



7/19/19 SUUSI Board Meeting Notes

Approved 11-9-19

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)
*Amy Davis, Director Elect
Cate Farrell, Senior Youth Rep (elected 2017)
Wilson Farrell, Board President (elected 2017)
Karen Gonzalez (nominated 2019)
*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:

Elizabeth Cameron (elected 2019)
Marina Demoraes, Junior Youth Rep (elected 2019)
Kimber Dudley (appointed 2019)

*Indicates non-voting Board members

Opening: Wilson called the Board meeting, held in Noble room 214, to order at 12:18 pm, following a brief check-in, chalice lighting and reading ([So That We Might, Together, Shine by Erik Walker Wikstrom](#))

Welcome & Board process overview

Wilson welcomed our Director Elect and the newly elected and appointed Board members and explained:

- newly elected members will begin Board service at the next meeting so do not vote today.
- Steve Greenberg is hired by the Board and present in an advisory capacity (does not vote).
- the SUUSI Director, Director Elect and Director Emeritus are also non-voting.

- Paul, Vice President, serves as the Board parliamentarian, keeping discussion on track and ensuring Roberts Rules of Order are followed.

Approval of 7/13/2019 Board meeting minutes

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

PRESIDENT'S REPORT (Wilson) - Wilson shared that the 69th SUUSI was very successful.

- **Planned gifts-** Thank you gifts, to include a \$400 gift card to WCU Conferences Services staff and a \$250 monetary gift to Hillside Grind, were noted.
- **Elections and Youth-** Youth, Middlers and Teens need to be more involved and aware of SUUSI elections processes and have more contact with youth candidates. Discussion of this included that Wednesday at SUUSI may be a good time for this. The Elections committee could potentially take part in the opening worship with youth. "I voted" stickers may encourage youth and adult participation in elections.
- **Rules are Rules-** All rules must be enforced and followed consistently by Board members, staff and participants. This includes marijuana prohibitions, shoes at Serendipity, alcohol at Cabaret, etc. Current and past staff members have been observed breaking rules and this is a concern. Jenni will continue to clarify rules and stress the need to be responsible and keep our covenant with each other.
- **Our future at WCU-** Jenni and Wilson met with Devin. WCU has expressed concerns with some things we do (ex: unlimited signage, using classrooms for art projects, late night alcohol events, etc.). Aligning our use of space with WCU rules is very important and SUUSI is being asked to make some adjustments. Two more years are contracted at WCU but they have the right to terminate our contract for any reason, per Annsley, and we may have the right to terminate as well. Jenni and Steve will check the contract. The purpose of a "rolling contract" if WCU could terminate that was questioned. It has been shared that some members of the trans community feel unsafe in NC due to the "bathroom bill" controversy. It would likely take approx. 2 years to find a new SUUSI home. We may need to consider a standing contract committee to review current/future contracts. Per Steve, a priority for the contract committee when reviewing contracts may be to change the termination clause.
- **Adverse info about participants/potential participants-** How do we deal with information we find out about people that may or may not come to SUUSI? When people have been banned from SUUSI in the past it's because we had evidence something inappropriate occurred at SUUSI.
- **Open meetings-** Transparency and openness are goals.

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

- **Gifts-** Jenni authorized the purchase of assorted candies for the Dining Hall staff as there were reports of SUUSI participants acting entitled and being rude. Some Dining Hall staff ask off during SUUSI to avoid our participants, though they have been hesitant to identify specific participants that are problematic.
- **SUUSI participation-** 1107 is our final number of participants this year. Efforts to increase community have been well received (Community Meals, Solo at SUUSI, SUUSI Explorers, Speed Socializing, etc.). The expanded Newcomer program has also been successful.
- **Early arrival issue-** some EAs have not had sufficient meals on their card and this has been a frustration. This won't necessarily impact all EAs as some have not swiped at all meals.
- **Departure preparation-** The Board is asked to help clean up campus and remove signage that is no longer needed. We must be out by 11 am Saturday (not noon). WCU staff report most people have

returned keys by 11 am in the past so this is not expected to be a problem. Trash and recycling should be taken out tonight.

- **Background checks-** WCU is reviewing their process and will have a new policies in place by Fall. From what Annsley was told, the new version will no longer require that WCU maintain physical copies of the background check and will explicitly outline what disqualifies people from working or volunteering with children. We will sign affidavit that we ran checks and eliminated persons of concern from positions working or volunteering with children. Discussion included that it may be appropriate for all parents (co-op, etc.) to complete background checks. Co-op parents share childcare formally but non-co-op parents may do this informally. In the interest of time, this topic was moved to future business.
- **WCU facility usage-** WCU is rewriting their facility use policies and so contracts will have to be resigned. There have been recent concerns about SUUSI use of outdoor space (grass under slip and slide and conversation unicorn) as well as indoor space (tie dye, art rooms, etc.). Devin will work with us to find more appropriate spaces, as needed. We must find a balance between maintaining our practices and traditions and being good guests at WCU.
- **Nurture changes-** there has been a good response to SUUSI Promises and these efforts are moving forward, though they will not be fast. The increase in Chaplains has been helpful.
- **New UUA Youth Protection Guidelines-** These are being reviewed by Youth, Middler and Teen staff. Staffing rations will likely be the biggest challenge to adoption.
- **Dorms for 2020-** Planned construction will likely alter dorms for next year. These are still being finalized. We have been told that, likely beginning in 2020, we will have a maximum of 4 dorms for all participants. We used 5 dorms this year so there will be challenges but also opportunity for increasing community and intergenerational interactions. Most of the impact will be in Teens/YAs.

TREASURER'S REPORT (Derrick)- We will not have final numbers until we get the WCU bill. Everyone is asked to use the new tool (<https://tools.suusi.org/>) to submit receipts, which is expected to be a very smooth process. A brief explanation of SUUSI financials was provided for our new Board members. We are a cash based business. At the end of the year we may have money left over or we may need to pull from our reserves if SUUSI overspent. There are two organizations that make up SUUSI: SUUSI, the operating camp, and the SUUSI Foundation. This division was set up to protect SUUSI assets.

EXECUTIVE SESSION 1:12 -1:24pm

COMMITTEE REPORTS

SUUSIships (Paul, Cameron & Kim)

We had two late applications, one from a participant who thought they had paid fully but found out upon arrival that they had not. In both cases, they fulfilled all SUUSIship responsibilities, including completing the application and working their assigned volunteer hours. One applicant offered to “repay” funds later but it was discussed that the SUUSIship Committee does not get involved in payment plans or make other special arrangements.

Right Relations (Angel & Kimi)

Qualitative data from SUUSI Promises events and activities is being reviewed. The prompts will be included in the SUUSI survey this year in order to gather even more data.

Jay reported an incident where a Median event disrupted the sleep of a participant who became frustrated and lashed out. The Minister of the Day (MOD) provided mediation but there was no apparent resolution. Kimi suggested a trained “mediation team” could address issues like this. If appropriate, a question seeking people with these skills could be added to SOLIS. Per Jenni, SUUSI mediation policy (6.1.E, p. 7) is specific and does not guarantee a solution. The goal is for both sides to be heard. The MOD is called when a conflict first happens to ensure that this happens. Mediation may be needed later.

Nominations (Annsley & Jay)

The Nominations Committee was asked to review the SUUSI bylaws pertaining to nominations and to align their practices with those, moving forward. This would entail presenting the names of potential nominees to the Board prior to the pre-SUUSI meeting. Ideally this would happen at the meeting prior to arriving at SUUSI.

Foundation (Annsley)

Annsley reported good conversations this week regarding the Foundation. The Homebrewers donated \$410 raised at workshop auction to the Foundation and the free-SUUSI raffle also raised funds. The 2020 goal is to educate SUUSI community regarding the Foundation. To this end, the website is being revamped and an educational push is being planned.

Elections (Karen)

The 2019 election went well and the committee learned what they need to work on. 5 adults and 2 youth ran for elected Board positions. The Board Candidate Forum was well attended. “I voted” stickers will be purchased for next year and youth will be given more opportunities to be involved in the election process. Cate recommended more outreach in the Teen dorm and a workshop for teens about serving on the Board. Jenni reminded the committee to go through the Director to initiate programming changes, rather than contacting staff directly.

Policy & Bylaws (Derrick)

Numerous policy and bylaws changes are anticipated and will be proposed at the next meeting. Russ Taddeo and Gail Cyan have both expressed interest in policy and would be good community member additions to this committee. Derrick or other committee members will reach out and make those contacts.

NEW BUSINESS

Board Administration (Wilson)

Managing travel, taking meeting minutes and tracking action items are Board member roles but do not have to be. Wilson suggested hiring a Board Administrator (non-voting) to coordinate these and possibly other actions of the Board. Discussion included that this position would provide some institutional knowledge and consistency in addition to above mentioned tasks and that the position could possibly be structured like the Assistant to the Director role. Derrick moved and Kimi seconded that we approve the Board Administrator position. Discussion included the possibility of audio-recording meetings. This was seen as potentially helpful but it was noted that transcribing would be needed. Possible drawbacks are having more people on the Board, increased complexity and added expense. The Board Administrator would need to be at Board meetings so there would be travel expenses as well as staff credit. The CORE Staff Director and Assistant to the Director have taken on Board management responsibilities (EAs, travel arrangements, putting Board events in SOLIS, lunch orders, etc.) and this position would reduce their work load.

Paul called the question to end discussion on this topic and Kimi seconded. This passed unanimously with no abstentions. Wilson asked for vote on approving the Board Administrator position. This passed unanimously with one abstention (Jay). Wilson will develop a position description and advertise on the SUUSI Friends site. The goal is to have this person in place for the Fall meeting.

Selection of Board Officers (Wilson)

- **President-** Wilson (Bill moved and Karen seconded, approved unanimously with no abstentions).
- **Vice President-** Paul (Jay moved, Derrick seconded, approved unanimously with no abstentions).
- **Secretary-** This position is undefined with the addition of the Board Administrator position and recent practice did not align with Board policies. Karen moved (Kimi seconded) that Kim remain in Secretary role while the new position is clarified. Discussion included that Wilson plans to hire a Board Administrator before the next meeting and that there are no clear roles for Secretary outside of taking minutes. Per Derrick, there are Treasurer roles that could be reassigned to the Secretary (paying insurance, annual registration, etc.) and communication could be part of the Secretary role. The Secretary could serve as historian for the Board. Per Steve, there is no institutional memory for things like who has been banned from SUUSI and someone should maintain these records. Karen withdrew her motion and Cameron made a motion not to fill the Secretary role (Jay seconded). This was approved unanimously with no abstentions.

Board Committees & Positions (Wilson)

Committee selection is at the discretion of the Board President. All committees are encouraged to include participation by community members, as appropriate. Ideally there would be both elected and nominated Board members on the Nominations committee.

- **Policy & Bylaws-** Wilson, Derrick & Kimber
- **Right Relations-** Angel, Elizabeth, Kimber, Kimi
- **SUUSIships-** Kim, Paul, Angel
- **Nominations-** Amy, Karen, Spike and Elizabeth volunteered. Members will be finalized at the fall meeting.
- **Foundation-** Derrick, Paul, Wilson, Kimi (and community members)
- **Elections-** Marina, Spike, Karen, Kim
- **Risk-manager:** Steve Greenberg
- **SUUSIships-** Jimmy Van Buskirk
- **Survey-** JP Vidas

Board Reminders (Wilson & Jenni)

- **Communication-** Wilson will send an invitation to everyone to communicate via Slack. He will add new members to the googledrive and update asuusi.org emails.
- **Fall meetings-** There will be a joint Board/CORE staff survey meeting held via Zoom. Jenni is recommending that the Fall CORE staff meeting not be a joint meeting so the Board will schedule a separate meeting.

Closing

After thanking our outgoing Board members (Bill, Cate and Cameron) and our outgoing Director Emeritus (Annsley) for their service on the Board, Wilson moved to adjourn. Cate seconded and the motion passed unanimously with no abstentions at 3:02 pm

Respectfully submitted, Kim Breivogel 9-4-19, 9-6-19