Welcome and Call to Order
Susan Becklenberg
The meeting was called to order at 9:09 AM MT
Staff: Kathy Alm, Kandis Branum
Guests for part of the meeting: Amanda Walters, Amber Bratt, Brandy Minardi, Bret Maceyak, Brittney Holdman, Brittney Kemper, Carrie Garnett, Cher Smith, Cheryl Graves, Danielle Crooks, Heidi Herman, Karen Province, Katie Clow, Kaye Marks, Kendyl Healy, Melissa Bryant, Marsha Anderson

Ice Breaker
Susan Becklenberg
If a film were made about your life whom would you want to play you?

Update COVID-19 Response and Scenario Planning
Kathy Alm
B-1 Financial Planning through the end of FY19.20
No disaster relief funds for COVID19
Kathy Alm reviewed the work leadership staff has been doing to prepare for the end of fiscal year 2019-20 and transition to 2020-21. Using a PowerPoint presentation, she covered potential scenarios for PATH Intl. membership, certification, programs and organizational planning for the changing financial future due to the COVID-19 pandemic.

Identifying Priorities for the Strategic Plan
Kathy Alm
C-1 Strategic Plan Goals and Objectives
The recently finalized strategic plan was reviewed and it was noted that the purpose of the plan is to provide guidance to staff regarding priorities for the next few years. Trustees were sent a worksheet to complete for discussion on Saturday. The task is to individually prioritize the plan objectives from 1 to 12, 1 being the most important objective, 12 being the least important.

Staff and Board Introductions
Kathy Alm/All Staff/All Board
The staff joined the meeting for greetings and introductions. Each of the attendees shared their name, title and middle name along with whether they like their middle name. Both Trustees and staff look forward to their next true face-to-face meeting opportunity.
Board Evaluation Results
Susan Becklenberg

D-1 Board Evaluation Summary
Susan Becklenberg collated the results of the evaluation summary using a tool from the CEO/Board President symposium she and Kathy Alm attended in February. After discussion, it was determined that some of the questions need re-wording for clarity. Jessica Normand offered her expertise in survey creation to assist with a refresh of the survey.
Question 4 – re-word to change “take actions” to report on discussions? Suggestions for the future were:
Executive Committee gives a short report at Board meetings. Add the role of the Executive Committee to board orientation. Share the Executive Committee agenda with the full Board prior to each Committee meeting.
Question 8 – validity? Re-word?
Question 9 – Include “Mission Moments” at each Board meeting?
Question 17 – Board Task Force reports (any specific group tasked for the short-term, ad hoc, example-strategic plan task force)?
Question 34 – define “diversity.” Fix the question or delete it.
Question 35 – will always get bifurcated responses to this question. Re-word or move to individual evaluations?
Question 36 – needs work for clarity.

Recess
The recess was called at 1:33 PM MT

Norms Discussion
Susan Becklenberg
This discussion will be postponed to another meeting due to time constraints.

Board of Trustees Meeting
Saturday, May 2, 2020
9:00 a.m-1:30 p.m., MT
Zoom
Minutes

Ice Breaker
Susan Becklenberg
Two truths and a lie

Advocacy Presentation
Ross Braun/Kathy Alm/Sue Becklenberg
G-1 501C3 or 501C6 Comparison
Trustees held a good discussion on the differences between the (c) (3) and (c) (6) nonprofit designations. Following the conversation, the consensus was that PATH Intl. will not form/pursue a 501 (c) (6) at this time.
Minutes
Susan Becklenberg
H-1 Minutes of March 23, 2020
Motion to approve: Kim Berggren
Second: Patti Coyle
Minutes approved

President’s Comments
Susan Becklenberg
I-1 Board Pledges
Advisory Council Process and Recommendations
1st Term-ending Process Update
Sue Becklenberg reminded Trustees that the annual pledge form was in the meeting packet and that pledges should be returned to the office by June 30, 2020. The goal is 100% participation. Trustees reviewed the Advisory Council roster and the process for selection. The Council Charter will be revisited by all Trustees. The Executive Committee will discuss at their June meeting. Sue asked that recommendations for the Advisory Council be sent to her. This should include the name of the individual and why they would be a good fit for the Council. Once the selection process is refined, recommended candidates will be contacted.
Sue updated Trustees regarding the First-term-ending-Trustees process. Interviews are the next step.

Finance
Robin Krueger/Ed Milford
J-1 Consolidated projection Narrative 03.31.2020
J-2 Consolidated Projection 03.31.2020
J-3 Consolidated Financials 03.31.2020
Motion to approve financial reports: Patti Coyle
Second: Lili Kellogg
Financials approved
Robin Krueger gave kudos to the leadership for the excellent, complete and detailed COVID-19 processes and plans in place. Ross Braun added kudos to Kathy Alm and leadership for the financial narrative which speaks to fiduciary responsibility.

CEO Report
Kathy Alm
K-1 CEO Report
K-2 Dashboard
Kathy Alm noted that the CEO report focuses on COVID-19 response and looking ahead. The EAAT Baseline Definitions Resource Guide is on track and the consensus document should be released in July. The 2020-21 budget will go to the finance committee in May. The board discussed whether to hold a special meeting in June to approve the budget or approve continued operations into the new fiscal year without a new budget and approve the budget at the July board meeting.
Motion to approve July operations without budget approval: Robin Krueger
Second: Patti Coyle
Motion approved
Susan Becklenberg noted on the dashboard that the yellow and red highlights represent impact to initiatives.
Kathy Alm pointed out on the dashboard that the item in row 15, column G is a RIDE-TV video link.
Michael Kaufmann asked if there will be a summary of the BLM/mustang survey in the future.

Objective Priorities
Kathy Alm
Each trustee ranked the 12 strategic plan priorities individually. The rankings were averaged and Trustees discussed each objective’s ranking. This exercise provides guidance to the staff on where to invest time and resources initially, recognizing that the pandemic has impacted our ability to execute on the strategic plan within the initial timeline.

Governance
Kim Berggren
L-1 Officer Nomination & Election Process
Kim Berggren reviewed the Officer Nomination and Election Process. Ross Braun, chair of the Nominating Committee asked Trustees to express their preferences in serving as an officer for the upcoming board year.

Review Board Applicant Process
Kim Berggren
E-1 Trustee Recruitment Process
The Recruitment process was reviewed. Sue Becklenberg offered kudos to the Governance Committee for adding the committee service requirement and to all Trustees for going through the process.

Review Board Expertise Matrix
Kim Berggren
F-1 Updated Board Expertise Matrix
Experience levels in association membership and research were added to the secondary level of the matrix. The updated matrix will be sent to all Trustees for updates.

Document for Review
Susan Becklenberg
M-1 Participant Fund Temp Restricted
Trustees discussed the cap for the fund in light of the amount of funds available. A motion was made that temporarily there be two rounds of funding capped at $10,000 each for a year.
Motion to approve: Robin Krueger
Second: Ross Braun
The motion was approved.
The funding cap will be revisited at the September meeting.

CEO Evaluation Process
Susan Becklenberg
N-1 CEO Evaluation Process
The CEO Evaluation Survey will be distributed to all Trustees. Surveys are to be returned to Sue Becklenberg no later than June 30. The Executive Committee will review responses in July. Kathy Alm will complete her self-evaluation and goals for 2020-21 concurrently. The CEO review
meeting will take place in August. It was noted that Kathy's goals for 2019-20 have been impacted by COVID-19 response.

Consent Agenda

Susan Becklenberg

O-1 Minutes, Executive Committee 02.20.2020
O-2 Minutes Finance Committee 03.19.2020
O-3 Minutes Governance Committee 03.19.2020
Motion to accept consent agenda: Lili Kellogg
Second: Robin Krueger
Consent agenda accepted

Board Goal Setting

Susan Becklenberg

P-1 Board of Trustees Goal Tracker
Updating the 2020-21 goal tracker was postponed to October.

Ambassador Stories

Susan Becklenberg

Ross, Sue, KC, Adam and Jessica shared thoughts and insights on the pandemic and relevant successes.

Other Business

Susan Becklenberg

Sue reminded Trustees that the “Norms” discussion was postponed to a later meeting. She sends thanks to the staff for attending on Friday for introductions and to say “hello.”

Next meeting:

Susan Becklenberg

July 27, 2020

Adjourn

Susan Becklenberg

Motion to adjourn: Brandan Montminy
The meeting was adjourned at 1:12 PM MT