



Governing Board Meeting Minutes

August 10, 2023

In-Person Location: None - see note re ACT 78 below.

Attendees: See attached list.

5:36 pm

Role Call & Agenda Review - 2 Min

Public Comment - 2 Min

None

Consent Agenda - 1 Min

- Approval of Meeting Minutes

Motioned: Michael Stait Seconded: Kathleen Monroe	For	Against	Abstain
Motion: to approve the Consent Agenda.	24	0	0

Updates

Executive Committee Action Review & Affirmation

Motioned: Jock Gill Seconded: Malcom Doak	For	Against	Abstain
Motion: that the Governing Board affirms receipt and confirmation, with no proposed revision or alteration, of the Executive Committee Actions document.	24	0	0

Todd Vendituoli entered at 5:39

Executive Director Update

5:40

Motioned: Michael Strait Seconded: Kathleen Monroe	For	Against	Abstain
Motion: to go into Executive Session with staff to hear the Executive Director Update finding that premature disclosure could substantially disadvantage the CUD if it were to be made public at this time.	25	0	0

Peggy Stevens and Jonathan Baker entered at 5:41

Evan Carlson entered at 5:46

Marjorie Kramer entered at 5:54

Exited Executive Session at 6:09

- No action was taken

Financials

Denise reviewed the Statement of Activities and the Balance Sheet

HR Working Group DEI Policy

Denise reviewed the proposed policy and asked for feedback

[Diversity, Equity, Inclusion Policy](#)

NEK Broadband CUD welcomes, respects, and includes all people. We are committed to honoring a diversity of race, ethnicity, national origin, physical ability, religion, sexual orientation, gender identity, age, and socioeconomic status. We are also committed to an environment that expects accountability where every individual can work or participate freely, equitably, and free from fear, intolerance, and prejudice. We do not tolerate any form of discrimination, bias, racism, or bigotry.

In addition to the requirements of 21 V.S.A. section 495 and 7 C.F.R. section 15d3, NEK Broadband adopts the following policy:

Motioned: Peggy Stevens	For	Against	Abstain
--------------------------------	------------	----------------	----------------

Seconded: Eileen Boland			
Motion: to accept the DEI Policy as presented	28	0	1

Discussion: Where this will be published and how it is presented.

Abstain- Kathleen Monroe (Implementation needs to provide protections for those reporting incidents and ensure the organization develops policies and procedures that support the policy.)

Working Groups

Communications

1. Developing a Marketing Plan
2. Supporting Board Members as they table at Community Events
3. Getting a new voice-over and a couple of minor edits to our speed draw video
4. Working on improving customer landing experience

Timelines

1. Simplify a complicated process for messaging
2. Publicly share build plans as funding is secured
3. Set community expectations as construction gets underway with OLT located, permitting & make ready mostly complete.
4. Seek firm customer commitments 90 days from the area being lit with 90% certainty.

End of the Line/ Off Grid

1. Our mission is universal service
2. Immediate need is to have consistent and fair criteria that staff can use for immediate decisions
3. We therefore recommend a policy specific to Phase I which clarifies how we will decide whether residences will be included in the phase I build.
4. We have a draft policy we are workshopping
5. Staff is working to collect and summarize data which might help with defining and executing the draft policy

Seasonal

1. Short season vs. 1/2 year
 - a. Promote Value
 - b. Have customer centric POV
2. Costs to recoup:
 - a. Installation & Hardware
 - b. Partner fees

3. Create "suspended service" option rather than disconnect/reconnect
4. Many options for billing/service

Affordability

1. Working with NEKCA and WCVT on ACP promotion
2. Following up with disconnected or late customers on whether they qualify
3. Pursuing philanthropic support
4. Considering income qualified pricing

Underground

1. Approach state & federal legislators to provide funding for buried drops for low-income families
2. Pilot Discount: \$400 for paying up front
3. Pilot Installment Plan: 2-3 year payback period without interest?
4. Follow up with those not installing underground to take service will be conducted as part of the pilot.
5. Perform a Pilot review and provide analysis when Pilot ends.

New Business

Other Business

Adjourn

	For	Against	Abstain
Motioned: Paul Fixx Seconded: Todd Vendituoli			
Motion: to adjourn at 7:02	29	0	0

- **Discussion Summary:** no discussion was held.

Drafted by

Shannon LaCasse, NEK Broadband, Clerk

Rep Status	Town Name	Primary Column				
Primary	Albany	Rob Dewees	v			

<i>Alternate</i>	<i>Barnet</i>	<i>Kathleen Monroe</i>	<i>p</i>			
<i>Primary</i>	<i>Barnet</i>	<i>Neil Glassman</i>	<i>V</i>	<i>V</i>	<i>Voting</i>	<i>29</i>
<i>Alternate</i>	<i>Barton</i>	<i>Amy Crouch</i>		<i>P</i>	<i>Present</i>	<i>3</i>
<i>Primary</i>	<i>Barton</i>	<i>Christopher Altmius</i>		<i>Public</i>	<i>Public</i>	<i>0</i>
<i>Primary</i>	<i>Bloomfield</i>	<i>Nate Nugent</i>		<i>S</i>	<i>Staff</i>	<i>6</i>
<i>Alternate</i>	<i>Brighton</i>	<i>James Ozone</i>		<i>E</i>	<i>Excused</i>	<i>3</i>
<i>Alternate</i>	<i>Brighton</i>	<i>Noah Bond</i>				
<i>Primary</i>	<i>Brighton</i>	<i>Mike Strait</i>	<i>v</i>			
<i>Alternate</i>	<i>Brownington</i>	<i>William Davis</i>				
<i>Primary</i>	<i>Brownington</i>	<i>Amber Hastings</i>				
<i>Alternate</i>	<i>Brunswick</i>	<i>Theresa Caron</i>				
<i>Primary</i>	<i>Brunswick</i>	<i>David Caron</i>				
<i>Primary</i>	<i>Burke</i>	<i>Todd Vendituoli</i>	<i>v</i>			
<i>Alternate</i>	<i>Canaan</i>	<i>Frank Sawicki, Jr.</i>				
<i>Primary</i>	<i>Canaan</i>	<i>Ann Morgan Wade</i>				
<i>Alternate</i>	<i>Charleston</i>	<i>John Kellogg</i>				
<i>Primary</i>	<i>Charleston</i>	<i>Peggy Stevens</i>	<i>v</i>			
<i>Primary</i>	<i>Concord</i>	<i>Bill Humphrey</i>				
<i>Alternate</i>	<i>Coventry</i>	<i>Phil Marquette</i>				
<i>Primary</i>	<i>Coventry</i>	<i>David Barlow</i>	<i>V</i>			
<i>Alternate</i>	<i>Craftsbury</i>	<i>Brian Machesney</i>				
<i>Alternate</i>	<i>Craftsbury</i>	<i>Katherine Sims</i>				

<i>Primary</i>	<i>Craftsbury</i>	<i>Rudy Chase</i>	<i>V</i>			
<i>Primary</i>	<i>Danville</i>	<i>Jonathan Baker</i>	<i>v</i>			
<i>Alternate</i>	<i>Derby</i>	<i>Bob Kelley</i>				
<i>Alternate</i>	<i>Derby</i>	<i>Grant Spates</i>				
<i>Primary</i>	<i>Derby</i>	<i>Karen Chitambar</i>				
<i>Alternate</i>	<i>Glover</i>	<i>Hadley Piper</i>	<i>v</i>			
<i>Primary</i>	<i>Glover</i>	<i>Noah Armstrong</i>				
<i>Alternate</i>	<i>Greensboro</i>	<i>John Stone</i>	<i>E</i>			
<i>Primary</i>	<i>Greensboro</i>	<i>Mary Metcalf</i>				
<i>Alternate</i>	<i>Groton</i>	<i>Terrence CUrran</i>	<i>p</i>			
<i>Primary</i>	<i>Groton</i>	<i>Mike Gaiss</i>	<i>v</i>			
<i>Alternate</i>	<i>Guildhall</i>	<i>Richard Schiller</i>				
<i>Primary</i>	<i>Guildhall</i>	<i>John Orlowski</i>	<i>v</i>			
<i>Primary</i>	<i>Hardwick</i>	<i>Paul Fixx</i>	<i>v</i>			
<i>Alternate</i>	<i>Holland</i>	<i>Andrew Bouchard</i>				
<i>Primary</i>	<i>Holland</i>	<i>Ed Brady</i>	<i>v</i>			
<i>Alternate</i>	<i>Jay</i>	<i>Le-Ann Tetrault</i>				
<i>Alternate</i>	<i>Jay</i>	<i>Tara Morse</i>				
<i>Primary</i>	<i>Jay</i>	<i>Lynette Deaette</i>	<i>v</i>			
<i>Alternate</i>	<i>Kirby</i>	<i>Malcom Doak</i>	<i>v</i>			
<i>Primary</i>	<i>Kirby</i>	<i>Dana Casperson</i>	<i>E</i>			
<i>Alternate</i>	<i>Lemington</i>	<i>Beth Ellingwood</i>				

<i>Primary</i>	<i>Lemington</i>	<i>William "Randy" Gilbert</i>	<i>v</i>			
<i>Alternate</i>	<i>Lowell</i>	<i>Faye Starr</i>				
<i>Primary</i>	<i>Lowell</i>	<i>Marjorie Kramer</i>	<i>v</i>			
<i>Alternate</i>	<i>Lunenburg</i>	<i>Jim Peyton</i>				
<i>Primary</i>	<i>Lunenburg</i>	<i>Harry Williams</i>				
<i>Primary</i>	<i>Lyndon</i>	<i>Marty Feltus</i>	<i>v</i>			
<i>Primary</i>	<i>Maidstone</i>	<i>Jack Donnelly</i>	<i>v</i>			
<i>Alternate</i>	<i>Morgan</i>	<i>Larry Labor</i>				
<i>Primary</i>	<i>Morgan</i>	<i>Eric Pope</i>	<i>V</i>			
	<i>NEK Staff</i>	<i>Denise</i>				
<i>Alternate</i>	<i>Newark</i>	<i>Mark Whitworth</i>	<i>p</i>			
<i>Primary</i>	<i>Newark</i>	<i>Ben Tilford</i>	<i>v</i>			
<i>Alternate</i>	<i>Newport City</i>	<i>Beth Barnes</i>				
<i>Alternate</i>	<i>Newport City</i>	<i>Chris Vachon</i>				
<i>Primary</i>	<i>Newport City</i>	<i>Woodman Page</i>				
<i>Alternate</i>	<i>Newport Town</i>	<i>David Ghelli</i>	<i>v</i>			
<i>Primary</i>	<i>Newport Town</i>	<i>Wendy Matthews</i>				
<i>Alternate</i>	<i>Norton</i>	<i>Cheryl Shepherd</i>				
<i>Primary</i>	<i>Norton</i>	<i>Sally Vallat</i>				
<i>Alternate</i>	<i>Peacham</i>	<i>Harry Vann</i>				
<i>Primary</i>	<i>Peacham</i>	<i>Jock Gill</i>	<i>v</i>			
<i>Alternate</i>	<i>Ryegate</i>	<i>Nelson Elder</i>				

<i>Primary</i>	<i>Ryegate</i>	<i>Shawn Burroughs</i>				
<i>Alternate</i>	<i>Sheffield</i>	<i>Annie McLean</i>				
<i>Primary</i>	<i>Sheffield</i>	<i>Claire Polfus</i>				
<i>Primary</i>	<i>St. Johnsbury</i>	<i>Nick Anzalone</i>	<i>V</i>			
<i>Alternate</i>	<i>Stannard</i>	<i>Name</i>				
<i>Primary</i>	<i>Stannard</i>	<i>Name</i>				
<i>Alternate</i>	<i>Sutton</i>	<i>David Tucker</i>	<i>E</i>			
<i>Alternate</i>	<i>Sutton</i>	<i>Robert Simms</i>				
<i>Primary</i>	<i>Sutton</i>	<i>Evan Carlson</i>	<i>v</i>			
<i>Alternate</i>	<i>Troy</i>	<i>Gaston Bathalon</i>	<i>V</i>			
<i>Primary</i>	<i>Troy</i>	<i>Robert Langlands</i>				
<i>Alternate</i>	<i>UTGs</i>	<i>Anthony Soldo</i>				
<i>Primary</i>	<i>UTGs</i>	<i>David Conley</i>				
<i>Alternate</i>	<i>Victory</i>	<i>Name</i>				
<i>Primary</i>	<i>Victory</i>	<i>Name</i>				
<i>Primary</i>	<i>Walden</i>	<i>Seth O'Brien</i>				
<i>Alternate</i>	<i>Waterford</i>	<i>Bill Piper</i>	<i>V</i>			
<i>Primary</i>	<i>Waterford</i>	<i>Mike Barrett</i>				
<i>Alternate</i>	<i>Westfield</i>	<i>Laura Emery</i>				
<i>Primary</i>	<i>Westfield</i>	<i>Carrie Glessner</i>				
<i>Alternate</i>	<i>Westmore</i>	<i>Linda Michniewicz</i>				
<i>Alternate</i>	<i>Westmore</i>	<i>Ray Lanier</i>	<i>v</i>			

<i>Alternate</i>	<i>Wheelock</i>	<i>David Stahler, Jr</i>				
<i>Primary</i>	<i>Wheelock</i>	<i>Eileen Boland</i>	<i>v</i>			
<i>Alternate</i>	<i>Wolcott</i>	<i>Bradley Horstman</i>				
<i>Primary</i>	<i>Wolcott</i>	<i>Bruce Wheeler</i>				
	<i>NEK Broadband Staff</i>	<i>Danielle</i>	<i>s</i>			
	<i>NEK Broadband Staff</i>	<i>Kitty</i>	<i>s</i>			
	<i>NEK Broadband Staff</i>	<i>Christa</i>	<i>s</i>			
	<i>NEK Broadband Staff</i>	<i>Jason</i>				
	<i>NEK Broadband Staff</i>	<i>Erik</i>	<i>s</i>			
	<i>NEK Broadband Staff</i>	<i>Shannon</i>	<i>s</i>			
	<i>NEK Broadband Staff</i>	<i>Denise</i>	<i>S</i>			