

## **Meeting Logistics**

### **Venue**

The meeting was conducted virtually via Zoom.

### **Teleconference Bridge**

Thanks to Gershon Janssen for providing the teleconference bridge.

### **Meeting Documents**

All meeting documents are available to Board members in the HigherLogic Board Plus workspace.

## **Attendance**

### **Directors Present:**

- Pablo Breuer
- Jim Cabral (Role: Secretary)
- Gershon Janssen (Chair)
- Bret Jordan (Vice-Chair)
- Jason Keirstead
- Vasileios Mavroeidis
- Daniel Riedel (Treasurer)
- Omar Santos
- Daniella Taveau
- Jay White

### **Staff Present:**

- Jim Cabral (Role: Interim Executive Director)
- Jamie Clark
- Kelly Cullinane
- Cathie Mayo
- Mary Beth Minto

### **Absent:**

- Daniel Rohrer

## **Agenda**

### **Meeting Commencement and Administrative matters**

Gershon took the roll call. The meeting had a quorum. Gershon reviewed the agenda for the special Board meeting and noted that discussions would be limited to the listed agenda topics.

### **Approve the delegation of responsibilities to the Executive Director**

Gershon described the typical Executive Director responsibilities and shared the following:

- OASIS typically delegates various responsibilities to the Executive Director. Sheet "[Proposal Delegation of Responsibilities Oct2024v01](#)" lists responsibilities from the Bylaws from the perspective of organizational financial and operational processes, existing assignments, and new assignments. The delegation changes suggested are marked in red, showing the

offset between the existing situation (now) and the suggested one.

Gershon moved to approve the delegation of responsibilities to the Executive Director and Pablo seconded. Jim recused himself. There were no objections and the motion was approved.

### **Discuss and approve the OP dues restructuring proposal**

Gershon introduced the discussion on the OP dues restructuring proposal, which involved phasing out the OP sponsor dues for organizations with <10 employees (\$2,600) and adjusting the current \$6,300 dues category to encompass all organizations with <100 employees.

There were concerns about the impact on OCA members and other smaller organizations who've joined OASIS. Board members requested more data on the financial impact of the current dues structure.

The Board decided to table the motion and bring the topic back for further discussion after gathering more data and analyzing the potential impact on different types of members.

### **Discuss and approve the dues increase proposal**

Gershon shared the [2025 Proposed 3% Dues Increase](#) proposal and noted that if OASIS plans to increase dues on 1 Jan 2025, all members need to be informed in a timely manner.

The directors discussed the proposal to raise dues and shared their perspectives. Concerns were raised about the potential for member attrition due to the increase, and data was requested on the anticipated impact. It was suggested to focus on adding value to member benefits to improve retention and engagement. Reports were cited indicating that membership cancellations are typically not driven by dues increases. A request was made to analyze member engagement and attrition patterns. It was proposed to increase dues every other year instead of annually.

The matter will be discussed further by staff in the coming weeks, and the deadline for the dues increase will be adjusted. No motion was put forward at this time.

### **Adjournment**

Gershon concluded the meeting at 3:05 PM ET.

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## **Resolutions:**

### **Resolution 2024-10-29.01**

The Board resolves to approve the responsibilities delegations as detailed in document 'Proposal Delegation of Responsibilities Oct2024v01', effective immediately.