

Board of Directors Meeting
Q1 2019
July 24, 2018
Jasper's Backyard

Present: Rochelle Culbreath, Eric Haron, Trish Harrington, Ken Fair, Rick Margulies, Craig Nurick, Todd Sandler, Phyllis Sudman, Darren Sudman, Eldwin Thay and Dorothy Wilson.

Absent: Mitch Bednoff, Scott Brucker, Adam Kaye, Marc Rayfield, Bonnie Rothenstein, David Shipon.

1) Approve the Consent Agenda

Motion: Craig

Second: Eldwin

Unanimous

2) Evaluate and Approve FY19 Budget

Samantha's Raise – proposal is to offer a bonus instead of a raise to avoid setting a precedent.

- Todd: We should give bonus and raise. A bonus is not as meaningful as a raise and could have a negative effect.
- Eric: Give a raise. Giving both will set a precedent.
- Eldwin: As we consider this, we should work with an HR person to establish guidelines for the future.
- Rochelle: A raise makes people feel more part of organization. \$40,000 is a lot for nonprofit 24 year old.
- Trish: She's 24 years old. \$1,000 is too much for someone that young. Small raise is great.
- Craig: We should not be cheap.

3) Consider addition of Mike Monsell as board member. Those present unanimously agreed that Mike would be a good addition.

4) The Dunleavy Experience

- Darren reviewed key points from the Dunleavy Report. The Board Survey was also discussed. Darren is going to create a draft list of board responsibilities.

5) The New Collateral

- Darren shared the samples provided by Dudnyk. He'll circulate updates soon.