

Family Connection-Communities In
Schools of Athens Board of Directors
Meeting Minutes
June 26, 2025

The meeting was called to order by President Keri Massey at 8:33 a.m.

Draft minutes had been distributed before this meeting by President Massey and Executive Director Thompson Podvin, who took them in Secretary Kurtz's absence at the May meeting. After grammatical polishing was offered by Secretary Kurtz, those minutes for the May Board meeting were accepted on motion by Kurtz, seconded by Blount.

Present: President Massey, Vice President Kinman, Secretary Kurtz, Treasurer Blount, Executive Director Thompson Podvin. Board Members: Bradley, Spangler, Luciani, Knapper, Zwirn, Diaz, Hagan, Nobles, McCullick, Meadows, Sanders. Absent: Girtz, Stevens, Past President Brooks.

Agenda item	Motion/action or report
Staff reports	<p>Executive Director Thompson Podvin reported that THRIVE is seeking further grant funding and described the activity in moving the staff from the Hub to our new headquarters at the ACC school building. She also presented the FY26 GAFCP Annual plan for approval by the Board. After a short discussion, the Board unanimously approved it. Executive Director Thompson Podvin also fielded questions from the Board, sharing her plans for the staff as it moves into the summer and the upcoming academic year, as well as plans for more intentional and consistent collaboration between Site Coordinators and Neighborhood Leaders.</p> <p>An extended presentation and discussion led by Cameron Jay Harrelson discussed the three-year plan</p>

	<p>under construction with input from donors, staff, partners and board members. This plan will focus on identifying a new Development Director, improving our marketing and messaging, and increasing donations gradually. The overarching goal will be to significantly increase the percentage of our income attributable to donations as opposed to grants from federal, state, and local governments. He also is planning an updated website and the adoption of a Customer Relationship Management (CRM) platform which will provide a much more comprehensive database than the one we are currently using. This will help in both fundraising and communication efforts.</p> <p>Finally, Executive Director Thompson Podvin singled out and thanked four Board members cycling off as of July 1 (Stevens, Brooks, Zwirn, and Bradley). Each was presented with a certificate suitable for framing along with applause and thanks from the remaining Board members.</p> <p>The final item in Executive Director Thompson Podvin's report was that, after consultation with Treasurer Blount, because no across the board staff raises were on the horizon, all staff will be given a day off from work on their birthday and a small raise for Neighborhood Leaders can be accomplished.</p> <p>Other staff reports from the Neighborhood Leaders, Site Coordinators, and THRIVE had been distributed to the Board members prior to the Meeting.</p>
Board Development Report	<p>Chairman Bradley brought forth two nominees for election to the Board from the Board Development Committee. Tad Macmillan is a longtime teacher and principal in the Clarke County School system who is retired and teaching at Piedmont University. Marissa Chastain is Vice President of Operations of the Athens Chamber of Commerce and received a BFA in Art Education/Painting from UGA and has professional experience in customer service and marketing.</p>

	<p>After nomination by Vice President Kinman and second by Secretary Kurtz, the two nominees were elected unanimously.</p> <p>As for new officers for the coming year, the Committee presented Massey (President), Kinman (Vice President), Luciani (Secretary) and Blount (Treasurer). There will be no Immediate Past President because President Massey will be succeeding herself. Upon motion by Secretary Kurtz and second by Spangler, the slate was elected unanimously.</p> <p>Spangler has agreed to chair the Board Development Committee for the coming year.</p>
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Communications Committee Report	Chair Kurtz recommended dissolving this committee which will be folded into the work of the new Development Director.
Finance Committee Report	Chairman Blount reviewed the current budget to actual expenditures and reported that we are in good shape. He also presented the FY26 Budget and explained it with the help of Executive Director Thompson Podvin. Upon motion of Zwirn and second by Spangler, the budget was passed unanimously.
President's Report	The Administration Committee will be meeting on July 10 and the Neighborhood Leaders Committee will be meeting on July 11.
Ad-Hoc Community Relations Committee	Chair Kinman reported that she and her committee, having achieved their goal of flat funding for the upcoming Fiscal year will stand down ready to operate when necessary, going forward.

New Business & Adjournment	<p>President Massey announced that the July Board meeting will not be held, but that there will be a New Board Member Orientation conducted at some point this summer and current members will be welcome to attend. Also there is an upcoming all-staff training retreat which Board members will be encouraged to join during breaks/lunch.</p> <p>After excusing ED Thompson Podvin from the room, President Massey reported that the Executive Board acting as the Personnel Committee had conducted (with input from Board members, staff, and ED Thompson Podvin herself) its review of the Executive Director's first year on the job. She reported that the Committee was very impressed with her performance, especially because she was succeeding the only Executive Director in our history, faced handling a much larger staff than ever before, and had to deal with many unexpected issues during the year. Based on the outstanding report concerning ED Thompson Podvin's work in her first year, President Massey on behalf of the Executive Board recommended a raise. After discussion of what to do, on motion by Treasurer Blount and second by Vice President Kinman, the Board unanimously agreed to an \$8,000 raise and a one-time bonus of \$2,500.</p> <p>On motion of Massey, seconded by Zwirn, was adjourned at 9:45 a.m. Farewell to the Hub</p>
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