

WARRIORS and QUIET WATERS

Board Meeting Minutes

Location: Warriors and Quiet Waters Office
351 Evergreen Dr, Suite A
Bozeman, MT 59715, USA

Date/Time: August 13, 2019, 4:00 – 6:18 pm

Members Present: Brian Finnan, Tom Stiffler, Aaron Demro (video), Ed Brandt, Ali Ramirez, Greg Putnam (phone/in person), Tim Richmond (phone), Chris Oliver, Diane Bristol, Jim Collins, Nancy Sander, Joe Esparza, Eugen Graf

Non-Voting Members in attendance: Faye Nelson, Mike Powell (corporate secretary)

Members Not Present: None

I. Meeting Called to Order with a quorum met @ 4:00pm

II. **Consent Agenda**

Brian

- a. Approval/Acceptance of Consent Agenda: Move to Accept - Diane, 2nd by Jim. Unanimous vote.
- b. July EXCOM Meeting Minutes, June Board Meeting Minutes
- c. June/July ED Reports
- d. SP Dashboard
- e. Financials

III. **Discussion Agenda**

- a. Mission Moment, Program Report YTD Faye
 - i. FX Numbers to date (including FX-12 this week) – Slides attached.
 1. 63% of FXs complete (12 complete, 7 remaining)
 2. Served a total of 68 Warriors, Spouses and Caregivers
 - ii. Received a few emails and cards from participants, thanking WQW.
- b. Warrior Taste Fest Report/Overview Chris/Eugen/Greg
 - i. Net approximately \$307K (including in-kind donations)
 - ii. Sending out a survey for artists and vendors
 - iii. Will probably move the date and possibly location for next year's WTF
 - iv. Need to decide if we are going to combine with golf tournament or not
 - v. Issues with Tom Stusek, need to limit his ability to control artists
 - vi. Staff is putting together comparison between WTF and golf tournament donors
- c. Compensation Policy Discussion/Vote Faye/Mike
 - i. Amendments to policy so employees that are average or lower in one of the three categories are not eligible for merit pay increases.
 - ii. Approval/Acceptance of WQW Compensation Policy with Amendments: Move to Accept - Eugen, 2nd by Joe. Unanimous vote.
- d. Assistance Fund Vote Faye
 - i. Motion to vote to pursue Assistance Fund. Move to Accept – Joe, 2nd by Eugen, Unanimous vote.
 - ii. Vote to pursue of Assistance Fund:

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1. Yes – 5 votes, No – 8 votes. Fail.
 - iii. Jim – We should ensure that we train staff so we can integrate/connect with organizations that we can turn to if these kinds of situations come up. A tertiary focus for us. We know we will come into these situations and need to be equipped.
- e. Strat Plan Overview/Progress Faye
 - i. Capacity matrix is a solid start for planning for next 3 years
 - ii. Between 2018 and 2019, we grew the number of programs offered 30% without increasing program staff.
 - iii. Use 2020 to prepare for increase in programs
 - iv. Working on partnerships with Commit Foundation as well as continuing with TMF
 - v. We are putting staffing plan together so we can be prepared to grow.
 - vi. Also preparing a survey to go to alumni
 - vii. Draft in October, pass in December
- f. Recommendation to dissolve Program Subcommittee and form Strat Planning Committee Faye
 - i. Consider at next Excom meeting, along with Eugen’s 3 proposals
- g. Suggestion to move BoD Meetings to Qtrly and Excom meetings to every 6 weeks. Brian
 - i. 4 meetings per year for each
 - ii. Start in January
 - iii. Need to change Bylaws to reflect election in December, start first of the year.
 - iv. Bring updates to Bylaws to October BoD meeting
 - v. Approval/Acceptance of BoD and Excom meeting changes: Move to Accept - Joe, 2nd by Chris. Unanimous vote.
- h. Logo Discussion and Vote Brian
 - i. Excom proposed modernization of logo while keeping the Purple Heart
 - ii. Staff will provide logo for BoD approval in October
- i. Items from the floor
 - i. Chris – Need to review Gift Acceptance/Refusal policies.

ADJOURN at 6:18pm. Unanimous.