

**PSIA/AASI-INTERMOUNTAIN
BOARD OF DIRECTORS MEETING
June 14-15, 2019
Park City Canyons Village Team Building
Park City, UT**

The PSIA/AASI-Intermountain Board of Directors met on Friday June 14 and Saturday June 15, 2019 at the Canyons Team Building, Park City, UT.

President Rich McLaughlin called the meeting to order at 12:00 pm and established a quorum.

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PRESENT on Friday, June 14, 2018

ExCom: Rich McLaughlin, President, Mike Thurgood, Administrative VP, Kim Prebish, Communications VP,

Board: Andy Baker, Mark Battaglia, Carl Boyer, Jason Hunter, Mark Nakada, Eric Rolls and Scott Rockwood

Incoming Board Members: Shawn Caine, Brandon Holmes, Kristen Lane, Kristen Schroeder

Office: Kirstie Rosenfield

Excused: Sean Baker, Colter Tucker and Charles Rodger, Board Members, Kent Lundell, ASEA Board Rep

Absent: Dave Butler and Anita Oliveri, Board Members

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ACTION: A motion was made to amend the agenda as discussed.

VOTE: Approved (unanimous)

Old Business

A motion was made to allow Kirstie Rosenfield to pursue information on establishing an IMD Education account with the ASEA Education Foundation.

Spring Clinic 2020

Location discussed.

Action - Mike Thurgood and Kirstie Rosenfield will investigate and reach out to the Wasatch resorts.

Previously Tabled Proposals

A motion was made to pull up motion

101418-10 Scholarship Eligibility

ACTION: A motion was made to accept the proposal as amended

VOTE: Approved (Unanimous)

A motion was made to pull up motion

101418-11 Children's Program

ACTION: A motion was made to reject the proposal

VOTE: Rejected (Unanimous)

101418-12 Outreach

Failed for lack of motion.

101418-13 Lifetime Awards

Failed for lack of motion.

101418-14 Surveys

Failed for lack of motion.

A motion was made to pull up motion

101418-15 Term Limits for Board Members

ACTION: A motion was made to accept the proposal

VOTE: Rejected (Unanimous)

Rich McLaughlin recognized departing board members Dave Butler, Anita Oliveri, Charles Rodger and Colter Tucker.

New Business

Rich McLaughlin recognized new board members: Shawn Caine, Brandon Holmes, Kristen Lane, Kristen Schroeder

Elections:

President: Mike Thurgood was nominated and seconded.

A motion was made to accept by acclamation

VOTE: Accepted (Unanimous)

Administrative Vice President: Rich McLaughlin was nominated and seconded.
A motion was made to accept by acclamation

VOTE: Accepted (Unanimous)

Communications President: Kim Prebish was nominated and seconded.
A motion was made to accept by acclamation

VOTE: Accepted (Unanimous)

REPORTS (the following reports can be found at:

President's Report: Rich McLaughlin

Rich reported on the President's Council meeting in May. The council is working on the Fall Conference meeting in Breckenridge. The Council is focused on making Educational products easier to access for the members. Rich mentioned that other divisions are also working on governance issues. He recapped what happened with Sun Valley, Higher Ground and Northern Intermountain.

Administrative VP's Report: Mike Thurgood

Mike reported that Intermountain Division is sound and had an excellent year. Our budget is well in the black. He recognized the Office staff and Discipline Managers for this success. More details will be presented in the Budget review. Mike thanked the board for allowing him to serve as the Administrative VP for the past six years.

Communications VP's Report: Kim Prebish

Kim recapped the division's communication efforts. The office is now doing much of the communications work. Kim noted that we have completed a full year of Face Shots which has been engaging members with concise and pertinent articles with links to the website and other information. 32 Degrees will continue to have a Division News section. Kirstie added that the space allowed for this will increase next season. Finally, Kim indicated that the National Call Center initiative greatly improved communication with the members.

National Board Representative Report: Carl Boyer (for Kent Lundell)

The National Board Representatives meeting was held Friday-Saturday June 9-10, 2019. Kent and Carl Boyer attended. Carl outlined several divisions' moves to policy governance. Like ASEA, they are evaluating their leadership based on "Ends" that are determined by their boards. He recommended that the IMD Board consider how to evaluate the Executive Director. The National board has been freed up by this to do more board education and focus on the long-term goals. Carl summarized a presentation on the role and responsibilities of an effective board. He recommended that the IMD Board investigate instituting policy governance by working with another consultant, Sherry Jennings of Sound Governance.

Office Report: Kirstie Rosenfield, Executive Director

Kirstie provided a summary of the recent National Executive Director's meeting held in Denver held on [dates] and outlined a few initiatives from that meeting: the Junior Instructor program, Senior Specialist and some possible new clinics and events. She noted that IMD will host the Women's Summit this year. Kirstie also summarized some of the findings from the National Survey.

PROPOSALS (The following proposals with amendments, may be viewed at:

#061419-1 Addition of new member schools, Sun Valley and Higher Ground, to a Region
Sponsored by Rich McLaughlin

CHANGE EXISTING P&P's to add Sun Valley and Higher Ground to Region 2

ACTION: A motion was made to accept the proposal as written

VOTE: Accepted (Unanimous)

#061419-2 BOD Election: Tie Votes

CHANGE EXISTING P&P's to add a tie vote resolution policy.

ACTION: A motion was made to accept the proposal as amended

VOTE: Accepted (Unanimous)

#061419-3 BOD Election: Voting Time Allotment
Sponsored by Rich McLaughlin

CHANGE EXISTING P&P's to reduce total voting time to 15 days

ACTION: A motion was made to accept the proposal as written

VOTE: Accepted (Unanimous)

#061419-4 BOD Election: Members' Regional Classification
Sponsored by Rich McLaughlin

CHANGE EXISTING P&P's to define a member's region

ACTION: A motion was made to accept the proposal as amended

VOTE: Accepted (Unanimous)

#061419-5 ExCom Term Limit Paragraph Conflict

Sponsored by Mark Nakada

CHANGE EXISTING P&P's resolve conflict in P&Ps

ACTION: A motion was made to accept the proposal as written

VOTE: Accepted (Unanimous)

#061419-6 President's Term

Sponsored by Mark Nakada

CHANGE EXISTING P&P's to change President's Term from 2 years to 3 years.

ACTION: A motion was made to accept the proposal as amended

VOTE: Accepted (Unanimous)

MEETING ADJOURNED at 5:05 pm until Saturday, June 15, 2018

###

PRESENT on Saturday, June 15, 2018

ExCom: Rich McLaughlin, President, Mike Thurgood, Administrative VP, Kim Prebish, Communications VP,

Board: Andy Baker, Mark Battaglia, Carl Boyer, ~~Dave Butler~~, Shawn Caine, Brandon Holmes, Jason Hunter, Kristen Lane, Mark Nakada, Eric Rolls, ~~and~~ Scott Rockwood and Kristen Schroeder.

Office: Kirstie Rosenfield and Vicki Mills

Excused: Sean Baker and Kent Lundell, ASEA Board Rep

Program Managers: Stephen Helfenbein, Alpine Education Manager, Gwendolyn Flickinger, Snowboard Committee, Mark Nakada, Children's Program Manager, Maggie Loring, Snowsports Schools Management manager

Absent: Dustin Cooper, Alpine Certification Manager, Tim Arrington, Telemark Discipline Manager, Ken Newhouse, Cross Country Discipline Manager and Jason Malczyk, Adaptive Co-Program Manager

###

Meeting was called to order at 9:00 am by Rich McLaughlin

New Business

Presentation by Carl Boyer

Shannon Scheiner from Jackson won the 3C's Award this year. Carl Boyer urged the Board and the Discipline Program Managers to consider putting forward names for the National Awards.

PROPOSALS (continued)

#061419-7 President's Succession Guidelines

Sponsored by Mark Nakada

CHANGE EXISTING P&P's to add a presidential succession policy

ACTION: Proposal Withdrawn by sponsor
Kirstie Rosenfield was tasked to find out what PSIA/AASI-East's succession policy is (as well as the other divisions). Do officers go out of the board election cycle?

#061419-8 Executive Director Bonus

Sponsored by Mike Thurgood

CHANGE EXISTING Job description to include bonus terms

ACTION: A motion was made to accept the proposal as amended

VOTE: Accepted (Unanimous)

#061419-9 Executive Director Merit Increase

Sponsored by Mike Thurgood

CHANGE EXISTING Job description to include merit increase

ACTION: A motion was made to accept the proposal as amended

VOTE: Accepted (Unanimous)

#061419-10 Outreach Policy Amendment
Sponsored by Rich McLaughlin

CHANGE EXISTING Outreach Policy

ACTION: Proposal withdrawn by Sponsor

#061419-11 Employee Helmet use
Sponsored by Mike Thurgood

CHANGE EXISTING Policy to include a helmet requirement at division events

ACTION: A motion was made to accept the proposal as amended

VOTE: Accepted (one opposed)

A motion was made to vary the agenda and add three proposals

VOTE: accepted (unanimous)

#061419-13 Required IRS policies
Sponsored by Mark Nakada

CHANGE EXISTING Policy to add a Whistleblower policy, a Conflict of Interest Policy and the previously approved Document Retention policy to the P&P's

ACTION: A motion was made to accept the proposal

VOTE: Accepted (unanimous)

061419-12 moved to after Program Reports

PROGRAM REPORTS

Alpine Education Manager: Stephen Helfenbein

Stephen also represents IMD on the National ELC. The ELC is working on Strategic Alignment

plans with Pete Allison, from Penn State. The National Standards update will be completed in the next 2 years. The IMD Alpine Advisory Committee is working on the exam process, and education to align with the new learning connection model. They are working on clinics to address Teaching Skills Education and People Skills Education.

Alpine Certification Manager: Dustin Cooper presented by Stephen Helfenbein

Stephen highlighted a few points in Dustin's report. He displayed the pass/fail rates for Alpine exams from this season.. Dustin is on the Alpine Task Force (ATF); the ATF is working on the Alpine realignment process. Stephen outlined how Alpine will incorporate the Sun Valley DECLs. There was a discussion concerning DECL work days vs need.

Snowboard Committee: Gwendolyn Flickinger, Board Liaison

Gwendolyn noted that the committee has replaced two of the Snowboard Committee chairs. The Snowboard crew was focused on consistency, clarity, and kindness in training. They will be working on a cert prep camp. Snowboard has a 5-work day minimum for staff, and they are adequately staffed.

Snowsports Schools Management Report presented by Maggie Loring.

The National Snowsports Director's Committee meets monthly; Maggie Loring is the Chair of that group. Her role for IMD is to engage and support the Snowsports School directors. She recapped the March 2019 on-snow day with the directors. The directors present at the meeting requested that the Fall directors' meeting includes business skills topics and an experience exchange. Maggie is planning a day in late September with speakers and discussions on the requested topics.

Children's Program Manager: Mark Nakada,

Mark presented an update on the Children's Specialist 1 (CS1) e-learning module that will replace the CS1 workbook. Mark is working on a "CS light" lecture that will be available to schools and all members without the CS1 requirements.

Cross-Country Program Representative: Ken Newhouse

Ken submitted a written report

Telemark Representative: Tim Arrington

Tim submitted a written report

Adaptive Representative: Jason Malczyk

Jason submitted a written report

Break: 12:15-12:45

Budget Overview presented by Mike Thurgood

The Board reviewed the proposed FY2020 budget.

ACTION: A motion was made to accept the preliminary budget.

VOTE: Approved (unanimous)

ACTION: A motion was made to allocate bonuses to the Office staff

VOTE: Approved (unanimous)

ACTION: A motion was made to give Office staff a pay increase based on performance

VOTE: Approved (unanimous)

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Stratcom Update presented by Mark Nakada

This is the fifth year of Stratcom. Mark recommends that we review the vision and mission statement annually. He reviewed Stratcom's roadmap which outlined the steps that the board has taken to improve its financial health and governance efforts. He noted that the strategic planning is a fluid process and the next phase is to develop governance, financial, operational and marketing solutions that create value not only for the members, but also for IMD's industry partners, resorts, resort schools and division partners.

#061419-12 Employee Handbook

Sponsored by Mark Nakada

Add Employee Handbook

ACTION: A motion was made to accept the handbook in its preliminary form and forward to counsel when edits are finalized.

VOTE: Accepted (unanimous)

OTHER BUSINESS

40 Year/Lifetime Membership requests
Deferred to August 2019 meeting

A motion was made to adjourn.

ADJOURNED 5:20 pm

NEXT MEETING: August Conference call meeting TBD
Fall meeting October 12-13

Reports, Proposals and FY2018 financials are available for member inspection at the PSIA/AASI Intermountain Office.

Minutes submitted by Kirstie Rosenfield
June 15, 2019