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**Subject:** BOR Queries -SM&NC Operations  
**Date:** Thursday, April 28, 2022 3:03:18 PM  
**Attachments:** [BOR Fiscal - SMNC Clarifying Notes.pdf](#)

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**Valerie:** Regarding **Monday night's BOR Fiscal Committee queries**, I would be grateful if you would forward the ATTACHED Clarifying Notes to the BOR. On behalf of the SM&NC Board of Directors, we ask that the Board of representatives please not reduce our 2022.23 Operating Budget. With warmest thanks, Melissa

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Stamford Museum  
& Nature Center

Thursday, April 28, 2022

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Melissa H. Mulrooney\*  
Chief Executive Officer

\*Executive Committee

**Board of Representatives:** At the BOR Fiscal Committee meeting on Tuesday, April 26, several questions were raised that we wanted to address and clarify.

Respectfully, we have requested \$1,325,000 flatline operating support requested by Mayor Caroline Simmons on our \$4 million Operating Budget. Over 86 years, we have proven the SM&NC to be a sound institutional investment for the City of Stamford with balanced annual operating results and distinguished service to our schools, families, and community.

**The SM&NC Staff Team** – 66 employees running site-wide programming and operations.

- 25 Full Time salaried employees – 6 Department Directors managing Finance, External Affairs, Curatorial, Environmental Education, Heckscher Farm, Executive Office/Capital.
- 6 full time hourly B & G Operations and 2 Visitor Service co-Managers
- 14 Certified School Year Pre-School Teachers and assistants for 150-day school year
- 17 part-time hourly Team – from \$15-\$22 per hour
  - We have 5 minimum wage Team Members @ \$13 to progress through our evaluation process in July.
  - Visitor Services
  - Administrative Support
  - Environmental Education
  - Heckscher Farm
- 2 Part-Time, flexible-hour Professional Employees covering Human Resources and Special Needs education.
- All of our Professional Team are evaluated at the end of fiscal year along with a Focus Check mid-year. Increases, spot bonuses, and monthly recognition are the norm.
- Salaries were flat during COVID and are now providing raises to address inflation.

**Our Chief Executive Officer, Melissa H. Mulrooney, since August of 2005**

We were honored to have recruited Melissa H. Mulrooney, our distinguished CEO in fall 2005. She is a **career museum professional and visionary**, a skilled executive leader bringing, well-informed, fiscally sound, transformative change to non-profit museums and organizations.

**Over her almost 17 years of leadership in Stamford**, the SM&NC has reimagined the educational and community service of the SM&NC to our schools, families, and community, created signature programming and events; and built a devoted professional Team and Board.

Our Board Executive Committee conducts a comprehensive annual evaluation of our Chief Executive Officer and we have given Melissa incremental increases in salary that are appropriate to all her achievements and leadership over nearly 17 years. Her salary is comparable to or less than the salaries of other local non-profit Executive Directors and CEOs.

Harry Day

President  
SM&NC Board of Directors