

**PSIA/AASI-INTERMOUNTAIN
BOARD OF DIRECTORS MEETING
August 22, 2015
Best Western Plus Cottontree Inn
North Salt Lake, UT**

The Board of Directors special strategic Planning Meeting and Regular Board meeting of PSIA/AASI-Intermountain was held on Saturday, August 22, 2015 at Best Western Plus Cottontree Inn, North Salt Lake UT. President Joe Waggoner called the meeting to order at 9:05 a.m. and established a quorum was present.

PRESENT

Christine Katzenberger, Nancy Kronthaler, Kent Lundell, Joe Waggoner, Carl Boyer, Mike Thurgood, Rich McLaughlin, Evan Ricks, Dave Butler, Mark Battaglia, Mary Flinn-Ware and Andy Baker.

Also present were Mark Nakada, Strat Com Advisor, Vicki Mills, Bookkeeper and Kathy Sudweeks, Member Services.

EXCUSED

Jill Martin, Nato Emerson

APPROVAL OF AGENDA/

M.S.C. (unanimous) Lundell/ Flinn-Ware

APPROVAL OF MINUTES

Minutes from the previous meeting, Jun 20-21, 2015, were not available for approval.

REPORTS

Mark Nakada presented the current financial information for the Strategic Planning Review. This included Division, Discipline, Clinic and comparative data through June 2015. Mark had also created a "computer tool" that allowed the Board to understand the financial impacts for various financial decisions.

Joe Waggoner called the Regular Board Meeting to Order at 1:30 PM. Proposals had been discussed as an outcome of the Financial Review led by Mark Nakada.

Proposal #1 Carl/Mark Unanimous

- Adjust Level 1 Dues to be consistent with Level 2 and Level 3 Dues Effective April 2017

Proposal #2 Carl/Evan Unanimous

- Raise Member Dues to \$55.00 Effective April 2017

Proposal #3 Carl/Kent Unanimous This is a policies and Procedures action

- Dues increases will be discussed annually and acted upon/confirmed @ the Spring Board meeting for Membership notification for the upcoming year

Proposal #4 Kent/Evan Unanimous

- All Indoor "Live" Lecture sessions will be priced at 50% of the outdoor clinics (6 hour clinics) rate and will receive 50% clinic credit hours of the outdoor clinics (3 hours credit). Effective September 2015

Proposal #5 Evan/Mary All in favor except Nancy who opposed this proposal

- Raise Level 2 and Level 3 Exam Price to \$120.00 per day Effective September 2015

Proposal #6 Rich/Mary Unanimous

- Raise Level 1 Exam price to \$75.00 per day Effective September 2015

Proposal #7 Carl/Nancy Unanimous

- Raise price for Children's Specialist workbooks to \$20.00

Proposal #8 Andy/Mark Unanimous

- Raise price for Clinics to \$80.00 per day

Proposal #9 Mark/Mary Unanimous

- Change "Clinic Discount Pass" to Clinic Rebate Program as follows: Anyone who attends 5 or more paid and attended on snow clinics during the current calendar winter season, can contact the office via phone or Email form from May 1 to June 15 and will be eligible for a "rebate" of \$20.00 per clinic Effective September 2015

Proposal #10 Mary/Kent Unanimous

- Raise "Lab Fees" for any clinic with Lab fees attached to \$30.00 Effective September 2015

Proposal #11 Anita/Rich Unanimous

- Any/All "Specialty" clinics/exams need to be brought to the full Board for approval and need to show a minimum of 20% gross margin.

Other Items:

- Location of the Education College for the 2015-2016 was discussed. Mark Battaglia will check with Solitude and get back to the Office and/or Mary

- Attendance of Board Members and Discipline Managers at Board Meetings was discussed. Rules set forth in By-Laws and P&P's will be followed and supported for Board Members. Discipline Manager's will be notified that it is part of their duty and could affect their compensation
- The office will include a disclaimer on the web site for clinics/exams that the number of participants in all clinics and exams is limited due to Leaders, Resorts, and other uncontrollable variables and is not guaranteed even when/if application is submitted outside of the 2 week late fee time frame
- Clarifications of the start of "Term Limits" passed at the last Board meeting/conference call were made. Terms would expire as follows:
 - Stephen Helfenbein June 2016
 - Mark Nakada June 2016
 - Dustin Cooper June 2017
 - Ann Schorling June 2017
 - Corby Egan June 2018
 - Jason Malczyk June 2018
 - Johnny Landward June 2018
 - Snowboard will be communicated by Rich as to who is in what position and the order of limits.

Action Items:

- Joe and Rich were tasked with communicating with Mark Nakada as to the possibility of retaining his services as consultant to the Board for another year, and what that dollar amount would entail.
- Action items include:
- Who will write the rate increase letter?
Jill's signature with BOD input
- Who is communicating the with the DECL group regarding a salary study?
Mike Thurgood will present at DECL manager's meeting
- Who will introduce the travel matrix that M. Nakada is creating?
Hope it will be ready for introduction at DECL managers meeting, Mike Thurgood
- Who is creating an Executive Director Position description including ExCom assignments?
Mark Nakada
- Who will modify Western Division Employee Handbook?
Mike will contact Carl Boyer to see if he is willing to tackle this revision

- We discussed the possibility of Video Lectures with information needed on how? Financials? Presenters? Topics? Credits?
Mike/Mary will reach out to see if anyone has expertise. May not be able to implement this season
- Who is spearheading the concept of Legacy Clinics?
Mike got information from Nancy and will pass along at Discipline Manager meeting
- A Compensation Study Team was created for DECL reimbursement.
Members are Mark Nakada, Vicki Mills, Evan Ricks, Mark Battaglia with information from the other Divisions as a basis.

ADJOURNMENT

Motion to adjourn

M.S.C. (Unanimous) Lundell / Ricks

There being no further business to discuss, the meeting was adjourned at 4:00p.m. The next meeting will be November 14, 2015.

Respectively submitted by,

Kathy Sudweeks
Member Services