

# NCFC January 2022 Board Meeting

January 11, 2022 7:00 PM – 9:00 PM

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Attendees: Maggie Dreon, Jen Evenson, Chad Goodsell, Kathy King, Sarah Knoph, Shawn Moore, Lori Ongeri, Sally Semakula and Glenn Seefeldt

Preparation: Committee updates if applicable

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## Agenda Items

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- Welcome & Prayer
- Approval of November 2021 Meeting Minutes
- Pandemic Related Issues
- Vote to adopt Bylaw changes: (section G) 2 day notice typically to allow collective gathering or majority of Board Members.
- Town Hall follow-up/Discussion
  - ✓ Issues identified by families:
    - Staff turnover is a concern: culture of organization and support for staff. Looking for 5 teachers: Morning backpacker, Voyager, Evening backpacker. 1 teacher in toddler. Aides for variances. Retired adults-temporary.
    - Communication/transparency from board: more upfront
    - Model proposed has concerns (is volatile): meant to be very temporary, families choosing to leave,
    - Recruitment strategy is lacking
  - ✓ Proposed ideas:
    - Increase tuition/salary: grants passing through as bonus's currently. \$1 from families and \$1 from stabilization grant. Nativity congregation/donor can provide funds for those families who cannot afford the increase. Hold space to retain Jen.
    - Recruitment – hire a recruiter (paid from fundraising). Incentives monies for people. Glenn has reached out to provide temporary support. Megan B. Salary vs flexibility. Care.com, indeed, Monster, Dice, Linked in. Heidi is willing to provide coaching. Brenda Moore: childcare. Incentives: \$500-1000
    - Fundraising improvements/focus: email Lori if interested to form a sub committee.
    - Communication – website development/improvement
    - Volunteerism opportunities : volunteer manager/coordinator: support for staff
- Director Updates
  - ✓ Proposed staffing approach and impact on rooms: Afternoon schoolage open for the rest of this week.
- Other
  - ✓ Recruitment for new Board members -
  - ✓ Progress update:
  - ✓ **Glenn asked Maggie to continue on Board, appointed. Vice-Chair: Sarah, Secretary-Lori?, Shawn? to reconsider Shawn to continue as treasurer.**
  - ✓ **Nominations for other Board members: Bryan Helminick, Emily Sauey, Catherine Harrison, Megan Bachmayer. Eric Hag (Kiristen).**
  - ✓ **Any private concerns- email Glenn.**
- Committee Updates – detail will be determined depending on time
  - ✓ Finance

- ✓ Fundraising
- ✓ Personnel
  - Executive session (Jen's review and annual raise)
- Confirmation of next meeting date, March 8, 2022

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## Officers and Committee Members

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### Officers

- Chair – Maggie Dreon
- Vice Chair - Vacant
- Secretary – Vacant
- Treasurer – Shawn Moore

### Committees

- Finance: Shawn Moore (Chair) and Sally Semakula
- Personnel: Sarah Knoph (Chair), Maggie Dreon
- Fundraising: Chad Goodsell and Lorie Onger
- Strategy/Planning (Subcommittee): Shawn Moore, Maggie Dreon and Sarah Knoph