



Proxies? No

Quorum? Yes

**II. Acceptance of November 24, 2020 meeting minutes**

Colleen moves to accept November 24, 2020 meeting minutes. Angela seconds.  
Approved by vote.

**III. Acceptance of Agenda? Agenda accepted.**

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

**A. Changes?** No

**IV. President's Update (Christian)**

**A. DEI Webinars**

These are great webinars that create uncomfortable feelings in a good way for the attendees. It is interesting to see the direction our organization will take in the snowsports industry. There is one more webinar on Inclusivity on Thursday the 17<sup>th</sup>.

The NI ED Staff training was today. It is apparent that we as a board have hired the right Executive Director to address the monumental task of trying to figure out how to run a business, snow tool meets the snow in connecting with the members and offering them value. We recognize the challenges and appreciate Ben and Nick taking that on.

**Key Point: DEI Webinars finish up this week. The perspectives for our industry have been illuminating. We are in good hands with the direction of our division and management.**

**V. National Board Representative (Walt)**

The Winter board meeting is cancelled for in person but will be held virtually. We continue to announce awards and recognition committee efforts. Getting some shine for NI is very important in regards to awards. The more we serve the members, the more member excitement is created. Efforts to get member school management involved and incentives. We are doing good work and member school management is going to be key. We have work to do there.

Work plan economies of scale discussed with a focus on eliminating redundancy. Memberships are up and strong in a strange year.

**Key Point: No in person meeting due to Covid. Awards work continues and will be important for the membership and organization. Serving our members will help generate excitement. Memberships up.**

## **VI. Executive Director Update (Ben)**

### **A. Update**

Today was a successful in person Education Staff training centered around addressing the grey areas of dealing with Covid. There were eight attendees. The emphasis is on striking a right balance of ensuring comfort from a safety standpoint and not inadvertently creating unsafe situations. We had an inhouse Level 1 at Tamarack for Alpine and Snowboard yesterday. There will be Level 1 for Alpine and Snowboard at Bogus Basin on Wednesday.

All is on track. The support from Lakewood has been good.

Some of the things we need to do to ensure safety may go against our instincts as instructors....no inside time, no large groups. The expectations are pretty clear for safety.

**Key Point: The season is off and rolling with Level 1 exams. Education Staff training is setting clear expectations for dealing with the grey areas of safety and level of comfort dealing with Covid.**

## **VII. Finance Committee (Fernando and Ben)**

### **A. Update**

Since the last board meeting, the finance group has met with Shelley Seibel and gone over the portfolio in depth. The committee had an additional meeting after that to assess our perspective and discuss if we are positioned correctly. We do have a money market account with about \$10,000. We are keeping that in a liquid position so we have flexibility. Because of the nature of Covid, there has been a dip in our revenue, so we need to make sure we have the availability to convert funds if needed.

We did touch briefly on fundraising efforts. Not too much detail. Maybe we need to look at fundraising to generate income. We should look at as a board. We are doing a good job of being fiscally responsible.

Becoming a 501(C)3 would help us with fundraising. A donation can be made to ICF for the ed foundation that can make it a tax deduction if that is specified.

Jim needs ICF information to funnel donations to NI for Symposium.

**Key Point: We are positioned correctly with the portfolio and 501(C)3 is still something to look into.**

**VIII. Governance and Leadership Development Committee (Colleen)**

**A. Update**

Continuing the DEI training. Last one the 17<sup>th</sup> 4-6:30pm

**IX. NI Ed Foundation Advisory Committee (Colleen)**

**A. Update**

Forms are being created for schools and individual member scholarship application.

**X. Membership Linkage Committee (Christian)**

**A. Update**

Hoping to meet with the group in January after the holidays. If you have some members, co-workers starting to show more interest, point in Christian's direction to engage.

**XI. Awards and Recognition Committee (Deann and Ben)**

Things are on track and no action required until January for coming year new nominations. Membership Linkage Committee will be spearheading member school involvement and Awards and Recognition will help support Linkage.

**A. Update-Lifetime Membership-Tom Koto**

**XII. Miscellaneous**

None

**XIII. Next Meeting**

**A. January 25, Monday, 6pm**

**XIII. Adjourn 6:39pm**

**VOTING:**

Agenda accepted. November 24, 2020 minutes accepted.

**NEEDS TO BE DONE/ONGOING PROJECTS:**

501(c)3  
Scholarship forms  
Fosterweld design