



### **SUUSI Board Meeting Minutes**

12-2pm pm Eastern, July 26, 2024  
Radford University, Moffett Hall 121/125

**Present:** Stacie Vecchietti (President), Andrew Diamond (Treasurer), Bethany Cecere (Secretary), Russ Taddeo (Trustee), Kimi Riegel (Trustee), Marc Nevin (Trustee), Anthony Quandt-Judd (Trustee), Angel Wall (Trustee), Renee Phillips (Youth Rep), Scarlett Gibson (Youth Rep), Chris Breivogel (Director), Sarah Gonzalez (Director Emeritus), Amy Nordeng (Risk Manager), Ivy Breivogel (Board Admin)

**Joining us:** Stephen Shanahan (Incoming Trustee), Erin Lieb (Incoming Trustee), Misty Lewis (Incoming Trustee)

**Absent:** Mia Lazar (Incoming Trustee), Claire Nutt (Incoming Youth Rep)

#### **Opening**

- Chalice lighting
- Introductions
- Call to Order 12:24pm

#### **Appointment of Member-At-Large**

- No candidates ran for the one-year elected position. Position to be filled by appointment until the following SUUSI, when the full 3-year term will be filled by election
- Elections and Nominations Committee recommendation for appointment: Misty Lewis
  - Hi, I'm Misty Lewis and this is my fifth SUUSI. I come to SUUSI for the multigenerational intentional community that we create this week and sustains us for the rest of the year. Initially, I wanted my son to experience an open, loving, and accepting community. Now I come for both of us and the deep sense of belonging that I feel at SUUSI. This year I have been a part of the Leadership Academy and it has given me an opportunity to learn more about how SUUSI works. I am committed to the community and would like to join the SUUSI Board as part of my commitment.

→ **Motion to accept Misty Lewis for appointment for the one-year position that has been vacated**, seconded, passed unanimously

#### **Incoming and outgoing members**

- Thank you to Scarlett, Kimi, and Marc!
- Welcome, Claire, Erin, Mia, Misty, Stephen!

#### **Consent Agenda**

- 2024-07-20 SUUSI Board Meeting Minutes & Reports

→ **Motion to ratify the consent agenda**, seconded, passed unanimously

#### **Officer and Committee Reports**

- Treasurer:
  - Proposed motions (both in appendix): Wells Fargo account change of Key Executives 2024, Fidelity account change of Key Executives 2024
  - We won't know the final amounts of SUUSI finances until the end of August, will give updates at the fall meeting to avoid giving wrong information
- Director: Things seem to have gone well this year. There have been a few small incidents that the HeaRT has responded to, but the Conference Services Director at Radford has given us positive feedback
- Elections and Nominations Committee:
  - In person voting for adults - 185
  - Voting through SOLIS for adults - 72
  - Total adults eligible to vote - ~390
  - Voting in person for youth - ~60
  - Total youth eligible to vote - 91

→ **Motion: As of July 1, 2024, to assign the following individuals as Wells Fargo's designated "Key Executives" of the organization for banking purposes: Andrew Diamond, Board Treasurer; and Brian Cooley, Staff Treasurer. In addition, as of this same date, to remove the following individuals as Key Executives: Edward Edelson, Derrick Peavy, any other named individuals**, seconded, passed unanimously

→ **Motion: As of July 1, 2024, to assign the following individuals as Fidelity Investments' designated "Key Executives" of the organization for banking purposes: Andrew Diamond, Board Treasurer; and Brian Cooley, Staff Treasurer. In addition, as of this same date, to**

**remove the following individuals as Key Executives: Edward Edelson, Derrick Peavy, any other named individuals**, seconded, passed unanimously

#### **Reflections on Radford / Site Selection Plan**

- Discussion: What went well? Where are the opportunities for improvement next year?
- Bylaw IV.14.C: “Each year, in a timely manner, the Board shall: ... C. Select a site for the next Summer Institute”
- We do not expect a contract for SUUSI 2025 soon, but we are hopeful for a contract with Radford.

#### **Review, update, and sign Board Covenant & Affirmation**

- Board Affirmation Rev 2024-07-26 in Appendix
- Suggestion to return to the Board Covenant in the Spring in-person meeting

→ **Motion to change the SUUSI Board Affirmation to reflect the changes made to Article II of the Unitarian Universalist Association Bylaws**, seconded, passed unanimously

#### **Review of Policy 8.1: Staff Compensation Policy**

1. The following is SUUSI’s Staff Compensation Policy:
  - A. SUUSI staff compensation is by the unit “X”. An “X” represents reimbursement for costs of registration, room, and meals during SUUSI. A full “X” is given for a 40-hour (or more) commitment to SUUSI, whether in preparation for or during SUUSI. “X”s are pro-rated for lesser commitments. Staff must be at least 14 years of age unless a special exception is made by the SUUSI Director.
  - B. Workshop leaders may request and receive credit for the hours of preparation and contact time not to exceed a single “X” per workshop. The participant fee shall cover the leader staff credit and workshop materials divided by the anticipated number of participants. Like other staff (as described in 9.1.1.E), a workshop leader may not receive more than one “X” for any given SUUSI. The Director is encouraged to negotiate reductions in order to offer free and reduced cost workshops and may reduce the participant fee without a corresponding reduction in leader credit.
  - C. In recognition of the preparation required by Worship speakers, 1/2 “X” is given for one Worship Service.
  - D. In recognition of the level of dedication required to serve as the Director of SUUSI, individuals who have completed a full four-year term of service as SUUSI Director will be offered a sabbatical credit worth one full “X” to be taken in the year of the individual's choice. This credit is not transferable to a separate individual. This credit shall be received in a single SUUSI year, but exceptions will

be made to allow previous partial recipients of this credit to receive any remaining percentage credit.

- E. No person may receive more than one “X”, regardless of the extent of contribution to one or more departments of SUUSI.
- F. No person may receive cash for staff work.
- G. If a person receiving compensation in the form of staff credit fails to satisfactorily complete the duties for which they were awarded credit, they may lose part or all of the staff credit at the discretion of the Core Staff member in charge of their position. Any resulting fees must be paid before that person can register for future SUUSIs.
- H. There will be no compensation for travel to or from SUUSI, except that each Worship speaker may be reimbursed for the minimum available cost of their transportation.
- I. In addition to monetary compensation (in the form of “X”s), there can be numerous other benefits for the staff members, tangible and intangible, many of which cost little or nothing. Group Mugbook pictures, staff get-togethers, T-shirts, and other forms of recognition can create a spirit of goodwill far exceeding their cost. Coordinators are urged to add to their staff’s benefit through these non-monetary means.
- J. Exceptions to items B and C are discouraged, but may be made through the use of annually budgeted supplemental staff credits by the Director. The Director shall report in writing such exceptions quarterly to the Board.
- K. There shall be a bi-annual review of this policy by the Board.

→ **Motion to accept Policy 8.1 as written at this time**, seconded, passed unanimously

→ **Motion to refer Policy 8.1 to the Policy and Bylaws Committee, with particular attention to paragraphs A, D, and H**, seconded, passed unanimously

#### **How we will determine dates for 2024-25 scheduled Board meetings**

- Our goal is to get the meetings for the year scheduled before the end of the summer.
  - Sept: 4 Board Orientation Sessions (virtual)  
SUUSI Survey meeting (virtual) - with Core Staff
  - Oct: Weekend meeting (virtual/in-person) - with Core Staff
  - Jan/Feb: Budget meeting (virtual)
  - Apr: Weekend meeting (virtual/in-person) - with Core Staff
  - July: Pre-Saturday at SUUSI (in-person)  
Friday at SUUSI (in-person)

**Committee Appointments**

- Board members to complete “2024 Board Contact, Committees, & Communications”  
Google Form, Executive Committee and Board Administrator will follow up on responses

**Closing**

- Adjourn 2:06pm



**The Southeast Unitarian Universalist Summer Institute (SUUSI)  
Board of Trustees**

July 26, 2024

**Wells Fargo Corporate Banking:**

On July 26, 2024 the SUUSI Board of Directors convened with a quorum present to discuss and vote on the matter of assignment of Wells Fargo's designated "Key Executives" of the organization for banking purposes. The following motion was made and approved by a vote of 9 in favor and 0 opposed.

Moved:

As of July 1, 2024, to **assign** the following individuals as Wells Fargo's designated "Key Executives" of the organization for banking purposes:

Andrew Diamond, Board Treasurer; and  
Brian Cooley, Staff Treasurer.

In addition, as of this same date, to **remove** the following individuals as Key Executives:

Edward Edelson  
Derrick Peavy  
Any other named individuals

Approved 9 - 0, with all members voting in the affirmative.

Voting members present at the meeting were:

Stacie Vecchietti (President), Andrew Diamond (Treasurer), Bethany Cecere (Secretary), Russ Taddeo (Trustee), Kimi Riegel (Trustee), Marc Nevin (Trustee), Anthony Quandt-Judd (Trustee), Angel Wall (Trustee), Scarlett Gibson (Youth Trustee)

Sincerely,

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Stacie Vecchietti, Board President

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Bethany Cecere, Board Secretary



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Sincerely,

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Stacie Vecchietti, Board President

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Bethany Cecere, Board Secretary