

Knoxville Center of the Deaf
BOARD OF DIRECTORS
February 3, 2011 Meeting

PRESENT: Barry Swafford, Patty Henley, Doug Woods, Wayne Kline, Betty McBroom, David Vogel, Teresa Gregory, Steve Farmer, April Haggard, Julie Rice, Bob Rittenhouse

ABSENT: Dan Brewer, Bob O'Dare, Sr., Karin Robertson, Anthony Anderton

1. CALL TO ORDER: **7:03P**

2. SILENT INVOCATION

3. APPROVAL OF MINUTES: from September 2010 Moved, Second and **Approved**

4. CALL FOR PUBLIC COMMENTS:

Lillian Wynn: 3 things to discuss

Through the grapevine she has heard of an interpreter going to a new position. Concern with that interpreter. Client said no to an interpreter, 2 members of team, interpreter on team. Same interpreter (as in #1) in surgical procedure for her husband, BP was high. Nurse said to interpreter "Don't tell her." She noticed her husband's confusion.

Question by Barry "Where did you hear this interpreter was going back to former position?" They heard through the grapevine.

Recommends to Board to hire Bob Rittenhouse part time after he retires.

Christine Arnold: KCD is owned by the Deaf community. The board should not suspend or hire employees without collaborating. Very disappointed Bob Rittenhouse was suspended. Would have preferred talk to Deaf Community first. Deaf support Bob.

Monroe Wynn: Problem with lock downstairs for 3 months. Recommends a master key to unlock all rooms downstairs.

Question from Board: What rooms are you talking about?

Mr. Wynn answer: All of the rooms down the hall (TSDAA) Recommend that ED only (or Board President) have the keys only.

Barry stated he thinks we can resolve this problem.

Mary Carver: Wants to discuss a male interpreter. When she had a court date, she found out the male interpreter was to interpret and told Bob that she didn't want that interpreter. Bob said yes and defended the interpreter. First thing—the interpreter said "you have no rights". Did not like the interpreter, felt abused by him. Very unethical. Be fair to deaf people when discussing interpreter and employment.

5. PRESIDENT'S REPORT: Barry Swafford
Asked April to comment on new Board Members
April reported there are 4 new hearing board members: James Gregory, Mary Carver, Jimmy Smith and Patty Henley were re-elected. One new hearing board member: Karen Horton.
6. TREASURER'S REPORT: Doug Woods provided a short report no questions.
7. EXECUTIVE DIRECTORS REPORT: Bob Rittenhouse
See Handout "December 15, 2010"
Thanks the Board of Directors for their service. Lots of numbers, two forms, the first to wrap up 2010 budget, then on to the 2011 budget.
2010: Decline in interpreting revenue -\$13,000 Not due to interpreters
Furlough program instituted to attempt to balance the budget -\$10,000 difference, came close but didn't make it.
Success with investments helped. UBS program earned \$31,000 recommended 100% be placed into retirement accounts that are only 4 years old.
All staff complimented, it was a team effort.
Recommends to the Board the Christmas Bonus \$22,000 is already in the budget.
Wayne Kline moves to fund the Christmas Bonus and apply 100% of the UBS funds to retirement accounts for employees. Betty McBroom seconds.
DISCUSSION: Bob's answer is yes. We have \$300,000 in the UBS account. We paid for a new roof, new A/C, other projects, past Christmas bonus, concrete outside.
Barry: The board ear marked the funds in the Patsy smith account for Senior Citizens Retirement only. NOT to be touched for current expenditures.
There are 3 accounts 1. Main, 2. Woodson, 3. Smith/Bishop
\$22,000 is the cost to pay for Christmas Bonus and retirement funds. Christmas bonus is for recognition for the professionalism of the staff. They are underfunded and underpaid. In the past the board has awarded a Christmas bonus. Julie Rice states that Bob is not eligible because he is on a contract.
Historically the retirement program has always been funded by interest income from the UBS account.
The roof project and A/C were paid for with surplus.
Number of staff members is 10 full time, including Bob.
Question: How much interest in each account?
Woodson account: 12.9% interest earned in 2010 \$3,250

10 minute break to get accounting figures of UBS accounts.

Doug Woods moves to Table the issue.
David Vogel suggests a friendly amendment to the original motion; do the bonus now (year-end salary adjustment) and subtract the 412,500 for retirement.
ISSUE: Board paid Bob, how much? \$2467.20

Hold off on retirement contributions till we get final numbers from the auditor.

DISCUSSION: April says we need real figures and wants numbers in black and white. April calls for the question on the motion to Table.
Vote and motion carries, Tabled until the next board meeting.

BUDGET 2011:

David Vogel moves to approve proposed budget

Wayne Kline seconds

DISCUSSION:

Commends Bob for not playing with the numbers, but he never approves a budget that ends in the negative. He wants a budget that is not a deficit ending balance. He wants to revisit the budget issue in March.

David Vogel suggests looking at the budget in every meeting and adjust it.

Julie Rice is also uncomfortable approving this budget with a negative balance at the end of the year. Continue with fixed expenses.

Barry Swafford said if we approve it and leave it to amend, we will need 2/3 majority vote.

Bob Rittenhouse said this is a projection. No projection of a negative end of year balance.

Vote on the motion: 4 approve and 6 opposed. Motion fails

1. Accept this budget until the March meeting.
2. Betty McBroom moves to have a proposed balanced budget at the March board meeting. Steve Farmer seconds
Barry's concerns:
 1. Who will vote at the next board meeting? New or old board members?
 2. Answer: new

Motion carries by unanimous vote.

David Vogel took staff through policy change suggestions. There were two staff meetings after that.

2 page handout: see notes regarding the board directed policy changes.
Work on the comp time wording/ policy for the March meeting.

COMMITTEE REPORTS:

PROGRAM:

REGULATORY:

FINANCE REPORT:

PERSONNEL POLICY:

FUND RAISING:

NOMINATING:

BUILDING:

NEW BUSINESS

OLD BUSINESS:

Meeting adjourned at 9:15 pm