

THE BULLETIN



VOLUME 13 ISSUE 4

4TH QUARTER 2019

A Message from the Director

Your Board of Directors held the 2019 Annual Meeting and 4th Quarter Board Meeting on Friday, December 6th. The Annual Meeting agenda and discussion addressed election of new Board members and officers. The agenda also included a Treasurer's report and update on grant activity. Two Board members, Terri Moore, Rick Ouellette will leave the Board at year-end due to term limit criteria. In addition, Bill Wilson will continue to serve as Executive Director but will not be a Board member based on term limits. Mary Fortin and Jack Joseph will remain on the Board and begin their second three year term on January 1st. The Board initiated the Board member replacement process in June by developing a candidate slate. The final slate resulted in extending Board position offers to Christa Allen, Doug Camp and John Purdy Jr.. Christa, Doug and John will join the Board effective January 1st. Board officer roles were also an agenda item. Joyce Margulies will remain as President, Fred Ellrich will remain in the Vice President role, Mary Fortin will remain as Assistant Treasurer and Brian Issing will assume Secretary accountability. No changes to the Cash Committee membership are required. Bill Wilson, who also serves as the Society's Treasurer, provided the Board with a Treasurer's report based on financial results through September 30th. Chapter financial grant activity through June reflected 54 grants totaling \$43,490, both ahead of 2018. Full year results will be available in March. The 2019 budget was reviewed and approved. North American QCS membership totals 43,108. 13,657 members or 32% are aligned with the current Chapter network. 73% of our Chapter members are retired. These numbers will be updated in March to reflect 2019 YE membership data. Efforts remain underway to increase the number of Chapters based on targeted facilities and state/regional areas.

Thomas Plath, Senior Vice President of Human Resources joined the meeting to recognize and thank Terri and Rick for their service to the Society and Board. Both have been outstanding Board members. Tom also shared some of the IP employee demographic data based on recent hiring and turnover trends. This will have implications for the Society in terms of long term QCS membership levels.

The 4th Quarter Meeting followed the Annual meeting. The agenda included an update on the ongoing effort to expand the current Chapter network. As noted, only 32% of North American members are aligned with an existing Chapter. Jack Joseph reported on positive progress at the Shelbyville facility with follow up scheduled for Q1. Eastover has Chapter officers in place and is now positioned to charter their new Chapter in Q1. We are very

OUR MISSION STATEMENT

The Society's purpose is to provide financial aid quickly and confidentially to and for the benefit of a member or a deceased member's surviving eligible dependent who is in need of financial assistance in the face of misfortune or emergency.

A Message from the Director (Continued)

encouraged with interest expressed in forming a QCS Chapter from the Maysville and Cedar River mill locations. Conference calls were conducted in November with both facility leadership teams with follow up efforts scheduled to begin in Q1. There is a unique opportunity to include the container plant complex in the Cedar River Chapter initiative. We continue to work to establish a Chapter in Tracy, California. A local QCS member has been identified and has expressed interest in serving in a Chapter leadership role. Pine Hill, Bogalusa and Newport remain opportunities for new Chapter activity in 2020. The Board also discussed the increasing challenge with sustaining the existing Chapter network. Succession planning analysis has confirmed a number of existing Chapters are at risk of dissolving if replacement Chapter officers are not identified. This has emerged as a critical initiative for 2020 and will be atopic for the Q1 meeting in March.

The Board approved a social media initiative in 2019. Jeanie Dowdle and Fred Ellrich are leading this effort. The goal of the project is to increase the visibility of the Society and improve the communication process across North America. One vehicle being explored is the use of Facebook. Jeanie provided the Board with an update on the work underway. This includes reviewing the guidelines to be followed with respect to open websites. Communication has also taken place with IP legal and IT representatives. This is a significant work effort and will require well defined processes to ensure the role of the QCS Board and Chapters is clear. Additional time will be allocated during the Q1 meeting to work this initiative further.

Key document management remains a work in progress led by Joyce Margulies. The effort to review and update QCS Constitution language, QCS Chapter By-Laws, process documentation and QCS presentation material is significant. Excellent progress has been made since the September meeting. Joyce has also led the effort to clarify and finalize IP/QCS licensing guidelines. This involves formalizing the use of the IP brand in conjunction with the QCS logo.

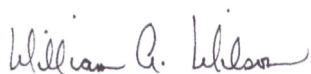
A Message from the Director (Continued)

Bill Wilson updated the Board about recent discussions that have taken place with IP's Global Citizenship team. IP has established an extensive IP employee volunteer initiative in a number of IP facility locations. Recent discussions have focused on opportunities to include the IP retiree population in these community volunteer opportunities. The QCS membership consists of 73% retirees. Work is underway to identify Chapters with active Chapter leadership teams and retiree populations that could serve as pilot Chapters for this initiative. The initial objective will be to formalize the volunteer opportunity communication process with pilot Chapters. Select Chapters were made aware of the Wreaths Across America volunteer opportunity.

The QCS Board of Director's priorities for 2020 include the following:

- New Chapter Formation Target: 5
- Chapter Leadership Succession Planning
- Social Media Initiative
- Key Document Management
- Website Reorganization
- Review & Update QCS Marketing Material
- Global Citizenship Partnership
- Executive Director Replacement

The Board extends special appreciation to all Chapter leadership teams for their continued commitment to the QCS Mission. Your hard work and dedication remain the key to realizing the QCS Mission: Identifying and confidentially supporting QCS members in dire financial need. Grant activity continues to increase due to your local Chapter efforts. Thank you and best wishes for 2020!



QCS Board Membership & Officers

The QCS Board of Directors consists of twelve individuals who are QCS members, active and retired. Board members serve a three year term and are limited to two consecutive terms. Your 2020 QCS Board of Directors consist of the following twelve individuals:

Joyce Margulies	President
Fred Ellrich	Vice President
Mary Fortin	Assistant Treasurer
Brian Issing	Secretary
Jack Joseph	
Ottie Dixon	
Jeanie Dowdle	
Mike Gorski	
Greg Houdek	
Christa Allen	
Doug Camp	
John Purdy Jr.	

William A. Wilson Executive Director & Treasurer

The Quarter Century Society, Inc. Historical Flashback (From QCS Archives)

On April 30, 1937, there was a "Spring" meeting, followed by a dinner at the Murray Hill Hotel. The annual meeting and dinner on December 3rd, was held at the Hotel Commodore.

In the early months of the following year (1938) the Quarter-Century Society, together with the Employee Mutual Benefit Association (New York Chapter), promoted a testimonial dinner in honor of our President, Richard J. Cullen, to be given by the employees of International Paper Company and its subsidiaries. This dinner was held at the Hotel Pennsylvania, New York, on the evening of Saturday, April 23rd, and it turned out to be the largest affair of the kind ever held by the company. Approximately 750 ladies and gentlemen were present.

Chapter Reporting Requirements

The following represents the reporting required from each Chapter on an annual basis:

- Six Month Chapter Activity Report
 - January – June July 31st
 - July – December February 15th
- 1099 Form (Grants over \$599) January 15th
- Annual Audit Report February 28th

All Chapters receive a timely request for their 6 Month Activity Report, Annual Audit Report and 1099 Form report. Compliance with these reporting requirements is a condition for Board approval of the annual Chapter allotment funding provided in April. These funds are the source of Chapter grants. The Executive Director remains available to support any Chapter as they complete the required reporting.

1st Quarter 2020 Calendar

Chapter 1099 Form	January 15th
Six Month Activity Reports	February 28th
Annual Audit Report	February 28th
Q1 Board Meeting	March 19th

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