

# Regular Session Board Meeting Minutes for July 23, 2019

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## STAR ISLAND CORPORATION Regular Session of the Board of Directors

### MEETING MINUTES

July 23, 2019 at 7:30 pm

By Zoom meeting

#### Members in Attendance:

Kyle Belmont  
Tom Coleman (Vice President of the Board)  
Erik Cordes  
Nick Dembsey (President of the Board)  
Leon Dunkley  
Debbie Duval  
Gary Kunz  
Jeff Loewer (Treasurer)  
Celeste Magliocchetti (Pel Liaison)  
Chris Palazzolo  
Nathan Soule (ISAUU President)  
Mary Trudeau (Clerk)  
Louise Williams

#### Absent:

Arlyn Weeks

#### Other:

Joe Watts

**Opening Words** – Louise Williams gave the opening words. Louise spoke of Marshall Rosenberg’s nonprofit organization founded to promote Non Violent Confrontation. At its heart, non-violent confrontation is based upon a belief that all human beings have capacity for compassion and empathy. We only resort to violence or behavior harmful to others when we do not recognize more effective strategies for meeting needs.

**Check In** – After a brief Board member check in, sharing milestones, the meeting was convened.

**Call to Order** – Nick Dembsey called the meeting to order at approximately 7:39 pm.

**Executive Session** – Based on a motion duly made and seconded, the Board voted to enter into Executive Session to discuss legal updates and approve the May and June Executive Session minutes. The Board returned to regular session at approximately 7:59 pm.

**Minutes** – Based upon a motion duly made and seconded, the Board

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**VOTED** Approval of the minutes for May 7, 2019 meeting and the June 11, 2019 meetings as amended.

## Reports:

### Questions on Friday Night (Asynchronous) Reports

The Board discussed the value of the recent “Friday Night” reports generated by the CEO to inform the Board of the status of the Brookfield/Rutledge Marine Lab project throughout this summer on the island. In response to a question from the Board, Joe noted that the preparation of the reports is time consuming, albeit less time consuming than his monthly CEO reports. Board members noted that the reports have been thorough, and appreciated, particularly in responding to constituent concerns with Brookfield/RML. [NOTE: I removed this sentence because I think there were different opinions expressed, including this one and others. I do not believe there is consensus about the need or triggering reasons for weekly reports.] The Board was hesitant to impose an administrative burden, if it was not necessary to forestall reactive mode conversations.

Joe noted that he has been meeting with Mary Ellen Jackson on a regular basis, as well as one session with Nick Dembsey – Mary Ellen is a nonprofit organizational expert, and is helping us with CEO and Board development. Joe commented that having this outsider perspective has been valuable.

## ACTION and DISCUSSION ITEMS

### Strategic Development Foundational Work Plan:

Noting that a draft of the work plan had been included in Board packets, it was recognized that the product was framed by the Board President but reflected a group effort, with input from staff. The discussion began with a question about the work plan’s objectives, and comments concerning the tangible and non-tangible basis for a possible Capital Campaign. The difficulty of articulating the intangible was pondered. Noting that making the intangible, tangible, requires input from various committees and cannot rely solely on Shoaler stories. It was agreed that development of a solid base, or reason, for a major fundraising campaign was a key to the overall success of the drive.

The Board discussed the current Fund Development Committee charge, and questioned whether a separate committee would be required to implement a major fundraising campaign. It was also noted that perhaps the charge, or the perception of the responsibilities of the Fund Development Committee, would need to be modified for a major fundraising campaign. Kyle Belmont noted that his current place of employment is winding up a successful campaign that focused on the intangibles, and he offered to share relevant information if it would be useful.

The importance of maintaining current grant writing capabilities, as well as the need to maintain a strong Annual Fund, was stressed. The Board expressed concern that undertaking a major

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fundraising campaign without proper preparation could take away from some of our current successes in fundraising, and it was noted that we would not be dropping anything, just adding additional responsibilities and functions.

Nate Soule noted that his term as ISAUU President will be ending, and asked if we could include the incoming ISAUU President in any relevant training.

It was noted that competition between funds should be minimized through education and clarity of goals. It was noted that several of the Committees will need to partner in this effort, and that we will need to prepare tactical requests for input to the process.

Concern was expressed about the impact on staff of the work plan and possible future major fundraising campaign, in terms of both the pressure on the staff and the amount of work. Addressing this concern should be at the top of the priority list.

Membership of the Fund Development Committee and a potential future campaign committee was discussed. It was noted that we should first strengthen our development department, and then add a campaign.

It was noted that involving all of our committees, of which we have many, will take a lot of effort, and we need to find the right balance between involvement and efficiency. It was clarified that we are talking about two things – one is about our development department, and one is a major fundraising campaign. It was noted that while these are on a similar track, there are differences between these two things and they can be happening in parallel.

It was noted that the work plan was a work in progress, and the Board will be revisiting this topic again in August.

### **Social Media Process**

Kyle Belmont, a social media professional in his work life, noted that he was pleased with the Board response to recent social media commentary. Kyle noted that “not responding” is often the appropriate response to heated “on-line” discussion. Kyle differentiated between joining a conversation and correcting errors, noting that correction of errors should always be done. Kyle noted that having a social media policy for the Board would be great.

It was noted that the idea of a policy is important for employees in terms of their responsibility to their employer, and the Board should also have some guidance. Some basic tips for Board members include never saying “I don’t know anything about this” and notifying the appropriate staff if they see or hear something problematic on social media. It was noted that we need to address the responsibility of committee chairs, and how to respond when people quote Board members as having said something. It was noted that this is a values conversation, and that possibly our Beloved Community Project and next strategic plan could play a role.

Kyle agreed to write something up for the August Board Retreat.

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### **Meeting Reflections**

Reflections included praise for substantive discussions.

**VOTED** To adjourn the meeting at 8:59 pm

Meeting Adjourned.

Submitted by:

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Mary Trudeau, Clerk