

LAMOILLE FAMILY CENTER

BOARD MEETING NOVEMBER 28TH, 2018.

PRESENT: NEAL FISHER, FLOYD NEASE, DEAN BURNELL, MARILYN MAY, CJAISA SHUMACHER, JOHN DUFFY, KERRI JOHNSTON, SANDY PAQUETTE EILEEN PAUS, BRENDA CHRISTIE.

PRESENT ALSO WAS KIM FRIEDMAN, CONSULTANT

Neal called the meeting to order at 5:P.M.

1. Atypical version of October 24th minutes was accepted due to unusual nature of the meeting.
2. Staff Representative addressed the board as follows:
 - a: Staff observe that our pay structure needs to be reviewed, and standardized in the interest of equity and fairness.
 - b: Staff are unhappy at not being considered for supervisory positions and would like such vacancies to first be posted within the agency.
 - c: Staff are unhappy with the clunky process of firing a staff member of 9 years. Insurance terms deemed to be harsh on staff with any compromised driving licenses, harsher than other local agencies.
3. We were recently audited. The report was essentially fine and finances were found to be in order, while suggestions were made to address a minor shortcoming. e.g. transactions over \$5,000. need 2 signatures and this has not always been done. Also there should be reviews of journal entries; e.g. amortization. Reportedly nothing concerning at the moment.
4. Sandy moved to remove Janelle and Dixie from e-mails as they have resigned from the Board. Floyd suggested a pleasant note to these former board members, to be presented for signatures at our next meeting,
5. Dean presented the quarterly report from July through September 2018. This was followed by our discussing and querying current budget, gaps and grants as well as opportunities for networking., and accessing more resources. Level funding continues to be a challenge for LFC. Investments with Morgan Stanley continue to perform within broadly expected parameters.

6. Floyd suggested a motion to approve, included in staff's December 20th pay, a holiday bonus of \$150.00 per permanent staff member. Motion was approved and Neal to send note to staff.

As consultant in strategic planning, Kim presented an overview of recent SWAT poll results; there was discussion about results of the survey that gave both Kim and Floyd some concern. As such, the board agreed to push the "pause button" on strategic planning while we "get our house in order" and explore where we need and want to go as an agency. Kim will be meeting with the leadership team and Cjaisa suggested reaching out to all staff.

A provisional vision statement received moderate to full support: "The Lamoille Valley will be a safe and secure community, where children, youth and families are empowered, cared for and valued."

The process will be ongoing. The board is charged with coming up with a one sentence Mission Statement to be sent to Dean, hopefully by December 5th and definitely prior to December 19th meeting.

We moved to adjourn at 7:35.