018 Primary Election Candidates

St. Mary's County, County Commissioner President

J. Howard Thompson

Charles County, County Commissioner President
2018 Primary Election Candidates

Charles County, County Commissioner President

Peter Murphy

Charles County, County Commissioner
2018 Primary Election Candidates

Charles County, Commissioner District 001

Gilbert Bowling

Charles County, Commissioner District 002

Brandon Paulin

Charles County, Commissioner District 003

John Ashburn

Charles County, Commissioner District 004



Bobby Rucci

Charles County, Democratic Central Committee

Walter Carroll

Calvert County, Judge of the Orphans Court

Frank Lancaster

***Calvert County, County Commissioner At-Large
2018 Primary Election Candidates***

Calvert County, County Commissioner At-Large

Matt Bennett

Calvert County, County Commissioner At-Large

Matt Bennett

Calvert County, County Commissioner At-Large

Duwane Rager

***Calvert County, County Commissioner
2018 Primary Election Candidates***

Calvert County, County Commissioner District 001

Tricia Powell

Calvert County, County Commissioner District 003

Holly Heintz Budd



Megan Fitzgerald, Strategic Campaign Organizer

April Report:

Below is a summary of the work completed in mid-March to mid-April. Please read through my summary, not every day-to-day task is clearly represented in this report but gives you a good idea on what I have been up this past month.

Committees and Working Groups

Part of my work responsibilities is to organize several smaller meetings of delegates and affiliates according to their industry/sector. My time commitment for each committee greatly varies. Every committee is different and is moving at different paces.

Transportation Committee

- Met April 10th at 10am at the IBT Headquarters. Next meeting will be June 12, 2018
- Spoke about the legislative sessions in Virginia and Maryland and the bills that passed regarding transportation.
- Further discussion on CDL training, and the large amounts of unfilled positions in the sector to the CDL requirements not being met.
- Presentation given by David to present where we are at in the endorsement process.

Healthcare Committee

- The healthcare committee continues to work on workplace violence legislation and trying to find compromise among affiliates.
- The committee is meeting again on April 25th at 2:00pm at AFSCME 1199.

K-12 Education Committee

- The committee meeting scheduled for March was snowed out. We have rescheduled the next meeting for April 26th at 4:30 at WTU Local 6

Code of Conduct Training

I participated in two separate code of conduct trainings held by the AFL-CIO in the past month. The webinars went over what is covered in the national's harassment policy and what a designee is responsible for. Designees are the point person for any events held by the council and should be approach if anything occurs that might violent the code of conduct. The AFL-CIO's policy expands coverage to non-employees as well as employees. The policy covers discrimination, harassment, sexual harassment, bullying or stalking. When a complaint is file, designees go through an investigation of the issue and offers a recommendation to the principal officers on the situation. Trainings are available to any council or affiliate interested by the national AFL-CIO.

Water Bill Issue:

I have continued to participate in meetings held once a week about the water bill issue. The coalition is currently looking at ways to get money allocated to CRIAC relief for the FY 2019 budget. The mayor has promised \$6 million for relief and is asking WASA to match that. The coalition feels that this is



nowhere near enough relief and hopes to provide suggestions to the mayor on ways she could fund programs that relieve residence of the high cost. The coalition continues to hold firm that a new pay structure is created that widens the amount of payers to lower the burden on residents. There are a number of town halls that WASA is hosting this week. We encourage members to attend these meetings to express their concerns over the cost of their bills:

All meetings start at 6:30pm.

Ward 5

Date: Thursday, April 19

Location: Trinity University (Main Hall, O'Connor Auditorium)

125 Michigan Avenue NE, Washington, D.C. 20017

Ward 6

Date: Tuesday, April 17

Location: Payne Elementary School (Gymnasium)

1445 C Street SE, Washington, D.C. 20003

Ward 7

Date: Thursday, April 26

Location: IDEA Public Charter School (Cafeteria)

1027 45th Street NE, Washington, D.C. 20019

Ward 8

Date: Tuesday, April 24

Location: Matthews Memorial Baptist Church (Fellowship Hall)

2616 Martin Luther King, Jr. Avenue SE, Washington, D.C. 20020

Public Hearing

Date: Wednesday, May 9

Location: Metropolitan Washington Council of Governments, 777 North Capitol Street, NE

Other Tasks, Projects:

- I assisted in the three endorsement events we have held.
- Each questionnaire has or will be posted on the website.
- I have also worked on and submitted the solidarity grant Q2 report.
- I volunteered and helped community allies at the Wage Theft Town Hall event hosted by Jobs with Justice.
- I continued to help with my daily tasks of COPE page updates, Mail sorting/opening, recording check data, board/delegate meeting prep, and help with minutes and data management.