

AMERICAN VOLKSSPORT ASSOCIATION

BOARD OF DIRECTORS MEETING

JULY 10-11, 2020

1. Call to Order

The meeting of the Board of Directors was called to order July 10, 2019, at 6:00 p.m. EDT by President David Bonewitz via videoteleconference.

2. Introductions

a. Board of Directors members present: David Bonewitz (President), Nancy Wittenberg (Vice President), Cecilia Miner (Secretary), Chase Davis (Treasurer), Mike Green (Atlantic RD), Robert Buzolich (Mid-America RD), Butch Spaulding (North Central RD), Chris Mellen (Northeast RD), Tom Baltes (Northwest RD), Carl Cordes (Pacific RD), Sherry Sayers (Rocky Mountain RD), Lucy Yother (South Central RD), John McClellan (Southeast RD), Sammy Hunnicutt (Southwest RD). Representing the National Office (NO) were Henry Rosales, Executive Director; Erin Grosso, Finance Manager; Marian DeVaul, Accounting Specialist; Samanta Sanchez, Communications and Publicity Specialist; and Hector Hernandez, Information Technology Specialist.

b. Guests signed in (Only those who signed in with full name; clubs not identified): Carol Obianwu, Jerry Wilson (Convention Committee), Joseph Piffat, Judy Gordon, Tim Miner (Programs and Special Programs Committee), Lois LaFleur, Ben McDonald (from Beer Otaku, an education site connecting brewers to their community), Chris Zegelin (IT Committee), Sharon Moats, Jan Converse, Darrell Neily (IT Committee), Diane Evans (Programs and Special Programs Committee).

3. Approval of Agenda: (Attachment 1) Approved by consensus. Meeting procedures approved.

4. Approval of Minutes: Minutes of the electronic board meetings from May 19, 2020, and June 16, 2020 approved as amended during the review process.

5. Reports of Officers

- a. President's Report: No additions (Attachment 2)
- b. Vice President's Report: No additions (Attachment 3)
- c. Secretary's Report: Watch for Call to Convention (Attachment 4)
- d. Treasurer's Report: No additions (Attachment 5)

6. **Report of CEO/Executive Director** (Attachment 6)

a. Recognition of Donations (Attachment 7)

b. Acceptance of New and Reactivated Clubs & Declaration of Deactivated Clubs (Attachment 8).

Motion

Vice President moved to accept list of new and deactivated clubs. Pacific Region RD seconded. No discussion. **Motion carried.**

c. Big Give presentation – Samanta Sanchez (Attachment 9)

7. **Reports of Standing Committees**

a. Nominating Committee – Tom Jackson, Chair: No report

b. Finance (Audit) Committee – Chase Davis, Chair (Attachment 10)

c. Governance – Deferred to July 11 session

d. Awards and Recognition Committee – Carl Cordes, Chair (Attachment 11). Carl noted that Susie Glass and Cecilia Miner have volunteered to serve on the committee. Nomination season is coming up for recognition, with nominations due November 1 to regional directors and December 1 to the committee. Region awards and new Trailmaster Certifications are due by March 1. President's Award nominations go to the AVA President. Recognition is one of the best things we can do for our clubs, individual members, and start points. Henry noted that some pins have the old logo, but he recommends we continue to use the old pins and certificates until the inventory is exhausted due to additional cost.

e. Executive Committee – David Bonewitz, Chair: No report

8. **Convention Committee Report** (presented early due to chair's conflict the second day of the meeting) – Jerry Wilson, Chair (Attachment 12).

Discussion: Based on feedback from Albany, Jerry is increasing the number of bikes. Also based on feedback, people did not like having events being offered at the same time. Jerry recommends making all the events short seasonals. The downside would be possible lack of guaranteed amenities, such as a staffed start point and restroom. For purchase of Convention merchandise, we need to wait as long as possible to watch how the pandemic proceeds, but expect not earlier than January 2021. On Wednesday of Convention, there will be multiple opportunities: Concert on the square (BYOB), free night for socializing, brewery walk. Jerry wants to sanction the walk to bring in money for the local club and the Convention. The walk could also be offered as a seasonal. Sherry Sayers (RM RD) noted that making walks limited seasonals worked in Billings,

but there will need be enough maps. Also, the weekend walks after the Convention are usually low participation, so having them available as seasonals will bring in additional walkers. Bob Buzolich (MA RD) asked how the committee was working to get locals involved. Jerry answered the committee was looking at having shorter versions of the trails for those who are not ready for 5K. In addition, he is seeking press coverage, which could extend to nearby states, and reaching out to local hospitals. John McClellan (SE RD) stated seven consecutive days is the IVV limit on a traditional event, after which it would become a seasonal. John recommended getting events on online calendars of all the local town Chambers of Commerce or tourist bureaus and making sure any event targeting locals was not on a night when the BOD was tied up in a meeting. He also recommended the committee plan for contingencies if bars/restaurants were still closed. When asked who was on the speaker list, Sammy Hunnicut (SW RD) responded that Melanie Reznik (a through hiker of Ice Age Trail) was planned for the Tuesday meet and greet; a liaison for the Ice Age Trail was planned for 2 45-minute workshops; and a retired geology professor was planned for 2 workshops. For a keynote speaker, John McClellan suggested the 75-year old veteran who walked across the US last year. Carl Cordes (PA RD) added that he would like to participate in every event, but his frustration is lack of bikes and asked if Madison had rental bikes for those who could not bring their bikes. Jerry answered there were two options in Green Bay with possible rentals, and Madison had rentals. However, the preconvention events may or may not have rentals. Jerry will work to get the options available before people register. Mike Green (AT RD) asked if there needed to a temperature scanning capability in place, as it could reassure people. Henry Rosales (ED) will check.

9. **Introduction of special guest Ben McDonald** of Beer Otaku, located in upstate NY about an hour east of Buffalo. Ben was looking for health-conscious organizations and reached out to AVA. He was impressed by people who were touring their own neighborhoods and finding a whole new world. He works with brewers who look for lower-calorie session beers and felt beer and volksmarching would go together. In particular, he looks for connectedness between craft breweries and their communities. Breweries like foot traffic, and they are more "old world," in that they don't have TVs blaring, so people talk and make connections. Several regional directors expressed interest in a partnership.

10. **Update on overall participation** – John McClellan, SE RD (Attachment 13).

Discussion: Bob Buzolich (MA RD) stated that in 30 years, we have lost 60% of clubs, and AVA should focus on club retention, development of new clubs, and training clubs in publicity. Ben McDonald (Beer Otaku) noted that one of AVA's strongest assets is AVA's people. Word of mouth worked in the past, but people feel inhibited at the thought of being in sales. People need workshops on how to approach others for support, whether financial or participation. Businesses grow with people being excited about what they do. John McClellan added that he felt a lot of energy on social media in 2019 and sees the energy continuing during the pandemic, even though we have lost opportunities for the President's challenge, Element3, and Mass Media. However, a club can spend a small amount of money and see the reach extended on social media. Also,

AVA has over 2000 copyrighted, safe trails. These could be marketed for training. David Bonewitz (President) offered that there is a desire to reach out to underserved communities. John McClellan suggested GirlTrek, and Henry Rosales will be reaching out to the new executive director of America Walks. He also noted that AVA ACE events were created to give clubs opportunities to connect to communities and that these events are underutilized. The idea was to remove the IVV restrictions and reach out to organizations like the Girl Scouts and offer a one or two mile event. John is doing 50 ACE events a year as fun walks. Now they pay AVA \$3.00 per event for insurance, but almost all his new paid, book-stamping walkers come from those events. John also suggested clubs join the local Chamber of Commerce, create brochures and take them to businesses, and use MeetUp.com. John uses AVA, GroupWorks, MeetUp and other avenues to advertise. In particular, MeetUp is a great recruitment tool for his club that pays for itself even at \$180/year. His club hasn't gotten smaller, even with aging out, because he gets 20-30 members each year, and some of them have taken leadership roles.

Meeting recessed at 8:58 pm EDT July 10, 2020

Meeting reconvened at 10:00 am EDT July 11, 2020

11. Roll call showed all officers and regional directors present. Representing the National Office were Henry Rosales, Erin Grosso, Marian DeVaul, Samanta Sanchez, Hector Hernandez, and Emily Chetwood (Intern).

12. Guests signed in (clubs not noted): Diane Evans, Judy Gordon, Darrell Neily, Joseph Piffat, Brenda Harris, Bob Wolfred, Sharon Vines, Wayne Knapp, Carol Obinawu, Kathryn King, Frank Sommerville (attorney), and Selena Jones (CPA).

13. **Governance Committee**. Special Guest: Frank Sommerville, JD, CPA, Attorney at Law, for a discussion of update of Articles of Incorporation and.

a. President David Bonewitz explained the bylaws had to be updated to meet Texas Code.

b. About Mr. Sommerville: Mr. Sommerville is a specialist in Texas law and non-profit law. About 95% of his work is representing non-profit organizations. He sat on the committee that rewrote the Texas non-profit laws in 2004 and 2006, and he related that the rules for group exemptions under the IRS is changing, with new rules announced in June 2020.

c. Work for AVA: In addition to simplifying the bylaws, Mr. Sommerville has attempted to make AVA bylaws a standalone document by mirroring the non-profit laws in understandable language. The Texas Business Association Code is the supreme authority for AVA governing documents. If there are statements not in accord with the Code, those statements are void. He tried to make choices to improve clarity and make it easier to govern and minimize liability to directors. One big change was to separate

functions of officers and Board members. For example, the old model had the President, Vice President, Secretary, and Treasurer as Board members. In effect, that meant that the Board was policing itself. The functions of the officers should pass to corporate officers who are held accountable to the Board, which has a Chairman, Vice Chairman, Finance Committee Chair, and Secretary. Thus, the Executive Director is the CEO in this updated model, and there are also employees that fill roles of vice president, secretary, and treasurer. Also rewritten were descriptions of committees to bring them into line with the Code. Committees serve the Board and help the Board supervise the organization. For example, the Treasurer is an employee and writes checks, while the Chair of the Finance Committee oversees budget development and reports. Also, Mr. Sommerville added a section called Transactions of the Organizations to cover entering into contracts.

d. Despite the long review process, discussion revealed Board members felt the proposed changes to AVA bylaws were not yet ready to move forward.

Motion

Bob Buzolich (MA RD): I move that the bylaws project be referred to committee for a report in three months' time. John McClellan (SE RD) seconded. **Motion carried.**

14. Reports of Operational Committees (Attachment 14 contains strategic progress reports)

a. National Programs Committee – Susan Medlin, Chair: No report

b. Programs and Special Programs (SP) – Club Hosted Committee – Tim Miner, Chair

(1) AVA Community Event (ACE). To have an ACE event covered by AVA insurance there must be a map on file, a guide, and people have to sign the waiver. There is no requirement to charge a fee for participants. If there is no charge, only the \$3.00 fee is needed for AVA. John McClellan (SE RD) said the reason ACE events work is that they target new walkers who don't know about IVV credit. David Bonewitz (President) added that the ACE program allows walks outside IVV rules, advertises AVA, and educates new walkers. John McClellan noted there are other opportunities besides ACE-WG (weekday guided walks). We can also put on walk for limited communities, such as a school or a business.

(2) Upcoming Special Programs. In the past the Board decided in January of the current year on special programs to start in the next year. The early decision allowed clubs sponsoring programs to spin up materials such as books and advertising. Also, the decision helped the IT Committee plan for new programs and helped clubs decide what programs to list in their Starting Point entries. This year, responsibility for new special programs was deemed an operational issue, so the Board did not play a role. New programs have not yet been unveiled, but a webinar is scheduled for July 22 to introduce the programs, giving time for clubs to enter/change Starting Point information and time for the IT Committee to develop necessary interfaces. One new aspect of

special programs is partnership with other organizations to help spread both the AVA message and the partnering organization message. The new Special Programs are these:

(a) Walking the Great Lakes, sponsored by the Washtenaw Wanderers Volkssporting Club in Michigan. The organizers are partnering with the Great Lakes Tourism Board.

(b) Walk with America's Veterans, sponsored by the U.S. FreedomWalk Festival Club in Virginia. This program capitalizes on AVA's military roots and seeks to partner with the Veterans of Foreign Wars and/or American Legion. Focus will be on military-related monuments from the Spanish-American War forward.

(3) National Walking Week (NWW) is a unique SP that provides opportunities to walk and build partnerships. Every political proclamation obtained by clubs and state associations validates AVA's proclamation. Templates and advertising documents are in digital form that clubs can personalize and print. Currently information on NWW resides on the WalkVirginia.org website but can be migrated to the AVA website. Until that happens, we will seek a link on the AVA site.

(4) Status of current Special Programs. The National Office recommended not extending the 2020 Centurion Program. For other programs, only Walk Like an Olympian needs an extension.

(5) Mike Green (AT RD) stated a need to have summary information on program qualifiers for the website so clubs can check off the box to select for, say, Huron Street in Kansas.

c. Information and Technology Committee – Mike Green, Chair (Report at Attachment 15)

d. Club Development and Support Committee – John McClellan, Chair (Attachment 16)

(1) AVA started year with 198 clubs but now has 195 with 2 pending starting and 5 deactivating. Summarizing states with no clubs, John said AVA had 4 in 2019, 5 in 2020. States without clubs are Rhode Island, New Hampshire, West Virginia, Mississippi, and Louisiana.

(2) Referring specifically to the progress spreadsheet at Attachment 14, John estimated 20% progress on developing a new club model, with the chapter model being the most common. On the Element3 Health Initiative, John stated the effort has been suspended during COVID, but goal was to enroll 20% of clubs in initiative, which would be approximately 40. Currently 31 are enrolled for about 70% completion. On improving club capacity, this committee is consulting with the IT, training development, and membership committees to leverage their efforts. There is a list of specific topics that may be handled by webinar or YouTube (how to) videos.

e. Fund Development Committee – Nancy Wittenberg, Chair (Attachment 17)

Discussion focused on other fund development opportunities besides the Big Give. Henry Rosales (ED) said the second priority is Convention with a goal of an even bigger return than that from the successful 2019 Convention. John McClellan (SE RD) asked who AVA is engaging beyond its members. Henry responded that there has been progress finding corporate sponsors. When he arrived at AVA, 100% of revenue came from participants, but that amount is now about 80%. He added that it takes time to build relationships with corporations. Ben McDonald (Beer Otaku) stated everyone goes to the big companies, and AVA should reach out to the smaller corporations.

f. Publicity and Marketing Committee – Henry Rosales, Chair

(1) Two programs that work for AVA are the Big Give and the Angels sustained giving program.

(2) Suspension of the Mass Media (MM) contract has slowed expenses. The committee recommended restarting the contract in December to work on NWW and Convention. However, MM wants to terminate with 60-day notice and start a new contract in 2021. Given the lead time needed for an RFP and negotiation, we are unlikely to have a new contract. The committee recommended honoring the contract at about \$10K during the 60-day termination period (if possible, extend over 3-4 months). From MM, we want help contacting companies and increasing Facebook presence. YTD AVA has spent about \$72K of the \$150K. AVA can either take the remainder toward a new contract or try to do in-house focused effort for events like Crazy Horse, the U.S. FreedomWalk Festival, and the Texas Trail Roundup.

(3) The Publicity Committee recommends continuing “The American Wanderer” in both paper and digital form on a quarterly basis, though it may take on a different look.

g. Membership Committee – Erin Grosso, Chair

(1) Challenges to increasing membership include the aging population, lack of interest among young people, and walkers who stamp books but see no benefit in joining AVA.

(2) Immediate actions:

(a) Survey clubs and members (last survey 2015). Reach out to clubs and ask why members don't join. Assuming the reason for not joining is perceived lack of value, the committee would seek ways to provide value.

(b) Hold a membership drive aimed at the 6600 club members are not AVA members.

(c) Look at a new membership model. One possibility may be dual membership (club/AVA), in which a portion of the membership fee could be returned to the club. Also, the committee is looking at a sunset of the lifetime membership category and replacing it with a tiered membership (say 5-year, 10-year).

(d) Develop an app. AVA can't reach the younger population without one. Mike (AT RD) noted that we require a signature on a waiver, and right now, we can use the Online Start Box through a phone.

h. Training, Standards, and Evaluation Committee (Referred to as Strategic Performance in Attachment 14) – Sammy Hunnicutt, Chair
The committee has achieved its objectives of determining annual training programs, implementing a request for proposal process for Convention workshop applicants, and establishing a risk management plan.

15. Unfinished Business

a. Regional reports on COVID-19 recovery efforts – Regional Directors

(1) Mike Green - AT. Clubs decide on holding events because rules differ by state, county, and even city. He noted there was a traditional event that day in Columbia, MD that had 66 attendees.

(2) Bob Buzolich - MA. COVID restrictions are still in place. Some areas are loosening, but others are tightening again with the surge of new infections. The Gateway Milers, Traveling Trekkers, and Windy City Walkers have had group walks. In Ohio, two traditional events scheduled for July will have to be rescheduled because of tightening restrictions for the county.

(3) Butch Spaulding - NC. North Central has two traditional events this weekend with controls in place. Some group walks have been held, with clubs responsible for complying.

(4) Chris Mellen - NE. Chris commended the Empire State club for holding Wednesday group walks throughout the summer following safety guidelines. Most other clubs plan to begin traditional events in August. Some clubs want to exchange canceled walks for a later date, one in particular from April to October. Henry answered that Mike Green or Hector Hernandez could help Chris with the walk.

(5) Tom Baltés - NW. Clubs decide based on county rules. Today a traditional event took place in North Bonneville. WA with 40 participants and went smoothly. Tom has worked with clubs and AVA to move postponed walks forward and will work more traveling guided walks and guided walks in the next couple of months. Masks are required, and clubs ask people to bring their own pens and correct change. The biggest challenge is maintaining physical distance, because people wanted to catch up, so he is encouraging clubs to have small events for the time being.

(6) Carl Cordes - PA. Nine canceled events could not be rescheduled in 2020, while seven have been rescheduled. Three states in the Pacific region are experiencing a surge in infections. One event was canceled for August because California State Parks levied four pages of detailed requirements to hold events. The California Volkssport Association convention was canceled, but the business meeting will be held online. Eleven of 19 clubs have offered to work with Element3 Health.

(7) Sherry Sayers - RM. The Falcon Wanderers tried to have a remote registration for four walks, but it drew little interest. Even so, second quarter participation was not

down that much. She is still planning a walk on July 25 and the Falcon Wanderers club is still trying to have walks at the U.S. Air Force Academy. The region expects to lose one or two clubs in Utah.

(8) Lucy Yother - SC. Most YREs are open. One national park opened its visitor center. Some walks are running parallel registration. Two clubs will offer walks on July 18.

(9) John McClellan - SE. Almost all the Southeast Region is a COVID hotspot, but 11 of 19 clubs have had some level of activity, though no traditional events. Four clubs are moving events to the OSB. He has had some short-fuse approvals that AVA staff assisted with. Savannah, GA YRE had two walkers in second quarter. The four Mississippi walks had 2 walkers over 4 walks, and the region lost the Memphis weekend. Walk Around Florida will likely be postponed to 2021. John spoke with the non-profit that runs the Jekyll Island park about possibly having a new club. Some clubs are revising their bylaws to do things like allow electronic voting. A couple of years ago, SE lost a club and the state association. John received boxes of records that he has digitized. He now has all the walk maps and directions that may have been lost.

(10) Sammy Hunnicut - SW. Clubs can host traditional events at their discretion provided they follow COVID safety guidelines. State parks are open in Texas. State parks in NM are open only to state residents. The region had a traditional event today, but about a dozen others have been postponed. The planned multi-day event in NM in June was canceled till next year. The Kiwanis Club in Raton, NM, fell off the map, and two walks there were not renewed, but late last week, Sammy found the walks had been sanctioned for 2021.

b. IVV Olympiad 2023 Bid – David Bonewitz

David does not expect there will be an in-person meeting for the IVV Congress. If there is an in-person meeting, those holding U.S. passports will not be able to attend. However, it appears there will be some form of electronic meeting, and we will use that to make our bid for the 2023 Olympiad.

16. **New Business**

a. Mid-year budget modifications (Attachment 18)

(1) On the revenue side, there are projected losses from sanction and participation fees, and some of those losses will extend in to 2021. The National Office tried to expand the Virtual Online Program but did not get a large response. However, AVA received \$55,000 from Paycheck Protection Program stimulus. On the expense side, expenses have been lowered by canceling the in-person meeting scheduled for this weekend and cutting back on employee hours. With modifications, there is a very small net gain on the revenue side, but expectation is that revenue will continue to drop. On expense side, there is not much more to cut.

Motion (John McClellan, SE RD):

I move to approve the proposed budget modification. Tom Baltes (NW RD) seconded.
Discussion: None

Motion carried 10 yes -3 no

(2) There was discussion on AVA's loss from helping sponsor the Texas Trail Roundup. Sammy Hunnicutt (SW RD) said AVA should not go into the hole on national programs, but Henry felt it was worth the effort. He wants to develop a national calendar for the big events AVA and regions will support. The National Office needs to discuss national events with the Board on how to divide the revenue. President David Bonewitz responded the Board could take up the issue at a future meeting with Susan Medlin present.

b. **Motion** to "Change Term of Office Lengths" (proposed bylaws change) from Indiana Volkssport Association (Mid-America) – Attachment 19
Motion presented formally by Bob Buzolich (MA RD). I move that the terms of office be increased to four years for National Officers, Regional Directors, and Deputy Regional Directors to allow sufficient time for such members of the National Leadership Team to effect the changes necessary for the orderly and efficient operation of the American Volkssport Association and its growth and survival.

Chase Davis (Treasurer) seconded.

Discussion:

In opposition:

Mike Green (AT RD): The change makes it harder to get new people in.

Lucy Yother (SC RD) was the Bylaws Committee chair when the change was first proposed, and the proposed change did not have committee support.

In support:

This is the second time Mid-America Region has made the proposal. The two-year terms of service are insufficient to implement changes needed to stop the decline in participation rates

Motion did not carry 1 yes – 12 no - Do NOT recommend to membership.

c. **Motion** to "Remove References to OSB from my.ava.org from Woodland Wanderers (Rocky Mountain) – Attachment 20

Motion presented formally by Sherry Sayers (RM RD). I move that all references to OSB [Online Start Box] be removed from my.ava.org effective immediately.

Motion failed for lack of a second.

d. Presentation on "AVAPay" – Chris Zegelin (Attachment 21)

(1) AVAPay provides the ability to pay for any event using funds in an individual's OSB event bank, even for traditional events or YREs with a physical start box. The program works with a smart phone, tablet, or desktop with any browser. It's not an app, so there's no extra fee. Clubs and AVA keep the money.

(2) Currently, the program is about 40% done, but two-thirds of clubs need to support the program, or further development will stop, because AVA will be unable to realize benefit. One concern is loss of donations, because donations that go to AVA in a

club's name will not be tax deductible once returned to the club under IRS rules. Guest Selena Jones, CPA, said she could not speak to legalities of adding donations to the mix, since rules vary by state. However, processing donations will increase AVA expenditures for manpower due to additional handling and auditing. There could be alternate ways to handle donations.

(3) If AVAPay moves forward, it's a step toward virtual books, automatic recognition, and encouragement, which could be attractive to a younger population. In a post-COVID world, physical start boxes will be discouraged, so AVAPay is a good platform to engage with participants. Programs Chair Tim Miner noted that AVA is part of an international system. Especially for the Texas Trail Roundup, the U.S. FreedomWalk Festival, and the Olympiad, AVA needs to have an accessible system for international visitors as well as those here who want it.

(4) Further discussion focused on the need to maintain physical start boxes, as each one represents a relationship with a business or organization. However, replacing paper books with virtual books opens up other possibilities for revenue, such as sale of memory books. President David Bonewitz closed discussion with the promise to discuss at the next Board meeting.

e. Presentation "Experience in Supporting Clubs and my.ava.org Users" – Darrell Neily – Attachment 22

(1) In addition to being the Maryland Volkssport Association treasurer, Darrell is the OSB help desk. He also reviews proposed directions files to ensure they meet requirement for use on OSB.

(2) Darrell noted that over 14% of YREs/SEs are using the OSB. The number of clubs using the OSB is 57 (29%). He recommends clubs replace "dual registration" or "parallel registration" in their event descriptions with "PSB with OSB alternative" or "OSB with PSB alternative."

(3) John McClellan (SE RD) recommended Darrell provide his presentation as a national webinar. RDs can't pass along this much information as well as Darrell can.

f. Presentation "Updates to my.ava.org" – Mike Green (From IT Committee Report, Attachment 14)

17. **Next meeting**: August 18, 2020 (electronic)

18. Note: Several regional directors submitted reports that were not presented. These appear as Attachments 23-26.

19. **Audience Comments**

a. Chris Zegelin: One comment he received about the remote start feature was that people were using Uber or public transportation to get to a start box. However, the remote start info has driving directions to the remote start. This is a next generation issue.

b. Brenda Harris: Her club had its first OSB this year and plans to do more next year.

c. Convention Committee: Jerry Wilson said someone had trouble finding Wisconsin walks on the AVA website. He could only find the Ice Age walks, not the capital walks.

Mike Green suggested it was possible he stumbled into OSB only walks. Darrell Neily asked Jerry to have the person contact him.

20. **Board Member Comments**

a. AT RD: Good work is coming from the IT Committee, which has a small team of unpaid members. He added that Group Works has a team of 50 paid members.

b. MA RD thanked the IT Committee for work on the OSB. He plans walks during National Walking Week aimed at developing new clubs in Kentucky. Clubs in the Louisville and Cincinnati/Covington areas may be associated with craft breweries.

c. NE RD thanked David and Henry for conducting the meeting in such a professional manner. He is especially impressed by the volunteers on the IT Committee.

d. NW RD stated he is proud of the working environment of this Board, especially given the steep climb compounded by COVID.

e. PA RD: We are saddled by an inverted pyramid organization, with the National Office at the bottom being dumped on. Carl hopes there can be education in the future on the value of the NO. With respect to confusion over PSB and OSB, recall that directions for the OSB start at the remote point, not at the PSB. Make sure to modify directions for the remote start.

f. RM RD thanked Convention Committee Chair Jerry Wilson for his work planning a meeting in Madison we did not get to attend.

g. SC RD is looking forward to all we will accomplish in the rest of the term.

h. SE RD challenges all to stay safe in this pandemic. He added this is the second term for most Board members. His DRD still works full time and may not be able to move up, though he may be able to continue as DRD. For Ben McDonald, thank you for all your input and insight.

i. SW RD: The Convention is 11 months out. Thanks to Jerry Wilson and Henry for the planning.

j. Treasurer: Thanks to all who donate time.

k. Secretary: Thanks to AVA staff for making meeting come off so smoothly

l. CEO/ED - Appreciate the opportunity to serve. Looking forward to putting plans into effect when possible and continue working partnerships. He also lauded NO staff dedication and noted we still have three at-large seats we can fill.

m. President: Appreciate cooperation from all with about a year left on this Board to make progress. Despite the kick from COVID, we are making progress, especially in IT. We can use this for an opportunity for growth. There are those out there wanting to do what we do and do well. Special thanks to Ben McDonald, who gave up a day and a half to spend time with us and share his expertise.

21. **Adjournment**: 6:11 pm EDT, July 11, 2020.

Respectfully Submitted,

Cecilia Miner
AVA Secretary