NFHR BOARD OF DIRECTORS

September 17, 2026

Present: Beth Beymer, Aletha Carson, Margaret Crespo, Holly Durst, Beth German, Cynthia Madden, Solveig Pedersen, Kelly White. Absent: Jeanne Poirier

Meeting called to order at 5:59 MST

Administrative Business

- Standing schedule confirmed as every third Thursday.
- June and July minutes were previously approved and are to be published to the website.
- August minutes will be updated with member edits and circulated for approval.
- Agenda covering financials and hiring process was adopted.

Financial Report

- Checking balance: **$11,954.83**; savings balance: **$18,356.76**.
- Organization is running approximately **$5,000 short annually**.
- *Herald* will be reduced to **two issues per year beginning in 2027**, with estimated savings of about **$2,000/year**.
- Holly will present *Herald* cost and subscription-impact analysis at the October meeting for a formal vote.
- Commission-based advertising sales role was discussed and tabled.

Hiring Process

- Five candidates remain after one withdrawal.
- Candidate materials are in shared Google Drive folders and must remain confidential.
- All candidates will receive identical interview questions; background checks are required for candidates proceeding to interviews.
- Aletha, Beth B., and Kelly were appointed to the interview committee.
- Board members will submit preferences or objections to Margaret by **EOD Friday, September 19**.
- Candidates with majority support will advance to interviews.

- Interviews will be about 40 minutes each; the hire will be probationary.

Scheduled Meetings and Deadlines

- **September 19:** Candidate preferences due to Margaret.
- **September 20 or early following week:** Margaret sends interview invitations.
- **Week of September 22:** Candidate interviews.
- **September 29, 6:00 PM:** Special Google Meet board meeting for hiring decision.
- **October regular meeting:** Holly presents *Herald* financial analysis.
- Current registrar's end date: **November 6**. Transition items include mailing address, PO box, Zoom access, and anticipated dual payroll overlap.

Next Steps

- All board members: submit candidate preferences to Margaret.
- Margaret: send interview invitations.
- Beth B., Aletha, and Kelly: coordinate candidate interviews.
- Holly: prepare *Herald* cost and subscription analysis.
- Jeannie: publish July and August minutes.