

**Lamoille Family Center
Board of Directors
December 17, 2014
5:00 -7:00pm**

Present: Bryn Fisher, John Duffy, Dot Reeve, Sandy Paquette, Ronna Ziegel, Brenda Christie, Katie Marvin, Peter Peltz, Eileen Paus, Scott Johnson, Charlie Teske, Christie Leone

Board Meeting

1. Welcome Eileen Paus
Dot motioned, Ronna seconded and the board unanimously voted to appoint Eileen Paus to the Board of Directors.
2. Minutes of 11/19/14
Peter motioned, Duffy seconded and the board unanimously voted to approve 11/19/14 minutes.
3. Financial
 - a. Approval of FY'14 990
Peter motioned, Duffy seconded and the Board unanimously voted to approve the FY'14 IRS 990
 - b. Investing LFC Reserves
Scott and Charlie discussed exploration into the idea of investing a portion of the cash reserves that would provide a higher rate of return, while remaining conservative and fiscally prudent, with the goal of seeing a return that would cover an annual COLA. Board discussed the importance of mission centric, conservative, and local investments.

Next steps...
 - i. consider an investment committee to explore options
 - ii. draft an investment policy
 - c. Resolution for Edward Jones Account

“The Board of Directors of the Lamoille Family Center resolves that Scott Johnson - Executive Director, John Duffy - Treasurer, and Charles Teske - Financial Manager shall be authorized on behalf of the corporation to do and preform all acts/transactions to be done in connection with the brokerage account of the Lamoille Family Center, Inc. that has been opened with Edward Jones.”

Peter motioned, Brenda seconded and the board unanimously voted to approve the resolution.

4. Personnel
 - a. Staff Feedback with Board
 - Pride in organization
 - seeking out LFC for employment
 - positive relationships among staff
 - management structure – communication

- wages and benefits (cell phones, overtime, leave time, retirement)
- Learning Together changes (how to serve teens who cannot be in school)

b. Salary and Benefits

The Board agreed that an ongoing commitment to making salary and benefits a priority is important.

- As a follow up to the last meeting. Scott suggested a \$100.00 bonus for each staff member. It was suggested that the total bonus be \$125.00 so the net after taxes is approximately \$100.00
- Peter motioned, Brenda seconded and the board unanimously voted to approve a \$125.00 bonus.

5. Property

a. Feasibility Study

Christie and Scott reported that all 26 Feasibility Study interviews have been completed. We can expect Christine's final report and summary by the end of December and should plan a special meeting of the Board in early January to review the report and hear directly from Christine.

- Pick a January Board Meeting date to cover Christine's report and other business. The Board agreed to meet for a special session on Tuesday, January 6th, and to hold the January Board Meeting on January 21 since Scott will be away on January 28.

b. Lamoille Housing Partnership & Housing VT

Scott reported that he has been pursuing next steps to explore the idea of sharing the property with a partner that would include gaining approval for mixed use zoning for the property. Other nearby property owners are also pursuing a zoning changes.

6. Other business

- PCC Board Retreat – Feb. 10 (Burlington) and/or 12th (Hartford) from 9:00 – 1:00pm.
- February Board Meeting Date February, 18th

7. Dot motioned, Sandy seconded and the board unanimously voted to make a formal recognition of Wendy Chauvin for her dedication to the Holiday Project.

8. Follow up items:

Budget items – structural holes in programs

9. Adjournment

Ronna motioned, Brenda seconded and the Board unanimously voted to adjourn.

FY'15 Strategic Directions: RBA, Property, Salary/Benefits, Board Expansion

Next Board Meeting

Special Meeting (Feasibility Study Report): January 6, 2015, 5:00pm – 7:00pm

January Board Meeting: January 21, 2014, 5:00pm – 7:00pm