

## **St Paul of the Cross Board Meeting Minutes of April 12, 2021**

### **ATTENDING:**

Sandra Arnould  
John Bodary  
Father Pat Brennan  
Fr Alex  
Roger Frank  
Kari Klinski  
Cindy LaFond  
Sue MacDonald  
Jim McKelvey - absent  
Faith Offman  
Bob Salter  
Neil Sobeck  
Greg Soule  
Toby Tabaczynski  
Dennis Wagener

1. **Welcome/Call to Order** – Toby Tabaczynski called the meeting to order at 6:32 p.m. He noted that we have a guest,
2. **Consent Agenda** – Greg and then 2<sup>nd</sup> was Cindy
3. **Charism Sharing** – Bob and Faith
4. **Board Education Experience** – Fr. David Colhour, Provincial Council Trustee and 1<sup>st</sup> Consultor of the Holy Cross Province –
5. **Monitoring Report Review: Ends #5, EL#3, 8, 11** –  
Father Pat reported on Ends #5, noting that we are responsible for energy and the environment and that St. Paul's is doing a very good job of making strides in this area.  
EL #3 – it was reported that we are looking to have St. Paul's website updated.  
EL #8 – Review of budget and monitoring report. We are in a pretty good financial position, thanks to the PPP loans and continued generosity of donors and those attending retreats. Our donors and participants have confidence in what we are doing. We are looking to save dollars and provide clean energy. Sandra Arnould noted that the budget for next year will be a building budget; we had built our budget on an average of 35 people this year, not hitting those numbers due to State mandates for the number of people who can gather, this has been a very conservative year.

For the budget next year she noted that our budget for fundraising is high; consulting dollars are up – we are in the midst of outsourcing the accounting functions (this will save us dollars). With new State mandates, employees will generally be allowed to work from home for the next six months; employees are coming into the retreat center – it is staggered people and staggered hours. Sandra noted that meeting with other retreat centers has been very helpful.

Sandra noted to save the date final vows for Philip (Sunday 7/11/21), there is a meeting scheduled for next week to put plans in place.

Toby Tabaczynski gave kudos to all - many businesses struggling; we have had much generosity by our donors, but this has not happened by chance, it has happened by action, ideas and hard work. He noted that we are investing and improving in our physical plant and infrastructure.

Sandra Arnould noted the capital budget - need a resolution or board to approve. The capital budget will be sent out – this is a wish list of sorts, items needing to get done.

Greg Soule noted that the Finance and Audit Committee reviewed the budget in great detail, now the budgeting process is a brief discussion; we are able to look at assumptions, without having to dig into a lot of details – thank you to Sandra and her team for their strong record keeping and organization.

#### **MOTION**

John Bodary moved that the St. Paul's Board of Directors move to approve the Budget as presented.

Greg Soule seconded the motion.

The motion passed unanimously.

6. **BEL (Board Executive Linkage) Policies Report** - Toby Tabaczynski began the discussion - The BEL report monitors if the board is following the rules and structure of policy governance. We do this (monitor ourselves organically) at each board meeting, please see this report – if you have any questions or thoughts, please let me know. Yes, we are behaving appropriately as a board under policy governance.

7. **Board Affairs – Report bylaws unanimously approved by Province. Review board term member status. Discuss and distribute self-evaluation form** – John Bodary reported on activities of the Board Affairs committee. He noted that the board determined to add flexibility to the terms of officers; this was presented to the Provincial Council, thus impacting a change to our Bylaws (impacting terms of officers). John Bodary noted that the committee also reviewed the terms of service, a poll was completed by board members, there is no need to change the terms of service. The only change is that the officers will take on a third year (an extension of officers' role for one year. NOTED addition not mentioned in our meeting: various board committee members will stay in tact with no changes). Toby Tabaczynski thanked the officers for their continued commitment. He noted that he and John Bodary received an email from Greg Soule, choosing to remain on the board and as an officer and how important St Paul's has been in his life. This heartfelt sentiment from Greg reminded Toby of how important board members are to the continued operation and success of St. Paul's – thank you for reminding us that what we do is important. John Bodary thanked Sue and Dennis for their board service which will end as of July 1, 2021 and noted that they would continue their relationship with St. Paul. John Bodary noted that he would be providing the annual self evaluation survey (as an

online Google Doc survey) – this helps us to become a better Board. This will be sent out in early May, with feedback and discussion for our June meeting.

- 8. Ends Policy Committee Update, Recommendation** – Neil Sobeck noted that the Ends Policy has developed a new ends policy to include language on cultural and racial diversity. Discussion took place with regard to how Father Pat, Sandra and staff demonstrate how this is achieved and measured, and how the CEO and team interpret this new policy; Sandra Arnould noted that she asked herself “why do we exist” (that is the intent of ends policies).

Board members shared their thoughts regarding outreach in the community and how to include diverse groups – it was noted that we have made strong efforts to engage the black Catholic community, but have not had a lot of response. Faith Offman noted that the statement of ‘hospitality’ was consistent throughout our message, and perhaps this should be included. Bob Salter noted that we may want to table this until our Strategic Planning session. Cindy LaFond noted that she likes the word ‘outreach’; Sue MacDonald likes the word ‘reflective’. Board members thanked Neil Sobeck and other members of the Ends Committee for working on this new goal; determined to take the next steps for ‘wordsmithing’ via email.

- 9. Outreach Committee Update** – Father Alex reported on the most recent activities of the outreach committee. Looking to develop a relationship with a person of color to explore spirituality via retreats; he noted he has been talking to a woman from Shrine who may be interested in joining us (a relational level of our mission). Looking to set up a committee meeting within the next week – dates will be sent out to committee members. Father Alex noted that the activities will dovetail with Ends Policy; it was noted that this is time for us to move out of our comfort zone.

- 10. Retreat Planning** – Looking at planning a retreat day or overnight. Hoping to do this face to face, in later summer or fall. Would we look at moving it to Adrian and/or Lansing? Look to focus on bonding and education

- 11. Round Table / Special Announcements** – Toby Tabaczynski noted that the next board meeting is June 28, 2021; perhaps this will be in person.

- 12. Closing Prayer** – Toby Tabaczynski asked Father Pat to lead us in a closing prayer.

- 13. Adjournment** – Toby Tabaczynski thanked Dennis and Sue for their service on the board and hoped to say thank you in person at our June board meeting and noted that they would still be involved with the retreat center. The St. Paul of the Cross Passionist Retreat and Conference Center Board Meeting was adjourned at 8:52 p.m.

Minutes submitted by: Kari Klinski, Board Secretary