

**Board of Director's Meeting
People for Care and Learning
Cleveland, Tennessee
April 17, 2015**

Board Members Present

Bill George- PCL Board Chairman	Hugh Carver
Fred Garmon- Executive Director	Oz Ramkissoon
Matt Ryerson- Vice Chairman	Doug LeRoy
Ken Blanton- Treasurer	Stewart Roberts
Linda Staton	Richard Baker
Fred Toke	

Others Present

Jake Stum, Assistant Director
Brittany Cox, staff

Board Members Absent

Ken Pilgrim, Tim Hill, Bill Tolia, John Sweet

Opening

The meeting started at 9a.m. Board Chairmen Bill George opened the meeting and greeted the board members. Oz Ramkissoon opened in prayer.

Board Member Rotations

Fred Garmon referenced that according to the amended bylaws, it is time for at least two board members to transition from the board to the Advisory Council. Resignations from Doug LeRoy, Bill Tolia, and Hugh Carver were accepted. LeRoy stated it was a pleasure to have been with PCL from the very beginning. Carver expressed his appreciation and love for PCL, and its partnership with MWOA.

Garmon presented five recommendations for new board members: 1) Carlos Moran, 2) Fidencio Burgueno, 3) Jim Gibson, 4) Bethzaida Marcial and 5) Kevin Brooks. Garmon outlined their affiliation with PCL and qualifications. Richard Baker highly recommended Fidencio Burgueno, as he had already contacted Richard with questions about the organization. Jake Stum expressed his desire to add more female board members in the future.

The amended bylaws state the board can have a maximum of 15 members, but no fewer than 9. After three members roll off, there are four open board member positions. All new members will attend the next board meeting in October.

Matt Ryerson made a motion to accept the nomination of Jim Gibson; all in favor; PASSED.
Linda Staton made a motion to accept the nomination of Kevin Brooks; all in favor;

PASSED. Richard Baker made a motion to accept the nomination of Carlos Moran (person, not title); all in favor; PASSED. Bill George made a motion to accept the nomination of Fidencio Burgueno; all in favor; PASSED.

Fred Garmon recommended that Bethzaida and Angel Marcial and Efrain and Elba Navas be added to the Advisory Council. Doug LeRoy made a motion to accept the nomination of the Marcials and Navas; Hugh Carver seconded; PASSED.

Financial Report

Bill George opened the floor for the Treasurer, Ken Blanton, to present the year-end financial reports for 2014 and the 2015 first quarter financial reports. Blanton acknowledged Brittany Cox for preparing the reports presented.

Ken Blanton began by drawing attention to the upcoming audit. The Executive Committee wanted to verify with Scott Hall, PCL auditor, and the board that PCL is ready for an audit. Scott Hall stated he saw no red flags that would impair an audit. Blanton recommends the 2014 financials be audited. Jake Stum agreed due to the need of an audit for grants and fundraising opportunities. Richard Baker stated that his organization had their first audit last June, and it was eye opening but very beneficial. He believes it has already opened new revenue sources for his organization.

Ken Blanton presented the Financial Report for 2014 and 2015, which included an overview of the Balance Sheet, Income and Expense Statements, Fund Balance Report and Build-A-City Update. Blanton explained that the BAC Bridge Loan listed on the Balance Sheet will be forgiven in 2015 and those funds will move from being a liability to revenue. Blanton noted that 2014 was the largest fundraising year to date. Blanton explained the 2014 net loss was primarily due to Build-A-City expenditures. The deficit remained during 2015 due to finishing the Build-A-City project but there is steady income.

Doug LeRoy made a motion to accept the 2014 and 2015 financial reports; Matt Ryerson seconded the motion; PASSED.

Stewart Roberts requested the board's commendations of Brittany Cox for her work on the financial reports be recorded in the meeting's minutes.

Bylaw Addition

Bill George proposed that a change be made to the current bylaws, authorizing the director and assistant director to expend PCL funds for business entertainment, donor appreciation, and employee development. George clarified that he was requesting approval of the concept and that the Executive Committee be empowered as a Committee of Action to research the proper wording for the bylaw change.

Stewart Roberts made a motion to accept the bylaw addition; Linda Staton seconded; PASSED.

Special Order of the Day

Fred Garmon invited Kevin Brooks to show the board the items he will be presenting to the Cambodia Government during the Build-A-City Dedication. Brooks displayed framed copies of State Resolutions from the House of Representatives and Governor Haslam's office. The resolutions declare May 4, 2015 as Build-A-City Dedication Day. Brooks stated the City of Cleveland would also issue a resolution proclaiming May 4, 2015 as Sister City Day. These framed resolutions will be hand carried to Cambodia.

HOSEA III Conference

Garmon stated this is the third H.O.S.E.A. conference. The first conference had 150 in attendance, the second had around 300, and the expected attendance is around 400 for the third conference. Garmon highlighted the speakers, content, and fundraising opportunities of the conference.

Build-A-City Update

Garmon presented to the board the same presentation he gave to the Cambodian Government and TV network in January. The presentation highlights the Andong community before PCL's involvement and the progress made by each of the three phases of the Build-A-City project.

Garmon described Phase One of the project as having the objective of immediate relief. The goal was to provide clean water, roads, electricity, a market place, a medical center, sanitation, and security to the people of Andong. There was great political upheaval due to elections in Cambodia during this phase. The construction during this phase was primarily in Old Andong.

Garmon described Phase Two as addressing chronic issues in the community. The goal was to build 500 homes, a community center, and to provide infrastructure. New land was purchased at the beginning of this phase in partnership with the government. The construction during this phase was primarily in New Andong.

Garmon described Phase Three (the phase that will begin following the May 2015 dedication) as building community

Garmon showed pictures highlighting the construction process. Garmon also highlighted the government's involvement in bringing water and sewage lines from the airport to the

Andong community (approx. seven miles). The government also built an access road between Old and New Andong, costing approximately \$150,000.

Jake Stum presented an outcome of the project has been that individuals living in the community have started building their own homes and no longer need a home from PCL. Stum stated that the individuals in the community are now able to build new, better homes due to the economic development and increased livelihood. The number of unused homes was around 150. Stum relayed the government has requested to move 150 families from a different relocation camp into the unused homes. In return, the government will pay to build another 150 homes in Andong.

Matt Ryerson commented that it was impressive how the Build-A-City project has changed the culture of the government. Ryerson stated PCL truly modeled the way and the outcome is excellent.

Leadership Resignation

Garmon explained that Bien Raneses has resigned from PCL after working with the organization for about 10 years. His last day will be May 11, 2015. Dr. Fred Toke has assisted Bien in seeking treatment for his illnesses in Australia.

Media Presentation

Shirley Garmon gave the board a handout showing the ways to stay up-to-date with PCL. Shirley presented all newly designed informational and promotional materials to the board. The materials included a postcard highlighting the five brands, a booklet with stories explaining each brand and the PCL story, and recent magazine ads and articles.

LeaderLabs Partnership

Garmon presented that his passion for leadership, and training others in the subject matter, has opened many doors for PCL. Jake Stum stated that Fred has used the trainings as a fundraising mechanism but now is moving towards developing official curriculum to begin an Executive Leadership Program. The curriculum will be focused around the 10 essential skills of leadership. Stum presented that Between Pixels has been contracted to make videos and booklets that will serve as supplements to the curriculum. The goal is to launch the program in February 2016. Garmon and Stum have met with multiple focus groups to determine the best audience and have decided to begin with the target audience being church leaders. Garmon stated that the income will go back into LeaderLabs, but he will promote PCL.

Fred Toke stated this program, if developed and executed properly, could be taken to the marketplace for executives. Toke explained that this program would provide a way for

PCL to influence the lives of the middle class and upward. Bill George stated there is an obvious benefit to PCL since the participants will be learning about the organization.

PCL Thailand

Garmon announced that Emily Green has been appointed the PCL Country Director of Thailand. She has lived in Thailand for seven years and is fluent in the Thai language. Emily is preparing to register PCL as an official Thai NGO. Garmon stated there is no funding at this time but a fundraising plan will be put in place once PCL is official. The goal is to have a training center in Bangkok. George requested Garmon bring a formal proposal and budget to the next board meeting.

Special Item: Jake Stum

Bill George asked Jake Stum to leave the meeting at this time. George praised Stum's efforts in achieving his Doctorate Degree this past year and stated this typically indicates a pay raise. Garmon expressed his sentiment that Stum is an invaluable member of the PCL team. George recommended an annual raise of \$5,000 effective May 1, 2015. Matt Ryerson made a motion to accept the recommendation; Richard Baker seconded the motion; PASSED.

Light in the Window

Bill George requested that a copy of the new book telling the PCL story be sent to every board member as soon as copies are available.

Dates to Remember

April 28-May 17: Fred Garmon in Cambodia
April 22-May 6: Jake Stum in Cambodia
April 21-June 26: Abby Fletcher in Cambodia
April 25-May 15: Brittany Cox in Cambodia
April 30-May 15: Alex DiSiena in Cambodia
May 8: Leadercast in Cleveland, TN
September 13-14: SOW Gala in Bristol, TN
January 8-15, 2016: SE Asia Coalition Trip

Fall Board Meeting

The tentative dates for the fall board meeting are October 15 and 16, 2015.

The board was dismissed at 1:30p.m.

Brittany Cox was requested to record the minutes at this meeting, in lieu of the secretary's absence.