



Special Board of Directors Meeting Minutes

Teleconference Call

January 24, 2020

Opening Remarks and Prayer:

President Jeff Copeland called the meeting to order at 1:30 PM (CST) and provided opening remarks.

This special CPFI board meeting teleconference was held for the purpose of discussing the salary and bonus recommendations made by the special Task Force appointed by President Jeff Copeland. Past President Fred Eckel opened with prayer.

Roll Call:

Members present were: Jeff Copeland (President), Greg Carlson (Vice President), Ron Herman (Executive Director), Fred Eckel (past president), Dan Spadaro (Treasurer), Gene Lutz, Susan Lutz, Jeff Bates, Herb Hames and Keith Allhands. Michael Merrick (Secretary) and Lauren Willis were not available.

Review the Task Force Charge:

The Task Force charge was reviewed: to determine the feasibility and comfort level of the CPFI organization operating remotely, allowing the Administrative Director to work without geographic limitation. Tied to this charge was discussion of the compensation package for the Administrative Director for 2020.

Discussion:

- President Copeland asked for questions regarding the recommendations of the Task Force for base salary and possible bonus.
- Following some discussion, M/S/C (Hames/Eckel) to approve a base salary increase for Nena Lindrose to \$80,000 with an effective date of 1/1/20 and to pay a one-time bonus (after taxes) of \$50,000.
- Following concerns regarding possible regulations or legal reasons why this total package may be in excess of allowable limits, an amendment was offered (Gene Lutz) and accepted that, if necessary, part of the bonus may be deferred until 2021 for payment. Note: the amended motion relates to the concern that a 501c3 organization may be held to limits of a certain salary package amount in a single year.
- The amended motion was approved by a unanimous vote of all those present on the teleconference.
- In additional business, concern was expressed that should relocation of the CPFI offices occur, it will be important to maintain positive relations with the CMDA where CPFI currently operates. Discussion followed, which included noting that CPFI could investigate the possibility of continuing to use some CMDA storage area for our excess materials. No action taken.

Concluding Remarks & Closing Prayer:

Following a closing prayer by Fred Eckel, the teleconference was adjourned at 2:03PM (CST).

Respectfully and prayerfully submitted,

Susan Lutz (on behalf of secretary Michael Merrick)