

Lamoille Family Center
Board Meeting
Wednesday, February 26, 2025
5:00 PM to 7:00 PM

Marilyn May, Chair	Eileen Paus, Secretary	Pixie Loomis, Strategic Planning Committee
Iris Cloutier	Christine Languerand	Carol Lang-Godin, ED
Sandy Paquette, Vice Chair	Carol Lang-Godin, ED	Julia Skonicki, Director of Development and Communications
Reeva Murphy		

Virtual Meeting via Zoom

Absent Board Members: Kerrie Johnson, Brenda Christie, Michele Sullivan-DuBois

The Lamoille Family Center (LFC) meeting was called to order by Marilyn at 5:00 PM

Agenda:

1. Development Update provided by Julia Skonicki (10 Minutes) See submitted report below:

Discussion:

- The Annual Appeal goal was \$50,000 which was met in December 2024. This amount has increased to approximately \$56,000, not including the recurring donations that will go toward this appeal.
- A private donor has offered \$10,000 in matching funds for anyone that increased their recurring donation or started a new one. There have been 15 new recurring donations and three increased recurring donations. This will

increase the appeal by over \$4,000 of these matching funds. (Now over \$60,000 received in the Annual Appeal.)

- Great retention in donors has contributed to the success of the appeal. The retention rate in donors, per Julia, is related to the hand written notes. An example was provided by a donor that met with Julia and Carol. The Thank You letters are appreciated by donors and have retained and gained donors.
- Currently 73% donor retention rate. This is significantly higher compared to other non-profit agencies.
- Goal: increase outreach and number of donors. Julia would like to utilize the remaining matching donated funds to find private donors that will donate sums to match with the remaining matching donor funds. Julia would like the Board to share ideas regarding new donors.
- July 4, 2025, Morrisville will hold an event at Ox Bow. The town asks LFC if they are able to work a booth. No staff are available to volunteer for this holiday event. Pixie, Marilyn, Reeve, Iris, and Christine have volunteered to work the LFC booth with children activities. Julia will provide instructions and activities that can be shared with the children visiting the booth.

Discussion:

- Pixie asks if \$6,000 is still unmatched and on the table. Julia reports it is \$5,000. Julia shares ideas to find donors that can donate larger amounts so the matching funds will be used.
- Volunteers to handwrite thank you letters will be outreached by Julia.

2. Approve Minutes of December 4, 2024 Board Meeting (15 minutes)

Motion: Pixie moved to approve the meeting minutes as written for the January 22, 2025 Board Meeting. Sandy seconded the motion. The Board voted to accept the meeting minutes for January 22, 2025.

3. Strategic Planning (25 minutes)

Carol reports to the Board:

- Staff is working toward developing a list of community partners for increased collaboration and shared space.
- There is a SP wall where ideas are posted.
- Assessing unmet needs in the community. For example, transportation to LFC.
- Orientation video being created that will provide explanation for each service provided by the LFC.

- Marilyn discussed with the SP committee a SP committee meeting (outside of Board Meeting) to review the Board Member bylaws and how to strategically recruit new Board Members.
- 10/22/2014 is the latest revised version of the Bylaws. Marilyn will resend to all Board Members so that it can be reviewed. Diversifying the Board is a focus for the SP committee. Pixie reports the SP Committee will review the Bylaws, focusing on diversifying the Board, and will present to the Board all areas to be reviewed. Reeva reports that positions members are elected to should also be reviewed and time limited, for example, Marilyn has remained Chair beyond stated time she has volunteered to Chair.
- Marilyn is resending Bylaws to the Board Members. Pixie feels the review is needed at this time and the Bylaw Committee will review the Bylaws with Carol then bring them to the Board. Sandy would like to be included in this meeting. Bylaw Committee members are Reeva, Sandy, Pixie, and Michelle.

4. Reports: (25 minutes)

Executive Director Report, February 23, 2025, Carol Lang-Godin, ED

Highlights/Summary from the last month:

Staffing:

- Arlene Wheeler who joined LFC in May of 2024 passed away suddenly at the end of January. Staff have been coping as best as they can. We came together as a staff to celebrate Arlene and to process. EAP is a resource for staff. We've tried to offer support to Arlene's wife as well.
- LFC Review Committee has started to receive feedback on the form we rolled out for use in 2025. All staff will complete the form and at the end of the year we'll adjust for any necessary revisions. A review will need to be done for me. See discussion below.
- We're reviewing a social media policy for LFC. We do not currently have one. Staff will review the policy at the 2/24 staff meeting. Board will review for approval during the 2/26 meeting.

Parent Child Center Network (PCCN)

- Testified on 1/24 in the HOUSE HUMAN SERVICES COMMITTEE along with Lindsey Trombley from Orange County PCC and Ellen Amstutz our Network Director.

- Video here: <https://www.youtube.com/live/kvD6Wked5RQ?si=SC-IAo5yQfjtbcRl&t=3592>
- Documents here:
 - <https://legislature.vermont.gov/Documents/2026/Workgroups/House%20Human%20Services/PCCN/W~Ellen%20Amstutz~Presentation%20to%20House%20Committee%20on%20Human%20Services~1-24-2025.pdf>
 - <https://legislature.vermont.gov/Documents/2026/Workgroups/House%20Human%20Services/PCCN/W~Ellen%20Amstutz~Vermont%20Parent%20Child%20Center%20Network%202024%20Impact%20Report~1-24-2025.pdf>
 - <https://legislature.vermont.gov/Documents/2026/Workgroups/House%20Human%20Services/PCCN/W~Ellen%20Amstutz~Parent%20Child%20Center%20Network%20FY2026%20Request~1-24-2025.pdf>
- Attended three Rapid Response Committee meetings with Action Circles.
- Met with VDH staff around our PCC request to ensure we can collaborate.
- Spent time at the statehouse 1/24 and 1/29. During these two days I was able to meet with Senators Westman and Perchlik as well as Representatives Noyes, LaMont and Lipsky.
- Attended February monthly PCC meeting.
- Attended three Executive Committee meetings.
- Met with two new NEKCA PCC Directors to offer support.
- Testified on 2/20 to the Joint House and Senate Budget Hearing. You only have two minutes for this, so it was quick.
 - Video is here: <https://www.youtube.com/live/ApDf5kos374?si=xSONe1GpwhINzEly&t=4137>
 - Document is here: <https://legislature.vermont.gov/Documents/2026/Workgroups/Senate%20Appropriations/FY%202026%20Budget/Public%20Hearings%20and%20Letters/W~Carol%20Lang-Godin~Parent-Child%20Center%20Network~2-20-2025.pdf>

General LFC Updates

- LFC will hold its PCC Peer Review on 5/9/2025. More info to follow.

- The end of January and much of February brought stress and anxiety to many with federal freeze notices and executive orders coming out that clearly disrupted our work and had many scared for the future. LFC received notice regarding our federal funding for HLV and as a result removed information from HLV's website relating to executive orders. That notice was rescinded a few days after and we immediately restored information on HLV's website. Nothing on LFC's website was removed or edited. This was a very tough decision to make and many were unhappy with the overall need to even consider taking down resource information.
- We hosted a lawyer from Vermont Legal Aid at our 2/10 staff meeting to discuss immigration laws and how to support families.
- Met with Kid to Camp donors who have committed to another year of funding for the popular program.
- I attended one Building Bright Futures (BBF) Regional Council mtg, one Regional Leadership Team meeting, one State Advisory Council meeting and one Data & Evaluation Committee meeting.
- Attended two DULCE PCC Lead meetings and one meeting about a funding issue for fy'26. Continuation of the Blueprint Pilot Funding is not in the Governor's Budget. VDH is working on alternatives and believe they've found bridge funding that would get us through December 2025.

Discussion:

The Governor will no longer support the DULCE program. Carol adds it is the entire Blueprint Pilot will no longer be funded. Carol adds that this is not the first time funding issues have occurred regarding the DULCE program. In the past, donors have supported the DULCE program for the LFC when it was under funded. This program is wanted in the community and Carol will work to continue the program. VDH is committed to finding funding for this program as well. Reeva suggests DULCE be included in the VDH program, making funding more stable. Carol describes the DULCE program to the newer Board Members: In 2016 the Center for Social Policy created a pilot program starting in Boston. It is a program for a family with a new baby, up to 6 months old, assessing social determinants (housing/food security, are basic needs being met), along with this assessment screening is being provided (domestic violence, mental health) related to the stress of having a new baby in the home. The DULCE program, located in the LHP's pediatric office, collaborates with a lawyer from Vermont Legal Aid.

- Attended quarterly National DULCE virtual meeting

- Attended the Legislative Breakfast on 2/3/25 in Stowe
- Connected with our water filtration company to better understand the system and upcoming changes we need to make with our Designated Water Tester.
- Met with Propio to learn about translation of documents through their system. Starting use by testing with HLV Parent and Community Survey which will come out soon.
- Several staff worked on the CCCSA Request for Proposal (RFP) and this was submitted on 2/21. Process is done every five years through the state to reapply to administer the childcare financial assistance and referral program in Lamoille Valley.
- Attended the Lamoille Health Collaborative meeting. This has shifted from monthly to quarterly.

Carol reports VDH

News from HLV:

- Em was accepted into the [New England PTTC RAD fellowship](#) again this year. She's going to be working on how to use community map visualizations to promote behavioral health partnerships.
- Alison has been working with Hyde Park Planning Commission and the creation of a wellness chapter for their upcoming town plan: [V12.Draft Hyde Park Wellness Chapter.2025 Approved by Planning Commission.docx](#)
- Carrie and Jess attended CADCA's National Leadership Forum. Carrie got to be part of the Vermont Delegation that spoke with all three of our legislators. Jess got to co-facilitate a round table workshop and be on a panel with CADCA's Coalition Advisory Council. (CADCA= Community Anti-Drug Coalitions of America)
- Prevention Day is coming up on April 3rd. We welcome the LFC Board to join us! For more information speak to Jessica.
 - **Date:** April 3, 2025
 - **Location:** Capitol Plaza & Vermont Statehouse, Montpelier, VT
 - [Register now](#) and design your Prevention Day experience!

Carol reports direct Federal funding provided to the HLV program (approximately \$140,000) required DEI language be removed from the website.

Discussion:

Marilyn shares with the Board a need for an evaluation process for Carol Lang-Godin, ED. Carol shared with the Board previously that the LFC Review Committee developed a form for self reflection/review, not a performance tool. It assists with setting goals, asking for support in asked areas. This form is being used, asking the staff to complete and return to their manager. Completing the evaluation form is staff driven and not tied to their hire date or salary. If there is a performance concern, this would be approached right away and does not wait for the annual review. With the start of this new form, staff are asked to provide feedback regarding the new form to their managers.

Carol reports the Bylaws state the Board is responsible for annual evaluation of the Executive Director. An annual evaluation date/process can be reviewed when the Bylaws are reviewed for Board terms by the SP Committee. Carol states she can use the same form that staff are using and supports having an annual evaluation.

The Social Media Policy has been shared with the Board and with staff with further discussion to follow at the next leadership meeting. This policy is important for providing guardrails for social postings by the LFC. Personal social media postings are not part of this policy and will be handled individually.

Development Report

February 2025 Board Meeting

1. Julia is wrapping up our Annual Appeal; we've met and surpassed our goal of \$50,000. A private funder will match \$10,000 in new and increased sustaining donations. If you are not yet a sustaining donor and you start a recurring donation, your donation will be matched for an entire year!
 2. As you know, voting and Town Meetings are coming up. Thank you in advance for approving (and defending if need be) the non-profit allocations budgets if you go.
 3. Kids to Camp funding has come in - \$35,000. Scholarship referrals begin this month.
 4. You can view the Staff and Board Photo Directory by [following this link](#)
 5. Julia Skonicki thanks the Board in her report for their important work.
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5. Executive Session (If necessary): no Executive Session
 6. Old Business: no new business
 6. New Business-Bereavement Policy (10 minutes)

Eileen announced to the Board Members that she will be leaving the Board in September at the upcoming annual meeting. Until then, Eileen will be working toward recruitment of new Board Members.

Next Meeting: Wednesday, March 26, 2025 5:00-7:00 P.M.