

## BOARD OF DIRECTORS MEETING

June 9, 2022

**Members Attending Virtually:** Al Wilson, Annie Fritschner, Barbra Toler, David Carfolite, Ellen Steele, Kelly Burgin, Kim Wilson, Lora Baker, Luke Huntley, Matt Balance, Noah Henderson, Richard Reagan, and Shannon Perry. (13)

**Members Absent:** Donecia Santana, Katherine Parnell, Lisa Fort, and Shelby Ball. (4)

**Guests Present:** None.

**Staff Present:** David White, Tim Camp, Terri Bowman, Bobby Kimmons, Amy Phillips, Kim Hall and Rocky Cabagnot. (7)

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

### **Announcements:**

- Congratulations to Deb Haight for being awarded the Carol McLimans Trailblazer Award from the Land of Sky Regional Council.
- The company picnic was held May 27, 2022. A great time was had by all. Thank you to the team that organized the event.
- The softball team is going strong. Games are on Thursdays @ Jackson Park. Come support the team. Contact Terri Bowman or Kim Hall for details.

### **Minutes of May 12, 2022 Board of Directors Meeting:**

Kim Wilson called for questions and/or corrections regarding the minutes of May's meeting of the Board of Directors. The minutes stand approved as submitted with a motion from Annie Fritschner and second by Al Wilson. All were in favor.

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

- **Deb Haight presented The Carol McLimans Trailblazer Award:** The award is given annually to a professional in Buncombe, Henderson, Madison, or Transylvania Counties who is a pioneer and innovator in the field of aging and adult services. Deb has been with us since 1999 in various positions. She is currently the Director of Older Adult Services and oversees our Thrift Stores. Congratulations for this well-deserved recognition.
- **Living Wage Certification and Local Labor Market Data:** We are proud to be certified by Just Economics as a "Living Wage Employer". While we are paying within an acceptable wage scale, we are not able to attract employees. We worked with Foundations for Families to conduct a new wage comp study. After surveying other employers in our area and looking at 150 data points, we discovered that we are not paying at the 50% or median of wages in the current market. This report will be used to support our Change of Scope application to the Office of Head Start. We anticipate presenting the Change of Scope application to the board in July for approval.

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➤ **Picnics, Baseball, Softball, Mountain Living & Agency Culture:**

We have determined through our recruitment efforts that more than ever “culture matters”. We are working hard to make sure our employees feel safe, heard and appreciated. Along with the picnic and softball team, we hosted an employee appreciation night last Friday at an Asheville Tourists game.

Living and Working in the Mountains ads through the NexStar & WSPA social media campaigns are having quite a reach on Facebook and other social media sites. The data from these ads is useful as we move forward in our advertisements for both our programs and employment efforts.

➤ **Pedestrian Grant Steering Committee – Henderson County:**

David is one of the 16 members of the committee that will have their first meeting tomorrow. Luke Huntley will be attending the meeting as well. They hope to bring traffic signals for our visually impaired citizens to the committees’ attention.

***Executive Committee Report:***

- Strategic Plan updates by department heads will begin in July 2023.
- With the help of Senator Tillis’s office, we are actively working to get the funding grant for our Polk County facility pushed through the final step of the process so the funds can be released.
- Annie reported that updated By-Laws are in process and will be presented to the board no later than August 2022.

***Treasurer’s Report for March 2022 reviewed by Al Wilson:***

- The Treasurer’s Dashboard was reviewed. Kim Wilson called for questions or comments. None were proffered. The report was accepted as presented with a motion from the Finance Committee, and a second by Shannon Perry. All were in favor.

***Unfinished Business:***

- None was proffered.

***New Business:***

**Children Services, Amy Phillips:**

Amy explained that the calendars are developed to align with the various County School Systems. She reviewed the program calendars and called for questions or comments. Kim Wilson called for a motion to accept the calendars as submitted. Shannon Perry so motioned. Noah Henderson seconded the motion. All were in favor.

**Personnel Policy Updates, Bobby Kimmons:**

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Bobby reviewed the changes submitted for board approval. Remote radius and bereavement were discussed. Kim Wilson called for a motion to approve the changes as submitted. The personnel committee so motioned. Annie Fritschner seconded. All were in favor.

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

***Adjournment:***

Kim Wilson called for a motion to adjourn. Ellen Steele so motioned. Shannon Perry seconded. All were in favor. The meeting adjourned at 6:45 pm.

Our next board meeting is scheduled for Thursday, July 14, 2022 @ 6:00 pm.