

AVA Executive Committee October 27, 2010 Conference Call

Meeting convened at 5:05 pm.

Those present were: Curt Myron, Marvin Stokes, Pat Lucero, Wayne Holloway, Heinz Johnson, Nicole Rogers

A. NERD

Phil Hait will be moving out of his region by December 1. He must resign. Clubs in that region must be notified that they have to elect a new RD for the balance of Phil's term.

Curt Myron has asked Phil Hait to continue administrative duties until his replacement is elected. He hasn't heard back from him.

Phil needs to have a liaison. Glen Conyers has been suggested.

B, Long Distance Events

Curt Myron moved that AVA approve a category of Long Distance Event like the C&O Canal events It is in four sections of approx. 80 Km.(184-1/2 miles). **Heinz Johnson seconded.** There is no written IVV policy on this.

Canada and England will send copies of their policy.

Nicole Rogers offered a "friendly amendment" to add after C&O events "and like events." Marvin Stokes seconded. Friendly amendment passed. Main motion passed.

Marvin asked who would develop policy. Curt will take the lead, but it will be a group effort.

C, Nicole Rogers has requested our approval for 3 motions.

1. **Nicole Rogers moved to approve hiring of Chief Operating Officer at \$45K plus benefits.** Wayne Holloway seconded. Nicole reviewed the job description. Curt said to overlook titles. Until the bylaws are changed cannot use titles officially. Wayne asked question of Nicole. He is concerned about going forward without IT situation resolved. Nicole responded it is being worked on. There are two parts: terminate old IT and proceeding with new. Once new hardware is installed we are ready to move.

Marvin said we need to address cost of hardware. It won't be a cost that would be needed for anything else. The 1st quarter financials have a deficit. If we continue in the same vein we will exceed our projected deficit. He is concerned with the salary range. He is concerned that new position is higher the CFO. Is this expense necessary at this level.

Heinz said we are in a catch 22. We agreed the need to change direction. He didn't anticipate needing another person at this time. We need to bite the bullet or Nicole won't be able to do what we hired her to do.

Nicole said she doesn't want an established volkssporter. This was explained to mean someone set in their ways and resistant to change.

Curt said we need another person. Someone who can hit the ground running.

Marvin said he fully agrees we need someone. He just keeps an eye on the budget. He must voice concerns. If we need to have that salary range to get type of employee we want, so be it.

Nicole has asked each staff member to write a manual for each of their jobs.

Motion passed unanimously.

2. Motions 2 and 3 facilitate the completion of 1.

Nicole Rogers moved to approve that the savings account is now considered unrestricted yet still under the full discretion of the NEC before it can be used. Wayne Holloway seconded.

Nicole said the AVA savings account has \$83,000 in it. (This is unspent income on each year's budget.) NEC must approve spending.

Marvin said his concern remains the same. Neither he nor Candy have any problem with removing earmarks.

Wayne asked about the future. Earmarks or not, NEC can designate for special things.

Pat has no problem.

Heinz said it is the logical thing to do.

Curt didn't know about earmarks when he was Treasurer.

Nicole said they only apply if grant or restricted donations.

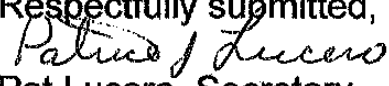
The motion was approved.

3. **Nicole Rogers moved to approve that the salary and benefits to support the Chief Operating Officer position be released from the savings account.** Heinz Johnson seconded. **After discussion motion approved unanimously.**
4. **Nicole Rogers moved for approval of a one time increase of the CFO's salary to parity with the COO, effective with the hiring of the COO.** Heinz Johnson seconded. **Motion unanimously approved.**

Marvin said we have a copy of the job description for this new position. We should read it carefully and understand what Nicole is expecting of this position.

Curt said the deadline for TAW is October 26th. He got in an article regarding the NERD position.

Nicole got in an article regarding the Legacy Giving Campaign.

Respectfully submitted,

Pat Lucero, Secretary