

**MINUTES**  
**STATE BAR OF TEXAS**  
**BOARD OF DIRECTORS MEETING**  
**Austin Marriott Downtown**  
**304 East Cesar Chavez St.,**  
**Austin, TX 78701**  
**Wednesday, June 16, 2021 – 1:00 p.m.**

The Board of Directors of the State Bar of Texas met in a regular session on June 16, 2021, at the Austin Marriott in Austin, Texas. Chair Charlie Ginn called the meeting to order at 1:05 p.m., and Executive Director Trey Appfel called the roll. A quorum of voting Board members was present. Director Kathryn Murphy delivered the invocation, and Director Christina Davis led the pledges to the United States and Texas flags.

***Present:***

**Board Members:** Benny Agosto, Jeff Allison, Andy Almanzán, Chad Baruch, Kate Bihm, Rebekah Brooker, David Calvillo, Luis Cardenas, Derek Cook, Deborah Cordova, Rob Crain, Christina Davis, Alistair Dawson, Michael Dokupil, Dr. Maria Hernandez Ferrier, President-elect Sylvia Borunda Firth, Steve Fischer, Lucy Forbes, Chair Charlie Ginn, Shari Goldsberry, Marc Gravely, August Harris, TYLA President Britney Harrison, Wendy-Adele Humphrey, Michael Hurst, Yolanda Cortés Mares, President Larry McDougal, Carra Miller, Lydia Mount, Steve Naylor, TYLA President-elect Jeanine Rispoli, Adam Schramek, Mary Scott, David Sergi, Alan Sims, Jason Smith, Todd Smith, Immediate Past President Randy Sorrels, Diane St. Yves, Andrew Tolchin, Santos Vargas, Michael Vasquez, Amy Welborn, James Wester, and Kim Pack Wilson.

**Liaisons\*:** Judge Les Hatch, Justice Debra Lehrmann and Judge David Morales

**Section Representatives\*:** Carlos Cárdenas, Matthew Kolodoski, Emily Miller, Kathryn Murphy and Michael Smith

**Excused Absences:** Immediate Past Chair Jerry Alexander\*, TYLA Immediate Past President Victor Flores, Denise Hoggard\*, Carmen Roe, and Judge Kevin Patrick Yeary\*

(\* denotes nonvoting)

**I. CONSENT AGENDA ITEMS {Exhibit A}<sup>1</sup>:**

**C1. APPROVAL OF MINUTES:**

(Materials) Approval of minutes of Board meeting conducted on April 16, 2021

**C2. ITEMS FROM THE 2020-21 PRESIDENT:**

Approval of appointments to the following entities:

**A. Commission for Lawyer Discipline**, for a three-year term effective September 1, 2021, through August 31, 2024:

Roberto Ramirez (McAllen)

**B. Law Focused Education, Inc.** for two-year terms effective June 1, 2021, through May 31, 2023:

Adam Falco (College Station)

Bettina J. Richardson (San Antonio)

**C. Out of State Lawyer Liaison to the State Bar Board of Directors**, for a three-year term effective Annual Meeting 2021 through Annual Meeting 2024:

Rakhi Israni (Fremont, CA)

- D. Texas Center for Legal Ethics**, for a three-year term effective June 1, 2021, through May 31, 2024:

Jeff Dupree (Public Member – Pearland)

**C3. ITEMS FROM THE 2021-22 PRESIDENT:**

- E. Section Representatives to the Board Committee**, for three-year terms effective Annual Meeting 2021, through Annual Meeting 2024:

Bob Goss (Houston) Small-Sized Section  
Sonya Hoskins (Dallas) Large-Sized Section

For a one-year term effective Annual Meeting 2021 through Annual Meeting 2022:

Kathryn J. Murphy, (Plano) chair  
Deborah L. Cordova (McAllen) vice chair

- F. Texas Bar College**, for three-year terms effective June 1, 2021, through May 31, 2024:

Hon. Ann Marie Carruth (Lubbock)  
Kenda Culpepper (Rockwall)  
Daniel Hernandez (El Paso)  
Richard L. Spencer (Houston)

- G. Texas Access to Justice Commission**, for three-year terms effective June 1, 2021, through May 31, 2024:

Joe Escobedo, Jr. (McAllen)  
Gabby Garcia (El Paso)  
Kennon L. Wooten (Austin)

- H. Texas Access to Justice Foundation**, for three-year terms effective September 1, 2021, through August 31, 2024:

Perla Cavazos (Public Member, Austin)  
Denise Scofield (Houston)

- I. Texas Board of Legal Specialization**, for three-year terms effective July 1, 2021, through June 30, 2024:

Tina Amberboy (Austin)  
Diane Dillard (Houston)  
J. Craig Jett (Dallas)  
Harry Wolff, Jr. (San Antonio)

- J. Approval of appointments to the following standing committees (per State Bar Rules, Art. VIII, Section 1B):**

For three-year terms effective on the adjournment of Annual Meeting 2021 through the adjournment of Annual Meeting 2024:

**Jury Service**

Elizabeth Coffey (Fort Worth)

Andrea Meza (San Antonio)

**Legal Services to the Poor in Civil Matters**

Maria Thomas Jones (Fort Worth)

**Legal Services to the Poor in Criminal Matters**

Eddrea McKnight (Houston)

**Professionalism**

Kandace Walter (Richardson)

**Public Affairs**

Radha Thiagarajan (Houston)

**Real Estate Forms**

Sara Dysart (San Antonio)

**Women in the Profession**

Deborah Race (Tyler)

**Texas Bar Journal Board of Editors**

Dwight McDonald (Lubbock)

For one-year terms effective on the adjournment of Annual Meeting 2021 through the adjournment of Annual Meeting 2022:

**PJC General Negligence, Intentional Personal Torts & Workers Compensation**

Hon. Sharon McCally (Vice Chair-Houston)

**PJC Oil and Gas**

Ricardo Morales (Chair-Laredo)

Lisa Lumley (Vice-Chair-Fort Worth)

**Texas Bar Journal Board of Editors**

Michael J. Ritter (San Antonio)

For one-year advisory member terms effective on the adjournment of Annual Meeting 2021 through the adjournment of Annual Meeting 2022:

**Advertising Review**

Brendon Singh (Houston)

**Disability Issues**

Sean Pevsner (Arlington)

**Lawyers Assistance Program**

Leslie Ann Cortez (San Antonio)

Victoria Terrazas (El Paso)

**Local Bar Services**

Danielle Rushing (San Antonio)

**MCLE**

Rachael Jones (Round Rock)  
Andrew Tingan (Austin)

**PJC Business, Consumer, Insurance, and Employment**

Samantha Frazier (Houston)  
Joseph Vale (McAllen)

**PJC Criminal**

Timothy Adams (Houston)  
Tiana Jean Sanford (Conroe)

**PJC Family and Probate**

Marissa Hatchett (Dallas)  
Gabriel Nieto Garcia (Austin)  
Thomas Hunter Lewis (Dallas)

**PJC General Negligence, Intentional Personal Torts & Workers Compensation**

Amber Gregg Hamilton (Dallas)  
Mark Altman (China Spring)

**PJC Oil and Gas**

Frances Marshall (Midland)  
Emilio Longoria (Houston)

**PJC Oversight**

Hon. Titiana Frausto (Amarillo)

**Public Affairs**

Nathaniel Opara (Harker Heights)

**Real Estate Forms**

Adaugo Duru (Houston)  
James Stafford (Dallas)

**C4. ITEMS FROM COMMITTEES AND SECTIONS/DIVISIONS:**

(Materials) Family Law Section Updated Bylaws

**C5. OTHER ITEMS:**

(Materials) **A.** Approval of ratification of the Ad Hoc Emergency Legislative Response Committee's decision to authorize the Litigation Section to take a position in its own name in opposition to HB 1875 relating to creation of a business court and business court of appeals in Texas

**B. Nominating Committee to Select ABA Delegates (*Chair Randy Sorrels*)**

Approval of appointment of SBOT delegates to the American Bar Association House of Delegates, for two-year terms expiring at the adjournment of the 2022 ABA Annual Meeting:

Lacy Durham (Dallas)

Alternates:

Michele Wong Krause (Dallas)  
Scott Partridge (Houston)

- (Materials)      **C. Approval of resolutions honoring:**  
175<sup>th</sup> Anniversary of Federal Courts in Texas  
Past President Lloyd Lochridge  
Past President Broadus Spivey

## II. REPORTS:

### A. Remarks from the General Public:

The Board heard oral comments from Texas attorney and former director Rudy Metayer, who thanked the Board for their work over the past year and for the conversations they're having on social issues.

### B. Chair of the Board:

**Director Michael Hurst made a motion to approve the minutes of the Consent Agenda Items. Director Wendy-Adele Humphrey seconded. No discussion; motion carried.**

President Larry McDougal reported that on June 1 he presented a resolution on behalf of the Board to the Galveston County Bar Association recognizing the 175<sup>th</sup> anniversary of the federal courts in Texas. President McDougal then presented posthumous resolutions to past presidents Lloyd Lochridge and Broadus Spivey, both of whose families were there to accept it on their behalf.

Chair of the Board Charlie Ginn thanked the Board and the third year directors exiting the Board, and presented Director Emily Miller and Director Steve Naylor both with the Outstanding Third Year Director Award, as well as Director Alan Sims with the Public Member Award. Chair Charlie Ginn also presented Rob Crain with the Michael J. Crowley Award, which marked the fifth time the Crowley Award was presented to a Board member since its creation in 2002.

### C. Executive Director:

Executive Director Trey Apffel gave an overview of various SBOT programs and reported on the Supreme Court, Office of Court Administration, MCLE, TexasBarCLE, Texas Lawyers Assistance Program, the new Law Practice Resources Division website [texasbarpractice.com](http://texasbarpractice.com), and the 2021 virtual annual meeting. He presented the Quarterly Staff Excellence Award to Norma Galindo from the department of Lawyer Referral and Information Services.

**{Exhibit B}**

### D. Outside Counsel:

Outside Counsel Tom Leatherbury provided an update on *McDonald v. Sorrels*, reporting that they are currently waiting on the opinion from the Fifth Circuit in that case. He also reported that the case of *LawHQ v. Willing* was dismissed and resolved in a favorable way. **{Exhibit C}**

### E. President:

President McDougal presented the following Presidential Citations: Director Wendy-Adele Humphrey, Director James Wester, Director August Harris, the members of the Committee on Disciplinary Rules and Referenda, Betty Blackwell, Richard Elliott, and Pastor Richie Butler and Charlene Edwards of the "Together We Dine" project.

President McDougal made remarks on the Presidential Task Force on Criminal Court Proceedings and introduced Kenda Culpepper who gave a report on the work of the task force over the past year. The task force was established in response to the pandemic and the statewide shutdown of the courts system, and as a result of their discussions, they sent a list of 14 recommendations to the Supreme Court, and have continued to make further recommendations to the Court.

President McDougal introduced Hon. Michael Fields, who presented a report from the Task Force on Public Protection, Grievance Review, and the Client Security Fund, the goal of which was to facilitate a continuing

discussion on ways to improve the grievance process, ways to increase the client security fund, and ways to provide greater public protection.

**President McDougal made a motion to refer the report of the Task Force on Public Protection, Grievance Review, and the Client Security Fund to the DCAAP Committee for review in the next presidential year. Shari Goldsberry seconded. Discussion ensued; motion carried.**

Director Derek Cook presented a report from the Justice in Leadership Workgroup, whose mission is to consider and recommend action items to the Board on various diversity and inclusion issues currently facing SBOT, including a review of all oral and written comments presented to SBOT.

Cindy Tisdale reported on the Workgroup on Texas Lawyer Needs Arising from the 2020 Pandemic and 2021 Winter Storm and discussed the disaster portal. A brief video was played of solo practitioner who contracted COVID-19.

President McDougal gave a general report on Advertising Review online submission process, the building purchase at 1415 Lavaca Street, and a new counselor position in the TLAP department. {**Exhibit D**}

The board recessed at 3:25 p.m. and returned to business at 3:36 p.m.

F. President-elect:

President-elect Sylvia Borunda Firth reported on her committee appointments, and thanked the Board for approving the appointments on the consent agenda. She also noted that she was impressed with the work of the Task Force on Diversity, Equity, and Inclusion, which will help support the State Bar's core purposes of improving the quality of legal services and supporting the administration of justice in Texas.

President-elect Firth introduced Joe Escobedo, Jr., who presented the report of the Task Force on Diversity, Equity, and Inclusion and explained the various aspects of the report and the recommendations.

**President-elect Firth made a motion to continue the Diversity, Equity, and Inclusion Task Force, the Presidential Task Force on Criminal Court Proceedings, and the Workgroup on the Texas Opportunity and Justice Incubator through December 31, 2021. Director Jason Smith seconded. No discussion; motion carried.**

President-elect Firth reported that the Disability Issues Committee voted to request the Board change its name to Disability Rights and Issues Committee, in order to include the concept of legal rights that might impact the legal community and the public.

**On behalf of the Committee Review Task Force, President-elect Firth made a motion that the Board approve changing the name of the Disability Issues Committee to the Disability Rights and Issues Committee. Director Benny Agosto seconded. No discussion; motion carried. {Exhibit E}**

G. Immediate Past President:

Immediate Past President Randy Sorrels discussed what he learned from opening up a new law firm, and encouraged the Board members to take a chance and step out of their comfort zone, do something bold, have a plan and be persistent, and to listen. He noted that diversity effort makes a difference.

H. Nominations and Elections Subcommittee:

Immediate Past President Randy Sorrels reported that the 2021 election season has been successfully completed, and that this is the second election conducted under pandemic conditions. Laura Gibson of Houston was elected over Sara Dysart of San Antonio, by a total of 206 votes. 20,518 attorneys voted in the election, which is a return rate of about 19%, and there were 10 new district directors that were elected. {**Exhibit F**}

I. Policy Manual Subcommittee:

Adam Schramek reported on the revisions to the Policy Manual, with some pertaining to general cleanups of the language and others relating to diversity and inclusion initiatives.

**On behalf of the Policy Manual Subcommittee, Director Adam Schramek made a motion to approve each the following revisions to the Policy Manual:**

- 1) Section 1.12.04 (Agenda and Minutes), 1.20.06 (Term Limitations for ABA Delegates), and Section 1.21.08 (Pro Bono and Legal Services Awards). Coming from a committee, no second was needed. No discussion; motion carried.**
- 2) Section 1.13 (Section Representatives to the Board Committee), and the addition of Policy Manual Section 2.03.03 (Authority of Immediate Past Chair). Coming from a committee, no second was needed. No discussion; motion carried.**
- 3) Section 2.01.07 (Selection of President-elect Candidates) and Section 2.01.09 (Announcement of Candidates and Scheduling of Candidate Forums). Coming from a committee, no second was needed. No discussion; motion carried.**
- 4) Addition of Policy Manual Section 1.26 (State Bar Board of Directors' Code of Conduct). Coming from a committee, no second was needed. Discussion ensued (see below). Motion with friendly amendments carried.**
  - a. Director Jason Smith proposed a friendly amendment to add the word “discriminate” at the beginning of the last line of Subsection D. Director Mary Scott seconded the amendment. Motion carried.**
  - b. Director Lucy Forbes made a motion to table Section 1.26. Director Steve Fischer seconded. A roll call vote was conducted on the motion to table, and it did not pass by majority vote. There was further discussion.**
  - c. Director Lucy Forbes proposed a friendly amendment to remove the social media sentences from Section 1.26. David Director Calvillo seconded the amendment. Motion carried. {Exhibit G}**

**J. Annual Meeting Resolution:**

Chair Charlie Ginn reported that there is a process for members to propose resolutions for the Annual Meeting for consideration by the Resolutions Committee and, if adopted, for consideration by the General Assembly of members present at the meeting. If adopted by the General Assembly, the resolution comes to the State Bar Board for consideration. There was one proposed resolution submitted past president by Joe K. Longley. Since there will be no in-person Annual Meeting, the proposed resolution comes directly to the board for consideration in lieu of the Resolutions Committee.

**Mr. Longley addressed the board regarding his proposed resolution. Director Marc Gravely made a motion to consider and discuss the proposed resolution. Shari Goldsberry seconded. President McDougal proposed a friendly amendment to remove a portion of Paragraph 4 where it states potential age discrimination by the SBOT and the conduct of the annual TYLA election to choose the TYLA President-elect. Director Marc Gravely seconded the amendment. Discussion ensued. Motion did not pass. {Exhibit H}**

**K. DCAAP Subcommittee:**

Director Steve Naylor reported on the subcommittee's review of Rule 5.08 of the Texas Disciplinary Rules of Professional Conduct, which addresses prohibited discriminatory activities in connection with an adjudicatory proceeding. The subcommittee determined there wasn't enough information or evidence to recommend any additional amendments to the rule at this time.

**L. Client Security Fund Subcommittee:**

Director Rob Crain reported that the subcommittee met on June 15, and year-to-date has reviewed 135 applications, with 80 of those applications being approved resulting in a total disbursement of \$483,699.91.

**M. Commission for Lawyer Discipline, Chief Disciplinary Counsel Update:**

Commission Chair Gena Bunn reported on the work of the Commission and various statistics, noting that to date, \$308,000 in attorneys' fees revenue has been collected through May 31, 2021, and that there have been 459 complaints resolved through 372 sanctions. {Exhibit I}

**N. Audit & Finance Committee:**

Director Alistair Dawson presented the State Bar financial reports and provided a general review of the financial statements. Darlene Brown from McConnell and Jones presented the internal audit report.

**On behalf of the Audit & Finance Committee, Director Alistair Dawson made a motion to approve the Internal Audit Reports from McConnell and Jones. Coming from a committee, no second was needed. No discussion; motion carried. {Exhibit J}**

O. Administration Committee:

Director James Wester gave an update on the Board's request to the committee to further study the issue of voluntary vs. mandatory bias training that was a result of the discussion at the April Board meeting of the MCLE recommendations, noting that the committee agreed that bias training is just one part of a much broader discussion. While there is not an action or recommendation to the Board today, the committee agrees on the following principles: 1) SBOT should continue to support diversity in the legal profession and the administration of justice to improve the quality of legal services in our increasingly diverse state; 2) The Board should monitor the rollout of eligible bias training in Texas and the experiences of other states with bias training; 3) The Board should take the necessary time to full digest the task force report and carefully consider its recommendations; and 4) Directors should set an example by taking diversity, equity, and inclusion training each year as part of their service to the Board.

P. Performance Measures & Strategic Planning Subcommittee:

Director Shari Goldsberry reported that the subcommittee approved updated Performance Measures for 2021 through 2026, which the Board is required to update both the Strategic Plan and Performance Measures every two years.

**On behalf of the Performance Measures & Strategic Planning Subcommittee, Director Shari Goldsberry made a motion to approve the updated Performance Measures based on the Strategic Plan for 2021-2026. Coming from a committee, no second was needed. No discussion; motion carried. {Exhibit K}**

Q. Appeals-Grant Review Subcommittee:

Director Andy Almanzán reported that the subcommittee hears appeals from administrative decisions of the MCLE Committee and TBLS. On May 6, the subcommittee heard the appeal of a TBLS decision brought by applicant Joe Maida IV. TBLS had placed Mr. Maida's criminal law certification on inactive status, finding that he did not meet the recertification requirements for the specialty area. The subcommittee, applying the substantial evidence standard, voted in favor of the TBLS decision.

**On behalf of the Appeals-Grant Review Subcommittee, Director Andy Almanzán made a motion to uphold the decision of TBLS placing Mr. Maida's certification in criminal law on inactive status. Coming from a committee, no second was needed. No discussion; motion carried. {Exhibit L}**

R. New Directors Orientation Subcommittee:

Director Deborah Cordova reported that New Directors Orientation took place that morning for all of the new board members, liaisons, and section representatives and that all new directors will be sworn in at the Board meeting on June 17, 2021.

S. Professional Development Subcommittee:

Director Rebekah Steely Brooker reported that TexasBarCLE has converted all live seminars to webcast format through June 30 and will resume some live programming in July. TexasBarCLE has provided \$687,000 in free CLE to legal aid lawyers. The new texasbarpractice.com website has averaged 300-400 unique users and 1000 page views per day, and Texas Bar Books has been able to dramatically reduce the cost of producing its print publications by switching to a softbound format for manuals, which has saved over \$160,000 in production costs to date.

T. Insurance Member Benefits Subcommittee:

Director Amy Welborn reported that a Special Enrollment Period is going on until August 15, and the expansion of subsidies to people at every income level, including those with incomes above 400% of the federal poverty level, is increasing calls and website traffic to our Exchange. The subcommittee tested sending physical postcards instead of emails to Bar members, to increase awareness of SBOT benefits, and it increased visits to the website by 87%.



U. Technology Oversight Subcommittee:

Director Christina Davis reported on the progress of several projects that are underway, including deployment of the new Virtual Server System at the Law Center and AV renovations to the Board room at Room 101, the launch of the new Advertising Review portal that allows for streamlined submission of advertisements by members, and replacement of the phone system with a new cloud-based system.

V. Affordable Legal Services Subcommittee: No report.

W. Legislative Policy Subcommittee:

Director Emily Miller reported that on May 31, the 87<sup>th</sup> legislative session ended, and there were almost 7,000 bills filed between the House and the Senate with just over 1,000 bills passed. Ms. Miller reported on the various Section bills that passed or did not pass, and noted that there are just a few more days left in the veto period in which the governor can sign or veto legislation.

X. Section Representatives to the Board Committee:

Director Emily Miller reported that the State Bar Sections continue to leverage technology during the pandemic and greatly expanded their ability to reach more of their members through websites, virtual newsletters, and webinars. Ms. Miller also reported that the Hispanic Issues Section has forwarded a resolution related to federal immigration detention facilities, which the section representatives will be examining as a group.

Y. Texas Young Lawyers Association:

TYLA President Britney Harrison provided an update on the various TYLA projects, including the following: 1) Practice Areas: 101 and Young Gunners podcasts; 2) Slavery Out of the Shadows; 3) Iconic Women in Legal History; 4) Consequences of Vaping; and 5) State Moot Court. **{Exhibit M}**

Z. Remote Proceedings Task Force:

Director Steve Fischer presented a proposed resolution concerning the Task Force on Remote Proceedings, which essentially contained three parts: 1) that the Board appreciate and commend the work of the Remote Task Force in addressing the issue of remote hearings; 2) the Texas Supreme Court and the Office of Court Administration allowing attorneys to have the option of conducting non-contested and non-witness hearings by Zoom or other electronic means; and 3) that the Office of Court Administration compile and maintain a website requiring as few “clicks” as possible listing the remote log-in credentials of all Texas Courts as well as any rules particular to that court. Director Steve Fischer noted that he dropped part two after input from Board members. Discussion ensued.

- 1) **Director Steve Fischer made a motion to approve part one of the resolution. Director Andrew Tolchin seconded. No discussion. Motion carried.**
- 2) **Director Steve Fischer made a motion to approve part three of the resolution. Director David Sergi seconded. Immediate Past President Sorrels made a motion to table part three. Director Steve Fischer seconded the motion to table. Motion carried. {Exhibit N}**

AA. Liaison Reports:

Supreme Court Liaison Justice Debra Lehrmann reported that the Supreme Court is continuing to work remotely and held its first in-person conference on June 8. The Court has issued 38 emergency orders and is addressing a backlog of jury trials. Court of Criminal Appeals Liaison Judge Kevin Yeary was not present and therefore had no report. Federal Judicial Liaison Judge David Morales had no report. Judicial Section Liaison Judge Les Hatch reported the Judicial Section survived the legislative session and Judge Elizabeth Earle will be his liaison successor next year. Out-of-State Lawyer Liaison Denise Reid Hoggard was not present and therefore had no report.

BB. General Counsel: No report

CC. Legal Counsel:

- 1) Closed Session: At 6:33 p.m., the State Bar Board of Directors recessed the open meeting and reconvened in closed session pursuant to the following: 1) Texas Government Code Section 551.074 for the purpose of

discussing the evaluation of the general counsel and the evaluation, duties, and compensation of the executive director; 2) Texas Government Code Section 551.071 for the purpose of consulting with legal counsel, including regarding all pending or any contemplated litigation (including regarding *McDonald et al. v. Sorrels et al* (No. 20-50448 in the Fifth Circuit Court of Appeals), *Rosalinda Solis v. Interra Sky 4801 Woodway, L.L.C* (No. 2019-18261 in the District Court of Harris County), and *LawHQ v. Willing* (No. 20-cv-00085 in the Western District of Texas)); and Texas Government Code Section 551.074 to deliberate regarding personnel matter(s). With the exception of Board liaisons and section representatives, all other individuals including non-essential staff and other guests excused themselves from the closed session.

- 2) **Open Session:** At 6:45 p.m., the open session of the State Bar Board of Directors meeting reconvened. During the closed session, only matters relating to pending or contemplated litigation; consultation with legal counsel; personnel matters; and the evaluation of the general counsel and the evaluation, duties and compensation of the executive director were discussed.
- 3) Chair Charlie Ginn temporarily ceded his role as Chair of the Board to Chair-elect Santos Vargas for the purpose of making the following motion:

**On behalf of the Evaluation Subcommittee, Chair Charlie Ginn moved for approval of the recommendation for Executive Director Trey Appfel to receive a 4% one-time lump sum merit payment for the fiscal year 2020-2021, and a 6% merit increase for the fiscal year 2021-2022, effective June 1, 2021. Coming from a committee, no second was needed. No discussion, motion carried.**

DD. Mission Statement:

Director Alistair Dawson led the Board in reciting the SBOT Mission Statement.

**There being no further business, a motion to adjourn was made by Mr. Naylor and seconded by Director Sergi. The meeting was adjourned at 6:48 p.m.**

End of Year Reports {**Exhibit O**}