



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

Spring Board of Directors Meeting Minutes

21 May 2016

DoubleTree by Hilton Seattle Airport – 18740 International Blvd, 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 - Bill King called the meeting to order at 9:08.

Roll Call - Mark Schinman called the roll - The following were in attendance.

Bill King, Mary Germeau, Mark Schinman, John May, Tyler Barnes, Kim Petram, Rick Brown, Jack Burns, Charlie Cornish, Mike Davies, John Eisenhauer, Larry Fale, Molly Fitch, Terry Johnson, Burrell Jull, Ed Kane, John Keil, Richard Mario, Devin Mettler, John Nelson, Russ Peterson, Donna Sanders, Kay Stoneberg, Takashi Tsukamaki, John Weston, and executive director Kirsten Huotte. A quorum was present.

Guests in attendance were Marc Schanfarber, Rick Lyons (Technical Team Coach), Hioshi Oishi, Duane Stutzman, Mark Music, Chris Thompson, Jaime Clarke and Mike Peters.

Welcome Guests - Bill King welcomed guests and encouraged their participation.

Vacant Board Member Seated - Bill King seated Hiroshi Oishi at the start of the meeting to the Snoqualmie Board of Directors vacant position.

Accept agenda - John Weston moved and it was seconded and the agenda was accepted.

Minutes of the prior meeting were previously approved via email.

Reports

Bill King indicated the Report stand as written. He then added comments to his report regarding future decision making.

Bill King indicated per his agreement he would be resigning from his position as President at the end of today's meeting. He then turned the gavel over to the Executive Vice President Mary Germeau. Mary Germeau called for nominations for the vacant President position. Bill King nominated Molly Fitch. This was seconded by John May. There were no additional nominations. Bill King moved that nominations be closed and to accept Molly Fitch by acclamation. The motion was seconded by Richard Mario. Discussion included a clarification

question. The motion passed. Molly Fitch will move into the position of President at the end of the meeting.

Reports stand as written, except noted below where additional comments or questions were made.

1. President - Bill King thanked Kirsten for organizing the symposium and its success. He received numerous kudos on the event.
2. Executive Vice President – Mary Germeau thanked everyone for the help with the symposium fundraiser and auction. There were questions on the scholarship program, the funds raised, the amount given out and the funds available.
3. Secretary and Second Vice President – Mark Schinman presented the Compensation Committee Report.
4. PSIA Representative – It was asked who the three finalists for the PSIA CEO are. John May indicated the names have not been announced, the decision will be made at the Board meeting in June after additional interviews.

Proposals

Proposal A – Lifetime Nomination

Ed Kane provided background on Jim Smith. It was moved by Ed Kane, seconded by John Keil to nominate Jim Smith for life time membership. There was discussion about membership and dues revenue, the needs of younger instructors and the appropriateness of life time memberships. The question was called for and the motion passed

Proposal B – Short and Long Term Metrics

Molly Fitch, chair of the Membership Committee provided background of the membership committee's work and summarized the metrics the committee is recommending be approved. Ed Kane moved that the Short-Term and Long Term set of metrics for membership recruitment and retention be approved. There was discussion if these should be metrics or goals. It was moved by John May and seconded by John Weston to amend the motion so that the word metrics is changed to goals. The intent of this change is to allow the metrics to be changed over time. After discussion the question was called for and the amendment was approved. The question was called for on the main motion and the motion passed. The membership committee was recognized and thanked for their hard work.

Proposal C – Request for RFP

Ed Kane provided background and moved to approve the current draft of the 2016 Strategic Plan; Authorize the preparation of a RFP for an organizational development consultant to assist in defining and prioritizing the tasks and the formulation of an implementation strategy

required to fulfill the intent of the Strategic Plan. Authorize an electronic vote to authorize the resources required to engage the services of the consultant selected by the committee to complete the task definition, prioritization of the tasks and the implementation plan. The motion was second by Russ Peterson. There was discussion about the proposed strategic plan, the potential cost of a consultant and the approval process for hiring a consultant. The motion was amended to set a maximum expenditure of \$10,000 for a consultant by John May and seconded by John Keil. There was discussion on the amendment. The motion passed with two nay votes. There was additional discussion on the motion as amended. The question was called for and the motion was approved with one nay vote.

Breakout Sessions and Discussions

- Board Education Discussion – Bill King provided a presentation regarding governance
- Strategic Plan Committee Status Report – Ed Kane provided a presentation

Old Business - None

President's Question Time –

A request was made to add a one sentence title/synopsis to the proposal form clarifying what the proposal is. It was generally agreed this would be done.

It was suggested that a national telemark event be held at Mount Bachelor next spring and for the board to support it. The viability of the event is being researched.

It was noted Telemark and Nordic are separate disciplines. The certification guides need updating to reflect this.

There were questions regarding establishment of committees and their duration and their responsibilities. The new President will consider this as we move forward.

There were questions regarding e-mail review of issues and communication and is there a better way. Options were discussed.

There was a question on the Executive Directors' report about the percentage of certified members.

A question was asked about how information shared at the Board meeting is shared with the membership. This is done with approved meeting minutes posted on the web site and articles in the newsletter.

There was discussion regarding spreading the word about the benefits of Registered membership.

Has it been determined where next year's Symposium will be? This decision has not been made yet.

There was discussion about the awards committee and how what it does lines up with our goals and strategies.

New Business

Summer 2016-17 Budget Approval –

- The summer budget was discussed.
- The Executive Director reported she has included in the budget the \$10,000 for the Strategic Plan consultant.
- It was moved by Jack Burns that Kirsten be authorized to approach Subaru to determine if the car she is driving can be purchased or if there are other options. The motion was seconded by John Weston. This would be brought back to the board for consideration and an electronic ballot. The motion was amended by Ed Kane that the Executive Director be empowered to research replacement vehicles and options and report back for consideration. Mark Schinman seconded the amendment. The amendment and main motion passed.
- A motion was made to approve the budget and seconded, the motion passed.

Chris Thompson - Chris Thompson's life time achievement award presented by the area operators association was recognized.

Awards of Appreciation - Terry Johnson and Jordan Petram were presented plaques in appreciation of their service to PSIA-NW as Board members.

Seat the new President - Bill King presented the gavel to his successor Molly Fitch transferring Presidency to her. Molly Fitch thanked Bill King for his leadership and his help.

Fall Board Meeting - Date: September 17, 2016

Adjourn - The meeting was adjourned at approximately 1:30.