

Regular Session Board Meeting Minutes for June 11, 2019

STAR ISLAND CORPORATION Regular Session of the Board of Directors

MEETING MINUTES

June 11, 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)
Debbie Duval
Gary Kunz
Jeff Loewer (Treasurer)
Celeste Magliocchetti (Pel Liaison)
Chris Palazzolo
Nathan Soule (ISAUU President)
Mary Trudeau (Clerk)
Arlyn Weeks
Louise Williams

Absent:

Leon Dunkley

Other:

Joe Watts [NOTE: historically, I believe Celeste was included in Other. I am fine either way – just noting for consistency.]

Opening Words – Mary Trudeau spoke the opening words of the meeting. She read a short poem by LR Knost, and the Desiderata, written by Max Ehrmann. Both poems speak to the tension between beauty and tragedy in life.

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 7:35 pm.

Executive Session – Based on a motion duly made and seconded, the Board voted to enter into Executive Session to discuss the CEO Evaluation, and legal updates. The Board returned to regular session at approximately 7:52 pm.

Minutes - Approval of the minutes for May 7, 2019 meeting was postponed until the July meeting of the Board.

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Reports:

CEO Report Update

Joe Watts provided updates to his written report. Joe reported that the season is beginning and that Pel training is ongoing. He noted a tremendous energy in the crews, accompanied by lots of enthusiasm. He proudly reported that the Waste Water Treatment plant is up and running, ahead of schedule. He noted that this is worth celebrating!

Joe reported that there are new conferences this season, and that Star Union will premiere and share the island with IRAS this year. He noted that Building Bridges conference will debut during FDC (formerly LRE) week, and that the Family Festival, which was initiated in 2018, will join Star Gathering 2 on the island.

Louise Williams noted that the collaboration between staff and conference chairs, in conferences like Family Festival, is bringing lots of excitement to the conferences. Debbie Duval agreed, noting that Star Gathering 2 has new energy as a result of the collaborative planning efforts.

Tom Coleman questioned the number of Pels failing to honor contracts, asking whether this represented a trend, or just unfortunate coincidences. Joe noted that it appeared related to individual life circumstances, rather than the actions of the SIC.

Treasurer's Report

Jeff reported on the recent Finance Committee meeting, noting that the Committee is considering issues it wants to be incorporated into the upcoming Five Year Financial Plan, including issues such as climatic change and staff wages. He also noted that the Committee is reviewing the reserve fund policies, and may have new recommendations by the year end. He reminded the Board that increasing this fund allows the SIC to borrow from this "free" line of credit during the off season.

Pel Report:

Celeste Magliochetti reported on an All Staff Meeting and a Pel Council sponsored social event. She noted that the Pel Council is working to develop non alcohol based programming for Pels. Celeste reported that the Community Action Team consists of five members this summer. The group is working to prevent overwork or excessive stress in the Pel Community, and is enforcing time off requirements to improve community health.

She noted that the Orientation Schedule has been revised to improve information dissemination, and that the Supervisor team has been invaluable in this process. She noted that feedback response times are important, and that efforts are being made to speed up communication between Pels and management.

Based on a motion duly made and seconded, the Board

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VOTED to accept the CEO, Pel and Treasurer's reports.

The vote was unanimous in favor.

ACTION ITEMS

Board Conflict of Interest Forms:

Nick reminded the Board that the Conflict of Interest Forms, included in last month's Board Packet, should be returned to Joe Watts as soon as possible, as they are now overdue.

Reflections on Social Media:

The Board discussed recent social media conversations that portrayed some SIC decisions in an undesirable light. The discussions included: how should an individual board member react or respond to commentary; encouragement for board members to be proactive rather than reactive; and noting that no response is sometimes the best response. It was noted that social media comments tend to amplify the negative, rather than the positive.

Kyle Belmont noted that, in general, backlash or criticism is hard on the staff. He suggested that the Outreach and Engagement Committee consider recommending a policy to deal with social media events.

It was generally agreed that one of our strongest tools in preventing criticism over social media is pre-emptive education and advertisement of upcoming projects or changes to aspects of the island.

Board Liaisons:

Nick reported that he and Joe are updating liaison assignments, and that these will be available soon.

Campaign Readiness Assessment (CRA):

Joe noted that the staff is working on building a "foundational work plan" to act on the recommendations of the CRA. He noted the CRA includes recommendations for fundraising around "buckets" including financial aid, targeted projects (capital and operating), and social justice programming, stressing that SIC is a values based organization. The Board was asked to send comments or suggestions to Joe or Nick.

Board Calendar:

Nick noted that he and Joe are working to evaluate the Board's survey on availability with respect to meeting times.

Task Forces:

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Nick asked the Board to consider whether we would be better served by forming task-force or work groups to accomplish Board goals and tasks. He gave as possible targets, ideas that the have surfaced in the past, and have not been accomplished. The following are some of the areas where a focused sub group of the Board could be effective: Board webpage/resource page; Risk Management; Board Development; Beloved Community; Strategic Development; and Membership criteria.

DISCUSSION ITEMS:

Financial Aid Grants:

Debbie Duval lead the reporting of the status of the financial aid grants for the 2019 Season. Noting that there are three rounds of funding, she reported that the first round has been completed. She noted that 75% percent of the grant requests were met in the first round. Funds were a combination of efforts, with grants made with conference grants and SIC grants. Debbie noted that the second round of grant giving was in process, and that the funds available to the third round are dependent on the rate of acceptances in the first two rounds. She noted that the third round may require additional funding, if the first two rounds of awards are fully utilized.

Debbie noted that for the first two rounds, there were 61 applications reviewed, and she estimated that an additional 70 to 75 requests remain to be awarded in the remaining funding rounds.

Board Self Evaluation:

Nick noted that these are overdue, and urged Board members to complete them as soon as possible.

Board Goals Process:

Nick asked the Board to consider whether the 2018 goals remain valid, and what needs to be done to move forward. It was noted that asynchronistic communications might be faster than trying to accomplish this task in real time. The Board discussed the need to differentiate between Goals and Tasks, and strategies for working to the goals. It was noted that using task groups could be more useful than goal oriented accounting in evaluating our progress.

Recording Minutes Discussion:

Due to the hour, this discussion was postponed.

Meeting Reflections

Reflections included a discussion of the pros and cons of limiting the meeting time to 90 minutes or less.

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VOTED To adjourn the meeting at 9:31 pm

Meeting Adjourned.

Submitted by:

Mary Trudeau, Clerk