

Mission Statement: "United Way collaborates with partner agencies to strength and improve Health, Education and Income Stability in Southeast Alaska."

**United Way of Southeast Alaska
Board of Directors Meeting**

**Thursday, February 20, 2014
5:15-7:00 PM**

**United Way of Southeast Alaska Conference Room
Teleconference: (800) 315-6338, Code: 5530**

- I. CALL TO ORDER and INTRODUCTIONS** – Past Chair Becker
- II: APPROVAL OF AGENDA** – Corrections/Additions
- III: APPROVAL OF MINUTES** – Corrections/Additions
 - December 19, 2013 Minutes
 - January 31, 2013 Minutes
- IV: PRESENTATIONS** – Pick. Click. Give ad
- V: COMMITTEE REPORTS**
 - Finance Committee – Mark Mesdag, Treasurer, January Finance Statement
 - Personnel Committee – Sheryl Weinberg, Secretary
 - Campaign Committee –
 - Board Development Committee – Karen Crane
 - Events Committee – Conversationalist/presenter for Orca Point Cruise and Dinner
 - Community Impact Committee –
 - Health –
 - Education – Alberta Jones
 - Income Stability – Jaysen Katasse
- VI: STRATEGIC PLAN UPDATE** –
- VII: OLD BUSINESS**
 - LEARN UNITED: Reading Tutor report
- VIII: NEW BUSINESS**
 - Election of 2014 Officers
 - Bylaws suggested revisions
- IX: CHAIR REPORT** – Karen Crane
- X; PRESIDENTS REPORT** – Wayne Stevens
- XI: BOARD MEMBER COMMENTS**
- XII: ADJOURNMENT**

Next Meeting March 20, 2014

Vision Statement: "United Way of Southeast Alaska addresses individual needs and improves lives by organizing the caring and collaborative power of our communities"

**United Way of Southeast Alaska
Board of Directors Meeting**

Thursday, December 19, 2013
5:15-6:55 PM

United Human Services Conference Room

Board Members in Attendance

Board Members in Attendance					
X	Mary Becker –Chair	X	Ann Gifford		Staff
E	Lance Stevens - Past Chair	X	Rosemary Hagevig	X	Wayne Stevens
X	Karen Crane – Chair Elect	X	Erin Hester	X	Jennifer Treadway
X	Mark Mesdag –Treasurer	X	Alberta Jones	X	Sam Ortiz
X	Sheryl Weinberg– Secretary	X	Jaysen Katasse		Guest(s):
X	Rustan Burton	X	Joan O’Keefe		
A	Katherine Eldemar	A	Bernie Sorenson		
E	Glenn Gelbrich	E	Robbie Stell		
E	Chris Gerondale				
Legend: X = present E = excused absence T = teleconference A=absent					

Call to Order and Introductions

Chair Becker called the meeting to order at 5:35 PM. A quorum was established with eleven board members present or on the phone. The delay in starting was to allow staff to video board members for a series of upcoming ads.

Approval of Agenda

Chair Becker asked for approval of the agenda.

Motion: Board Member Mesdag moved to approve the Agenda as presented.

Chair Elect Crane requested that one item be added to the agenda: Resignation of Board Member Sorenson.

Chair Becker asked if there were any objections to adopting it as presented.

There were no objections to the adoption of the agenda. Agenda adopted as amended.

Approval of the Minutes from October 17, 2013 Board Meeting

Chair Becker asked for approval of the minutes from the October 17, 2013 Board of Directors meeting.

Motion: Board Member Hagevig moved to approve the minutes from the October 17, 2013, Board of Directors meeting. With no corrections or objections, motion approved unanimously.

PRESENTATIONS – Effectively Describing Your Work: United Way Message Platform –

Jennifer Treadway, Resource Development Director

Ms. Treadway shared a short twenty minute presentation from United Way designed to assist board members in learning how our board can speak in a unified voice, guided by a message platform that accurately reflects the organization's mission and makes a compelling case for broad support for creating opportunities for a better life for all. There was brief discussion on the presentation. Staff will load it on the Board website and send the link to board members to review again as needed.

United Way of Southeast Alaska Board of Directors Meeting

Thursday, December 19, 2013
5:15-6:55 PM

United Human Services Conference Room

Committee Reports

Finance Committee – Mark Mesdag

Treasurer Mesdag reported on the FY2014 budget development, finance reporting systems and expectations going forward. Budget documents are substantially different than in years past. He reviewed the November finance report noting that expenses are well within tolerance, but the income side of the budget needs attention. He also presented the FY 14 budget and noted that the Board will need to be more participatory on fund raising and asking for support. The finance committee will meet to review final budget documents and November finance reports. The finance committee recommends adoption of the FY 14 budget as presented and the November finance statement. Treasurer asked for volunteers to serve on the Finance committee. With members stepping down from the Board who have served on the finance committee, we need new committee members.

Personnel Committee – Sheryl Weinberg

Secretary Weinberg noted that staff and been very busy with accounting, database management changes and the fall campaign. They will meet again soon once a final draft of CEO Job description and evaluation forms are ready for committee review.

Campaign Committee – Jennifer Treadway, Resource Development Director

Ms. Treadway pointed out the letter of solicitation, the Fact Sheet, FAQ, and flyer that had just been sent out to over three hundred professional offices, business owners, and managers who have not participated with United Way in the fall campaign. Robert Varness with ACS graciously agreed to be the signatory to the letter with some of his personal observations included in the letter. Board members will be given copies of the list of those who received the letter and asked to make personal calls to ask for United Way gifts.

Board Development Committee – Karen Crane

Chair Elect Crane had no report, but did indicate she will begin to reach out to those board members whose terms are ending in January to gauge their interest in serving another term on the Board.

Events Committee –

No Report

Community Impact Committee – Lance Stevens

No Report

Health Committee –

Education Committee – Alberta Jones

Board Member Jones reported on a project she was working on with students from the high school to develop a book exchange program to encourage middle school students to engage in reading. She would provide more details as the program was developed.

Income Stability – Jaysen Katasse

Board Member Katasse had no report to present.

United Way of Southeast Alaska Board of Directors Meeting

Thursday, December 19, 2013

5:15-6:55 PM

United Human Services Conference Room

Strategic Plan Update –

Old Business

None

New Business

FY 2014 Budget Adoption

Treasurer Mark Mesdag reiterated the support of the Finance Committee for the adoption of the FY 2014 Budget. Board Members concurred that a more proactive stance on fund raising would be required for the coming year.

Motion: Board Member Hagevig moved to adopt the FY 2014 budget as recommended by the Finance Committee.

Board Member O’Keefe seconded. Motion approved unanimously.

Set Date and Time for January 2014 Annual Meeting of the Board

Chair Becker noted that she and Chair Elect Crane had selected possible dates of January 17, 18, 24, 25 and 31, as possible dates for the Board Annual Meeting. They asked Board members if they preferred a lunch meeting or a diner meeting and whether the board members wished to include spouses and significant others as guests at the meeting. Staff was directed to send out a poll and get opinion of Board as to how they wanted to proceed.

Board Member Pledges

Chair Becker reminded all Board members about the need to get their pledge forms filled out and turned in to staff. She noted that for a number of grants received from Rasmuson in the past, the granting agency had looked at the level of Board participation as a part of the grant review process. She encouraged all Board members to be sustaining members of the fall campaign.

Campaign Follow Up

Chair Becker pointed out the list of some 325 recipients of the solicitation letter. She encouraged all board members to commit to calling individuals on the list and asking for a gift or pledge to the United Way fall campaign. IT would be a bit of work, but she knew that all wanted to participate. Staff was directed to divide the list and let all board members know who they were to be tasked with calling.

Board Member Resignation

Chair Elect Crane reported that she had connected with Board Member Sorenson who indicated that her schedule simply did not allow her to be a fully participating member of the Board. She asked that she be allowed to resign. She indicated that as her schedule changed and she had time she was very interested in participating on the Board of Directors.

Motion: Chair Elect Crane moved to accept with regrets the resignation of Board Member Sorenson.

Board Member Hagevig seconded. Motion approved unanimously.

United Way of Southeast Alaska Board of Directors Meeting

Thursday, December 19, 2013

5:15-6:55 PM

United Human Services Conference Room

Chair Report - Chair Becker

Chair Becker thanked everyone for being so patient this evening. It had been a productive meeting and she appreciated the great attendance. She wished all a very Merry Christmas and Happy New Year.

President's Report

President Stevens pointed out correspondence in the Board packets, including the letter of support for the SAGA program, the resignation letter from Board member Stevens, the thank you letters from Four-A's for the Community Impact Grant and the recent designation disbursement, the newsletter from Ketchikan WISH program and the letter and flyer from Janet L. Weiss, President of BP Alaska. He also noted his November and December activity reports.

Board Member Comments

Board members wished all a Merry Christmas, Happy New year and happy holiday season. Board Member Weinberg asked about transitioning to a community impact process versus the current agency designation process. Staff will bring information forward at future meeting on the process and what that change would entail.

Adjournment

Chair Becker adjourned the meeting at 7:15 PM

United Way of Southeast Alaska Board of Directors Meeting

Friday, January 31, 2014
6:30 -6:45 PM
Hangar on the Wharf, Ballroom

Board Members in Attendance

Board Members				Staff	
X	Mary Becker – Chair	E	Erin Hester	X	Wayne Stevens
X	Rustan Burton	E	Alberta Jones		
X	Karen Crane – Chair Elect	E	Jaysen Katasse		
E	Katherine Eldemar	X	Mark Mesdag-Treasurer		
X	Glenn Gelbrich	X	Joan O’Keefe		
A	Chris Gerondale - Secretary	X	Robbie Stell		Guest(s)
E	Ann Gifford	X	Lance Stevens – Past Chair	X	Bill Peters
E	Rosemary Hagevig	E	Sheryl Weinberg	X	Gail Dabaluz
				X	Spouses
Ledged: X = present E = excused absence T = teleconference					

Call to Order and Introductions

Chair Becker called the meeting to order at 6:35pm. A quorum was established with eight board members present.

Approval of Agenda

Chair Becker asked for approval of the agenda.

Motion: Board Member O’Keefe moved to approve the agenda as presented. Board Member Stell seconded the motion.

No additions to agenda. **Motion passed unanimously**

Committee Reports

Board Development Committee – Karen Crane

Old Business: None

New Business

Introduction and re-election of Board Member Katasse for a three year term on the board with a term expiring January 2017

Motion: Board member Gelbrich moved for the re-election of Board Member Katasse as presented. Board Member Stell seconded the Motion.

Motion passed unanimously.

Introduction and election of Board Members Dabaluz and Peters for a for a three year term on the board with a term expiring January 2017

**United Way of Southeast Alaska
Board of Directors Meeting**

Friday, January 31, 2014

6:30 -6:45 PM

Hangar on the Wharf, Ballroom

Motion: Past Chair Stevens moved for the election of the new Board Members as presented.
Board member Stell seconded the Motion.

Motion passed unanimously.

Announcements and Board Comments

Board Member Burton asked about the intention of the board to gather and make follow-up calls to those community members who had received a solicitation letter in late December. After brief discussion by board members present it was agreed that all board members would gather at the offices of the Juneau Empire on Thursday, February 6, at 4:00 PM to make follow-up phone calls.

Adjournment

Having no further business to conduct, Past Chair Becker adjourned the meeting at 6:45pm

**The next meeting to be held February 20, 2013,
at the United Way of Southeast Alaska Conference Room**

United Way of Southeast Alaska

3225 Hospital Drive, Suite 201
Juneau, Alaska 99801
Tel. (907) 463-5530

unitedwayseak.org



February 12, 2014

Jan Trigg
Manager,
Community Relations & Governmental Affairs
Coeur Alaska
3031 Clinton Dr., Suite 202
Juneau, AK 99801

Dear Jan,

Enclosed please find the 2012-2013 LEARN UNITED: Reading Tutor Program final report. Please accept my sincere apologies for the delay in delivering this document to you. We have had some challenges with our transition to a new accounting and database management system that has consumed far more time and energy than originally planned.

Coeur Alaska's willingness to support the development of a literacy program is truly appreciated. The program, designed to increase the reading skills of young readers, is off to a great start. I am pleased to present this first year final report to Coeur Alaska for your review. With the strong financial support of Coeur Alaska, United Way of Southeast Alaska in conjunction with the Juneau School District has developed a reading tutor program that is working and achieving the desired results. The program identifies students in need of reading skill building, solicits and engages volunteers to serve as reading tutors, provides training and recognition for the tutors. The Coeur Alaska sponsored LEARN UNITED: Reading Tutor Program has made a significant and lasting impact on the reading abilities of the young students who participated this first year.

Literacy is the educational cornerstone for individual and community success. Regardless of career path, literacy is a fundamental requirement of young people to acquire employment suitable for sustaining a family and their health. Increasing the graduation rate, reducing the dropout rate, and encouraging students to pursue secondary education opportunities all require a front loaded investment to achieve this goal. Coeur Alaska's role in creating strong and successful readers through sponsorship of the reading tutor program is truly appreciated.

Your strong commitment to fund and support the implementation this literacy program is truly appreciated. Please do not hesitate to contact me regarding any questions you may have about the final report.

With warmest regards,

A handwritten signature in black ink that reads "Wayne A. Stevens". The signature is fluid and cursive, with the first name being the most prominent.

Wayne A. Stevens
President/CEO

Reading Tutors Report for School Year 2012 - 2013

United Way of Southeast Alaska is pleased to report on the strategic partnership with Coeur Alaska and the Juneau School District to help ensure all Juneau students are reading at grade level by third grade. Coeur Alaska has committed to investing a generous \$75,000 over a three year time frame toward the education and future success of children by sponsoring the Learn United: Reading Tutor Program. This partnership sets the gold standard for real, meaningful volunteer work in our schools.

The LEARN UNITED: Reading Tutor Program identifies students in need of reading skill building, solicits and engages volunteers to serve as reading tutors, and provides training and recognition for the tutors. It gives community members a way to genuinely impact the lives of our students and families.

To find the right people to help support language and literacy skills in schools, the United Way of Southeast Alaska utilizes its "Get Connected" community engagement and online volunteer management tool. Our SAGA AmeriCorps volunteer developed a reading tutor recruitment posting that paired community volunteers with elementary students in an effort to improve literacy skills by third grade. Once the volunteer engagement portal was developed, advertising was placed in the newspaper, posts were developed for social media, and post cards and flyers were strategically placed throughout the community. United Way staff, school district personnel and Coeur Alaska staff joined in a joint announcement and presentation at the Juneau Chamber weekly meeting on September 13, 2012. Copies of the various materials used to promote the program and the ensuing publicity received are included with this report as attachments.

Once volunteers have been selected and have completed a mandatory background check, the Juneau School District trained volunteers with skills and materials as well as matched them with children who could benefit the most from the volunteer's time and caring attention. The team is committed to helping all students read at grade level by the completion of the third grade and the Reading Tutor program holds great promise to deliver on this goal.

Learn United: Reading Tutors program ran exceptionally well for the first year. We look forward to building upon the first year's success in year two.

Program Narrative:

The Reading Tutor Program began working with students in late October at Riverbend Elementary. During the fall semester, we had 8 tutors who worked one on one with a student twice a week for 30 minutes. During the spring semester, we had 12 tutors meeting the same levels of participation.

Two children made significant progress and were moved out of the tutor program earlier than expected as they reached grade level skill. Two additional students were moved into those slots. Overall, we assisted almost 25 students with increasing their reading skills and abilities.

Students are tested in the fall and spring utilizing the Dynamic Indicators of Basic Early Literacy Skills (DIBELS) Assessment. The DIBELS are a set of procedures and measures used to identify children experiencing difficulty in acquisition of basic early literacy skills in order to provide support early and prevent the occurrence of later reading difficulties. Comprised of seven measures to function as indicators of phonemic awareness, alphabetic principle, accuracy and fluency with connected text, reading comprehension, and vocabulary, DIBELS are designed to be short (one minute) fluency measures used to regularly monitor the development of early literacy and early reading skills.

All students showed marked improvement as a result of their one on one assistance and tutoring. A copy of their aggregated test results is included as an attachment to this report.

Children received incentives (pencils and stickers) with which to record their reading progress. Once their reading chart was complete, they earned books and a book bag as incentives to continue their reading progress.

Background Checks:

When volunteering with the Juneau School District, all volunteers were required to complete a volunteer screening process including a background check that is provided at no cost to the volunteer.

The background check looked for criminal history. If the background check was clear, the volunteer's name was forwarded to the school/principal/parent volunteer coordinator. If the background check revealed past criminal history, the volunteer was asked by Human Resources to clarify the information prior to being cleared to work individually with students.

Training:

Reading Coach Kelly Harvey provided training to over 20 reading tutor volunteers in mid-October. Kelly presented an overview of the program, explained the processes and requirements of the program and had the tutors review and practice with each other in preparation of being assigned a student with whom the tutor would work. Tutors, who were not at the initial reading tutor training, received one on one training from the Juneau School District reading coach.

Program:

The program was aligned with what was going on in the classroom instructional program and it included the following components:

1. Phonemic Awareness Word Work - Phonemic awareness is the ability to hear, identify, and manipulate individual sounds-phonemes--in spoken words. Before children learn to read print, they need to become more aware of how the sounds in words work. They must understand that words are made up of speech sounds, or phonemes (the smallest parts of sound in a spoken word that make a difference in a word's meaning).

Phonemic Awareness is developed through activities that help students:

- Identify and categorize sounds
- Blend sounds to form words
- Delete or add sounds to form new words
- Substitute sounds to make new words

2. Phonics Practice - This involves practice with letter recognition, letter sound practice and blending words.

3. Sight Word Practice - This is a basic word recognition task. Students have sight word rings. Rings are practiced to commit words to memory.

4. Read - The child reads decodable books from their book box out loud to the tutor to assist in reading fluency. Child should track words as he/she reads aloud.

Communication:

The reading coach provided occasional email updates to tutors, provided feedback to teachers on progress being made with the individual students, reviewed the students testing to track improvements and reported to tutors on potential areas that may have needed additional practice.

Appreciation:

December: At the end of the fall semester, Reading Coach Kelly Harvey sent each of the tutors a seasonal card and a small recognition gift.

May: At the end of the spring semester, all tutors were recognized at a luncheon. United Way and Coeur Alaska staff, students, teachers, and tutors all gathered for lunch at Riverbend Elementary School. Students presented a small gift of recognition and appreciation to the tutor for their work and support throughout the school year.

Feedback:

The feedback we received from tutors and teachers alike was very positive!! We are happy to report that things went smoothly for the pilot year. The tutors were committed and the students enjoyed time with their reader buddies. A copy of survey results and a mid-term report from Reading Coach Kelly Harvey is included as an attachment with this report.

Budget:

The Coeur Alaska grant of \$25,000.00 was more than sufficient to meet the needs of the first year's effort. United Way expended \$5,805.27 in the first year of the pilot program. This first year was less capital intensive than anticipated as we did not get the program rolled out in more schools the first year. A copy of the budget is attached with this report outlining expenditures. We anticipate moving into additional schools in year two now that we have a program developed to recruit volunteers, work with the school teachers and have the program to assist students fully developed.

Going Forward:

- United Way will fund Reading Tutor Coordinator position to work with school district
- Enhance communication between coordinator and tutors. Further enhance and clarify tutor session information
- Enhance training of tutors to be ongoing rather than just one time
- Create system to manage materials for tutors
- Survey tutors and teachers two times throughout year
- United Way will use the balance of the first year's grant money to fund the second year of operation of the reading tutor program.

From: Harvey, Kelley [mailto:kelley.harvey@juneauschools.org]

Sent: Friday, November 16, 2012 7:57 AM

To: president@unitedwayseak.org

Cc: Kristin Bartlett; Patty Newman; Gelbrich, Glenn; staff@unitedwayseak.org

Subject: Re: Learn United: Reading Tutors update

Hi Wayne,

The tutoring program is up and running and we are working out some little "bugs" along the way but for the most part it has been smooth sailing! I just set up a meeting with Patty Newman for Tuesday Nov. 27th so that we can sit down and look at how things are progressing and plan for future trainings and what not. I will make sure to get in touch with you after that meeting to get you some more information.

As far as your meeting next Tuesday, here are some "highlights" :)

-We currently have 8 tutors who work one on one with a student twice a week for 30 minutes.

-Several tutors had a lot of travel for work and personal reasons being that it is leading into the holidays so there are several other tutors who will be starting after the break.

-One request I have heard time and again is to grow the program to a downtown location (which will be part of our talk on the 27th)

-The program we are using is working well (a few "hiccups" but that was expected)

-The feedback I have received from tutors and teachers alike is very positive!!

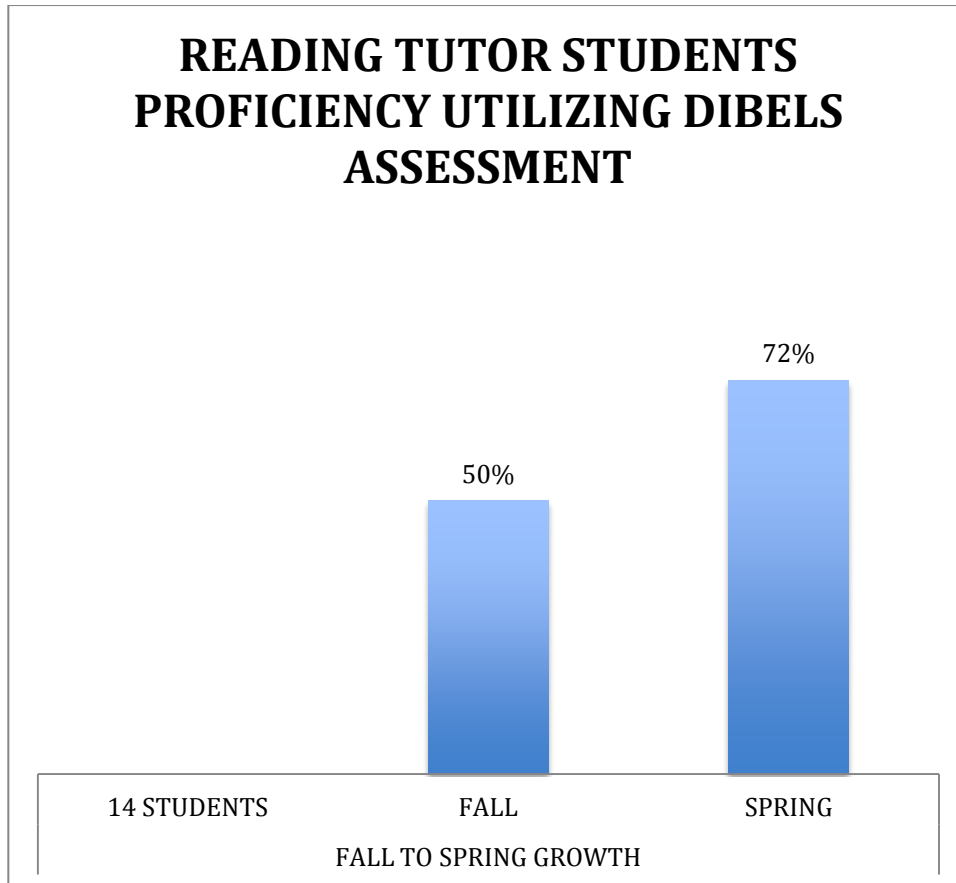
I'm sure I will have more to share after the 27th as far as where we might want to go next with this program. It is a lot of work to organize and the tutors and teachers have been amazingly flexible with everything! Thank you for all you, The United Way, and Coeur have done to make this possible for our students.

Sincerely,

Kelley Harvey

**READING TUTOR PROGRAM
2012-2013
YEAR ONE**

**READING TUTOR STUDENTS
PROFICIENCY UTILIZING DIBELS
ASSESSMENT**



PROGRAM DESCRIPTION:

1. Sight Words: This is a basic word recognition task. Students have sight word rings. Rings are practiced to commit words to memory.
2. Phonics/Phonemic Awareness: This involves practice with letter recognition, letter sound practice and blending words. (done during decodable book read)
3. Reading Fluency: The child reads decodable books from book box to the tutor to assist in reading fluency. Child should track words as he/she reads aloud.
4. Activities/game; or tutor reads book to child.

PROGRAM NARRATIVE:

- Program began working with students in late October.
- Currently program at Riverbend has 12 tutors who work one on one with a child for 30 minutes, twice weekly. 12 students are served.
- Two children have made significant progress and have already been moved out of the tutor program as they reached grade level. Two other children have moved into those slots.
- Children receive incentives (stickers), and once their chart is complete, earn a book bag.
- Training: Tutors who were not at the initial training have received one on one training from coach.
- Communication: Coach has provided occasional email updates to tutors, as well as a thank you gift during the holiday.
- Appreciation: December: Card/Gift; May: Year End Wrap Up luncheon
- Tutors suggested more ongoing training
- Survey completed by tutors and teachers at end of year

PLANNING FOR NEXT YEAR:

- Enhance communication between coordinator and tutors Further enhance and clarify tutor session information
- Enhance training of tutors to be ongoing rather than just one time
- Create system to manage materials for tutors
- Survey tutors and teachers two times throughout year

**United Way of Southeast Alaska
 Cour Alaska Funding
 Expenses September 2, 2012 thru July 26, 2013**

Effective Date	Session ID	Fund Source Code	GL Code	Activity Code	Sub Activity Code	Year Code	Debit	Transaction Description	Name	
9/13/2012	UWSE041013c	300	5115	302	207	00	43.00	Alaska Litho	60 5.5" x 8.5" post cards	
9/17/2012	UWSE041013c	300	5115	302	207	00	165.00	Alaska Litho	500 5.5" x 8.5" post cards	
9/23/2012	UWSE041013c	300	5211	302	207	00	313.92	Juneau Empire	Reading Tutor advertising	
10/13/2012	UWSE041013c	300	5245	302	207	00	59.95	Reading Tutors License		
10/15/2012		300	5115	302	207	00	163.00	Print Trading Company	Copies for Tutor training	
10/15/2012	UWSE041013c	300	5115	302	207	00	92.25	Print Trading Company	Copies for Tutor training	
10/17/2012	UWSE041013c	300	5211	302	207	00	446.52	Creative Solutions	Get Connected sticky notes	
12/17/2012	UWSE041013c	300	5105	302	207	00	90.99	Oriental Trading	Pencils, bags & stickers	
12/20/2012	UWSE041013c	300	5040	302	207	00	4,000.00	SAGA AmeriCorps Volunteer		
1/10/2013	UWSE041013c	300	5105	302	207	00	120.17	Scholastic Books	Student books	
5/22/2013	AP052213	300	5190	302	207	00	23.53	Reimbursement: Reading Tudor Program	Kelley Harvey	
5/22/2013	AP052213	300	5225	302	207	00	111.64	Reimbursement: Reading Tudor Program	Kelley Harvey	
5/17/2013	AP070313	300	5190	302	207	00	114.19	Sadwiches/cookies tutor recognition lunch	Subway/Business Card/BOA	
7/3/2013	AP070313	300	5190	302	207	00	<u>61.11</u>	Beverages	Fred Meyer/Business Card/BOA	
Report Total							<u>5,805.27</u>			

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January 28, 2014 | 4:05 pm



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Coeur invests \$75,000 in youth literacy

United Way, Coeur, JSD join forces to promote Volunteer Reading Tutor program

Posted: September 13, 2012 - 11:05pm | **Updated:** September 14, 2012 - 11:17am

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Michael Penn / Juneau Empire

Wayne Zigarlick, General Manager of the Kensington Gold Mine, announces a \$75,000 donation from Coeur Alaska to the United Way of Southeast Alaska for a three-year Reading Tutors program. The announcement came during the Juneau Chamber of Commerce luncheon at the Moose Lodge on Thursday. Juneau School District Superintendent and United Way Board Member Glenn Gelbrich listens in the background.

By [RUSSELL STIGALL](#)

JUNEAU EMPIRE

Coeur d'Alene Mines Corporation announced its partnership in United Way's reading tutor program with a donation of \$75,000.

The United Way of Alaska, Coeur d'Alene Mines Corporation and the Juneau School District have partnered on the Volunteer Reading Tutor program to help Juneau youth read at grade level by third grade.

"The contribution we made today is really the easy part of the effort," Wayne Zigarlick, General Manager of Kensington Gold Mine. Volunteer tutors, he said, "those are the ones who will be making a difference."

Coeur, owner of Kensington Gold Mine, announced its contribution to the effort at the Chamber of Commerce lunch lecture series at the Moose Lodge, Thursday.

Glenn Gelbrich superintendent of the Juneau School District said he believes Juneau is the perfect place to create a successful early childhood literacy program. He said he often hears conversations about the success of all of Juneau's citizens.

"We appreciate it every time someone makes a contribution ... by donating time, donating energy and doing as Coeur is doing today, donating serious resources," Gelbrich said, "\$75,000 is no small investment. Our job is now to make sure that that investment pays the highest possible dividend for children."

Coeur's contribution funds the Volunteer Reading Tutor program for three years and brings volunteer tutors into Juneau classrooms to help students reach their reading potential during the important years leading up to their third-grade year.

Children who have trouble reading at grade level often struggle in school and drop out as a result, Mary Becker, chair of United Way, said. While successful readers are likely to graduate on time and are better prepared to enter the work force, she said.

"United Way [of Southeast] places an emphasis on reading success," Becker said. "[It] expects to see graduation rates increase, dropout rates decrease and substance abuse rates decrease."

Without substantial help, poor readers in the third grade are poor readers in the ninth grade, Patty Newman director of teaching and learning for the Juneau School District said.

"Our six year olds, our first graders have a one in eight chance of catching up without extraordinary efforts," Newman said. "Which is what we are all about today, those efforts."

The program is focused on Kindergarten, first and second grade students, Newman said. "Really intervene early."

Volunteers are asked to spend 30 minutes, twice a week in the classroom working with young students who might need extra help with reading skills. Volunteers can count on a teacher in the room, Newman said. An instructional coach will be there to answer question, problem solve, coach and cheerlead, she said.

Tutors will received training to use Reading A to Z a literacy program designed for tutors (www.readinga-z.com).

The Volunteer tutor program, organized over the past six months, is scheduled to launch in mid-October.

President and CEO of United Way of Southeast Alaska, Wayne Stevens said the tutor program will supplement existing programs like the Association for the Education of Young Children Dolly Parton's Imagination Library. The library provides books and reading tools for youth, birth to five years old.

"But not every newborn is signed up from the program and not every kindergartener is fully prepared to learn to read," Stevens said. "We're trying to pick up and follow through on those children who are not quite at those levels needed for entry to school."

Stevens said these early childhood reading programs equate to better readers entering school. The first group, birth to five years, enrolled in the library program contributed to a spike of 10 percent in entry-level reading scores of those kindergarteners, he said.

For those interested in volunteering for the Volunteer Reading Tutor program visit the United Way's Get Connected page on its website (www.unitedwayseak.org/activities/get-connected).

• Contact reporter Russell Stigall at 523-2276 or at russell.stigall@juneauempire.com.

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[Latitude58](#) 09/14/12 - 06:56 am

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[Nice job, Russ](#)

Unpublished

Very informative article, complete and well structured. And an important topic. Thank you.



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[sefisher](#) 09/14/12 - 07:45 am

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16

[I think it is high time to](#)

I think it is high time to end the practice of making millionaires off of extracting resources that belong to the public.

Every time the antiquated Mining Act comes up for an overhaul in congress the mining industry lobbyists beat it down.

- the old mining laws were intended as an incentive to those willing to push West and settle the frontier, but those days have long since past.

- Quote from mining CEO in article: "The debate in our mind isn't that we're stealing this from the public," he said. "It's 'Why is there (still) all this public land?'"

Read more: <http://www.seattlepi.com/news/article/The-General-Mining-Act-of-1872-has...>

The General Mining Act of 1872 has left a legacy of riches and ruin:

<http://www.seattlepi.com/news/article/The-General-Mining-Act-of-1872-has...>



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fisherwoman44 09/14/12 - 07:35 am

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[Mining doesn't always mean bad](#)

Coeur is a responsible company. They take care of their employees and bring jobs to SE Alaska.



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[rhythm](#) 09/14/12 - 07:42 am

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[Volunteering](#)

I just clicked on the United Way site to volunteer for this program and it wasn't listed.



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[isldandhopper](#) 09/14/12 - 07:45 am

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[sefisher](#)

Behind every silver lining there's a dark cloud, thanks for not disappointing



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[sefisher](#) 09/14/12 - 08:01 am
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15

[sorry to disturb your cozy](#)

sorry to disturb your cozy little view of the world islandhopper, but this is one of the reasons why wealth disparity exists in the world today.

This is simply wrong and with our dwindling resources it has to be stopped. There are a handful of people in the mining industry making enormous amounts of money off of our public resources these days have to end.



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[akbrdguru](#) 09/14/12 - 08:01 am
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[Those resources need to be](#)

Those resources need to be pulled out of the ground by somebody. If you're willing to do it for free, by all means sefisher, go right on ahead. The rest of us like to be paid for our hard work.



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[sefisher](#) 09/14/12 - 08:37 am
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[akbrdguru? Settling for this](#)

akbrdguru? Settling for this arrangement brings the word sheep to mind

The mining industry generates massive amounts of wealth for a few people and a little bit of wealth for some for a few years.

Then they close down leaving behind disrupted lands, rivers, habitats and toxic tailing dams.... and cleanup costs for generations of tax payers



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[isldandhopper](#) 09/14/12 - 08:15 am

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[akbrdguru](#)

try not to be too hard on dark cloud, likely doesn't know (or understand) how digging in the dirt enables him/her to pound away on the keyboard & post how terrible the worlds wealth disparity is



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[ima49er](#) 09/14/12 - 08:22 am

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[I'm curious as to where](#)

the donation ends up. If the tutors are volunteers, will the donation be used to pay salaries for United Way employees.



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Life is tough, but it's tougher when you're stupid.

[John Wayne](#)

3011
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[akjim](#) 09/14/12 - 08:31 am
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[Nationally United way spends](#)

Nationally United way spends about 81% of its donations on actual programs. That's about middle of the road for good charities. Red Cross spends about 91%, one of the highest rated. Good folks to give to in general, though I'm not sure specifically about the local group.



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[sefisher](#) 09/14/12 - 08:55 am
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[wealth disparity is just one](#)

wealth disparity is just one big joke to islandhopper

A study by the World Institute for Development Economics Research at United Nations University reports that the richest 1% of adults alone owned 40% of global assets in the year 2000, and that the richest 10% of adults accounted for 85% of the world total. The bottom half of the world adult population owned barely 1% of global wealth

Greed taking advantage of laws like the Mining Act of 1872 made it this way. ha ha ha OMG I can't stop laughing this all so funny.....ha ha ha



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[Persnickety Persimmon](#) 09/14/12 - 09:02 am

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11

[@sefisher: these people](#)

@sefisher: these people aren't capable of understanding problems unless it affects them personally, somehow. And they don't WANT to understand the environmental problems that afflict many mining operations, because if they did, they'd be a lot less comfortable.



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[John Wayne](#)

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[akjim](#) 09/14/12 - 09:22 am

2
6

[Thumbs down to the United](#)

Thumbs down to the United Way? WTF? Some real cynical boneheads here today. At least one, anyway.



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[MikeyToo](#) 09/14/12 - 09:47 am

10
3

[I think we can assume](#)

that sefisher is on the wrong end of the wealth disparity graph.



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[United Way of Southeast Alaska](#) 09/14/12 - 10:08 am

3

1

[Volunteering](#)

Our apologies to those of you that have tried to volunteer on the Get Connected page. We had a system error that has been fixed. The site is up and running now. Once you have joined and signed in, click on the events tab and RSVP that you are attending. An email is then sent to the Juneau School District email informing them of your interest.



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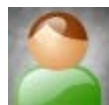
[Milspec.](#) 09/14/12 - 10:13 am

9

4

[Class Warfare:](#)

My thoughts exactly' MikeyToo.



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[Calypso](#) 09/14/12 - 10:30 am

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[Well, mikey, there's just no](#)

Well, mikey, there's just no time to actually "work" when one spends their days digging through leftist propaganda sites and then cuts and pastes quote after quote ad nauseum.

I think we all should chip in and send fisher off to New York so he can get himself right in the thick of the Occupy shenanigans. It's coming up on their one year anniversary and it's sure to be a celebration!

As p would say "Good God", can you tell us who contributes over a third of the tax revenues, fisher? Yeah, that would be the nasty 1%.



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[nottacheechako](#) 09/14/12 - 10:26 am

9

6

[Back at Selfisher...](#)

Sefisher, maybe you could lobby SEACC for a donation to your one of your favorite charities...what have they donated out of their million dollar plus a year budget to help the PEOPLE in SE. Alaska...I know they are all about the squirrels and such, but do they do anything to put people to work in our towns and villages?

Alaska is a resource state where we can and should continue to utilize our natural resources in an environmentally sound way and before you continue to bash the mining industry with your groundless allegations, you should go to Greens Creek or the Kensington and see what steps they are taking to do the job correctly under the direct supervision of all the State and Federal regs....it is overkill, but they follow the rules and do a fantastic job.

You sound like a fan of the redistribution of wealth without having to work crowd to me.



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[janwoodings](#) 10/01/12 - 08:20 am

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[Taxpayers hit with 1.6](#)

Taxpayers hit with 1.6 billion in subsidies to go to mining companies . Wealth distribution right to the TOP

Washington, DC - 01/27/2009 - Failure by Congress to reform the nation's mining law and to rein in long-standing special interest subsidies could cost U.S. taxpayers approximately \$1.6 billion over the coming

decade, according to a new report released today by the Pew Campaign for Responsible Mining. The report comes along with a new push in the U.S. House of Representatives to reform the 19th century law. (voted down in house)

"Reforming the U.S. Hardrock Mining Law of 1872: The Price of Inaction" reviews federal government data and finds that U.S taxpayers and the federal treasury stand to lose an estimated \$1.6 billion in potential revenue over the next decade. The report links the revenue loss to outdated policies that subsidize the mining of gold, uranium and other metals on federal public lands.

In these difficult economic times, it goes without saying: We can no longer afford to ignore a billion-dollar stream of untapped revenues," said Velma Smith, manager of the Pew Campaign for Responsible Mining, a project of the Pew Environment Group, and author of the report. "It's time for Congress to stop the mining industry's free ride and start treating it like any other business that uses public resources."

http://www.pewtrusts.org/news_room_detail.aspx?id=48428



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Life is tough, but it's tougher when you're stupid.

[John Wayne](#)

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[akjim](#) 09/14/12 - 11:55 am

5

4

[Hmmm, who was running](#)

Hmmm, who was running Congress back in January of 2009? I'm a fan of responsible resource development, but not a big fan of subsidies. Some may need them, but most hard rock mines are doing pretty darn good. That said, a big thank you to Coeur Mines for being a good neighbor.



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[akbrdguru](#) 09/14/12 - 01:04 pm

9

4

[Darn those wealthy people](#)

Darn those wealthy people anyway. I hate it when they come to town and throw their green paper all over the place. Some of it ended up in my wallet! Fortunately, I found that many of the local businesses in Juneau are willing to take that paper in exchange for their goods and/or services.



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[Flynx](#) 09/14/12 - 01:24 pm

8

4

[Let's see Jan...](#)

Let's see Janwoodings...would that information be coming from the Pew Trust, subject of the film "Art of the Steal?" It's a nice bunch of folks you care to quote!

I think I'll agree with those that have thanked Coeur on this one. It's hard to dispute that helping our children to improve their reading skills is a bad thing.



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[ken dunker II](#) 09/14/12 - 04:13 pm

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[Coeur d'Alene: Thank you for your \\$75,000 contribution.](#)



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[alaskabobc](#) 09/15/12 - 07:16 am

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[Risk,](#)

I believe there was quite a lot of revenue at stake here, how many like PP or Jan or Selfisher have the resources to put at risk that brought these jobs to the area? Cour could well have not been permitted to open after the enviros sued. Large risk deserves large rewards!



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[conner](#) 09/15/12 - 08:30 am

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["We can no longer afford to](#)

"\$1 billion in non-coal metals are taken from federal lands each year. Under the 1872 mining law, these minerals are extracted without royalty or rental payments"

"We can no longer afford to ignore a billion-dollar stream of untapped revenues"

I have to agree, because we need federal revenue & deficit-reduction. If congress is not taxing work and income on hand and we need to raise revenue, this is one of the ways to do it. I think it is long past time to do this. We all need to pay our fair share.



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[Jumpstart](#) 09/15/12 - 09:28 am

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5

[Companies can write off](#)

Companies can write off charitable donations they make

akbob - fyi, the mining industry enjoys outright tax subsidies which can exceed the value of the owner's

investment in the mine. so the public actually ends up providing more investment than the owner.

There are no guarantees of government support for the poor, the young or the ill etc..., so why should there be guarantees of government support for businesses, particularly those that degrade the natural environment and threaten health.

The mining industry as compared to other businesses receives startling tax breaks:

- The percentage depletion allowance: permits mining companies to deduct a certain fixed percentage from their gross income to reflect the mine's reduced value over time. WOW

- Costs associated with the exploration and development can be deducted in the year the costs are incurred rather than over the life of the mine

- also Section 631 of the Internal Revenue Code, treats the sale of coal and iron ore as a capital gains , not ordinary income , so less tax

all these breaks and others encourages the wanton mega mining we are seeing today

would write more but have to run... I agree w/above posters things need to change.



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[ken dunker II](#) 09/15/12 - 05:27 pm

3

3

"There are no guarantees of government support for the poor,

the young or the ill..."

I beg to differ.

Over a quarter of all filers pay no taxes but get a check refund from the government because they have kids.

Over a quarter of all children are being provided at least two square meals a day at school, by the government.

Every elderly citizen in America has the right to medical attention to stay alive, provided by the government.

In fact all a poor person has to do today for assistance is walk into a government building.

Our government is actually going broke because we care.

Would write more but got to run...

Lets do lunch.

My people will call your people.

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Michael Penn / Juneau Empire

Juneau School District Superintendent and United Way of Southeast Alaska Board Member Glenn Gelbrich talks about measuring the growth of young student's reading ability as Patty Newman, the district's Director of Curriculum and Instruction, and Wayne Stevens, President and CEO of the United Way of Southeast Alaska listen during the Juneau Chamber of Commerce luncheon at the Moose Lodge on Thursday. With a \$75,000 donation from Coeur Alaska, the United Way and school district are starting a three-year Reading Tutors program to help kindergarten through second grade student with their reading skills. talking about the Reading-tutors program, how it will work and the need for volunteers.



Michael Penn / Juneau Empire

Wayne Zigarlick, General Manager of the Kensington Gold Mine, announces a \$75,000 donation from Coeur Alaska to the United Way of Southeast Alaska for a three-year Reading Tutors program. The announcement came during the Juneau Chamber of Commerce luncheon at the Moose Lodge on Thursday. Juneau School District Superintendent and United Way Board Member Glenn Gelbrich listens in the background.

United Way of Southeast Alaska

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fax 907.463.4649
unitedwayseak.org



MINUTES of the Finance Committee Meeting

Date of meeting: 01/27/2014 Time: 12:00 pm

Place: United Way Conference room

Members Present (first & last name): Mark Mesdag, Lance Stevens,

Members absent (excused): Vincent Cheng

Other persons present: Jennifer Treadway, Wayne Stevens

Chairperson: Mark Mesdag

ITEMS DISCUSSED: December Financial statements, review of campaign activity, audit update, new committee membership

DECISIONS MADE: Approve December financial statements as presented, ask Jaysen Katasse to serve on Finance committee

RECOMMENDATIONS: Ask Board to approve December finance statments

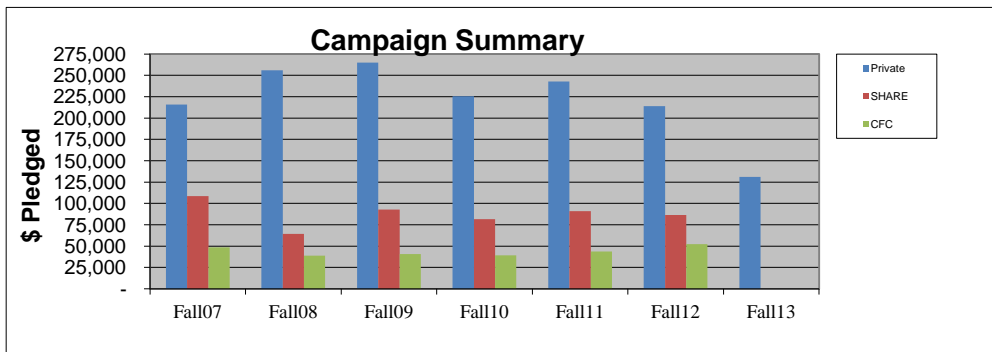
Adjourned at: 12:50p

**United Way of Southeast Alaska
Financial Summary
January 31, 2014**

	Year to Date Actuals	Year to Date Budget	Variance
Revenues			
Fall 12 Campaigns			
Private Cpgn to UW	71,965	211,830	(139,865)
Community Impact Revenue	5,585	26,095	(20,510)
SHARE Cpgn to UW	-	-	-
CFC to UW	-	-	-
Uncollectible Pledge Expense	-	-	-
15% from private cpgn	7,029	14,043	(7,014)
Subtotal Campaign	84,579	251,968	(167,389)
Non-Campaign Income	16,684	12,875	3,810
Total Revenues	101,264	264,843	(163,579)
Expenses			
Human Resources	73,718	72,244	(1,474)
Travel & Training	1,421	4,229	2,808
Community Impact	-	-	-
Other Expenses	62,317	55,071	(7,246)
Total Expenses	137,456	131,544	(5,912)
Net Income (Loss)	(36,193)	133,298	(169,491)

Liquidity (Current Ratio)

	Current FY	Prior FY
Assets, Liabilities & Equity	August	2.17
Assets	July	2.13
Cash	June	2.22
Accounts Receivable	May	2.37
Other	April	2.61
Total Assets	March	2.28
Liabilities & Equity	February	1.97
Agency Designations Payable	January	2.20
Other	December	2.27
Equity	November	2.20
Total Liabilities & Equity	October	2.46
	September	2.06



Campaign Collections

	Private	SHARE	CFC	TOTAL
Fall 13				
Total Campaign Pledges	131,300	-	-	131,300
Designated to UW	77,550	-	-	77,550
Designated to Agencies	53,750	-	-	53,750
Total Collections to date	42,862	-	-	42,862
% Collected	33%	0%	0%	33%
Fall 12				
Total Campaign Pledges	213,870	86,575	52,555	353,000
Designated to UW	152,070	7,854	4,791	164,715
Designated to Agencies	61,800	78,721	47,764	188,285
Total Collections to date	223,437	65,677	30,319	319,434
% Collected	104%	76%	58%	90%

Bylaws of United Way of Southeast Alaska

ARTICLE 1 -- NAME AND PURPOSE

- Section 1:* Name. The name of the organization is United Way of Southeast Alaska. It is a nonprofit 501(C) 3 organization incorporated under the laws of the State of Alaska.
- Section 2:* Purpose and Vision. United Way of Southeast Alaska is organized to improve lives and communities in Southeast Alaska. The vision of the organization is to implement a community impact-based United Way program capable of addressing individual needs and improving lives by organizing the caring powers of our communities. To serve this vision, the organization:
- Partners with business, government, and nonprofit sectors to identify and solve urgent community problems.
 - Partners with United Way member agencies to provide a network of care and community impact.
 - Links donors and volunteers with the issues they care about.

ARTICLE II -- BOARD OF DIRECTORS

- Section 1:* Board Role, Size, Composition. The Board is responsible for overall policy and direction of the organization, and delegates responsibility for day-to-day operations to the President and committees. The Board shall have up to 21 and no fewer than seven members. The Board receives no compensation other than reasonable expenses.
- Section 2:* Meetings. The Board shall meet monthly, at an agreed-upon time and place. An official board meeting requires that each board member receive notice at least one week in advance.
- Section 3:* Special Meetings. Special meetings shall be called upon the request of the Chair or one-third of the Board. The notice of any special meeting shall state the purpose(s) of the proposed meeting. Business transacted at all special meetings shall be restricted to those subjects. Special meetings may be conducted in person, by teleconference, or via email.
- Section 4:* Quorum. The participation in person, by teleconference, or via email of not less than a majority of the voting directors constitutes the quorum necessary for business to be transacted or motions to be made or passed.

- Section 5:* Executive Sessions. All meetings of the Board will be open to the public, including representatives of recipient agencies. However, the Board may, by two-thirds vote, convene in executive session for a reason stated before convening. The following excepted subjects may be discussed in an executive session:
- (1) Matters the immediate knowledge of which would clearly have an adverse effect on the finances of the corporation;
 - (2) Personnel matters including subjects that tend to prejudice the reputation and character of a person; however, the person may request a public discussion;
 - (3) Matters discussed with an attorney for the corporation, the immediate knowledge of which could have an adverse effect on the legal position of the corporation.
- No official action may be taken in executive session.
- Section 6:* Board Elections. Election of directors occurs at the first meeting of the calendar year and shall fill expired terms. A two-thirds majority vote is required to grant Board membership.
- Section 7:* Terms of Office. Directors shall be elected to the Board for overlapping three-year terms, and are eligible for re-election. Outgoing board members may elect to serve on United Way committees and task forces.
- Section 8:* Vacancies. When a vacancy on the Board exists, nominations for new members may be presented by current Board members at a Board meeting. A director elected to fill a vacancy shall be elected for the unexpired term of his/her predecessor in office. No vacancy shall continue for longer than six months.
- Section 9:* Ex-officio Board Members. Four ex-officio members of the Board may be appointed, consisting of the current campaign chair and vice-chair and representatives of two member agencies. Ex-officio members will serve alternating two-year terms to a maximum of six years. One ex-officio member will represent large agencies and the other will represent small agencies. Agency size is determined by gross budget amounts. Large agency shall have a budget of greater than one million, five hundred thousand dollars. Small agency shall have a budget less than one million, five hundred thousand dollars.
- Section 10:* Nomination. The Board Development Committee shall invite Board members to recommend candidates for open Board of Director positions. The Board Development Committee shall nominate candidates for Board Directors at the January Board meeting, seeking to preserve the diversity and balance necessary to enable United Way of Southeast Alaska to provide policy guidance on the broad spectrum of community issues. **New Directors shall be elected by the Board at the February Board meeting.**

Board terms shall be staggered so as to preserve an equal balance of members whose terms will expire in any one year.

Section 11: Resignation, Termination and Absences. Resignation from the Board must be in writing and received by the Chair. Cause for removal from the Board shall include three consecutive unexcused absences from Board meetings. A Board member may be removed for this and other reasons by a three-fourths vote of all the remaining directors.

Section 12: Officers and Duties. The officers shall be Chair, Chair-Elect, Secretary and Treasurer, all of whom shall be members of the Board. **The Board Development Committee shall nominate a slate of Board officers at the January Board meeting.** In addition, any Board member may nominate a candidate for office from the floor at the January meeting. However, to be considered, the nominee must agree to serve the post prior to the Board's vote. **The officers shall be elected by the Board at the February Board meeting.** All officers shall hold office for one year, at which time their successors will be elected. The Chair-Elect will assume the presidency after one year on the executive committee. The officers' duties are as follows:

The **Chair** shall convene regularly scheduled Board meetings, and shall preside or arrange for other officers to preside at each meeting in the following order: Chair-Elect, Secretary and Treasurer. Together with the President, the Chair shall create the agendas for meetings, shall make appointments to standing committees, and shall perform other duties incidental to the office of Chair.

The **Chair-Elect** shall assume the duties of the Chair during the Chair's absence, shall assist the Chair in the performance of leadership functions, shall chair the Board Development Committee, and shall perform other duties incidental to the office of Chair-Elect.

The **Secretary** shall be responsible for keeping records of Board actions, including overseeing the taking of minutes at all Board meetings, distributing copies of minutes to each Board member, shall chair the Personnel Committee, and shall assure that corporate records are maintained.

The **Treasurer** shall make a report at each Board meeting. The Treasurer shall chair the Finance Committee, assist in the preparation of the budget, and make financial information available to Board members and the public. The Treasurer shall review the audits or independent financial reports of the agency to ensure accuracy.

Section 13: Officer Vacancies. When a vacancy among the Board officers exists, nominations for new officers may be presented by current Board members at a Board meeting. Candidates must be current members of the Board. Vacancies will be filled to the end of the resigning officer's term.

Section 14: Bonding. The Board of Directors may require the Treasurer, or any other officer or any employee of the organization to be bonded.

ARTICLE III - COMMITTEES

Section 1: Committees of the Board: The Board may create committees as needed. There shall be four standing committees: Executive, Finance, Personnel and Board Development. The Board shall, by resolution, establish the membership and duties of each standing committee except the Executive Committee. The Chair may designate and appoint one or more committees, each of which shall consist of two or more directors, which committees, to the extent provided in said resolution, shall have and exercise the authority of the Board in the management of the corporation. No such committee shall have the authority of the Board in reference to amending, altering or repealing the Bylaws; electing, appointing or removing any member of any such committee or any director or officer of the corporation; amending the Articles of Incorporation; restating Articles of Incorporation; adopting a plan of merger or adopting a plan of consolidation with another corporation; authorizing the sale, lease, exchange or mortgage of all or substantially all of the property and assets of the corporation; authorizing the voluntary dissolution of the corporation or revoking proceedings therefore; adopting a plan for the distribution of the assets of the corporation; or amending, altering or repealing any resolution of the Board which by its terms provides that it shall not be amended, altered or repealed by such committee. The designation and appointment of any such committee and the delegation thereto of authority shall not operate to relieve the Board, or any individual Director, of any responsibility imposed upon the Board or any director by law. [AS§10.20.111] All standing committees shall report to the full board at the next regularly scheduled meeting of the board. Any actions taken on behalf of the board by the Executive Committee shall be ratified by the full board at the next regularly scheduled meeting.

Section 2: Executive Committee: There is established the Executive Committee, composed of the Chair, the Chair-Elect, the immediate Past Chair, the Secretary and Treasurer. The Executive Committee shall have and may, when sitting in quorum composed of a majority of the Executive Committee members, exercise the powers of the Board between meetings of the Board as described in and limited by the preceding paragraphs. Any member of the United Way of Southeast Alaska Board may attend meetings of the Executive Committee.

Nothing herein shall prevent the Executive Committee from entering into an Executive Session and thereby limit attendance in the best interests of the Organization.

- Section 3: Finance Committee. The Treasurer chairs the Finance Committee, which is responsible for developing and reviewing fiscal procedures and the annual budget, with staff and other Board members. The Board must approve the budget, and all expenditures must be within the budget. Any major change in the budget must be approved by the Board. The fiscal year is defined as the twelve month period ending August. The Treasurer will submit monthly reports to the Board. Changes to the budget will be presented to the Board periodically. The financial records of the organization shall be made available to Board members, member agencies and the public.
- Section 4: Personnel Committee. The Secretary chairs the Personnel Committee. The Board as a whole is responsible for hiring the President, who reports to the Chair and Chair-Elect. The President is responsible for hiring and supervising other staff. The Personnel Committee shall operate as a grievance committee, and is responsible for developing a personnel policy.
- Section 5: Board Development Committee. The Chair-Elect chairs the Board Development Committee, which shall be appointed by the Board to represent diverse aspects of the community. Committee members shall serve one-year terms. The committee shall be responsible for developing nominees for board election, board committees, and planning for board training and leadership development.
- Section 6: Other Committees. Other committees not having and exercising the authority of the Board in the management of the corporation may be appointed by the Chair. Except as otherwise provided in such resolution, the Chair of the board shall appoint the members thereof. Any member thereof may be removed, without cause stated, by the person or persons authorized to appoint such member whenever, in the judgment of the appointing authority, the best interests of the corporation shall be served by such removal.

ARTICLE IV -- PRESIDENT AND STAFF

- Section 1:* President. The President serves as the principal professional resource and fiscal agent appointed and employed by the Board of Directors. The President serves at the pleasure of the Board. Within the framework of the organization's policies and by-laws, the President has the authority to take necessary action to direct the day-to-day operations of UWSEAK, including supervising staff and implementing the organization's goals and

Board policy. The President will attend all Board meetings, report on the progress of the organization, answer questions of Board members, and carry out the duties outlined in the job description. The Board may designate other duties as necessary.

ARTICLE V -- FUNDING POLICIES

Section 1: The Board of Directors reviews and adopts fund distribution policies and guidelines related to member agencies, allocations, and emergency funding. Revisions to these policies require a two-thirds majority vote.

ARTICLE VI -- NONDISCRIMINATION

Section 1: The directors, officers, committee members, volunteers, employees and member agencies of this organization shall be selected entirely on a nondiscriminatory basis with respect to age, gender, race, religion, or national origin.

ARTICLE VII -- AMENDMENTS

Section 1: These Bylaws may be amended when necessary by a two-thirds majority vote of the full Board of Directors. Proposed amendments must be sent out with regular Board announcements.

I hereby certify that the foregoing Bylaws were amended by a two-thirds majority vote of the Board of Directors of United Way of Southeast Alaska on March 14, 2012

Mary Becker
Board Chair, Board of Directors
United Way of Southeast Alaska

Chris Gerondale
Secretary, Board of Directors
United Way of Southeast Alaska

Presidents Report for January 31, 2014

Meetings

- 12/20 – Staff meeting, lunch w/Stacy Smith, SEARHC,
Education Collective impact meeting JEDC & JCF
- 12/23 – SAIL Campaign presentation, lunch for staff
- 12/31 – Rotary
- 1/2/14 – Two campaign presentations at Juneau Empire Noon & 5:00 pm
- 1/6 - Jennifer out SAGA board retreat, UHS wall install downstairs,
- 1/7 - Rotary Baranof Hotel
- 1/8 - AK211 day conversation,
- 1/9 - Jennifer @Sources of Strength
- 1/13 - Dirk conversation, Mary Becker conversation
- 1/14 - Rotary Baranof Hotel, MAPP Goal meeting @AWARE
- 1/15 - Jennifer to JCVB planners meeting. Lunch Karleen Jackson CCS ED @ Baranof
- 1/16 - Anc Foraker Board, MAPP @AEYC offices
- 1/21 - Rotary
- 1/22 – Dinner w/Dennis McMillan, Foraker, Jennifer @ PFS Literacy Meeting
- 1/23 – Chamber, Jennifer @ Sources of Strength, Legislative Welcome reception
- 1/24 – Lunch w/ Board candidate Gail Dabaluz, Rich Sanders Gov’s Council on Disability
Juneau After School Coalition
- 1/27 - UWW teleconference, UW Finance committee meeting, Dirk conversation
- 1/28 - Rotary Baranof Hotel,
- 1/29 - JEDC Innovation Summit
- 1/30 - JEDC Innovation Summit, Gov Awards for Arts & Humanities
- 1/31 - AKHF Board Meeting, UWSEAK Board meeting

Worked on following tasks –

- FY 2013 Audit adjustments
- Campaign presentations
- Campaign marketing plan and advertising
- Annual meeting preparation
- Kake project for Rasmuson grant
- Coeur Alaska: Reading Tutor report

Presidents Report for February 20, 2014

Meetings

- 2/1 – Sealaska Heritage Tinaa Art Auction
- 2/3 – Ak Food Coalition meeting
- 2/4 - Ak Food Coalition, Lunch Ann Ringstad- UAF,
- 2/5 – Ak Food Coalition, Lunch Karleen Jackson, Jennifer @ Partnership for Families & Children
- 2/6 - Dirk conversation, Jennifer @Sources, Board phone calls @ Empire
- 2/11 - AK211 Day, Rotary Baranof Hotel, Boy Scouts Troop 247 presentation
- 2/12 - Lunch w/ Charles Westmoreland @ REspresso, ACT at Gov. House
- 2/13 - Tamera Lienhart BP conversation @Capital Cafe, Jan Trigg campaign & tutors
- 2/14 – Miners Association breakfast, lunch w/Sheryl Weinberg, Nonprofit Leadership group discussion
- 2/18 – Rotary, Senator Murkowski visit to offices
- 2/20 – Wells Fargo advisory meeting, Juneau Commission n Aging presentation on AK211, Jennifer @ Sources of Strength, UWSEAK Board meeting

Worked on following tasks –

- FY 2013 Audit adjustments
- Kake project report for Rasmuson grant
- Coeur Alaska: Reading Tutor report
- Campaign presentations
- Census Bureau Grant Writing Workshop
- Orca Point Dinner Cruise and conversation

Charitable Organization	Number	
	of Pledges	Amount Pledged
Beans Cafe The Childrens Lunchbox	970	\$61,475.00
KSKA KAKM APRN APTI Alaska Public Media	548	\$40,950.00
Food Bank of Alaska	493	\$33,925.00
Abused Womens Aid in Crisis Inc AWAIC Inc	542	\$28,525.00
Catholic Social Services Brother Francis Shelter Clare House	345	\$28,025.00
Alaska Dog and Puppy Rescue	496	\$22,700.00
Friends of Pets	388	\$20,875.00
Planned Parenthood of the Great Northwest	328	\$20,625.00
Salvation Army The	240	\$16,675.00
Alaska Society for the Prevention of Cruelty to Animals	275	\$14,725.00
American Red Cross	236	\$13,925.00
Fairbanks Animal Shelter Fund	211	\$10,600.00
Hospice of Anchorage	152	\$10,125.00
Fairbanks Community Food Bank Service Inc	172	\$9,975.00
Alzheimers Resource of Alaska	150	\$9,750.00
Kenai Peninsula Food Bank	160	\$9,425.00
Adopt A Cat	185	\$9,025.00
Big Brothers Big Sisters of Alaska	126	\$8,825.00
AWARE Aiding Women in Abuse and Rape Emergencies Inc	168	\$8,650.00
Anchorage Library Foundation	125	\$8,400.00
United Way of Anchorage	61	\$8,350.00
Alaska Zoo	174	\$7,775.00
Bird Treatment And Learning Center Inc	102	\$7,600.00
Alaska SeaLife Center	102	\$7,400.00
Homer Foundation The	26	\$7,350.00
University of Alaska Fairbanks	32	\$7,325.00
KNBA FM and Koahnic Broadcast Corporation	126	\$7,075.00
Standing Together Against Rape STAR	142	\$6,900.00
Lutheran Social Services of Alaska	101	\$6,875.00
Food Pantry of Wasilla	135	\$6,800.00
Special Olympics Alaska Inc	137	\$6,750.00
Friends of the Chugach National Forest Avalanche Information Center	88	\$6,725.00
Make A Wish Foundation	141	\$6,525.00
Tundra Womens Coalition	71	\$6,400.00
Downtown Soup Kitchen	114	\$6,400.00
Fairbanks Rescue Mission Inc	110	\$5,650.00
HOPE worldwide Alaska Chapter	4	\$5,450.00
Cook Inletkeeper	86	\$5,425.00
Hope Community Resources	99	\$5,350.00
Habitat for Humanity Anchorage	88	\$5,100.00
Alaskan AIDS Assistance Association Four As	63	\$5,025.00
IDENTITY INC	67	\$4,900.00
Alaska Center for the Blind and Visually Impaired	71	\$4,825.00

Alaska Equine Rescue	99	\$4,725.00
CPC Pregnancy Center	63	\$4,700.00
United Way of Southeast Alaska	37	\$4,650.00
Arc of Anchorage	63	\$4,575.00
Alaska Innocence Project	59	\$4,350.00
Humane Society of Kodiak	78	\$4,325.00
Kitty and K9 Connection	87	\$4,250.00
The Roscoe Fund	73	\$4,175.00
Alaska Search and Rescue Dogs	103	\$4,175.00
AK Child and Family	57	\$4,125.00
Clear Creek Cat Rescue	82	\$4,125.00
Alaska Wildlife Conservation Center	74	\$3,950.00
Boys and Girls Clubs Alaska	81	\$3,900.00
Challenge Alaska	62	\$3,725.00
Anchorage Neighborhood Health Center Inc	33	\$3,650.00
ACLU of Alaska Foundation	56	\$3,650.00
Girl Scouts of Alaska	49	\$3,550.00
Stone Soup Fairbanks	63	\$3,525.00
Alaska Assistance Dogs	97	\$3,475.00
Kenai Watershed Forum	54	\$3,375.00
Southeast Alaska Independent Living SAIL	64	\$3,325.00
Facing Foster Care in Alaska	55	\$3,300.00
Camp Fire Alaska	55	\$3,250.00
University of Alaska	7	\$3,200.00
Polar Pug Rescue and Friends	52	\$3,175.00
Breast Cancer Detection Center of Alaska	64	\$3,150.00
Alaska Cancer Care Alliance	57	\$3,125.00
Providence Alaska Foundation	36	\$3,100.00
Stone Soup Group	47	\$3,075.00
Interior Alaska Center for Non Violent Living	68	\$3,000.00
Anchorage Concert Chorus	17	\$3,000.00
American Diabetes Association Alaska Area	57	\$2,850.00
Alaska Botanical Garden	49	\$2,850.00
KTOO KRNN KXLL 360 North CoastAlaska	61	\$2,825.00
Cancer Connection	43	\$2,800.00
Chilkat Valley Community Foundation ACF	32	\$2,800.00
Homer Food Pantry	49	\$2,725.00
Friends of Alaska CASA	30	\$2,700.00
Brave Heart Volunteers	35	\$2,700.00
Parachutes Teen Club and Resource Center	35	\$2,700.00
University of Alaska Anchorage	32	\$2,700.00
Alaska Native Heritage Center	42	\$2,675.00
Hospice of the Central Peninsula Inc	34	\$2,550.00
Friends of Creamers Field	43	\$2,475.00
Zachary and Elizabeth M Fisher House of Alaska	36	\$2,475.00
Renewable Energy Alaska Project	44	\$2,475.00
Seward Community Foundation ACF	29	\$2,450.00

United Way of Southeast Alaska

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Press Release

February 18, 2014

For more information: Wayne A. Stevens
Telephone: (907) 463-5530
E-mail: president@unitedwayseak.org

United Way of Southeast Alaska elects new board members

On January 31, United Way of Southeast Alaska held its annual meeting, acknowledged and recognized outgoing board members, and elected two new board members.

Leaving the board at the completion of their three year terms were Glenn Gelbrich and Chris Gerondale. "We will miss both Glenn and Chris. Their perspectives on education and business in Southeast will be missed. We appreciate their service to United Way of Southeast Alaska," said Chair Mary Becker.

Stepping down after providing almost six years of service to United Way are Kathryn Eldemar and Lance Stevens. Eldemar chaired the Community Impact Grant review committee for many years and Stevens held the position of chair for the 2010 calendar year and served as Past Chair for the past two years.

Also stepping down after more than seven years of service to United Way is Joan O'Keefe, Executive Director of Southeast Alaska Independent Living, serving in the role of small agency representative to the board since September 2007. Chair Becker lauded O'Keefe for her tenure, dedicated service to the board and organization, and noted that she would be dearly missed.

Current board member Jaysen Katasse was re-elected to the board for a three year term. Katasse is an Assistance Vice President with First National Bank Alaska and manages the FNBA's Juneau Branch.

Elected to the board were Gail Dabaluz and Bill Peters. Dabaluz is the Director of Business and Economic Development for the Central Council Tlingit and Haida Indian Tribes of Alaska. She manages the Tribe's Business and Economic Development Department, including applying for, administering and implementing contracts and grants.

Bill Peters is the Vice President of Corporate Development and Executive Team Member of True North Federal Credit Union where he provides oversight for Business Lending, Mortgage Lending and Marketing Departments.

Chair Becker welcomed newly elected and re-elected board members noting that "our new board members bring with them new energy and talents that will serve United Way well."

United Way of Southeast Alaska

3225 Hospital Drive, Suite 201
Juneau, Alaska 99801
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Karen Crane, Chair Elect, will assume the position of chair at the February board meeting. Crane is a twenty plus year resident, retired from a career in state government, a long time community volunteer, and currently serves on the City and Borough of Juneau Assembly. The board will elect the full slate of officers for the coming board year at the February meeting.

One of the first items of business for the new board will be to review the current strategic plan and set direction for the organization for the coming year while maintaining the ongoing programs United Way of Southeast Alaska delivers.

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If you would like more information about this topic, please call Wayne A. Stevens at (907) 463-5530 or email staff@unitedwayseak.org