

The Arc of Sedgwick County
Board of Directors Meeting
November 15, 2008

ATTENDEES: Ken Dannenberg, Sean Amore, Sue Schmelzer, Julie Wittich, Ronda Maass, Tom Racunas, Kayla Jean Mitchell, Eric Kauffman, Sarah Vaughan, Linda McCurry, Deborah Gdisis, Marlene Sanders, Colette Deeds-Conner

ABSENT: Marge Zakoura-Vaughan, Curtis Tatum

PRESIDING: Ken Dannenberg, President

STAFF: Kevin Fish, Kristen Phillips

GUESTS: Tom Gdisis

I. Call to order and Agenda Modifications

Tom Racunas added Nomination Committee Report in place of item II Self Advocate Report, since Shawna was not present to report.

It was moved by Sean Amore and seconded by Kayla Jean Mitchell to approve the agenda with the modification. Motion carried unanimously.

II. Nomination Committee

Tom Racunas reported that they reviewed the bylaws for nominations and had discussed whether to provide members with one or more nominees for a position. After rethinking this they decided that they would present a slate for each position and have nominations from the floor. A slate will be presented to the board two months prior to the annual meeting.

It was moved by Marlene Sanders and seconded by Sean Amore to approve following the nominating committee procedure outline. Motion carried unanimously.

III. Personnel Committee

Marlene Sanders reported that they met Oct 6 and reviewed wage and benefit analysis. Kevin's ED wage is low overall. Marty Rothwell's position does not really have another position out there that compares to what he does. Put in pulling other jobs together Marty falls at the top of the range. Vonda's wage is on target. They did not think that they needed to do anything, except with Marty's position. They considered an incentive package for Vonda's position, but do not have anything to present at this time. Overall The Arc has a good benefits package.

In regards to the Executive Director's evaluation, the personnel committee is leery about having every director complete an evaluation. If you have not had significant time with Kevin to evaluate him, then don't complete an evaluation. There was discussion on the process of how Kevin is evaluated. There was discussion on TCM retention.

Kevin passed out options for the board to discuss for staff Christmas appreciations. Eric Kauffman stated that he believes that all employees should be appreciated equally, depending if this is a Christmas gift or business gesture. Discussion ensued on equality of bonus.

It was moved by Eric Kauffman and seconded by Sean Amore to approve Option C in the total amount of \$6,992 for staff Christmas appreciations. Motion carried unanimously.

It was noted that the Personnel Committee should relook at options for staff gift/bonuses.

VI. Finance Report

Kevin noted the significant loss and the reasons were because we had 3 paydays in October and September travel expenses hit Oct 1, and October travel expenses were paid October 31. Lights on St. Paul purchases were also in October.

Kayla Jean Mitchell noted that she has a new company option for insurances that will save The Arc several thousands of dollars

V. Executive Director's Report

Kevin reviewed his Executive Director's report that was passed out to everyone.

Motion Carried.

Announcement

Lights on St. Paul posters and yard signs were made available for pick up to distribute to businesses.

It was moved by Tom Racunas and seconded by Eric Kauffman to adjourn. Motion carried.

Adjourned 1:50 p.m.

Secretary Signature

Secretary – Linda McCurry
Recorder – Kristen Phillips