

## **The Center of Anna Maria Island**

### **Board Meeting – April 27, 2018**

10:10 am – Executive Session

In attendance – Karen Harlee, Don Purvis, Mike Thrasher, David Zaccagnino, John Munn & Emma Stringer – Christine Major Hicks (via phone)

Absent – John Lefner

Others in attendance – Interim Executive Director Carl Weeks, Miss Beck & Steve Johnson (commissioner)

David Zaccagnino introduced Commissioner Steve Jonsson

Two previous board meeting minutes were approved.

Karen Harlee now temporarily acting Vice Chair.

Miss Beck talked through the applicants for the Executive Directors position. She began the search in Feb 2018 with a target date for hiring 04.30.18. She received 171 applicants. The decision to hire someone locally was made as they would be familiar with the area and possibly the center.

Pulled local resumes first and conducted phone interviews. 3 finalists were chosen and face to face interviews were conducted. Employees of the center were invited to meet and talk to the candidates.

One internal and one external candidate were chosen:

Candidate #1 - Gina Sour

Candidate #2 – Chris Culhane

Looking for someone who had experience with small town community involvement.

Had to compare merit, skill-set and capabilities. Both candidates had excellent interviews and the center employees were impressed by both.

The final decision was made to offer Chris Culhane the position provisionally. He was given a list of questions/concerns by Miss Beck and John Munn. Concerns included: Grant writing and fund raising. Also, he must be “all in”, there is not an option to return to his earlier position should he decide the E.D. role was not for him.

He would need to be a dynamic leader, continue to develop his leadership role through board member mentoring. He will need to receive this feedback positively.

Miss Beck suggested to purchase a software that defines Chris' strengths and where he could improve his skills.

A recommendation was made to offer him the position with a 6 month "probationary period" with formal monthly reviews.

Position was advertised at \$75,000 annually. Chris was offered \$70,000 to start with a \$7000 bonus after 6 months. Additional costs would include further education, possibly an MBA in the future.

Chris understands that he needs to be the "Face of the Center". There was some information brought to light by community members. The Board is aware of these incidents and do not have any concerns that they will affect Chris's ability.

Steve Jonsson – discussed that we all have faith in Chris but that he does have some growing room and it would be the responsibility for helping him get to 100%

Center employees were given the ability to anonymously review Chris and overall gave excellent feedback.

Additionally: When will the Operations Director position be filled? Operations Director needs to take over a lot of the day-to-day as Chris will be busy with his new role. Development position also needs to be filled.

There were some candidates from the E.D. search that might be viable. Christine will be given the job description for the Operations Director and will tweak it to move forward with hiring.

John motions for Chris Culhane to become the next Executive Director of the Center. Vote is unanimous to accept Chris as E.D.

Emma Stringer has requested to resign from the Board. David motions to accept, Board unanimously accepts

CLOSING

11:15 – Meeting Adjourned