



480 Cadys Falls Road  
Morrisville, Vermont 05661  
Phone – (802) 888-5229  
Fax – (802) 888-5392  
Web – [www.lamoillefamilycenter.org](http://www.lamoillefamilycenter.org)

## Board of Directors' Meeting January 23, 2013

**Present:** Katie Marvin, Bryn Fisher, Ronna Ziegel, John Duffy, Dan Regan, Sandy Paquette

**Staff:** Scott Johnson, Becky Gonyea, Angela Mendieta, Michele Sullivan-DuBois

**Absent:** Karen Shea, Dot Reeve

### 1. Approval of Minutes

Ronna motioned to approve the minutes from 12/19/12. Duffy seconded.

Bryn noted that the words "Possible Executive Session" should be removed under #4.

Motion passed.

### 2. Results Based Accountability Video & Discussion

The board read chapters 3 and 4 of Trying Hard is Not Good Enough.

Members discussed the levels of accountability – population and program – and the board's role in this work.

The board will read chapter 5 before the next meeting.

### 3. Report on Property Discussion with Village Trustees

Scott submitted a letter to the Morrisville Water and Light Department stating that the board agreed that the construction of a road through the lower LFC property (in the location determined feasible by Grenier Engineering) would have adverse effects on the property and the future development of the LFC facility.

Scott met with the MW&L Board on 1/21/13 to:

- Further explain the LFC decision to not allow a road through the property
- Request that the MW&L gift or sell property to LFC
- Ask whether an appraisal has been completed on the property

The MW&L Board will respond to the LFC regarding its interest in selling or gifting the property to the LFC. An appraisal has not been completed.

The MW&L Board discussed whether the Public Service Board would have to approve gifting the land, because this would result in the loss of an asset.

Sale/gifting of the land requires approval of the voters. Their annual meeting is April 8th. Any action needs to be warned in March.

The original estimate provided by the town of Morristown to bring sewer across to the LFC property is \$130,000 (this includes a pump station that would serve the upper properties if developed). The cost of bringing water to the property has not been determined. The rate of return on any investment from MW&L to bring water and sewer to the LFC property is reduced if the upper properties are not developed. The MW&L Board said they have no responsibility to share the cost.

### 4. Salary and Benefits Discussion

It has been two years since the LFC conducted a salary/benefit study. That information has been used as the basis for salary adjustments for the past two years.

The Parent Child Center Network is moving forward with contracting with Jane Van Buren to conduct a salary/benefit survey with a broader set of benefit questions. The results would be available this spring in time for FY14 decision making.

*Encouraging, Educating and Celebrating Families*

A United Way Community Partner 

Discussion included:

- How often should a salary/benefit study be conducted?
- How do you ensure a fair comparison of similar jobs?
- Factors to consider – livable wage, working in a rural community
- Is there consideration of a cost of living increase annually?
- Is the LFC losing employees based upon the salary levels?

The Board will keep the salary/benefit discussion on the agenda each month.

**5. Financial**

a. 11/30/12 Financial Report

A financial report was tabled.

b. Annual Appeal

Becky gave an update on the annual campaign. Contributions this year are slightly higher to date this year compared to last year.

**6. Development Activities**

a. Board Member Recruitment

Brenda Christie remains interested in joining the board once she returns in March.

The Board will discuss new potential board members at the February meeting.

b. LFC Elevator Speech

The Board participated in an exercise to create their personal elevator speech – why do you care enough to serve on this Board?

Ronna shared her story as a retired educator who started tutoring at Learning Together and learned that the LFC is truly an amazing place.

Katie shared her story that as a doctor, she felt powerless to address many circumstances of her patients, but learned that the Family Center could help.

**7. Adjournment**

Karen motioned to adjourn the meeting. Duffy seconded. Motion passed.

**Next Board Meeting**  
**February 27, 2013 5-7pm at the LFC**