



Governance Committee

Regular Monthly Meeting Report - March 2023

Committee Actions and Recommendations:

- Thank you Maureen and team for facilitating an excellent Board Retreat!
- Note: Next Governance meeting (4/5) we will discuss delegation of certain hiring decisions to Maureen which would then go to policy, which would then go to Donna.

DRAFT



Minutes from Mar 1, 2023 Meeting:

Attendance and Call To Order

Virtual via Google Meet

Chair: Chris Morton

Board Members Present: Kim Elliott , Katie Brown , Elizabeth Uzzell

Others: Maureen Capillo

Meeting was called to order at 4:08 pm

Approval of Prior Minutes

At 4:08 pm, Chris made a motion to approve the minutes from February: Passed unanimously

Recruiting/Outreach

✚ Current LHU Board Interest Matrix

We will not be pursuing Jon Wallace, from Gray & Creech (our printer vendor).

- Concern about conflict of interest
- Would be interesting to have first responder skill set on the board.

Board Skill/Committee Gaps:

- Technology
 - Would need to pay IT person to perform google domain / workplace admin tasks
 - Or to aid secretary who can admin
 - May dissolve committee
- Governance
 - Katie has expressed interest and if no objections, we will plan for a transition

Discussion of self-evaluation and committee membership

Expectation is that board members either chair a committee or are active members of two or more committees. Being a member of a committee demands both participation in every meeting, as well as volunteering to take on a share of the work. Would be nice to have something to share results with the board in retreat. Need to work on revamping / goal of making it more succinct and actionable.

Discussion of hiring procedure and other contract approvals

Update on resolution re: hiring - officially delegate hiring within budget? Options:

1. Let Maureen just make job offers for positions already approved



2. Delegate approval to board committee...
3. Clarify that email can be used for hiring...

Action: Chris to reach out to OCS - can we do it... If so, just run by Donna and go (do we need to change bylaws?) UPDATE: **Got response from OCS: "Your board has the right to develop any hiring procedures it would like. So, given your concerns, you could certainly adopt a policy or internal procedure that allows your executive director/principal to make staff hires. Since it is different than what you normally do I would make sure the expectations are clearly laid out – how hires take place, how salaries are established, etc. Then you can empower her to hire and provide you a report at monthly meetings, etc."**

Discussion of board retreat

Sunday, March 12 8:30am – 5:30pm

Monday, March 13 9:00am - 12:00pm

Maureen's staff ordered Breakfast + Lunch + Breakfast, thank you!

Tentative timeline:

- Day 1
 - 8:00 Breakfast
 - 8:30-11:30 DEI deep-dive
 - DEI refresher
 - Weighted lottery
 - Gender support plan
 - Game
 - Lunch
 - 1:00-3:00 Budget deep-dive and goals
 - Game
 - 4:00-5:30 Board only
 - Governance
 - ED Review
 - 5:30pm close
- Day 2
 - 8:50 Breakfast
 - 9:00-9:30 Communications Staff & Leadership Survey Discussion
 - 9:30-11:30 Development / Strategic Planning
 - Game
 - 12:00pm close

Meeting was adjourned at 4:57 pm.