

LEAF Board of Directors Meeting

Monday, December 11, 2017

Meeting Minutes

The meeting was called to order by President Elizabeth Reisinger at 4:48pm.

Members Present: Tim Beck, Peggy Carlson, Mike Janey, Pat Krueger, Mike LaFontaine, Jim Michaud, Bruce Mohs, Patrick Mullen, Laura Pfannenstein, Janet Reagan, Elizabeth K. Reisinger, Gary Strandemo. Executive Director, Bruce Hentges was absent

Agenda

LEAF Good News/*Thank-You*s

Elizabeth shared thank you notes from the Apollo Swim Team and Laura Steabner with the Talent Development team.

Consent Agenda

- A. Approval of minutes of November, 20, 2017 Board meeting
- B. Approval of Executive Committee Minutes of November 30, 2017
- C. Approval of bill payments for November, 2017

Pat M moved and Mike J seconded approval. The motion passed unanimously.

Executive Director's Compensation

Due to the absence of the Executive Director, Elizabeth took the opportunity to move this agenda item up from a purposed executive session. The ED has recently requested that The Board consider the matter. She presented the Board with information that the Executive committee used to support a recommendation. Janet R reminded the group that this is long overdue. The last increase was in 2011.

Tim B shared his calculation that a 2% annual would amount to approximately \$7000 to date. General consensus was that this is an appropriate action, and affordable at this time. The Executive committee recommendation is as follows:

Whereas the compensation for the LEAF Executive Director has been stagnant for a number of years;
And

Whereas the organization has continued to grow in both scope and revenue

The Executive Committee recommends an annual salary increase in the amount of \$7000.00, to the total annual salary of 28,000, effective January 2018.

It is further recommend that a 2% annual cost of living increase be applied, beginning in 2019. This will be subject to annual review by the Finance Committee, to assure operational sustainability.

Tim reported that the Budget and Finance Committee had reviewed the increase, and had no concerns. Elizabeth emphasized that the annual review of the 2% increase is to be strictly in light of financial capacity, and will not be tied in any way to performance.

Jim M moved and Bruce M seconded a motion to support the recommendation as presented. The motion passed unanimously.

Elizabeth also reported that the Exec Committee is planning to appoint a select ad-hoc committee to consider a strategic plan for Executive Director Compensation and office staffing in the future. Former Board members with knowledge of the organization and fundraising will be asked to assist. All agreed that the current ED provides far more than the level of compensation truly affords, and this will potentially be a challenge in a few years. Tim added that this was also a topic of concern at the Budget and Finance Committee. Consensus was that this should move forward.

Financial Reports/Treasurer's Report

Reports

Tim called attention to the reports as distributed, adding that the Finance Committee had recently met and done a thorough review. He noted that most amounts in both revenue and spending are very close to last year.

Janet R moved and Peggy C seconded approval of all financial reports. The motion passed unanimously.

Budget

Tim presented the Board with the annual budget, as submitted through the Budget and Finance Committee. He pointed out that it is much the same as last year, with the exceptions of the Liberty Block Party revenue, Apollo Football Raffle and The new Participation Fund. One other difference noted: ~~is in~~ the Immersion program is driven by a change in District responsibility.

It was also noted that due to the above action on ED compensation, the salary amount will be adjusted from that presented in the document.

Pat M moved and Gary S seconded approval of the budget with the amended salary amount. The motion passed unanimously.

Approval of New LEAF Board Members

The Nominations Committee recommends the approval of the following new members for the LEAF Board of Directors. Elizabeth provided some information regarding each candidate. Pat K reminded members that the committee will be recommending the addition of 3 or 4 more to this list before their induction at the annual meeting on February 26.

Elizabeth explained that the unusually large number of openings has roots in the expansion of the Board when the Academic Fund was added. She said that efforts to reduce this level of turnover are being explored.

- Dan Edelbrock
- Kathy Lyerly
- Aric Putnam
- Steve Schiller

Peggy C moved and Jim M seconded approval of all candidates. The motion passed unanimously.

LEAF Web Page Update

Elizabeth reported that a subgroup consisting of herself, Don Farleo and Paul Shoemaker will be updating the website, and hope to include a completely online grant application process.

District 742 Education Expo: Saturday, January 6: 9:00 a.m. – Noon

Pat K reported that LEAF will have a booth with information materials and drawings for NOTS tickets and an Echo Dot. The PAKRAT Bus will also be there – all in the name of awareness building. Volunteers for the booth are needed.

Night of the Stars

Elizabeth and Mike J shared information about the upcoming event. Twenty-six acts have been selected. There will be no online auction this year, but the raffle will continue and there will be a limited number of silent auction items onsite at the event. There will also be a low-key direct ask for support, including envelopes stuffed in programs.

The meeting adjourned at 5:42

Respectfully Submitted
Pat Krueger, Secretary

Next meeting:

Next meeting: Monday, January 15, 2018 – 4:45 at KDV

Upcoming Events

District 742 Education Expo: Saturday, January 6: 9:00 a.m. - Noon

Night of the Stars: Friday, January 12 & Saturday January 13 – 7:00 p.m.

Annual Meeting: Monday, February 26, 2018. St. Cloud Country Club