

Lyndale Neighborhood Association
Regular meeting of Board
Monday, December 13, 2021
6:30 –8:00 PM

X	Doug Herkenhoff, President	X	Holly Reckel, Vice President
X	Ed Janezich, Treasurer	X	Chaz Larson, Secretary
X	Rebekha Gertcher	X	Michael Montrose
X	Anna Newcombe	X	Mohamed Hirsi
X	Michael Nelson	X	Jeremy Sutliff
X	Emma Grisanzio	X	Sarah Linnes-Robinson, Exec. Director

Meeting began at 6:38 and we have a quorum.

Item 1. Staff introductions

Several members of the staff introduce themselves and provide some background on what they do for the benefit of new board members.

Grayson presents some ideas for the new LNA website; there is brainstorming of ideas. Grayson asks that board members review other neighborhood sites and forward comments on anything that members find especially good or bad.

Board meeting called to order at 7:08

Ed moves to close the meeting, Holly seconds, motion passes with unanimous vote.

Sarah goes over the draft proposal for a new HR policy. The goals are:

1. standardize and document existing practices, particularly with regard to PTO
2. Make LNA a more attractive place to work

Sarah seeks approval by the board for this HR policy, ideally by 12/20.

Sarah seeks approval for about \$10K to fund these new benefits for the next year as well as fund PTO buyouts for two employees.

Plan is for Executive Committee [EC] to meet on this topic on 12/20 to review the HR policy, with perhaps a working session with the board on 12/21.

It is determined that the EC has the power to make this up-down decision itself without requiring a full board vote, so a motion that the EC meet to review this before bringing it to the board for approval is abandoned. The EC will meet on 12/20 to review the policy and vote to approve or not.

It is agreed to push discussion of what committees are needed until next meeting or until there is a strategic plan in place.

Mike expresses frustration with committees being told what to do by the board; there is wording in the bylaws that say committees are to act on “programs and projects as directed by the board”. There is some discussion about committee responsibilities; the conclusion generally is that while the board sets overall strategic direction, the board is not interested in micromanaging how individual committees do their work. At the same time, committees should not be embarking on new projects without the knowledge and approval of the board.

Board is to review committee documentation for next meeting.

Mike invites the board to the Crime and Safety Committee Holiday Potluck.

Rebekah mentions that Lyndale School has lawn signs available if anyone wants to put one in their yard to encourage enrollment.

There is a discussion of the PTO and how it works with the school.

Michael moves to adjourn.

Rebekah seconds.

Meeting adjourned at 8:41 PM.