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## Board of Directors' Meeting May 25, 2011

### **Present:**

Board Members – Ronna Ziegel, Bryce Breton, Dan Regan, John Duffy, Bryn Fisher, Keith Thompson, Sandy Paquette  
Staff – Scott Johnson, Becky Gonyea

**1. Approve Minutes** - Keith moved to approve the April 27<sup>th</sup> minutes. Ronna seconded. Motion passed.

### **2. Staff Benefits & Options –**

Russ Kely, a private broker with Page and Campbell in Barre, attended the Board meeting to discuss employee benefit options. Russ has met with Scott periodically to discuss current insurance plan and benefit options. Russ reviewed a menu of possible employee benefit options for the Board to consider.

#### Next steps

The Board will consider these options in the context of the Compensation Study.

### **3. Staff Benefits & Options –**

Compensation Study - The LFC contracted with Jane Van Buren to conduct a Compensation Study. The survey instrument went out to 44 organizations, with 29 organizations returning the survey. The Board reviewed the study summary which includes aggregate results to all survey questions.

Scott discussed a variety of salary adjustment scenarios for the Board to consider.

#### Next steps

Scott will further develop the adjustment scenarios with costs associated.

Scott will form a staff committee to review the study summary.

### **4. Property Discussion - Updates and Action Items –**

Feasibility Study and Proposal – Christine Graham has submitted a proposal to the LFC to conduct a capital campaign feasibility study.

Architectural/Engineering Proposals – The LFC has received proposals from the Cushman Design Group and Silver Ridge Design regarding conducting an architectural/engineering feasibility study on the church property.

The church is expecting to receive the appraisal on their property at the end of next week.

#### Next steps

Christine will join the Board for a special meeting on June 15<sup>th</sup> from 5 – 7PM.

**5. Updates on Potential Board members –**

Ronna talked with a candidate from Stowe who is considering Board membership. Scott has talked again with a candidate from Cambridge.

Next steps

Duffy and Sandy are scheduling a meeting with another potential board member.

**6. Updates**

Youth and Young Adult Program Manager – Scott presented Rhonda Barr as the hiring committee’s choice for program manager.

Royal Tea Party – The LFC is hosting this event on June 4<sup>th</sup> for kids ages 3 – 10.

**7. Board Meetings –**

June 22<sup>nd</sup> Annual meeting start time 4:30pm

August 2<sup>nd</sup> Revisiting Our History & *Celebrating 35 years!*

Summer Board meeting schedule for July and August – these meetings need to be scheduled.

**8. Adjournment –** Bryce moved to adjourn. Sandy seconded. Motion passed.

**Next meetings**

**Special Meeting with Christine Graham**

June 15<sup>th</sup>

5 – 7PM

**ANNUAL MEETING**

June 22<sup>nd</sup>

Board 4:30 – 5:30PM

Public Event 5:30 -7:00PM