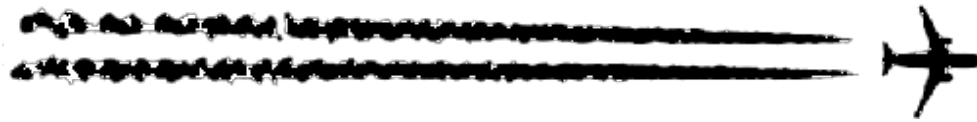




THE INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS



Minutes Skype Board of Directors Meeting

Date: December 3rd, 2019
Time: 4:00pm CST Time
Location: Skype

BOD Members Present: Tara Cook, Kathy McCullough, Christine Albertson, Karen Noll, Davida Forshaw, Erin Jackson, Kara Hatzai

Call to Order: 4:00 pm

Notes

- Question about what is Emily being used for?
 - Is she doing BOD members jobs that they can easily do themselves?
 - BOD voted to hire her on 9/27/2019 Skype call
 - Resume- how can she lead us with this experience?
 - A lot of contract work, “helped” leaders
 - Question on how she is going to lead us
 - Nothing on aviation on resume or grant writing
 - Tara interviewed her: She worked with nonprofits on advocacy to lawmakers. Could use some of those skills down the road. Can Erin or Tara do this?
 - Is admin stuff worth \$50/hr?, 10 hrs/wk. These are not guaranteed hours
 - Frustrated with transformation process
 - Need a flight plan on where we are going
 - Need someone (cannot do all on our own) to help us through this transformation
 - Not admin, or manager, she is an investment
 - Here to implement. We don’t know the steps
 - Job description so that she would have an idea of what we need her to do.
 - Crossover with DSGN and Symboliq
 - Overlap of BOD jobs?
 - Job description was written before we brought on DSGN logic
 - Narrow down her job description?
 - Grant writing, Liaising with hired firms
 - Only does stuff under our direction

- Business transformer
 - Hasn't done more grant writing because we have been waiting for a good face/website to show people
 - Has worked on UPS proposal
 - Helped as a "sounding board" for sponsorship ideas
 - Need to have a strategy meeting on where we want to go
- Logo
 - 7 different opinions? Conflicting information?
 - Did we give him too much info? It literally says "Information Dump," and Michael is complaining that he doesn't know how to identify us because there is just so much
 - Mixed messages to Michael?
 - As a BOD, are we all over the place?
 - Emily asked for logo feedback, how many responded? We responded to Michael for feedback
 - Why is it so hard to come up with something that says "women airline pilots?"
 - Consensus seems to be girl, uniform, airplane
 - Michael laughed at girl with ponytail logo
 - Where is the research if he doesn't like this? Or is it just his opinion?
- Symboliq/DSGN Logic collaboration?
 - They've had a couple conference calls
- Website: Assigned at September BOD Meeting- content written descriptions for website
 - Isn't it Michael's job to figure that out ... how we are moving forward?
 - We have a vision, but we have hired these people to tell us what we need to do to get there
 - Aren't they "the next step?"

Adjourn: 6:28 pm