

Meeting of the All Star One Governance Council  
October 26, 2013  
The Guest House – Chester, CT

Attachment A

Present: Lois Williams, Pete Williams, Mary Trudeau, Karen Mills, Bob Jorgenson, Bobby Jorgenson, Larry Yermack, Elizabeth Yermack, Jane Trudeau, Tom Griffiths, Jan Prochaska, Jim Prochaska, Roy Cook, Marion Cook, David Osgood, Carla Osgood, Bill Gimpel, Chris Gimpel, Debbie Weiner Soule, John Best, Estelle Best, Connie Lentz, Hal Basdekis, Val Basdekis, Tom Coleman, Tricia Coleman, Carl Sturken Cheryl-Anne Sturken, Scott Stewart, Elissa Best, David Epstein, and Jennifer Cook (guest).

**The meeting was called to order** by Moderator Tom Griffiths at 1:32 PM.

Lois Williams offered **opening words**, reflecting on the idea, first offered by Tom Coleman on Star last summer, of Star as a utopia, calling us to our higher selves. We are here to plan for conferences that will provide a certain utopia, she said. She recalled the words of Robert Frost, asking of us “a certain height,” which calls us to all reach to higher places.

**Milestones** – We have new people in the room, elected by the Governing Council: Lois and Pete Williams, Karen Mills and Tom Griffiths on the Governing Council, and Mary Trudeau as co-chair. We are thinking of Dave and Suzanne Cook as Suzanne battles breast cancer, and of Pam Pierce, who had a retinal tear. We are sending cards to them. Henry and Dana Powsner had hoped to be here, both are not well enough to make the trip. A card is also being sent to Henry and Dana. Elissa Best said that she spoke with Suzanne and Suzanne asked Elissa to share that she is happy each day, and that Dave has been wonderfully supportive. She is through round 5 of 8 of her chemo, and she has had a lot of time to do planning and has ‘things up her sleeve.’ She is very grateful to this community for their support. Deb Weiner Soule mentioned Ali Walton, who is having a surgical procedure on Monday; Deb Walton is going to Colorado to take care of Ali and the kids. Lois mentioned that Louise Williams is not here because of her 101 year-old relative being ill. Lois and Pete are selling their house and moving into a continuing care community. Mary Trudeau mentioned the wedding of Liz Hendrick, Carla shared that Adam is sorry to not be present because he is working today. We also have regrets from Steve Parr, Elee Bernd, and David Yermack.

**Minutes:**

Deb Weiner Soule moved (S: John Best ) the approval of the 2012 Off Island Chairs Minutes with two amendments . It was requested (E. Yermack) that the minutes reflect an amendment of the phrase to read, “new electronic method has NOT helped with raising funds.” We now lose money by not receiving separate donations to All Star One. Agreed. Voted.

John Best moved (S: Tricia Coleman ) to approve both sets of minutes.

**Children’s Program:** Tricia Coleman reported on behalf of Deb and Tom Walton. Their report is on the website (<http://allstarone.org/wp-content/uploads/2013/10/Attachment-C.pdf> ). 90 children, 14

teachers, 2 art barn teachers, 1 music specialist. Dug Miller again donated \$1K in support of the children's program. Deb managed to save \$600 in housing expense this year.

**Registration:** Scott Stewart – Our big issue was figuring out how many people can we accommodate. Scott said Deb Walton is great at managing this and maximizing space. This year we said, 'we hate putting people on the wait list. We will accept 285 and we'll have attrition.' But we didn't. The island worked with us and took on the gamble and never hassled us about having too many people. Joe Watts deserves credit: SIC management opened the snack bar tables and also didn't discourage ex-Pels from volunteering, so they had enough volunteer support to help staff the larger conference. LOAS had 300 people, however we had more bed nights.

Scott asked for feedback from the group on this matter. Deb Weiner Soule: the island handled the numbers well and Deb was pleased that Mike Bray's message to Deb Walton was, "If you can put them in a bed, we'll take them." John Best: It's too many people. Karen Mills: Disappointed to be pushed into the corner of the Snack Bar particularly during Banquet: couldn't hear, couldn't feel like she was a part of what was going on.

Scott: For next year, we think we will focus on accepting 285 and there will probably be a chart of accepting spans of years. We are down in the 60 plus age range but have built the 18 to 39 age range. We think that the younger demographic is critical to the ongoing health of the conference. Judy and Dennis O'Keefe and Elissa Best and David Epstein pushed programming for those age groups and we think it's good. We did not turn people away in the end. Cheryl-Anne Sturken noted that the Robbins family played a large part of pushing the numbers. The 40s+ age cohort plays a large part in the strength for the conference. Cheryl-Anne thinks we need to push the island on having a senior citizen discount.

Scotty noted that this was the last report the Stewarts would make on registration matters. Online registration is great from the registrars' point of view. There needs to be tuning done in some ways; Ali Walton is taking over as Registrar "and we think she will be great." We thanked Annie and Scotty for their terrific work as Registrars.

**Financial Aid:** Elizabeth Yermack referenced her printed report (<http://allstarone.org/wp-content/uploads/2013/10/Attachment-E.pdf>). She noted that we gave out \$8,960 in aid. The requests for aid may be down because our finances are better, or because people didn't need as much. Bob Jorgenson: Do we know how much financial aid, through all the conferences, is given out? Scotty Stewart: Island gives out \$25K; he would guess that the total is \$50K but we don't know. Jim Prochaska suggests that we ask that of Joe Watts. Tom Griffiths: if you subscribe with your credit card, that is costing the island a good deal of money. So if you would like to make an additional contribution to cover credit card processing, it would be good. It looks like we lost \$50K in Credit Card fees and I hope that isn't true, but it may be.

Elizabeth noted that 180 people have filled beds over the last five years which has brought in \$50,800 in revenue -- that can all be traced to our financial aid program.

## Reports

**Chairs Report:** Dennis and Judy O’Keefe could not be present, but sent a written report. (Attachment F). They were happy with the increased registration numbers and the children’s staff and housing work. They felt that the senior staff of the island was not as well prepared as they would have liked. There were more Pels working in the dining hall than previously and Dennis and Judy appreciated the service. They recommend that the conference pay for a hotel room for the speaker the night before the conference if they have to travel a long distance. They suggest that evaluation reports be put out mid-week to help get feedback. They suggest posting boat news, porch news, etc. online a few weeks after the conference. Volunteer descriptions online are out of date and should be updated.

**Annual Fund:** Larry Yermack noted that he was representing Cory Easter in making this report. He said that the Island has received \$20K in funds from our conference for the year to date. Joe Watts has distributed a letter to major donors asking for donations at previous levels. If our conference contributes in this way, we will bring in another \$50K. Additional contributions at smaller levels from previous donors would bring in \$10K. He believes the Art Auction will bring in \$8K. We are close, then, to our goal. Bill Gimpel clarified that the auction brought in over \$12K, which increases the total.

Jim Prochaska: Sounds like we are about 1/3 of the way to the goal. Are we being over-optimistic in thinking that we will have this amount of revenue at this time of the year? Larry: Usually we have a handle on what is going to happen by November.

**Treasurer:** Bill Gimpel reported on the financial assistance fund’s history from 2009 through present, with projections to 2014. In 2014 there is a \$12,500 ceiling established. If we donate that amount to financial aid, we will carry over \$8170 in funds to 2015. M (Bill Gimpel) and S (J. Best): that we accept this as the financial assistance goal for 2014. So voted.

2013 financial summary: Bill referenced the financial summary (Attachment H) in making his report. He noted that fund raising brought in additional funds, which allowed us to send \$12,260 to the SIC. Cookie’s T shirts generated over \$1,300 for financial assistance; Chokefest shirt revenue (\$1,300) went to the Annual Fund.

### Financial Statement (Attachment I)

Jim Prochaska raised concern that we might fall seriously short on our fund raising. With \$33K in reserve, we might want to consider that some of it might go to the Annual Fund if we fall short on fund raising. Bill Gimpel: this report is a fiscal year report. We have already sent \$12,260 to the Annual Fund. We probably should go to a calendar year to track our donations to make this clearer.

2014 Budget Recommendation (Attachment J): Bill Gimpel projects registrations to be about the same. He hopes we can raise social hour donations; we don’t know if we will have a Miller grant (\$1,000). Room/board expenses depend on how many staff members we have and what kind of rooms they receive. Speaker: needs more info on this front; we paid for partners/children and this number may fluctuate. Move (Tricia Coleman) and S: to approve the budget. So voted.

**501©(3) update:** (Attachment K): Bill Gimpel presented the update on this information. He reminded us that we have previously approved pursuing 501©(3) status, so the purpose of this update is not to ask for that vote. This status will allow us to go under an umbrella of the SIC. Phil Quattrochi and Ann Etter, advised by others, developed this report. They met with Joe Watts and Kristi Vazifdar on island. Phil found several documents (referenced, page 3 of the report). SIC has not voted to accept an umbrella plan for recognizing the standing of conferences. Advantages of incorporating and filing for non profit status are, in some ways, obvious: donations are tax deductible based on your tax status. We would be in compliance with federal tax laws, directors and officers would not be liable, and those stand whether we file for ourselves or under an umbrella. Disadvantages are that the SIC would need to have supervision and control over the conferences. This was viewed as objectionable. There are associated costs involved with offering financials and what we need to report: the bottom line of the report: our group recommends that AS1 pursue incorporation independently (not as an umbrella). We can move ahead on this and the benefit is that we will be in compliance with federal tax laws, have limited liability, and be able to support the corporation without being under their supervision and control.

Can we ratify the recommendation? Bill Gimpel: We can always undo this. Jan Prochaska: "I talked with Russ Peterson about this. From a board point of view, he worries that it could take away the 'we are all one' mindset. From Joe Watts' point of view, the more that the auditor went over the group concept, there was hesitancy to become responsible for conferences that would change the umbrella idea. Joe is comfortable with the independent status idea particularly around being responsible around taxes and making the treasurer in a more secure position."

John Best: "I once had a bad experience with incorporation, setting up a set of rules which then can change, and you are stuck. Also, in is not easy (at least in NJ) to become incorporated. But unless there are good reasons not to do it, we probably should go ahead." Note: there will be an \$850 filing fee. The Moderator suggested that we vote our thanks to the committee. Agreed. Moved (L. Yermack) and S(D. Weiner Soule ): To implement the recommendations of the report, asking members of the committee to move this forward. In addition, we voted to authorize expenditures up to \$850 to support incorporation. Discussion: have the members of the committee agreed to continue to work on this? Bill G: they have both agreed to donate their work. The annual fees are very low. So voted.

#### **Governance Amendments:**

1. Lifetime members of this organization shall include the former Chairs, the present Chairs, and the Chairs-Elect (hereafter "Chairs"). In addition, the organization may include up to five other members as chosen by election of the Council, serving staggered terms (initially, one to three years) and totaling no more than two three-year terms. (M: Deb Weiner Soule, S: J. Prochaska). So voted.

2. All officers will serve terms of three (3) years each for a maximum of two terms. (M: DWS) and S (C. Lentz). Discussion: Tom Coleman said, "A hypothetical example would be Scotty. He has served two terms as registrar. He would not be eligible for re-election. But he could be the treasurer. Or he could come back as registrar in a few years. " It was suggested that we insert "consecutive" in the language to read, "Two consecutive terms." Lois Williams suggests that the language say, "each officer," to be "Each officer will serve..." Lois offered the following amendment, which was seconded by Connie Lentz:

Each officer will serve a term of three (3) years for a maximum of two consecutive terms. So voted. M (Bill Gimpel) and S: (David Osgood): to accept the amended language. So voted.

3. We move this language: All members of committees will serve staggered terms of up to three (3) years for a maximum of two terms. Existing committees will determine how to stagger their membership terms. (M: Weiner Soule and S: Lentz). Bill Gimpel: suggests inserting “consecutive” into the motion. Bill Gimpel moves amendment to read: All members of committees will serve staggered terms of up to three (3) years for a maximum of two CONSECUTIVE terms. Existing committees will determine how to stagger their membership terms. (S: P. Coleman). Voted.

We then went back to the main motion: Tricia Coleman said that she thinks that the existing committee language should not be in the bylaws because it’s too specific. She wants to suggest removal of that language. Moved (P. Coleman) and S: (C. Lentz) to remove committee language from the bylaws. Discussion: Tom Coleman: This language may be now more rules-based. If we take out the word ‘existing’ it clarifies and works. Then it’s more appropriate for bylaws. Jim Prochaska: My understanding is that bylaws should be as simple as possible; therefore I support Tricia’s recommendations. Bill Gimpel: I agree. We did this when we implemented new governance to move in staggered terms. It was then Voted to delete second sentence.

The revised language reads: All members of committees will serve staggered terms of up to three (3) years for a maximum of two consecutive terms. So voted.

**Actions of Executive Committee** (Attachment M) and **Actions of Governing Council** (Attachment N): The biggest work was administering the online election and taking action on 501©(3) status and working with the chairs. The Exec worked with committees on ongoing basis; planned and coordinated open forum (formerly town meeting) on island; invited Joe Watts and AS1 community members to meetings. Exec agreed that we need clarification in bylaws and Louise Williams took point on this and reconvened governance subcommittee to discuss these items. Tricia thanked Paul Jennings for his two years of service on the governance committee and executive committee. Deb Weiner Soule clarified that the Annual Fund chair appointment does not need formal vote. Moved (P. Coleman) and S (E. Yermack) to ratify actions of the Exec for the past year. Tricia noted that Attachment N updates Actions by All Star One Governing Council through the summer 2013 meeting.

## **BREAK**

**2014 Conference Planning:** Mary Trudeau reported that Sally, Holly and she have enjoyed looking for a speaker. Cindy Parr, a biologist, gave them the lead to Robert Ruguso, a professor of Neurobiology at Cornell, who will fill this role. He has a wife and two children. His hero, he says, is Michael Pollan, who wrote “The Biology of Desire,” and his focus is on the interrelationship of plants and animals. He teaches animal and plant communication at Cornell, and there is a talk on

YouTube that people can view. He was moved to accept the offer because the head of his department did his doctoral thesis on Appledore.

Mary said, "We counted up the members of our immediate families and found that there are sixty people there. So we are not worried about being undersubscribed." Mary said she thinks it will be a busy, fun filled week. They would like to do more yoga at lunch time, have looked at the LOAS schedule, which has a variety of small workshops during the week, and they might like doing that to give a different option to people. People have contacted them wanting to run activities and offer skills; they need to see what registration brings. Nancy Wood will be the minister of the week again. Jan Prochaska: Are there publications from the speaker? Mary: They are mostly technical or academic papers, some posted by students. Larry Yermack noted that the capacity of the chapel will be expanded and would like to see us encourage people to attend evening chapel. People spend a lot of work on those services.

Jim Prochaska: would like to find out if an earlier chapel service would bring in more people. We know capacity will be good, but finding out what changes might be made could be helpful. Roy Cook: One of the things Dave and Suzanne have been talking about is having a film festival rather than a speaker, with discussions to follow the films. Would people be interested? (Much enthusiasm). Carla Osgood: Thinks that the sense that there is what goes on inside the chapel, and what goes on outside the chapel, really has changed the feeling of attending chapel. Don't know that having it earlier solves the issue; feels worth thinking about. Also not seeing as many children in the chapel in the morning means that the draw to the chapel feels different. Jim Prochaska: suggests that Executive Committee be asked to study the issue. Elissa Best: in some conferences, minister of the week helps organize children's chapel as part of their role. Might be something to consider. Also involving the children's program in some way in this venture would be helpful. Mary will talk with Sally and Holly about that idea.

**Elections:** Deb Weiner Soule, chair of the Nominating Committee, presented the slate of nominations:

Executive Committee:

Jim Prochaska (second three-year term), expires 2016

Dennis O'Keefe (first three-year term), expires 2016

Governance Committee:

Adam Osgood (three year term, not eligible for re-nomination), expires 2016

Financial Aid Committee:

Caroline Quijada (three year term), expires 2016

Joy Close (completing an unexpired three year term, expires 2014)

Life Members, Governance Council:

Shelley Powsner

Steve Skrovan

This slate was moved (Deb Weiner Soule) and S (John Best). So voted.

There was a request for clarification about the terms of the members of the nominating committee (terms come up for the first time next year). Ditto Healing and Reconciliation which has not previously had terms for service. Jim Prochaska commends the work of the nominating committee. Tricia Coleman reminds us that current committees staggering themselves will mean that all committees are working with staggered terms.

### **Other Business:**

Messages from Joe Watts: Joe was invited to attend this meeting but was unable to be here. He is deeply appreciative of the strength of the All Star One conference. Tricia Coleman shared a letter Joe sent, expressing his thanks and invitation to call on the SIC for whatever they might offer to strengthen our partnership. He reviewed several accomplishments that have been implemented and expressed gratitude for the partnership of Annie and Scotty Stewart in implementing online registration. We will receive a generous grant from the Shelter Rock congregation to expand the chapel, we will receive a federal grant for relief from winter storm NEMO, he talked about work on Solar power. Joe mentioned continuing of the island's financial aid and incentive programs. SIC is looking to a 2% room and board increase but there might be a decrease in room costs for ages 6-11. They expect to budget additional bed nights due to the return of IRAS in 2014.

Tricia Coleman said she thinks that the SIC is thinking about senior discounts. She invited Jan Prochaska to speak to the strategic plan. Russ Peterson had asked Jim and Jan to develop a strategic plan for 2014-2016. In preparation for that, Jan had reviewed our current strategic goals, and the Island Opening Late goals. We had fulfilled the IOL and Strategic Plan goals...amplifying the need to work on new strategic goals. She realized that we are in a very good place and there are a lot of things we don't have to struggle with. What will sustain us as a corporation and what will give us vitality and make people want to come and be a part of Star Island? The four goals are focused on supporting, sustaining and revitalizing community, the environment, financial sustainability, and how to encourage people to become stewards for Star Island. These goals were taken to the annual meeting, the board received feedback, and a final plan has been developed.

Moved: DWS and S (E. Yermack): To express deep appreciation to Joe Watts for his excellent work as CEO of the Star Island Corporation. So voted.

Bob Jorgenson: Bob noted that he was shocked to hear about the amount of SIC credit card expenses. We got along fine for years without them. Bob thinks there should be a sign on the front desk saying how much CC use costs us and asking people to encourage the use of checks. Jim Prochaska: for some families, if they don't have the cash available, CCs help. Bill Gimpel: online registration requires CCs. Jan Prochaska: board discussed this when she was a member. But if the expense is shown as the impact of what it is, it would be helpful. Scotty Stewart: from a registrar's point of view, receiving a check is not difficult. If online registration allowed you to still send a check, it would be good. Joe heard this argument, but Scotty thinks we need to reiterate our point.

Anniversaries: Tom Coleman noted that next year (2014) is the 400<sup>th</sup> anniversary of the discovery of the Shoals by John Smith. There will be activities going on; SIC would be happy for volunteers; welcome ideas around the celebration. Part of the culmination of the conference season is the Historic Star conference; there is a discount for multiple conference attendance and it is a beautiful time of year to be on Star.

Senior discounts: Tom Coleman noted the concern previously expressed about senior citizens and the need for discounts for seniors. Perhaps as a conference, while we are waiting for the island to take some action on this front, we might be able to consider having registration fees for people over a particular age to be optional. Tom said, "I would like the body to consider this, or perhaps go to committee. "

Discussion: John Best: Thinks this is a good idea, but it's not really age, it's ability to pay. Wonders if the issue isn't about ability to pay. Cheryl-Anne Sturken: It's really a good will gesture. I don't understand why this doesn't exist. No one would have to take it. But a lot of people are paying for their children or grandchildren. These people are not going to have increased earning capability, some are now paying for their children. When I look at Joe's message, we are looking at a 2 percent R&B increase. I think the island marketing plan is not well thought out. The conferences targeted for discounts were those that didn't have children's program, or that had prohibitive registration costs. As a person with a young family, I wouldn't be able to attend any of those. We get penalized for filling our conference, we don't get financial aid, but we give out our own financial aid. This is a pet peeve of mine: we don't leverage our role in leadership to the Corporation. If we are doing so well why do we not get more back? If we do things for the Corporation, we want something back to work with. I think we have to do that. We are a big conference; we need to flex our muscles.

Jim P: I would love to hear more from Cheryl-Anne over the course of the year and would like this to be a priority for the Exec so we could study this and ask the questions of the SIC board. My understanding, in terms of conferences, is that these were meant to be incentives for those that are under-enrolled. If we are a conference that is in a strong position, and we can raise more financial aid than what we can give away, I'm less comfortable with that perspective. Cheryl-Anne is an expert in this field and if there are conferences with registration rates this high, we need to look at them and what they are asking. We are a leader and with your guidance and expertise (he said to Cheryl-Anne), we could provide leadership about ways to use discounts, help other conferences that are under-enrolled, and so on. So trying to influence for better policies makes sense. I have advocated for more research on bed nights, for instance.

Jan Prochaska: I have not been on the board for 1.5 years, so I can't readily respond to some of this. The finance committee of the SIC is one that Tom Griffiths is still on and he might have more information. I wonder if there is a Council of Conferences report that might have been given with additional information. We could ask Pam Pierce to send out some notes on that meeting.

Val Basdekis: Your points are well taken regarding seniors. When we first came, the women's group of our church provided incentive. That is how we came for the first time. That's another important incentive for people to attend. Cheryl-Anne: what we need to see from the island is capturing data around these marketing programs. Carl Sturken: I recognize that I am pretty out of the loop in terms of the business this group does. But I've been thinking a lot about how, when I started coming to the island as a kid, it was considered a cheap place for a vacation. And that is so different now. And what gets discussed is how to get this to be an affordable vacation. It's complicated and we are all bending over backward so that people can come to the conference. We are doing a good job in figuring all that out. But I want to put in peoples' ears the priorities and focus. This is a family conference. Some of the people having the most trouble coming are families with children. And in whatever solutions we come up with to make things work, it would be good if we could look at families who want to make this a tradition, and want to remain. We are aging upward and we will be a lot of empty nesters. For this conference to retain the character it was meant to have, there need to be new families so that those

people will have a great experience. I was glad that Steven Caldwell came, and he found the Castoldis, and they found more people. The music is a hook for other people and some of those people will have trouble affording the money it costs to come. We have to look at scholarship and staffing as a way of helping afford people to come to the island. I can't see a reason to not help families first...those with young children, because that helps to start a tradition. Including putting young families on staff as a priority. The focus should be on families.

Tom Griffiths: I want to address the reason for a proposed 2% room and board increase. We have expenses that go up each year, and we have failures in goals that contribute to expenses. We have capital needs that exist. One of the things that have an impact on our finances is establishing a fund that addresses capital needs on the island. Addressing revenues includes the proposed number of bed nights, which we increase. And then we fall below, which brings up a fear that we are not marketing properly. That leads to concern that leads to discounts. I would love to see if the discounts are having an impact on filling beds and yielding returns the following year. As far as why we would give some of our conferences discounts and not others, some are seated at difficult times to fill, like LOAS 2. Where you are seasonally has an impact. It's like a resort operation, and once the season is over, you're done, or have additional problems. So how are we going to move the island into the place it wants to be, to meet the needs of the next five years, those are questions.

Elizabeth Yermack: I don't have exact figures on this, but once we began to have a free ride for children who are under 6, we didn't need to give as much financial aid. I think that was a big help to younger families. And do we give aid to seniors? Yes, that is our next most popular group for aid. Young families first, then older folks or people dealing with illness. I don't think the 2% RB increase will help, but we're glad we have financial aid to offer.

Jan Prochaska: Each conference decides on its own registration fee. Cheryl-Anne: yes. And then they torpedo themselves with high registration fees, and we have to bail them out. Chris Gimpel: Do we know how many grants were made to families as opposed to individuals? Elizabeth Yermack: probably more than fifty percent to families. Mary Trudeau: It would be good to be more organized about statistics because it would be good to tell people that it is OK to apply for financial aid. If it was better known that we have XXX people who have received aid, it might encourage people to apply for aid. Jim Prochaska: To me the message is, 'we can do better with marketing, discounting, and other ways of filling beds.' And to take this back to the Exec so that this doesn't get left behind is good. Deb Weiner Soule: I recommend thinking about communication issues in the Exec. Cheryl-Anne: I have had people ask me about the protocol for getting on staff. Mary Trudeau: maybe a printout about how you express interest in getting on staff so that it's not secret would be a good thing?

**Off island meeting 2014:** The meeting will be November 1, 2014 at The Guest House. Friday arrivals will be Friday, October 31.

**Worship Service** will be Sunday at 9:15 AM in the White Barn room.

**Payments** – Bill Gimpel will accept payments for this weekend and for the Annual Fund and for the financial assistance fund.

**Closing Words** were offered by Tricia Coleman in lieu of Annie Stewart. Tricia asked us to reflect on a word : *ubuntu*. This African word, used in an anthem by Mark Hayes, relates to our existence in the world. We exist as part of a community with other people. Desmond Tutu wrote that a person with *ubuntu* is open and available to others...with a self assurance, knowing that they are part of a whole, and

is diminished when others are oppressed. *Ubuntu* speaks about the fact that you cannot exist as a person in isolation. You cannot be human all by yourself. When you have this quality you are known for your generosity. We are connected, and what we do affects the whole world. An example is that of village children, who were going to have a competition. The child who got to the tree first would get water for their family. And all the children linked arms to arrive at the tree at the same time. The 2011 Nobel Peace Prize winner described this as, "I am what I am because of who we are."

Jim Prochaska expressed appreciation, on behalf of the body, for Tricia Coleman's work as chair of the Exec.

Moved (DWS) and S (L. Yermack) to adjourn at 4:40 PM.