

SKS 2020 Committee Meeting

June 24, 2017

Wilkes-Barre, PA

The meeting was called to order at 0935 by chairperson Julie Ann Dobbs. Sister Dobbs opened with a prayer, followed by the Pledge of Allegiance led by Supreme President Michael Horvath. All committee members were found to be in attendance with the exception of Sister Kathy Figard who was excused due to a last minute work commitment.

Opening comments and welcome were offered by Sister Dobbs, Supreme Secretary Scott Pogorelec and Supreme President Michael Horvath with a focus on appreciation of the group's willingness to share their talents and insights to manage the work of this committee as set forth by the 32nd convention. The standard of transparency in our findings was laid as a foundation for moving forward. The goal being thoughtful and deliberate review of our current governance structure with the potential for recommendations to be reported back to the 33rd Convention in 2019.

Sister Dobbs asked each of the committee members to share a bit about themselves- Sokol involvement, family and professional background. She reflected on the design/make up of the committee and how the dictates from the convention may have impacted the actual number of members. Sister Dobbs noted that while we were not able to obtain 9 members as hoped, that the 7 on the committee really represent the intent of the convention. Instead of the recommended 3 group presidents and 3 members at large- we were able to secure 2 of each, with a committee which represents 7 different groups and regions.

Sister Dobbs led an open and lengthy discussion by asking what the committee members felt was our team's purpose. Comments included: review bylaws/governance/job descriptions/Board of Director roles/make up/decision making process/research other fraternal and compare/examine ourselves/look at succession planning. The open forum led to discussion that may have gone beyond the boundaries of this committee work i.e., how to gain more members/how to engage our current members/what fraternal activities are important/avenues of marketing and communication/branding- but all agreed that these issues could impact the current or proposed governance structure.

Sister Dobbs then read from the 32nd National Convention minutes the purpose of the SKS2020 Committee as proposed by the New Motions Committee and accepted by the attendees.

“The purpose of the committee would be to make a recommendation to the 2019 Convention regarding how the Slovak Catholic Sokol should be organized in the year 2020. This would include what officers should be in place (*we agree that this means role/position), their job description, and their salaries. They will recommend how these positions shall be transitioned into at the 2019 Convention (*we agree that this means- will the role be elected, hired or appointed)”.

Sister Dobbs then shared the SKS 2020 Committee New Motions recommendation as it was shared in written format to the 32nd Convention for approval. This document aligns exactly with the minutes, but

adds detail/suggestion as to how to conduct committee business. A copy of this will be shared with the committee members.

Sister Dobbs led a discussion related to timeline. The expectation is that a final proposal will be presented at the December 2018 Board of Directors meeting. This deadline allows for final tweaks to the proposal based on their recommendations, as well as opportunities to communicate to our members through various avenues prior to our 33rd National Convention in the summer of 2019. Meetings will be scheduled as able prior to Board of Director meetings in order to report the most up to date progress. A draft meeting plan was created with the intent of using conference call/email to manage much of the work but not committing as yet to how each of the meetings will be conducted:

September, 2017 Conference Call

January/February, 2018

July, 2018

Fall, 2018- in person meeting

December, 2018- present final report to Board of Directors meeting

An open forum discussion ensued related to how we were going to approach this work. All agreed to begin by comparing ourselves and our structure to other fraternal- both like sized, larger and smaller. We also agreed that we wanted to compare our governance structure to what was required by the state of New Jersey and the America Fraternal Alliance recommendations. Brother Scott will forward the most current rating/rankings as provided by several different financial/fraternal life insurance resources. Committee members will review and will determine the organizations we compare ourselves to. The committee agreed that we should intentionally investigate those fraternal with which we are consistently finding ourselves being compared. Topics of comparison were discussed and the following identified with clear need to add as we progress in our investigation:

- Size/ # of members
- net income x 3-5 years (growth or loss)
- rating/solvency/overall
- # of full time officers and BOD structure
 - How are various officers/BOD placed?- Elected/hired/appointed
 - Are all voting members?
 - What role is the chairperson of the BOD?
 - Officer salaries
 - Job descriptions
- Is there a separate structure for fraternal activities/business?
- Governance approach/related bylaws related

In terms of communication, Sister Dobbs reiterated the need to be transparent in our deliberations. She indicated that her primary goal related to any potential recommendation brought forward by this

committee is that it would not come as a surprise to our convention attendees. This would require ongoing sharing of progress with our Wreaths/Assemblies/Groups and members at large. Sister Dobbs asked that each committee member, representing 7 active Groups, ensure that they represent this work in their local regions. Brother Dave Matlon discussed the need to be connected via our Facebook page and “other” social media approaches as well. Sister Cindy Walkowiak indicated that there were not only opportunities with our SCS Facebook Page, but that some groups like Group 14 have their own Facebook and website. Brother Scott offered to investigate an SCS email that could be assigned to our committee, such that we can tagline our articles or Facebook postings to allow an avenue for feedback and input.

Final thoughts were shared by all committee members, summing up not only the expectations, but as Brother Dave indicated- the need to manage those expectations. We agreed that we hoped that we would be seen as an unbiased and transparent team who has thoughtfully and with due diligence reviewed our current structure and governance.

Sister Dobbs thanked everyone for their time this weekend. She noted that while the plan was to link this first meeting to a fraternal event that had to be cancelled, she hoped that the members still found value in this in-person meeting. Brother Michael and Brother Scott also offered comments of appreciation and safe travels.

Brother Michael offered a closing prayer. The meeting was concluded at 3pm.

SKS 2020 Committee Meeting

September 14, 2017

Conference Call

The meeting was called to order at 5:30 EST by chairperson Julie Ann Dobbs. Sister Dobbs opened with a prayer, followed by the Pledge of Allegiance led by Supreme Secretary Scott Pogorelec. All committee members were found to be in attendance.

Opening comments and welcome were offered by Sister Dobbs, Supreme Secretary Scott Pogorelec and Supreme President Michael Horvath. Minutes from the inaugural SKS 2020 Committee Meeting on June 24, 2017 were reviewed and approved.

The first order of business was selection of the slate of organizations to be included in our comparison/data collection. Conversation ensued regarding the optimal number of comparisons and the inclusion rationale for each suggested organization. The committee agreed that we would want a sampling of organizations that were smaller, similar in size and larger than the Slovak Catholic Sokol. We committed to comparing ourselves purposefully to organizations to which we are often compared. We acknowledged that there is only one other fraternal in the state of New Jersey, in which our

organization is domiciled and agreed that we should consider their structure. After much discussion, we agreed that we would select 7 organizations at this time, leaving flexibility to add or alter our choices throughout the process if that need be identified. The following organizations have been chosen, along with the committee member assigned:

- Group A- Dave Matlon
- Group B- Julie Dobbs
- Group C- Kevin Conway
- Group D- Kathy Figard
- Group E- Scott Pogorelec
- Group F- Michael Horvath
- Group G- Cindy Walkowiak

Topics of comparison identified in the June, 2017 meeting were reviewed and updated to include:

- Size/ # of members
- # of states licensed
- Net income x 3-5 years (growth or loss)
- Solvency Rating
- Other Revenue Streams (aside from Life Insurance and Annuity)
- Premium Income- (3 year history)
- # of full time officers and BOD structure
 - How are various officers/BOD placed?- Elected/hired/appointed
 - Are all voting members?
 - What role is the chairperson of the BOD?
 - Officer salaries
 - Job descriptions
- Is there a separate structure for fraternal activities vs business?
- Fraternal program/activities
- Governance approach/related bylaws
- Publication- yes/no
 - Electronic/paper; how often; how many members receive
- Convention- how often/# of attendees/# of members eligible to attend/process for determining member attendance/how is it supported or paid

Sister Dobbs led a review of timeline and deliverables. While the next conference call will be scheduled for January/February 2018, the group committed to ongoing communication via email to share progress or work through barriers. Sister Dobbs will submit a progress report by November 21, 2017 to be shared at the December, 2017 Board of Directors Meeting. Both Brother Scott and Brother Mike offered to assist members with identifying connections for their assigned fraternal organization.

The previous meeting timeline was reviewed and remains agreed upon with flexibility imbedded in regard to how future meetings will be conducted:

January/February, 2018- Conference Call

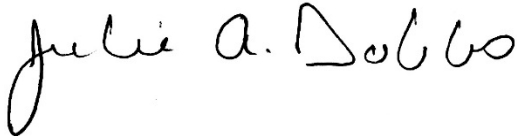
July, 2018

Fall, 2018- in person meeting

December, 2018- present final report to Board of Directors meeting

Sister Dobbs thanked everyone for their preparation, participation and commitment. Brother Michael offered a closing prayer. The meeting was concluded at 6:30pm.

Respectfully submitted,

A handwritten signature in black ink that reads "Julie A. Dobbs". The signature is written in a cursive, flowing style.

Julie A. Dobbs
Chairperson- SKS 2020 Committee

SKS 2020 Committee Meeting

January 25, 2018

Conference Call

The meeting was called to order at 5:30 EST by chairperson Julie Ann Dobbs. Sister Dobbs opened with a prayer, followed by the Pledge of Allegiance led by committee member David Matlon. Committee members Kathy Figard and Cindy Walkowiak were excused.

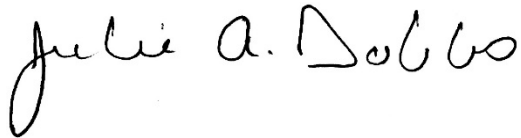
Following a brief welcome from Sister Dobbs the SKS 2020 Committee Meeting Minutes from September 14, 2017 were reviewed and approved.

The developing data template was reviewed by committee members and discussion centered specifically on the expectations set forth by the convention. With reference to this, it was determined to focus first and foremost on comparison of board of director make-up as well as how these roles provide governance. The rest of the collective data will provide insight in terms of whether each organization's governance process and board make up has resulted in improved operational results as compared to the Slovak Catholic Sokol.

Given that all data was not available for this meeting, it was decided that we will reconvene in March to have a more rich discussion. In the meantime, Sister Dobbs committed to creating a more focused grid related to this portion of the data for review prior to the next scheduled meeting.

Sister Dobbs thanked everyone for their participation. Brother Michael offered a closing prayer. The meeting was concluded at 6:15 pm.

Respectfully submitted,



Julie A. Dobbs
Chairperson- SKS 2020 Committee

We invite you to send any questions or concerns to our committee at SKS2020@slovakcatholicsokol.org

SKS 2020 Committee Meeting

March 7, 2018

Conference Call

The meeting was called to order at 5:30 EST by chairperson Julie Ann Dobbs. Sister Dobbs opened with a prayer, followed by the Pledge of Allegiance led by committee member Kevin Conway. All committee members were in attendance

Following a brief welcome from Sister Dobbs the SKS 2020 Committee Meeting Minutes from January 25, 2018 were reviewed and approved.

In preparation for this meeting, Sister Dobbs shared the updated data template and a focused document specific to the Board of Director roles for each comparison organization. The committee began by spending a great deal of time reviewing each organizations make up, and role specific information including:

- Board representation
- Elected/Hired/Appointed
- Full Time/Part Time
- Term length and if there are term limits
- Voting rights

This initial exercise of data review led to additional questions and desire for information. The committee agreed to gather data regarding salary, position qualifications (if any) to be shared prior to our next conference call. Generally speaking, it became clear that the current Slovak Catholic Sokol board structure is not too dissimilar to the comparison organizations with the exception of two outliers that are much larger in size. While there were identified differences in structure or attribute between even the like sized organizations the committee decided to acknowledge those differences and address them later in the process while preparing our final review and recommendation to the convention.

Sister Dobbs referred the members to the convention bylaw committee's proposed board structure changes including rationale statements. These were considered and discussed as follows:

1. Tax Exempt Status of the Fraternal Benefit System- a large number of states are challenging our status on an ongoing basis which would require the payment of taxes.

The tax exempt status and risk of revocation for fraternal organizations has been discussed for many years, both by the American Fraternal Alliance and our own leaders. The committee could not directly correlate this particular concern with need for change in governance.

2. Board Governance- this is a state by state occurrence that will eventually require all insurance companies to comply with the rules established by the NAIC.

The board felt that this statement may have led convention attendees to believe that the Slovak Catholic Sokol was not complying with currently established NAIC (National Association of Insurance Commissioners) rules. The following represents the requirements and our response:

- *“Upon state adoption of the NAIC models and as early as June 1, 2016, each U.S. insurer or the insurance group in which the insurer is a member, must submit, a Corporate Governance Annual Disclosure (CGAD) to its lead state or domestic regulator on an annual basis.”*

An annual report of this nature has been required of the SCS for many years. The State of New Jersey requires this level of disclosure and it is also made available to other states (in which we are licensed) upon request.

- *In the CGAD, insurers must document highly confidential information about their corporate governance framework, including the structure and policies of their boards of directors and key committees, the frequency of their meetings, and procedure for the oversight of critical risk areas and appointment practices, among other things. Insurers must also disclose the policies and practices used by their board of directors for directing senior management on critical areas, including a description of codes of business conduct and ethics, and processes for performance evaluation, compensation practices, corrective action, succession planning and suitability standards. This information will be utilized by insurance regulators to understand, review and assess the corporate governance practices of insurers to promote effective oversight on an ongoing basis.*

The goal of the NAIC and the State of New Jersey is to ensure that there are qualified members on our Board of Directors and that the organization is in good hands. The State of New Jersey conducts regular scheduled examinations of our organization and has the authority to do so without notice. During these examinations, they review our bylaws and decision making processes. There has never been concern raised during these audits as to the governance structure of our organization. Additionally, we employ our actuary and accountant whose job it is to bring forward concern regarding the direction of our organization.

Question: Are we confident in the qualifications of our board members/positions to make sound financial decision for our organization?

Answer: We will review qualifications and compare them to our slate of organizations. To that end, by employing our PNC investment advisors, we have added an additional layer of protection that several of our comparison organizations do not have. Our BOD makes financial

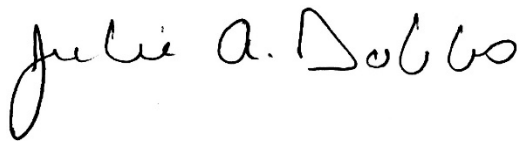
decisions based on the sound advice of our advisors who add to our governance model. Lastly, over time we have engaged other financial advisors/organizations to provide their review of our financial investments, which in essence becomes yet another check and balance.

Supreme President Michael Horvath reminded us that one of the groups that we were asked to interface with were the Board of Directors, our auditor, accountant and financial advisor. Brother Michael suggested that this could be accomplished during next weekends' BOD meeting in Passaic, NJ. Sister Dobbs will be attending to provide a report of current progress.

Sister Dobbs proposed that our next meeting be held via conference call at the beginning of May. In addition, Supreme Secretary Scott Pogorelec suggested that this committee meet in person in conjunction with the September BOD meeting in order to pull together our final thoughts regarding recommendation. Our timeline includes final proposal to the BOD at their annual meeting in December of 2018.

Sister Dobbs thanked everyone for their participation and preparation. Brother Michael offered a closing prayer. The meeting was concluded at 7:00 pm EST.

Respectfully submitted,

A handwritten signature in black ink that reads "Julie A. Dobbs". The signature is written in a cursive, flowing style.

Julie A. Dobbs
Chairperson- SKS 2020 Committee

We invite you to send any questions or concerns to our committee at SKS2020@slovakcatholicsokol.org

SKS 2020 Committee Meeting

June 7, 2018

Conference Call

The meeting was called to order at 5:30 EST by chairperson Julie Ann Dobbs. Sister Dobbs opened with a prayer, followed by the Pledge of Allegiance led by committee member and Supreme Secretary Scott Pogorelec. All committee members were in attendance

Sister Dobbs welcomed the group, recognizing all for their commitment to this work as represented by timely responses, data collection and meeting participation. The next agenda item was review and approval of the SKS 2020 Committee Meeting Minutes from March 7th, 2018. Sister Dobbs, Brother Pogorelec and Supreme President Michael Horvath provided an update regarding the reaction and input of the Board of Directors following their presentation at the March meeting.

In preparation for this meeting, Sister Dobbs shared the updated data template and a focused document specific to the Board of Director roles for each comparison organization. The expectation for the meeting was to come away with consensus regarding board positions that would be recommended moving forward as well as committee member assignments for full review and job requirement/description for each position.

Sister Dobbs led the committee in a discussion, role by role, of the current representation on the Slovak Catholic Sokol Board of Directors. Post review and discussion regarding each role, a vote of the committee members was taken. In each case, there was 100% agreement. A summary of the discussion and voting is below:

President- all 8 comparison organizations have this board position. No further discussion. **Recommend SCS BOD position- suhlas**

Chaplain- 6 of the 8 comparison organizations have this board position. The 2 that do not have no religious affiliation. **Recommend SCS BOD position- suhlas**

Vice President- 7 of the 8 comparison organizations have at least one VP. **Recommend SCS BOD position- suhlas**

Secretary- 7 of the 8 comparison organizations have this board position but 3 of the 7 have a combined secretary-treasurer. Discussion was related to the need, or not, for separate roles on the board. It was noted that for some organizations, the secretary is the CFO and the president is the CEO. For the SCS, the secretary is both CEO/CFO. The role of Treasurer supports our organizational governance by providing another layer of checks and balances. **Recommend SCS BOD position- suhlas**

Treasurer- 7 of the 8 comparison organizations have this board position but 3 of the 7 have a combined secretary-treasurer. In addition to the discussion above, there was question regarding the rationale for previous recommendations to eliminate this role. No one could recall, but Brother Pogorelec offered to investigate and get back to the group. **Recommend SCS BOD position- suhlas-** but will revisit post receipt of historical information.

General Counsel- 5 of the 8 comparison organizations have this board position. The additional 3 organizations have legal counsel on retainer. It was the opinion of the committee that immediate access to legal insight was important to the progress of topics at a board meeting. **Recommend SCS BOD position- suhlas**

Chairperson of the Auditors- 4 of the 8 comparison organizations have this board position. Discussion included the suggestion that other organizations have generic director roles on their board with specific committee assignments- i.e. committee chair for auditors. Maintaining a role that has financial insight on the board adds to our fiduciary responsibility to our members. **Recommend SCS BOD position- suhlas**

Sports Director/Physical Director/Physical Directress- 3 of 7 organizations have a role similar to these on their board, but none have 3. A lengthy and positive discussion regarding these positions ensued. It was noted that most of the comparison organizations have minimal to no fraternal activities beyond scholarship programs or membership drives. Comparison organization board of directors focus only on the financial end of the business, but the Slovak Catholic Sokol takes equal pride in our fraternal programs and demonstrates this with inclusion of our fitness board leaders on the board of directors. Does this inclusion compromise our governance or keep us grounded in our purpose? **Recommend SCS BOD position- suhlas**

As has been previously noted, the make-up of the Slovak Catholic Sokol Board of Directors, generally speaking, is not too dissimilar to the comparison organizations. Committee members were then assigned a role or roles to review and provide recommendation to the group regarding:

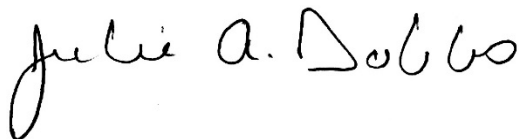
- Job pre-requisites/requirements
- Job description
- Voting or non-voting
- Elected or hired
- Term limits

The intent is that this proposal will be made available prior to our next meeting. The committee will review role by role the recommendations and tweak as needed.

Sister Dobbs proposed that our next meeting be held via conference call on August 15, 2018. Supreme Secretary Scott Pogorelec reminded this group that we will be meeting in person in conjunction with the September BOD meeting (September 28-30) in order to pull together our final thoughts regarding recommendation. Our timeline continues to be on track for a final proposal to the BOD at their annual meeting in December of 2018.

Sister Dobbs thanked everyone for their participation and preparation. Brother Michael offered a closing prayer. The meeting was concluded at 7:10 pm EST.

Respectfully submitted,



Julie A. Dobbs
Chairperson- SKS 2020 Committee

We invite you to send any questions or concerns to our committee at SKS2020@slovakcatholicsokol.org

SKS 2020 Committee Meeting

August 15/23 and September 19, 2018

Conference Call(s)

The SKS2020 Committee met on several occasions via conference call in preparation for presenting our draft proposals to the Board of Directors at their September meeting. On each occasion, the meeting began with an opening prayer led by Sister Dobbs, following the Pledge of Allegiance. All committee members were in attendance for each of the calls.

An open discussion was led by Sister Dobbs concerning feedback or communication regarding the work of our committee. General comments were shared. It was decided to create a set of talking points to share with our Group Presidents for their upcoming Group meetings. Sister Dobbs will draft this document and share with the committee for input.

The next agenda item was review and approval of the SKS 2020 Committee Meeting Minutes from June 7, 2018. Suhlas.

In preparation for this meeting, Sister Dobbs shared the committee member recommendations for each proposed Board of Director role. The expectation for the multiple meetings was to gain consensus regarding:

- Job pre-requisites/requirements
- Job description
- Voting or non-voting
- Elected or hired
- Term limits

The committee members each led discussion regarding their assigned role proposal. There was specific intent to strengthen job requirements in order to add a layer of governance protection. General discussion regarding job descriptions resulted in a proposal to ask the Board of Directors to review their own role job description for recommendation to our committee at the September Quarter 3 BOD meeting. Post review and discussion regarding each role, a vote of the committee members was taken. In each case, there was 100% agreement. A summary of the discussion will be shared with the Board of Directors for their feedback as was part of the new motion recommendation and expectation of our committee.

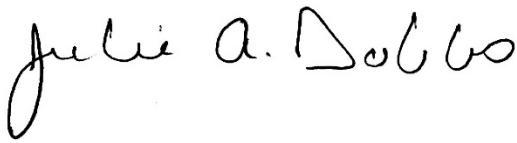
Supreme Secretary Scott Pogorelec reminded this group that we will be meeting in person in conjunction with the September BOD meeting (September 28-30) in order to pull together our final thoughts regarding recommendation. At this meeting, the SKS2020 committee will have opportunity to individually interview current board members seeking their input. Our timeline continues to be on track for a final proposal to the BOD at their annual meeting in December of 2018.

Supreme President Michael Horvath asked this committee to consider opportunity to strengthen our board through diversity. The committee was asked to bring thoughts to the Board of Director meeting for further discussion.

Brother Michael also suggested that he would be interested in discussion regarding the development of a standing "governance" committee whose responsibility would be to assess, review and advise the board at some defined interval between conventions. More to come on this topic.

Sister Dobbs thanked everyone for their participation and preparation. Brother Michael offered a closing prayer as conclusion to the three meeting process.

Respectfully submitted,

A handwritten signature in black ink that reads "Julie A. Dobbs". The signature is written in a cursive, flowing style.

Julie A. Dobbs
Chairperson- SKS 2020 Committee

We invite you to send any questions or concerns to our committee at SKS2020@slovakcatholicsokol.org

SKS 2020 Committee Meeting

October 24 and November 14, 2018

Conference Call(s)

The SKS2020 Committee met on both 10/24 and 11/14/18 by conference call to review our planned proposal to the Board of Directors at their December meeting. The intent would be to seek their input and have time in January to review before submitting proposed bylaw changes. On each occasion, the meeting began with an opening prayer led by Sister Dobbs, following the Pledge of Allegiance. All committee members were present for both calls with the exception of Supreme Secretary Scott Pogorelec who was excused from the 10/24/18 call.

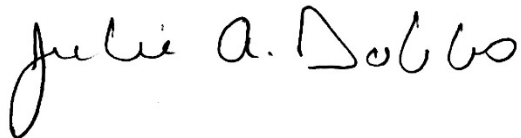
The first order of business was a review of the draft talking points created by Sister Julie Dobbs. Suggestions were incorporated into the document. The members agreed that this would be shared with Group Presidents by way of email and this was sent on 10/28/18. Further discussion regarding transparency and checking in with each other as to whether we felt we were abiding by this initial intent. Sister Dobbs suggested that we house all minutes and the aforementioned talking point document on our website as a one stop shop location for items pertaining to our committees work to date. All were in agreement. Sister Dobbs agreed to pursue this and find a way to share this availability.

Sister Dobbs then proceeded to lead a review of the bylaws that would require update based on our intended proposals. Proposed changes were discussed and agreed upon by the committee members. These will be shared with the Board of Directors at their meeting in Charleston, SC on December 3rd. Board of Director feedback will be reviewed and considered in the early part of 2019.

Next steps include preparing a salary crosswalk with recommendations to be shared with the Convention Salary and Bonds committee. Additionally, we will meet in the New Year to prepare a presentation of our process, findings and recommendations to be shared at the Convention.

Sister Dobbs thanked everyone for their participation and preparation. Brother Michael offered a closing prayer as conclusion to the two meeting process.

Respectfully submitted,

A handwritten signature in black ink that reads "Julie A. Dobbs". The signature is written in a cursive, flowing style.

Julie A. Dobbs
Chairperson- SKS 2020 Committee

We invite you to send any questions or concerns to our committee at SKS2020@slovakcatholicsokol.org

SKS 2020 Committee Meeting

January 31, 2019

Conference Call

The meeting was called to order at 5:30 EST by chairperson Julie Ann Dobbs. Sister Dobbs opened with a prayer, followed by the Pledge of Allegiance led by committee member and Supreme Secretary Scott Pogorelec. All committee members were in attendance

Sister Dobbs, Brother Pogorelec and Supreme President Michael Horvath provided an update regarding the reaction and input of the Board of Directors following their presentation at the December meeting. Support was received from the Board of Directors regarding the draft bylaw proposal with minimal feedback. The group discussed a plan for finalizing our recommendations. Sister Dobbs will pursue sharing the final copy with the team and seek attestation for approval from each of the committee

members. The final bylaw proposal will then be posted to the convention website. Sister Dobbs will write an article for the March issue of the Falcon to alert members of their opportunity to review and provide comment.

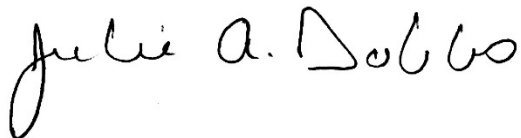
In preparation for this meeting, Sister Dobbs shared a draft plan for presenting the work of this committee at our upcoming convention. Rich discussion ensued regarding this topic which will ultimately influence the final product. The hope would be that all committee members would be present for the convention to help with dissemination of our findings. Sister Cindy Walkowiak asked whether committee members were invited to convention automatically, or whether they had to come as delegates from their Wreath/Assembly. Brother Horvath indicated that while it would be optimal for all committee members to attend, they would have to be elected by their Wreath/Assembly to come as a delegate.

The committee moved on to a discussion regarding the request to provide recommendation for Board of Director salaries. Salary information was collected for comparison organizations when it was available, and this, along with other data findings would provide the basis for a potential recommendation. Committee members were then assigned a board position to review and prepare to discuss salary recommendation, including rationale, for our next meeting.

Sister Dobbs proposed that our next meeting be held via conference call on February 27, 2019.

Sister Dobbs thanked everyone for their participation and preparation. Brother Michael offered a closing prayer. The meeting was concluded at 7 pm EST.

Respectfully submitted,

A handwritten signature in black ink that reads "Julie A. Dobbs". The signature is written in a cursive style with a large initial 'J'.

Julie A. Dobbs
Chairperson- SKS 2020 Committee

We invite you to send any questions or concerns to our committee at SKS2020@slovakcatholicsokol.org

SKS 2020 Committee Meeting

February 27, 2019

Conference Call

The meeting was called to order at 5:30 EST by chairperson Julie Ann Dobbs. Sister Dobbs opened with a prayer, followed by the Pledge of Allegiance led by committee member David Matlon. All committee members except Kevin Conway, who was excused, were in attendance

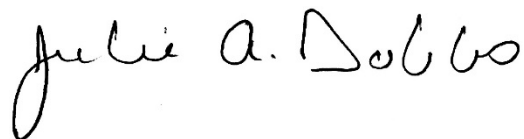
The minutes from our January 31st meeting and action items were reviewed. Sister Dobbs created an attestation that was completed by the members of this team, indicating approval of our final bylaw proposal. She will work with Supreme Secretary Scott Pogorelec to post committee minutes and the bylaw proposal to the convention website and will submit an article for publication in the March Falcon providing direction to our members.

The discussion moved toward recommendations for Board of Director salaries. Committee members presented their proposal based on their assigned role. Each position was reviewed with consideration for job duties/responsibilities and compared with other organizations like roles. Committee member consensus was gained for all roles. A proposal will be provided by this committee to the convention Salary and Compensation Committee for their consideration.

Sister Dobbs noted that the final work of this committee will be to prepare a presentation for the convention. She will send out a draft and asked that the members provide feedback, thoughts and ideas via email. Sister Dobbs will compile the feedback and create a plan for content delivery to be presented to our committee in draft form at our next meeting. The committee suggested a late April/early May timeframe for our next conference call.

Sister Dobbs thanked everyone for their participation and preparation. Brother Michael offered a closing prayer. The meeting was concluded at 6:15 pm EST.

Respectfully submitted,



Julie A. Dobbs
Chairperson- SKS 2020 Committee

We invite you to send any questions or concerns to our committee at SKS2020@slovakcatholicsokol.org

