

**Board Development Committee  
February 10, 2025**

1. Meeting called to order at 12:06 p.m. on February 10, 2025, by Judy Walke. Present, in alphabetical order: Sebastian Delgado (SD), Edisa Gonzales Revilla Muller (EGR), Dan Groberg (DG), John Nelson (JN), and Heidi Parker (HP).
2. Agenda approved by unanimous consent.
3. Minutes from November 2024 Committee Meeting
  - a. SD moved to approve. HP seconded. Approved with two abstentions.
4. **Committee Roles and Activities for 2025**
  - a. A transition period for the incoming chair, HP, will begin before summer (roughly in 3–4 months). SD will be the committee's minute-taker.
  - b. Over the coming months, the committee will work to identify potential candidates for the Board. The committee also discussed whether to adopt an officer-development program.
  - c. The committee resolved that it will support the Strategic Plan however it can, but that it is too early in the current term to pinpoint which areas from the Matrix it will focus on.
  - d. HP will update the committee on the Strategic Plan's Committee work.
  - e. Two items under consideration for the committee's snacks role:
    - i. Moving to a two-person, rotating snack schedule.
    - ii. Coordinating board dinners.
5. **Committee Meeting Schedule for next several months**
  - a. The committee resolved to have ongoing monthly meetings on the second Monday. But not every meeting might be necessary. Approved by unanimous consent.
6. **Board Development Committee Goals for 2025**
  - a. The committee resolved to strike "(one from Montpelier)" from its goals since Montpelier's representation in the Board now more than meets the bylaw-required minimum.
  - b. The committee resolved to substitute "supprting" for "through" in "through meaningful conversations."
  - c. Committee's goals:
    - i. Identify and recommend new trustees.
    - ii. Under consideration: whether to add officer development to the committee's duties.
7. **Other Business**
  - a. New trustees will provide their writeups to DG for blog entries on the website rather than the committee's seeking these.
  - b. Under consideration: whether to facilitate mentorship between mentors and new trustees.
  - c. Under consideration: whether the committee should engage more in buddy system.

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