

Board of Directors — Special Business Meeting

Tuesday January 15th, 2019, 4:00 p.m.

Location: IFAD Office 467 Constitution Way

Idaho Falls, ID 83406

Attendees: Terri Gazdik, John LoBuono, Doug Swanson, Mark Fuller, Salem Thomas,

Kevin Greene, Ryan Suppe, Chad Hammond, Kevin DeKold

Minutes

I. Call to Order - at 4:01 p.m.

II. Action Item – Approve payables - Gazdik - Motion to approve payable. Motion seconded. All in favor. Motion passes.

III. Action Item – Executive Director Search contract with employment Firm - Gazdik - Gazdik suggested to go back to TEG Global because the Board has used their services before for the same position. They are willing to extend the original contract provisions. Fuller has copies of the contract for review and approval. The people at TEG Global understood the urgency for a new director. Fuller asked if the Board wanted to change the requirements for the director or if they should continue using the same job description as before. Fuller explained that the Board would owe TEG Global nothing if the Board chose not to hire one of their candidates. Swanson suggested removing the opening requirement that the person they hire be local. LoBuono asked about requiring a college degree, and it was decided to keep that requirement. The title ‘Executive Director’ was agreed upon instead of ‘Senior Executive Managing Director.’ Fuller said he will make sure TEG Global understands to use both pages of requirements. The Executive Director position is required to be filled a minimum of 90 days, so there is no action needed for the previous director. The press release written by Hammond reached a lot of people and Gazdik had received a lot of comments concerning the leaving of Chip Scott. The contract for the new executive director will be very similar to the one held previously concerning pay, relocation, longevity, etc. Motion to establish TEG Global to recruit an executive director and that it is done under the discussed conditions. Motion seconded. Motion passes. Fuller will contact them and have a contract prepared and will let TEG Global know what sources IFAD plans to use for advertising.

IV. Action Item – Authorize Chair to Hire Interim Director - Gazdik - The time needed to find the full-time executive director is undefined, so the Board is looking for someone to be an interim director. The interim person would be keeping current lines of communication open and continuing projects that are currently underway. LoBuono suggested a $4,000 monthly pay, but Gazdik said that it may not be a full-time position for the interim person so an hourly wage may be better. Gazdik is hoping that the interim person may be someone who knows the current situation fairly well who is willing to step in for the in-between time as TEG Global looks for a new director. LoBuono made a motion to approve giving Gazdik the power to hire an interim person without further discussion from the Board as long as pay would be less than the afore stated $4,000 per month. The interim person would be allowed to apply for the full-time position, but would not have any special consideration. Motion seconded. Motion passes.

V. Adjournment Motion to adjourn. Seconded. Passed. Adjournment at 4:29 p.m.