

Dorchester Senior Center, Inc.
Board of Directors
Executive Committee Meeting
24 October 2022
10:30am

Attendees

Emily Watts, Board Chair
Louise Carroll, Board Vice Chair
Diane Thomas, Board Secretary
Haren Main, Board Treasurer

Meeting was called to order by the Board Chair, Emily Watts. The purpose of the meeting was to discuss an email received by Chairman Watts regarding a meeting conducted on Thursday, October 20th, 2022 by the DSI Board Vice Chair, and two DSI employees.

Per the DSI, Inc. Constitution and Bylaws, Section V, G. 4 - Supervision of Staff - All staff shall be directly responsible to the Executive Director of DSI. **Individual Directors shall not interfere with day to day operations of DSI.**

There is a Complaint Form that should be used by employees who have an issue to discuss.

According to the email, the Vice Chair was asked by a staff member for a conversation regarding workplace issues. Per the email, the Vice Chair thought the meeting would be to discuss an attire issue in one of the classes. A second staff member joined the discussion in a staff member's office with a "noise machine" turned on for privacy. This meeting took place during a time frame when the Executive Director of DSI, Inc and the Board Chair were attending a luncheon at The Exchange Club of Charleston that began at 11am to receive recognition for a grant being awarded to DSI, Inc.

According to the Constitution and Bylaws of Dorchester Seniors, Inc. this meeting should not have taken place; therefore the Board Chair set an Executive Committee meeting for 10:30am on Monday, October 24, 2022 to discuss the "private meeting" described in the email.

The Board Chair began the meeting by sharing the email with the Executive Committee. The Chair then read the Bylaws restriction regarding Board members interfering with employees. Immediately the Vice Chair said "I realize what I did is wrong and in violation of the DSI Bylaws, therefore I am willing to voluntarily resign my seat effective today." Much discussion took place regarding this issue and the repercussions that could follow.

The Chair then stated that the DSI Bylaws do not contain measures for disciplinary action for such issues by Board members. The Executive Committee told the Vice Chair that they recommended terminating her seat with the Board of Directors to avoid future such issues.

The Vice Chair again said she should not have participated in such a meeting, and then she repeated that she would voluntarily resign her board seat effective immediately and send an email with a termination letter attached to the Board Chair.

The Executive Committee members accepted her statement, thanked her for her service to the Board and wished her well. The Vice Chair then departed the room.

The Executive Committee then requested the Executive Director to the meeting to discuss current staff shortages, and the new food contract for the kitchen of DSI, Inc. The Executive Director assured the committee that she has a plan that will be put in place to alleviate staff shortages as well as the situation in the kitchen at DSI, Inc.

Having no additional issues to discuss, the meeting was adjourned at 12:15pm.

Emily Watts

Emily Watts
Chair
Executive Committee