



Vision Statement

Create lifelong adventures through education

Mission Statement

Northwest Snowsports professionals reach their full potential as instructors



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

2018 Spring Board of Directors Meeting

[Double Tree Suites](#) – 16500 Southcenter Parkway, Seattle, WA 98188

Meeting Minutes

Saturday, May 26th

Call to Order and Roll – President Molly Fitch called the meeting to order at approximately 9:00am. Mary Germeau took roll for those present (below) and a quorum was met.

Molly Fitch, Mary Germeau, Diana Suzuki, John May, Tyler Barnes, Kim Petram, Rob Croston, Rick Brown, Jack Burns, Charlie Cornish, John Eisenhauer, Burrell Jull, Ed Kane, John Keil, Bill King, Devin Mettler, Mike Peters, Russ Peterson, Donna Sanders, Marc Schanfarber, Takashi Tsukamaki, John Weston and executive director, Kirsten Huotte.

Welcome Guests – Guests were welcomed and introduced, Ed Younglove and Sherry Jennings.

Accept Agenda and Opening Remarks – Bill King moved to accept the agenda, Mary Germeau seconded; Agenda was accepted

Minutes of prior meeting previously approved via email.

Any reports stand as written based on consent agenda.

Discussion and Proposals

Policy Governance Discussion

Proposal A – Policy Governance Acceptance

The statement of the motion

“I move to adopt Policy Governance as guidance for the operation of PSIA-NW.”

was made by Molly Fitch, seconded by John Weston and the proposal was opened for discussion.

The board discussed governance and the Policy Governance model it has been working on. The governance committee presented where it is currently at and provided information again on who we got to this point. A lot of the board has been involved in working through the various quadrants and updating the policy manual that was PSIA-AASI’s as a starting reference. The sub-committee leads then presented the work done in their quadrants of the policy manual. The Ends came out of the strategic plan that was worked on previously. The Ends are what the board wants the executive to achieve and be comfortable with any reasonable interpretation.

Discussion occurred around the difference between board committees and operational taskforces or working groups. Board committees are formed by the board and report to the board, operational groups are formed by the executive and have a reporting relationship back to the executive.

A 5th sub-committee was created – a technical group – with Jack Burns as the chair of this committee. He will be looking to file new articles in the state of Washington and write bylaws and the determining the work needing to be completed to merge the Oregon corporation into the Washington corporation and dissolve the Oregon corporation. He will start work with his committee this summer and bring the documents back to the board for the Fall meeting.

After the board discussion Molly Fitch called for the question, John Weston seconded, the board voted and all were in favor.

Proposal A regrading accepting Policy Governance as a model for PSIA-NW's governing passed unanimously.

After the conversation and vote around Proposal A it was 11:30am and the board determined it best to use the remaining time before the lunch break to have some conversations around the last three proposals. It discussed clarification of terminology of “nationwide” not “national”. Committees made up of individuals from all the regions came up with the wording for the policies, hence nationwide. Goal to have consistent policy, when appropriate, across the country.

Break for lunch at noon and the board meeting reconvened at 1:10pm.

Molly Fitch made a motion to amend the agenda to add in Proposal E which will include conversation about the organization's investment account with Raymond James, Jack Burns so moved and Bill King seconded, all were in approval to adding that addition to the agenda.

Lifetime Membership Award Policy Discussion

Proposal B – Unified Lifetime Membership Award Policy

The statement of the motion

“I move we approve the updated Lifetime Membership Policy.”

was made by Molly Fitch and seconded by John Weston.

Not much conversation was needed with this proposal as all felt it is a very special award and should be treated as such.

Molly Fitch called for the question, all in approval of Proposal B.

Code of Conduct Policy Discussion

Proposal C – Unified Code of Conduct Policy Acceptance

The statement of motion

“I move we approve the Code of Conduct.”

was made by Molly Fitch and Bill King seconded and the proposal was opened up for conversation. Molly provided context for this proposal coming out of the president’s council recommendation. Questions come up if there will be continued conversation around this policy or what next steps might be. Molly called for the question, proposal carried with all agreeing but one.

Disciplinary Process (Due Process) Policy Discussion

Proposal D – Disciplinary Process (Due Process) Policy Acceptance

The statement of the motion

“I move we approve the Disciplinary Policy.”

was made by Molly Fitch and seconded by John Keil and the proposal was opened up for conversation. There wasn’t much conversation around the proposal and as such John Weston called for the question – all were in favor and the motion passed unanimously.

Organization Investment Discussion

Proposal E – Communication with Financial Advisor

The statement of the motion

“Authorize the executive director, in consult with the treasurer and president, to evaluate and accept or reject the recommendations by the investment advisor.”

was made by Molly Fitch and seconded by Bill King. The question was called for and the motion passed unanimously.

With the proposals completed, Molly took the remaining time for the meeting for the board to discuss board size, membership representation and what best industry practices are. Takashi Tsukamaki took the board through a presentation about what our structure is now, how it transitions with the use of Policy Governance and best practices on board size(s). With much conversation had, the board agreed to continue the conversation over the summer and come back to it in the fall.

The Fall Board Meeting date will be the 8th of September in Seattle at the Double Tree Suites in South Center.

The board reviewed the Summer Budget, Bill King moved to accept it, John Weston seconded it and the board unanimously approved it.

3:00 pm Board Meeting Adjourned