

STAR ISLAND CORPORATION
Board of Directors

MEETING MINUTES

December 18, 2018 at 7:00 pm
Zoom Conference Application

Members in Attendance:

Tom Coleman
Erik Cordes
Nick Dembsey – Vice President
Leon Dunkley
Debbie Duval
Roger Kellman
Gary Kunz (President)
Jeff Loewer (Treasurer)
Chris Palazzolo (UCC representative)
Suellen Peluso
Mary Trudeau (Clerk)
Louise Williams

Absent: Nathan Soule (ISAUU representative)

Other: Joe Watts (CEO)
Celeste Magliocchetti (Pel Liaison)

Opening Words:

Gary Kunz gave the opening words, reading from a “crowd sourced” poem edited by Kwame Alexander, entitled: Thank You, America, noting that many of the values expressed reflected the Star Island experience.

Thank You, America

The sun rising behind farm
houses in the Midwest
The clear mountain rivers in
Montana

I hope we have the wisdom to
treasure all of it.

A glimmer of dawn
First flickers in Maine

For the mountains.
magnificent weathered
beacons of topographical
wonder.

Tengo gracias that I can
speak my mind

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y no hay consecuencias
graves when I do so.

I won't lie, I struggled with
this question
With all the fighting, hate and
violence
it has been difficult to
remember to be thankful.
However, when I read stories
of people who
stand up and speak out
for justice and truth
I become immensely grateful
and proud of America.

Freedom to whisper against
kings
My grandmother who carried
her green card
in the broken tattoos on her
back

I am thankful that other
people are still trying to come
here.
I am thankful for the vastness
of our borders and the beauty
of our natural lands.

Sunshine streaming softly
while we sip our morning
coffee.
But across the oceans our
troops fight
ensuring that we keep our
rights,
to give us a land of the free.
For the first responders
For hope

I am thankful for America's
history, warts and all.
Our past, full of light and
dark,
Read the history
of heroes and villains
See our country for what it is.

Free Press and Free speech
to speak out against injustices
in our country,

For family
For places to walk safely
places to paddle
arcades of trees
varied, inexpensive food
tools and workplaces
longtime friends who listen
tennis courts

Indoor plumbing,

to worship whoever we want,
to say whatever we want,
to go wherever we want.

for the public libraries.
They raise up voices whom
others attempt to silence.

for diversity.
For differences
My son is transgender and I
am grateful for those who
treat HER with respect and
kindness.

for Cape May; for parties on
the Fourth of July; for
anarchist coffee shops; for
church-run thrift stores; hole-
in-the-wall BBQ joints; Lake
Michigan; Vinny's Pizzeria in
the 90s; beer delivery in a
snow storm;

for second, third and fourth
chances.
For forgiveness.
I am thankful that my hybrid
existence, hinted by my
brown skin and slanted eyes,
can make sense in America.

For many spectacular parks
in our nation--from the huge
and awe-inspiring Grand

Canyon to the tiny
neighborhood park with the
small playground and the
pretty benches painted by
local artists.

I am grateful that America
can change, too.
for the millions who take to
the streets,
challenge authority,
insist on change,
demand justice,
resist evil, tell their stories,

Wrought through division
Sustained by freedom's hope
Seeking reunion
I am thankful for America,
most of the time.
AMERICA LETS ME
CONNECT AND PLAY
VIDEOS WITH THE
WORLD
AMERICA ALLOWS ME
TO PLAY BASKETBALL
AMERICA GIVES ME A
GOOD EDUCATION

Thank you, America,
For the mom and pop shops
and rest stops.
For the back roads and the
beaten paths.
For the love that greets me
when I come home.

For the dream to become,
the dream to make better or
different,
the dream to inspire,
the dream of something on
the other side
of whatever is facing us in
the moment

For You ♥

Check In:

After a brief Board member check in, celebrating and commemorating milestones in the Board of Director's lives, the meeting was convened.

Call to Order:

Gary Kunz called the meeting to order at approximately 7:15 pm

Executive Session:

Based on a motion duly made and seconded, the Board voted to enter executive session (at 7:15 pm) to approve the Executive Session minutes from the November 17, 2018 meeting and the CEO contract.

Joe Watts was invited into the executive session. Celeste was not included in the Executive Session portion of the meeting

At 7:30 pm, the Board returned to regular session.

Review and Approval of Minutes of November 17, 2018 Meeting:

Based on a motion duly made and seconded, the Board

VOTED to approve the November 17, 2018 meeting minutes, as amended to correct attendance

The vote was unanimous in favor of approving the Minutes as amended.

Reports:

CEO Report Update:

Joe Watts reported that tanks for the waste water treatment facility have been delivered, and most are already on island, awaiting the spring work season. Roger Kellman asked about the status of the bids for the system, and Joe noted that all (6) bids are in process, and no surprises are anticipated in the contracted amounts. Roger asked whether the Board could consider the 1.3M dollar estimate to be comprehensive, and Joe noted that he believed it was a solid estimate. He qualified this by noting that the pilot program to explore the reuse of the treated flows may not be accurately represented in the estimate, due to the uncertainty in the scope and success of the pilot.

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Joe noted that the SIC staff is in the process of update the “Public Access Facilities Plan” required by the US Coast Guard . This document is required by any receiving port that accommodates boats with more than 149 passengers.

Joe noted that the Annual Fund was successful, and that the 100% participation by the Board of Directors showed an important commitment to the island.

Treasurers Report:

Jeff Loewer reviewed his report to the Board, noting that the Dashboard updating would be delegated to staff in January of 2019. He noted that the financials were as expected, with a minor overbudget notation on net income, likely due to weather and other cancellations of reservations.

Pel Liaison Report:

Celeste Magliochetti reported a productive meeting with Joe Watts, noting that changes in 2019 Pel compensation will focus on improved training and staffing.

Based on a motion duly made and seconded, the Board

VOTED To accept the CEO, Treasurer and Pel Liaison reports.

Action Items:

Committee on Appointments Report:

Joe Watts, representing Tom Coleman, presented the Committee on Appointments Report to the Board. The report, prepared by Tyne Allhouse and Nick Brezinsky, conveyed the following information:

The Committee on Appointments recommends the following appointments by the Board:

Committee on Appointments:

Janet Cann for a first three-year term beginning in 2019

Celeste Magliocchetti for a first three-year term beginning in 2019

Strategic Facilities Committee:

Mark Nash for a second three-year term beginning in 2019

Mark Adams as an advisor for an additional year in 2019

Drew Martin as an advisor for an additional year in 2019

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Based on a motion duly made and seconded, the Board

VOTED to approve the appointments to the Committee on Appointments and Strategic Facilities Committee described in the memorandum.

2019 Budget Presentation

Jeff Loewer and Joe Watts reviewed the 2019 proposed Budget, noting that Kristin King was available, if needed, to answer questions. The budget reflects the 4% “across the board room rate increase” approved by the Board of Directors in November. The revisions made since November have been based on input from staff, the Board and the Finance Committee.

Joe and Jeff presented a power point presentation, showing the macro level effort to link budget items to the Strategic Plan goals. Goals that were tied to specific budget items included: Community; Economic; Environmental; and Stewardship goals. Budget items that supported these goals included: a 3% percent wage increase; the addition of a seasonal chef; increased discounts and financial aid programs; maintenance of the debt service ratio; investments in facilities and infrastructure; as well as a potential increase in property insurance.

The Board agreed that the perspective, and the presentation, were an extremely valuable support of the policy level thinking required, and desired, by the Board.

Based on a motion duly made and seconded, the Board

VOTED to approve the proposed 2019 Budget as proposed.

The vote was unanimous in support of the proposed Budget.

Discussion Items

Bringer of Light Award

Gary reminded the Board that it is time to consider whether or not the Board will award a Bringer of Light Award this year. Gary asked that an informal committee consisting Suellen, Tom and Nathan provide nominations for the Bringer of Light Award, noting that all Board members should also consider potential awardees for the February Retreat discussion.

Council of Conferences Report:

Joe Watts reported on the October Council of Conferences meeting. While noting generally poor attendance, Joe believed that the afternoon was nonetheless productive. Joe noted that discussion included a review of how conference attendance goals are set by the staff.

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Noting that the Council has been asked to add a Board member to the Council, and Gary appointed Louise Williams to the position.

Board Liaison Reports:

Erik Cordes, as liaison to the Rutledge Marine Lab Committee, reported on the activities of a committee with many active members. Erik noted that the Committee is functioning well, and that there is a great deal of excitement concerning the ongoing rehabilitation of the lab.

Suellen Peluso, as liaison to the Fund Development Committee, noted that the consultant hired by the SIC to evaluate readiness for a capital campaign is well respected and had impressive credentials. She also reported a recent discussion on Annual Fund goals, noting that the Annual Fund will remain a priority and focus of the Committee, even during a potential capital campaign.

Board Member Business Cards

Gary asked that the Board members consider the usefulness of business cards, and showed a prototype of a generic card. Members agreed that cards could be useful and agreed that the template was appropriate.

Based on a motion duly made and seconded, the Board

VOTED to accept and approve the template proposed for Board member business cards

The motion was unanimous to accept and approve the template as proposed

Board Member Name Tags

Gary reviewed the past discussions concerning the use of nametags, with pronouns, and asked that the Board consider revising the current member name tag template to allow for pronouns to be added, on an opt in or opt out basis.

Celeste noted that allowing the “opt out” option could take pressure off of those who are uncertain of their preferred pronoun. Jeff stated that the inclusion of pronouns was consistent with the Board support of the Community Goal in the strategic plan. After a short discussion, the following motion was proposed:

The Board welcomes the use of nametags with pronouns, in support of our strategic community goals, and encourages this action across the SIC’s various constituencies.

Based on the motion, and duly seconded, the Board

VOTED to approve the motion as described above.

The vote was unanimous.

Other Business:

August 24-26 Board Retreat:

Gary Kunz recused himself from this discussion. Joe reported that the scheduled Board weekend retreat was in conflict with an anticipated wedding, and other island commitments. He noted that he would be proposing alternative dates for the retreat, in the near future.

Reflections:

Suellen noted that the two part budget process, with a review and comment period, was important to maintain. Nick reflected that the power point presentation was effective, and asked that staff consider using it in future iterations to better describe all budget options proposed to the Board. Gary noted that the budget process continues to improve, and is working well.

Upon a motion duly made and seconded, the Board

VOTED To adjourn the meeting at 9:00 pm.

Submitted by:

A handwritten signature in blue ink that reads "Mary Trudeau". The signature is written in a cursive, flowing style.

Mary Trudeau, Clerk