



Meeting Date: 04/10/24

Meeting Start: 7:04 PM

Meeting Finish: 8:15 PM

Subject: Scheduled Board Meeting

Location: Alano Club Room 2

Attending: Brad Rose (Chair) [Zoom], Susan Haworth-Hoeppner (Vice Chair) [Zoom], Kevin Rogers (Secretary), Michael Jasperse (Treasurer), Ed Paul [Zoom], Michael Spielmacher.

Absent: None

Minutes taken and prepared by Kevin Rogers, Secretary.

Meeting Called to Order

Brad called the meeting to order at 7:04pm and led a moment of silence followed by the Serenity Prayer.

Operations Manager

Ed began discussions regarding bonus compensation for Megan Gogo due to her increased workload and efforts while the Hiring Committee has been searching for a replacement to the former Executive Director.

All Directors weighed in on additional compensation for Ms. Gogo.

MOTION

Michael S. called a motion for the Club to provide additional compensation to Ms. Gogo for past work done. Ed seconded the motion. **A vote was held and passed 6-0.**

A message from the Board, drafted by Brad, will also be provided to Megan and the Membership expressing our gratitude for Megan's hard work.

Financial Messaging

Michael J. represented to the Board that the Finance Committee has begun reviewing financial data and that the Club currently holds over \$100,000 in cash. He advised this is



a strong cash position for the Club based on its revenues and that he would be meeting on Friday with Grant to confirm that all accounts are up to date.

The Finance Committee has made the adoption and implementation of procedures to track internal cash flow the first priority.

Brad suggested that Michael J. present an update to reassure the Members that the Club is doing better than was reflected at the 2023 Annual Meeting. Susan suggested this update occur at the April Membership Meeting. Michael J. agreed to work on providing a message to Members to present at the April Membership Meeting with objective financial data.

Nomination and Appointment to Fill Board Vacancy

MOTION

Kevin called a motion for the Club to adopt the recommendation of the Nominating Committee and appoint Hannah Chee to the Board of Directors with immediate effect. Michael J seconded this Motion.

Board Members confirmed that they had all received the report and recommendation, personal statement from Hannah, and Hannah's resume, prior to this vote. Ed and Susan expressed their strong confidence based on the report from the Nominating Committee. **A vote was held and passed 6-0.**

Hannah Chee now occupies Seat 2 on the Board of Directors, and her first term expires December 31, 2025.

Brad raised the name of Kevin Bassett as a potential nominee for the Board of Directors. Brad agreed to forward Kevin B's resume to the Board. Brad is going to get an update from Kevin B. regarding his interest in Board service and if he is interested, Kevin R will forward his information to the Nominating Committee for vetting and a report and recommendation.



Committee Descriptions

Kevin raised the issue that some of the committee descriptions on the website are inaccurate or outdated and need to be revised. Brad instructed Committee Chairs to review the website to confirm that the definitions are correct. Kevin requested each Committee Chair to provide him with descriptions so that he can work with the Governance Committee to verify coverage and compliance for oversight

Employee Benefits

Susan raised the issue of exploring ideas to offer benefits to employees with a focus on health insurance. This will include her researching to see if a group insurance plan might be possible involving other Clubs or Organizations. Michael S. and Susan agreed to meet with a member (Craig) to discuss a cost-benefit analysis relating to health care benefits. Currently, this is in early exploration.

Building & Maintenance

Michael S brought to the Board's attention that the former Executive Director had stated she had secured a grant for \$5,000 for the purpose of installing automatic handicap doors to the front of the building and wanted to know if this was true as well as where the money is for the project. Brad agreed to reach out to the grant writer to acquire this information.

Brad identified a potential person who runs a door company and will provide that person's contact information to Michael S.

Kevin volunteered to do general legal research regarding requirements for signing checks for payments unrelated to payroll.

Additional Matters

Kevin proposed inviting the Director of Strategic Initiatives, Jena Johnson, to the next Board Meeting, which takes place prior to the Membership Meeting. All Directors approved of this idea and Brad agreed to extend Jena an invitation.



Going forward, proposed agendas will be produced by Brad to the Directors one week prior to the Board Meeting.

Next Meeting Preliminary Agenda

- Non-disclosure agreements for sensitive data discussed by committees.
- Discussion on whether the Communications Committee be reinstated separate from Membership Engagement.
- Update on Kevin B.
- Planning for the Membership Meeting.

Adjournment

The meeting was adjourned at 7:09pm.

Next Meeting

The next Board Meeting is scheduled for Tuesday 04/16/24 at 5:30 pm at the Club Room 2.

The agenda of the next Board Meeting will be prepared by Brad Rose and given to all Directors more than 48 hours prior to the meeting.