

Asperger Works

Monthly Board Meeting

346 Broadway, Haverhill, MA 01832

March 7, 2022

The monthly meeting was held via ZOOM. It was called to order by Josiah Morrow at 6:45 PM.

Attending: Josiah Morrow, Adam Rajczyk, Daniel Rajczyk, Eva Rajczyk, Lisa Rajczyk, and Christle Roberts.

CONSENT AGENDA

A motion was made by Daniel Rajczyk and seconded by Christle Roberts to accept the minutes of February 7, 2022 and the minutes of the February 17 meeting (two items in the Consent Agenda) as presented to the Board by Eva Rajczyk. The Board unanimously voted to accept.

PRESIDENT'S REPORT

- Amendments to BYLAWS
 - AMENDMENT 1 - Section 6.04 – remove sentence, “The board president shall be the Executive Director of the corporation.”
 - AMENDMENT 2 - Add a Section 4.11 which shall read, “There will be an advisory board which will be a subset of the board. The advisory board may have as many advisors as the board shall choose to appoint at any given time. To be appointed, an advisor must be recommended by a director or another advisor and will be elected by majority vote of the board. Advisors may then serve indefinitely until they resign, or the board removes them. The board may remove any advisor, with or without cause, by a $\frac{2}{3}$ vote. Advisors are allowed to participate in and vote at board meetings and will count towards a quorum and their vote shall be equal to directors. This applies always unless the president of the board deems a matter pertinent only to the directors, in which case he or she shall announce such, and advisors will not be allowed to participate in the discussion or vote. When the board votes to enter executive session, only directors will be included in that session unless the directors pass a motion which specifically includes the participation of all, or certain, advisors.”
 - AMENDMENT 3 - Add a section 4.08 (e) which shall read, “Censure. In the event a director or advisor conducts himself or herself in a way which is unbecoming at meetings, in organizational communication, or in representing the organization in the public, the board may censure this individual. Censure requires a majority vote of the board. Censure has no penalties associated with it, and the only subsequent action which may be taken is the delivery of a letter (or electronic equivalent) informing the censured individual of the board’s decision. The behaviors which constitute a censure are left to the board’s judgment. Individuals who are to be censured have no right to be informed in advance of this board action but may not be deprived of appropriate meeting notice if the censure is on the agenda.”

- Daniel Rajczyk made a motion to accept the changes to the Bylaws suggested by Josiah Morrow. It was seconded by Eva Rajczyk. The Board voted unanimously to accept the amendments.
- Josiah Morrow reminded us that we had agreed to ZOOM meetings only for 3 months. He asked if we wanted to continue or if we should go back to hybrid meetings starting in April. Everyone in attendance felt that we should return to hybrid meetings.

EXECUTIVE DIRECTOR'S REPORT

None currently.

TREASURER'S REPORT

A motion was made by Eva Rajczyk and seconded by Daniel Rajczyk to accept the Treasurer's Report of February 7, 2022, as presented to the Board by Adam Rajczyk. The Board unanimously voted to accept and file for audit.

NEW POLICY PROPOSAL

Josiah Morrow conducted a review of our Bylaws and proposed the changes mentioned under the President's Report.

STRATEGIC PLANNING

Postponed

BOARD COMMENTS

- **BCOC position** - Josiah Morrow reported on the Hiring Team's progress
 - So far, 4 people applied – 2 from Florida, 1 from California, and 1 from Massachusetts
 - The Team made the decision to set aside the out-of-state candidates' application until or if we don't get any qualified applicants from the area.
 - Josiah also mentioned that Facebook eliminated the job postings platform, so there is no way for us to follow up with prospective applicants through FB.
 - It was suggested that we should contact local colleges because they may have students (undergraduate or graduate) who might be interested in working with us. Daniel Rajczyk said that there is an online portal to which many colleges belong where we could possibly put a listing for this position. Daniel agreed to investigate.
 - It was also mentioned that we should contact Mass Hire.

- Josiah informed us that Richard Rodriguez is putting our ad into Rumbo and that he will be appearing on a Spanish-speaking station in Lawrence to publicize our BCOC job and AWorks.
 - Josiah also volunteered to contact WHAV.
- Eva Rajczyk reviewed the history of AWorks' participation in the **Lawrence St. Patrick's Day Parade**. There was a discussion about whether we should participate again this year. It was felt that because we did not get any financial benefit as a result of our participation and because we have limited number of possible attendees (three of whom cannot walk and need to ride in a car), we should not be taking part in the Parade this year. Josiah reminded us that we are no longer based in Lawrence as one of the reasons. Lisa Rajczyk expressed the opinion that the one reason we should participate is because, although AWorks is now Haverhill-based, we need to ensure that people from surrounding communities know of us. However, she also said that, due to ongoing concerns about COVID, she agrees to our non-participation.
- **Dinner of Hope** – Eva Rajczyk brought to the participants' attention that we need to start working on this year's dinner ASAP.
 - She will check with Michael Middleton of Maria's about reserving the date of October 7 (Friday) or October 8 (Saturday) and will report back at our next meeting.
 - She also brought up the need to raise ticket prices (at least \$5 a ticket) and possibly increase the sponsorship levels due to inflationary prices of food, etc. Eva will provide the price breakdown at the next meeting.
 - Josiah Morrow reminded us that a side benefit to hiring the outreach coordinator will be having a list of business contacts whom we could approach for advertising in our booklet and/or providing sponsorship.
- There was a general discussion about receiving help from the Greater Haverhill Chamber of Commerce, which is now under new leadership and the Merrimack Valley Chamber. Eva indicated that she would contact MVCC's president, Joe Bevilacqua, of the possibility of membership in the Chamber and being permitted to pay a monthly fee for the membership rather than paying in one lump sum.
- Once more the need for a grant writer was brought up by Lisa Rajczyk. Everyone agreed that this is a large hurdle for us. Unfortunately, we cannot expect help from Community InRoads, an organization that helps nonprofits. When we approach colleges about the BCOC position, we could also see if any students in the Business Departments would be interested in helping us write some grants.

EXECUTIVE SESSION

Josiah Morrow called for an executive session. Daniel Rajczyk made a motion to go into executive session. It was seconded by Christle Roberts and the Board unanimously

