

# Board of Directors

Association of Old Crows  
1001 N. Fairfax St., Suite 300  
Alexandria, VA 22314

## MINUTES

16 February 2023



### THOSE PRESENT

#### Executive Committee

- Brian “Hinks” Hinkley, President
- Myles Murphy, Vice-President
- Dennis “Mancub” Monahan, Secretary

- Greg “Patch” Patschke, Treasurer
- Erik Bamford, International
- Shelley Frost, Executive Director

#### At Large Directors

##### 2023

- Greg Patschke
- Michael Ryan

##### 2024

- Nino Amoroso
- Steve Oatman

##### 2025

- Ken Dworkin
- Dr. Haruko Kawahigashi

#### Appointed Directors 2024

- Frank Ball
- Ken “Kilo” Parks

#### Regional Directors

##### 2023

- Karen Brigance, Southern
- Myles Murphy, Northeast
- Jurgen Opfer, International II

#### Regional Directors

##### 2024

- Dennis Monahan, Mid-Atlantic
- Wayne Shaw, Mountain-Western
- Jim Utt, Central

#### Regional Directors

##### 2025

- Amanda Brockermeier, Pacific
- Erik Bamford, International I
- Mark Schallheim, Northwest

#### Past President

- Glenn “Powder” Carlson

#### Board of Governors (non-Voting)

##### 2024

- Jesse “Judge” Bourque
- Tuhin Das

#### Staff and Others (non-Voting)

- Shelley Frost
- Glorianne O'Neilin
- Hollann Schwartz
- Ken Miller
- Kathy Hartness
- Josie Iapalucci
- Raleigh Leavitt
- Christine Armstrong
- Tony Ramos

#### Legend:

Present

Not Present

Present by Zoom/Telephone



## CALL TO ORDER

Proper meeting notice having been given and with a **QUORUM** present, the meeting **CONVENED** at 4:05 pm EST, Thursday 16 February, at the AOC office in Arlington and by Zoom and teleconference. President Hinkley called the meeting to order.

## SECRETARY REPORT

It was **MOVED and SECONDED** (Hinkley/Amoroso) to **APPROVE** the minutes of the 17 November 2022 BoD meeting. **MOTION PASSED.**

## BOD TREASURE'S REPORT

Treasurer Patschke opened up his briefing with a request for a volunteer to replace him as the Treasurer when his term ends later this year.

Treasurer Patschke provided a review of the 2023 financials and made a recommendation to increase the 2023 Reserve Fund Allocation from \$2,200K to \$2,446K.

The AOC realized \$554K in market losses and \$104K in asset depreciation in 2022. Overall account balance stands at \$4,647K as of 31 December 2022 with Total Reserve Fund Allocation of \$2,200K dollars for 2022 (Contingency Operating Reserve Fund of \$2,054K dollars and the Capital Expenses Reserve Fund of \$146K dollars). Annual planned obligations will increase from \$366K in 2022 to ~\$393K for 2023; P/L actuals in December 2023 were \$1.6K; and "Extra Funds" amounted to \$2,083K. The increase in operating expenses is the basis for increasing the Reserve Fund Allocation.

It was **MOVED and SECONDED** (Patschke/Murphy) to **APPROVE** the Treasurer's Financial Report as presented. **MOTION PASSED.**

## ANNUAL SYMPOSIUM REPORT

President Hinkley opened with a review of the results from the Symposium Committee planning meeting for the 59<sup>th</sup> Annual AOC International Symposium & Convention that was conducted just prior to the BoD meeting. They are working hard and making progress towards getting everything completed in time to establish a successful International Symposium.

President Hinkley will be the Symposium Chairman but there will also be Co-Chairman for each day of the Symposium.

The panel identified roughly 18 potential keynote speakers for engagement. Invitations will go out shortly.

Overall theme is going to be along the lines of Enhancing EMS Superiority for Near-Peer Challenges. The intent is to show the collaboration and partnering for International and United States militaries as well as professional organizations (AFCEA, DEPS, IEEE, Intelligence Professional Society, others) who are passionate about making things better for warfighters. Topics for panels include EMS oversight, ITAR/FMS, Command and Control, Disruptive EW Technologies, Current Threats and Challenges (Ukraine & China), Training, EMSO across all domains, etc.



The plan fits very cleanly with what the AOC identified in the strategy. It leverages the advocacy piece with engaging Congressional Staffers, Industry Executives, Military Leaders, and Academia.

Next steps:

- Look at those 8-10 areas, identify the Keynote speakers, identify additional speakers, identify where we will have panels and where we will have individual speakers.
- Create opportunities on the floor for industry to conduct lightening rounds where they can highlight their activities.
- Create opportunities for military to have opportunities to engage with industry on potential transition opportunities.
- Create opportunities for military members to engage with Senior Military Leaders on their career concerns in the military.

## **STRATEGY COMMITTEE UPDATE**

Mr. Myles Murphy provided a high-level brief on the AOC Vision, Strategy, Strategic Goals, and 2023 Operating Plan.

Growth Oriented Strategy looks out to 2026 and ties back to the 5 pillars: build an advocacy and communications enterprise; diversify streams of revenue; grow global membership; strengthen international programs; and grow professional development.

Presented several actions that have been taken to support growth objectives. Actions since the last BoD include:

- Reviewed expired memberships, engaged with chapters to update their membership lists. Strategy Committee has begun automated email campaigns as well as lunch and learn activities with chapter officers on the topic of recruitment to help increase membership levels.
- Held monthly internal staff meetings to develop the Communications and Marketing Plan.
- Reviewed capabilities of multiple potential candidate AMS databases and websites for 2023 selection and 2024 implementation.
- Has identified potential further activities that are contingent on findings from McKinley Advisors strategic review of AOC.

Presented several actions that have been taken to support advocacy and communications objectives. Actions since the last BoD include:

- Building Congressional outreach and education program.
- Improving collaboration with Naylor to improve creation and distribution of original content in the JED.
- Adding to the AOC history initiatives.



Presented update on recent activities related to diversifying streams of revenue objectives. These include:

- Starting to receive advertising revenue from podcasts; working on using Twitter spaces for live streaming. AOC Europe will be the first event to be live streamed for AOC.
- Convention & Symposium planning. There will be 5 classified conferences this year.

Presented update on recent activities related to international expansion objectives. These include:

- Ken Miller and Sean Fitzgerald attending AOC Europe to increase AOC stakeholder outreach.
- Bob Andrews and Erik Bamford meeting in June to map out future NATO Subgroup 2 meetings.

Presented update on activities related to education objectives. Some of the planned actions are waiting on the McKinley Advisors assessment to conclude. Others include continuing the webinar program and including 2022 Future 5 winners into the 2023 selection process.

Going forward: intent to hold quarterly reviews with Staff and BoD/Committee members; and the Five-Year Strategic Plan will undergo a review with the BoD in Fall of 2023.

## **NOMINATIONS & ELECTIONS COMMITTEE UPDATE**

Mr. “Cowboy” Ball provided an update on the upcoming elections timeline.

Nominations & Elections (N&E) Committee looked at how similar organizations conduct Leadership selection to see if there are ways to improve the AOC process. Recognizing the goal is to elect the right person with the appropriate background and experience, they looked at MOAA as a comparison and found there is no real significant difference in how both organizations conduct nomination and voting processes if we follow the OPMAN.

Positions open for the next AOC election include President Elect, Directors-at-Large (2), International Region (2), Southern Region, and Northeastern Region.

The N&E committee reviewed the qualifications requirements for the positions that are up for election later this year which sparked significant discussion.

The N&E committee also looked at Ranked Choice Voting and determined we do not have a large enough base to use this method.

The N&E committee recommends adding two (2) Young Crow Directors; one (1) to the BoD and one (1) to the BoG.

## **AWARDS**

Mr. “Kilo” Parks provided an update on Awards Committee actions.

Many of the 2022 award winners were presented with their awards at AOC events.



30 April deadline for awards is coming up; looking for help from Regional Directors to get the word out.

OPMAN 31 is up for review and update in 2023.

## GOVERNANCE

Karen Brigance provided an update on governance actions which include:

- OPMAN 13 Appendix A was reviewed, and no updates were required.

The following documents will require review in 2023:

- OPMAN 16 – Meeting Minutes
- OPMAN 21 – Financial Management
- OPMAN 41 – Conference Planning, Operations, and Reporting
- OPMAN 72 – Annual Chapter Recognition Program

## EXECUTIVE DIRECTOR (ED) REPORT

Mrs. Shelley Frost provided a brief update on AOC staffing, upcoming conferences, and planned engagements. Actions include:

- Alexis Smith has recently been hired as Registration and Conference Coordinator.
- 2022 End of Year report was posted for review before giving Chapter Officers access.
- Strategy Committee met with Naylor and we seem to be making improvements to making the JED more successful.
- New database decision will be made in May.
- Looking to understand SMEs across various fields for media requests. Established an excel spreadsheet and sending it out to better support media requests.
- Received many boxes of artifacts from the National Electronics Museum (NEM). Will be digitizing video and audio content. Have tried to find new hosts for this content but nobody seems interested. Will likely give it back to the NEM for final actions.
- Provided upcoming conference update. Also created an engagement calendar for these (and other) events.
- Provided Bod/Bog schedule.
- Provided brief update on initial findings from the quantitative Survey conducted by McKinley Advisors as part of the ongoing assessment. Environmental scan has been posted for BoD review.



## CLOSING COMMENTS

President Hinkley expressed being really pleased with the progress of the McKinley work and asked for a review of the assessment at the next BoD meeting. He also stated that he is excited that everything we are working on aligns to the 5-year plan; it is a consistent strategy and all the committees are working along those lines. He looks forward to seeing everyone at the conferences and getting the AOC out there and more visible in representing this capability and community.

President Hinkley thanked everyone for a productive meeting.

It was **MOVED** and **SECONDED** (Hinkley/Parks) to adjourn the meeting. **MOTION PASSED**.  
President Hinkley **ADJOURNED** the proceedings at 1750EST, 16 February 2023.

## RESPECTFULLY SUBMITTED

Presented by the Secretary for APPROVAL by the Board of Directors on 10 June 2023.

*Dennis Monahan*

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Dennis Monahan, Secretary

10 June 2023

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Date

