

Proxies? No

Quorum? Yes

II. Acceptance of Agenda?

A. Changes?

Walt moves to accept, Colleen seconds. Approved by vote.

III. Acceptance of Consent Agenda

Walt moves to accept, Cortney seconds. Approved by vote and includes reports submitted.

IV. Generative Discussion

A. President's Update (Christian)

1. Leadership Summit 2021

A key piece from the summit is meeting structure, along with evolution of the board away from being operational.

B. Vision → BOD → Committees (scope covers everything?)

Board members doing the legwork before the meetings is hugely important. The next piece is that the committee chairpersons generate reports, get them posted and available to review by board and digest. We need to get the reports posted two days before the agenda is posted. For our bigger spring and fall meetings, we should get reports posted a week before the meeting. Our task as board is to make sure we are looking up and out, not being reactive, being proactive. Our job is not to micromanage but empower the administration to focus on that.

Looking at the meeting timeframe, we can have a dashboard bullet point list we would like reported on posted. We can spend a bit of time determining the content we want to see. Board directors should communicate bullet points to Christian so he and Ben can decide what will be asked.

A key question to consider is the work we are supposed to be doing being covered in the committees? If not, why not?

Ben is tasked as the Executive Director to request Discipline Chair reports and impart the information to the Board in a time efficient manner on a cycle to be determined. We can pose questions to Ben as he relays the discipline chair information to us.

C. Late Summer/Early Fall Retreat – Board Education?

Goal for the board, covid willing, is to gather as a group next fall.

Outdoor pavilion rental places in Boise for consideration for gathering.

Key Point: We continue to evolve as a Board with the move away from operational to policy governance, consent agenda and board call format, creating efficiency and productivity.

V. Strategy (proposals, further discussion)

This is place for in the board call for proposals and discussions that need to take place from reports. If there is nothing new or suggestions, we can read the posted report and move on. Questions from the reports can be posed to chairs. This is where time is spent moving forward.

A. National Board Representative (Walt)

The agenda from the meeting is in Basecamp from Winter board packet. National and all the other divisions are having these same questions we are discussing. Other division partners are having a challenge adopting policy governance, we are ahead of the game there. Succession planning at all levels is critical.

B. Governance and Leadership Development Committee (Colleen)

Christian and Colleen working on an election process for board seats.

C. NI Education Foundation Advisory Committee (Colleen)

D. Awards and Recognition Committee (Deann)

E. Membership Linkage Committee (Christian)

VI. Fiduciary

A. Finance Committee (Fernando)

What are major challenges? A lot of the information was processed through the divisions and impacted by covid. There were challenges with communication between National and the Executive Director transition.

Going forward with Nick and Ben, things are much better detailed and cleaned up with regards to income side/expense side and effective communication.

VII. Operations

A. Executive Director (Ben)

A lot has evolved in the last 18 months. Some has been purposeful, some just the way things happen. We have a committee discipline chair structure that has evolved but it hasn't changed. We have dual snowboard chairs, dual alpine chairs and a poorly defined senior chair. Is senior under alpine chair or separate. Is freestyle under snowboard or separate? We have director/chair/leader of professional development. There is no volunteer term period set, leaving no ability to gracefully offramp from the chair.

There is a need for providing chairs the ability to gracefully leave the position. Eric Zimmerman is resigning, effective April 30. For Ben, moving forward as Executive Director, maintaining his role as alpine certification chair is too much. Ben would like to have a committee structure in place for a meeting in mid-May to start planning for next season, figuring out initiatives to move forward with leadership development. There is clearly a need for better tie in with member schools. What could work well is some sort of a counsel/panel that includes school representatives with a tighter connection with educational offerings and leadership group. This panel could be led by Treat or Ben or rotating in office capacity.

What are potential wins? How do we make this better in a way that it is positively sustainable? Flexibility?

A consideration should be that we do not want this to put board members back into an operational role. Is this a restructure of just the education and certification purview? We need to have representation from our member schools to have a voice in education. A lot of our education staff look like they are getting ready to move on to other things and we need leadership development to bring more on board.

These are questions for a longer phone call but should go on the strategic agenda, with time set aside to address. Basecamp is a good spot to begin discussions.

As Executive Director, Ben will make adjustments to these leadership roles.

VIII. Next Meeting

A. March 22, Monday, 6pm

IX. Adjourn 6:59pm

VOTING:

Agenda accepted. January 25, 2021 minutes accepted.

NEEDS TO BE DONE/ONGOING PROJECTS:

501(c)3

Scholarship forms

Fosterweld design