



SOCIETY OF ST. VINCENT DE PAUL

HELPING NEIGHBORS STARTS AT HOME

Council Board Meeting – Minutes

April 29, 2021

4:00-5:30 p.m.

All attended via teleconference.

Presiding: Elizabeth Barbieri, President

Present:

- *District Council Presidents:* Dan Asahl, Jeanette Aubuchon, Judy Belford, Bill Blow, Jeff Bunten, Bruce Gallion, Ken Gebken, Ernestine Jackson, Carole Johnson, Wes Karna, Ray Suda
- *Members at Large:* John Fallah, Ellen Harshmann, John Luth, Laurie Phillips, Bernie Sammons, Dan Schlafly, Phil Schwab, Rhae Yancey
- *Ex Officio members:* John Foppe, Fr. Mark Pranaitis, Dave Winslett
- *SVdP staff:* Gena Bast, Denise Chachere, Debra Downey, John Fitzpatrick, Mike Goering, Julie Komanetsky, Steve Poppe, Barry Schoedel, John Walters

Absent: Michael Kehoe

Quorum: Yes

1. Opening Prayer

Fr. Mark Pranaitis led the opening prayer.

2. Review of Agenda/Any Other Business

Agenda items were added to discuss donations in El Paso, Texas, the Voice of the Poor Committee, and the July 29 Board meeting.

3. Secretary's Report – John Luth

a) Minutes of Previous Meeting – approval

The Board approved the previous meeting minutes.

- b) Executive Committee – Appreciative Inquiry sessions

Hold the date: Please plan to attend these sessions, May 11 and May 12, from 4-6 p.m. each day.

4. Treasurer’s Report – Phil Schwab/Debra Downey

- a) FY2021 Q2 Financial Update – report and approval

The first six months of this fiscal year have been unusual. Donations are up considerably. Stores sales are up with two programs on hold and more in-kind goods donated. There have been staff shortages in the retail and distribution operations. Health insurance take rates are up. The IT expenses are up, particularly with hardware needs.

The Operating Reserve is at 65%, which is good. Greater than 70% would be considered “hoarding” according to guidelines from a council of non-profit organizations. There was a request to examine this guidance with a Catholic perspective.

The details of the report were in various printed tables. These included a report of sales and vouchers by store.

The Board approved the Q2 Financial report.

There was also discussion regarding funding for Catholic value investments, presently at 78% of the Council’s investment portfolio. With this Separately Managed Account structure the Council will rely on the various management teams’ recommendations for any voting activity.

RESOLUTION: The Board authorized the creation of a new investment account with USB to manage the Dana Catholic Equity Fund investment.

- b) FY2021 Revised Budget – approval

An additional grant led to the budget being reopened.

RESOLUTION: The Board approved the FY2021 Financial Budget restatement, with \$200,000 of additional income and an additional \$200,000 of program expenditure.

- c) FY20 Audit Results – report

The auditors found that the Society’s financial statements present the financial position fairly and in accordance with generally accepted accounting principles.

d) FY19 Audit restatement – report

The audit included a restatement of the FY2019 report due to a change in the way that Conference credits were accounted.

e) Donations in El Paso, Texas

The District Presidents have already approved \$3,000 of twinning to help SVdP's work for migrants in that area. The Board approved an additional \$3,000 of Vincentian Services funds to help as well.

5. Executive Director's Report – John Foppe

a) FY2021 Q2 Strategic Progress – report

A year ago, the pandemic had a tight grip. With God's providence, we are sure footed and proceeding well. The need is up, and we can meet it. We have come a long way in a year. There is a lot to celebrate. This is a high-performing mission-driven team.

This report covered various achievements and challenges in each area. Among the highlights of this report, the donations have been generous. Disincentives created by COVID stimulus and unemployment supplements continue making it difficult to fill key Stores positions. The staff is employing a variety of measures to address the difficulty. Barry Schoedel has been bringing a new approach with instructional design. The Spring Assembly went well. There are discussions on when and how to resume home visits, possibly this summer. The Rapid Rehousing program has been launched. The Society has had good coverage in the *St. Louis Review*. The Stores have a new Pricing and Inventory system, material handling equipment, and other developments. Mary Gehrig has been hired as the new Assistant Director of Thrift Stores.

6. Human Resources Report – Denise Chachere

a) Insurance Claims

The General Liability and Workers Compensation insurance coverages were up for review in April. The Finance Committee reviewed related information.

In 2020 there were five General Liability settlements to Store customers totaling \$3,000. In 2019 there was one settlement for \$12,000.

The safety record includes 14 Recordable employee injuries so far in 2021, one serious injury in 2020, and three serious injuries in 2019. The 2019 injuries will roll off the rate formula in 2022. Major injuries have included issues with truck collisions, slips, and falling objects. A Safety Manual has been created for routine training. Regular discussions are already occurring within the leadership team to keep safety on everyone's agenda.

b) Employee climate survey results

The most recent survey brought a Net Promotor Score of 61.5. This is an especially strong, positive result. Scores above 30 are considered very good. This is also very improved from earlier years. The score was -6 in 2015, 30.6 in 2017, and 29.2 in 2019.

The survey is conducted every 18 months. This most recent survey was in November 2020. It included 100 questions. There were 148 respondents out of 244 employees, for a 60.7% response rate. An Action Plan addresses ongoing opportunities for short-term, intermediate, and long-term actions.

The positives in these results include excitement with support of the mission, COVID support, new employee orientations, person-to-person engagement, and development. There is also focus on how to support prayer among non-Catholics in the staff.

7. Development Report – John Fitzpatrick

John introduced himself and provided some of his personal background. He noted a smooth transition with his predecessor, Ryan Carney.

Development in this Council is strong in most every category. Donors are answering the need. There have been improvements in direct mail and major gifts. Relationships are the key ingredient. John will be inviting the Board for more direct involvement.

8. Governance Committee written report – Ellen Harshman

Ellen reviewed highlights of the committee's written report.

9. Stores Committee report – Carole Johnson

Carole thanked the Board for their questions, comments, volunteering, and engagement. She reminded everyone that volunteering brings credits to their conference.

a) Cool Valley Update – John Walters

Highlights of the operation were included in the committee's written report.

Trucks are picking up from homes. Contact Stores leadership if there are questions.

b) Recognize John Walters' retirement – John Foppe

Congratulations to John Walters for his years of service and all that he has done for the Stores program in this Council. John will stay engaged with two National Boards.

10. Disaster Committee report – Annette Bligh

This was a written report.

11. Other Business

a) Voice of the Poor Committee

Dianne Marshak resigned as Chair of this committee. The committee is restructuring and will stay focused on its role.

Elizabeth also mentioned that the Development Committee needs a Chair.

b) Next Board Meeting

The next meeting will be July 29, 2021. It will be an in-person meeting at St. Bridget of Kildare in Pacific. There will be a Mass at noon, followed by lunch, then the meeting starting at 2:00. Following the meeting there will be a tour of St. Joseph Hill.

12. Closing Prayer

Fr. Mark Pranaitis led the closing prayer.

Submitted by John Luth
SVdP Council Secretary