

8/7/25

Continuing to grow. Volunte

5/1/25 Leadership meeting - Heart of the Rockies

Present: Nina, Hillel, Elizabeth, David, David, Megan, Kimberly

Media issues: Elizabeth will try to stabilize the situation. David Spencer: hosts need to know if we are going to have team meetings.

Grants: team met. David Spencer - 5K available. Habitat for Humanity \$3K application, team approved; Family Housing Network asked \$2K, team approved. Team rejected others because they did not have an interfaith component.

- Want to pitch for more contributions at the June meeting so that we will have a fall round of grants. Donations will be accepted until July 30th for the fall grant cycle AND ask for donations at the annual dinner.
- Annual Dinner used to be a platform to raise money for grants; disappeared at some point; would like to revive.
- Unanimous vote to approve 2 grant committee recommendations.

Health and Wellbeing Committee

- Health and Wellness Committee has been struggling/not found their footing. We don't want this topic to disappear because it is so important and vital to the community.
- Possible issue why team didn't come together: the enormity of the issue/scope too big/people focus on different parts.
- Jim Hardy (Harmony) does not want to be chair but doesn't want to see the committee go away. Nina would like to sit down with Jim to discuss.
- Would like to treat this like a brand new committee and reach out to involved agencies; when they go into a panic mood, they seem to lose connections.
- Looking for a task team to look at problems, understand the problems, ask the right questions, figure out how to get major players at the table and talk.
- Lay groundwork so that people attending the August meeting can think about what to do.
- Want someone to help write an article; Nina can work on the outline. Will go in the President's Column.

Race Amity Coalition

- Unanimous approval to sponsor
- No financial support requested

Extraterrestrial Team Idea

- New team idea has been pitched to Nina. She explained the material to the executive team.
- Vote: 0 in favor
- Reason: Diversion from the scope and purpose of our work

Membership: 16 of 22 faith communities have re-upped for the year.

4/3/2025 Leadership mtg – Shepherd of the Hills Lutheran Church

Present: Nina, Hillel, Elizabeth, David, David, Megan, Mary Ann

1. **New team** – LGBTQ+ support
2. **Website + logo** – Many suggestions in place of template prepared by Josh. Nina will ask a designer for input. E – simpler and more detailed versions.
3. Two new active people on **Program Team**, Paula (ret event planner for Fed govt.), Julie (journalist)

New issue re programming – many host congregations ask us to fill out form, often ask if need A/V; but contact and arrangements are not always clear. Can IFC hire A/V person at host congregation to make it more consistent? LT agrees.

If team wants to put on program, that team finds location, etc.; if problems, come to Program Team.

Snacks – N – send small congregations and individual members special email inviting them to bring some of refreshments. E – best might be a sign-up genie.

4. **Membership** – M - what are perks of individual membership? Contribute ideas, energy to IFC's good work, belonging. Need to be member to be team leader or on Leadership Team.

5. **President and Secretary** positions will be open in January.

3/6/2025 Nina, Dave Spencer, David Stallings, Megan

1. Signing [church world services document](#).
Different levels: organizations and individuals can sign on.
Can sign up for daily emails/notices related to refugee work. Kristy will send more info.

HIAS – oldest refugee services, strictly immigration (hias.org)

Nina will send out to the Executive Team to review and decide to sign. Will also send in newsletter and communicate that faith communities, agencies, individuals can sign on.

2. New person to lead the programs committee – put in touch with Lea. They have lots of experience.
3. Programs Team looking at the possibility that each team will host (refreshments & food) once a month during the year. 12 teams cover the whole year. Spread out responsibility and will include individuals with this arrangement.
4. Need to find bylaws and figure out what it means to be a member, especially around voting. We are seeing more individuals... how does that work?
5. Logo – still need to discuss with everyone present, missing Hillel and Elizabeth.

Doesn't include wider geographic area: Tying logo to Horsetooth ties us to Fort Collins and not the wider northern Colorado communities. Still concerns. Talk to Elizabeth about the direction of the logo.

Change name? – Fort Collins Area Interfaith Council is our legal name. Multifaith may be more current. We are not affiliated with a national organization. There would be legal paperwork completed if changing the name. Should determine if we are changing name before finalizing logo.

Tabled until next time. Willing to do a Zoom meeting if need feedback sooner.

2/6/2025 Nina, Hillel, Dave Spencer, Megan

1. Volunteers of America want to create team of volunteer coordinators to help organizations do better recruitment and training. They are already organized, looking for a home. All in favor.
2. Mary Ann - Refugee and Immigrant team chair. IFC was involved in settling Afghan family. As of February, all funds donated for them have been given to family, so IFC has no more connection. There is group of people working with the family. Family is in desperate financial place. How can IFC help? Should money be given to family thru IFC account? All agree to forward funds through IFC account. Treasurer to report when that happens.
3. Absence of civic education in community. Perhaps work with League of Women Voters. Create "Civics Literacy" team, programs. All in favor.

4. Megan - new member resource guide hard to find on IFC website. Nina - not deliberate, will be corrected in website overhaul.

11/6/24 Exec Team Meeting at Zion Lutheran, Loveland

Program: SafeLot Parking, Loveland

Present: Nina Rubin, Hillel Katzir, David Spencer, Elizabeth Sink, Annie Lindgren, Megan Miller

Others present to join in discussion of agenda issues.

Taking positions on public issues: Mary Ann Bayer raised issue. NGOs have staff, we don't. We should ask teams and agencies with staff to let us know when an issue needs attention. Executive team would decide. Members of teams can take it to team leaders or Pres/Secty. Hillel will draft notice to NGO members and team leaders with guidelines and statements for their staff to let us know when a statement is needed. Local issues only, etc. If outside group asks us to sign on, we can discuss language or write our own.

ExCom retreat 3 hours on 12/12/24 at 9 am at Har Shalom (?). Hillel to check with Tara. Elizabeth will draft invitation w/RSVP. All who are interested in leadership are invited.

Team meeting time is a problem because of "too many programs." Maybe go back to 2 meetings a month, one teams and one program. Or resource meetings in ½ hr slots in evenings, quarterly. Elizabeth: rather, deep dive on a topic.

10/24 No Exec Committee Meeting - Annua, I Dinner

9/5/24 Exec Team Meeting (Plymouth)

Present: Nina Rubin, Hillel Katzir, Annie Lindgren, Megan Miller, Dave Spencer, David Stallings, Elizabeth Sink.

Communication. A new Intern - Josh - from CSU will work with Elizabeth on Newsletter, logo, website, team pages for website.

Treasurer. Savings Account was opened at 1st National Bank, \$15,000 balance.

Grants will be capped at \$5,000 total for a grant season. That will leave a cushion in account. All agreed.

Fund-raising. Annie will set Interfaith Council up with “Colorado Gives.”

Museum of Discovery exhibits “Skin” and “Bias” posters - we have two sets. Nina will donate to cover cost of printing. Hillel will manage calendar of distribution of poster sets among member congregations and agencies.

Annual dinner - Program will include team reports maximum 5 minutes each, recognition of teams, Museum of Discovery presentation about “Skin” and “Bias” exhibits 15 min. Per request from Leta Behrens, Interfaith Alliance 10 minute presentation..

Program team - David reports scheduled through July. Not every proposed presentation fits with a team, per our policy. Priority is to funnel programs through teams. If none fit, proposal will come to Exec Comm for approval.

8/24 No Exec meeting because of last minute change of venue from Ranch to Har Shalom, no quorum for exec team meeting.

7/24 No meeting

6/6/24 Exec Team Meeting (Foothills)

Present: Nina Rubin, Elizabeth Sink, Hillel Katzir, David Stallings, David Spencer, Annie Lindgren.

How to encourage donations on website. Elizabeth and David St talking about best way to put donation button(s).

Rebranding IFC. Annie will prepare invitation for newsletter to invite people to work on it.

Treasurer. \$21,000 in checking account, he’s uncomfortable with that, Debit card is out there. Suggest opening a savings account. Vote - approved.

Car Pool for August meeting. Could registration form include car pool questions? Elizabeth will ask Becky at Emissaries to include that.

5/3/24 Exec Team Meeting - 301 Partners (Trinity Lutheran)

Present: Nina Rubin, Hillel Katzir, Elizabeth Sink, David Stallings, David Spencer, Megan Miller (membership), Annie Lindgren (grants).

Membership. Megan new membership chair. Nina suggested improving sign-in system; need more outreach to faith communities.

Grants - Annie - Grants committee approved two applications for grants: NoCo Race Amity Coalition \$2,000; CSU Multifaith Food for Thought \$2,000. Balance \$425. held for emergencies or next time.

Imagine Zero applied for \$4,100. Committee would have funded it, but had only \$425. Nina suggested we could offer amounts smaller than requested.

Motions to approve grants:

\$2,000 to CSU Food for Thought - passed unanimously (Elizabeth recused)

\$2,000 to Race Amity Coalition - passed unanimously (David and David recused)

\$500 offer to Imagine Zero - passed unanimously.

Annie - Need to increase money available for grants.

Nina - Members could be invited to donate to projects in addition to dues;

David Spencer - donations would be better as 'discretionary'.

Nina - requests for donations used to include 'support IFC work in the community' still discretionary.

David Stallings - fundraisers could raise funds.

Nina - suggests non-profit fair once a year.

Annie will apply for grants to fund our grants. Committees could apply for grants directly; Annie can help the teams, but does not have time to write all of them.

Nina - A DONATION button needs to be added to the website.

Refugee resettlement team requests Treasurer create Zelle account for direct donations to the refugee team project. Donate page will be added to website;

New schedule can't start yet, because of programs for rest of 2024. New plans for 2025:

Major team meetings March & Sept., 45 min teams + short program Jan (annual, brief teams), Feb program; March all business mtg, Aug short program Sept all business.

4/4/24 Exec Team Meeting - Our Saviour Lutheran Church

Present: Nina Rubin, Hillel Katzir, Elizabeth Sink, David Stallings, David Spencer

Mary Ann proposes a post-election presentation by Amanda Henderson (Iliff). Would speak on interfaith sharing of ideas with respect. Elizabeth suggested holding it at CSU. If Amanda is not available, other possibilities: League of Women Voters, Braver Angels.

Membership chair - Leta recruited Megan Miller (from Sojourners) to train to take over.

Nina will work on recruiting faith communities. At this meeting four agencies said that they would join IFC. Nina - we need to have a vision of membership toward the future. Would like to connect with Evangelicals and Catholics, but that's a long-range goal. For now looking to pick 'low-hanging fruit.'

Trying new schedule at May meeting at Trinity Lutheran Church.

3/7/24 Exec Team Meeting - Plymouth UCC

Present: Nina Rubin, Hillel Katzir, Elizabeth Sink, David Stallings, Leta Behrens, David Spencer

Refugees Team - looking for a finance coordinator/finance literacy teacher (maybe CSU student). Elizabeth will send an email to faculty asking for suggested students.

Leta is looking for someone to work with family while she is away in June-July, and people with skill sets to work with family in learning financial skills.

Message to go out to our affiliates about congregations possibly sponsoring a month's worth rent for the family.

David Spencer: Race Amity team would like to create a mailing list to disseminate information about Spanish-speaking groups, other groups of color, to let white congregations know, to donate or attend? Nina asked for specifics from Race Amity team as to relationship between them and IFC, how can IFC support team's work.

Treasury - David said \$15,000 in bank, \$450 earmarked for grants. How much should be kept in reserve, how much spendable? Annie wants to know how much Grants team can spend? \$4,000 can be spent by Grants.

Do we need to extend IFC meetings to provide teams with time to meet at?

Social time at 8:45 am, Team meetings 9 - 9:30, report-outs to 9:45, then programs. Leta will speak to Chuck Hubbard if we can start this schedule in April.

1/11/24 Annual meeting - Harmony Presbyterian

Year in Review - Elizabeth - Annual report available in print

Elect Officers:

Treasurer - Dave Spencer reelected

Secretary - Hillel Katzir reelected

VP and Communication - Elizabeth Sink reelected

Team meetings

12/7/23

Leadership Team Minutes

Present: Nina Rubin, Hillel Katzir, Elizabeth Sink, Leta Behrens, David Stallings, David Spencer, Chuck Hubbard (Housing Team), Dustin (Disability Team)

Housing - City is making it difficult for churches to provide housing for homeless. Team visited Mennonite community - could see needed improvements. Situation getting worse with winter coming on. Planning on bringing Homeward Alliance and other groups to IFC mtg to talk about how to deal with the issue.

Panel to discuss nuances of Land Use Code, looking for a church or NGO to host a public presentation to educate the public on the issue. Nina - IFC can't take a stand, but we want to help people identify issues.

Elizabeth - Center for Public Deliberation could be brought in to help facilitate Panel on Code.

Ex Com in favor of IFC sponsor.

Review Annual Mtg -

Dustin - it was welcoming, everyone had energy, good that discussed marketing. In January we should revisit marketing and recruitment of IFC, teams.

Every Team was represented.

Thank you to the Bahai community for hosting.

Annual Mtg - January 11, 2024

–Reflection on 2023

–Extended team meetings

–Team reports

–Potluck breakfast

–Elections - even if only one candidate per office. VP, Treasurer, Secretary up for election.

–Elizabeth will put notice in newsletter, invite people to nominate selves or others for office.

–Plan exercise to make people feel welcome, special, belong.

ExCom committee to discuss Logo and pamphlet, name of group (Interfaith of Larimer County?) - Dustin, Elizabeth, Hillel

11/2/23

Leadership Team Minutes

Present: Nina, Hillel, Elizabeth, David Spencer

Teams: Elizabeth created team web pages for each team; she is hoping to receive reports from the teams to post.

New Business

Grants - Our Commitment is going out of business, would like to earmark its funds for the grants team to distribute.

Elizabeth discussed applying for a grant from City of Fort Collins for 5 visits to sacred sites around the city, through the City DEI office.

Retreat Plans

09/7/23 - General Meeting: Mental Health and Youth Team

Leadership Team minutes 9/7/23

Approve minutes from 6/1 - Moved: Hillel 2nd: Elizabeth Passed

Old business:

- Membership report - lots of new members, groups

- Reusable name tags proposed by Lehta, she will follow up.

- Race Amity follow up from David and David -

- Race Amity Coalition luncheon 9/20 to bring organizations together.

- Coalition will decide if they will propose becoming a team of IFC.

- Resource update from Elizabeth

- Elizabeth to work on lists of teams, make a page for each on the website. Further discussion at November mtg.

- Hillel update of bylaws: no term limits in by-laws.

New Business

- Review of August program and attendance: Gun violence pgrm: good program, a bit chaotic, ran over because of testimonial.

- Need to pre-orient guest speakers.

- Upcoming programs?

- October Annual dinner 10/12, location, plans?

- New team new partners: Disability Team up and running, seeking new members.

- Grants committee, new structure, team reps?

- Annie from School based health clinics leaving clinic, will join IFC as individual, volunteers to chair Grants Committee.

- Retreat, date 11/16, location, invites?

- Invite Team chairs to come for brunch, then Leadership Team meets alone

- 9am - 1 pm: 9-10am meet w/ Team chairs, brunch with them to 10:45 am, then they can stay or go.

- Location: Bahai Center

Additional items

- Treasurer report every month in general meeting.

Helen Day, former treasurer of World Wisdoms Project, has offered to help with treasurer tasks.

Discussion of possible 'second set of eyes' at least once a year on the books.

Bring up connection between Treasurer and Membership at retreat.

Issues to raise at retreat issues:

- team members being part of executive team.
- "donor dollars" given from congregations in addition to dues, to be used for grants or other uses. Need to update membership form on website with suggested percent of members.

Interfaith Executive Meeting Agenda

8/3/2023

No meeting - lack of quorum

6/1/2023

Present: Nina Rubin, Hillel Katzir, Elizabeth Sink, David Stallings, David Spencer, Lita Behrens

Membership discussion with Leta

- Encouraging renewals - ask people to at least fill out membership forms.
- Teams can be recruiting engines.
- Outreach to faith communities that were members in the past but not recently.

Elizabeth will draft a letter for the purpose.

- Outreach to new members - David Spencer suggested local government agencies.

Office on Aging, FoCo Social Sustainability, No Lar County Health Dist, ask what other agencies should be invited.

- Need to evaluate what membership information to keep, how to organize it.
- Agency membership renewals and outreach
- Welcoming new members at meetings - leadership will meet with newcomers.

Old Business:

- Minutes - Elizabeth moved, David Sp second, approved.
- Program guidelines - programs should have action piece for members to do afterward.
- Race Amity Day update -

Table for IFC should be included, with handouts, QR code to IFC website

New Business

–Resource information resources - suggestion we should be making lists of community assistance resources available. Elizabeth will organize a list on IFC website with links to other sources.

–Long term planning through the end of the year:

August hosted by Trinity Lutheran

Sept health dist, pgm by mental health team?

Oct annual dinner, no host at the moment

Nov 1st Pres host

Dec no host or program yet

–Some presenters won't fit in specific teams. Temp committee could form for purpose. Program Committee will try to guide people who want to present a program to the appropriate team.

–Hillel will review by-laws, suggest updates if needed. Annual Audit.

–Retreat suggested for October or early November, Leta and Elizabeth will suggest dates, send them to broader group.

IFC Executive Team Agenda - 5/4/2023

May the Fourth be with you!

Present: Nina Ruibin, Hillel Katzir, Elizabeth Sink, Lynnette Thayer, David Stallings, David Spencer

Old business

Review/approve minutes for the last 2 months: Moved Elizabeth, Second David Spencer, Approved.

How to move forward on programming after COVID?

Elizabeth made template letter to send to people who want to present programs. David Stallings will take the letter to the Program Committee will discuss how to disperse information about presenting IFC programs.

Finalize grant for Race Amity Day

Exec Team passed approval of Race Amity Day to Grants and Giving Team for \$2,000. Grants Team thought more than just Baha'is involved in planning. OCSS and IFC will send letter to their mailing lists to encourage people to get involved and send to their mailing lists.

Grants Team also raised question about IFC giving grant to one of our own affiliates; Exec team sees no problem, IFC has done that many times before.

David Stallings will draft new letter, send to Elizabeth and Hillel for comment, then send out to mailing lists.

Elizabeth move, Hillel second to give final approval of grant; approved.

OCSS also giving \$500. to Race Amity Day.

New Business

Review new protocol with grants team

Ideal would be grants would go to incubator projects of IFC Teams, but none are ready yet.

Lynette finishing with Grants in December, with or without successor. Lynette will draft announcement search for E-newsletter.

Planning into the fall

Elizabeth working with Program Team to manage calendar, working with David Stallings, re June (FUMC host and food). David will be in touch with County Emergency Preparedness to see if they are prepared to present program in June.

Nina will meet during Team meetings with newcomers to introduce IFC, teams.

July no meeting.

August at Trinity - David will contact Beth DeHaven re Gun Violence Prevention program.

September topic Mental Health? David will contact Mental Health team.

October - Annual Dinner in the evening. Nina suggests harvest theme (Sukkot).

November and December - ask teams if they have programs to present.

Membership strategies moving forward

Leta has been taking monthly sign-in sheets to compare to membership forms and fees, Elizabeth keeping track of Leta's survey.

Need to pursue congregations for membership post-COVID.

Interfaith Executive committee 4/13/2023

Present: Nina Rubin, Hillel Katzir, David Stallings, Dave Spencer, Leta Behrens

Old business:

Review/approve minutes - no motion

Report back from Tuesday's event - Good program, poorly attended

New business:

Committee reports and review

Groups in touch between meetings

Mental Health and Youth groups will talk about working together

Teams will re-form and coalesce as the experiment continues, new energy is bringing larger attendance.

Race Amity Day participation - Sunday, June 11, 2023

Sponsor - Northern Colorado Race Amity Coalition

IFC could be partner, use name and 501c3 status to obtain grants
Coalition needs to send details to IFC Exec for approval of partnerships
Motion: IFC partner and fiscal sponsor for this year only, subject to renewal.

Moved: Hillel 2nd: Leta - All approved

Our Commitment will also consider contributing co-sponsoring
Temporary task force to meet April and May to work on this project.

Helping committees envision programs - Nina and Hillel will draft guidelines, circulate to
exec team for comment

Work on redefining Program Committee's responsibilities

Best practices in getting information out to our partners.

March 2, 2023

Agenda

Present: Nina Rubin, Elizabeth Sink, Hillel Katzir, David Stallings, David Spencer

Old Business

- Review/approve minutes from [January](#) and [February](#) (linked here or scroll down)
Approved both months.
- [Review 2023 Schedule and locations](#)
Moving forward, nothing to report.
- Review/Approve Earthquake donations/programs
Fund raising dinner for Turkey earthquake relief well-attended, raised ~\$28,000, previously approved by ExCom.
IFC donation for Radwan's family sent \$100. through UNICEF in memory of his family
- Discuss Family Housing Network honor
 - The Family Housing Network will be honoring the Fort Collins Interfaith Council at their annual fundraising dinner called Heroes for Homeless Families, on **Friday, April 28th, 6-9pm at the CSU Stadium Club**. Annette Zacharias, Director of the Family Housing Network stated, "We are so incredibly appreciative of the Fort Collins Interfaith Council's initiative when creating our agency and their continued support in the past 10 years."

Elizabeth and Nina will represent IFC. IFC Newsletter will list how other people can buy tickets.

New Business:

- Procedure and guidance for programs - programs linked to working groups

- Brief Programs (10-15 minutes)
- Extended (40 minutes - 1 hour)
- Extra scheduled programs (outside of monthly meetings)

All programs will be linked to teams, including programs being brought from outside IFC, facilitated by Program Team.

Program leads, moving forward, please connect program presenters with Elizabeth, via email, so she can connect them with location hosts for logistical questions (A/V, microphones, etc.).

Time of meetings: 9-10:30 or to 11:00? Decided: to 10:30.

At April meeting, Leta will ask teams to make lists of members, so they can work outside monthly meetings.

Programs outside monthly meeting - teams should know that evening meetings are a possibility.

4/6/2023				Climate Justice - Earth Day
5/4/2023	Har Shalom	Nina Rubin	Or Hadash - Sandi / CHS	Antisemitism
6/1/2023	? First United Methodist	Joan Carter	First United Methodist	Race Amity
8/3/2023				Youth ??
9/7/2023	Health District	Amanda Spratt	Health District	Mental Health

<u>10/5/2023</u> Annual Dinner: 6-8pm			Potluck-style Dinner	
11/2/2023				Ft Love
12/7/2023				

Open discussion

February 2, 2023

Present: Nina Rubin, Elizabeth Sink, David Spencer, David Stallings, Hillel Katzir

Agenda

Set expectations for the coming year

Send agenda items prior to the board meeting to Nina.

Review Responsibilities and make sure we don't have holes

Identify who's not at the table and start sending invitations to prior members, organizations working in areas we have identified as priority, and others who are natural allies.

Membership chair Leta will coordinate.

Strategy for supporting team leaders on the council to do their best work.

Elizabeth will draft and send out to Exec Comm members a draft Email that will be sent to team leaders about working together in the coming year.

Plans to capture the current excitement to ensure that members feel valued and empowered to get the work done.

Team emails

- youth wellness and wellbeing - Lea Alvarado - revlea.newthoughtnoco@gmail.com
- Housing issues - Alex Stathem-Lardner - astatham@fortcollinshabitat.org
- gun violence prevention - Beth DeHaven - bethadehaven@gmail.com
- refugee support - MaryAnn Bayer - bayerdma@gmail.com
- environmental and climate justice - Rick Bunch - rakabunch@comcast.net
- mental health and suicide prevention - John Case - johnbarbara.case@gmail.com
- issues of diversity, equity and inclusion - Hillel - vehyeh.bracha@gmail.com
 - religious literacy - Elizabeth Sink - elizabethsink@gmail.com

Treasurer David Spencer affirms that IFC's 501(c)(3) paperwork is up to date.

February Minutes

–Members reviewed and accepted annual reports from officers and standing committees of IFC.

–Election of officers:

President: Leta Behrens resigned, will become Membership chair

Nina Rubin elected to complete Leta's term as President

Vice-President: Elizabeth Sink continues as VP, will also take over
as Communications chair

Secretary: Hillel Katzir continues for 2nd year of 2 yr term

Treasurer: David Spencer continues for 2nd year of 2 yr term

January 12, 2023

January Agenda and Minutes

Approve [December's minutes](#)

Approved.

FHN -2 Reps - April 28th

MailChimp - subscription - 27/month for 3 users (Elizabeth, Leta, Natalie). Can Dave pay for it with an IFC credit card?

Approved Treasurer may pay for MailChimp subscription with IFC credit card.

Website - ok to post personal emails or none?

Each member of the leadership team will inform the communications coordinator of their preference of what email to post for them on the website.

Annual Sign-up for hosts/refreshments: Elizabeth will create and circulate a form for congregations/ agencies to sign up as hosts and as providers of refreshments for each month of the coming year.

Executive Committee members agreed that only the following officers are expected to attend: President, Vice-President, Secretary, Treasurer, Program Chair, Communications Chair. Others (e.g. Grants chair, Environment chair, etc.) are welcome to attend but not expected to.