

# Lamoille Family Center Board of Directors

Wednesday, January 28, 2026

5:00-7:00 P.M.

Marilyn May, Chair

Pixie Loomis, Vice Chair

Christine Languerand, Treasurer/Secretary

Kerrie Johnson

Brenda Christie

Sandy Paquette

Reeva Murphy

Michele Sullivan-Dubois

Iris Cloutier

Daniel Franklin

Board Members Absent: Pixie Loomis, Michele Sullivan-Dubois

Meeting guests: Dean Burnell, LFC Business Office

## 1. Approve minutes of December 3, 2025 meeting

- Reeva moved to accept the minutes, and Christine seconded the motion. Discussion to clarify meeting guest names, and clarification about 17 months, which we have in reserve. The revised minutes were unanimously approved.

## 2. Dean-Financials/Quarterly Report

- We budgeted a deficit, but we're in a surplus, as expenses are forthcoming
- CIS caseloads are lower than anticipated, thus overall expenses are lower
- Partner agencies are having staffing challenges, which is affecting our client numbers; winter months (notably Dec) are often slower
- Level funding from grants has left some programs with a deficit, which we anticipated
- Early childhood caseloads are increasing; the state did not grant our \$50K grant, and gave us a lesser amount, Carol is advocating for this to be corrected on the state's end, as we are serving
- YAYA caseload has increased since the new case manager hire
- Investment reports: these are performing within the guidelines that we created. Our portfolio with Morgan Stanley is being well managed. VT Community Foundation is performing well. Our bank accounts have two months worth of local operational expenses available. The board praised Dean and Carol for the health of the LFC's finances
- Retirement Portfolio - 79% of staff are participating in the LFC Principal Retirement Plan

## 3. Update from Nominating Committee/Vote to approve updated by-laws

- Highlights: term limits, elections; Discussion about vice chair and the added responsibilities in

the by-laws; the committee reiterated that the chair is sometimes a position that is hard to fill, and this creates some responsibility, reassurance and cultivates leadership for the vice chair.

- While we have been implementing these and have strengthened our practices with member recruitment, they will now be official.
- Sandy moves that we accept the revised bylaws, Brenda seconded, and it was unanimously approved by the board.

#### **4. Reports**

- Rapid Response (Carol prefers Rabid), is a meeting with the PCCN directors to connect, process and problem solve issues;
- Resource & Outreach Project Manager position; we are hoping for a base-level grant that will sustain it through our PCCN collaborative grant though we have built this into our budget to ensure that it is sustaining.
- Sandy commented that our outreach has blossomed in our decades of service; articulated hopes that the new position will increase our capacity with outreach and community connections
- Reeva talked about generational trauma and the need to scaffold supports for families so that they can access services, this includes lots of hand holding, and this need has only increased
- Filming for the 50th anniversary is such a highlight, particularly the clip with Olea (first LFC director) and Carol;
- Family Groups seem to be going well, Reeva suggested that we re-introduce the Family Cafe from a few years back to pull more folks into this dialogue to garner more community feedback
- Considering a sticker competition for Family Funfest in June; Marilyn suggested a former client, who is an artist, might be interested in supporting or participating in some of this work
- June 6 - Family Fun Fest – volunteers needed!
- September 23 Annual Meeting, Daniel suggested Jenna's House as a possibility, Carol jested that she and Julia may concoct a performance

#### **5. Bereavement Policy**

- A number of staff have lost family members, so it seems timely (or rather past due) that LFC implement a formal Bereavement Policy for staff.
- Discussion around the unfortunate circumstance that one might have with the loss of multiple family members, this could tally to 15 bereavement days if one lost 3 family members. Carol stressed that she would give folks time off to grieve, as this is the right thing to do. She doesn't anticipate this being abused, since it requires approval from the ED.
- Brenda moved that we approve the Bereavement policy, and Reeva seconded. These were

unanimously approved.

**6. Old Business**

- none

**7. New Business-In-person board meeting in March/reminder**

- March 25 meeting is in person
- Next nominating committee meeting is 16 February
- Strategic Planning Committee: Carol will pull this team together again soon to review
- Daniel informed: At the Statehouse - Mental Health Advocacy Day is tomorrow (29 Jan) and Recovery Day and Disability Awareness is 11 February

Executive Session - If needed

Next Meeting: Wednesday, February 25, 2026