

NACAS Board Meeting Minutes

May 11, 2021 Special Meeting

<input checked="" type="checkbox"/>	Mark Ironside	President
<input checked="" type="checkbox"/>	Matt Portner, CASP	President Elect
<input checked="" type="checkbox"/>	Neil Markley	Vice President
<input checked="" type="checkbox"/>	Jared Ceja, CASP	Treasurer
<input checked="" type="checkbox"/>	Ryan Greene, CASP	Past President
<input type="checkbox"/>	Gheretta Harris, CASP	Central Rep
<input checked="" type="checkbox"/>	Maria Hoagland	East Rep
<input checked="" type="checkbox"/>	Andy Meeks, CASP	South Rep
<input checked="" type="checkbox"/>	Lisa Goberis, CASP	West Rep
<input checked="" type="checkbox"/>	Emily Messa, CASP	Member At-Large
<input checked="" type="checkbox"/>	Martha Davidson, CASP	Member At-Large
<input type="checkbox"/>	Eddie Mills	Foundation President

1. Call to Order / Roll Call

President Ironside called the meeting to order at 2:17 PM Eastern.

2. CEO Salary

- Jared provided an update on CEO salary data and reviewed relevant benchmarks.
- Ryan stated the salary and bonus would be included in job posting for full transparency.

M/S/P Ceja/Meeks “The starting salary will be \$175,000 per year with a bonus of up 10% based on membership growth and Change in Net Assets.”

10 “Yes” votes

Zero “No” votes

Zero abstentions

3. Meetings

- Maria stated that in person meetings with staff are critical to the onboarding process of the CEO and success of the overall team. There was agreement by the Board.
- The Board discussed and agreed that four in-person meetings, of between three to five days in length each, be required in the first year of employment and that this expectation be revisited as part of the office review. This expectation will be included in the job posting.
- The total budget for NACAS provided travel for this purpose is not to exceed \$5,000 per year for hotel and flight expenditures. The remainder of the expenses would be the responsibility of the CEO.

4. Adjourn

M/S/P Hoagland/Davidson “to adjourn the meeting.”

Respectfully submitted,

Mark Ironside
NACAS President