



Road Builder Charities

Thursday, May 15 2025 at 12:00pm

Meeting Minutes

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1. Chair Kathy Kapovich called the meeting to order at 12:26 pm and the following RBC Board Members were present; Jason Szabo, Jay Behnke, Sam Kukadia, Will Cotter and Kathy Kapovich. IRTBA Staff Avani Shah was also present.
 2. Sam Kukadia made a motion to approve the December 5, 2024 minutes, which was seconded by Will Cotter and approved by the Board.
 3. RBC Bylaws were reviewed and approved. No proposed amendments were brought up during the course of the meeting.
 4. Board Composition: RBC Board discussed the board composition and proposed the following:
 - a. There was a motion made to approve John Bryan stepping down from the Board and Beth Conley taking his place. The motion was unanimously approved.
 - b. As John Bryan has stepped down, the Board agreed to have Sam Kukadia to take his place as Treasurer.
 - c. Discussion was had about inviting Jessica Garmon with the Will Group to come onboard as a director. When she was originally asked, she was pregnant and would be on maternity leave shortly. Board Members will reach out.
 - d. It is stated that the RBC Board can have no more than nine (9) members. Members are to continue to searching and reaching out potential board members to ask their interest.
 5. Review RBC Financials: The following was discussed in terms of the RBC Financials:
 - a. The Board brought up the RBC contribution that is made along with membership dues. At the time of the meeting, Avani Shah notified the board that we were in the process of fixing that issue.
 - b. Kathy Kapovich and Sam Kukadia brought their \$1,000 RBC contribution to the meeting. Jay Behnke had sent in his \$1,000 contribution earlier in the year. Jason Szabo and Will Cotter have mentioned that they will contribute and a check will be sent.
 - c. Current Contributions that have been made in 2025 are as follows:
 - i. Little Friends
 - ii. Western Society of Engineers
 - iii. Tuskegee NEXT
 6. Scholarships: RBC Board discussed donating to Interns (working at a member company) who are working towards a degree for construction/engineering. They decided to give \$500.00 for each Student, total of 20 students or CAP it at \$10,000.00 for the year. RBC Director came up with a name calling it *Future Construction Employees Scholarship*. The Board stated that this scholarship is on a first come, first serve basis. IRTBA Staff would need to field applications to be sure interns are in a program geared towards construction/engineering. **The RBC also suggested that the IRTBA Board of Directors approve the concept of this initiative.** This is a leftover item from the prior meeting.

7. Fundraising: Efforts with the "Split the Pot" initiative at the IRTBA golf outing will continue. It was agreed that an auction or fun run would be much too time consuming.
8. Meeting adjourned at 1:24pm
9. Next Meeting: **Tuesday, October 14, 2025 at 12:00pm**