

**AEE Board of Directors
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Name Committee/Meeting: AEE BOD Meeting Chairperson/Facilitator: Christian Itin Recorder: Jennifer Payne	Date: March 5 & 6, 2011
In attendance: Jeff Baierlein (JB), Andrew Bobilya (AB), Mary Breunig (MB), Christian Itin (CI), Mike King (MK) on March 6, Tom Lindblade (TL), Jennifer Payne (JP), Paul Shirilla (PS), Liz Speelman (LS), Paul Limoges – ex-officio (PL)	
Absent: Mike King (MK) for Saturday, March 5	

Topic	Discussion/Outcome	Action/Follow up
Warm-Up / Welcome	(LS) led us in a warm-up activity and we reviewed the agenda, decided to add two items: EL-5 Compliance Plan and Saturday evening social logistics (currently there are 15 people joining us, some traveling 2-3 hours)	
Approval of the Minutes	Minutes from the January 20 conference call were approved.	<i>(JB) made a motion that was seconded by (AB) to approve the January 20 minutes. The motion passed unanimously.</i>
State of the Association	<p>(PL) focused his State of Association on the state of the organization’s finances. (PL) outlined the following agenda</p> <ol style="list-style-type: none"> 1. FY10 Financials 2. FY11 Budget 3. Positions AEE for Growth <ul style="list-style-type: none"> • AEE Organizational Structure – staff and regions • Management by Objective • Development Plan for 2011 • Marketing plan for 2011 • New program – AEE Certification <p><u>FY10 Financials</u> \$11, 700 ahead of where we were last year, the \$7,000 loss on the books is not actual monies lost but rather depreciation, met 92% of revenue budget and 100% of expense budget, discussion around costs and value of conference registration</p>	

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	<p>We are so close to making revenue and just a small change in how we document comps and registrations can really change the picture and could provide a positive number, aka in the black.*</p> <p><u>AEE Organizational Structure - Staff</u> When (PL) arrived at AEE there was a flat staff structure. (PL) feels he needs a more hierarchal staffing structure to define a leadership group who can help him grow the organization, while providing more focused positions. For example having a marketing coordinator instead of trying to spread that responsibility among staff and volunteer leaders. Another staff member would focus on development. (PL) wants to focus on growing and creating departments in which directors are overseeing staff and volunteers. (PL) shared a structure he is moving forward with that consists of 3 directors; Director of Programs (Shawn Teirney), Director of Development and Membership (Peter Mason), and Director of Finance and Operation (Michele Grainger). This sets the structure for adding more staff as revenues allow. One department staffed already is Development and Membership which includes a Conference and Event Manager (Evan Narotsky) and the new Marketing and Publication Coordinator (in which 100 applications were received, 25 of which would be great in the job).</p> <p><u>AEE Organizational Structure - Region</u> Is it working? Lost \$71,00 in the last 6 years according to audited number. AEE Regions are responsible to generate the 2nd biggest revenue (#1 is annual conference, #3 is membership).** (PL) offered a new structure for Regional Council leadership with more positions that connect with other network groups and projects of the association like CORE, JEE, PG and Accreditation Reps that would be led by a staff member in the office. The focus is all about growth. Staff liaisons have been established for each region and are to connect on a monthly basis via calls. These calls will be based on a specific schedule of events and finances of the association to better support the regions in terms of marketing, conferences, sponsors, thinking 18 months out, etc.</p> <p>History piece/reminder: The Boulder office use to run the association with 3 staff</p>	<p>*Parking Lot – Question for Auditor – Explore the cost of comps and discounts and how it can be seen from both sides. Why can we not document it the other way, shouldn't the price be advantageous to the organization?</p> <p>**Parking Lot - Do we need to have greater clarity or limitations in regards to proposals around regional structure?</p>

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	<p>members, expanded to 7 with the promise that revenues would increase, revenues have not increased and we keep saying one more year – is this a structure we need to look at?</p> <p><u>FY11 Budget</u> The budget had been distributed to Board members prior to the meeting so (PL) focused on things he is working on to increase revenues as well shared some of the EL-5.3 Compliance Plan which addresses many of the financial concerns and ties in with the FY11 budget. Board members were concerned that the compliance plan needed more detail. Detail that makes it measurable and easy to refer back to and see progress. What (PL) presented was only pieces of the compliance plan. Further discussion was postponed for the Monitoring agenda.</p>	
Monitoring		
<p>GP-1: Global Governance Commitment</p>	<p>Overall there was agreement we were in compliance. There were several comments noting we are doing well making the best balanced decisions we can for our situation.</p> <p>Board Training Discussion GP Monitoring is about reading the report and reflecting, it involves more interpretation unlike ELs, which can be tricky for new Board members.* Should be able to respond with Y, N or a “?” We should add a “?” column to the template.**</p>	<p>*Note for Fall 2011 new Board member training: Need to provide better descriptions on the difference between ELs and GPS. For example there is data for ELS which makes its easier to put down a Y or N verses a GP which does not have data. **(MB) will add a? column to the template.</p>
<p>GP-2: Governing Style</p>	<p>Everyone who monitored this policy agreed we were in compliance. There were a few statements on 2.4 and 2.6 reminding the group of accountability as well as discipline pieces noting we could improve on honoring our commitments. Creating a calendar that highlights commitments and time month by month could be very helpful as a training piece for new Board members as well as serve as a reminder for current members.*</p> <p>Reminders are helpful, and would be welcomed,** for all of us on a wide variety</p>	<p>* (JP) will create a calendar of the annual flow of a Board member’s responsibilities. **(MB) will send out 1-week-remains reminders for monitoring. (MB) will also send out 2-week reminders for</p>

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	<p>of Board responsibilities but we cannot rely on those reminders and do need to take responsibility for our tasks.</p> <p>Lastly a communication request. When life happens and prevents a Board member from meeting obligations and commitments sharing those life obstacles with the Board can result in better support and others stepping in to complete a task if need be.</p>	<p>conference call preparation which includes reading minutes, reviewing the agenda and other upcoming business or work.</p>
GP-3: Board Job Description	<p>Overall compliance agreement. A few reminders to keep our focus on the big picture pieces and not administrative details.</p>	
GP-11: Cost of Governance Compliance Plan	<p>A small group created a compliance plan with some ideas and were hoping for more feedback from fellow Board members but only 3 besides the small group responded. Questions still remained in order to carry out the compliance plan: What should we be doing for professional development, and what does that look like? What else can we be doing to bring in outside resources?*</p> <p>There were some questions around Touch the Future wording, but no need to change the wording at this time, as there is hope the fund will be regenerated in the future.</p>	<p>(PS) will make sure some of these issues are carried out by working them into next year's budget.</p> <p>Further discussion will continue hopefully tomorrow and again this summer when the Governance budget is being created for next year.</p>
GP-7: Annual Vision Project Planning	<p>Overall doing well and learning how to incorporate better, continuously getting better. Seems like less energy and time on AVP this year in part do to transitions.</p>	
GP-8: Board Committee Principles	<p>Committee work is an area that we are doing very well in. Have 3 standing committees that do focused work on an annual basis; Awards, Nominating, and AVP. Several felt we are really excelling in this area!!</p>	<p><i>(TL) made a motion that was seconded by (PS) to accept the monitoring reports for GP-1, GP-2, GP-3, GP-11 Compliance Plan, GP-7, and GP-8. The motion passed unanimously.</i></p>
EL-5	<p>There were several nos check marks on the global policy's interpretation. Board members need more data in order to accept EL-5 as well as need a EL-5.3 compliance plan with specifics that are accountable. (PL) said specifics are being generated currently with the new staffing structure, which he is planning to supervise using MBO (management by objective). We did see some elements of a</p>	<p>*Because of staffing changes and restructuring we will table the EL-5 vote until our April 1 conference call when we will have a full compliance plan.</p>

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	<p>compliance plan earlier (in the State of the Association) but (PL) will create a full detailed plan.*</p> <p>Questions that arose from the discussions of EL-5:</p> <ul style="list-style-type: none"> • How do we get from the compliance plan to compliance? We have seen several compliance plans but no compliance. • Responsibility of board to raise funds to increase financial contributions. • Does Policy Governance make sense for AEE right now? <p>KUDOS and credit to (PL) and the staff because we are still a viable – thank you!!</p>	
Lunch	Broke for lunch that was provided by a local non-profit organization called the Welcome Table	Thank you Welcome Table
Policy Development	<p>From the Policy Register Review in November, the following policies had notes:</p> <p>EL-5.2 looked at deficit spending wording and did it need to be changed because of the cash flow? No we all felt it was good.</p> <p>EL-5.3 Should we change percentage to 90% from 95%? No this has already happened and we decided to stay at 95%.</p> <p>EL-5.8 Proposed sub-policy: Use systems or allow financial procedures contrary to generally accepted accounting principles (GAAP). (To be monitored annually.)*</p> <p>GP-8.2 should an example be given to clarify, like Nominations and Award Committees? Not necessarily these kind but further explanation could be offered else where.**</p>	<p><i>*(TL) made a motion that was seconded by (MB) to add tge proposed sub-policy to EL-5.8 focusing on GAAP. The motion passed with 7 yes and 1 no.</i></p> <p><i>** (JP) will add an explanation around 8.2 in the Procedures Manual around committees.</i></p>
AVP	<p><u>PAST AVP WORK</u> (CI) offered the following summarization</p> <p>First we decided to look at who are the communities that make up/support EE? We attempted to take off the blinders and looked at the landscape of organizations around the world who use EE, or other words that link to EE like service learning, cooperative learning, expeditionary learning, etc. Who are these communities that may integrate with AEE as customers, consumers or owners? To answer this question we created a list of 200 organizations and then narrowed down the list to around 40-50. Next we contacted those organizations and asked how they define</p>	

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	<p>EE, as well as how does that definition / concept fit with what your organization does. We quickly learned the complexity, and bigness, of what is out there, which can not be easily wrapped up, summarized or categorized, yet so many organizations we spoke with there seemed to be an interested in moving the conversation down the road: Enhancing the EE elements we shared as a vision, with collaboration being a possible collaboration. Defining EE communities was not an easy task and was not going to be an outcome of our work so perhaps by zeroing in on collaboration we could bring more definition to community as stated in our Ends.</p> <p><u>CURRENTLY</u></p> <p>We seem to be looking at collaboration strategically – who and what would it look like? Perhaps we could move closer to our goals by finding 2 or 3 of those 40 organizations that we may like to collaborate with. We could use our Ends as a way to guide us to identifying those 2 or 3 organizations that would match up or not match up with our direction. The actual collaboration work may be Board work or it may be staff work, thus the importance of matching our Ends. So now the questions posed; collaboration with who, on what, and where?</p> <p>The AVP Committee created the following questions, none of which are external questions as a next step:</p> <ol style="list-style-type: none"> 1. What would collaboration look like with aligned organizations? 2. How much collaboration are we open to? 3. What are we willing to share in collaborations? 4. What are our fears/concerns in collaborations 5. What do others have to fear from us? 6. Which areas are we most able to collaborate in? <p>The discussion was rich and full from this point forward and did follow the order of questions above. Captured below are points, questions, ideas shared along the way.</p> <ul style="list-style-type: none"> • Collaboration may require giving up something, so we just may have to change too and/or give up something. What are we willing to “give up”? • (PL) shared that he spent a full day working on collaborating with ACA’s 	<p>*EVERYONE needs to answer the 6 questions proposed by the AVP Committee and send their answers to (AB) by March 15 so the AVP Committee can have a conference call before our April 1 conference call.</p>

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	<p>CEO, 2 directors, and Board President-Elect. He is in the process of following-up and getting something into action from that day long meeting – it is a slow moving process. (PL) also reminded us of Preferred Partners, another form of collaboration.</p> <ul style="list-style-type: none"> • Are we open to something bigger like having the JEE published 6 times a year? Or accrediting service-learning programs? The only way we could get to those places is through collaboration. • What do we have to offer? The one piece our research helped us confirm is our focus on the processing of the experience; this is what is really unique. We know how to process, transfer, and transform. • There is a field of Adventure Education that relates to EE and there are other fields that have nothing to do with Adventure Ed that also relate to EE. There is not a field of EE. • What is collaboration? Collaborative efforts need to address our Ends. We need to find a benefit for both sides, both organizations of the collaboration. What is the goal? • Chicken egg: What do we want to focus on? OR Who do we want to collaborate with? – Which question do we address first? • Problem is and the advantage is this • How do we have people see who we are? Through a strategic collaboration like service learning. We can show that service learning is not just in a social justice issues / community service organization focus. Service-learning is EE happening everywhere at all levels and could match with AEE members who are working all over the world with all ages. • Bring it back to the Ends – diverse practices. Processing piece is unique in the affective area, not an intellectual process, and is not in our Ends but perhaps should be since it is unique to AEE. • We could look at current conference strands and provide more guidance and direction on what we want to see in strands. This goes along with a Parking Lot question we have to look at creating any policies around conferences. • What organizations do we want to learn from? What can they learn from us. • Narrowing it down 	

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	<p>What do we want to gain: Social justice What could we offer: Adventure education, models and practices when it come to conference, journals and publications</p> <ul style="list-style-type: none"> • Collaboration is a process of building a relationship. Need to take that first step and reaching out but we need to create a list of what we could collaborate on. Again the chicken and egg. • Need to be wary when approach others, often when people want to collaborate one side is usually financially strapped. Others may be wary of us. • Collaboration happens on many different levels; there is an operational piece that (PL) works on, and there is the bigger visionary piece that the Board works on • We could do a membership audit: Find out from our membership what organizations they are part of and what conferences they go to for collaboration ideas. OR just ask members who we should partner with and why. Ask them who are the communities and what do we want to collaborate on? Who are they connected to? • The AVP is a pathway for discovering the topic. It should be a process of gathering data so we can have an informed conversation. Conversation is going in circles right now because we are lacking the data. Last year’s winter meeting the AVP conversation was good because we had outside perspectives with the rich data we had collected. • What data do we need and who do we need it from? • Why do we want to collaborate? Its in our “law”, aka collaboration is in our Ends. It is also in our Global End “to expand educators’ and practitioners’ capacity to enrich lives.” • We have been unsuccessful in transforming the world in a just and passionate way, our numbers are going down in membership and conferences. We need to do something to change the trend, collaboration could help address this. Being visible politically • Are there other people out there who do what we do and would like to collaborate? <p><u>NEXT STEPS</u></p>	

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	All Board members will answer the 6 questions.* If folks want to share more like a pathway they can.	
Wiggio Training	<ul style="list-style-type: none"> • For a free product, Wiggio is a great product. How long will it be available free? An answer we do not know, and a chance we will take using it. But we are committed to using it. We just need to get everyone on it and setup so emails are being sent any time someone makes a post to the site. • Wiggio is currently in (CI)'s name, which may become a problem when he is no longer on the Board. • (CI) has given us all administrators status (A) and thus we have full access to change things on the website. • Feed is the home page and where all messages, posting, action is recorded. • Folders will be created for monthly monitoring and for each meeting and for standing committees. • Make sure we open documents with the view/edit option. 	Reminder for EVERYONE: Wiggio is a place for working documents for current projects and task groups or committees. Wiggio should not be used as archive storage that is what the Board Only webpages on the AEE site are for.
MARCH 6	MARCH 6	MARCH 6
Morning Welcome	Reflected on highlights of last nights social. Common thread – we should be doing more of this kind of thing, a very community oriented event. A big success in many ways.	
AEE Awards – Where are we? Awards Committee Update	<p>Committee is working well Drew Brennan is back in the country and diving back in along with Rob Rubendall. (LS) has joined the team with (TL) leading the charge.</p> <p>Outreach has been happening among AEE leadership to encourage nominations, particularly organizations. Now is the time to get nominations in.</p> <p>Discussion was then opened up to the committee's biggest question: what we should do with the Awards Ceremony?</p> <ul style="list-style-type: none"> • Break up the awards and give them out during events like the announcement of accredited organizations at the Accreditation Reception*, the research award during CORE, etc. Could also get a sponsored meal and everyone 	* (PL) will make sure that accredited programs and regional conference

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	<p>attends the meal and awards are presented throughout the meal. Could still have an awards evening but narrow the number of awards given, and give other awards and recognition at other times and places. Give awards at receptions, and do best not to schedule overlap of events. What is the purpose of the receptions? Bring awards to the regions.* We could do nothing and just shorten the acceptance speech time. We could “farm out” some of the awards to different receptions throughout the conference and tack others on to other events. We could reduce the number of awards and keep ceremony. We could remove all awards and just go back to the Michael Stratton Award.</p> <ul style="list-style-type: none"> • Recognition is important, what are other ways we can do this? Get award recipient names in the conference program**, or could get award recipients up on the screen before plenary sessions. • Need to cut down on who is expected to speak and shorten the talk time. • Need to narrow down the number of people/organizations getting awards. Do we really need an organizational award? Yes, it is the only organization award and gives us the opportunity to recognize non-adventure based organizations. • Do we really need the Creativity, Teacher and Stratton award, in which there is quite a bit of overlap? • Bottom line the Michael Stratton Practitioner Award needs to have its moment in the spotlight, as it is our organization’s highest award. Recipients are to share what are the core elements of experiential practices and what are their core visions from the trenches and thus need more time to speak. Award recipients can sometimes be a stepping stone for the Kurt Hahn Address. 	<p>recognition happens at other times during the conference.</p> <p>** (PL) will work with Evan to make sure the names of award recipients get in the conference program. The bios will be included in the awards program.</p> <p><i>(MB) made a motion that was seconded by (AB) for the following awards to be presented at an evening ceremony: fold the teacher award into the practitioner award (Stratton), keep the creativity award with a focus on creativity, award one servant leader, keep the organization award and researcher award and have only the practitioner recipient speak. The regional and accreditation recognitions will happen at other times. Before the vote there was discussion – should we have the researcher speak?</i></p> <p><i>Friendly amendment was made to offer a limited speaking time for the creativity and researcher award and</i></p>

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		<p><i>extended time for practitioner award.</i> <i>The motion passed unanimously.</i></p>
<p>Kurt Hahn Address Selection</p>	<p>Where does the Kurt Hahn Address fit in the Annual Conference? We still believe in having the Kurt Hahn serving as an intro to the conference and a celebration of EE. The Board needs to share their expectations and remind the speaker who the audience is (50% first time attendees for starters) and that the presentation is a welcoming and opening for the association / conference and does not focus on internal language and names.*</p> <p>Moved into reviewing the list of Kurt Hahn Address Nominations beginning with the folks who had been on the list for 5 years. Some nominations were removed and some will stay for another 5 years. Then moved on to selecting an individual to give the Kurt Hahn Address.**</p>	<p>(PL) will share conference evaluations on the Kurt Hahn and Awards Ceremony.</p> <p>*(AB) Create a list of reminders for the Kurt Hahn Speakers to include: who the audience is, reminder of no internal dialogue, have the responsibility to set the tone of the conference, and the goal is that people walk out of the plenary knowing why they are here at the conference and excited.</p> <p>EVERYONE needs to make an effort to nominate folks.</p> <p>**<i>(TL) made a motion that was seconded by (JB) for Kurt Hahn Address. The motion passed unanimously.</i></p>
<p>Nominations Committee Update</p>	<p>Updated who will be moving off the Board in November. Currently have 5 people going off the Board in November, which is concerning. Need to preserve some of the history so looked to current Board Members for running for another term. Need people who are familiar with Carver and the history of our policies and why they were created. We could have a current Board member fill the Past Secretary</p>	<p>Parking Lot – Commitment to times and scheduling travel for Board meetings.</p> <p>Parking Lot – Does the Board</p>

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	<p>for a year by Board appointment and then have another Board member stay on for another term. Board members going off are not interested in another full term but are interested in the one year Board appointment for Past Secretary.* Therefore we will be looking for a Treasurer-Elect and 3 Members At Large.</p> <p>Reviewed the folks the Nominating Committee is pursuing. There were a couple of potential international candidates and Board members inquired whether they would be able to commit to attending the 3 meetings. Many concerns were expressed about a potential Board member not being able to attend 3 meetings. The importance of face-to-face meetings was reiterated by several members. Do we make an exception to the rule if there is a great Board candidate. The discussion then went down the avenue of having 2 meetings to possibly accommodate international members, and/or members in the US who have to travel farther.* We are more productive when we have meetings, not only at meetings but the pre and post meeting time. Dropping to 2 meetings would drop that productivity as well. Overall there was concern about setting a precedent and allowing one Board member to only have to attend 2 meetings. Technology is not the answer because even if we have access to it during our meetings, there is no guarantee it will work the entire meeting, plus we all have seen the distraction we all have on conference calls. More concern was expressed about the smaller size of the Board and the importance of everyone needing to show-up so quorum can be maintained. In order to move forward the Nominating Committee will touch base with international candidates and confirm their participation in 3 meetings, and learn what may be holding them back from committing to 3 meetings – is it a money or time issue?</p>	<p>want to go to an appointment process for the President-Elect since the Nominating Committee has not been able to find two candidates for the ballot for the last 15-20 years?</p> <p><i>*(MK) made a motion that was seconded by (TL) to appoint (JB) as the Past Secretary. Discussion ensued, the motion was withdrawn.</i></p> <p><i>(JB) made a motion that was seconded by (TL) to appoint (AB) as the Past Secretary. The motion passed with 1 abstention.</i></p> <p><i>*(TL) made a motion that we have 2 meetings per year. (PS) made a friendly amendment that the first meeting would be longer and that new Board members would be required to attend the conference and begin Board orientation at the conference. (PS) then seconded the motion. Discussion ensued, when the vote was called, there were 2 yes votes, 3 no votes, and 3 abstentions. The motion did</i></p>

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		<i>not pass.</i>
	Snow was observed flying out the window at 1:36 – something about AEE Spring Board Meetings	
Reimbursement Policy and Procedures	<p>Some Board members have submitted reimbursement forms within 30 days of the expense being incurred like airfares as the reimbursement policy states. A request from the office has been issued to wait and submit airfare reimbursements with other meeting expenses, within 30 days of the meeting. Board members are asked to carry airfare reimbursement if they can, for those who cannot carry the airfare a reimbursement prior to the meeting can be requested. (PL) reminded everyone that any reimbursement request is always contingent upon cash flow.</p> <p>The CEO cannot write policy for the Board. The Board cannot write their reimbursement policy. So who does? An outside resource. Right now the Board abides by the Volunteer Policy.</p>	Reminder to EVERYONE on reimbursement request process: When completing your form on the computer, send an electronic copy to both (PS) and Michele Grainger and then follow-up the electronic copy with hard copies of the receipts to Boulder. Emailing scanned copies of receipts to Boulder works as well. Also include any unrequested expenses related to the meeting so (PS) can track actual expenses.
Procedures Manual Clean-Up	<p>Reviewed the Appendix section of the Procedures Manual reminding everyone of the many resources all easily accessible on the Board Only pages of the AEE Website.*</p> <p>Since the Auction Committee responsibilities were passed off to the staff that committee description and appendixes need to be removed.**</p> <p>(JP) reported that the Awards Committee had submitted their 2010 annual report and that a 2010 AVP Committee report was needed.***</p>	<p>*Bookmark the Board Only webpages for quicker access to documents.</p> <p>** (JP) will make sure all documents are passed on to the Boulder office.</p> <p>*** (TL) will prepare the 2010 annual report for the AVP Committee.</p>
Organizational Audit Educational	Continue to review the results of the Organizational Audit completed in October as a training and educational tool. (JP) prepared a list of audit statements that elicited a wide variety of responses (meaning we are all not on the same page) or most responses said something was not true (meaning it was true and we need to	<p>Parking Lot - Create policy on investment and reserve.</p> <p>(JP) will include in the</p>

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	figure out why people think it is not true) or do not know responses (meaning we are in need of some education/training). The following audit sections were reviewed: Board, Committees, Personnel and Staff, Budgeting and Finances, and Fundraising sections. (PL) had lots of opportunities to educate us.	Specific Responsibilities of Officers section of the Procedures Manual a note for the Treasurer to remind Board members to give during 3 rd quarter. The Treasurer should also share the total amount given the year before by the Board.
Online Auction	We are paying \$15 a month for the E-Bay site and have not been using it. Everyone was supposed to donate items but only two Board members have. When selling an item there are obligations to package the item and send it off within 24-48 hours after it has been sold. Which can be tricky in our already busy lives. Originally the site was acquired for possible use for the auctions at the conference but this did not happen. There is no time for staff to invest in the online auction. The Board also felt it was not a good use of time. It was good effort on a possible revenue stream but did not pan out.*	*(TL) will shut down the site.
Kurt Hahn Address Message	<p>In light of the previous discussion around the Kurt Hahn Address, we wanted to take a few minutes to make sure the Board was all on the same page about the message we would like the speaker to focus on.</p> <p>What would we like the Kurt Hahn Address to focus on? Can we use the life and legacy of Kurt Hahn to inspire and motivate the audience? It would be nice to ask the addressee to tie in Kurt Hahn and his principles, this could be a way to bring in the whole audience. Link it to the experience conference participants are about to have at the conference. Motivate the conference audience to go forth and share the power of experiential education with each other. Draw on the philosophy of the Ends. Keep it simple and focus broadly on EE not outdoor/adventure ed that so many people already link Kurt Hahn to. No problem that should be easy ;-)</p>	
Ends Monitoring in	(PL) shared he will not have much progress to report on in April and perhaps	

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April	<p>instead of monitoring the Ends twice a year do it only once. Or split up the Ends throughout the year.</p> <p>First End - April, Second End - July, Third End – September; the Global End will be included with each End*</p> <p>What are we using to judge success? How are we measuring success? Including numbers that measure achievements. What are the targets?</p>	<p>*(MB) will make the changes in the monitoring schedule.</p>
GP-11 Compliance Plan	<p>We agreed that we need to do a better job of professional development when we decided we were not in compliance with GP-11 and when we discussed the GP-11 Compliance Plan yesterday.</p> <p>Brainstormed professional development ideas.</p> <ul style="list-style-type: none"> • Outside evaluation on monitoring (the appropriateness, the quality, etc.) – aka monitoring on our monitoring, an audit of our monitoring • Monitoring our Ends • Fundraising training • Development of our Ends – think we can do this on our own • How do we best connect with our owners, prepare ourselves for our the 2012 the Leadership Summit • Carver and Fundraising, Reserve and Investment Policy • Carver Trainer for AEE Staff <p>Many of these ideas may involve an outside consultant. In any hope of making that affordable we need to find consultants/trainers who live near the location of our meeting so we could save money on transportation cost. Perhaps there is a consultant in the Denver area that could work with the Board and then offer additional training for staff. Could tap into Laurie Frank for some initial training.</p> <p>Would like to train Board members at the conference and need to begin mentioning the expectation to attend and stay until Sunday afternoon of the conference.* Also need to have Board members at the closing for the conference so need to schedule orientation around that event.**</p>	<p>*NOMINATIONS COMMITTEE: Communication with potential candidates the hope they will attend the conference and stay until Sunday for a Board orientation/training session.</p> <p>** (MB) and a small group committed to staying on Sunday for a new Board orientation training. Details to be decided.</p>
CAC Connection	CAC (Conferences Advisory Committee) would like to join us on our April 1	*The Board is open to having

**AEE Board of Directors
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Topic	Discussion/Outcome	Action/Follow up
	conference call for 30 minutes.*	the CAC join our upcoming conference call.
Regional Conferences	<p>Who will be attending what conferences</p> <p>Northeast – (JP) and Shawn Tierney</p> <p>Northwest – (JB) and (PL)</p> <p>Southeast – (LS) and Evan Narotsky, and maybe (MK)</p> <p>West – (CI)</p> <p>Heartland – (TL)</p> <p>Rocky – Peter Mason</p> <p>No one will be attending the Mid-South and Mid-Atlantic conferences</p>	
Meeting Evaluation	<ul style="list-style-type: none"> • Great location, great food and wonderful logistics coordination • Ongoing reminders of how to bring new members up to speed • Saturday night social was wonderful for so many reasons • Good processes but we should review our meeting agreements for our first meeting as a new board and this will be a good reminder* • We have made it through our agendas on a regular basis, due to good flow of agenda items and facilitation • \$200 under budget for meals and we can still agree to disagree • Appreciation for allowing folks to step in and facilitate pieces • Could we do good governance in less time • Lonely place to be CEO, would love to have more conversations around some ideas/brainstorms • What would we give up if we were to reduce meeting time? Reducing time may jeopardize the philosophy of Carver Governance and speaking with one voice • More time with AVP, more preparation for AVP • Are we doing enough work to support (PL)? What more could we do to help (PL) and the success of the organization? • More voices are heard in a meeting in a way that cannot happen on a conference call. 	<p>*(JP) will include reviewing the operating agreements on the list of first meeting agenda items.</p>

