

THE BULLETIN

VOLUME 14 ISSUE 3

3RD QUARTER 2020



A Message from the Director

Your Board of Directors held the 2020 3rd Quarter Board Meeting by WebEx on Thursday, September 17th. The Board initiated the process to replace Oattie Dixon as a Board member at year end based on term limit criteria. Oattie has served the Board extremely well over the past six years. His leadership skills, compassion and human resource expertise will be missed.

The process to consider replacement candidates began at the 2Q Board meeting. Seven candidate recommendations were received and reviewed by Board members prior to the September meeting. Desirable qualifications include expertise in finance, human resources, marketing, manufacturing, legal, communications or facility or Chapter leadership. The Board voted on nominees and we are pleased to announce Ed Barr has accepted our invitation to join the Board of Directors on January 1, 2021. Ed was instrumental in the success of the Orange, Texas chapter start up in 2017. Ed is currently serving as Mansfield mill manager and has consistently recognized the value a local QCS Chapter can play in the employee engagement process.

Chapter grant activity in 2019 totaled \$119,899 with 96 grants made by 15 Chapters. 2020 grant activity for the time period January through June (6 months) reflected 18 grants from 9 Chapters totaling \$39,745. This is slightly behind 2019 activity over the same six-month timeframe. Most Chapter grants take place over the last six month period in conjunction with increased frequency of annual meetings in the July–December window. Given the COVID complications, most Chapter annual meetings have been cancelled. With that in mind, it is likely full year grant activity will be less than prior years. However, recent storms in Cedar Rapids, Orange, Mobile and Pensacola may result in increased activity. Notes have been sent to the respective facility or chapter leaders to ensure the Society is available to support their members in need.

The Board approved a social media key initiative in 2019. The task team consisting of Fred Ellrich, Jeanie Dowdle and Christa Allen provided an update on the status of work completed and recommended next steps. The QCS platform will have a closed Face Book (FB) group for QCS members only, a FB page that will be open to the public and direct people to our website. There will also be an opportunity for a Chapter FB page for use by local Chapter members. The Team is developing the communication plan, administrative and governance processes and well-defined compliance and monitoring protocols. We have targeted a soft launch for the Board, Chapter leaders and several former Board members in the Fall in order to get feedback.

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 spouse or dependents who are in need of financial assistance in the face of misfortune or emergency.

A Message from the Director (Continued)

The QCS member launch is scheduled for the 4th Quarter and will consist of emails to approximately 10,000 QCS members for whom we have addresses. The Chapter launch will be coordinated with local Chapter leaders and is scheduled for Q1 2021. This remains a significant work initiative and will set the stage for expanded visibility of QCS activity across North America. Our appreciation to Jeanie, Christa and Fred for their excellent work.

The key initiative to review, update and organize QCS key documents in both written and electronic formats is nearing completion under the leadership of Joyce Margulies, QCS Board president. She is supported by Board members Brian Issing and Mike Gorski. The work stream includes rebuilding the website document management process. Joyce updated the Board on current status and remaining work to be completed. Joyce has also managed to ensure consistency across all formal documents in terms of language and process. Special thanks to Joyce, Brian and Mike for their hard work and willingness to undertake and lead this massive project.

The Board initiated discussion focused on the mission of the Society relative to the Constitution and organizational objectives. Discussion included the opportunity to better define a specific, documented strategy designed to deliver on the mission of the Society. Mike Gorski volunteered to frame the issue in more specific and actionable terms, with metrics. This will be added to the 4Q agenda.

The Board extends appreciation to all Chapter leadership teams for their continued commitment to the QCS Mission. The challenge to ensure member needs are met has been increased since March due to COVID complications. Our Chapter leadership volunteers remain the key to realizing the QCS Mission: Identifying and confidentially supporting QCS members in dire financial need. Thank you for your dedication to the Quarter Century Society Mission!

A handwritten signature in blue ink that reads 'William A. Wilson'.

Bill Wilson

Executive Director

Storm Damage Triggers Support Activity

Recent storm activity in the Midwest, West and South has resulted in significant property damage, much of it in areas that include International Paper facilities and employee residence. The Quarter Century Society, through the local chapter network, works to identify and support active and retired QCS members in need. The Society also works to partner with International Paper's Employee Relief Fund when natural disasters hit. The ERF is available to International Paper full-time employees in need of financial assistance to ensure they have basic necessities (food, clothing and shelter) following a natural disaster, home fire or flood.

Over the past several months more than 350 active employees have applied for Employee Relief Fund help in the following areas:

Orange TX
Mansfield LA
Red River, LA
Springfield, OR
Cedar River/Cedar Rapids IA
Bay Minette, AL
Pensacola, FL

QCS Chapter leaders in several of these areas have been working to support members, including those that have suffered losses and find themselves in dire financial need. Chapter leadership efforts will continue over the coming months as the full impact of losses are realized. Having a local Chapter in place is critical to identifying and supporting members in need. In addition, members who are not affiliated with a Chapter can apply for assistance by contacting Executive Director Bill Wilson.

Employees interested in learning more about the Employee Relief Fund or how to make a donation can visit ipemployeere relief.org.

Contact Information:

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Hueler Income Solutions Life Time Income Platform

The Hueler Income Solutions(r) Lifetime Income Platform is now being offered as part of the International Paper retirement package for transitioning employees and retirees. If you are interested in a strategy to secure lifetime income with a portion of your retirement savings, Income Solutions(r) can help you do so. You can compare features on low-cost, competitively bid annuity products from multiple top-rated insurance companies and choose the annuity best suited to your personal financial needs. You can call to speak with a Hueler Income Solutions(r) Lifetime Income specialist at 866-297-9835.

COVID -19 Implications At The Chapter Level

The Board has discussed the implications of the COVID-19 issues on Chapter grant activity. No changes will be made either in the criteria for the grant assessment or the approval process. The grant assessment criteria used by the Chapters will continue to be based on determining if the member is in dire financial need. Chapter leaders will be sensitive to the implications of the virus. QCS portfolio returns allow the Society to remain in a financial position to support possible increased grant activity.

Food For Thought

- There is exactly enough time for the important things in your life.
- I follow three rules: Do the right thing, do the best you can, and always show people you care. (Lou Holtz)
- One of the things we have learned from history is that we have learned nothing from history.

Q4 2020 Calendar

4th Quarter Board Meeting	December 4th
Annual Board Meeting	December 4th

QCS Website

The Society 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.