



Ministries Foundation Steering Committee

Thursday, May 26, 2022; 9:30 – 11:00 a.m.

Zoom Virtual Meeting

Steering Committee's Commitment to Diversity, Equity, and Inclusion

We will use a lens of racial and economic justice by working on seeing, hearing, and identifying how to change and improve both individually (in our everyday interactions), and through systemic change in communications, policies, and procedures within our planning of a newly designed organization.

In Attendance: Kristine Smyth directed the meeting; Anita Duckor; Meg Gillespie, CSJ; Jill Underdahl, CSJ, Beth Bird, and Kevin Berg

Kris called the meeting to order at 7:37 a.m.

Prayer: Kevin

DEI statement: Kris

Minutes: May 19, 2022—Kris observed that the endowment description of percentage distribution is incorrect and should be deleted. Jill mentioned that Province should be spelled with an "i". With these changes, Anita moved Meg seconded, five voted to approve, Jill abstained having missed the meeting.

1) Subcommittee Updates

A) **Communications, Information Technology, and Development:** Kris said all the work of these subcommittees work is moving along and will be done within the September timeframe.

B) **Programs & Opportunities:** Meg said they should be getting detailed answers from the Ministries Directors soon as the deadline is this week. There had been a meeting with St. Joseph the Worker co-chairs Lisa and Bridgette with Susan Hames, and Susan did ask if the program would be in the right realm with the others. Anita mentioned that the P&O work would need to be wrapped up in July to go through the Business Case and approval steps to meet September timeline.

Anita queried if Beth and Kevin would be using the historic budgets or the new one for the upcoming fiscal year (July 1, 2022 to June 30, 2023) as their base for their budget projections. She noted that the St. Joseph the Worker program has rented a duplex so costs will be different. Expenses will also be different for Wisdom Ways because of its new plans. Beth said that they will be using the upcoming budget as the base, examining the historic budgets and financial documents to seek out gaps. They will be counting on the Programs & Opportunities subcommittee and others for *both* desired future enhancements *and* any present costs or plans that may be relevant.

C) **Executive Committee Discussions:** Jill queried about updates. It was stated that it was not appropriate to share at the current time.

D) **Governance:** Anita reported that the Board Charter was written; Sponsorship Policies are being written by Jill; and the Programs and Opportunities Handbook and Policies will be written by Anita. They are making progress and should make new timeline.

E) **Financial:** Beth said there was nothing more to report on progress. Kevin spoke with Ralph about the Endowment and found that the details are in the Board of Directors' Handbook. He will send out a copy of the appropriate pages by email. Decisions about payouts are made by a subcommittee of the Board. The balance is about \$19.3 million, with \$14 million being unrestricted. Kevin will talk more to Jim Reetz about the specific nature of the restricted funds. Ralph shared the monthly financial review for April, which Kevin will share by email.

2) Negotiation Process with MOU Subcommittee

Anita said that overall the joint negotiating meeting of Anita and Jean with Cathy and Marie Herbert went well. Mirjah Hanson facilitated. Meeting notes were taken, and it was taped. Cathy expressed sadness and frustration that all the work the MOU Committee had done had been in some ways wasted.

The group discussed the Strategic Framework and that went fairly smoothly, and it was pointed out that over 35 people had had input. At the Board of Directors discussion, it was clear that the Reserve Powers concepts were not well understood by the MOU members and thus they were debated. Marie Herbert said unequivocally that Sisters need to be in control because many do not trust Foundation even after the redesign will be capable of handling the investment well. She wanted more Sisters on the Board *and* that the Province have the power to select all Board members. She said she was speaking on behalf of other Sisters also. Cathy and Jean pushed back.

Anita finally said that she represented the lay people in the process and the Board would not accept the Sisters in control rather than the Newly Designed Organization, otherwise it would be difficult to attract a quality president and board members. Cathy and Jean felt that this transfer is important to do or there would be no real letting go of responsibility, which was the intent of this redesign. Jean explained how well the St. Kate's Sponsorship Team and Board are working, and there have been no problems.

The outcome was that the full MOU Committee will review the Governance documents and talk about them with others, getting back to Anita and Jean—perhaps asking for more Province members on the Board. The MOU Committee will pause in meeting until other Business Case sections come through.

Meg mentioned that she was a little disappointed that there was so much talk of having power and control when it should be about collaboration. Jill was disappointed that there was so much emphasis on Sisters rather than simply on Province representatives.

Kris said that wraps things up; Father Larry will be in Italy next week.

Next Meeting: Thursday June 2, 2022 -- 7:30 am to 9:00 am **Prayer for Next Meeting:** Meg

Adjournment: The meeting adjourned at 10:06 am

Respectfully submitted, Marybeth Lorbiecki, Communications Consultant