

**Board Meeting Minutes
People for Care and Learning
Cleveland, Tennessee
March 23, 10am**

Board Members Present

Bill George- Chairman	Ken Blanton- Treasurer	Linda Staton
Fred Garmon- Director	John Sweet- Secretary	Carlos Moran
Matt Ryerson- Vice Chairman	Ken Pilgrim	

Board Members Absent

Oz Ramkissoon	Kevin Brooks	Richard Baker
Fred Toke	Fidencio Burgueño	Stewart Roberts

Others Present: Mark Swank, Shirley Garmon

The chairman asked John Sweet to open in prayer.

The Board reviewed the principal elements of the previous meeting. During this update a review of “Buy a Tree, Change a Life” (BATCAL) fund-raiser was explained, with the breakdown of BATCAL 2015 funds raised and the final amount donated to PCL.

Garmon stated his intention to resign as the director of PCL as of December 31, 2016. He explained that this has been his plan for a year or more, and the Assistant Director, Jake Stum, was being groomed to be the next director. However, Stum experienced a shift of focus and indicated he did not want the position, and he moved on to work at United Way. Garmon further explained that he is ready to move on to a new focus of training leaders, as this was his purpose when earning his Ph.D. in Organizational Leadership. He stated that his time has come and he feels that PCL is ready for new fresh leadership. He recommended Pastor Travis Johnson as a good candidate to be the new PCL director. Johnson leads the funding of “Buy a Tree, Change a Life” and his past travel and involvement with PCL makes him uniquely qualified.

Moran asked about protocol for resignation of PCL Director. Is a letter required and what is the process for searching for a new director? The Chairman stated that a formal resignation letter would be written and submitted by Garmon and the board is open to recommendations for a new director. He also stated that he thinks the board should talk with Travis Johnson. We should look at this individual who is uniquely qualified because of his past involvement and his ability to fund PCL. Moran stated that the most important attribute would be a “Leader with Passion for the work of PCL.”

The Chairman reminded the board that Johnson had considered coming on board at PCL when he made the bike ride across SE Asia into the HOSEA Conference a few years ago. However, Garmon encouraged Johnson to stay in his present position and wait until funds were available at PCL to support him and his family.

Question was brought up of whether PCL had completed its mission and its time had come to an end. George reminded the board that PCL was created to go into countries for humanitarian reasons where churches cannot send traditional missionaries, and this fact needs to be kept in mind. We have a mission beyond sustaining Cambodia.

Ryerson feels that once the director submits his resignation, the board needs to go through a selection process. "While we appreciate Fred's recommendation, the board has a responsibility to make a plan for a selection process." Ryerson says, "Garmon has brought PCL to an international level and if the process was opened, PCL could get a high-level humanitarian leader who could take this to an even higher level and would have no problem raising the budget."

Sweet made the motion that we affirm the continuing existence of PCL in its present structure. Second by Pilgrim. Ryerson said he prefers a motion to form a committee to first evaluate PCL continuing in its present state, so if he votes against Sweet's motion, he's not voting to close PCL, he's voting because of all the implications and wants it to go to a subcommittee. Votes were cast to confirm the continued existence of PCL in its present form. Five for, two against, one abstains.

Moran moved for the formation of a committee to devise a strategy for transition and a review/evaluation of what PCL looks like in the future. Second by Pilgrim. Accepted unanimously. The Chairman asked for those interested in serving on the committee. Moran asked if we have a quorum for the present meeting and was answered in the affirmative. The Chairman named a committee made up of George, Ryerson, Moran and Pilgrim. They were advised to begin work as soon as possible.

The Board discussed the appropriate way to inform the staff in Cambodia, as well as Travis Johnson, of action taken by the group. It was agreed by consensus that the Executive Director would communicate with them.

Ken Blanton and Shirley Garmon gave financial reports for 2015 year end and also present year to date. All funds are currently in the black and PCL is operating at a break-even. Motion to accept the Financial Reports by Moran, seconded Ryerson. Accepted unanimously.

Presentation by Mark Swank. Swank thanked PCL for their partnership with him. He gave a great report of how he's working to promote PCL through the COG Youth and Discipleship Dept.

Meeting adjourned 1:15pm