

Minutes: NRM board phone conference; Dec 29, 2016

Meeting came to order at 7:00 pm

Board meeting was requested by Stu Hoyt to discuss Task Force recommendations.

Present; All board members except Tony Brown and Jim Mikulich. Jim passed his proxy to Dick Fast. Mike Ewing (President) and Craig Beam (Vice-President) were also present.

Stu presented process of Task Force. 90% of current ED job (after Jill Chumbley's Professional Development position was created) is Administrative. Our revenue is approximately \$200,000. Roughly \$56,000 is available for administrative salaries. As organization grows, expect this will increase to \$75,000. Sees this as happening two years out.

Proposal from Stu to approve Task Force Recommendations; Seconded by Chris. 5 Yes Vote plus 1 Proxy Yes Vote.

Stu then discussed writing of job descriptions. Lesa McDermott is working on Business Manager job description and Stu is working on ED job description. Moderate time line for ED (mid-Jan) and fast track for Business Manager (ASAP). Question came up of whether we have to provide benefits such as health insurance. Karl volunteered to research.

Mike then discussed concern that items were falling through cracks. Specifically scholarship winners were not being notified. Mike stated he would work with Heidi.

Stu asked if contract for financial affairs went to Jen. Mike said he would talk to Tony.

The question was asked about elections and what specifics were for President's position. Dick volunteered to research and mail to board.

Discussed charges for Fall Fest. There was some concern that some items were higher than normal. Discussed options for Fall Fest (with NIM and NW in spring; every other year; etc). Mike offered to get numbers out to board.

Mike discussed \$10,000 donation from Mike and Marie Russell-Shaw from Kalispell (\$3,000 per year to match YCCF donations). Dedicated to small ski areas.

Next meeting mid-Jan to vote on job descriptions.

Meeting adjourned.