

American Birkebeiner
Board of Directors Meeting
May 19, 2015
10:00AM Heartwood Convention Center
Trego, WI

Board Members present: John Garrett; Dennis Kruse; John Leighton, Joe Timmerman, John Kotar, Jan Guenther, Sue Scheer, Mike Mandli, Charlie Dee, Yuriy Gusev, Paul Eckerline, Jan Gunther joined the meeting at 11:20.

Board Members attending via phone: none

Board Members absent: Tom Duffy, Brett Rondeau

Staff Present:

- Call to order at 10AM
- Approval of minutes from April, 2015 meeting
Mike Mandli moved the minutes be approved, Paul Eckerline second; passed

- Approval of agenda
Paul Eckerline moved approval, Yuriy Gusev second; passed

- President's comments

- 2015/16 budget
Joe Timmerman noted the following three changes requested by Ben:
Phase I donations of \$85,000 changed to \$55,000 to reflect the grant from the State of Wisconsin
Feb events, skier awards of \$71,000 changed to \$78,000
Corridor improvements \$50,000 permanent start area capitalized rather than expensed
These three changes result in Net income of \$69,776.91

5.19.2015.1 Motion Sue Scheer moved to approve this 2015/2016 budget Version 2.0 dated May 14, 2015, Dennis Kruse second; passed

Charlie Dee: requested that any fee increase and how wise it is given other fund raising be discussed annually by the board. The group decided to continue this informally during discussion of governance during the retreat.

Charlie Dee: would like to know on what basis decisions are made with respect to Skier Development, the Ambassador Program, and event support.

Motion by Charlie Dee to strike Ambassador Program \$17,500 from the budget, second Paul Eckerline. After discussion the motion was withdrawn. John Garrett will ask Ben to establish guidelines for us supporting Ambassadors, Programming and Event Support in the Skier Development Budget, and to bring those guidelines back to the Board for discussion.

Yuriy Gusev: a line item for contingency should be included in budget—continued in for discussion in the Finance Committee and brought back to the board as a future agenda item.

Approval of the 2015/2016 was unanimous.

- ED review/contract/proposed compensation increase

President had provided process and questions for the board, and response by Ben on goals and performance which were reviewed. General discussions of these followed. These included:

1. Staff development, including appropriate training for current staff or experienced hire to improve professionalism for the capital campaign Phases II and III.
2. Staff policy manual
3. Improvement of the web site
4. Sustainable trail plan
5. Volunteer database
6. Media/communications—national media coverage
7. Solution to our retail business
8. Improve the quality, consistency, sponsor recognition, and integration of Birkie week events

The board confirmed that Ben met his incentive goals to entitle him to his contingent compensation according to his contract by acclamation.

Proposed compensation for 2015-2016:

4% increase in compensation

10% incentive compensation to be paid if a net operating income of \$100,000 is achieved, and an increase in non-event income is achieved, and trail run event participation increases by 20%.

5.19.2015.2 Motion Charlie Dee moved the compensation package, Paul Eckerline second

Approval of the compensation package for 2015-2016 was unanimous.

- Proposed policy to provide matching IRA to employees
Budget for 2015-2016 which was passed includes a 3% maximum matching contribution

5.19.2015.3 Motion John Garrett moved and Sue Scheer second:

The American Birkebeiner Ski Foundation (ABSF) shall provide an optional retirement program for eligible full time and part time employees. The plan shall be a simple IRA that is funded by both the employee and the ABSF. The ABSF shall match the employee's contribution up to a limit of 3% of the employee's contribution for the calendar year. The ABSF percentage contributions to the retirement program is reviewed and determined annually by the ABSF Board of Directors

Approval was unanimous.

- Cap and race fee strategy
5.19.2015.4 Motion Sue Scheer motion: the Board will annually approve race fees and race cap based upon recommendation and rational of the staff, Dennis Kruse second

Approval was unanimous

- Proposed bylaw change to address conducting raffles for fund raising—continued for next meeting
- Committee reports
 - Finance-Joe Timmerman: none
 - Trail-Mike Mandli: none
 - Documentation-John Leighton

Discussion of the procedure for the upcoming election and the need for rules and rulings.
5.19.2015.5 Motion John Kotar moved, Jan Gunther second

The Documentation Committee shall have authority to make such election rules and rulings as are necessary to facilitate a fair and open election of Directors according to the ABSF Bylaws and laws of the State of Wisconsin.

Those voting in favor were: Dennis Kruse; John Leighton, John Kotar, Jan Guenther, Sue Scheer, Mike Mandli, Charlie Dee, Yuriy Gusev, Paul Eckerline, Jan Gunther
Those voting against the motion were: John Garrett and Joe Timmerman

Motion passed

- Skier Development-Jan Guenther: none
- Competition-Dennis Kruse: none
- Adjourn

Dennis Kruse motion to adjourn, Joe Timmerman second