

<b>Committee Name:</b>	<b>Finance Committee</b>	<b>Session #:</b>	<b>Report #:</b>
<b>Committee Chair:</b>	<b>Jeanne Ensign</b>	<b>Vice Chair:</b>	<b>Laszlo Eger</b>
<b>Minutes recorded by:</b>	<b>Sarah Welch</b>	<b>Date/time of meeting:</b>	<b>September 8, 2015</b>

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## Motions Passed:

1. None

<b>Number of members present: 14</b>	<b>Absent: 2</b>	<b>Number of others present: 2</b>
<b>Committee members present: Jeanne Ensign (Chair), Jon Blank, Ralph Davis, Elyce Dilworth, Phil Dodson (Treasurer, ex-officio), Don Gilchrist, Harry Greenfield, Peter Guadagni, Susan Kuhlman (CFO, ex-officio), Homer Lane, Jeff Moxie (Associate Member), Helen Naylor, Sarah Welch and Laura Winslow. Others present: Nadine Day, Ed Coates</b>		

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## Minutes

The meeting was called to order at 8:02 pm EDT.

1. Ed Coates, Chair, Comp and Benefits Committee joined the call. He presented a summary of cost assumptions for the payroll line items of the 2016 budget, reviewing a written summary he had presented to the committee in advance of the meeting. The number of fulltime National Office staff will remain the same as in 2015 and will add 1 part time intern. Health benefit costs will increase 7%, consistent with industry trends. The benefits programs and coverages, including retirement match and staff bonus, will not change from prior years. Fulltime positions, which were funded for a partial year in 2015, will be fully funded in 2016. Based on market comparisons, Comp and Benefits has recommended a 3% merit pool to the BOD. The merit compensation is awarded to eligible employees by the Executive Director according to guidelines provide by the Comp and Benefits Committee.
2. Finance Committee members asked a number of questions of Ed and discussed elements of the compensation structure. Finance Committee will put further discussion of employee compensation on the agenda for Convention.
3. Finance Committee reviewed the Sanction Fee Proposal provided in the Convention package. The Committee discussed whether or not to recommend that an alternative budget be developed prior to Convention in case the HOD does not adopt the Sanction Fee Proposal. The Committee reviewed the timeline for decision making at Convention. The 2016 budget presentation to the HOD for approval of the final budget on Saturday afternoon could take place just following the HOD action on Legislation proposals that includes the Sanction Fee approval. The Committee felt that, due to the timeline, it would be prudent to have a back up plan for the budget, especially due to the sequencing of HOD actions. Nadine reported that the BOD would take up the topic of a back up budget plan at their September 21<sup>st</sup> conference call. Finance took no further action, pending BOD decisions.

Meeting was adjourned at 9:36 pm EDT.