

NEK Tri-District Supervisory Union Capacity Building Subcommittee Meeting

January 27th, 2025

Meeting was called to order at 12:00 PM

Attendance: Chris von Alt, Chris Steel, Willia Nickerson, Sarah Damsell, Emily Finnegan, Sam Mayne

Public:

Approval of meeting minutes:

Meeting Topic(s)

- The meeting time going forward will be the 3rd Tuesday of each month at 12:00 PM
- Members reviewed the goals of the subcommittee, the need/value of a consultant, potential paths forward, and obstacles
 - Potential areas for improvement discussed included: administrative consolidation, policy standardization, shared staff
 - Potential solutions discussed included: NEK Union hiring staff as an entity, three Districts entering into comprehensive agreements to strengthen cooperation, individual Districts hosting employees that work Union-wide, shared contracted support for HR or bookkeeping
 - Value/downsides of a consultant discussed include: higher expertise in areas like HR and finances, lack of knowledge of District structure & function, time needed to help them understand District, motivation for staff to prioritize this work
 - Obstacles discussed included: ongoing funding to support coordination, large list of areas to improve may result in unhelpful answers from consultant, difficulty finding agreement between all 3 Districts, lack of resiliency coming with increased efficiency
 - The core hypothesis we are trying to answer is: "We think we can become more efficient at X while maintaining independence."
- Sam agreed to create a framework for brainstorming areas for improvement and providing comment between meetings to hone in on the priority areas of improvement.
- Sam outlined a potential timeline for the grant after this discussion
 - Feb meeting - determine priority areas for improvement
 - March meeting approve an RFP for consultants if determined one is necessary
 - April meeting select consultant
 - Nov/Dec meeting consultant presents final report
 - May 2027 meeting final deliverables for current grant completed

Other Business

- None

Next Meeting

The next meeting will be held at 12:00 PM February 17th in the conference room at the US Fish & Wildlife Service Silvio O. Conte Refuge Nulhegan Basin Welcome Center in Brunswick, VT.

The meeting was adjourned at 1:00 PM