

[illegible]

Guests: Fernando Veloz

Proxies: None

Quorum: Yes

AGENDA

1. 6:02 pm – Call to Order/Attendance

2. Acceptance of Agenda

2.1. Changes?

Motion to Accept Agenda: JS **Second:** WC

Pass Yes 5/ No 0/ Abstain 0

3. Acceptance of Previous Minutes *(Minutes from June 27 and August 18 were included)*

Motion to Accept Previous Minutes: WC **Second:** JS

Pass Yes 5/ No 0/ Abstain 0

4. Presentation of Consent Agenda

4.1. President's update

Eric reported that there had been no progress regarding the request to reinvigorate the President's Council, and they had not received a response from John May.

4.2. National Board

Walt provided an update on national-level initiatives, noting that the organization is currently utilizing the EXLC (Education Executive Leadership Committee) and ELC (Education Leadership Committee) to represent divisional interests rather than a traditional President's Council. He also shared updates regarding regional changes, including leadership transitions in the Eastern region, where Roger Howard replaced the previous representative, and noted that the Western region was working toward resolving internal board conflicts.

4.3. Executive Leadership/COA Report

The full report by Tom Koto was submitted to Basecamp.

- Tom inquired about a new national board member from the Intermountain region, and Walt confirmed that Maggie Loring had joined the board to replace Rich.
- **Responsibility Grid and Grievance Policy:** Tom reported on the development of a responsibility grid, which is intended to help update service agreements for all regions.

- **National Assessment Fee Concerns:** Tom expressed strong opposition to a potential annual national assessment fee, which is being considered to build a legal "war chest" to cover costs related to potential regional legal issues. Eric and other board members concurred.
- **Education Leadership Committee (ELC) Update:** Tom provided updates on ELC activities, including the ongoing search for a Director for Learning Systems and Professional Development. The board discussed volunteer recognition, noting that they would be responsible for approximately \$28 per person for hats and pins for volunteers who participated in the alignment process, with national staff covering postage costs.
- **Golf Scramble Planning:** Tom raised concerns about low participation in the upcoming golf scramble, with only a few people signed up online. Mike encouraged the board to proceed with the event regardless of the number of participants, suggesting it be treated as a fun social outing rather than a competitive tournament, and Tom Koto agreed to move forward.
- **Fall Fest Logistics and Outreach:** Tom reported that 26 people are currently registered for Fall Fest, and they hope to increase that number. The event will feature a mentoring panel with experienced members, including Eliza Kuntz and Matt Larson. The board discussed inviting younger members to attend the panel discussion for free to encourage engagement and potentially having them provide a written synopsis of what they learned for social media promotion.
- **Developmental Camps and Training:** Tom noted that they are working with the ASA on developmental camps and are coordinating with discipline chairs for feedback on the outline. Additionally, there were discussions regarding potential training at Little Ski Hill, for which they might seek scholarship support.
- **"Lost Souls" Study and Reinstatement Policies:** Tom brought up a study regarding former members and voiced strong opposition to potential policies that would allow lapsed members to return to the organization without meeting current CEU or dues requirements. The board collectively agreed that creating lenient reinstatement pathways would undermine the organization's professional standards.

4.4 Membership Linkage Committee

The full report by T.J. Kauth was posted in Basecamp.

TJ reported that the Membership Linkage Committee has regained access to the Instagram account and is working to resolve issues with the Facebook account. TJ proposed a new management structure involving three administrators (from the board, operations, and the committee) to ensure redundancy and security for their social media assets. Logan Martin offered to provide national branding guidelines to support these efforts.

4.4. Education Foundation

Jani stated there was no new business for the scholarship committee but requested that the next e-blast highlight the application deadline to ensure better visibility.

4.5 Scholarship Committee

4.6 Finance Committee

Full report submitted by Brad Compton in Basecamp

Brad presented the financial report, noting the Edward Jones investment account balance of \$132,510.70 and the checking account balance of \$17,624.79. Fernando Veloz and Bradley Compton clarified specific line items for the board, including staff training costs and website expenses, confirming that they were related to prior fiscal year activity and Google service fees.

5. Acceptance of Consent Agenda

A motion was made and seconded to accept the consent agenda, which passed successfully.

6. Strategy

6.1. Policy Governance and discussion

Eric led a discussion regarding recent phishing attempts targeting board members, advising them to be vigilant about suspicious emails and to verify sender addresses. Logan noted that these attacks might be targeting nonprofits by scraping contact information from public websites. The board discussed potential solutions, such as using a centralized email address for public contact, but decided to hold off on immediate changes while maintaining high caution.

Walt presented a draft organizational chart designed to clarify reporting lines and hierarchy for Northern Intermountain. The chart includes the Board of Directors, administration under CEO Tom Koto, regional education staff, certification staff, and the organization's representative to the national board. Walter explained that the board serves as the governing body reporting to the members, who remain the primary focus of the organization's activities. The chart also outlines the role of volunteer committees, including governance, compensation and evaluation, finance, and awards and recognition. Walter intends to update the document to include specific names and contact information, ensuring the resource remains fluid and useful for all members.

6.2. End Review, Discussion, Education

Tom emphasized that board members are responsible for representing the interests of all members within the Northern Inner Mountain region rather than pushing agendas specific to their individual

home schools. Tom Koto noted that while members naturally have familiarity with their own local locker rooms, they must maintain a broader regional perspective when serving on the board.

Eric commended the creation of the visual flowchart, noting that it provides significant value compared to existing policy governance documentation. He explained that the current documentation on Basecamp is dense and difficult to navigate, whereas the new graphic allows members to understand the organizational layout quickly without needing to cross-reference multiple documents.

Walt proposed a strategy for organizational cohesion where board members act as a single voice by providing information to Eric, who serves as the President and primary representative. Walt noted that this structure allows for effective communication with regional partners, business partners, and member schools, ensuring the board maintains a unified stance.

Eric clarified the role as Chair, stating that they intentionally abstain from making or seconding motions to avoid biasing the board. He explained that they generally abstain from voting as well, only participating to break ties or to establish a quorum when necessary. Eric also emphasized that they speak on behalf of the board's collective will rather than promoting personal opinions.

Walt and Eric discussed the current operational status of the organization, noting that it functions as a hybrid between policy governance and active operations. Eric and Tom confirmed their dual roles as board leaders who are also involved in operations, such as serving as clinician examiners.

7. Guest/Board Q&A

8. Tasks Assigned

9. Next Meeting – Tuesday, October 20, 2026 (6:00 pm MST) - Virtual

10. Executive Session – None

11. Adjourn

11.1 Meeting adjourned at 7:05pm