

OSHW board mtg January 17, 2016

Addie convenes mtg @12:00EST

Attending: Michael, Alicia, Joel, Addie, Harris, Nadya, Abishek, Luis, Mattais Jeff.

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1. Vote on minutes

Michael moves to approve the minutes from last meeting

Kat seconds. Motion carried.

1. Vote in new officers

Michael -> President

Jeff -> Vice president

Joel -> Secretary

Harris -> Treasurer

2. Vote in Alicia's position and compensation from the comp committee  
Joel and Michael cover the recommendation of the Compensation Committee.

Nadya asked if we can bake in some language in Alicia's agreement that would commit us to pay her as much as we can up to the 50% mark. Kat floats the idea that we set a target fundraising goal to trigger salary increase. Michael brings up the fact that non-profits are not recommended to tie compensation to fundraising. Michael moves to adopt the recommendation. Jeffery seconds. The motion carries.

3. Financial Update + Board Insurance

3(a) Alicia provided an Income statement for review. The finances look good!

We made \$35K, on top of about 20K that we've already had.

We hope to receive recurring donations from some of the big donors.

Mattias raises the point that PayPal has been taking a large fee for the donations. Alicia says that we are paying the non-profit rate at PayPal, and it is not a small fee. Our best option is to receive a paper check. Some of the larger donors will only use PayPal. There are new donor platforms that take lower fees, but they still do have a fee. Joel asks about requesting donors to pay the fee. This is not a viable option. Mattias will put together alternate options and email to the board.

3(b) Board Insurance

Michael introduces the topic and how insurance would protect board members from litigation, and also since we are now paying the ED and looking to hire a community manager it is a necessity. No decision is made regarding this now, but it will be brought up in future.

4. Update on Community Manager

Alicia reviews the hiring process. We are in route to hire someone by Feb 1.

#### 5. Conversation on future 3 Summit locations

Michael introduces the discussion. To start we agree that this year's summit should NOT be an International Summit. As a starting point, thinking about the next 3 years, if we can return to the East coast in two years, and in 2019 we are in position to have an International summit. In order to do an International Summit, we want the International Partner to already have engineered and pulled off their own Summit. Ideally multiple 'candidates' would host their 'mini' summits in 2018, and we would be able to then target an international site for 2019 based on their ability to pull off the 'mini' Summit. Joel brings up the idea that we always hold a domestic summit every year, even if we host the MAIN summit Internationally. Addie makes the point that we need to have our 'next' year's summit location baked in to 'this' year's summit. There are questions about how we can fundraise being a US non-profit raising money in a foreign land. Jeff brings up the idea of soliciting 'bids' from potential international hosts.

Michael proposes a 4 year time frame for international summits

- 2017 Summit in Denver
- 2018 the Summit returns to the East Coast
- 2019 International location
- 2020, back in the US.

This basic shape is agreeable to the board. There is no objection to hosting the Summit in Colorado this year.

#### 6. Criteria for international Summits

Nadya discusses the International Summit Criteria document that she and Mattais put together. These guidelines would present potential hosts with the reality of what they are getting into. Our evaluation of summit contenders should be strict to a degree so that we can verifiably say if we have confidence in them to host the big show. Alicia says that we need to decide if we are asking for mini summits, or contenders for an International Host.

Michael creates the Committee for Creating Criteria for International Summits

#### 7. Conversation on new Summit chair structure

The new summit chair structure. We want to make sure that we compensate people working on the summit correctly, and yet we don't want to have the Summit take over.

Background. 2012 Board voted in a 60K budget for the summit. That hasn't changed. Addie has been the recurring chair, bringing institutional knowledge to the summit chairmanship. The new idea is to pay people fairly for the time they put in. Moving the Co-Chair position to a Venue-Chair position, which would pay a bit less than a Co-Chair, freeing up money to pay others who are devoting time to the Summit. The goal of this structural change is fairness.

This general approach would give Addie (the Summit Chair) control of the 60K budget.

With no objections, we will proceed with the new structure.

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Addie moves to end the board meeting, Michael Seconds. The motion carries.

Michael adjourns the meeting @2:05EST