**Board of Directors**

**November 24, 2021**

**Present:** Alyssa Fordham, Anjanette Bandel, Janet Swanson, Joshua Wacholz, Steve Conners, Tracy Neilsen, Bruce Gudlin, Jenna Taubel, Andrea Niesen, Jeff Osborne,

Omar Nur, Andrea Niesen, Tammy Shefelbine, Joe Langel

**Staff Present:** Scott Maloney, Crystal Smith, Brenda Chilman, Ashleigh Dowis, April Sutor, Kelli DeCook, Cindy LeFebre Westendorf

Guests: Melissa Johnson

**Welcome:** Welcome and introductions at 12:05. Maloney introduced a guest, Melissa Johnson, a participant in Leadership Greater Rochester, observing the board meeting. Each person in attendance introduced themselves.

**Mission Moment:** Chilman shared the new employee recruitment video. The Denim & Diamonds fundraiser was also discussed. Chilman also shared that the agency will provide each board member with an apparel item.

**Board Members**: Maloney thanked Wacholz and Gudlin for their contributions serving on the board.

**Consent Agenda:** Sutor further explained the meal distribution demonstration project with Channel One. Maloney noted an error on the agenda – Denim & Diamonds correct date is March 26, 2022. Conners made a motion to approve the consent agenda, seconded by Bandel; the motion passed unanimously.

**Finance Committee Report**: It was noted the agenda lists the 2021 budget for approval, the budget being reviewed is the 2022 budget. Hemmingson reported on the financial report.

Swanson made a motion to approve the finance committee report, seconded by Hemmingson; motion passed unanimously.

Hemmingson shared the committee discussed a staff retention year-end bonus of 6%. Smith shared the estimated cost of the bonus is $287,000, which still leaves the agency with a 12% gain for the year. Hemmingson Made a motion to approve a 6% year-end bonus for staff, seconded by Conners; motion passed unanimously.

Year-end projections show overall agency gain of over $1million.

Hemmingson reviewed the proposed 2022 budget. Conners Made a motion to approve the proposed 2022 budget, seconded by Bandel; the motion passed unanimously.

Investment Firm Approval: Gudlin shared how the investment committee was formed. Neisen reported that the committee heard presentations from Bremer Bank, Think Bank and US Bank for investment services. The committee proposes Bremer Bank to provide investment services. Conners made a motion to select Bremer Bank to Hemminstong, seconded by Neislen; passed unanimously. Jeff Osborne, Hemmingson and Gudlin obstained from voting.

**Vaccination Policy:** Westendorf reported the policy is preparation for the OSHA requirement. The policy was reviewed. Agecny will not mandate vaccines, an opportunity for a testing process is provided as well; requests for reasonable accomodations must be written and submitted. Niesen Made a motion to approve the Vaccination Policy, seconded by Conners; the motion passed unanimously.

**Board Vacancies:** Maloney reviewed current and upcoming board vacancies. Looking for 3-7 new board members . Ryan Penticoff, general manager of Sam’s Club will be presented as a potential board member. Kanika Couchene, Director of Events and Strategic Partnership at the Downtown Alliance will also be proposed as a potential board member. Looking specifically for investment knowledge as well as finance and IT knowledge in new board members.

Potential Slate of Officers for 2022:

President : Steve Conners

Vice President: Anjanette Bandel

Secretary: TBD

Wacholz made a motion to elect Steve Conners as President and Anjanette Bandel as Vice President, Osborne seconded, Conners abstained; the motion passed unanimously.

**Reimagining Clinical Services**: Maloney presented on history of clinical services and potential new models for improving productivity and pay.

**Adjourn:** Conners nominated Andrea Niesen as the Board Secretary , seconded by Jeff; the motion passed unanimously. At 1:31 Neilsen made a motion to adjourn, seconded by Swanson; motion passed unanimously.