



**2016-2017 Board of Directors  
Leadership Training Session & Planning Retreat Minutes  
July 14, 2016**

Attending: Lauren Bayha; Teri Blake; David Brabender; Brad Davis; Alexis DeVorss; Scott Gilroy; Josh Keller; Carolyn Lewis; Liz Mack; Marcy McCulloch; Michele Meder; Helen Ornellas; Ned Schaut; Samantha Siders

Absent: Scott Carpenter  
Staff: Jeannie Bruins

President-Elect Ned Schaut welcomed everyone and introductions were made. An activity followed. The personality test that everyone took before the meeting was discussed by everyone, and Ned presented an overview of how that works in the workplace.

After lunch, everyone split up into small groups and discussed how their personality type contributes to the success of the committees.

Marcy gave a recap of the 2015-2016 year, including events and programs, starting with the membership awards mixer.

- Revenues from events exceeded budgets.
- SAHU won the Pacesetter Award for the second year in a row.
- Marcy noted a highlight for her was getting to know board members better, especially at the NAHU convention. She stated that she learned a lot about herself in a year and she really appreciates the professionalism of SAHU members. It was noted that she won the Presidential Citation at the convention.

The target for improvement is to grow membership, which is needed for the Platinum Certification. All board members need to contribute to CAHU-PAC and HUPAC a well.

Ned continued the strategic planning event with 4 videos focusing on why we do what we do. He challenged the board to share why they are involved in SAHU. Various board member shared their experiences. Reasons included SAHU membership as a career builder, a relationship builder, being part of a larger community, opportunities to mentor and help others, credibility builder, connectivity, learning opportunities. Ned shared his why as (1) relationships with people who understand what it's like to do this job, (2) legislation – to be knowledgeable; (3) professional development; (4) networking; (5) community service; (6) to invest in the industry for long term industry sustainability.

The Strategic Plan Matrix was reviewed along with the mission and vision statements. Ned challenged the board to consider what SAHU will look like in 10 years. His priority goal is to grow membership this year and for the long term. In addition, Ned plans to grow participation in events. Brainstorming followed about membership growth. Sources include the DOI list of new brokers and carrier contacts. Ned's goal is a net

growth to reach 50 members within 2 years, which would require each board member recruiting 3 new members.

Ned presented a graphic showing what members want for their membership investment. Legislative advocacy is the top priority. He challenged the various committees to meet membership needs. There was discussion about media presence and public relations to enhance the presence of SAHU in the community. He gave guidelines to the board committee chairs and to the board members to communicate to general members.

Ned pulled up the NAHU sight to review the guidebooks for each board position. He will also send the links to each board member.

Midyear Retreat – board members need to be prepared to discuss succession for your position. Each board member will create a 3-5 sentence statement defining what each member’s position entails.

Pacesetter – an overview of Pacesetter was led by Michele Meder and Helen Ornellas.

Strategic planning leadership meeting was suspended at 2:45 PM for the board meeting

Board Meeting opened at 2:45 PM by President-Elect Ned Schaut.

Treasurer’s Report: Brad gave an overview of the June 2016 P&L and Balance Sheet. It was m/s/c (Siders, McCulloch) to accept the June and yearend financial report.

The minutes were presented. It was m/s/c (Ornellas, Davis) to approve the minutes.

The 2016-17 budget was presented. Brad noted Ned’s plan to expend \$5200 to be used for various purposes to support membership growth. He reviewed the rest of the budget. It was m/s/c (Brabender, Lewis) to approve the budget.

Jeannie reviewed the expense report.

Ned reviewed the rest of the documents for the board meeting.

No further business.

Board meeting was adjourned at 3:15 pm

Strategic planning leadership meeting resumed. Ned distributed the 2016-17 Action Plan and the board split up into committee groups to discuss each committee’s plan.

Meeting adjourned at 4:00 PM

Respectfully Submitted,

Jeannie Bruins  
Recorder