



Executive Committee Meeting Minutes Warriors & Quiet Waters July 16, 2019

- Called to Order: 3:30pm
- Present: Brian, Tom, Ed, Diane, Eugen, Faye, Mike (corporate secretary)
- Initial Items Faye/Tom
 - Faye read a caregiver testimony that was sent to both WQW staff as well as Simms Fishing Products.
- 2019 FX Recap Faye
 - 47% of our programs are complete YTD.
 - We have had 9 alumni as volunteers YTD and 1 on almost every FX so far. Anticipate 8-9 more for the rest of the season. Doesn't include alumni family members, which we had several throughout the season.
 - We have had approximately 10 veterans that could have potentially been participants in the programs but came as volunteers.
 - If alumni come back as volunteers...
 - Out of town-we put them up in the red barn, some opt to pay for a hotel room.
 - Alumni who come back as volunteers are considered a continuation of the program and we pay for airfare (no rental car).
 - Events/participants Metrics (attached). Reflects growth, especially 2016-2018. We should show how our staffing compares to increases in events/participants.
 - Cost per FX has increased. If we are paying for an additional volunteer to fly in, depending on the week, could be \$1,000 to \$2,500 extra.
 - New warriors are the driving force in growth, with 450 unique participants since inception.
- Caretaker House Update Eugen/Faye
 - Ryan is now moved in.
 - Landscaping – Ryan is working with Jim Lawson. We will be using EG equipment to backfill.
 - Site work was a little more extensive than expected. We had to cut back further into the field for drainage, water line for CT house is on new well. Need to address original well setup/plumbing with Van Dyke, who dug the well.
 - Septic. Permit was expired. Septic installed and will be backfilled once permit/inspection is complete.
 - Propane. New separate tank for CT house, on-call refills by Ryan.
 - Funding. Spoke with John Toohey on June 27th. Still haven't received funds and haven't heard anything as of yet. Eugen will talk to the YC CFO about expediting the transfer.



- WTF Update Eugen/Faye
 - Have sold 108 tickets (8 over goal)
 - A couple of breweries have dropped due to lack of employees
 - Gayle has comped artists a night at a hotel. Artists are donors and should be managed under the development department
 - Just part of clarifying roles and duties. Growing pains since this is a first-time event.
 - 10 artists, 5 non-art items, and special appeal. Fundraising portion will take about 2 hours
- Draft Compensation Policy Review Faye
 - Applies to all employees
 - Historically we've budgeted for an average of 3% salary increases.
 - Would like to see chart comparison with just Montana salaries (note: The Associated Employers report we use for Montana salaries doesn't contain exact positions to compare to several WQW positions). Compensation Comparison Charts are available upon request (sensitive information).
 - Reword temporary increase in pay for additional duties/tasks to include possible bonus structure.
 - Demotions. Change to "Voluntary Role Change" on part iii. Salary "may" be reduced.
 - **Request by EXCOM to review document with requested adjustments. Once approved, will provide in pre-reads and recommendation to BOD to accept Compensation Policy. Move to accept – Eugen, second – Diane.**
- Update on General Operating Money Market Accounts Faye/Mike
 - Intent is to scale down number of checking accounts/money market accounts. Will do this once funds received from YC & EG Construction is paid in full.
 - Currently have \$271 K in MM earning .003%/year. Need to close and move to DAD to earn 2.5%/year.
- Capacity Matrix Process Faye
 - Provided draft copy dated July 16, 2019 (attached)
 - Assumes use of QWR only
 - Assumes same acceptance criteria
 - No cap on funding or personnel
 - Need to survey alumni to get their feedback on programs. Possibly before August board meeting.
- Calendar of Fundraising Events Faye
 - Put on Master Calendar and email/text (such as 3rd party "Pint Nights", etc.), so BoD has an idea of what is going on and when.
 - Ed mentioned the weekly email he gets from Eagle Mount. Quick, informative and lets him know what is going on. Maybe we should do this. Have a volunteer write up a brief summary of their experience, etc.
- Update on Joint Events with other organizations Faye
 - Travis Manion Foundation



- Saul set up; Ryan was point person when group arrived
- 2 TMF staff members were blown away by the support
- 13 children
- Group went to YNP for 2 days, spent 24 hours at QWR and fished on the ponds.
- Need to complete debrief (Ryan, Tim & Faye's contact @ TMF); seemed to exceed expectations of participants & onsite staff.
- Higher Ground
 - Still bringing 6 people to FX in August (FX-13)
 - Communication issues between Saul and point person at HG; resolved as of 7/16.
- Commit Foundation
 - Saul sent Anne Maree Craig three potential course of actions for partnership
 - Possible pilot in November/December running one of their programs (2-3 days)
- Boulder Crest Retreat
 - Secured MOA. Going over with program committee.
- Coaching
 - Can we continue with coaches as volunteers?
 - Possible, but these coaches give a good deal amount of time, and some are compensated up to \$50,000/year/individual in their regular business.
 - Could have program set up so first year they volunteer, and additional years they get paid (maybe \$5,000). If we offer, they won't take it. If we have a system where they do get paid, it would be better.
 - Mike MacLeod has input as he is familiar with the program.
- Adjourned: 6:27pm