

**FOLLOW-UP
REPORT TO THE BOARD OF DIRECTORS
BY THE
AD HOC RECOGNITION COMMITTEE**

July 2, 2011

FOR BOARD INFORMATION

President-Elect Jack Creswell asked that the Ad Hoc Committee consider adding the Pace Setter Award to the Baseline Recognition Program, in lieu of it being a part of the Annual Incentive Program as proposed by each President.

The Ad Hoc Committee did consider the request from the President-Elect although the committee's report was adopted at the March Board meeting, and final adoption came with the email vote in April. It is the opinion of the Chair of the Committee, that since the report of the Ad Hoc Committee had been finalized and approved, the charge of the Committee had been completed, and further action was no longer in the purview of the committee.

This issue, however should be presented to the full Board for discussion. There was not a clear consensus from the Ad Hoc Committee, nor was any vote taken. The Committee does agree that growth, early or any, is critical to the growth of Optimist International. The "baseline" program was approved with the understanding that it would be stable for at least five years, and now we have a proposal to change it before it even becomes effective. The issue: additions of further incentive programs should be part of the President's Annual Incentive Programs, or keep changing the baseline program as the organization has done so often over the past decades.

Respectfully submitted,

James Kondrasuk, Chair
Chris Jernigan, Member
David Bruns, Member