

Meeting Logistics & Information

Date	Friday, September 8, 2023	Attendees
Time	10:00 AM - 3:00 PM	Betsy Ames, Chris Mazzola, Kaitlyn Mitchell, Cindy Zeis, Jonathan Harrison, Keegan Ebbets, Joe Rando
Meeting Type	NEHERS Alliance – Board Meeting	Non-Attendees
Facilitator	Chris Mazzola	Special Guests
		Brenda Watson

Meeting Motions			
<i>Motion #</i>	<i>Description</i>	<i>Movement</i>	<i>Favor/Oppose/Abstain</i>
1	To approve July minutes	Motion – Cindy Second – Joe	6/0/0
2	To approve A/P of \$7629.75	Motion – Joe Second – Jonathan	6/0/0
3	To offer \$130,000 to Candidate A for FT Technical Director and \$50,000 to Candidate B for PT Program Manager for 1 year.	Motion – Joe Second – Keegan	5/0/1
4	To adjourn	Motion – Chris Second – Cindy	6/0/0

Roll call:

- Executive Director: Betsy Ames
- 2023 Board: Chris Mazzola, Cindy Zeis, Joe Rando, Jonathan Harrison, Kaitlyn Mitchell, Keegan Ebbets, Nick Jones, Nicole Burger, and Mike Turns.
- Present (quorum = 5): Chris Mazzola, Jonathan Harrison, Joe Rando, Cindy Zeis, Kaitlyn Mitchell,
- Late: Keegan Ebbets
- Absent: Nick Jones, Nicole Burger, and Mike Turns

Administrative Items

- Approve Minutes from July (no minutes from August) – Kaitlyn
- ❖ **Cindy motions and Joe seconds, motion passes**
- Approve August AP – Joe

- ❖ Joe motions Johnathan Seconds
 - Set time for first Nominations Committee meeting – Betsy.
 - Any other admin items – Betsy

Annual Report / Status of the Organization

Can NEHERS Supplement FT Technical Director salary until we get a Mass CEC grant in 2024.

We would use \$100,000 from Mass CEC and \$30k from NEHERS for the Technical Director and \$50k from Mass CEC for the Program Manager for one year

NEHERS would subsidize the Technical Director position until we could get additional funding, possibly the Implementation Grant, which would be up to \$1.2 million, which comes out in November.

- ❖ Joe motions to offer \$130,000 to Candidate A for Technical Director and \$50,000 for Candidate B for a one-year contract. Keegan seconds. Motion passes. All in favor, (1 abstain).
- In-Depth Financial Overview – Joe
 - Finances as related to Technical Director / Program Director
 - Board Vote
- Membership Update – Betsy
 - Nick and Chris cannot run again.
 - We may need to move Keegan from Associate to Program seat once since Nick leaves the board.
 - CET is no longer a provider, we may need to move Kaitlyn to Rater seat that Chris is leaving.
- Training Update – Betsy
- Webinars Update – Betsy
 - October 11th PHIUS SF
 - December 6th PHIUS MF
- Embodied Carbon Update – Betsy

Betsy's Annual Performance Review

The board will review Betsy's requests and crunch some numbers to see what makes sense, Chris will follow up sometime after the Board Retreat with the specifics.

Brenda's Second Interview

Brenda: using grants is a subsidy we need a stream on income fee for service to make the organization grow.

Competitive market for HERS training so let's work to make NEHERS the main training for the northeast.

Overall, we felt that Brenda would make a great fit and could be a great help to NEHERS with overall goals and strategic planning.

Lunch – Networking and Q & A with Brenda.

Committee and Organizational Strategic Planning

- What role(s) can NEHERS play in the growth of the HERS Industry in the next 10 years?
- Training is the primary revenue source, and the addition of the MASS CEC grant is an opportunity to grow the organization's infrastructure. Joe spoke in depth about our current finances and what he sees as gaps, ideas on how to fill them. Grants offering up an ideal opportunity to grow our infrastructure, but not sustainable. "What can we do to bring our training or work across the country?"
- There was discussion about the benefits and opportunities of NEHERS politically as elected officials like to be associated with workforce development and job creation. There are many routes to explore as far as branding goes, with the job creation piece along with some fun campaigns as we are looking to build up a workforce that right now are hard to find aka unicorns. Chris has made some inroads with the LT Gov in Mass and some key players who would like to partner with us.
- Cindy mentioned a mobile trailer as opposed to a central training location. A mobile training center is ideal for NEHERS, which can assist with offering more training and good branding. We discussed translating our training modules in multiple languages, placing them in ESL and our literacy organizations to promote NEHERS' work and recruit trainees.
- There are contract opportunities within the Dept of Corrections. Vermont Women Works Trail Blazers program is a good model to follow and potentially learn from or partner with for training.
<https://vtworksforwomen.org/program/trailblazers/>
- Kaitlyn and Cindy spoke about seeing the need to have a partner and/or mentor as they experienced what it was like to go through a training, school course with a buddy and how helpful it was. So, building the mentor and buddy program is critical for success.
- Betsy provided an update on the number of sponsors, trainees, members, and current profits. Noting some ebb and flows we are in good position.

What role(s) can NEHERS play in the outreach to and retention of under-represented demographics in the HERS Industry?

What does mentorship mean? How will we know we've been successful at mentoring someone?

What role can social media play in our outreach?

- Put materials about HERS rater training/mentorship in ESL teaching places. Literacy learning centers. Community centers.
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For the HERS Training /professional development

- We should pair HERS trainees with someone based on aptitude test, collaborate better during the training to have a sounding board for questions.
- For our NEHERS Scholarship winners, NEHERS hour blocks during the training with Ricky.
- We need to work on legislative issues that relate to state energy codes, ways to make the codes and the building energy world more cohesive.

3:30 PM to 4:00 PM = Wrap Up / Farewell

- ❖ Chris makes a Motion to adjourn, Cindy seconds, passes unanimously.