

**MARION BOARD OF SELECTMEN  
WATER/SEWER COMMISSIONERS  
MEETING MINUTES  
February 23, 2016**

**MEMBERS PRESENT:** Stephen Cushing, Chairman  
Jonathan Dickerson

**MEMBERS ABSENT:** Jonathan Henry

**ALSO PRESENT:** Judith Mooney, Acting, Town Administrator  
John Garcia (Standard Times)  
Matthew Bernat (Sippican Week)  
Mary Lou Newell (Wanderer)  
Debra Paiva, secretary  
John Turner  
Other members of the audience who did not sign in

The meeting was called to order at 5:30 p.m. in the Town House conference room. The Board met to interview the following applicants for the Council on Aging Director position:

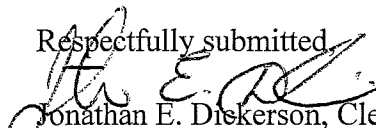
5:30 p.m. Elizabeth Howe  
6:30 p.m. Heather Sylvia  
7:30 p.m. Cynthia Byers

The questions asked during the interviews included:

- Why are you interested in this position and why do you feel you would be our best choice?
- Please describe your current work and any work that you have done that directly relates to the position.
- Tell us about your education, training, and experience and how you feel it qualifies you for this position.
- Do you have experience working with the public and being scrutinized by the public?
- Please describe your experience and responsibilities as a supervisor and manager and what you believe is the most difficult part of being a supervisor of people.
- This position requires that you develop, recommend, and monitor the operating and capital budgets for the Council on Aging. Please tell us about your budget experience.
- Do you have any experience in capital construction, long range planning, and/or budgeted projects? (i.e., new senior center)
- What experience do you have with grant writing?
- Why will seniors feel comfortable coming to you with questions or problems?
- Communication is an essential skill for effective managers. How would you describe your communication style? How would you describe your written communication skills?
- Please describe your leadership and management style and abilities.
- This position requires you to be an advocate for seniors. Can you give us an example of when you were an advocate for seniors? What was the outcome?
- What new programs would you recommend be put into place and how would they be funded?

Moved by Mr. Dickerson and seconded by Mr. Cushing at 7:40 p.m. to adjourn. VOTE: 2-0-0

Respectfully submitted,

  
Jonathan E. Dickerson, Clerk  
Date approved: March 1, 2016

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DOCUMENTS REVIEWED AT MEETING – February 23, 2016**

Resumes – Council on Aging Director finalists