**Lamoille Family Center Board of Directors**

**Minutes**

**April 24, 2019**

ATTENDEES: Neal Fisher (CHAIR), Casja Schumacher (Treas.), Marilyn May, Kerrie Johnson, Floyd Nease (ED), Sandy Paquette, John Duffy, Brenda Christie (Secretary), Dean Burnell (CFO), Julia Skonicki (DD-Minutes), Adam Lory

ABSENT: Eileen Paus

1. After introductions, Neal called the meeting to order at 5:08.
2. Minutes from 3/27/2019 were reviewed. Cajsa moved to approve the minutes, Sandy seconded the motion, and board unanimously approved. All members signed.
3. Quarterly Financials
   1. Dean reviewed the third quarter financials, which shows that we are in a good place.
   2. Kerrie moved to approve the minutes, Marilyn seconded the motion, and board unanimously approved. All members signed.
4. Investment Committee
   1. Dean reviewed the reserve investments, portfolio balance, VCF Reserve funds, and total in bank accounts including cash flow trends for the last three years.
   2. Discussion ensued regarding international investments.
   3. The Board discussed meeting with Morgan Stanley in Fall and Spring instead of Winter and Summer. Sandy moved to approve the minutes, Duffy seconded the motion, and board unanimously approved.
5. Salary Schedule – Floyd and Dean
   1. Floyd gave a quick overview of why the salary schedule is needed.
   2. Dean reviewed the Common Good salary survey and gave an example based on Case Manager positions. Three rollout options were considered. Impacts on retained earnings were presented.
   3. Dean presented two salary schedules, with one showing .90 on the $1.
   4. Floyd made a recommendation to go with the more aggressive schedule.
   5. Dean, Floyd and Julia discussed opportunities and plans for new revenue sources.
   6. Dean presented comparison of 3 rollouts over 5 years assuming no new income.
   7. Cajsa moved to approve the minutes, Marilyn seconded the motion, and board unanimously approved a rollout of salary schedule 2.
   8. Kerrie moved to maintain a minimum number of 9 months of retained expenses in reserve before reconsideration of freezing would need to occur, Brenda seconded the motion, and the board unanimously approved.
6. Executive Director Report
   1. Floyd reviewed the legislature progress around LFC funding.
   2. CIS Steering team is happy to hear we are hiring another person.
   3. New flooring upstairs is in progress.
   4. Collaboration around youth services in the area is happening.
   5. UCC group is focusing on integrating health care and human services.
   6. CHSLV and LFC are beginning conversations around integration of services and collaboration.

**Next Meeting: May 22, 2019**