

Minutes February 7, 2019

Monthly Board of Trustees Meeting Young's | 8:00am

- A. Call to Order/Roll Call Ryan Boehmke, Mike Stafford, Mike Bjork, Rick Kent, Mark Bromley, Jonny Waara, Jason Price, Abby Miller, Jeff Ofsdahl, Paul Schuytema, Erika Lindwall, Leeann Kirkpatrick
- **B.** Visitor Comments: The ICECA Board of Trustees welcomes visitors and their comments. To assure meetings are efficient and productive, visitors, if they wish to speak, should identify themselves and keep their comments to less than 3 minutes.
- C. Additions to Agenda & Agenda Approval

a. Motion: Abby 2nd: Mike S. Pass: Unanimous

- **D.** Mission/Vision Statement: Mission—To develop and steward a spirit of economic vitality that results in Iron County becoming a center of collaboration, innovation, investment, and entrepreneurial opportunity. Vision—Shaping the future of Iron County as a thriving region of economic activity and high quality of life that becomes that place you never want to leave and if you must, a place you can't wait to return.
- E. Review and Approval of Minutes of Previous Meetings

a. January 3, 2019 (Action Item)

i. Motion: Mike S. 2nd: Mike B. Pass: Unanimous

F. Financial Report

- a. 2018 Year-End Report There were no unexpected numbers in the year-end financial report. A few budgeted lines went over the expected amounts namely Natural Gas, Electricity, and the HFF Pizza Pan. The utilities, Leeann explained, went over naturally because of the increased number of overnight stays in the campground and therefore used more hot water and electricity. The pizza pan was one large amount but is paid in full. The 2017 budget reflected \$1700 less than the projected outcome because of these overages. The EDC checkbook was discussed and that the last allocation of those funds has been doled out this year. The County will be increasing their pledged funding amount in the coming year(s) to make up for the lost EDC funding. It was noted that the City and Township governments would remain at \$3/person.
- b. 2019 ICECA Budget Approval (Action Item)
 - i. Paul presented the proposed 2019 budget which had been vetted by the Executive Committee. He explained the reason for so much detail in the budget is because the staff also uses the document to plan and keep track of three separate budgets (Chamber, RV Park, and ICECA).

- ii. The 2018 performance bonuses have been paid in 2019 and that the 2019 bonuses would be paid in 2020, and the budget reflected as such.
- iii. The proposed staff salaries were also discussed, and will be recorded in the following section under "Staff Contracts Approval".
- iv. Motion to approve 2019 ICECA Budget:

1. Motion: Mike B. 2nd: Mark Pass: Unanimous

- c. Staff Contracts Approval (Action Item)
 - i. The staff will each be receiving a 2% cost of living wage increase. The Executive Committee recommended that the 2% be split as a 1% increase in salary and the equal amount be made a performance bonus.
 - ii. Discussion took place regarding salaries and how work is delegated among the staff. Concern was expressed regarding the wage gaps between the staff members as well as work loads. The board also discussed the importance of being informed on the workings of the staff.
 - 1. The board created a Salary Study committee consisting of Jonny Waara, Jeff Ofsdahl, and Mark Bromley to research the salaries of the staff to ensure fair compensation. Rick asked the committee to present their findings in two (2) months at the April Meeting.
 - iii. Motion to approve Chamber Director contract, Office Manager contract, and Executive Director contract amendment for 2019 with the condition the Salary Study committee research comparable salaries/benefits in relation to work loads and will be discussed in two (2) months:

1. Motion: Mark 2nd: Abby Pass: Unanimous

G. Events

- a. Lunch and Learn, Recap The Lunch and Learn was a great success. An estimated 40 people attended the event with Josh Nodurft presenting. Erika live-streamed the event on Facebook which saw around 200 views. Many attendees said they were very happy with the content and look forward to the next event.
- b. Chicagoland Fishing, Travel & Outdoor Expo, Recap The staff and Seth Waters traveled to Schaumburg, IL to the Chicagoland Show. Paul noted that this show was far more lucrative than the Milwaukee Journal Sentinel Show in that the attendees were genuinely interested in information and not just the freebies. Nearly 700 Visitor Guides were handed out at our booth alone; Five Star Marketing was also displaying and they also ran out of Iron County Visitor Guides. This is compared to the 150 that were handed out at the Milwaukee show last spring. The new display, TV, kayak model, and brochures were a head above other displays and many connections were made. There were a total of 16,747 attendees over the course of the 4-day show. Next month, Paul and Leeann will display at Madison's Canoecopia. Erika will be out of town at that time and subsequently will be unable to attend.

H. Chamber of Commerce

a. Review of Top Chamber Member Targets - Erika discussed her top recruitment targets for 2019 as summarized in her Chamber Director Report.

I. Discussion Items

- a. Board of Trustees Members (Action Item)
 - i. Board of Trustees Attendance and Involvement The board members were encouraged to expand their involvement in the workings of the ICECA through various avenues such as committee participation, volunteering at events, helping the staff with recruitment presentations, etc. It was also discussed the importance of meeting attendance; regular attendance to the meetings as well as reading the weekly reports of the staff keeps the board members educated on happenings, updated on happenings, and equips each trustee with information needed when questioned by a business owner, city/township government officer, or any inquisitive citizen. The importance of being well-informed through involvement, attendance, and attentiveness was stressed to each of the board members and that in doing so, the ICECA would continue to not simply exists, but to also grow and thrive. Paul indicated that he'd like to be more involved on an individual basis with each of the board members.
 - ii. Mike S. updated the board on his research into any conflict of interest issues that may arise due to his being elected as a county commissioner. Previously discussed, the by-laws state that if a board member is on the board first and afterwards becomes an elected official into a funding governmental unit, there is no issue as far as the ICECA is concerned. He did, however, discuss the issue with the County as well as Steven Tinti (the County's attorney), and came to the conclusion that at any County meeting where a vote is to take place in an ICECA budgetary manner, Mike will abstain from voting so as not to create any perceived issues of self-interest.
 - iii. Motion made to accept Rick Kinsey as a Board of Trustee member, re-elect Jeff Ofsdahl, Mike Stafford, Becky Waters, and Jonny Waara each for a three (3) year term.

1. Motion: Mark 2nd: Mike B. Pass: Unanimous

2. All thirteen (13) seats of the ICECA Board of Trustees are now occupied.

- b. Event Liquor License Applications (Action Item)
 - i. Motion to accept all proposed liquor licence applications (Rodeo Kick-Off Event, Humongous Fungus Fest, and Harvest and Haunt) as well as accept any forthcoming need for an event liquor license in this calendar year (2019).

1. Motion: Jeff 2nd: Jason Pass: Unanimous

- c. Possible Winter 2020 Event The board brainstormed different ideas for a Winter Event.
- d. Tiered Sponsorships Installment Payments (No Action Needed) A few of the businesses interested in the Sponsorship Packages indicated they'd like to make 2 payment installations for the bigger tier levels. Paul noted that this was outlined as an option when the Sponsorship Packages were voted on and that no additional vote of

approval for payment installations was needed.

- J. Executive Director Update Paul briefed the board on his Executive Director report.
- **K.** Trustee Comments
- L. Adjourn

Next Meeting: March 7, 2019 | 8:00 am | Location: Young's