**Lamoille Family Center Board of Directors**

**Minutes**

**Virtual Video Conference: Wednesday, April 28, 2021 5:00 – 7:00 p.m.**

ATTENDEES: Marilyn May, Sandy Paquette (Treasurer), Kerrie Johnson, Eileen Paus, Adam Lory, Brenda Christie (Secretary), Floyd Nease (ED), Dean Burnell (Business Manager), Julia Skonicki (DD-Minutes)

ABSENT:

1. Marilyn called the meeting to order at 5:06
2. Sandy moved to approve the Minutes from 3/24/21 and Eileen seconded the motion. All who were present unanimously approved the motion.
3. Financial Update and Salary Schedule update (Dean):
4. Dean shared the FY21 Operational Actuals for Quarter 3, which shows that we are very close to our income and expense targets. Expenses are a bit higher than income but Q4 will show adjustments to this. The deficit is not as big as we thought due to another unexpected donation.
5. Dean shared the budget from our investment portfolio and local cash flow, which is quite healthy.
6. Dean presented three different models of salary schedules compared to current data and presented each model’s impact on the budget. Model 1 compares current salaries based on 2018 data; Model 2 compares a salary schedule using 2020 data; Model 3 compares a salary schedule with a 3% increase compared to 2020 data.
7. Floyd explained that we anchored the current salary schedule with the 2018 survey. The salary schedule provides transparency for staff and provides competitive rates for staff. Dean shared that this is a proactive strategy to retain staff and reminded all that the starting salaries are not shown – the tenured salaries are.
8. Dean shared a spreadsheet displaying funding expectations for FY21 compared to the actuals, but also has notes around potential additional funds (we will know these final numbers before next Board meeting.)
9. Discussion around these models ensued.
10. Childcare Update (Floyd and Julia):
    1. There are some complications with the potential building. We are working on these. We are also coming up with a Plan B.
    2. Floyd presented the project to the Economic Development Council meeting, during which Senator Sanders’ office was present. The Council asked for more information and Floyd presented a projected budget for $6.2m – the project will be submitted as one of the area’s highest priorities. Senator Sanders is looking for projects to prioritize through the federal government with COVID response funds, so the same project will be submitted to them. This type of grant money may mean a decreased rent.
    3. Last night we held a discussion around the needs of childcare and invited providers in the area. Although not many attended, we plan to follow up with early childhood educators to hold individual discussions. Some needs that have been expressed so far include shared resources, a “sub hub,” additional training, and ways to increase the workforce population.
11. Executive Director (Floyd):
12. Legislation passed (House and Senate) an increase in one-time funds to PCCs. It also looks like the CIS rate is going up.
13. Development Update:
14. Appeal is officially over. We have surpassed FY19 and FY20 Appeal totals. New sustaining donations are even higher than last month’s report, which will be matched! We also increased the number of individual donors from 177 to 205.
15. We just received another gift from Vermont Community Foundation for $7500 from their COVID response fund.
16. We have given out 24 camp scholarships so far this season.
17. We were just awarded a small grant to host a 3-part Parent Ed workshop focused on Talking to Kids About Racism.
18. Discussion around thanking Appeal donors ensued. If you didn’t already volunteer to write thank you
19. Annual Meeting:
    1. Floyd proposed moving the meeting from June to early September.
20. Board Business:
    1. Ideas for potential Board recruitment were discussed.
    2. An Executive Session is planned for May 4th at 5:30.
21. The meeting adjourned at 7:10 PM.

**Next Meeting:**

**Wednesday, May 26, 2021 5:00PM**