

## MINUTES

### BOARD OF DIRECTORS MEETING

June 29, 2016

Québec City Hilton Hotel  
Québec City, Quebec

The following Members of the 2015-16 Board of Directors were in attendance for the entire meeting:

Kenneth Garner	Immediate Past President	Fort Worth, Texas
Dave Bruns	President	Topeka, Kansas
James K. Kondrasuk	President-Elect	Monona, Wisconsin
Marc D. Katz	Director	Berkley, Michigan
Judy Boyd	Director	Urbandale, Iowa
Sue Creswell	Director	Reading, Pennsylvania
Rebecca Butler-Mona	Director	West Des Moines, Iowa
Adrian Elcock	Director	St. Thomas, Barbados
Benny Ellerbe	Executive Director	St. Louis, Missouri
Edwin Finn	President	Optimist International Foundation
Yves Berthiaume	President	Canadian Optimist Children's Foundation
Excused:		
James A. Oliver	Director	Valencia, California
Logan Clemente	JOOI President	Lake Mary, Florida

**Committee Reports are to be considered an integral part of these Minutes.**

**All items are not officially approved and subject to correction until they are adopted at the next meeting of the Board of Directors.**

#### **Wednesday, June 29, 2016**

Immediate Past President Ken Garner called the third regular meeting of the 2015-16 Optimist International Board of Directors to order at 8:03 a.m. with an invocation by Judy Boyd, and a toast to all countries with an Optimist Club was led by the Canadian Children's Foundation President Yves Berthiaume. Board Director Marc Katz led the recitation of the new Mission Statement.

#### **Motion adopted**

To appoint Executive Director Benny Ellerbe as parliamentarian for the meeting.

## **ADOPTION OF CONSENT AGENDA ITEMS**

### **Motion adopted**

To adopt the consent agenda as amended.

**Kondrasuk/Katz**

## **Board Meeting Minutes**

April 1, 2016

April 24, 2016 Teleconference

May 26, 2016 – Eballot

Motion not adopted

That the Board of Directors approve a three-year pilot program for developing countries outside of North America and the Caribbean that would entail an annual affiliation fee of \$225 US and annual dues of \$10 per member in non-Tier 1 countries as defined by the World Bank

## **ADOPTION OF AGENDA**

### **Motion adopted**

To adopt the agenda as amended.

**Butler Mona/Creswell**

## **CONVENTION COMMITTEE REPORT**

An informational report of the Convention Committee was presented to the Board of Directors by Committee Chair Janet Lloyd. On behalf of the Board of Directors Sue Creswell thanked Chair Janet Lloyd for the report.

## **PRESIDENT'S REPORT**

President Dave Bruns addressed the Board of Directors with an oral report and reviewed the report from the Ad Hoc Young Members Committee.

## **PRESIDENT-ELECT'S REPORT**

President-Elect Jim Kondrasuk addressed the Board of Directors and reviewed his written report.

## **30 Under 30 Program**

Rationale: A primary goal of Optimist International is membership growth in a younger age demographic. One way we have been encouraging this is the 30 Under 30 incentive. After four years in place, our Clubs have continued to utilize this program at an increasing rate. More 30 under 30 Members have been added every year since the program was instituted. Since the 30 Under 30 program was introduced on May 1, 2012, it has been used to add 3,257 new under 30 Members to Optimist Clubs. 58% of these Members are still currently active in Optimist Clubs. 1,106 Members have completed their 30 Under 30 year and then stayed on as a regular Member or as a college Member.

30 Under 30 adds by year:

2011-2012 – 576 Members added (program began May 1, 2012)

2012-2013 – 612 Members added

2013-2014 – 664 Members added

2014-2015 – 880 Members added

2015-2016 – 517 Members added (through June 20, 2016)

**Motion adopted**

**Bruns/Creswell**

That the Board of Directors renew the “30 Under 30” program for the 2016-2017 Optimist year.

**Policy I-102; International Development Proposed Revision**

Rationale: Since Optimist International is considering pilot programs for International expansion, and since Optimist International now has staff to handle such growth initiatives, our policy should reflect these new initiatives. The changes reflect what action the Board is considering under the “pilot program” options allowed by the Bylaws. Also, since the International Club expansion will be primarily handled by Optimist International staff, and under current policy any such new clubs are NOT assigned to a District, no new member or club credit under ICD 135 should go to any club or District for any such club building.

**Motion tabled to later in the meeting**

**Kondrasuk/Butler Mona**

That the Board of Directors adopts the following revision to Board Policy I-102 as shown below

International Development

I-102

Optimist International’s primary focus for growth and Club establishment will be North America and the Caribbean. A Club organized outside this area of focus will be required to pay a Charter fee, **an affiliation fee, or other fees as established by the Board of Directors from time to time**, and annual dues based on the applicable tier for its country\*, **or another amount as set from time to time by the Board of Directors under a pilot program**. For administrative purposes, the Clubs and their Members will not be assigned to a District, **and since the International Club building function is handled by Optimist International staff, no membership or new club building credit will be awarded to any Club or District**. Optimist International will electronically provide materials to these Clubs in English or French. The Executive Director must approve in advance the shipment of any materials. ~~The sponsoring District and Club will be awarded credit for new club building upon submission of the new Club's charter.~~

\*As determined by World Bank

**AD HOC INTERNATIONAL DEVELOPMENT COMMITTEE REPORT**

The report of the Ad Hoc International Development Committee was presented to the Board of Directors by Committee Member Sue Creswell for Committee Chair Jim Oliver.

## **International Development Pilot Program**

Rationale: Optimist International was contacted in March by a gentleman in India who inquired about the process for developing Optimist clubs in his country. He is a former Roterac president and indicated a desire to develop several clubs for service in areas where he lives, southeast of Mumbai. He has since indicated that he has developed a “road map” for club development in India. His contact coincided with consideration by the International Development ad Hoc Advisory committee with means to streamline and enhance development of Optimist Clubs outside of North America and the Caribbean. The Committee recommended non-developed countries pay a new club fee of \$225 US and member dues at \$10. Staff reviewed the recommendation and suggests the new club fee be modified to become an annual affiliation fee of \$225 while member dues would still be \$10. This scenario will allow for a revenue stream to Optimist International while maintaining accessibility for membership through a reduced rate.

**Motion adopted**

**Creswell/Katz**

**Elcock abstained**

That the Board of Directors approve a three-year pilot program for developing countries outside of North America and the Caribbean that would entail an annual affiliation fee of \$225 US and annual dues of \$10 per member in non-Tier 1 countries as defined by the World Bank. Effective immediately.

Fiscal Impact: Unknown at this time

On behalf of the Board of Directors Ken Garner thanked Sue Creswell for the report.

## **EXECUTIVE DIRECTOR’S REPORT**

Executive Director Benny Ellerbe addressed the Board of Directors and reviewed his written report.

### **USA Football as an Endorsed Organization**

Rationale: Numerous Optimist International Clubs presently participate and conduct youth flag and tackle football programs, utilizing volunteer coaches, members and regrettably non-members. It is known that many of our Clubs currently participate in the training and certification of coaches that USA Football offers. USA Football is the Official Youth Football Development Partner of the National Football League, its 32 teams and the NFL Players Association. As the sport’s national governing body and member of the U.S. Olympic Committee, USA Football partners with leaders in medicine, child advocacy and athletics to support positive football experiences for youth, high school and other amateur players. Partnership with USA Football and Optimist International would be positive step forward in serving our Clubs that offer youth football and provide these Clubs with training and certification for player safety. Additionally, we would be able market our organization and Club model to hundreds of independent football leagues as an official partner of USA Football.

**Motion adopted**

**Bruns/Boyd**

That the Board of Directors on its own initiative as per Policy I-36, approves USA Football as an endorsed Organization of Optimist International.

**EXPENSES OVER 15% OR \$5000 OFF BUDGET**

**Motion adopted**

**Elcock/Katz**

That the Board of Directors approve the following variances to the 15-16 budget:

The meeting recessed at 9:25 a.m. and reconvened at 9:44 a.m.

**CANADIAN CHILDREN’S OPTIMIST FOUNDATION REPORT**

The written report of the Canadian Children’s Optimist Foundation was presented to the Board of Directors by President Yves Berthiaume. On behalf of the Board of Directors President Ken Garner thanked President Berthiaume for the report.

**OPTIMIST INTERNATIONAL FOUNDATION REPORT**

An informational report of the Optimist International Foundation was presented to the Board of Directors by President Ed Finn. He introduced the new foundation executive director, Craig Boring. On behalf of the Board of Directors Ken Garner thanked President Finn for the report.

**AUDIT & FINANCE COMMITTEE REPORT**

The report of the Audit & Finance Committee was presented to the Board of Directors by Committee Chair Karen Monville.

**2016-2017 Master Schedule of Dues and Fees**

Rationale: The 2016-2017 schedule includes a cost of living increase of .7%, which will increase dues 33 cents for regular adult members. This increase is included in the 2016-2017 budget.

**Motion adopted**

**Katz/Boyd**

That the Board of Directors adopts the Master Schedule of Dues and Fees as presented and attached to these minutes.

**Budget for Fiscal Year 2016-2017**

Rationale: The International Audit and Finance Committee, in consultation with the President-Elect, established initial premises for the draft budget at its March 2016 meeting. The initial draft budget was

developed based upon the sale of the Optimist International Headquarters office. Since the sale of the building did not come to fruition, the Committee has revised the budget accordingly.

**Motion adopted**

**Butler Mona/Kondrasuk**

That the Board of Directors approve the 2016-2017 budget as presented.

**Auditing Firm**

Rationale: Since Optimist International has used the same auditing firm for a number of consecutive years, the Committee felt it had a fiduciary duty to request proposals for auditing services from other firms. The Committee reviewed proposals from three other firms and a proposal from our existing firm, RubinBrown. Upon careful review of the proposals, the Committee recommends continuing with RubinBrown because of their significant experience working with not-for-profit organizations, their ability to provide consultation on unique accounting and tax issues, depth of their resources, and their proven history of providing quality service to Optimist International. Additionally, RubinBrown's fee structure was comparable with two of the three outside proposals.

**Motion adopted**

**Creswell/Boyd**

**Garner abstained from both voting and the discussions for professional reasons**

That the Board of Directors approve RubinBrown as the auditing firm for fiscal year 2016-2017.

On behalf of the Board of Directors Marc Katz thanked Chair Karen Monville for the report.

**REGIONAL REALIGNMENT REQUEST**

Letter to the Board of Directors from Atlantic Central District Delores Wright:

The Atlantic Central District at its 2<sup>nd</sup> Quarter Board Meeting on February 27, 2016 approved a motion to request the International Board approve a motion to move the Atlantic Central District from Regional 1 to Region 3. This move is to be effective as soon as possible but no later than October 1, 2017. The Atlantic Central District shares a long border with The Maryland South Delaware District as has for the past two years as well as the current year held a joint District Convention. Looking at the population of our District, we are largely located in the south east and south central regions of Pennsylvania and Northern Delaware – a state we share with Maryland South Delaware. We feel that this is a good fit for us considering our working relationship with Maryland South Delaware. Thank you for your consideration of this request.

**Motion adopted**

**Bruns/Creswell**

That the Board of Directors approve the request of the Atlantic Central District to move the District into the Mid-Atlantic Region, effective no later than October 1, 2017.

**STRATEGIC GROWTH PLAN**

Executive Director Benny Ellerbe presented the Board of Directors with a draft of a Strategic Growth Plan.

## **Ad Hoc Strategic Growth Plan Committee**

### **Motion adopted by unanimous consent**

That the Board of Directors approve the creation of an Ad Hoc Strategic Growth Committee.  
(Note: President Dave Bruns appointed Mark Weinsoff as chair, Adrian Elcock, Rebecca Butler Mona, Nicole Paquette, and Daniel Mallard)

## **GOVERNANCE COMMITTEE REPORT**

The report of the Governance Committee was presented to the Board of Directors by Committee Chair Paul Lucas.

### **Qualification for International Officers**

Rationale: At the request of President Bruns, the following Bylaws Amendment Proposal was offered to the Board of Directors by the Governance Committee to consider the means to which an appointee to an International Office is vetted to serve and noting that the International President and Board of Directors have the authority to appoint an individual when/if an elected position becomes vacant. It was noted that there is no policy that covers the necessity of vetting that individual for the qualifications that office requires. The Board of Directors adopted the amendment proposal and it was published and distributed to Optimist Clubs as a proposal going to the floor of the 2016 International Convention for discussion and vote. However, after the Bylaws Amendment Proposals were distributed, Optimist Member Bob McFadyen noted that the wording as presented may be confusing. The Candidate Qualifications Committee Chair Mark Shriver and Governance Chair Paul Lucas agrees. Therefore, it is suggested that the Board of Directors endorse an amendment that will be offered on the floor to make the wording more succinct and more indicative of the intent of the proposal.

### **Motion adopted**

**Katz/Creswell**

That the Board of Directors endorse the following amendment that will be offered to Bylaws Amendment Proposal Item 4. Qualifications for International Officers as shown below and allows the Chair of the Convention to present the proposed amended wording to the delegates as shown below:

Article IV, International Conventions and Elections

Section 3. *Online Elections*. Elections for the officers and Board of Directors of Optimist International.

A. *Elections for the Board of Directors*.

1. *President-Elect*. The Candidate Qualifications Committee shall seek and receive the names and qualifications of prospective President-Elect Candidates and announce its nomination(s) on March 1. Any person desiring to be placed in nomination for President-Elect shall be nominated no later than April 1 by two Clubs. Those two Clubs must be from two different Regions.

Current Proposal:

The vote for the office of President-Elect shall take place after all nominations are announced by the Candidate Qualifications Committee (**assuming the candidates meet the necessary qualifications for the office**).

Proposed Amendment to the Current Proposal:

The vote for the office of President-Elect shall take place after all nominations (**who meet the necessary qualifications**) are announced by the Candidate Qualifications Committee (~~assuming the candidates meet the necessary qualifications for the office~~).

The Club President, or Club designee as approved by the Club Board of Directors, shall cast the Club's votes. Voting shall continue for 30 calendar days. The individual receiving the highest number of votes cast shall be elected. The President-Elect shall assume the office of President on the first day of October in the calendar year next following this election. The term of office shall be one year.

2. *Immediate Past President.* The President shall assume the office of the Immediate Past President immediately upon completion of his/her term as President. Should the President be unable to assume the office of Immediate Past President, the next most recent Past President, who is willing to fulfill this position, shall fulfill the office of Immediate Past President.
  3. *Directors-At-Large.* There shall be six Directors-At-Large on the Board of Directors. Two Directors-At-Large shall be elected annually to serve a term of three years as a Director. To be eligible for the position of Director-At-Large, a person must have served all of a term as a District Governor. The Candidate Qualifications Committee shall seek and receive the names and qualifications of prospective Board Directors-At-Large and announce its nominations on March 1. Any person desiring to be placed in nomination for a Director-At-Large position must file an intent to run by April 1 of the year the election is to occur. The Candidate Qualifications Committee shall submit for nomination the names of those persons who have submitted an intent to run (assuming they meet the necessary qualifications for the office) and any candidate(s) considered on their own motion by April 1 of each year. The Club President, or Club designee as approved by the Club Board of Directors, shall cast the Club's votes. Voting shall continue for 30 calendar days. The two individuals with the highest number of votes will be elected.
- B. *Elections of Vice Presidents-Elect.* The number of Vice Presidents-Elect shall be equal to the number of Regions. Vice Presidents-Elect shall be elected to serve a term of one year as Vice President-Elect to become Vice President on 1 October in the calendar year following their election as Vice President-Elect.

Current Proposal:

The Candidate Qualifications Committee shall seek and receive the names and qualifications of prospective Vice President-Elect Candidates and announce its nominations(s) (**assuming they meet the required qualifications for the office**) on March 1.

Proposed Amendment to the Current Proposal:

The Candidate Qualifications Committee shall seek and receive the names and qualifications of prospective Vice President-Elect Candidates and announce its nominations(s) (~~assuming they who meet the required qualifications for the office~~) on March 1.

Any person desiring to be placed in nomination for Vice President-Elect shall be nominated no later than April 1 by two Clubs. Those two Clubs must be in two different Districts within the Region. Nominations shall be designated for one of the specific Regions and such nominations shall be of an individual(s) residing within that Region. Clubs shall vote for the Vice President-Elect nominee by Region, with each Club President, or Club designee as approved by the Club Board of Directors casting the Club's votes for a Vice President-Elect nominee by Region in which the delegate's Club is located. Voting shall continue for 30 calendar days. A candidate for each Region shall be deemed elected who has received the highest number of the votes cast in that Region.

### **Policy I-126; Optimist International Code of Ethics for Officers and Employees**

Rationale: President Dave Bruns requested that the Governance Committee review the Code of Ethics policies to determine if the policies were current and up to date with contemporary language. In reviewing Policy I-126, the committee noticed that most of the verbiage was directed to staff and not inclusive of International Officers and Board of Directors. The last paragraph of the current policy dealing with Health and Safety is strictly an employee policy and it was noted that the verbiage is appropriately contained in the Employee Policy Manual.

#### **Motion adopted**

**Katz/Creswell**

That the Board of Directors revise Policy I-126 as presented and to re-number the Policy as ICD-126 to reflect the usage by Clubs, Districts, and International.

#### **Optimist International Code of Ethics for ~~Employees, Officers, and Staff~~ I-126-ICD-126 International, District and Club Officers, Board of Directors and Employees**

This Code of Ethics is to promote honest, ethical and, lawful business conduct by its Employees, **International, District and Club** Officers, and **Board of Directors**. The code is neither a contract nor a comprehensive manual that covers every situation that may arise, but it sets out basic principles to guide all Personnel.

All **International, District and Club Board** Directors, Officers, and Staff members of Optimist International agree on the following statements:

Compliance with Laws, Rules, and Regulations

All **International, District and Club Board of Directors, Officers and International Staff Personnel** must respect and obey the laws of the cities, states, and countries in which Optimist International does business. Although **International, District, and Club Directors, and Staff Personnel** are not expected to know all the details of these laws, it is important to know enough to determine when to seek advice from **Optimist leaders**, supervisors, managers, or other appropriate organization representatives. Perceived pressures from **other Optimists**,

supervisors or demands due to business or **Club, District, or Optimist International** conditions are not excuses for violation of the law.

### Diversity

The diversity of the organization ~~'s employees~~ is a tremendous asset. ~~We are~~ **Optimist International** is firmly committed to providing equal opportunity in all aspects of employment **and membership** and will not tolerate any illegal discrimination or harassment of any kind. ~~We will recruit, hire, promote, compensate, and provide other conditions of employment without regard to a person's race, color, religion, gender, age, national origin, sexual orientation, veteran status, disability, or any other status covered by employment laws. We will make a good faith effort to provide reasonable accommodations to people with disabilities.~~

### Confidentiality

**International, District and Club Officers, Board members, and E** employees must maintain the confidentiality of confidential information entrusted to them by Optimist International or its ~~members customer,~~ except when disclosure is authorized by the organization's management or required by laws or regulations. Confidential information includes all non-public information. The obligation to preserve confidential information continues even after **the term of office or** employment ends.

### Record-Keeping / Public Disclosure

Optimist International requires honest and accurate recording and reporting of information in order to make responsible business decisions.

All of the organization's financial books, records and accounts must accurately reflect transactions and conform both to applicable legal requirements and to the **organization's** ~~company's~~ system of internal controls. No false or artificial entries may be made. When a payment is made, it can only be used for the purpose spelled out in any supporting document. **International, District, and Club Officers, Board of Directors, and staff Personnel** are required to cooperate fully with internal and external auditors.

All business records and communications should be clear, truthful and accurate. Business records and communications often become public, and **the organization** ~~we~~ should avoid exaggeration, colorful language, derogatory remarks, guesswork, or inappropriate characterizations of people and companies that can be misunderstood. This applies equally to e-mail, internal memos, ~~and~~ formal reports, **and other communications media**. Records should always be retained or destroyed according to the organization's record retention policies.

### Protection and Proper Use of **Optimist International's** ~~Company~~ Assets

All **International and Club Officers, Directors, and** employees should endeavor to protect Optimist International's assets from loss, damage, misuse, or theft. Any suspected incident of fraud or theft should be immediately reported for investigation. Optimist International

equipment should not be used for **organizational non-company** business, though incidental personal use may be permitted.

### ~~Health and Safety~~

~~Optimist International strives to provide each employee with a safe and healthful work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions. Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs or alcohol.~~

## **Policy ICD-13; Optimist International Code of Ethics for Optimist Members**

Rationale: In conjunction with the above item, the Committee reviewed the other policy dealing a code of ethics for Optimist members. Specifically of concern is the bylaws amendment proposal going to the delegates at the July 2016 convention revising the following section:

Article VI, International Officers

Section 1. *Officers.* **All officers shall be of high moral and ethical character.** The officers of Optimist International shall be the President, the Immediate Past President, the President- Elect, the Vice Presidents and the secretary-treasurer. The Vice Presidents shall be elected as set forth in these Bylaws. Except for the secretary-treasurer, the term of office shall be one year.

In order to determine a definition of what is considered “high moral and ethical character,” the Committee offers the following language to be added to the policy to at least give guidance to a standard of ethics.

### **Motion adopted as amended**

**Butler Mona/Bruns**

That the Board of Directors adopt the following revision to Policy ICD-13 as shown below:

### Optimist International Code of Ethics for Optimist Members

ICD-13

Optimist International is a worldwide organization of men, women, and youth focused on Optimism and the betterment of youth, community and the world.

All Optimists should conduct themselves in accordance with the Purposes of Optimist International and the principles of the Optimist Creed. In light of the purposes of Optimism and the Optimist Creed, Optimists should endeavor to treat others with respect, dignity, integrity, and concern.

**Any current or potential member convicted of ~~or having pending charges of~~, criminal offenses involving moral turpitude or endangering youth shall be ineligible for membership.**

**Any current member having pending charges involving moral turpitude or endangering youth shall have their membership suspended until such charges are cleared.**

**Policy I-138; Criminal Background Checks for Officer Nominees and Credit Checks for President-Elect Nominees**

Rationale: Since President-Elect nominees are required to submit a financial credit check to be eligible for office, the Committee suggests that the policy's title be revised to reflect current practice.

**Motion adopted**

**Creswell/Katz**

That the Board of Directors adopt the following revision to the title of the policy as shown below:

Criminal Background, ~~and~~ Public Records Checks for Officer Candidates I-138  
**and Credit Checks for President-Elect Candidates**

The meeting recessed at 11:00 a.m. then reconvened at 11:20 a.m. in executive session. The meeting then recessed for lunch at 12:30 p.m.

The meeting reconvened into regular session at 3:05 p.m.

**AD HOC INTERNATIONAL DEVELOPMENT COMMITTEE REPORT (CONT'D)**

**Policy I-102; International Development**

**Motion adopted**

**Kondrasuk/Butler Mona**

That the Board of Directors adopts the following revision to Board Policy I-102 as shown below

International Development

I-102

Optimist International's primary focus for growth and Club establishment will be North America and the Caribbean. A Club organized outside this area of focus will be required to pay a Charter fee, **an affiliation fee, or other fees as established by the Board of Directors from time to time**, and annual dues based on the applicable tier for its country\*, **or another amount as set from time to time by the Board of Directors under a pilot program**. For administrative purposes, the Clubs and their Members will not be assigned to a District. ~~and since the~~ Optimist International will electronically provide materials to these Clubs in English or French. The Executive Director must approve in advance the shipment of any materials. The sponsoring District and Club will be awarded credit for new club building upon submission of the new Club's charter. **Where International Clubs are built and handled by Optimist International staff, no Club or District will receive membership or new club building credit under the Awards Program.**

\*As determined by World Bank

There being no further business, the meeting recessed at 3:50 p.m. and adjourned after the banquet on Saturday, July 2, 2016.

Benny Ellerbe  
Executive Director/Secretary

**OPTIMIST INTERNATIONAL  
 MASTER SCHEDULE OF DUES, FEES, ASSESSMENTS, & SCHOLARSHIPS  
 2016-2017 FISCAL YEAR  
 SUBJECT TO CHANGE PER NOTATIONS AT END OF SCHEDULE (US \$)**

<u>DESCRIPTION</u>	<u>AMOUNT</u>	<u>COMMENTS</u>
Processing Fee	\$15.00 \$5.00 College Member	Set by Bylaws, Article VIII - Section 2E (New Member in existing Clubs)
Former Member Processing	\$5.00	Set by Bylaws, Article VIII - Section 2E
New Club Charter Fee		Set by Board as authorized by
Tier 1	\$425.00	Bylaws, Article III - Section 1A2B
Tier 2	\$325.00	
Tier 3	\$225.00	
Conversion Fee	\$400.00	Transfer of affiliation of existing service Club - Not in our organization
Life Membership Fee	\$470.80	Set by Bylaws, Article III - Section 1A1
Friend of Optimist	\$100.00	\$60.00 goes to Optimist International \$40.00 goes to the Club/District that sponsors the Member, Set by Bylaws Article VIII - Section 2G
Oratorical Scholarships	\$2,500.00	District has the option to award 2 @ \$2500 each or to award 3 as follows: 1st place \$2500, 2nd place \$1500, 3rd place @ \$1000
C.C.D.H.H. Scholarships	\$2,500.00	One per District that participates.
Essay Scholarship	\$2,500.00	One per District that participates.

NOTES: ALL DUES, FEES, AND ASSESSMENTS SET BY BYLAWS ARE SUBJECT TO CHANGE BY THE DELEGATES AT AN INTERNATIONAL CONVENTION IN ACCORDANCE WITH ARTICLES IX OF THE BYLAWS, WHICH GOVERN AMENDMENTS TO THE BYLAWS.

FEES, ASSESSMENTS, AND SCHOLARSHIPS ESTABLISHED BY BOARD POLICY ARE SUBJECT TO CHANGE BY A VOTE OF THE BOARD OF DIRECTORS IN ACCORDANCE WITH BOARD MEETING PROCEDURES.



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