



EASTERN REGION

Board Meeting Minutes

October 19-20, 2025

PSIA-AASI Office, Albany, NY

Creating Lifelong Adventures Through Education

Day 1 Attendance: Peter Howard (Past Board Chair), Katie Brinton (Chair), Stephen Gover (Vice Chair, at-large member), Shannon Rucker (Treasurer, at-large member), Landon Figg (Secretary, Zone 4 member), Ben DeBenedictis (Zone 1 member), Terry Xie (Zone 2 member), Aleks Smith (Zone 3 member), Emily Spiker (At-large member), Marc Angelillo (At-large member), Kathy Brennan (Eastern Region CEO), Eric Jordan (National Board Representative).

Day 1

1. **Welcome** (Katie Brinton)
2. **Welcome to the Office** (Kathy Brennan) Office History
3. **Adoption of Consent Agenda** (Katie Brinton)
 - a. Minutes from June 2025 board meeting
 - b. Committee/Staff reports (Area Reps, Certification, Adaptive, Snowboard, Nordic, NextCore, Operations & IT, Member Services, Education & Programs, Snowsports Management Seminar)

Motion to accept Consent Agenda, seconded and accepted
4. **Brown Dog Consulting E-Learning Course Debrief and Discussion** (Katie Brinton)
 - a. Key takeaways from Policy Governance e-learning course
 - b. What to expect in live-training session
5. **Brown Dog Consulting Live Training Session** (Susan Morgensen, Brown Dog Consulting)
 - a. Overview of PG principles
 - b. Review of common governance questions (e.g., owners vs. stakeholders, monitoring and interpretations, agenda planning, etc.)
6. **Training Session Debrief** (Katie Brinton)
 - a. Planning related to board self-evaluation
 - b. Discussion of ownership linkage strategies to support Ends review
 - c. Discussion of annual agenda planning improvements
7. **Operations Update** (Kathy Brennan)

- a. ExLC and National office liaising
- b. New event cancellation policy and self-cancel feature
- c. Adaptive messaging plan
- d. Uniforms update
- e. Certificate signature discussion: National CEO and Regional CEO
Motion to accept these signatures on certificates, seconded and approved
- f. Dues increase discussion: \$1 increase for 2026-27 season
Motion to accept dues increase, seconded and approved

8. National Representative Update (Eric Jordan)

- a. National CEO monitoring schedule update
- b. Association Management IT system updates
- c. Update on Interski, sponsors, contingency plan
- d. National Academy update
- e. National membership linkage committee developed
- f. Cyber security taskforce initiated

9. Membership Communications Committee Update (Aleks Smith)

- a. Terms of Reference accepted
- b. Proposals for targeted member outreach discussed and approved
- c. Possibility of board member on-snow membership linkage discussed
- d. Zone meetings to be scheduled through this committee

Day 2

1. Chair Comments: (Katie Brinton)

- a. Preview of Day 2

2. Finance 101 (Tom Spiess & Thessaly Bullard) (4.7.1)

- a. What do you need to know as a board member?
- b. What should you care about / pay attention to when it comes to financial limitations and budget? (Tom)
- c. Reading financial graphs and charts. The relationship between income and balance sheet. (Tom)
- d. Organization's accounting history and new financial controls (Thessaly)

3. CEO Financial Update (Kathy Brennan)

- a. Financial conditions and activities
- b. Asset protection
- c. Audit report
- d. FY26 budget
- e. Executive limitations review
- f. Future Board Meeting Dates

Motion to accept Financial conditions, seconded and approved

4. Audit and Finance Committee Update (Shannon Rucker)

- a. Rename committee to “Finance Committee”
- b. Review Terms of Reference
- c. Review Executive Limitations related to financial conditions and activities
- d. Endowment policy review

5. Nominations Committee Update (Emily Spiker)

- a. Terms of Reference accepted
- b. Honorary Membership Award recommended for Barbara Ann Cochran
Motion to accept recommendation, seconded and approved
- c. National Lifetime Award discussion
Motion to submit 3 candidates for National Lifetime Award, seconded and approved
- d. Discussion of Distinguished Service Award

6. Eastern Governance Committee Update (Stephen Gover)

- a. Terms of Reference accepted
Motion to incorporate recommended TOR language into policy manual, seconded and approved
- b. Work Plan discussed and approved
 - 1. Update new board member orientation
 - 2. Strengthen board self-assessment
 - 3. Establish cadence for regular policy reviews and updates, separate from CEO monitoring

7. Work Plan Task Force Update (Shannon Rucker)

- a. Reviewed the approved committee work for the year
- b. Proposed a plan to track board efficacy in tackling that work

8. Board Performance Review (Katie Brinton) (Policy 4.1.6)

9. Conclusion & Departure