

Called to Order: 5:03 PM	Via Zoom
I Roll Call and introductions	
<p>Roll call: Ruth Sousa, Betsy Fitzgerald, Ron King, Grant Lee, Charley Martin Berry, Martha Beathem, Wayne Hanscom , Jonathan Thomas, Charles Rudelitch, Lori Schnieders, Nicholas MacDonald Quorum present</p> <p>Staff Present: Anne Ossanna, Melissa Mattes, Cheryl Robbins, Donna Zdanis, Kevin Bean, Bobbi Harris, Rose Honders, Ida Bagley, Sarah Nugent, Lee Hardison, Dale Basher</p> <p>Guests: None</p>	
II Presentations	
<p>1. Annual Report – Sarah Nugent, Manager, Communications and Resource Development</p> <p>The 2020 report is in your packet, will be on the website in the next few days.</p> <p>Just a reminder that it is the period ending 9/30/20, so some of the news will seem a bit old to you, but we still wanted to document it.</p> <p>I use the board packet info when I plan the report, looking for stories and notes from the field, so I do want to thank the division directors for submitting that information each month. Keep up the good work!</p> <p>Also, I really appreciate all the help and support I received in putting it together, thank you!</p>	
III Items for Board Action	
<p>1. Resolved, to approve the Board Meeting Minutes from 5/25/2021. Discussion: None Action: Ruth Sousa made the motion to approve the minutes as written, Grant Lee seconded. Motion passed.</p> <p>2. OTHER None</p>	
IV Reports	
<p>1. Executive Director Search update – Betsy Fitzgerald See Kevin’s ED report. We are on the hunt, interviews are in process.</p> <p>2. Development Director’s Report – Betsy Fitzgerald Met, reviewed the things that are developing, talked about Anne’s work at Friendship Cottage, Barbara has communicated about the dinner in September, hope you would all</p>	

be a part of it.

FC Raffle tickets are still on sale, drawing is July 15.

3. Interim Executive Directors Report – Kevin Bean

You received a copy of report sent out to all board and staff. Wanted to reformat what is shared with staff, show the shift in leadership, wanted to bring staff more together, give them more info. Put vision, mission, and values there for everyone to see on a regular basis.

Started talking about a staff day October 8. Agency will be closed. Heard from many that this is necessary, we haven't gathered as a whole group since October of 17.

Still looking for a place to hold July board meeting, will keep you posted.

Let Kevin know if he missed any dates of upcoming meetings.

4. Finance Directors Report – Kevin Bean

This month better than expected, couple of things came in. expected a reduction in surplus, but didn't happen.

Just over 4,000,000 in the bank, rent relief funds are being drawn down quickly. State is looking at another phase. They want to close this phase by September, think we will be able to do that. Looking forward to the next round.

Revenues over budget 23%, expenses 17%. Due to rent program not being included in the budget. Will be adjusting budget by next month to reflect rent relief program.

Transportation still showing deficit, hoping to have rate adjustment.

FC has seen some unexpected revenue, but billing is down.

Been a very good year for investments.

SEED is going better than expected, given COVID 19.

Question: did the money that came in for COVID reduce the chance of a deficit at the end of the year.

Yes, in some cases, in other cases, it doesn't have an impact on operations and budget.

Question: number of empty positions – have we thought about revisiting the compensation study? It's possible that compensation isn't keeping up with the change caused by the pandemic and the labor shortage.

Unfortunately, current contracts don't make allowances for rapidly changing labor

markets.

Is there a way to use grant funding to fill the gap?

It is also a slippery slope, if we raise salaries to these levels and the economy shifts back to more “normal” then we are left paying a higher rate.

Another CAP in Maine is planning on bringing the rates up for drivers, but this is going to cause compression, which will need to be dealt with. They expect these increases and loyalty bonuses to cost about a million dollars.

Also, finding other funding shifts the onus from contracts to fully fund the services that they require. If we go out and find other funding, then they do not have a full understanding of the cost of the service, and will expect this to continue, not paying the cost of the program.

We have raised some salaries, doing some surveying, determined that driver salaries are lowest in the area, and looking at the budget to determine if we can afford the necessary increase. Also, Melissa has raised some of the salaries on the minimum wage level positions.

Lori is thinking about some plans for her students, including paid interns and student teachers. She will be in touch with Melissa to see if there is a way this can help.

Comment – noted two communications from regional office – going to start looking at attendance and enrollment. Struggled with that even before COVID, enhancing pay is one way to get at it. But if Regional Office tightens up on the reins, we could be in trouble without full attendance and enrollment.

Question – It would be helpful to hear from DCP what would be helpful for the board members to do around recruitment and retention. Can you be super specific about how we can help with recruitment? Do you want us to be innovative with recruitment, what would be helpful? There are strategies, would be interested in joining in conversations.

Melissa’s answer: Yes, all suggestions are welcome

It is on our leadership team agenda for next week, board members could definitely add to the conversation.

Question – are all the Head Start working with reduced staff because of everything that is going on? Would National look at it and determine that they need to make some adjustments?

Melissa’s answer: with Biden looking hard at PreK, feeling hopeful that we can professionalize the child care field, and increase wages to match public pre K wages.

Downeast Community Partners (DCP)
Meeting of the Board of Directors, June 29, 2021

Also, with minimum wages going up, and poverty rate being stagnant, suddenly families are not eligible for supports, yet they are not earning a livable wage.

There is a national conversation about raising the income guidelines for Head Start.

Changes are slow and end product is unclear at this point.

5. Director of Early Childhood Programs Report – Melissa Mattes

We are all very concerned across the state of Maine, enrollment down, due to pandemic and increasing salaries. New state director, very gung ho. Maine is recognized as one of the states that reopened this past year, not all states did. Enrollment office is working with Development staff, holding webinars, lots of recruitment, including looking at radio ads, etc. Right now 15 are enrolled, normally would be 75 at this point in time.

Huge concern is redirection of resources if northeast is not able to get fully enrolled.

Melissa will give out postcards to board and staff members to share with anyone with a child.

Also, need to locate a classroom in Sullivan. Any ideas and tips would be appreciated.

6. Parent Policy Council Minutes from May 19, 2021 and June 16, 2021 (Written)

7. Other – kudos to Rose and her crew for a great tag sale, and Sarah for the annual report.

**V. Business meeting
adjourned at 5:50 PM**

Ruth Sousa made the motion to adjourn **Lori Schnieders** seconded.

Respectfully submitted, Sarah Nugent, Manager, Communications and Resource Development