

BOARD MEETING MINUTES

Palmetto Goodwill North Charleston, SC		August 8, 2019 12:00 Noon
ROLL CALL	<p>Board Members present: Chris Harvey, Allison Pickhardt (L), Kelley Jarrett, Sean Sykes (L), Lee Deas, Herbert Drayton, Nina Magnesson, Dixie Norris, Doug Snyder (L), Rudy Gill, Jamie Lynch (L) and Rob Phillips</p> <p>Board Member(s) absent: Tom Philipkosky, Greg Mitchell</p> <p>Staff present: Robert Smith, Chuck Hudson, Jackie Draws, Summer Hatley, Reggie Hughes, Jermaine Husser and Tina Marshall</p>	
MISSION SPOTLIGHT	James Phelps, CDL graduate and Norman Brown, Welding graduate spoke to the Board and briefly shared their experiences with the trainings offered by Palmetto Goodwill and how their lives have been impacted in a positive way.	
CALL TO ORDER	Lee D., Chair called to order the Board Meeting for Palmetto Goodwill.	
NEW DIRECTOR INTRODUCTION	Before moving on to the Consent Agenda, Rob Phillips, a returning board member provided a self-introduction. Rob has been in the banking business for the duration of his career and is currently employed by Grand South Bank. Rob served as a Director as well as an Officer and Chair previously with Goodwill.	
DIRECTOR SPOTLIGHT	This meeting's spotlight was on Herbert Drayton. Herbert shared that he was born and raised in Charleston, served in the Marine Corp and the Air Force. Herbert is the Board Chair of One-Eighty Place, is on the Executive Board of the Coastal Community Foundation, sits on the Advisory Council for V School CSU and the Boards of Roper St. Francis (Foundation) and Fresh Start. He is the Managing Partner for Vertical Holdings, an Investment Company whose current competencies include SAS products, Healthcare, Professional Development and IT Training. Current portfolio includes Medical Services, Dale Carnegie, TST and coming soon is AI Adaptive Services due to launch in Oct/Nov 2019.	
CONSENT AGENDA	The meeting proceeded with the first order of business, the Consent Agenda which included the Minutes from the May Board Meeting and the Q2 Financial Report. Lee opened the floor for questions or comments. Given none, Lee requested a motion to approve.	
APPROVAL OF THE CONSENT AGENDA	Chris H. made a motion to approve the consent agenda. Kelley J. seconded the motion. No negative votes, all in acclamation, motion carried.	
CHAIR UPDATE	<p>Lee D. reviewed areas of focus and goals for this board term, including:</p> <ul style="list-style-type: none"> - Focus on forward thinking as initiated by the Governance Committee and matching directors to the organization's discipline based on individual interest and expertise - Board recruitment and developing a matrix keeping diversity and geography in mind 	

	<ul style="list-style-type: none"> - Board engagement - member spotlights, socials as a method to foster engagement. Members suggested a mini retreat including a social in October - The recent educational webinars were helpful and can be found on the Board page of the Goodwill website. Tina M. gave a brief tutorial on accessing the Board Portal and the information available to directors. - Forty year birthday celebration this year - Community outreach and mission education; Lee asks directors to think about connections they may have and to share those connections with staff where partnerships and collaborations may be beneficial to the mission - Education – Palmetto Excel Center is an education initiative we have taken on over the past 2 years; currently planning a tour of the Indy Excel Center for anyone interested that has not had an opportunity to see the center. Let Bob know you would like to take the tour. - Palmetto Industrial Trade Center – focus of an upcoming board meeting & on-site tour
<p>CEO UPDATE</p>	<p>Before giving the CEO Update, Bob gave the floor to Leadership Team members:</p> <ul style="list-style-type: none"> - CFO, Jackie D. explained that auditors are completing the 990's for PG and PGS and that she will be sharing them with you via email as information only. - Reggie H. shared the following new growth initiatives, <ul style="list-style-type: none"> o WD International at Bushy Park food service and grounds maintenance opportunity with a potential start date during Q1 2020 o Working with a consulting firm to perform a market analysis to identify areas of focus for growth in new business o Taking on all of the mailroom operations for Joint Base Charleston. Additional jobs and potential for additional custodial services - Jermaine explained the connection between an Excel Center where adult students have the opportunity to earn a high school diploma and an Industrial Trade Center that provides training and certification opportunities in trades relevant to the needs of the business community. Students attending the Excel Center will have the opportunity to obtain certifications through the Industrial Trade Center as they earn a diploma. <p>Why it is a good idea to open the trade center before the Excel?</p> <ul style="list-style-type: none"> ▪ allows us to time to document outcomes; a proven track record+ ▪ Opportunity to build up our certification offerings ▪ Becomes a recruitment tool for the Excel Center <p>Bob provided the following expansion update:</p> <ul style="list-style-type: none"> - Currently leasing a temporary facility to house the Industrial Training Center and hope to have it open soon and operational. Having the Industrial Trade Center will lend credence to our efforts to the Excel initiative and shows Goodwill's commitment.

	<ul style="list-style-type: none"> - As previously shared, we are working with the Developer on a concept for an Industrial Training Center on the Goodwill campus. Preliminary costs are \$2.2M for a 12k sq ft building wired effectively for welding and CNC machinery, divided effectively for all of the different functions. - The Industrial Training Center is a capitol campaign opportunity - Warehouse – additional space is needed for donation storage and our growing salvage operations. A 20k sq ft addition to the warehouse will allow us to separate the two functions by moving salvage operations to the new addition and help us become better stewards of the community’s donations. The cost for this expansion is approximately \$3M. More discussion is needed before coming back to the board with a final number and request for approval, most likely at the October Board meeting. - Donated Goods expansion opportunities: <ul style="list-style-type: none"> o GII mapping tool is helping Summer and her team identify gaps where we may want to consider expanding operations. A couple of stores we are excited about and they are: <ul style="list-style-type: none"> ▪ Hilton Head South – Willie Heafner, Piedmont Companies has the property under contract for \$1.3m. It is an approximate 8k sq ft facility, near the entrance of Sea Pines, that previously served as a bank and a golf store. Plans are to upfit to an upscale retail store. Goodwill will lease initially with plans to purchase later. Approximately \$2.2M cost for the facility and upfits. ▪ We have an opportunity to either lease or purchase this property and will be assessing the opportunity. Financing and the ability to bundle under one bond issuance will be taken into consideration. - With the aggressive goals of mission messaging, we are looking to hire a VP of Marketing before the end of the year - Jermaine added that we are evaluating our partnership with Palmetto Training and whether it is sustainable long term
<p>NEW BUSINESS</p>	<p>MINI RETREAT-OCTOBER 11</p> <ul style="list-style-type: none"> - Following discussion, it was decided that the October board meeting would serve as the first mini retreat. Noon to 4:00 followed by a social at a place TBD. - Topics for the agenda include: <ul style="list-style-type: none"> o 2020 Initiatives o Capitol Campaign
<p>ADJOURNMENT</p>	<p>Meeting was adjourned.</p>