

**GOODWILL INDUSTRIES OF SOUTH MISSISSIPPI
FULL BOARD MEETING**

MINUTES DRAFT

Thursday, February 15, 2018 – 4:00 P.M.
Knight Nonprofit, Topazi Room
Gulfport, Mississippi

MEMBERS PRESENT: Dawn Stough, Reed Allison, Shelby Fox, Guy Johnson, Amelia Tomsic, Angie Juzung, Vaughn T. Rex

MEMBERS ABSENT: Jennifer Sutton, Patsy Anderson, Zeleder Barnes, Eric Hurst, Deann Alewine, Loretta Bridges, Allytra Perryman

STAFF PRESENT: Richmond Vincent, Trish Pinkerton, Val Ward, Delinda Hanson, Ken Walker

OTHERS PRESENT:

I. Call to Order / Proceedings: *provided by Board Treasurer, Shelby Fox*

After welcoming remarks, Board Treasurer, Shelby Fox called the meeting to order at 4:00. Prayer was led by Vaughn T. Rex. Seven board members were present at the meeting. On motion properly made, seconded, and unanimously passed, the Minutes of the December 12, 2017 Board Meeting were approved.

II. Mission Moments: *provided by Dominique Mayes*

A brief video testimony was provided by Goodwill Training Center student, Dominique Mayes. Dominique shared how Goodwill of South Mississippi has made a positive impact on her life. Dominique is currently enrolled in the adult literacy program. She stated that her reading skills have improved drastically through her studies there. During her time as a student, she met another life goal, and secured employment at a local restaurant. Dominique intends to continue her studies in the literacy program. Her ultimate goal is to achieve complete self-sufficiency. She appreciates the opportunity to learn provided by Goodwill.

III. Finance Report: *provided by President & CEO, Richmond Vincent*

Board members were provided with financial statements for November and December of 2017. President and CEO, Richmond Vincent led discussion on the reports. He explained that we are now catching up on the financial reporting. Going forward, the board should be presented with the month immediately prior to the current board meeting. Goodwill ended December with a \$54,249 loss before depreciation. Year to date profit was \$596,765. Richmond commented that Goodwill started out strong in 2017, and successfully met the annual revenue goal. Sales were down slightly in December. This was partially due to retail stores closing on two occasions for poor weather conditions. Stores were also closed two days for Christmas instead of one. Questions and comments on the financial statement were then addressed. Board members requested more detail on line items with more than a \$20,000 variance from prior period. A motion was made by Guy Johnson to approve the preliminary November and December financial reports pending future audit. Shelby Fox seconded the motion. Motion was approved.

A report reflecting bank balances as of December 31, 2017 was then reviewed. Richmond commented that we had a good cash flow in 2017. Board members will be presented with bank balances on a quarterly basis in 2018.

IV. Review Board of Directors Scorecard: *provided by Board Treasurer, Shelby Fox*

Richmond Vincent began discussion on the 2017 board member scorecard. Board members were provided with a finalized copy displaying status of each line item at the end of 2017. Line items in yellow are considered, "not on target, but in process". Green indicates "on target" and red indicates "not on target". Each board committee had a separate scorecard. All committees were able to meet goals set in 2017. During discussion of the Board Development Committee, it was noted that there was an opening for the position of Chair. Following discussion, Angie Juzung was selected as Chair of the Board Development Committee effective immediately. Going forward, the Board Development Committee will lead the new board member nomination process.

At this time, board member surveys were distributed. A report will be given on the results of the survey at the next full board meeting.

V. Review Operational Scorecard: *provided by President & CEO, Richmond Vincent*

The finalized copy of the 2017 operational scorecard was provided to board members. Richmond gave a verbal summary of all four major areas of focus. The majority of goals were on target at the end of 2017. A copy of the 2018 organizational scorecard was also presented at this time.

VI. FEC, Opening Ceremony: *provided by President & CEO, Richmond Vincent*

Richmond Vincent stated that an Opening Ceremony and Job Fair are scheduled for Thursday, March 1, 2018, at the Family Enrichment Center in Gadson Point. Board members will be sent an electronic invitation to this event. Several other local employers including Memorial Hospital will be joining Goodwill for this Job Fair.

VII. GII Conference of Executives Update: *provided by President & CEO, Richmond Vincent*

Richmond Vincent attended the Goodwill Industries International (GII) Conference of Executives. One of the topics of the conference was the momentum to raise the federal minimum wage. Richmond stressed that Goodwill of South Mississippi intends to be prepared for this possibility. Goodwill of South Mississippi is gradually raising wages before it becomes mandatory. Other conference topics included the fiscal stability of Goodwills across the country. GII was urged to recognize and stabilize faltering Goodwills in order to protect the brand. GII operates a network of 183 independent Goodwill organizations. The concept of these individual Goodwill organizations evolving into a shared services model was also discussed. The purchasing power and collective impact of these Goodwills as a group would be substantial.

VIII. Chairman's Remarks: *provided by Board Treasurer, Shelby Fox*

Board Treasurer, Shelby Fox introduced the topic of changing the board meeting time from 4:00 p.m. to 3:30 p.m. This change would better accommodate those who need to leave the meeting no later than 5:00 p.m. Following discussion, Amelia Tomsic made a motion to change the meeting time to 3:30. Vaughn T. Rex seconded the motion. Motion passed by unanimous vote of the full board.

Board members then discussed the 2018 Annual Board Meeting and Awards Banquet. It was determined that this event will be held in April of 2018. A small committee will be selected to interview candidates for the Employee of the Year. More information on this topic will be provided once arrangements are completed.

Shelby Fox stated that she is enthusiastic about the course this organization is following and is optimistic about the growth projected in 2018. It was moved by Vaughn T. Rex and seconded by Angie Juzung to adjourn the meeting. Meeting was adjourned.

Respectfully submitted,

Deann Alewine
Board Secretary
Goodwill of South Mississippi

**MISSISSIPPI GOODWORKS
FULL BOARD MEETING**

MINUTES DRAFT

Thursday, February 15, 2018 – 4:45 P.M.
Knight Nonprofit, Topazi Room
Gulfport, Mississippi

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MEMBERS ABSENT: Jennifer Sutton, Patsy Anderson, Zeleder Barnes, Eric Hurst, Deann Alewine, Loretta Bridges, Allytra Perryman

STAFF PRESENT: Richmond Vincent, Trish Pinkerton, Val Ward, Delinda Hanson, Ken Walker

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II. Mission Moments: *provided by Dominique Mayes*

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III. Finance Report: *provided by President & CEO, Richmond Vincent*

Board members were provided with financial statements for November and December of 2017. President and CEO, Richmond Vincent led discussion on the reports. He explained that we are now catching up on the financial reporting. Going forward, the board should be presented with the month immediately prior to the current board meeting. Mississippi Goodworks ended December with a \$97,078 profit before depreciation. Year to date profit was \$269,553. Questions and comments on the financial statement were then addressed. Board members requested more detail on line items with more than a \$20,000 variance from prior period. A motion was made by Guy Johnson to approve the preliminary November and December financial reports pending future audit. Shelby Fox seconded the motion. Motion was approved.

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VI. **Chairman's Remarks:** *provided by Board Treasurer, Shelby Fox*

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