

BOARD OF DIRECTORS MEETING

Via Teleconference

Monday, February 27th, 2023

MEMBERS PRESENT: Judge James Cecile (President & Development Chair), Eric Caballero, Nicholas DeMartino, Paula Freedman, Steven Hodgens, Pastor Phyllis Lee-Williams (EEO/Personnel Chair), Edward Perry, Erich Shafer, Robert Tackman (Finance Chair), Patricia Usherwood Fitzpatrick, Jason Wallace

MEMBERS EXCUSED: Shirley Copes (Planning Chair)

MEMBERS ABSENT: Charles Garland, Tonia Thornton, DJ Williams

STAFF PRESENT: Carolyn Brown, Jamie Colucci, Todd Goehle, Mandy King, Kathleen O'Brien, Nancy Turo

CALL TO ORDER:

The Board of Directors meeting was called to order by President Cecile at 4:48pm.

ROLL CALL:

President Cecile noted for the record that a quorum was participating either in person or via Zoom.

MOMENT OF SILENCE:

Board members observed a moment of silence.

APPROVAL OF MINUTES:

The President requested a motion to approve the January Board Meeting minutes;

Mr. Robert Tackman moved to approve the January Board Meeting minutes;

Mr. Eric Caballero seconded the motion;

The motion carried unanimously.

PRESIDENT'S REPORT:

President Cecile reported that Mr. Williams was re-elected as Chairperson of the HS/EHS Policy Council, and that he will therefore continue to serve as the Policy Council liaison to the Board.

DEVELOPMENT COMMITTEE REPORT:

President Cecile reported that the committee interviewed Christopher Montgomery from CNY Works and unanimously recommended that he be appointed as a new Board member.

President Cecile reported that the committee unanimously approved the appointment of Mr. Hodgins to a new three-year term as a Board member beginning March 1st.

President Cecile reported that the committee unanimously approved the designation of Board Member Emeritus to Elizabeth Hakanson, who recently resigned from the Board after serving 15 years as a representative for Assemblyman Magnarelli.

The President moved to approve the appointment of Mr. Montgomery as a new member, the re-appointment of Mr. Hodgins to a new term, and the Emeritus designation of Ms. Hakanson;

Ms. Paula Freedman seconded the motion;

The motion carried unanimously.

The President moved to accept the Development Committee report;

Mr. Robert Tackman seconded the motion;

The motion carried unanimously.

PLANNING COMMITTEE REPORT:

President Cecile asked Mr. Hodgins to present the committee report. Mr. Hodgins reported that, as a follow-up on a presentation at the Board Retreat, HS/EHS Data Storyteller Irena Felty summarized intake data for the 2022-23 program year, including enrollment, family demographics and family risk factors. The information was presented utilizing an interactive dashboard platform that can be shared to raise awareness of community needs, to help staff develop parent training materials, or to obtain supporting statistics for grant preparation.

Mr. Hodgins reported that the committee received an update from Community Engagement Director Todd Goehle on the Grant Summary Report.

The President requested a motion to accept the Planning Committee report;

Mr. Erich Shafer moved to accept the Planning Committee report;

Ms. Patricia Usherwood Fitzpatrick seconded the motion;

The motion carried unanimously.

EEO/PERSONNEL COMMITTEE REPORT:

Chair Phyllis Lee-Williams that the committee reviewed proposed revisions to employment policies, the monthly summary of hiring activity, and three ongoing discrimination claims of which two are from the Call-a-Bus program collaboration which the agency is terminating.

***The President requested a motion to accept the EEO/Personnel Committee report;
Mr. Jason Wallace moved to accept the EEO/Personnel Committee report;
Mr. Edward Perry seconded the motion;
The motion carried unanimously.***

FINANCE COMMITTEE REPORT:

Chair Robert Tackman asked CFO Kathleen O'Brien to review the monthly financial statistics. Ms. O'Brien reported that the net income before depreciation as of the first close of the fiscal year on January 31st is \$2,736,381 versus a budget of \$2,564,927, noting that fixed asset purchases for Head Start had been budgeted but had not yet occurred.

Ms. O'Brien reported that the current ratio of assets over liabilities is 247.63%, and that the net income from normal operations is \$2,311,156, mainly due to the net gain from the sale of 811 East Washington Street and the purchase of 717 Erie Blvd. West, and also reflecting the timing differences of fixed asset purchases, revenue recognition grants, and donation cost centers.

Ms. O'Brien reported that the indirect rate is 21.7%, noting that the agency is approved for an indirect rate of 24%. She also discussed fundraising revenue, the in-kind analysis, the analysis of self-insurance reserve, and the fiscal calendar.

***The President requested a motion to accept the Finance Committee report;
Mr. Nicholas DeMartino moved to accept the Finance Committee report;
Mr. Jason Wallace seconded the motion;
The motion carried unanimously.***

EXECUTIVE DIRECTOR'S REPORT:

Ms. Brown reported that five HS/EHS classroom sites will be getting new playgrounds: Merrick, Sumner, James Street, Liverpool and Lafayette.

Ms. Brown reported that the Black History Month Poetry Reading at the Eastside FRC scheduled for the evening of February 28th was being postponed one day due the weather forecast.

Ms. Brown reported that she will serve a two-year term as the First Vice Chair of the Human Services Leadership Council, which is comprised of 66 human services agencies in Onondaga County.

Ms. Brown reported that a \$100,000 grant, which was awarded by former State Senator DeFrancisco in 2018 for renovations at the Eastwood Community Center, will soon be paid out thanks to continued efforts by State Senator Mannion.

Ms. Brown reported that the Free Tax Prep program collaborated with Beauchamp Library and the Key Bank branch at the corner of South Salina and Colvin Street, to hold a Super Refund Saturday event on February 25th. Mr. Goehle noted that this collaboration will likely lead to other partnerships involving the Southside FRC.

Ms. Brown reported that Board members who attended the January Retreat in person will receive an online link and hardcopy versions of a survey to assess various aspects of the Retreat.

CENTER REPORTS:

Monthly program updates for Big Brothers Big Sisters, Family Resource Centers, Senior Services, and Head Start/Early Head Start were distributed to all Board members in meeting packets for review.

OLD BUSINESS:

Ms. Brown reported that two approved incentive payments of \$1,000 will be given to HS/EHS classroom staff on March 1st and March 31st.

NEW BUSINESS:

The Board discussed the impact and benefits of the agency policy to employ only those who have received at least an initial vaccination regimen for COVID-19, which was enacted following a similar federal mandate for all HS/EHS employees. The conclusion was that while this restriction must remain in place for HS/EHS until the federal mandate is lifted, the policy should be revised such that the requirement will no longer apply to other agency positions.

The President requested a motion to approve the revision to the COVID-19 vaccination qualification policy;

Mr. Robert Tackman moved to approve the revision to the COVID-19 vaccination qualification policy;

Mr. Nicholas DeMartino seconded the motion;

The motion carried unanimously.

ADJOURNMENT: President Cecile adjourned the February 27th Board meeting at 5:19pm.