



BOARD MEETING MINUTES
(March 26, 2015)

Location: Carnegie Building, 1188 E. 2nd Avenue, Durango, CO

Board Members Present:

Kurt Schneider (via phone)
Paul Senecal
Werner Heiber
Mary Beth Miles
Heather Erb

Absent:

4CORE Staff in Attendance:

Guests:

Meeting called to order at 3:04 pm

After revisions to some of the content (LPEA funding, City, and the name of person polled), Mary Beth made a motion to approve the meeting minutes from February 26. Paul seconded. The motion passed.

Financial Position

- Kurt presented financials for February.
- LPEA and County's payments will be reflected in March's financials reports.
- Cash accounts as of March 10th: \$88,550 not counting Reserve Funds.
- As a comparison: Feb. report cash accounts: \$10,548
- Feb Report Account Payables: \$3,323
- Project revenue shortage by year end, \$25,000.

New Business

- Werner reviewed the Executive Committee's discussion regarding the hiring of a new Executive Director.
 1. Polling priorities:
 - Advocacy / presentations – 3
 - Organizational strength – 3
 - Commitment to the cause – 2
 - Management, Administration, & Financial Skills
 - Technical Knowledge
 - Familiarity with local community, regional, and state
 - Grant writing – 4
 - Interpersonal skills / partner relationship building – 4

2. Budget consideration: Per Kurt, the annual salary amount is \$48,000 plus \$4,800 in health benefits.
 - Paul indicated that the budget amount may be too much given the status of the organization.
 - Kurt reiterated that there is a lot to do including the need to develop a strategy for enhancing credibility with partners.

- Mary Beth pointed out even at 0.8 time, the new ED would be making approximately \$29/hour; at full-time \$23/hour. A discussion was held related to organizational equity among ED and contract employees.
 - Board discussed potentially offering a bonus to the new ED based upon improved partner relationships.
 - With the new ED the organization burn rate will be \$14,000 / month.
3. Steps to consider / discuss
 - Advertisement – content and location. Craigslist, Statewide NP listing, LinkedIn, Print, etc. Focus efforts on electronic media and front range. Board will finalize the text for the ED recruitment after the April 9 meeting.
 - Timetable Advertising for new ED
Hiring condition
 - Interview Process
 - What does 4Core offer an ED
4. Additional comments on desired attributes/skills
 - Heather: Advocacy/presentations, commitment to cause, grant writer, & interpersonal skills
 - Paul: Interpersonal skills, advocacy/presentation, familiarity with local community
 - Kurt: Ability to foster credibility and trust

Program Updates

- Alt Fuels Program Update -- Sparq is looking for alternative locations to the Sunoco site. Sarah is providing an Alt Fuel Education update in Pagosa Springs on April 14th.
- Home RX: 5 Home RX are completed and 6 are scheduled. Flyer scheduled to be included in City Utility bill flyers.
- April 16th Archuleta County Solarize program. Event planning and advertising is under way.
- March 30 Kurt will go to Alamosa to visit a 30 MW Solar PV Facility / Community Solar Garden.
- April 2, 10:00 am Kurt, County Reps, Mike Dreyspring, and Sam King from BP will visit the BP property to gauge interest in continuing the project.

Motion to adjourn: Heather, seconded by Mary Beth. Motion carried unanimously. Meeting adjourned 4:30 pm.

Next Meeting: Thursday, April 9, 2015, at 3:00 pm.

Respectfully submitted by:
4CORE Board of Directors