

Center Board Minutes for 8/19/2019

After a quick 10 minute introduction from Connor (our new Associate Director), he leaves, and the meeting started at 5:40 PM

In attendance: Don Purvis, John Munn, Christine Hicks (via phone), John Lefner, Sarah Meaker, Lisa Pierce, Kathy Morgan, and David Zaccagnino.

Absent: Mike Thrasher, Chris Culhane (by Board Chair request), Mark Short (not on Board but on Finance Committee)

Agenda Item:

1. July 2019 financials were given by Treasurer, Christine Hicks. Net ordinary income loss of -46,204. Total net income was 762. Total Revenue was 96,604 and total expense was 95,842. This was a drastic change from July 2018. The difference being there was not a Giving Challenge from the Patterson Foundation this year and the contribution from the City of Anna Maria was booked last month compared to June last year. Another factor was that the Center is almost fully staffed and we are starting to see the salaries take effect. 48,308 came in from the Manatee county concession fund for the fitness equipment to turn the month positive.
2. Christine went over 2018-2019 year end numbers. Net ordinary income for the fiscal year was positive 166,222.41 total net income was 91,479.35. Total Revenue was up 58,782 from last year and Total expense was lower 16,893 from last year.
3. The Executive Board (Chair-David, Vice Chair-Sarah, Treasurer-Christine, and Secretary-vacant) is missing a secretary since Karen Harlee left. John Munn decided to accept the Secretary position upon nomination. Motion made by Kathy and seconded by Sarah, after discussion and no other nominations, motion passed all in favor for John Munn as Secretary.
4. At the next board meeting I will pass out and update non-disclosure agreements for the Board.
5. Kathy Morgan and David Zaccagnino will form a sub-committee to review and update the By-laws. An offer was made to have any other board members join.

6. A presentation and supporting documentation was given by Peg Beck (employment consultant that led the search for ED and DD) describing the exhaustive hiring process (171 applicants) and pay range that is commiserate with an ED position for our area. She was also involved with the discussion surrounding the performance of Chris Culhane and the past years financials which included the budget size and the salaries in other positions for the non-profit. Discussions also centered on salaries which were increased for full time staff in lieu of benefits last year.

The sub-committee (Sarah, Lisa, and John Munn) which met on several occasions, looked at Chris' compensation and took into account his progress over the last year and the success of the Center and recommended a X% raise. It was hard to measure any concrete parameters of measurement other than the financial success of the budget and realizing that Chris was doing almost 3 jobs simultaneously last year. They also recommended more ED types of training and leadership for this year. Chair David described the tremendous amount of time and dedication Chris has put in over the last year and the dramatic difference in morale, revenue, and community perception that Chris has turned around. Chris' salary review and recommendation was suppose to take place July 1st which was his hire anniversary. David proposed a bonus in addition with a raise to compensate Chris.

John Munn motioned to give Chris a X% raise on his total compensation and a \$XXX bonus for the extra work he has put in over the year. The X% raise would be retroactive to July 1st and the bonus would be an immediate lump sum. This was discussed with Christine to make sure that the budget would allow it. The motion was seconded by John Lefner and discussion ensued. During discussion Lisa Pierce requested that John Munn retract his motion and separate them into two separate motions. He agreed. So, then John motioned to give Chris a X% raise and John Lefner seconded the motion again. There was not any further discussion and the vote passed unanimously. John Munn then motioned to give Chris a \$XXX bonus, John Lefner seconded again. Again, there was not any discussion, the vote was called, and all were in favor except Lisa and Sarah.

7. David updated the Board on the 2 issues involving the annual audit regarding the Lien and MCF account
8. David briefly described Jim McDaniels and that he will present at the next Board meeting
9. N/A, waiting for Mike Thrasher to be present
10. Chair described in brief the events coming up and asked for volunteers and sponsors for the bowling & golf tournaments. Discussion ensued on how important the fundraising events would become in this next fiscal year, with a full staff and full overhead to cover.

Meeting adjourned at 7:07 PM, Next Board meeting Sept 16th at 6PM