



SOCIETY OF ST. VINCENT DE PAUL

HELPING NEIGHBORS STARTS AT HOME

Council Board Meeting – Minutes

April 26, 2018

4:00-6:10 p.m.

Presiding: Elizabeth Barbieri, Board President

Present:

- *District Council Presidents:*
Annette Bligh, Ken Gebken, Bob Hook (via phone), Wes Karna, Jeff Bunten, Ed McCarthy, Matt Medina, Steve Polk, Phil Schwab, Clay Whitener
- *Members at Large:*
Ellen Harshmann, John Luth, Dan Schlafly, Jim Wilson, Rhae Yancey
- *Ex Officio members:*
Rev. James Cormack, Dave Winslett
- *SVDP staff:*
John Foppe, Gena Bast, Denise Chachere, Debra Downey, Anne Kirwan, John Walters

Absent: Derek Collins, John Fallah

Quorum: Yes

1. Opening Prayer

Fr. James Cormack led the opening prayer.

2. Spiritual Reflection / Mission Moment

John Foppe led a discussion on balancing the three pillars: spirituality, friendship, and service.

3. Review of Agenda / Any Other Business

No additions

4. Minutes of Previous Meeting and Approval

The Board approved the previous meeting minutes.

5. Treasurer's Report

a) Q2 Financial Review

Debra Downey and Ed McCarthy discussed the YTD Dashboard and the Profit & Loss report. The Council is at the targeted financial position, spending bequest dollars for program services using Board Designated Funding. Investments are somewhat conservative for the long term.

b) Lemay Lease Renewal

RESOLUTION: The Board approved a five-year renewal of the lease for the Lemay Thrift Store at 3924 Lemay Ferry Road, St. Louis, MO 63125.

c) Budget Revision

RESOLUTION: The Board approved a revision to the FY2018 budget to accommodate the income and expenses of the new Creve Coeur Thrift Store.

6. Executive Director's Report

a) FY2018 Q2 Strategic Plan Report

John Foppe discussed highlights of the report. There was added discussion on the hidden and visible costs of employee turnover, which is favorable compared to years past. There was a question of how well SVDP would fit into the United Way's upcoming grant model. John was asked to provide more information regarding the history and reasoning of the change at the Board's July meeting.

b) Culture Change Listening Sessions Report

John reviewed highlights of this report. The issues are addressed by short- and long-term goals.

c) FY2019-21 Strategic Plan Process

John explained how issues from the Listening Sessions will feed into a Strategic Plan. There will be a steering committee to help organize two full-day planning sessions in June and August. Barry-Wehmiller will help facilitate. There will be a presentation to the Board in September.

7. Governance Committee

a) Board Self-Assessment and Formation

John Luth reviewed results of the Board self-assessment.

- There was input that Board members would benefit from getting to know each other better. Social time before this Board meeting and other activities can help.
- There has been a suggestion to form a mentoring or partnering relationship among new and experienced Board members as a means to help get the newer members acclimated more quickly.
- To help Board members stay focused on current activities, the prior meeting minutes are now resent just before the next meeting.
- There will be ongoing focus on Board diversity to support inclusiveness and effectiveness. District Presidents are encouraged to form a succession plan that has this goal in mind.

To help support ongoing Board member formation:

- A Mission Moment at the start of Board meetings will help keep focus on the group's mission.
- Each Board member received a printed copy of the FY2018 Board Manual. This will be redistributed once a year and eventually posted on-line.

b) July Board Meeting at a Thrift Store

Going to service locations can help reinforce an understanding and appreciation of the Council's work. There was consensus to hold the July Board meeting at one of the Thrift Stores. Details will be provided as the date draws near.

c) Board Profile Update

Each Board member is asked to complete the Board of Director's Profile form. This information will help align individuals' talents with Council needs and also help identify needed areas of expertise in future Board member selections.

8. Development Report

Anne Kirwan covered highlights of the Development Report. The Council has reached 96% of its annual goal in just the first six months of this fiscal year. The Council is blessed and very grateful for the generous giving. The present model, talking to many donors and maintaining a large group of volunteers, is helping donors understand the organization's Mission and Vision. The Annual Report, clean and simple, helps build this understanding as well.

Rhae Yancey provided an update on the Development Committee that was formed two years ago. The group is working with John Walters to help increase volunteers

and donations for the Stores. A “DRAB TO FAB” event will be held on Saturday, May 12, 11 a.m. to 1 p.m., at the Florissant Thrift Store. There will be demonstrations on “furniture flips” and various promotions. Local parishes are encouraged to participate. Other ideas include a business plan template to help share best practices among the stores. Donation bags branded for St. Vincent de Paul will be tried at a couple area stores.

There was a question of whether changes in the tax law would lessen donations from smaller donors, but such donations have actually increased lately.

John Foppe proposed changes to the Development team. Anne Kirwan would become a Development Manager, covering many ongoing aspects of the program. Ryan Carney, who was on Staff a few years ago, would be hired as the new Development Director. He would take the program to a new level with particular focus on planned giving.

MOTION: The Board approved the addition of an additional Development position to support these changes.

9. Human Resources

a) Employee Survey

Denise Chachere discussed the Culture/Climate Survey Results. There has been a significant increase in the Net Promoter Score.

The discussion generated several suggestions. It may be beneficial for Thrift Store employees to visit local Districts. To help promote SVDP within the Catholic community, perhaps John Foppe could have involvement at the seminary. This would add to the Marketing Plan’s engagement with the diaconate and RCIA programs. There could be benefit to promote best practices among Conferences.

10. Stores

a) Creve Coeur Store Update

John Walters provided an update on this new store. There will be a soft launch over Memorial Day weekend and a Grand Opening on June 12. That will be followed by Customer Appreciation Week. Rotation among a few store managers will help provide expertise and development.

11. Voice of the Poor Update

Steve Polk reported on the legislative reception at Kenrick last month, held in conjunction with Catholic Charities. There was good participation among the

approximate 110 who attended. Missouri Senate Bill 615 would provide Earned Income Tax Credits. It has good support.

Steve accepted a regional leadership position for Voice of the Poor, covering about seven states. Future advocacy could possibly include encouraging our neighbors in need to be involved with letter writing and voting.

12. Other Business

Ozanam Sunday is April 29.

13. Closing Prayer

Fr. James Cormack led the closing prayer.

Submitted by John Luth
SVDP Council Secretary