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Professional Snowsports Instructors of America – Northwest Division  
Pacific Northwest Snowsports Instructors Association – Education Foundation

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## *Spring Board of Directors Meeting Minutes*

Saturday May 16<sup>th</sup>, 2015

Double Tree Suites – 16500 Southcenter Parkway, Seattle, WA 98188

### ***PSIA-NW Mission Statement***

Provide high quality educational resources and well defined standards to aid our members in improving their teaching skills to better satisfy the needs and expectations of their customers in the enjoyment of downhill and nordic winter sports.

**Call to Order and Roll:** Bill King called the meeting to order at approximately 9:30. Mark Schinman took roll and the following were present. Bill King, Mary Germeau, Mark Schinman, Diana Suzuki, Tyler Barnes, Kim Petram, David Burton, Jack Burns, Charlie Cornish, Mike Davies, John Eisenhauer, Larry Fale, Molly Fitch, Terry Johnson, Burrell Jull, Ed Kane, John Keil, Wayne Nagai, John Nelson, Richard Mario, Russ Peterson, Jordan Petram, Kay Stoneberg, Takashi Tsukamaki, John Weston, John Winterscheid and executive director Kirsten Huotte. A quorum was present.

Guests in attendance were Mike Phillips, Rick Lyons (Technical Team Coach), John Gifford, Hioshi Oishi, Rob Croston and Devin Mettler.

**Welcome Guests:** The President welcomed the guests.

**New Board Members:** The President announced he had appointed Larry Fale to replace Sean Bold for the Crystal Mountain Region.

**Accept Agenda and Opening Remarks:** John Weston moved and Richard Mario seconded to accept the agenda. The motion passed.

**Minutes of prior meeting were previously approved via email.**

**First call for nomination of officers:** Mary Germeau called for nomination of officers.

### **Officer and Standing Committee Reports**

1. **President:** Bill King announced he expects the Eastern Division to sign the Affiliation Agreement with ASEA next Tuesday. After that is approved, changes Eastern and other Divisions have made to the affiliation agreement will be reviewed to see if we want to consider and adopt them. He will conduct a review and this will be brought to the Board for consideration.
2. **Executive Director:** Kirsten Huotte indicated she handed out additional financial information. Financial performance has been awesome considering the winter

weather. Approximately 670 education waivers were processed which is less than last year. Dues invoices processing has been slow with the computer system issues, however they are now being sent out. Bill King thanked the Executive Director for adjusting and doing a great job.

3. **Executive Vice President:** Mary Germeau discussed Board elections, and thanked those that ran. The Bylaw committee worked thru the summer and will be meeting later today. It is expected that the Bylaws and revised P&Ps will be brought forward for approval this fall. No ethics committee meetings were needed. Scholarships had a wonderful group of applicants this year. The fundraiser at Symposium made over \$5,417 this year, Mary thanked all that assisted.
4. **Secretary and Second Vice President:** Mark Schinman reported the compensation committee met and developed recommendations for staff compensation adjustments. The recommendations were presented to the President and monies have been included in the budget for implementation. Diana Suzuki added that the adjustments were based on a recent salary survey of nonprofit organizations.
5. **Financial Vice President:** Diana Suzuki reported moving the office to Wenatchee has been successful, we are saving money and it is easier to hire quality staff.
6. **PSIA Representative:** No report
7. **Education Vice President:** Kim Petram indicated she submitted her report and said this was a challenging year and thanked the resorts and schools and TD's for their flexibility. Staff flexibility was acknowledged as well.
8. **Certification Vice President:** Report Stands
9. **Communications Vice President:** Tyler Barnes indicated business is as usual with nothing new to report. Voting for contested Board elections was on line and only those eligible to vote were able to cast a ballot.
10. **Member School Vice President:** David Burton emphasized they are looking for a new person on the Insurance Committee and asked for assistance in identifying those interested.
11. **Nordic Chair:** Nothing to report
12. **Awards and Recognition Chair:** Nothing to report
13. **Snowboard Chair:** Nothing to report
14. **Adaptive Chair:** Nothing to report
15. **Technical Team Coach:** Rick Lyons referred to the Tech Team mission statement and used that to measure success. This review indicated success this year was amazing.

Bill King indicated his intent to place the officer and standing committee reports in a consent agenda. It was discussed if this is done metrics measuring success need to be included.

## Discussions

- A. **The Governing Board – review:** Bill King referred to a book called The Governing Board, provided to all Board members, discussed its contents and outlined the

Board's and staff's role. There was discussion including the Board's strategic and Staff's tactical roles.

**Second call for call for nominations:** Mary Germeau called for nominations a second time.

Those nominated from the first and second call included:

**President,** Bill King and Molly Fitch  
**Executive Vice President,** Mary Germeau  
**Second Vice President and Secretary,** Mark Schinman  
**Financial Vice President,** Diana Suzuki  
**Communications Vice President,** Tyler Barnes,  
**Certification Vice President,** Mike Phillips  
**Educational Vice President,** Kim Petram  
**Member School Vice President,** David Burton and David Lawrence

Jack Burns moved that nominations be closed. John Weston seconded. The motion passed.

John Weston moved and Ed Kane seconded we cast a unanimous vote for all uncontested positions. The motion passed.

### **Contested elections**

#### **Member School Vice President:**

Terry Johnson spoke on behalf of David Lawrence. David Burton spoke expressing his interest in the position and his future plans.

Terry Johnson announced he called David Lawrence to determine his interest and availability and suggested his name be withdrawn at this time. David Burton was elected as the Member School Vice President.

#### **President:**

Molly Fitch made a presentation expressing her interest in the position and her plans. Board members asked her clarification questions.

Bill King made a presentation expressing his interest in the position and his plans. Board members asked him clarification questions.

The candidates were asked to leave the room for Board discussion.

Ballots were cast and there was a tie.

It was agreed ballots would be cast again and again there was a second tie.

Molly Fitch removed her name from candidacy and supported Bill King for President.

Bill King then said next May his term as a board member is up and he will not continue at that time. He will support Molly to replace him.

### **Old Business**

None

### **President's Question Time**

John Keil: Expressed a concern regarding the drop in membership and asked for discussion. After some discussion, Molly Fitch agreed to lead a task force to address this issue, membership recruitment and retention.

John Keil asked about the metrics discussed earlier and it was suggested that the P&P's include a statement that officer reports will include metrics and that the metrics be reviewed at Board meetings.

Jack Burns: Apportionment needs to be reviewed. One region has fewer than 50 members and this needs to be addressed, the region does have two years to recover. Because this was a poor snow year, this may be adjusted in the future.

Ed Kane: Suggested the strategic plan is a resource to refer to and the membership task force and officers should review. It was noted that the strategic plan is available on the web site. <http://www.psia-nw.org/who-we-are/strategic-plan/>

Bill King: Provided a presentation "One View of Board Governance"

### **New Business**

**Fall Board Meeting Date:** September 19, 2015.

**Summer Budget Approval:** Diana Suzuki and Kirsten Huotte presented the summer budget. It was moved by Wayne Nagai and seconded by Molly Fitch to approve the budget. The motion was approved.

Bill King presented a plaque of appreciation to Wayne Nagai for his years of service on the board. He served from 1994-2015. John Winterscheid will be presented a plaque at a later date.

Two new board members were welcomed, Rob Croston and Devin Mettler.

**Adjourn:** It was moved by John Weston and seconded by John Kiel to adjourn. The motion passed and we adjourned at 3:45.