

## KCCA Board Advisory Committee

January 30, 2023

### Minutes

KCCA Board member present: Bryan Daum

Advisory Board members present: Benson Meyers, Sandi Fuhrman, Elaine Simms, Julie Strand, and Beth Freeman.

Residents also attended.

Bryan shared the results of the KCCA board discussion after reviewing the proposed BAC plan. The board has questions about a possible benefits package for the administrator position. They don't want to have a benefits package that is deemed unfair to current KCCA staff. Julie emphasized that the proposed benefits package is what would be deemed competitive for a comparative job. One question arose if KCCA could hire a new administrator for one year on a trial basis. Julie shared that the prospective administrator salary was researched carefully and professionally. Beth suggested that there should be a 3-6 month probationary period. Julie shared the need for the new employee to be properly supervised with notes of supervision meetings. The BAC asked to promptly receive from the board the current benefits package.

The BAC's recommendation is to hire an administrator, let them settle in, and replace CAP with a professional management co. that could perform fiscal management for KCCA.

Beth suggested that Jeff's current position (golf course, maintenance) might be considered as a co-administrator. The administrator should function as a *community manager*. Bryan suggested that Jeff be consulted with about this potential organizational structure.

The board needs to give the BAC clear direction about when KCCA wishes to replace CAP with a professional management company. A resident who has studied KCCA financials offered the perspective that we can't afford not to move forward with this plan; hire an administrator plus a professional management company to oversee KCCA's fiscal management.

Beth discussed her thoughts about writing a newsletter article that introduces the BAC to the community, its role and charge as a committee to support the board.

These minutes were recorded by Benson Meyers.