

**Resolve New England, Inc.**  
**Meeting of the Executive Committee**  
**Nov. 13, 2023 at 5 p.m. EST**

An Executive Committee meeting of the Board of Directors of Resolve New England, Inc., a Massachusetts nonprofit corporation ("RNE"), was held by Zoom at 5 p.m. EST on Nov. 13, 2023.

Upon notice duly given, the following Directors were present by Zoom or phone:

Board President - Jennifer Redmond; VP - Chrissy Hanisco; Secretary/Clerk - Mary Zanor

Unable to attend – Treasurer - Lisa Rosenthal

Directors – Jill Kniebel

Invited guests also present during the meeting were Executive Director Kate Weldon LeBlanc and Board Fellow Nick Greco

Attendees at the meeting could hear, be heard and speak with each other throughout the meeting.

- **Welcome: Jennifer (5 minutes)**
- **Conference Update, ED Report: Kate (10 minutes)**
  - Moved this agenda item to the beginning
  - Conference is 8 a.m. to 1 p.m. this Saturday, and content is accessible for 30 days
    - 91 registrations as of now; we had 150 total last year and goal is to get there again, or at least over 100
    - We do typically get registrations the last week
    - Kate planning to do a video this week for social media about what the conference means to us as Reels get good reach
    - Social media consultant to tag board members in video so they can repost
    - Jennifer will ask board for IG handles
    - All conference content being pre-recorded this week
    - Suggestion potentially to move date next year if it falls right before Thanksgiving again; will revisit changes for next year, i.e. change to NIAW in April?
    - More successful in person on sponsor and exhibitor side, but SO much more expensive
    - Exhibitors not as interested in virtual booths; are attendees missing out if not having access to these vendors?
    - Board members welcome to sign up for free to attend conference to give thank yous to exhibitors and others/post in chat, etc.
  - MA Advocacy: Some bills have some potential, but hard to get bills passed in MA. MA Parentage Act hearing on 11.14.
  - Advocacy award at conference will go to MA state senator who has been dealing with both infertility and recurrent loss; Sen. Paul Feeney
    - Kate will record giving him the award while she's at the State House on 11.14
    - Donation to Recurrent Pregnancy Loss Association in his honor
  - VT Bill: still alive, but it has an uphill battle. Kate met w/lobbyist on 11.13 to prep for next session there.

- **Preliminary Salary Report: Jill, Kayla, Nick (15 minutes)**

- Finance Committee Member Kayla Shippee unable to attend due to child care
- Nick and Jill have been working with Kayla on this; Nick and Kayla have access to databases re: salaries – but there is less nonprofit info out there than expected
- Used revenue searches between \$200-\$250K; didn't find much in Boston, so increased search out to Worcester, but still weren't able to find close comparisons to RNE
- Kate's salary was not far off if annualized and assumed a 40-hour work week, but it's expected she works more than 30 hours (her current amount)
- Kate should receive an increased salary
- Lack of comparisons when it comes to Emily's position but seems to be under where it should be; she should urgently receive a salary increase
- Questions:
  - How many hours do Kate and Emily actually work?
    - Per Jennifer: we do have access to timesheets they've been submitting; Kate typically only puts in for the 30 hours, but Emily has been submitting actual time worked
    - Recently, Kate has felt she's been working over 30, so will go back to tracking hours. May budget for 35 hours/week for 2024.
    - This does not account for travel time, but they mostly work from home.
    - Do submit reimbursements for mileage for advocacy travel, etc.
  - If you are working extra hours, do you put in for overtime?
  - Do we pay overtime, or is it just a salary? (NO OVERTIME)
  - Paid vacation and paid holidays?
    - 2 weeks total for Emily and 3 weeks total for Kate; 8 paid holidays for Kate only
- Both should be granted an annual cost of living (COL) increase of 2% to 3% (industry standard)
- Go into effect at beginning of each fiscal year
- Should board conduct annual evaluation with a merit increase on top of COL increase?
- Kate can conduct annual evaluation of Emily as well, with the goal of a merit increase on top of COL increase
- What is process for merit increase – will need to get a formal process in place
- There has been a modest increase for both Kate and Emily the last few years (4% to 7%, informally considered merit and cost of living combined)
- Jill will share a brief summary. Health benefits tabled until 2024.
- Retirement: iSolved – pricing seemed expensive to Jill; may source some other options

- **Financial Update: Kate (10 minutes)**

- **\$11,151 in checking**
- **\$72,917 in savings**
- Gearing up for year-end fundraising; will focus on 50<sup>th</sup> anniversary next year as a hook
- Will plan to send appeal letters in the mail, but will also ask on social & do e-blasts
- Kate initially felt behind on filing 990, AGs Form, taxes and financial review – but all were completed before the deadline of November 15th

- MA Charities sent an email to Chrissy and Kate on 11.13; Chrissy wasn't able to log in to look at it further. Kate will review and let her know.
- Budgeting now for 2024 so we can vote on it at Dec. meeting.
- Preeti Sidhu Adler secured \$3K from Cardinal Health.
- RNE hasn't been as successful on grant side, i.e. Cummings Foundation etc. Trying to gauge if we will not have a chance again, or if there will be opportunities in the future.
- Will continue trying on grants front.
- **Update on Naming Project: Kate (15 minutes)**
  - Marketing committee narrowed down to their preferences and voted
  - Emily/marketing committee will present at December board meeting and go through process & progress
  - All Paths Family Building continues to linger
    - Concern about ALL looking like AI
  - Majority vote of those in attendance will be required
  - If a new name is not chosen – we'll have to remain with Resolve New England for the foreseeable future as there isn't a 2<sup>nd</sup> option with more support.
  - Then it will be a matter of when for the name change and how, perhaps a different process.
  - May be able to look into same firm that did name change for Reproductive Equity Now. Marketing committee may be able to assist.
    - What would cost be to work into budget in 2024?
    - Aiming for diversified revenue sources in terms of grants etc.
  - If we don't land on consensus, this may be a project for a firm to assist with. Could also be good timing for 50<sup>th</sup> anniversary.
    - 50<sup>th</sup> anniversary activations in each New England state? Will also help connect professionals and could get creative to be cost-effective, i.e. outdoor spaces.
    - Or one version of a Night of Hope for MA, but state-by-state gatherings may work better. (Similar to what Lauren Wilson did in CT in September.)
- **December Board Meeting Prep: Jennifer (5 minutes)**
  - A lot to discuss in December!
  - Kate and Jennifer to finalize agenda and all materials needed by 12.1
  - Board packet will be available online by 12.4
  - Full board will do vote on the budget and name
  - Jennifer to circulate give/get updates this week
- **Misc.:** A woman in ME who has helped with advocacy – her mom passed away last week, and they included RNE in the obit in lieu of flowers

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Meeting adjourned 5:58 p.m.