



**Total Rewards Council  
MEETING AGENDA AND NOTES  
DATE: September 19, 2025  
LOCATION: Zoom Call**

MEETING PURPOSE			INSTITUTIONAL VALUES	
<p>Solicit input for 2026 strategic planning of Wellbeing programs.</p> <p><b>Attendees</b> Tina Hafner Jason Pallett Kim Fernandes Tyjaun A Lee Kate Foster (CBIZ) Abby Stevenson (CBIZ)</p>			<p><b>Excellence</b> – We deliver our very best as an employer, community partner, educator and workforce training provider for all of Kansas City.</p> <p><b>Learning</b> – We promote personal, professional and lifelong learning opportunities that positively impact lives and shape the Kansas City workforce.</p> <p><b>Equity</b> – Our institutional infrastructure fosters equity in employment and student learning and eliminates barriers to success for anyone.</p> <p><b>People</b> – People serve as the cornerstone of what we do and why we do it. We invest in employee development, intentionally recruit and retain a workforce that represents the communities we serve, and embrace individuals of all walks of life as valued members of the MCC Wolf Pack.</p> <p><b>Integrity</b> – We conduct ourselves transparently, ethically and in ways that honor the trust placed in us by our students, employees, and communities we serve</p>	
Time Allotted	Item	Item Description and Action Desired <i>Inform, Solicit Input, Decide, Other</i>	Item Outcome	Institutional Value Alignment
	Welcome & Introductions	Inform	Kate Foster introduced herself and shared a bit of her professional background	People
	Review of Current Wellness Rewards Program activities & partnerships	Inform	Partnerships and participation was reviewed.	People, Integrity
	Strategic Planning for future Wellness Rewards	Solicit Input	<ul style="list-style-type: none"> <li>- Accessibility is key for any programming. One more app is a tough sell. Tracking and reporting has to be easy. Ideal for programming to fit into workflow.</li> </ul>	People, Equity



			<ul style="list-style-type: none"> <li>- Consensus that focusing on building community and offering social opportunities at each campus would be beneficial to overall wellness. Culture building (e.g.: partnering with athletic dept.) would also be beneficial</li> <li>- Focusing on built environment (e.g.: cafeterias, zen spaces, gyms/opps for physical activity) should also be a priority</li> <li>- Discussed desire for gift cards as a reward. All wellness rewards, gift cards or not, are taxable income. MCC finance has said no to gift cards as incentives.</li> <li>- Incentives in the moment vs. long-term accumulation are more meaningful</li> <li>- Consider weaving some activities into premium incentive program vs. wellness rewards where it makes sense</li> <li>- Don't lose sight of mental health in all programming</li> </ul>	
	Review next steps of strategic planning process for 2026 Wellness Rewards	Inform, Invite participation in vendor evaluations	TRC to continue to weigh in as 2026 strategy recommendations and partnerships are evaluated.	People, Equity, Integrity