

BUSTINS ISLAND VILLAGE CORPORATION
Meeting of the Board of Overseers
December 4, 2021
Approved January 8, 2022

The Board of Overseers met at 10:05 AM via Zoom and at the Freeport Community Library, Freeport, ME on Saturday, December 4, 2021. Overseers present were: Hank **Rauch**, Chair; Amanda **Meyer**, Vice-Chair; Tanya **Sweatt**, Judy **Hayes**, and Craig **Allard**. Other officers/appointees/ contractors present were Sue **Spalding**, Clerk; Tony **DeBruyn**, Treasurer; Crawford and Candy **Taisey**, Straight Edge Construction (Superintendent). 4 other islanders attended via Zoom.

1. Recording of the meeting was started.

2. MINUTES. On a motion made and seconded it was **VOTED 4-0 via roll call vote** to approve the minutes of the November 13, 2021 Board of Overseers meeting as amended.

3. PUBLIC COMMENT- none

4. CLERK'S REPORT – Need to learn to use DocuSign

5. TREASURER'S REPORT – Tony DeBruyn

On a motion made and seconded it was **VOTED 5-0 by roll call vote** to authorize the payment of checks written and submitted by the Treasurer in the Register Report dated 12/2/2021 for the period 11/12/2021 through 12/2/2021.

Tony noted that there has not been much activity this month. **On a motion made** and seconded it was **VOTED 5-0 by roll call vote** to hire RHR Smith to perform the 2021 audit.

6. SUPERINTENDENT'S REPORT – Straight Edge Construction

From a 12/3 report of an islander who went to Bustins all seems to be well there. From Mandy – email from Mike Morse agreeing to do an erosion assessment of the ground under the Pidges Cove stairs. This will be completed this fall/winter if possible.

7. APPOINTED OFFICIALS' AND COMMITTEE REPORTS

a. Administrative Assistant - Nov/December report received 11/13

b. BAC –Painter Soule intends to return as Managing Captain.

The Board will ask the BAC to explore ways to mitigate the high costs of fares.

c. Harbormaster - No report at this time

d. Planning Board – No report at this time

8. Correspondence of note - All related to the Bailey Coffin Aquaculture Lease
Email correspondence is stored in Google Mail.

9. ACTION ITEMS – Nothing to get to at this time

10. OLD BUSINESS

a. Bailey Coffin Aquaculture Lease

The Board will meet with Bailey before entering the Public Forum. **On a motion made** and seconded it was **VOTED 5-0 by roll call vote** to authorize Hank Rauch to negotiate with Bailey Coffin on behalf of the Board of Overseers of the BIVC.

11. NEW BUSINESS

a. Succession planning – what is our objective?

- i. Building a bench
 - 1. Recruiting Admin assistant & Secretary
 - 2. Recruiting next Treasurer
 - 3. Recruiting next Clerk
 - 4. Recruiting next Overseers(s)
- ii. How to answer Island Manager question
- iii. Succession Planning team?
- iv. Other objectives

The Board acknowledged the island’s vulnerability if we lose Treasurer, Clerk, and/or Superintendent. There is a great deal of experience and island knowledge sewn into the current models. The Board discussed possible ways to replace these positions.

Managing the island has become much more complex, and the availability of suitable volunteers has diminished as the island demographic has changed. Sue and Tony submitted lists of the duties they perform, and the lists were very long. In order to consider alternative ways of covering these jobs Sue, Tony, and Crawford were asked to break down their jobs into smaller categories, which might be able to be spread out to additional folks. Without that, the possible necessity of hiring people to do some of the work was brought up, as well as several other possible models. We may need to improve the island communication infrastructure to make all these parts work.

The discussion will continue at the next meeting as we consider the re-organized task sheets and how to train new people.

b. Any other new business – None.

12. NEXT MEETING: Next meeting is Saturday, January 8, 2022 at 10:00 AM via Zoom and at the Freeport Library.

2022 Schedule for Board of Overseers:

Saturday, January 8 @ 10:00 AM, Location in Freeport & Zoom
Saturday, February 12 @ 10:00 AM, Location in Freeport & Zoom
Saturday, March 12 @ 10:00 AM, Location in Freeport & Zoom
Saturday, April 9 @ 10:00 AM, Location in Freeport & Zoom
Saturday, May 7 @ 10:00 AM, Location in Freeport & Zoom

Note: Meetings may be cancelled or additional meetings called with due notice. Please confirm by checking BIVC.net

13. EXECUTIVE SESSION - None

14. ADJOURN: The meeting adjourned at 11:46 AM.

Respectfully submitted,

M. Susan Spalding, Secretary