

## BOARD OF DIRECTORS MEETING

July 8, 2021

**Members Attending Virtually:** Lora Baker, Shelby Ball, Matt Balance, Kelly Burgin, Annie Fritschner, Noah Rose, Luke Huntley, Kelly Johnson, Debbie McCrary, Katherine Parnell, Shannon Perry, Donecia Santana, Barbra Toler, Al Wilson and Kim Wilson.

**Members Absent:** Rhodney Norman.

**Guests Present:** Jeff Goss – Goss Agency, Doug Sprague – Goss Agency, Dave Carfolite – Rebranding Committee member.

**Staff Present:** David White - CEO, Elizabeth Whitten - CFO, Linda Carter – Children’s Services Director, Bobby Kimmons – HR Director, Terri Bowman – Grant Writer/Fundraiser, Jeff Roper – Transit Operations Manager, Rocky Cabagnet – Fractional Council, and Kim Hall – Executive Assistant.

**Kim Wilson opened the meeting at 6:00 PM. A quorum was present virtually.**

### **Announcements:**

- New member Lora Baker was welcomed and introduced to the board. Lora is an attorney in Polk County.
- Congratulations to the Transportation Department for winning the 2021 Transportation Safety Award from the NCDOT.
- Congratulations to Linda Carter and her team on a successful Focus Area One Review.

### **Minutes of June 10, 2021 Board of Directors Meeting:**

Kim Wilson called for questions and corrections regarding the minutes of June’s meeting of the Board of Directors. The minutes stand approved as submitted with a motion from Annie Fritschner and second by Katherine Parnell. Lora Baker abstained. All others were in favor.

### **Chief Executive Officer’s Report:**

- David congratulated Children Services on the Focus Area One review.
- Children’s Services is hosting a Job Fair next week, Wednesday, July 14, 2021 at Blue Ridge Community College. A lot of work has gone into preparing for this and we hope it will be successful. Some fringe benefits were presented as bullet points.
- Final four interviews for the Facilities and Safety Director position were held July 1<sup>st</sup> and 2<sup>nd</sup>. An offer will be made tomorrow once reference checks are completed. He will be introduced to you all at the August meeting.
- Best in Blue Ridge Competition: An email was sent out earlier today encouraging board members and employees to sign in and vote. If we win any of these categories, we can use this in our recruiting. We have been nominated for Best Non-Profit, Best Day Care, Best Benefits Program, Best Company Culture, Best Employee Recognition Program, Best Overall Leadership, Best Boss (David White).

### **Executive Committee Report:**

- Kim Wilson reported that the committee is working on updates for board member applications, orientation and training.

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### ***Treasurer's Report for August 2020 reported by Al Wilson, Treasurer:***

- Unrestricted cash balance is \$1.2M
- Agency net income is \$51K, including depreciation and capitalization expenses. Adding these non-cash expenses back gives us a cash surplus of \$475K.
- Indirect costs for the month were \$122,782.24.

Kim Wilson called for questions regarding the Treasurers Report. There were no questions. The report was accepted at submitted, with a motion by the Finance Committee and a second from Shannon Perry. All were in favor.

### ***Finance Committee Report:***

- ***Wage Comp Study Update:*** The wage comp study will be brought to the full board once the Personnel and Finance committees have completed their reviews. WIPFLI Accounting and Consulting firm prepared the study. Head Start requires this study every three years. It also helps set internal benchmarks, growth and compensation targets. We have found that the median wage has increased about 22% since the last study. This is significant across the board. Our wages are competitive but we need to work with our grantees to improve them.

### ***Rebranding Presentation by Terri Bowman, David White, Jeff Goss & Doug Sprague:***

- Terri, David, Jeff and Doug reviewed the reasoning and the process that brought us to this point. Name options were presented. The Board discussed the options. The Rebranding committee motioned to vote on the presented names. Al Wilson seconded the motion. The board voted nine to five with one abstention (9/5/1) to change WCCA's name to WNCSource. Our current timeline should allow us to roll out the name change in October. Please do not share this information until the roll out is ready.

### ***Strategic Plan Updates by David White and Terri Bowman:***

David and Terri reviewed our progress in the areas listed below. Covid has made some things difficult but we are doing everything we can within the current safety guideline limitations. We are constantly looking for opportunities. Please refer to the attached handout for details.

- Goal 5 - Strengthening Community Relations
- Goal 6 - Raising Public Awareness
- Goal 7 - Implement a Development Program

***Unfinished Business:*** None was proffered.

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***New Business:***

- Terri Bowman gave a brief description of a new \$5,000 grant request to St. James Church in Hendersonville for outdoor learning environment (OLE) funding. Terri invited anyone who would like to see the current OLE at our King Creek Facility to let us know. We would be happy to arrange a walk-through. Annie Fritschner motioned to approve the application. Matt Ballance second the motion. All were in favor.
- We have a fundraising event coming up on Sunday, August 22, 2021 @ 2:00 pm. The ***Pass the Hat Players*** will present ***Story's from the MOB (Mothers of the Bride)***. Tickets are \$10 and can be purchased through our website or at Eventbrite.

Kim Wilson called for any additional business. None was proffered.

***Adjourn:*** Kim Wilson asked for a motion to adjourn. Al Wilson motioned. Shannon Perry seconded. All were in favor. The meeting adjourned at 7:18 pm.

Our next board meeting is scheduled for Thursday, August 12, 2021 @ 6:00 pm.