



SUUSI Board Meeting Minutes

Nov 9, 2019
Charlotte NC

- **9:00 am - Call to order and check-ins**

In attendance: Wilson Farrell (President), Paul Langrock (Vice President), Derrick Peavy (Treasurer), Jennifer Sanders (Director), Michelle Langrock (Board Administrator), Angel Wall, Spike Purcell, Kim Breivogel, Steve Greenberg, Kimber Dudley, Marina DeMoraes, Karen Gonzalez, Kimi Riegel, Amy Davis, Elizabeth Cameron (via Zoom).

- **9:15 am - Officer Committee Reports Questions**

These reports were part of the meeting packet and participants were expected to read them ahead of time. There were no questions or proposal of future agenda items.

- President's Report
- Director Report
- Nominations Committee Report
- Elections Committee Report
- SUUSIShip Committee Report
- Foundation Committee Report
- Covenant Accountability (Right Relations) Committee Report
- Policy And By-Laws Committee Report

- **9:17 am - Treasurer Report**

Derrick reported that there should be more money to donate to the Foundation next year. At the end of this year, Derrick expects to have around \$70,000 in cash.

- **9:20 am - Consent Agenda**

- Acceptance of Officer and Committee Reports
- Meeting Minutes
- Other administrative motions in the packet, *none*.

Paul moved to accept the consent agenda. Jay seconded. The motion passed unanimously.

- **9:30 am - Covenant exercise - Led by Michelle**

Based on the exercise, Michelle prepared a draft covenant to be reviewed after the meeting.

- **10:30 am - Discussion of Annual Survey Results**

Karen moved to create an incentive for survey completion. Kimber seconded. The motion passed by majority vote. Derrick abstained. Amy, Karen, and Kimi agreed to report back to the Board with a recommendation.

Action: *Jennifer will ask the technology team to create a link in SOLIS to include the details of the survey incentive.*

- **11:00 am - Break**

- **11:20 am - Discussion about WCU policies and raised issues. Led by Jennifer Sanders.**

Discussion: The world has changed, and there is probably not a university that will accommodate all of SUUSI's components. Can we explore a 30-year long-term plan for a permanent home for SUUSI with the Foundation? Mainstream churches are selling retreat centers. We need to be able to host up to 1,400 people, and retreat centers don't generally hold that many people. Site Selection Committee will be reactivated to explore options, not necessarily with the intention to

change sites but to discover options. Core Staff will work to cut expenses, but there will likely be an increase in registration costs this year.

- **12:26 pm - Working Lunch - Introduction of Group Topics**
- **12:30 pm - Topic Areas - Round 1**
 - Site Selection (Jay, Kimber, Kimi, Amy, Spike)
 - Board Structure - Board Admin, Secretary, Use of Consent Agenda (Michelle, Kim, Wilson, Paul, Elizabeth, Derrick)
 - UUA Youth Safety Guidelines (Angel, Karen, Marina, Steve, Jennifer)
- **1:20 pm - Regroup - Introduction of Round 2**
- **1:30 pm - Topic Areas - Round 2**
 - Social Media Policy (Kimi, Angel, Marina, Jay, Wilson)
 - Dealing with Adverse Information (Steve, Kimber, Jennifer, Paul, Derrick)
 - Nominating committee (Amy, Elizabeth, Karen, Spike, Kim)
- **2:15 pm - Break and Photo**
- **2:30 pm - Topic Area reports and motions**
 - **Site Selection**
 - Kimber moved to reinstate the Site Selection Committee. Jay seconded. Motion passed unanimously.
 - **Action:** *Policy Committee to propose changes to composition of Site Selection Committee to the Board.*
 - **Board Structure**
 - Tasks to be moved from Treasurer to Secretary: Ensure that SUUSI carries adequate general liability insurance, insurance for directors and officers, insurance tail policy for former Board members. Register corporation with state annually. Obtain list of van drivers from Core Staff by May 1.
 - Task to be moved from Treasurer to Core Staff: Maintain relationship with Enterprise rental.
 - **Action:** *Derrick to prepare instructions for the tasks moving to other positions. Let Jennifer know that the Board will no longer monitor the Enterprise account.*
 - Secretary asks for reports from Officers and Committees, assembles and distributes meeting packets, assists the President in preparing agendas and other documents, maintains and distributes Board new member packet, and oversees elections.
Action: *Michelle to prepare updated Secretary job description and submit to Board for approval.*
 - Board Administrator: take minutes, arrange travel, SOLIS functions, other administrative duties such as arranging for early arrival.
 - **UUA Youth Safety Guidelines**
 - Most areas are either in compliance or could easily become in compliance with tweaks. Some areas that are not in compliance: 15 passenger vans - recommend not allowing them to transport minors; ratio of 1:7 for teens and 1:5 for middlers and below - more research to be conducted; ratio of 1:10 for lifeguards - not possible; only individuals assigned to a room allowed in the room when the room is closed - recommend initiating an open door policy in teen dorm to foster inclusion.
 - **Social Media Policy**
 - The group recommended a modification of the harassment policy by extending it to social media. Jay moved to combine the efforts of the harassment policy reviewers with this social media group to form a Harassment Task Force led by Kimber and Kimi. Angel seconded. Motion passed unanimously. Jan Taddeo will be solicited to contribute based on her covenant work.
 - **Action:** *Anti-harassment Task Force to report back to the spring Board meeting.*

- **Dealing with Adverse Information**
 - Currently, there is no institutional knowledge of adverse information. The recommendation is to create a list of banned names and flag them in SOLIS. If a flagged individual attempts to register, the Registrar brings the issue to the Risk Manager via the Board President.
Action: Jennifer to ask Alan if he can create this flag in SOLIS.
 - SUUSI will not share information pertaining to banned persons to anyone outside of those involved in the situation. On a case-by-case basis, basic information may be released to the extent of acknowledging that the person has been banned and whether there is a related police report.
- **Nominating Committee**
 - The Nominating Committee will be: Elizabeth Cameron as voting member, Bill Neely as non-voting member, and Amy Davis as Director-elect.
 - *Action: The Nominating Committee will create a process for presenting candidates to the Board for consideration.*
- **3:00 pm - Review of SUUSIShip selection process and criteria**

Jimmy Van Buskirk presented the general criteria used in the “matrix” to determine SUUSIShip award: income/need, first-timer, staff member family, distance from SUUSI, diversity. SUUSIShips are limited to three total awards per person. The committee has been moving from subjective to objective criteria. Jennifer presented the concern from SUUSIShip recipients that there is no clear way to submit volunteer hours and no follow-up if one does not complete.
- **3:57 pm - New Business**
 - Foundation Board member Nomination and Vote - Molly Lazar has stepped down from the Foundation Board. Rob Curran in presented as replacement. Motion by Derrick to accept Rob Curran as a member of the Foundation Board. Jay seconded. Motion passed by majority vote. Abstention: Kimber.
 - Discussion: Inclusion and Safety (A discussion about transgender community members) - Kimber shared that the trans community would like for SUUSI to educate the general SUUSI community on trans issues, such as a panel, more resources in the NUUS and other SUUSI venues to reduce educational burden from transpersons, a worship service on this theme, slides in the staff training, training of individuals interested in becoming “ambassadors” or safe community members to educate, and resources in the bookstore.
 - Policy: Past Director Sabbatical Credit - Jay moved to approve a full sabbatical credit for all living former directors. Paul seconded. Motion passed unanimously.
 - Policy: Travel Reimbursement Mileage Rate - The charitable rate is currently 14 cents/mile. We have been paying the business rate of 55.5 cents/mile. Derrick moved to insert the word “charitable” into the policy verbiage. Jay seconded. The motion was passed unanimously. As of January 1, the mileage rate will be the IRS charitable rate, and this will be updated in the policy.
 - Policy: Gifts - Derrick will update the policy to state that all monetary gifts from SUUSI to outside organizations go before the Board for approval.
 - Policy: Vaccinations - Policies were presented for consideration. The Board went into Executive Session. Kimber moved to ask the SUUSI community the following question in an anonymous survey: “If SUUSI required minors under 18 to be vaccinated in order to attend SUUSI, would you be more likely to attend, less likely to attend, or unaffected?” Derrick seconded. The motion did not pass. Jay and Angel opposed. Paul, Kimi, Wilson, and Kim abstained.
- **5:30 pm - The meeting was adjourned.**