



**NORTHEAST COALITION
OF NEIGHBORHOODS**

**NECN Board Discussion of Assessment Process
Monday, December 15, 2014
NECN Office – Conference Room
Approved Minutes**

Meeting Attendees

Board

Alan Silver, At-Large, President
Loulie Brown, At-Large, 1st Vice President
Margo Dobbertin, King Rep., 2nd Vice President
Jaime McGeathy, Concordia Rep., Recorder
Katie Ugolini, Concordia Rep., Parliamentarian
Luke Groser, Woodlawn Rep., Exec. At-Large

Diane Benson, Sabin Rep., Exec. At-Large
Diego Gioseffi, King Representative
Rachel Lee, Sabin Representative
Shirley Minor, Woodlawn Representative
Damon Isiah Turner, At-Large

Staff

Katy Asher, NECN Interim Executive Director
Fran Ayaribil, Special Projects and Initiatives

Guests

Mark Fulop, Consultant

Meeting called to order by Alan Silver at 6:30 pm

Do not have a quorum at this time.
Margo, Diego arrive.

Community Small Grants Program

Flyers and information handed out.

Fran leaves.
Shirley arrives, we have **quorum**.

Review and Approval of Consent Agenda

We did not vote on an agenda.

Assessment Workshop

Mark reviewed a summary of the NECN Assessment Workshop.
Rachel arrives.

Staffing Issues at NECN

Mark reviews staffing recommendations from the assessment.

He suggests that the Board have a conversation with ONI to review the plan and work with them to get time to rebuild capacity and reorganize the board. Katy has arranged a meeting for Thursday, December 18 at NECN. We believe ONI will be amicable to Board restructuring / staff capacity plan and timeline.

Mark also recommends immediately focusing on the hire of a new Executive Director (ED), then timing recruitment so that the ED can hire his/her own team. If we begin the recruitment process now we may be able to have someone mid-February. Discussion of skills needed in a new ED: ability to rebuild the organizational team, execute on the ONI contract, support the Board reorganization, and in the longer term helping Board to expand the services we can offer.

Review potential crisis operation plan

Alan, Loulie, Damon and Katy spoke with NAO on the 12th. NAO is focused on strategic planning which we are already doing. Jan 15 would be the earliest they could get someone if we wanted them. Some feel their scope would be redundant.

Mark reviews his proposal to help the Board through the next few months and find a new ED.

Motion: Loulie Brown motions that we go into executive session to discuss personnel matters, including pay.

Diane Benson Seconds

Vote: passes unanimously

Executive Session Starts 7:58

Executive Session Ends 8:24

Motion: Luke Groser moves that the NECN board offer Randi Razalenti increased hours and pay to fill in for some departing staff duties temporarily, January 1st through March 31st, 2015 at the rate of pay discussed in executive session and 35-40 hours per week

Katie Ugolini Seconds

Vote: Passes unanimously

Motion: Luke Groser moves that the NECN board adopt the proposal to identify Mark Fulop as the Interim Executive Director of NECN with the amendment that he will also attend and report back to the Board from the ONI Directors and Chairs meeting.

Diane Benson Seconds

Discussion

There are real concerns over what will happen in February and exactly how many hours Mark has available. We would like some clarity on a minimum commitment if we cannot hire someone by then. We would like to know that by the January Board meeting though sooner is better.

We are also going to beef up the Personnel Committee specifically to oversee the in-office portion of the contract.

We also discussed that if NECN needs some temporary employees, the Board is open to that.

We want to make sure there is clarity between the old and the new contract as a conversation between the personnel and the assessment committees.

Motion Amendment: Margo Dobbertin moves that we amend the motion to empower the Personnel Committee to enter into a contract based on the one presented to us with Mark.

Diane Benson seconds

Luke accepts that amendment to the motion.

Do we need to add a date in there that Mark takes over the title/position? We want to add authority to hire temp staff if needed. Finance can look at it after we enter the contracts, half of the finance committee is here. Mark would prefer not to do any temp hiring as that crosses out of a contract area. If he needs temp staff he will recommend the Board hires someone.

Luke Groser withdraws motion

Motion: Katie Ugolini moves that we accept Mark Fulop's proposal as a consultant to assist NECN in this transition period to start Dec 16 and end on Feb 15, 2015 with the amendment that he will also attend the January Directors and Chairs Meeting.

Diane Benson seconds

Vote

Favor: Alan, Rachel, Jaime, Katie, Luke, Margo, Diego, and Diane

Opposed: None

Abstained: Damon and Loulie

Motion: Loulie Brown motions to nominate Alan Silver to Personnel Committee

Katie Ugolini seconds

Vote: passes unanimously

Katy asks for guidance on what to do about the Communications Coordinator position posted December 8th. The Board asks her to put the hiring process on hold and communicate that the position will be on hold for a couple of months and we will keep their resumes on file.

Meeting adjourned at 8:49 p.m.

Minutes taken by Jaime McGeathy, NECN Board Recorder.