

# Regular Session Board Meeting Minutes for February 29, 2020

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

### MEETING MINUTES

February 29, 2020 at 1:00 pm

At the Star Island Corporation Offices in Portsmouth, NH

#### Members in Attendance:

Kyle Belmont  
Erik Cordes  
Nick Dembsey (President of the Board)  
Debbie Duval  
Gary Kunz  
Jeff Loewer (Treasurer)  
Keri Mattaliano (SIUCC President)  
Mary Trudeau (Clerk)  
Arlyn Weeks  
Louise Williams

#### Absent:

Leon Dunkley; Tom Coleman (Vice-President), Nathan Soule (ISAUU President)

#### Other:

Joe Watts (CEO)  
Celeste Magliocchetti (Pel Liaison)

**Opening Words** – Nick Dembsey gave the opening words, sharing an eclectic assortment of quotes that anticipated the “bright future” of the Star Island Corporation. His musings were wide ranged, and included thoughts from Pope John Paul II; Jim Rohon; Zig Ziegler; Peter Drucker; Yoko Ono; Eleanor Roosevelt and Ralph Waldo Emerson.

**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 1:12 pm.

**Executive Session** – Based on a motion duly made and seconded, the Board voted to enter into Executive Session to review the December 17, 2019 Executive Session Minutes, which were also approved. The Board also discussed staffing updates; Appledore Island; COVID-19 impacts on Star; the Bringer of Light Award; and the CEO evaluation process. The Board returned to regular session at approximately 2:18 pm.

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## **Approval of December 17,2019 Meeting Minutes:**

The minutes had been circulated and amended prior to this meeting, and all edits were included in the draft provided to Board members prior to the vote.

Based on a motion duly made and seconded, the Board

**VOTED** to accept the December 17, 2019 meeting minutes, as provided by the Clerk.

The minutes were approved unanimously.

## **Reports**

### **CEO Report**

Joe Watts updated the Board on bednights for the upcoming season, noting that there are currently 11,237 registrations, representing 54% of the summer target goal. He noted that All Star 2 had modified its registration process to allow for more time for people to register, and has, again, filled the conference. The Board discussed glitches in the current registration software, and Gary Kunz noted that we may need to consider a capital expenditure for new registration software.

Joe reported that the State of New Hampshire has agreed to fund \$120K in consulting fees for the NH Department of Environmental Services to invest in our pilot program for wastewater reclamation.

The Board asked about Pel transportation options for the summer season with Joe. Joe noted that a few years ago, additional boats were added to the schedule, and that he believes Pels have ample transportation options to travel between Star and the mainland on their days off. He noted that affordable parking options, in Rye, for Pel vehicles have eased some of the Pel parking issues. Celeste noted that there were less complaints with Pel access to the mainland last summer, and she felt that supervisors were being trained to offer flexibility in time off requests. She noted that Night Crew schedules were adjusted to accommodate days off island, allowing for both sleep and boat schedules.

### **Treasurers Report**

Jeff Loewer reported that 2019 was a great year for Star Island. Our revenue was strong, as was the Annual Fund. He noted that the SIC is using Berry Dunn for our annual audit, and work has begun.

### **Pel Report**

Celeste Magliochetti did not submit a formal report, but gave the Board insight on a recent meeting with Kate Brady about Pelican compensation. She encouraged the organization to look at making compensation more competitive, including travel allowances; uniform allowances and

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other non- wage related benefits. She also noted discussions with staff sizing in relation to conference sizing, and noted that the size of the conference has implications for staff resources.

Based on a motion duly made and seconded, the Board unanimously

**VOTED** to accept the CEO and Treasurer Reports.

### **Action Items:**

#### **Committee on Appointments Report:**

No action was taken.

#### **August Board Retreat:**

Nick noted that the Board Retreat is currently scheduled for August 29-31, with an alternative date of Labor Day Weekend. The Board discussed scheduling conflicts with the alternative date. It was agreed that there would be no change this year, but that a change in date could be considered in future summers.

#### **Board Directory:**

Nick noted that an updated Board Directory has been included in the packets for this meeting. He asked that each director check the document for accuracy.

#### **NEW BUSINESS:**

There was no new business brought to the Board.

#### **DISCUSSION ITEMS**

##### **Winter Retreat Follow-up:**

There was no discussion on this item.

##### **Nominating Committee Report:**

The Board reviewed the Nominating Committee report for submission to the Annual Meeting. While the Board supported every candidate proposed in the memo, it was noted that the nominations may not reflect the diversity of our community. The Board noted that volunteerism is harder and harder to find, and that the Nominating Committee benefits from Board representation, which is currently at a low level (one Board member). The Committee currently works to gather information on candidates, and it can be challenging if there are few names submitted to the Committee. The Board noted that the Committee works hard to diversify the committees and the Board. Also, it is difficult to have representation across all of the

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conferences. It was noted that while staff often knows Shoalers across the community, staff input is limited, and staff is not represented on the Nominating Committee.

The nominations for the 2020 Annual Meeting, from the Nominating Committee are:

## **Nominations for three-year terms as Directors of the SIC**

Tom Coleman – 2<sup>nd</sup> three-year term  
Debbie Duval – 2<sup>nd</sup> three-year term  
Tom Kennedy – 1<sup>st</sup> three-year term

## **Nominations for one-year terms as Clerk and Treasurer of the SIC**

Clerk: Mary Trudeau (incumbent)  
Treasurer: Jeff Loewer (incumbent)

## **Nominations for five-year term as an Officer of the Permanent Trust of the SIC**

Edmund Jones - 1<sup>st</sup> five-year term

## **Outreach and Engagement Report**

Nathan Soule reviewed the submitted report.

## **Personnel Committee Liaison Report**

Debbie Duval presented the report, noting that Mark Spisto has agreed to stay on the Committee an extra year to stagger the terms of experienced committee members. Debbie noted that there are three new members on the Committee, and their first meeting will be held in a few days. She reported that upcoming projects include a thorough review of the Personnel Handbook. She also noted that the Committee is investigating Pel travel cost reimbursements. She noted that she appreciated the Board's feedback on the Safe Community Policy, reviewed at the prior meeting.

## **Meeting Reflections**

Reflections on the meeting included a reminder to appreciate and support our staff. It was noted that credit is assigned far less than complaints, and that this does not accurately represent the efforts of our staff. It was noted that we can all be ambassadors of good will.

During the meeting reflections, the Board returned to the topic of diversity in our governance bodies. Gary noted that a barrier to diversity is access. Travel costs are a barrier. Access to computer equipment is a barrier. There is a cost to being a volunteer, and this should be considered by the Board.

The Board also discussed the ongoing Beloved Community Project work. Noting that much of the project is unwritten, Celeste noted that while record keeping can be difficult, we should be

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keeping track of the good work that is being done. Naming the conversations that relate to the Beloved Community Project, and acknowledging the ongoing process, is a form of recordkeeping.

**VOTED** To adjourn the meeting at 4:25 pm

Meeting Adjourned.

Submitted by:

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Mary Trudeau, Clerk