

# WARRIORS and QUIET WATERS

## Board Meeting Minutes

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

Date/Time: October 8, 2019, 4:03 – 5:05 pm

Members Present: Brian Finnan, Tom Stiffler, Aaron Demro (video), Ed Brandt, Greg Putnam, Tim Richmond (phone), Chris Oliver (Video), Diane Bristol, Jim Collins (Video), Joe Esparza (Phone), Eugen Graf

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

Members Not Present: Ali Ramirez

I. Meeting Called to Order with a quorum met @ 4:03pm

II. **Consent Agenda**

Brian

- a. Approval/Acceptance of Consent Agenda: Move to Accept - Diane, 2<sup>nd</sup> by Tom. Unanimous vote.
- b. September EXCOM Meeting Minutes, August Board Meeting Minutes
- c. August/September ED Reports
- d. SP Dashboard
- e. Financials
- f. Approval of Modified Documents:
  - i. Board Member Expectations
  - ii. Board Eval of Own Performance
  - iii. Board Member Commitment

III. **Discussion Agenda**

- a. Update on number of participants since inception Faye
  - i. Graphic provided in pre-reads and on screen.
    1. 2007-2019 (FX-15) participants (including repeat, spouses and caregivers) is 839. Expect to go over 1,000 by end of next season.
- b. Update on Strategic Planning Meeting Faye
  - i. Need to clarify/amend/approve both Vision and Mission Statement
    1. Committee likes the vision statement but believes the mission statement needs to be more specific and measurable.
    2. Committee will send out notes from meeting and will need quick responses/feedback so they can push forward.
  - ii. Current proposed timeline:
    1. Confirm members on the committee. Agreed on two board members, two externals (one NAB) & ED. If dissention, board member position overrides external.
    2. Determine Strategic Objectives & ready for review at December meeting.

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3. Identify and refine goals and supporting information during December up until board retreat.
4. Need members to give feedback quickly.
5. Identify contingency issues with budget.
- iii. 19 events is current breakpoint for staff, 21 is the maximum number of events for next year.
- c. Staff Recommendation on Golf Tournament Faye
  - i. The Staff recommends to not host the golf tournament and only host WTF.
  - ii. Discussions on possibly adding a “secondary” ticket such as golf or a fishing trip.
  - iii. Discussions on timing of WTF. Mid-summer is busy, maybe look at early spring or late winter.
- d. Logo Update Recommendation Faye/ExCom
  - i. 3 options presented. Board selects Option C (change only the text portion) with one dissenting vote.
  - ii. Board approves plan to allow staff to manipulate fish on the logo without requiring approval from board.
- e. Status of the Organization Brian
  - i. Faye’s resignation effective November 1, 2019.
  - ii. Nancy Sander’s resignation from the Board.
  - iii. ExCom recommendation to hire Eric Hastings as Interim ED, proposed Compensation and Term.
  - iv. Search Committee for new ED: Tom Stiffler, Ryan Olson, Jim Borowski, Diane Bristol, Brian Finnan
- f. Items from the floor
  - i. None

ADJOURN to Executive Session at 5:05pm.

Executive Session resulted in vote to select Mike Powell as Interim ED.

ADJOURN at 6:30 pm. Unanimous.