

Lamoille Family Center
November & December Board Meeting
4 December 2024
5:00 PM to 7:00 PM

Attendees:

Marilyn May, Chair	Sandy Paquette, Vice Chair	Carol Lang-Godin, Executive Director
Christine Languerand, Treasurer	Pixie Loomis, Strategic Planning Committee	Michele Sullivan DuBois, Strategic Planning Committee
Kerrie Johnson	Iris Cloutier	Reeva Murphy
Sarah Henshaw,		

Agenda:

1. Strategic Planning-Sarah Henshaw
2. Approve minutes of October 23, 2024 Board Meeting
3. Approval of October Audit
4. End of Year Staff Compensation
5. Reports
6. Old Business
7. New Business

Next meeting: 22 January 2025

I. Strategic Goals review with Sarah Henshaw, and Strategic Planning Committee Members from the board: Pixie & Michele

- Goal 1: Access
 - Pixie is concerned that there isn't enough focus on the need for a new location. The concept of location and the importance of being visible and known as a community resource are important.
 - Carol clarified that staff aren't really prioritizing the idea of a shared location, but rather creating space that is more available for the families that we serve. Having perhaps even a couple of shared spaces with a community partner would create more accessibility and visibility. It could also provide information about the more granular community needs of the Lamoille Valley.
- Goal 2: Diversity
- Initiative: Need for more for 6-11 year olds

- The LFC's mission is about supporting families, so we should be supporting this group at some level. There are many organizations who are working with these kids.
 - A lot of services drop off for kids at this point. Wrap around supports that families may have had drop off when students start school. YAYA doesn't begin serving students until they're 12.
 - A very preliminary idea is a family/school/community support worker position.
 - The committee felt that there was too much uncertainty about the need and the other community players that are already working to fill this void to create a goal.
 - There are concerns about funding in the next federal administration related to the language of diversity. However, diversity is part of the fabric of LFC and it's important for us to maintain this language to help us be brave and find strength together.
 - Pixie wonders what diversity on the board look like. What perspectives do we need to be an effective board that mirrors LFCs values and to lead us forward? What voices are missing?
 - The working group is now trying to figure out how to implement this Plan forward in a way that makes sense.
 - As we consider next steps, staff are already working at capacity. The idea of a Community Engagement person to help move this work forward may be an essential component. Carol hopes that the board engages in this work at a higher level than monthly meetings.
 - We shouldn't ignore the need to update and adapt our programming as the needs of our community ebb and grow.
- Michele made a motion to accept the plan and Sandy seconded the motion. The board unanimously accepted the LFC Strategic Framework for 2025-27

II. Approve the minutes from the prior meeting

- Sandy noted that Christine should be listed as the treasurer, and Sandy should be reported as the Vice Chair.
- Pixie moved to accept the notes as amended. Sandy seconded the motion. The minutes for the October meeting were unanimously accepted.

III. Accept the LFC audit

- Michele moved to accept the Lamoille Family Center Financial Statements and Information audit as presented in Draft on 10/23/24 (as there will be no revisions, dated June 30, 2024 and 2023).
- Reeva seconded the motion.
- The audit was unanimously accepted by the board.

IV. End of Year Compensation

- Last year we provided everyone with \$250. Carol and Dean put the below proposal together for staff. This is an increase from \$6750 (all staff received \$250) to \$8900.
 - 0-5 years at LFC \$250
 - 6-10 years at LFC \$300
 - 11-15 years at LFC \$350
 - 16-20 years at LFC \$400
 - 21+ years at LFC \$450
- Reeva suggested that we are in a good financial place, so should we be slightly more generous, perhaps \$50? Pixie thinks we need to be clear that we've had a great year and that is why we're able to do this. We're in a good position, because the staff have done a great job, and we want to thank them.
- Carol forewarned that we will have a new salary schedule in January. The board suggested that we may need to look at retirement matches or increases in this domain as well.
- The board agreed to increase these amounts by \$50 (see below).
- Michele made a motion to accept the revised end of year compensation for staff, as outlined below:
 - 0-5 years at LFC \$300
 - 6-10 years at LFC \$350
 - 11-15 years at LFC \$400
 - 16-20 years at LFC \$450
 - 21+ years at LFC \$500
- Reeva seconded the motion. The board unanimously accepted.

5. Reports

- Reeva wondered what the PCC Networks were focusing on. Carol discussed the network and reported that their current focus is on the national standards.

Staff had a great retreat throwing axes! There was lots of laughter, persistence and success. Most importantly, it was stress relieving fun.

Great job keep your staff joyful and connected, CAROL!

6. Old Business

none

7. New Business

Go see Dean's play at Lamoille County Players!