

THE BULLETIN



VOLUME 13 ISSUE 2

2ND QUARTER 2019

A Message from the Director

Your Board of Directors held the 2019 2nd Quarter Board Meeting on Thursday, June 20th. The agenda focus of the Q2 Board meeting included discussion of Board officer openings and the Board member replacement process. The agenda also included a review of grant activity, new Chapter initiatives, succession planning at the Chapter leadership level and the role of social media in QCS communication.

The Board is in the process of filling the role of Board Secretary. Mary Fortin is performing these duties on a temporary basis in addition to her role as Assistant Treasurer. The Board approved a resolution to extend Bill Wilson's role as Executive Director through 2020. Three Board members will complete their second 3 year terms at year end; Terri Moore, Rick Ouellette and Bill Wilson. The Board is in the process of seeking candidates to replace these excellent Board members who are now term-limited. Please see the article below for information about qualifications for these Board positions.

Chapter financial grant activity in 2018 reflected 56 grants totaling \$88,853. This represents a reduction in the number of grants and grant dollars relative to 2017. One factor in the decrease was the spike in grant activity associated with 2017 tropical storm Harvey. Fifteen Chapters made grants and five of those Chapters made 73% of the grants in 2018; Ticonderoga, Mobile, Franklin, Riverdale and Pensacola. Nine Chapters have not participated in the grant process for the past five years. The Board has initiated a study to define "best practices" followed by our most active Chapters. Current feedback from several Chapters coupled with information secured in a similar effort in 2016 will be the basis for an updated document for Chapter review.

The Board is now addressing the Chapter succession planning process. Based on communication with our most active Chapters, we know that the strength of the local leadership team is the key to strong grant activity. A questionnaire has been established to determine the status of key leadership positions at each Chapter. It will also request information on the process in place to ensure continuity in key leadership roles.

QCS Seeking Applicants for Board Positions

The Board is seeking applicants to replace three term-limited Board members. Prior involvement with the Society, expertise in functional areas such as communications, marketing, IT, legal, human resources, manufacturing and finance are factors the Board considers. QCS members interested in being considered should contact Bill Wilson via the QCS email address: ipqcs1923@gmail.com.

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)

North American QCS membership totals 43,108. 13,657 members or 32% are aligned with the current Chapter network. 75% of our Chapter members are retired. Local Chapter activity drives the Society's ability to identify and reach QCS members in financial need. Accordingly, expanding the Chapter network is a key Board initiative. We are encouraged to report the Eastover Mill has established a leadership team to begin the Chapter start-up process. We are also working on a Chapter initiative with Corinth, NY.

Member density analysis completed on regional areas identified Northern California as a prime candidate for a regional Chapter. Work is underway to finalize the communication process for business and local facility leadership support.

The Board has commissioned an internal task team to evaluate the role social media can or should play in the QCS communication process.

The QCS Board of Director's priorities for 2019/2020 include the following:

- Finalize the Model for a Regional Chapter
- Formalize Chapter Leadership Succession Process
- Develop Best Practice Model - Grant Activity
- Expand Member Contact Database
- Define Opportunities for Social Media Activity

The Board extends appreciation to all Chapter leadership teams for their continued commitment to the QCS Mission. Our Chapter leadership volunteers remain the key to realizing the QCS Mission: Identifying and confidentially supporting QCS members in dire financial need.

Bill Wilson
Executive Director

IP Named Best Place to Work for Millennial Woman

MEMPHIS, Tenn. – International Paper received the 2019 Women’s Choice Award® for *Best Companies to Work for Millennial Women*. The Women’s Choice Award recognizes the best companies based on a survey of women indicating what is most important when searching for a job. IP, along with other award recipients, were featured in USA Today March 12, highlighting the celebration of women and the companies that support them.

To earn the recognition, companies must help millennial women grow professionally and advance their careers. WomenCertified Inc., the organization that sponsors the Women’s Choice Award, compiles data from publicly available sources then weighs it accordingly to identify the award winners.

“This award is a testament to our ongoing commitment to our employees and our culture,” said Fred Towler, chief diversity officer and vice president, Human Resources, Global Talent Management. “We feel that embracing diversity and striving for inclusion is essential to achieving our vision to be among the most successful, sustainable and responsible companies in the world.”

IP Pineville Mill Reunion

The Pineville Mill will hold a reunion event on August 24, 2019 from 6:00 PM – 9:00 PM at Kees Park, 2450 LA-28E, Pineville. \$30/person. Contact Sandra G. Lewis at 318-542-1008 for additional information.

QCS Website

The QCS website can be accessed at <http://www.ipqcs.com>. You can update Bookmarks with <http://www.ipqcs.com>. You can also Google [ipqcs.com](http://www.ipqcs.com) and click the first item in the results.

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

Between 1928 and 1935 the Society marked time. Meetings of the members were held occasionally, but there were no large general meetings with employees and mill managers as guests. In 1935 a plan was presented to the Executive Committee by the newly elected president, J.L. Fearing, that the funds of the society be used under definite restrictions, for the benefit of the families of deceased members who were in distress. On November 14, 1935 a special meeting approved the idea. Revisions of the Constitution were voted June 16, 1936 and March 29, 1937. Further amendments have been passed from time to time since then.

In 1936, following the adoption of BENEVOLENCE as the CHIEF AIM of the society, interest was greatly increased. There were two meetings of the membership that year; the members themselves paying the cost of the dinners and other expenses rather than use the funds of the Society for this purpose. At the first meeting, on January 10th, Allen Curtis, who, for many years had been International’s Vice-President, in charge of Manufacturing, was present and all the members joined in recalling old time stories and anecdotes of the early days. It was Allan Curtis who, with Mr. P.T. Dodge’s support, initiated group insurance for International employees, a Godsend to many of them and to their families. “He and his father, Warren Curtis, a founder of International, will long live in the hearts of those who knew and loved them both. “

Q2 2019 Calendar

3rd Quarter Board Meeting	Sept. 19 th
Chapter 6 Month Activity Report	July 31st

Food For Thought

- Your window of opportunity won’t open itself.
- If you can find a path with no obstacles it probably doesn’t lead anywhere.
Frank A. Clark
- Don’t compare your life to others. You have no idea what their journey is all about.
- Make peace with your past so it won’t screw up the present.
- Time heals almost everything. Give time time.