

## Grow Licking County CIC

Special Board of Directors Meeting  
April 7, 2021

Location: Virtual via Zoom

Present: Corey Alton, John Carlisle, John Fisher, Duane Flowers, Erin Grigsby, Patrick Guanciale, Mark Johns, Jim Layton, Jim Lenner, Lauren Massie, Jennifer McDonald, Dan McVey, Robert O'Neill (9:06 AM), Jim Roberts, Joseph Robertson, and Nate Strum and Stephanie Bosco

Excused: None

The meeting was called to order at 9:01 AM by Chair Mark Johns.

Ms. Massie called the roll. All board members were present.

### Chair's Report

Chair Johns acknowledged the resignation of Nathan Strum as Executive Director of GROW Licking County CIC. He thanked Mr. Strum for his hard work and dedication to the organization for over 5 years. He commended Mr. Strum on an excellent job done in that he has grown the organization, and will be missed. Mr. Strum's last day will be April 30, 2021. Mr. Strum was thanked by several of the board members.

Chair Johns formally announced the appointment of Stephanie Bosco as the Interim Executive Director of GROW Licking County effective May 1, 2021. He stated that Mr. Strum and Ms. Bosco have been working on a transition including economic development projects, and day to day operations of the organization. He offered congratulations to Ms. Bosco, and she was welcomed by several board members.

Chair Johns shared that the Executive Committee discussed a compensation for Ms. Bosco while she is in the role of interim director. The Committee's recommendation is to compensate Ms. Bosco at \$1,000 per month.

Mr. Fisher provided comments on language related to compensation and payroll accommodations and best practices.

Items for Action as noted below.

Chair Johns shared the draft job description for the Executive Director position (see handout). Several board members expressed the need to review the job description in detail. Ms. McDonald made previous edits and was asked by the Chair to review the draft with the Board of Directors. Ms. McDonald also suggested setting up a separate email for the executive

committee search committee. Chair Johns asked that the posting is disseminated through the general GROW chair email address (TBD).

Chair Johns asked the Board of Directors to consider editing the job description to eliminate “managing people” as an essential expectation of the job function. The Board of Directors discussed this and agreed that experience with management could inadvertently eliminate good talent within smaller economic development arenas, but that the search committee should discuss management experience and expectations during the interview process.

Mr. O’Neill asked when it would be appropriate to talk with potential candidates about additional duties required within several communities through formal agreements (DSAs as noted in the March meeting), since these agreements may require more attention by GROW and the executive director position. The Board of Directors discussed this, and agreed that this should be part of the interview process and preferably researched by potential candidates.

Mr. Strum offered the website [growlickingcounty.org/execdiresearch](http://growlickingcounty.org/execdiresearch) (password protected currently) to use as a tool to post information publicly regarding information about the position. The Board discussed whether to post the salary package in addition to the compensation package. As a result of the discussion, Chair Johns asked Mr. Strum to edit the job description to state “salary requirements” regarding submission requirements.

Mr. Strum will make edits as suggested and provide the link (not password protected) so that the website tool can be used to post the position on various job search engines without charge.

Chair Johns will follow up with the executive director search committee.

Chair Johns discussed a timeline of the search. The Board of Directors expressed the need to take time to identify the right candidate. Mr. Alton and Mr. Fisher suggested keeping the position “open until filled.” The search committee will set an internal timeline to review resumes as they are received to identify prospective candidates and set interviews until the position is filled.

#### Items for Action

Mr. Fisher motioned; seconded by Mr. Robertson for a resolution to accept, with regrets, the resignation of Nate Strum as Executive Director. The motion passed.

Mr. Lenner motioned; seconded by Mr. Layton for a resolution to appoint Stephanie Bosco as Interim Executive Director, starting May 1, 2021. The motion passed.

Mr. Lenner motioned; seconded by Mr. Carlisle to amend the resolution appointing Stephanie Bosco as Interim Director of GROW Licking County after discussion of supplemental compensation.

Mr. Lenner motioned; seconded by Mr. Layton to amend his original resolution to appoint Stephanie Bosco as Interim Director of GROW Licking County to include supplemental compensation for Ms. Bosco at \$1,000 per month to be paid in increments of \$500 on the 15th of the month and \$500 at the end of the month. The amended resolution passed.

Mr. Carlisle motioned; seconded by Mr. Layton, to adjourn the meeting at 10:03 AM.

Next Meeting: Monday, May 10, 2020 at 12:00 PM via Zoom

Respectfully submitted,  
Lauren Massie, Secretary