

SILC BOARD OF DIRECTORS – EMERGENCY MEETING

3/29/2021 11 am via Zoom

Present: *Karen Roseman, *Bev Kidder, *Todd Johnston, Scott Robbins, Eileen Healey, *Charlie Conway, *Melissa Taylor, *Sharon Heddle, *Lisa Abbey-James, Jaclyn Pinney, *Gary Allen, Mark Linabury

*Denotes voting member.

The meeting was called to order at 11:03 am by Karen Roseman.

E. Healy – we don't have a quorum but since we are not voting on anything we can proceed with the meeting. We have seven voting members present at the start of the meeting.

K. Roseman – she spoke with meg Harris who declined the position of interim Executive Director. The search committee should look for both interim and permanent staffing.

A variety of suggestions from the group for people who might be interested, or agencies that might know people interested, were discussed.

B. Kidder said filling the interim position is going to be very challenging. It needs to be someone with knowledge of running a CIL or a SILC already. For the permanent person they do not need to have the same knowledge coming in that you expect the interim to have. The interim needs to know what they are doing without having time to learn it.

K. Roseman stressed the importance of finding someone quickly. She does not feel equipped to handle the position of running the SILC long term.

E. Healy spoke with Regina Blye from ACL about the PPR. Regina is a knowledgeable, national SILC person but we proceed cautiously in contacting the funder for help in figuring out what needs to be done. E. Healy suggests we contact ILRU for guidance if we need it. The Hartford Foundation has grants that might help us find someone. We should get a PPR Committee together and get this group working on it.

S. Robbins pointed out that we have all these CIL Executive Directors that we can tap into for doing parts of the SILC ED job, or have one of the CIL ED's do the interim position while searching for the permanent ED.

M. Linabury views this as a conflict. If you must ask if there could be a perception of a conflict, then there probably is one. ADS feels it should not be one of the CIL ED's.

E. Healy said the degree of conflicts that are inherent to the SILC-SFIL is built in. It makes no sense; E. Healy is currently doing the job of interim (unofficially) and has been since Daria's passing.

S. Robbins and B Kidder – we could put firewalls in place and avoid some of the perceived conflicts – some states have no paid staff and are being run by boards and CILs – we should be able to do this as a temporary solution.

M. Linabury feels some of the concerns about a CIL ED filling the interim position is they would have access to confidential information about other CILs, there could be perceived steering of issues, fox in the hen-house view. He is very open to hear what safeguards could be put in place and encourages us to provide more information for his review.

S. Robbins and E. Healy – There are ways to minimize the conflicts – the reports go to the treasurer, they do not have access to the bank account, no participation in anything concerning another CIL.

M. Linabury will be happy to share any information we can provide to those above him.

K. Roseman said we need a person now, someone who can step in and do this with no training. We have an immediate need.

S. Heddle and C. Conway – C. Conway thinks each of the CILs could take on a part of the interim position and no one CIL would have to do it all. S. Heddle disagrees. We are then dependent on other people's schedules and their timeliness in completing their portion of a task. E. Healy has been filling this role and S. Heddle supports her continuing while we are searching for a permanent person.

M. Linabury asks for a plan and he will provide feedback. He would like to see buy-in from all five CILs.

K. Roseman thinks slitting the roll up to keep all five CILs involved would be cumbersome – it would be great to have participation from all but does not see how that could be possible for the interim position.

E. Healy pointed out that the SILC is a 501c3 – did the feds designate ADS to handle the funds? Is that the conflict?

M. Linabury – ADS gets the quarterly reports from all the CILs and handles the financial oversight at the highest degree. It is all about the perception.

E. Healy – is M. Linabury's role a conflict? He oversees the CIL payments SILC payments, all contracts, he ensures financials are handled appropriately. We need to work out a plan and send it to M. Linabury – is there a way to structure this so everyone is happy or satisfied?

T. Johnson suggests we move on to discuss the PPR committee. He would like to join this committee.

E. Healy suggests that in addition to a SILC representative, a representative from CT Cross Disability Lifespan Alliance, a representative from ADS, and a representative from each CIL must be on the PPR committee.

J. Pinney would like to continue the discussion about the interim position. There could be conflict of interest, certain parts of information could be held on to by the chair. The CILs need to agree in whatever we do.

M. Taylor – the word perception is sticky. You cannot control what another person's perception is.

B. Kidder agrees with the comments about perception which is why we need to have a plan in place, to show we are trying to avoid the risk. We need an interim person to run the SILC now and we cannot wait.

E. Healy said if we do not have consensus from all five centers then we need to move forward with an RFQ. With an RFQ, all centers can apply to take on the role of interim ED and one would be chosen.

M. Linabury says to find a way to eliminate the “perception”, make it for 90 days, all five CILs support this, and explain what the interim ED would recuse themselves from and what the role would be. All five CILs should meet to discuss this and figure out the plan, then send it to M. Linabury.

K. Roseman is feeling pressured and that this is going to take too long. B. Kidder asks if the CILs can have a meeting and the SILC could meet by the end of the week with the outcome. If all ED’s agree to the model, then why would we need an RFQ. C. Conway suggests the CILs meet tomorrow morning. B. Kidder asks the CILs discuss conflicts and solutions in particular. M. Linabury suggests we have an attorney meet with the CILs about possible conflicts.

K. Roseman said Greg DeFrank compared the salary of part-time vs. full-time, interim vs. permanent. E. Healy said we might have to review the pay structure of person vs CIL to run the SILC.

K. Roseman asked who the chair of the search committee is. E. Healy said we have not met yet, so we haven’t selected a chair. This would occur at the first meeting.

There was a motion made by C. Conway to adjourn, seconded by T. Johnson, all in favor.

The meeting adjourned at 12:20 pm.

Minutes submitted by Sharon J. Heddle