



7/13/19 SUUSI Board Meeting Notes

APPROVED 7-19-19

Board Members present: QUORUM ACHIEVED (majority of 11 voting members)

Cameron Allen (elected 2016)
Kim Breivogel, Secretary (appointed 2018- 2nd term)
Jay Camp (appointed 2017- 2nd term)
Cate Farrell, Senior Youth Rep (elected 2017)
Wilson Farrell, Board President (elected 2017)
Karen Gonzalez (appointed 2018, to complete unexpired 1 year term)
*Steve Greenberg, Risk-manager
Paul Langrock (appointed 2018- 2nd term)
Bill Neeley (appointed 2016)
Derrick Peavy, Treasurer (appointed 2014)
*Spike Purcell, Junior Youth Rep (elected 2018)
Kimi Riegel (appointed 2017)
*Jennifer Sanders, SUUSI Director
*Annsley Van Buskirk, Director Emeritus
Angel Wall (elected 2018)

Board Members Absent:

None

Guests Present:

Jimmy Van Buskirk, SUUSIship Coordinator
Jan Taddeo, Nurture Staff Director
Teeter Tomlin, Nominations Committee member

*Indicates non-voting members

Opening: Wilson called the Board meeting, held in Noble room 214, to order at 1:06 pm, following a brief check-in

Approval of 4/20/2019 Board meeting minutes

Kimi moved and Cameron seconded that the previous meeting minutes be approved. There was no discussion and the motion passed unanimously.

PRESIDENT'S REPORT (Wilson) - Wilson shared that everything seems to be going well leading up to the 69th SUUSI. He had just been made aware that new UUA Youth Protection Guidelines have been released and that is something the board will need to discuss at some point.

DIRECTOR'S REPORT (Jenni) – Jenni reported the following:

- Registration is reporting several last minute cancellations for a variety of reasons but the numbers look good. We have 1096 people registered as of today.
- Several departments are reporting staff members that could not come. The vacancies are being filled, for the most part, with Teens/Middlers being the most challenging to fully staff.
- New UUA Youth Protection Guidelines will be reviewed by Youth staff.
- Scott dormitory is scheduled for demolition sometime in the next year. Devin and other WCU Conference services staff will be meeting with Jenni to help figure out a plan for 2020.
- YAs chose to be in a non-A/C housing space this year due to concerns with being in adult dorm last year.
- Many opportunities for building community have been planned for this year including Speed Socializing, Solo at SUUSI events, Community Meals in Brown and SUUSI Explorers events. Board members are encouraged to participate in these and to help spread the word.

TREASURER'S REPORT (Derrick)- There is not much to report at this time but we will know more Friday. No surprises are expected from WCU conference services, per Jenni. Dining prices go up every other year and the next increase is due next year. We pay per meal based on a guaranteed minimum number, negotiated with WCU by Jenni, or actual card swipes, whichever is higher. Housing prices have stayed constant for all 4 years at WCU and will likely rise in the next year or so. We have contracts to hold SUUSI at WCU for the next two years, per Wilson.

COMMITTEE REPORTS

SUUSIships (Jimmy) Paul, Cameron & Kim

Jimmy will be continuing as the SUUSIship Coordinator next year. No one is sure how the rumor he was stepping down originated. There have been three SUUSIship Committee meetings this year held via Zoom. Approx. \$12,500 in 2019 SUUSIships have been awarded using a “rolling acceptance” model. SUUSIships are under budget for the year. There was one last minute cancellation. Jimmy reported that awarding SUUSIships to new attendees and children of staffers who are experiencing financial hardships has been his priority. Moving forward, he plans to integrate SUUSIships better with staff to help acclimate newcomers. It was discussed that hiring newcomers for less than full staff is probably better for long term retention than full staff positions. Jimmy is planning some technology improvements. Getting to the SUUSIship application form in SOLIS is confusing to some applicants, as is the form itself. Jimmy intends to send the spreadsheet used to record SUUSIship applicant info to the committee in advance of all meetings next year. He is working with Nicole, Volunteer Coordinator, to arrange volunteer hours for SUUSIship recipients. He plans to emphasize that deadlines are hard unless there are Board approved exceptions. It was discussed that, per current policy, people could apply any day and be considered. Wilson would like the SUUSIship Committee to examine policies related to SUUSIships and recommend possible changes.

Right Relations (Jan)- Angel & Kimi

Jan previously sent a document (SUUSI Covenanting and Covenant Accountability Process) to the Board for review via email on 4-19-19. The process will be implemented, beginning this year, to determine “how people can be helped to bring their best self to SUUSI”. Five “SUUSI Promises” workshops will be held to gather information. The Board is asked to help to spread the word that these are stand-alone workshops though it may look like participants should attend all 5. The Nurture Tent will have prompts to start discussions during community time and table tents with prompts are around campus in order to gather information to help develop the covenant. Board members are encouraged to participate in this process, in

some way. Small groups (ex: age groups, co-op parents, etc.) will have opportunities to share thoughts as well. Jan was surprised to learn that age groups do not have covenants in place already. Angel and Wilson will meet with Jan at the end of the week to go over all feedback regarding the covenant and process that was received.

Wilson noted that the changes in Ingathering should support the development of a more intentional community and “sacred space”. The traditional “how many SUUSIs have you attended?” activity has been removed. In the Bardo registration area there is a board to capture this info. Jenni asked that when/if participants express concerns about Ingathering changes Board members encourage them to share feedback in the post-SUUSI survey and that we emphasize the reasons why the changes were made.

Jan showed the Board a beautiful pulpit cloth, handmade by SUUSI artisan Lauren Furey, to be used at Ingathering and other SUUSI worship services to help establish our “sacred space”.

Nominations (Annsley, Jay & Teeter)

Bill (appointed 2016) is not continuing on the Board after this year and Karen’s 1-year term is up (appointed last year to replace Mara, who was appointed in 2016) so two Board nominations are needed this year.

Potential Board nominees put forward and discussed included Karen Gonzalez, Russ Taddeo, Kimber Dudley and Kimberly Debus. A motion was made that Karen Gonzalez, who has served on the Board for one year, be nominated for the first open position (Jay/Paul). This passed with no abstentions.

It was discussed that people of color and younger people are not well represented on the Board, especially with Cameron leaving the Board this year. The Board is primarily female as well. It may be more difficult for younger people to win an election as YA and Median community members may not be as well known in the general SUUSI population, which tends to be older. Nominating younger people would be a good way to increase the age diversity on the Board.

A motion was made that Kimber Dudley, who has been leading the Medians, be nominated for the second open position (Jay/Bill). This passed with no abstentions.

Elections (Karen) Cate, Spike & Angel

Shelby Ferncrombie and Marina Demoraes have expressed an intention to run for the Youth Board position. Marie Steele, Gail Cyan, Bethany Cecere and Elizabeth Cameron have expressed an intention to run for the elected Adult Board position. Cate will be speaking at the required Teen meeting and before the Teen Intimacy Chat on Monday to discuss the process of getting on the Board. A Candidate Forum, moderated by Wilson, will be held Wednesday at 5 pm. Board members are encouraged to attend and participate in the “Ask a Board member” segment. The Elections Committee will explore ideas for livestreaming or recording the forum.

Board members to fill shifts for the Elections table Thursday were solicited and recorded by Karen. Elections Committee members will form the Teller’s Committee and will count votes Thursday night.

The “Giving Back to our Beloved Community” workshop Monday will mention that SUUSI community members are welcome and needed to serve on various Board committees or task forces. Annsley reached out to technical staff to ask that a question soliciting interest in volunteering for this be added to SOLIS for next year.

Foundation (Annsley)- Derrick, Paul, Wilson, Jay, Bill & Molly Lazar (community member)

The Foundation Committee met for one day in Clearwater, FL to elect officers, draft and approve policy. Annsley is the newly elected Foundation President. The new policies will appear soon on a revamped Foundation website. The goals for the Foundation are 1) to protect SUUSI assets (reserve funds and SUUSIship funds) and 2) to protect the SUUSI Endowment (currently ~\$55,000). There are plans to approve an Investment committee. The UUA Common Endowment is being considered but volunteers with investment experience may have some advantages.

It was explained that SUUSI and the Foundation are separate but connected organizations. When SUUSI has excess money, that will be granted to the Foundation. The Foundation will then grant funds back to SUUSI when needed. Bill suggested that the SUUSI Board contribute to the Endowment at some point, perhaps with a matching gifts campaign, to raise awareness of the Endowment and encourage the SUUSI community to give.

Policy & Bylaws (Derrick)- Wilson, Derrick & Bill

There is nothing to report at present. Recommendations regarding the Sabbatical issue raised in the last meeting and a SUUSI Gifts policy are pending.

NEW BUSINESS

Gifts (Wilson)

A \$400 gift will be given to WCU Conferences staff post-SUUSI to thank them for their assistance.

SUUSI Raffle (Wilson)

A free SUUSI to be raffled this year is in the budget. The process to sell tickets needs to be clarified and implemented. The Foundation should be part of the raffle process. Kimi and Annsley will coordinate the raffle. Last year a total of 129 tickets were sold for a profit of \$621 for SUUSIships.

Director Elect (Jenni)

Amy Davis was nominated for Director-elect (Jenni/Jay) and the motion passed unanimously.

Background checks (Annsley)

WCU's new requirements increased the number of sex offender registry and criminal background checks from ~100 to 271 this year. All SUUSI staff and volunteers working with minors now must have a background check completed each year. The Director-elect or Director Emeritus is responsible for this very time-consuming process. Annsley would like a policy in place to protect the very sensitive personal information contained in these reports. WCU requires print copies be kept in Devin's office for 7 years. The North Carolina university system requires this. Some questions remain, including:

- Do "staff and volunteers" under 18 need to submit to these? If so, do they need parental permission to submit the form?
- What disqualifies someone from working or volunteering with children?
- How is all of this personal info protected?

Per Steve, juvenile convictions are not available so background checks on minors are irrelevant unless they are charged as an adult. SUUSI must turn over a physical copy to WCU, but keeps access in SOLIS (need login). Steve recommends SOLIS delete information for those that pass background check and only maintain reports with concerns. We need to know WCU's requirements.

Incident Knowledge (Annsley)

Steve Greenburg, as Risk Manager, was previously tasked with maintaining a confidential list of participants who have been banned from SUUSI. It is unclear how this list is used. SOLIS tracks participants by email, so participants could potentially register even if they've been banned. Until SUUSI tracks people by SSN (last 4 digits) or DOB, there is no reliable way to flag people. Per Jay, there are ~10 people that have been banned. Steve has one name at present. Per Jenni, there are also people with multiple incident reports that may need to be flagged. There are 3 issues that must be addressed according to Steve:

- 1) Creating a list of banned/flagged individuals
- 2) Effectively accessing the list
- 3) Maintaining confidentiality of the list

Derrick suggested entering flagged names in SOLIS and limiting access to Director and Risk Manager, etc. There must be a reliable procedure to make sure the list is checked each SUUSI. After registration closes, the Risk Manager could be contacted to make sure no one on the list has registered. Wilson will organize a meeting of the SUUSI Historian, previous and current directors, and Risk Managers to compile a list of banned/flagged individuals and explore possible procedural options.

Board member reminders (Wilson)

There will be a board meeting Friday at noon and lunch will be provided. Paul will pick up food. Board members volunteered to attend the Tuesday (Cameron) and Thursday (Wilson) Core Staff meetings. Board members were encouraged to sign up for a Community Meal in Brown Dining Hall if they have not done that.

Minutes (Cameron)

Cameron asked to revisit the 10/13/2018 board decision regarding how the minutes record voting on motions. It was previously approved that minutes should only record whether a motion passed, failed or passed with abstentions. Cameron feels it is more appropriate to record how individual board members vote in the interest of transparency. Discussion included that the Board exists to manage the corporation of SUUSI and as such, speaks as one body to avoid dividing the community. Steve Greenburg questioned whether this is a relevant issue; has anyone asked for information on how individual board members have voted? A NUUS article might be helpful in reminding community members that Board meetings are always open and that minutes are made available on the website. The Board has taken steps towards transparency by posting meeting minutes, the policy manual, bylaws, financials, etc. Cameron shared his perception that the Board is biased against Teens and Young Adults as young people are asked for their feedback but he feels their concerns are not addressed. It was questioned whether that is relevant to how the minutes are recorded and how changing that will address that concern. Karen then moved that the minutes record how Board members vote unless the vote is regarding a person (for example, nominations). This was seconded by Jay. Discussion included that a person's reasoning is not necessarily recorded with their vote. If votes were public, people may not vote their conscience. The SUUSI Board currently records votes in the typical manner for non-profit boards. The motion passed with 3 abstentions.

Closing

Wilson moved to adjourn the meeting; Cate seconded; motion passed at 4:28 pm

Respectfully submitted, Kim Breivogel 7-18-19