

**Lamoille Family Center  
Board of Directors Meeting via Zoom  
July 23, 2025**

**Minutes**

**Present:** Brenda Christie, Iris Cloutier, Kerrie Johnson, Christine Languerand, Treasurer, Pixie Loomis, Note Taker, Marilyn May, Chair, Reeve Murphy, Sandy Paquette, Vice Chair, Michele Sullivan-DuBois

**Staff:** Carol Lang-Godin, Executive Director, Dean Burnell, Business Manager

**Quarterly Financial Report:**

Dean reported that the final quarterly report from operations is not yet available awaiting outstanding bills and the final audit. Management is projecting a modest surplus at year-end.

The report from Morgan Stanley on the Endowment shows that investments are up by 7.5% and that divisions within the portfolio between stocks and bonds are within the parameters set by the Board. The growth over ten years in the Endowment Fund is very impressive and Dean reminded the Board that the growth is due both to growth in the Market and contributions from LFC Operations.

Our Endowment Funds with the Community Foundation are much smaller and are important in maintaining a relationship with the Vermont Community Foundation.

Our Cash Balance is healthy with more than two months worth of expenses in cash at the Union Bank.

75% of staff are currently participating in the Retirement Plan. LFC matches 50 cents on the dollar invested by a staff member up to 4% of a staff member's salary. Morgan Stanley staff will meet with LFC staff in the fall to discuss their retirement portfolio. Carol expects the percentage of staff participating will increase when the new hires have been fully onboarded.

**Minutes:** The motion to approve the minutes was made by Sandy and seconded by Brenda and unanimously approved.

**By-Laws Update:** Reeve presented suggested changes to the Board responsibilities spelled out in the By-Laws. One addition is the creation of a standing Nominating Committee to be chaired by the Vice Chair of the Board. This committee will be responsible for the identification, recruitment, and orientation of new members. They will present a slate of Board members, both new and continuing, at the June meeting to be voted on by the full Board. Additionally, they will present the Slate of Officers to be voted on at the June Meeting. New Board members may be elected and join the Board to fill an unexpired term at any time. Officers will be elected for a two-year term with the expectation that the Vice Chair will assume the role of Chair following two years as Vice Chair. A final draft of the By-Laws will be presented at the August meeting.

**Nominating Committee:** Sandy has established a Nominating Committee including Reeve Murphy, Pixie Loomis, Michele Sullivan-DuBois, Carol Lang-Godin, and Julia Skonicki. They

are charged with developing a process for the identification, recruitment, and orientation of new Directors. They will be responsible for presenting a slate of Directors and the slate of Officers for election every year at the June meeting. The Committee will present a draft process for discussion at the August meeting.

**ED Report:** Carol's written report to the Board was very comprehensive and there were no questions. In response to the question of how cuts to federal grant funding and to Medicaid in particular might affect LFC operations, Carol has established "Scenario Planning" with the Leadership Team. She is continuing to explore opportunities for collaboration that will extend the reach of the Family Center, while sensitive to capacity constraints. Currently she is pursuing a collaboration in Greensboro.

**ED Annual Review:** Carol submitted her self-evaluation to the Board. The format is the same as that of all employees and was well-received. Carol was commended for her excellent leadership.

**Adjourn:** There being no further business, the meeting was adjourned.

**Next Meeting:** The next meeting is August 27

**The Annual Meeting is September 25.** Location to be determined