

Minutes for Spring Board Meeting International Comanche Society 20 April 2009

Lakeland , Florida

Roll Call, Board Members Present:

President	Dave Fitzgerald,
Vice President	Bernie Mazurek
Secretary	Alan Burrows
Treasurer	Don Nelson
WC Tribe Chief/Rep	Don Ostergard,
SC Tribe Rep	Bruce Thurman,
NE Tribe Chief/Rep	Dick Kuszyk
SW Tribe Rep	Mike Foster
NW Tribe Rep	Shirley Nelson,
SE Tribe Chief/Rep	Sally Williams
EU Tribe Rep	Ben Ayalon (On skype during the meeting)

Non Voting

CFF Vice President	Frank Sargeant
--------------------	----------------

Absent: Excuses from:

MS Tribe Chief/Rep	Joe Judge
EC Tribe Chief/Rep	Stewart Campbell
AU Tribe Chief/Rep	James Barry
SA Tribe Chief/Rep	Russell Knowles
NC Tribe Chief/Rep	JJ Miller

Member Guests :

EU Tribe	Kate Burrows,
SC Tribe Chief	Bob Cretney
SW Tribe Chief	Kristin Winter
SE Tribe	Sarah and Charlie Liller

QUORUM: The meeting opened with 10 voting board members present plus one on skype.

President Dave Fitzgerald called the meeting to order at 8:15 am.

1. Roll Call and Introduction of Guests

Eleven Board Members present. Seven ICS Member Guests.

2. Acceptance of Agenda

- **Motion** to Accept the Agenda as presented proposed by Alan Burrows and Seconded by Don Nelson. Motion Carried Unanimously.

3. Presidents Opening Remarks

The President, Dave Fitzgerald presented his opening comments welcoming everyone to the meeting.

He said that everyone was in shock from the recent fatal accident to Harley McGatha, the CFF President and past ICS president. He said he had conveyed the condolences of the ICS board and members to Mrs McGatha and family.

He further said that ICS was doing better in the last year and that it had a good interactive board who worked well together. Last meeting Kristen Winters had brought up maintenance and they were working towards that goal.

4. Previous Meeting's Minutes

Motion to accept the previous meetings minutes that were on the website was proposed by Bernie Mazurek and seconded by Sally Williams. Motion was carried unanimously

5. Treasurers Report

Treasurer, Don Nelson, said that 2008 had been a financial success. Services had been improved by outsourcing to Village Press. There is \$200,000 in equity and he did not see any need to increase dues. If dues are increased it becomes increasingly more difficult to retain members, so current dues should be spent wisely. Up to January 2008 Village Press efforts to increase membership numbers had gone up but since then there had been a slow but steady decline. Marketing efforts could slow the decline but would be unlikely to reverse it. He presented a report with the budget for the board members to review prior to presenting it to the membership.

Bruce Thurman asked how much of the membership is spousal. Dave Fitzgerald answered that on the web to-do list it will split the spousal members. Don Nelson said that financially it did not make a difference. Ben Ayalon said that he thought the budget was optimistic and that the board should find a way to cut the costs of Village Press. Don Nelson replied that management by Village Press cost less than the Head Quarters previously had. Dave Fitzgerald said that Ben did not understand how much HQ had cost and that we should count our blessings for Village Press. Don Nelson said that there was budgeting for village press and for bringing on a book-keeper. ICS was \$60,000 in profit for 2008 so Village Press were not costing too much considering the service to members, publication of the magazine etc. \$8,000 was budgeted for a book-keeper but ICS should try and see if Village Press can do book-keeping as well as the management. Dick Kuszyk said that the spec sheet should be made accurately and should form part of the contract.

- Motion to accept the Treasurers report by Don Ostergard. Seconded by Sally Williams. Motion carried

6. Tribe Reports

NE Tribe: The NE Tribe has a stable 300 membership and a solid treasury balance. They have 8 fly-ins planned and include 14 States and DC. They have 1 major maintenance fly-in planned. They have good active officers and feel very positive for the next year.

SE Tribe: The Tribe is in a good financial position. It has had a few losses to the membership but the tribe officers contact the expired members and find the main reason for expiry is that they have sold their aircraft and no longer want to be a member of ICS. It is planned that as Host Tribe of the ICS 2011 Convention a committee will be formed this summer to begin searching for site locations.

SC Tribe: South Central tribe is in good shape financially. They have a special project on-going with a move to organize NASA reports. They are also looking to consolidate several groups into one unit to create better buying deals with the manufacturers and dealers. They are also lacking a professional Program instructor.

Bruce Thurman said that the cruise had been a success and that there had been a total Profit of \$6600 with \$4400 going to ICS and the Tribe kept \$2200.

SW Tribe: It had been a good year and they had had a good maintenance seminar at Laughlin. 50 people and 18 aircraft had attended. They maintain a membership of 444, they have lost 36 members and gained 29 members. They are planning the site selection for the next convention.

Kristin Winter said that they were making a push to get instructors throughout the country. Zack is networking and recruiting instructors to become CPPP instructors.

Dave Fitzgerald said that tribes should be receiving a monthly statement from Village Press of expired members and also new members that have recently joined. They should also call new members and welcome them to the tribe and get them to come to fly-ins. Also call lost members and try and get them to return. Alan Burrows asked if there was a time window for the convention. Don Nelson said it was usually between May and October.

WC Tribe: Don Ostergard said that the WC tribe covered an area the size of 48 US states! There are 140 Comanches and 75 ICS members. He tries to make contact with all new Comanche owners to try and get them into the tribe. He also tries to make the fly-ins available to other adjacent tribes.

Dave Fitzgerald said that the tribe chiefs should send fly-in details to other tribe chiefs for distribution.

N W Tribe: Shirley Nelson said that the NW tribe chief, John Van Bladeren, was in Europe at this time. But that the tribe needs to make the NW more active and have more fly-ins.

Dave Fitzgerald said the tribe chiefs have the responsibility of seeing that tribe fly-ins and activities get to Village Press for publishing in the Flyer. Also, members should channel their fly-in plans through the tribe chiefs and not just send them directly to VP.

7. Nominations

Nominations were in for the following people and positions: Bernie Mazurek – President, Dick Kuszyk – Vice President, Don Nelson – Treasurer, Alan Burrows – Secretary.

8. Committee Reports:

Marketing Report: Dick Kuszyk said that the financial average in industry was down about 50% but the core was still there. Most industries were down-sizing to take into account the recession. Reports and stats from the FAA are not coming out but ABS (American Bonanza Society) and ICS flights appear to be down about 5-8%. ICS membership is down about 100 due to the economy, loss of Medicals or the sale of aircraft.

ICS has a better marketing program than the ABS. He suggested a new program to start an advisory committee for under 45's to bring in younger members. This will be considered at a future meeting.

9. Website Status:

Dave Fitzgerald showed the board members the new website. He said the website has a lot more information. And if you click on the logo it will take you back to the home page. There will still be the members area and the pathfinder etc. but it has been made so everything is as easy as possible and user friendly. He said that there will be a tribe's area as before but that few people actually use it. He wants to put a link from it to the individual tribes' websites. Generally the board gave their approval of Dave's hard work and successful results.

The website is due to go live shortly, after tests by Village Press.

10. Tribe Chiefs Responsibilities and Manual Update:

Shirley Nelson said that she is working to revise the Tribe Manual. She hopes to get it done and to the Board to OK it and then get it to the Tribe Chiefs in time for the convention in October. She also said that it was important to make sure the manual gets handed over when there is a change in Tribe Chief.

Dave Fitzgerald said that it was very important to have the manual to help incoming Tribe Chiefs and suggested that it might be a good idea to consider splitting them into two manuals, one for Tribe Chiefs and one for Tribe Representatives. Distribution would be the job of the Secretary. Alan Burrows asked Shirley Nelson to send him the results of her work as soon as it is finished, so that he can put it into manual format and distribute it to the various Tribe Chiefs.

Dick Kuszyk suggested that the outgoing Tribe Chief become a mentor to the new Tribe Chief.

Don Ostergard suggested that the manual also incorporate ICS history to give some background.

Bob Cretney said that it should also include tips from the more successful Tribe Chiefs on how to keep the tribe working.

11. Fleet Survey:

Kristen Winter said she was trying to find out what people want out of the ICS and what Technical issues there were. She said she wants to get general information on the fleet to get data so that they have the information when approaching vendors for parts and trying to negotiate bulk discounts. She asked if the survey could be emailed and also put online and also get Village Press to mail it so that she could get demographics and usability.

Don Ostergard said he thought it was a good survey but that she should be ready for disappointment.

Dick Kuszyk suggested doing the survey with one tribe first before taking it national. He said to expect about 5-8% response and asked what was going to be done with the information.

Kristen said that it would be used for future vendor programs and for technical support. She wanted to know what members want and will they pay for it.

- Motion that the SW and EU tribes should email Kristen's survey to their members made by Dick Kusyk. Seconded by Shirley Nelson. Motion carried.

12. Air Salvage – Dallas:

Lucky Louque is the FAA Tech of the year. He has agreed to talk at an ICS seminar at Oshkosh. He will also support Zack Grant and Bill Creech with difficult questions. Any answers he gives will be through Zack and Bill. He will do it at no charge for 6 months to 1 year then he will decide on any charges if the workload gets too great.

13. Email Newsletter Status:

Dave Fitzgerald said that Monica Rehkopf was looking for content for the newsletter and will publish future issues on an "as required" basis.

14. ICS 2009 Oshkosh Status:

Dave Fitzgerald said that Dick Kuszyk will help market exactly where ICS will be located at Oshkosh and also information about the seminars and speakers that we plan to have.

Shirley Nelson said that they were also looking for volunteers to man the "Goody Table".

15. ICS Sun 'n Fun Status:

Sally Williams said that the SE will man a tent if it is co-sponsored by ICS and CFF for the costs. She said the proposed site location would price out at about \$4500 for the site and the tent. SE tribe would staff it but they may ask for volunteers to help.

Alan Burrows said he thought a presence is necessary at Sun n Fun given the show's popularity, as it is probably the second biggest show in the world.

Dave Fitzgerald said he thought ICS should be at both Sun n Fun and also Oshkosh, and that we owe it to our members to have a presence at these two major aviation events.

- Motion to budget \$5000 for 2010 Sun 'n Fun proposed by Bernie Mazurek, Seconded by Alan Burrows. Motion carried.

16. 2009 ICS Convention Status:

Dave Fitzgerald said that Bob Williams and Bill Snauffer of NC tribe were sorting out the Convention. It seems to be coming along nicely at present and they are trying to have cars rather than coaches to ferry people around. If anyone feels that this is a problem or has a problem with this then they should bring it up with the board.

Don Nelson asked what the liability issues would be with individuals doing the driving.

Kristen Winters said that liability would be negligible as long as the contract is done correctly. Get individuals to sign and pay for the cars personally, that way the hire car insurance would cover the liability risk. She also mentioned that there is more liability in ICS renting van's than there is by members renting their own cars.

Dave Fitzgerald said he would relay the boards concerns back to the NC Tribe together with Kristen Winters suggestions.

17. Standing Rules – Revision and Approval:

Don Nelson said that Standing Rules had been emailed out with modifications in red and green. Everything red was to be deleted and everything green was to be decided on.

Pg 6 It is suggested to have a clarification line. The convention rotation works but the convention hosting should have a three year lead time with a 2 year minimum notice.

Pg 7 Except for the nominating committee, other committees can select their own members.

- Motion to place Shirley Nelson and Keith Johnson on the Marketing Committee proposed by Dick Kuszyk. Seconded by Sally Williams. Motion Carried.
- Motion for change to standing Rules proposed by Sally Williams. Seconded by Bernie Mazurek. Motion carried.

18. Bylaws :

Dave Fitzgerald said that the ICS have a bylaw that says we cannot have an officer or director that works for an aviation company. This is restricting us and he would like to remove it.

Shirley Nelson said that the IRS are always scrutinizing these things and feel conflict issues where there is a director or officer working for an aviation company could be a problem for ICS.

Alan Burrows said that as long as the individual has to declare any potential conflict and removes himself from that issue there should be no conflict of interest.

- A notice of motion to the membership to delete the bylaw Article 2 section 5 at the annual voting of members was proposed by Don Ostergard. Seconded by Dick Kuszyk and motion was carried

19. Expense Reimbursement:

Bernie Mazurek said that at the last board meeting it was discussed to pay expenses as an incentive for officers to come to board meetings.

Dave Fitzgerald said that this needed to be discussed and decided upon.

Don Ostergard said that he was opposed because in the past it had been abused.

Kristen Winter said that she thought the organization asks a lot of its volunteers. They are not asking to be paid for a first class ticket etc but you could write safeguards in. With speaking to tribe members a lot of them can afford the time but not the money. Maybe a set amount per mile could be set up or an "up to " amount for an air ticket should be allowed.

Alan Burrows said that he is opposed. No compensation is paid to the board. Recent past officers and presidents have been proud not to take any expenses and this system works with no opportunity for abuse.

Kristen Winters said that it was not to entice people onto the board, more to remove barriers.

Dick Kusyk said that because the President has to go to 3 meetings as well as Sun 'n Fun and Oshkosh he should get a small gratuity.

Shirley Nelson said that the Accountant said it would be a lot of paperwork and would have a cost.

Don Nelson said that there is still a by-law that allows travel expenses for the President.

Dave Fitzgerald suggested that it might be reasonable idea to consider giving \$500 to each of the 4 officers to help defray the cost of attending board meetings. Tribe reps already have this in effect with the tribes. He thought there should be a token amount to help the 4 officers.

Don Nelson said that member's money needed to be used wisely and responsibly. The ICS has taken on a lot of new financial responsibility lately that needs to be taken into account.

Bernie Mazurek suggested using Skype more for conferencing.

Shirley Nelson felt that some members may not be happy electing money for board members. She also asked to stipulate when it was to be paid.

Alan Burrows said at the Spring Board Meeting.

Don Nelson said that By-law 10-2 would need to be changed.

Shirley Nelson asked that it be made "expenses up to \$1000" and if it made an expenses gift/stipend it makes it easier for accounting.

Dave Fitzgerald said that there is already a presidential gift presented at the end of the president's term and that for future presidents; why not just simply increase the amount slightly.

- A motion to change the gift from \$300 to \$1300 per year to help off set the cost of serving as president and help defray their traveling expenses was made by Shirley Nelson. Seconded by Sally Williams. Motion carried unanimous.

Don Nelson said that by-law 20-8 would need to be removed and 10-2 revised.

20. Webco Support Fund:

Kristen Winter said that Webco was in a tangle with the FAA. Most Comanche aircraft have Webco repairs or parts in them. The FAA may be contemplating an AD to address this. ICS need to address the issue and appear to be doing something, and maybe should consider a committee to address this whole topic.

Dave Fitzgerald said that he has been talking to Webco and their attorneys and he felt that it was important to the society that they make a "public statement" to our society concerning the issues at hand, but nothing has happened yet. He also said he thought it would be a good idea to have a discretionary legal fund available for ICS to use should it become necessary to get involved further.

Dick Kuszyk asked if we knew specifics, rules, regulations or any documentation. He suggested before hiring an attorney hire a tech writer to help Webco.

Alan Burrows said that he thought Kristen was right and someone needed to be appointed to get the ball rolling. Someone the board had faith in.

Kristen said she agreed but that nothing could be done until all the facts were known, all the citations and lots of bad rumors have been heard.

Dick Kuszyk suggested doing fact finding now. It sounds like the process is a long way down the line but nothing should be publicized to the members until all the facts were known.

Dave Fitzgerald suggested that someone should write a PR article to place on our website and Delphi so that members could be informed as well. He suggested that Dick Kuszyk write it.

21. Memorial to Harley McGatha:

Dave Fitzgerald said that nothing was in place for obituaries or memorials. He said he would like to dedicate part of the June Issue of the Flyer to Harley McGatha, who has served as an ICS Treasurer and President and CFF President. People could also send short eulogies about Harley to the editor of the Flyer.

Alan Burrows suggested having a Harley McGatha Trophy.

Ben Ayalon said that since CFF was about safety why not make the trophy something to do with safety.

Dave Fitzgerald said that was a great suggestion asked Alan Burrows to deal with this and that any ideas should be sent to Alan to be taken up at the Dayton convention.

Bob Cretney suggested an ICS Hall of Fame for outstanding people to become members of.

Dave Fitzgerald reiterated that ideas to be in to Alan by 1 September 2009.

22. Donations to CFF:

- A motion to donate \$3000 in memory of Harley McGatha to the CFF was made by Don Nelson. This is the regular donation. Seconded by Shirley Nelson.

Don Nelson said that maybe the appropriate thing to do at this time would be to take the issue off the table for this year.

Dave Fitzgerald said that he knew there was an issue with CFF since there was a lack of information forthcoming from CFF.

Frank Sergeant said that he would like to make a comment about CFF. Harley McGatha did a great deal for the CFF but was not living up to the reason for CFF. He did it in a manner not in keeping with the by-laws but he got things done. Unfortunately there was no transparency

and Frank said; that has to end. CFF has to let people know what is happening. CFF has a lot of catching up and patching to do. CFF has paid out more in the last 2 years than ICS have given so money is going both ways. CFF is there for the education and safety seminars. ICS has given CFF a spot on the website so that the CFF can now show transparency.

Motion to donate \$3000 carried unanimously.

23. Tribe Chief – Authority to appoint a sub:

Dave Fitzgerald said that a Tribe Chief used to send a sub if they could not attend. So could the assistant tribe chief come instead?

Shirley Nelson said that that meant the sub could potentially come in and vote on stuff they knew nothing about.

Don Nelson said that proxy votes could not be allowed that vote something in and then the sub or proxy would have no legal responsibility. The Tribe BOD should elect a Tribe Rep they should not be appointed by one individual.

Alan Burrows said that it should be spelt out that the election of a Tribe Rep be in the Tribe Chiefs book . The Tribes need to be educated as to this agreed procedure.

24. Delphi:

Dave Fitzgerald said that Delphi is a Public Forum and that ICS does not have any monitoring responsibility for it. He intends to put a chat forum on the ICS website but there will be no character assassinations. Moderators are needed for both the chat and maintenance forums. Additionally, as pointed out by Ben Ayalon, maintenance post from the ICS forum needs to go into the Flyer, not just information from Delphi. A volunteer is needed.

Ben Ayalon said he would volunteer to do it. He suggested that Flyer incorporate the two forums with each one every other month. He asked who to send articles to.

Dave Fitzgerald said that it should be sent to himself for transmission by him to the editorial committee.

25. Comanche Pilots Proficiency Program (CPPP):

Kristen Winters said that four had been held and all had had a good turnout. It seems to be gathering momentum. The Program has been put in front of Aviation Insurance companies and they want a list of CFF CPPP instructors. They suggest the flight portion of the program is worth a 5% discount and if the FAA blesses the ground school portion then it is worth another 5% discount.

It is moving along and doing well. Tribes are encouraged to get a CPPP in their area.

Alan Burrows asked what the BOD could do to help.

Kristen Winters said that it would help to put it on the website saying what CFF is and also what CPPP is. Also she asked what CFF could do to help in the EU. Ben Ayalon agreed to work with Kristen to develop a policy for CFF in Europe.

26. Other Business:

Shirley Nelson said that there were new goodies for sale on the website and in the Flyer. White shirts with the Logo and also mugs with the ICS Logo on one side and planes on the other.

Alan Burrows said that the EU tribe still had a number of blue ties available that he thought they would be glad to sell on to the ICS. Shirley Nelson said that she would be happy to accept these. Alan Burrows agreed to make an approach to the EU tribe and put them in touch with Shirley Nelson.

Kristen Winters said that she had got comments from a number of members that they want more meat in the Flyer magazine and that maybe the board should consider buying articles in and this should be put in the budget, maybe \$2000 annually for articles.

Dave Fitzgerald said that Steve ELs does this and is a good article writer.

Don Nelson said that there is a discretionary fund for the board which could be used.

Dave Fitzgerald asked that if an article became available, would the board be comfortable with paying for it?

Cost and content would be run by the editorial committee and board members first. The board answered yes.

27. Budget 2010:

Don Nelson made the comparison with 2009 and 2008 and asked for comments. He said he would make a correction for the \$1000 increase for the President and budget \$5000 under Special Projects for Sun 'n Fun. He said the bottom line for Income and Expenditure is conservative.

- A motion to accept the changes to the budget was proposed by Alan Burrows. Seconded by Dick Kuszyk. The motion was carried.
- A motion to adjourn the meeting was proposed by Don Nelson and seconded by Sally Williams. The meeting was adjourned at 5pm.

Respectfully Submitted

Alan Burrows
Secretary
May 18 2009