

**STAR ISLAND CORPORATION
BOARD OF DIRECTORS MEETING**

Saturday, June 19, 2010
On Star Island

MINUTES

Members in attendance:

Dave Brown
Stan Corfman, Treasurer
Josh Davis
Brad Greeley
Sharon Kennedy, Vice President
Karen Mathiasen, Clerk
Suzanne May
Suellen Peluso
Russell Peterson, President
Jan Prochaska
Sally Russell
Jordan Young

Absent:

Kris LoFrumento

Others attending the meeting

Vicky Hardy, CEO
Julie Mellen, Pel Representative*
Garth Corriveau, Esquire*
Danny Corfman, guest*
Christopher Soltys, guest*

* part of meeting

Russ Peterson, President, called the meeting to order at 8:36 a.m. The Clerk took the minutes.

For opening words Sharon Kennedy read “Halleluiah” from Mary Oliver’s new book
Evidence:

Halleluiah

Everyone should be born into this world happy
and loving everything.

But in truth it rarely works that way.
For myself, I have spent my life clamoring toward it.
Halleluiah, anyway I’m not where I started!

And have you too been trudging like that, sometimes
almost forgetting how wondrous the world is
and how miraculously kind some people can be?
And have you too decided that probably nothing important
is ever easy?

Not, say, for the first sixty years.

Halleluiah, I’m sixty now, and even a little more,
and some days I feel I have wings.

Consent Agenda. Pursuant to our Consent Agenda, the following motion was moved, seconded, and unanimously

VOTED: To approve the minutes of the May 25, 2010, Board meeting.

Treasurer's Report. Stan Corfman, Treasurer, presented the Treasurer's Report, noting that the May financials are still pre-opening, so that there is not yet a lot to be gleaned. A 2010 shortfall, which is only tentatively projected, could be as much as \$200K. Thus, we have an expense contingency plan, which was described by Vicky Hardy. There are serious under-registrations at RE and IRAS.

- IRAS: We are sending out many invitations and running ads for personal retreats.
- RE: Many churches are cutting their RE budgets. As a result, we are inviting people to come for a shorter time if necessary.
- Other: We are slotting in several small groups for the end of summer.

There is concern that the number of UU children at Star is dropping, which is a long-term issue. Russ emphasized that we are going to have to do whatever it takes to cover the deficit, as we cannot go back to the Permanent Trust again to cover the shortfall. Anecdotally, things are looking brighter rather than worse as contrasted with last year.

Chief Executive Officer's Report. The following are excerpts from and comments on the report, presented by CEO Vicky Hardy.

- **Facilities.** There is economic stimulus money available for non-profits in the form of low interest loans. In order for us to be considered for such loans, the federal EPA and the NHDES (New Hampshire Department of Environmental Services) seeks SIC Board approval for the following:
 - To accept a loan of \$100K, if awarded, to undertake an initial study to examine our septic system and related energy use, and
 - To accept a loan of \$300K, if awarded, for improvements to the Waste Water Treatment System and related energy use.

Part of the loan money can be forgiven under certain circumstances. It was emphasized that SIC needs to seek "green" grants. Upon motion duly made and seconded, no further discussion being necessary, it was unanimously

VOTED: To accept either or both of the above-mentioned loans that might be awarded.

- **Underage Drinking.** The Rye Chief of Police was invited to Star to address Pels on the dangers of underage drinking. He noted that if the police receive a credible report of underage drinking, they have the right under New Hampshire law to come on island and investigate the situation. Vicky noted that we are putting heavy emphasis on healthy communities, of which responsible drinking is a factor.

Upon motion duly made and seconded, no further discussion being necessary, it was unanimously

VOTED: To accept the reports of the CEO and the Treasurer.

Star Island Brand. Garth Corriveau of the law firm of Justin P. Nadeau, PA, attorneys to SIC, joined the meeting in person in order to discuss our concern with Smuttynose Breweries's use of the Star Island name on their beer. We discussed possible approaches and costs. After motion duly made and seconded, no further discussion being necessary, it was, with one abstention,

VOTED: To authorize the law firm of Justin P. Nadeau, PA, to seek federal registration of the STAR ISLAND mark.

Vicky will discuss fee arrangements with the law firm.

Personnel Committee Report. Suzanne May, chair, gave the report, presenting two recommendations from the Committee regarding hiring. Upon motion duly made, no second being necessary, and following discussion, the following policy recommendation was voted with eleven ayes and one nay:

VOTED: Star Island is an Equal Opportunity Employer and employs the best qualified individuals based on defined job-related criteria. These criteria will focus on the best interests and longevity of Star Island and will be communicated throughout the SIC community.

And the following was unanimously

VOTED: It is the policy of the Board that management provide employees with respectful, safe, and supportive growth opportunities with community building components that encourage a long-term relationship with Star Island.

It was noted that Pel hiring criteria would be circulated, and Pels would be asked to sign off on a statement that they have read and understood the criteria for hiring.

Capital Campaign Update. Brad Greeley gave the report, indicating that we have teams for each of the major conferences. The current focus is on off-island solicitations. On island, we plan on general information sessions, followed by one-on-one meetings. These meetings will serve as the actual solicitation in case of someone who cannot be easily visited off island, and as the preparation for a solicitation meeting for someone who can be visited off island.

Development Update. Sharon Kennedy gave the report, noting that the Annual Fund is slightly below budget at the moment. She noted that the Financial Aid Committee does not currently have a means for accepting donations to its fund, nor does it plan on seeking them this year, but in the fall will have recommendations for revisions to the program, which may include fundraising of some kind, not to compete with Annual Fund or Capital Campaign.

SIC Meeting Space and Other Meeting-Related Matters

- Monthly Board Meetings. Thanks to arrangements made by Kate Snowden, who happens to be co-chair of LOAS I, we are able to schedule our in-person Board meetings in suitable space on South Street, near South Station in Boston. Thank you, Kate.
- Annual Meeting. It is economically infeasible to hold the Annual Meeting in Hartford, because this entails a hotel overnight for several staff members. It was informally agreed that we should work with churches in Greater Boston (including Worcester) for Annual Meeting space.
- Frequency of Meetings. Discussion followed on how often Board meetings should be held. It was informally agreed that for the present we will continue to meet monthly, whether in person or by conference call.
- June 2011 Board Retreat. The dates are Friday, June 24 through Sunday, June, 26.
- Orientation Packet for New Board Members. Suzanne May distributed a draft for comments.

The Board broke for lunch at 11:40 a.m., resuming the meeting at 12:30 p.m.

Strategic Plan. Jan Prochaska reminded us of our five goals for 2010, as set down in our February Board minutes:

1. Seek increased occupancy to meet business model goals
2. Support a successful Capital Campaign program
3. Transform Star Island culture
4. Achieve long-term financial stability
5. Build a volunteer leadership “bench” (board, committees, conference)

Jan, with the help of others, agreed to do an update, including bringing in various items discussed during yesterday’s Board retreat. Various other goals were suggested:

- View island citizenship as an integrating goal, being aware that what is best for the island might not necessarily be best for one’s own conference.
- Outreach and engagement. Vicky noted that she often uses the Strategic Plan in meeting with people, and it is important to have outreach to show our commitment to diverse constituencies.
- Promote alternative energy and other images of being “green.”
- Regard sustainability as the number one goal.

It was agreed that we not revise the Mission Statement at this time.

Sally volunteered to lead an effort to look at our marketing and related materials, and to work with Vicky and Suellen to create a timetable.

Reflection on Our Time on Island These Three Days

- We listened to each other.
- It was good to see each other in person.
- We very much enjoyed working with Russ Peterson in his new role as SIC President.
- One-on-one conversations are important.
- The Board has been inclusive and welcoming.

- It is important to do the hard work.
- Everyone on the Board cares.
- We have space to change our minds on things.
- The Board has come a long ways in the last several years.
- The staff showed us great hospitality.

There are some things we might do differently:

- We need to spend more time with the Pels.
- Pels need to feel welcome to drop by at appropriate occasions.
- This particular week was a difficult time for staff to be attending to an on island Board meeting.
- We need to stay in policy governance.
- We need more stretch breaks.
- We need to prepare individually for the retreat.
- The getting-to-know-you exercises could have been better spaced.
- We should sit with conferees during some meals.
- We should invite conferees to our business meeting.
- We need to be careful about not using the word “but,” which tends to limit communication

Thank You to Our Pel Representative. This is Julie Mellen’s last meeting as the Pel Representative. She was given a round of applause to thank her for her good service.

There was no Executive Session. It was informally agreed that we only go into Executive Session when necessary, not as a matter of course each time we held a Board meeting.

Next Board Meeting. We need to schedule a special Board meeting in order to focus on the number of registrations and any projected budget deficit while there is still time to take action. The meeting is tentatively scheduled for the evening of Tuesday, July 6 as a telephone conference call, to be confirmed. Our next regularly scheduled Board meeting is Tuesday, August 24 at 7:00 p.m. by telephone conference call.

There being no further business, it was

VOTED: To adjourn the Meeting.

The Meeting was adjourned at 1:56 p.m.

Respectfully submitted,

Karen Mathiasen, Clerk