

Minutes
H.O.P.E., Inc. - Board of Directors
August 11, 1971

The meeting was called to order by President Audrey Orlich.

Members Present

Bob Hillary
Kathy Minorik
John Schupp
Lucy Arns
Norma Lang
Gloria Ledden
Dolores Delgado
Lola Maczewski
Josie Alden
Susie Diaz
Brad Wilson
Dr. Fred Tavill
Audrey Orlich
Issie DeNoyer

Members Excused

Nancy Gonzalez
Dr. Larry Perlman
Rose Bedell
Henry Karpe
Pete Sheldon

Members Absent

Lisa Brito

Also present were:

Greg Kusiak, Executive Director
Paul Nutt, consultant from WRMP - Madison

The minutes were approved as read, on a motion by John Schupp, seconded by Issie DeNoyer.

r. Kusiak explained to the Board that funding expected from SDG is for fixed costs (rent, utilities, supplies, phones, etc.) and that most of the funds from the Wisconsin Regional Medical Program grant are for personnel. Discussion followed. Mr. Kusiak explained that we appear to be about \$4,000 short of the amount needed to meet all projected expenses for the coming year.

When asked about possible sources for the deficit, Greg explained that: the YMCA has never followed up on its initial contact with him; foundations are being swamped with requests for funds; and it is impossible at present to charge for any services rendered by the Health Center. The most likely way that the deficit will be made up, he said, will be by accomplishing some research using students and assistance from the universities. This would cost less than paying a researcher for all of it, and would free some funds for other purposes. Dr. Tavill suggested that the City Health Department be approached for support of the coordinator's position, since they pay no rent for the use of H.O.P.E.'s facilities. Another possible source, explained by Norma Lang, is the new Emergency Employment Act.

There was considerable discussion regarding the desirability of hiring persons from the local community to fill the position in the Center. Dr. Tavill moved that the Executive Director supply the Board with detailed job descriptions. Motion passed. Dr. Tavill also moved that the Board establish a policy that preference be given to residents of the local community for filling positions, if other qualifications are comparable. Motion passed.

Paul Nutt spoke to the Board, explaining a method of finding out community needs from specially structured discussions with members of the community. Mr. Nutt is a consultant from the University of Wisconsin in Madison who WAMP is paying to assist us. He explained that the process proceeds in stages, and eventually brings in "experts" and "resource controllers" in an effort to cause change in a positive direction. He was very interested in getting members of the Board directly involved in the process. He said it would serve to inform people about health problems, and show them ways to attack the problems.

Audrey Orlich announced that she had been appointed to the Governor's Task Force on Health. She was not appointed to represent HOPF, but said she would keep the Board of Directors informed on all issues.

Mr. Kuslak explained that relocation was proceeding well, and that the first services would be offered in the new location on August 31. A lease has been negotiated for the storefront at 1036 South Sixteenth Street for \$285 per month (with heat) for two years, with an option for another year at \$320 per month.

The Board examined proposed Personnel Practices as drawn up by Greg. Brad Wilson moved to have the Practices say that an employee shall be entitled to two weeks vacation for the first two years, and three weeks after that. Kathy Minorik seconded the motion, and it passed.

Mr. Schupp moved that Mr. Kuslak be given the authority to hire new employees, on a temporary basis, until the Board can approve their hiring. Brad Wilson seconded the motion, and said that a statement to that effect should be put in the Personnel Practices in order that new employees clearly understand the policy.

With these changes, Personnel Practices were approved.

The Board went into a closed session to consider the level of compensation for the Executive Director. After reviewing the recommendations, compensation was approved as follows:

Wages:	\$10,080	(Fringe benefits include paid health
Tringe:	1,183	insurance, Social Security, Workmen's
Total:	\$11,263	Compensation and Unemployment Compensation)

The Board also approved a policy that this compensation be reviewed annually.

The Bylaws were accepted as presented. The Board placed them on the agenda for the next meeting, however, so that more people would have an opportunity to discuss and approve them.

Mr. Kusiak explained that the name "Health Contact Center was confusing many people, that it didn't identify us as a community group, that he felt it was unattractive, and that it doesn't tell where we are. After a short discussion, Kathy Minorik moved to change the name to "16th Street Community Health Center." The motion was seconded by Lucy Arns, and approved unanimously.

Kathy Minorik announced that Rose Bedell was resigning as Corresponding Secretary.

The meeting was adjourned.

(Minutes compiled by Issie DeNoyer and Greg Kusiak)

/kd