

Board of Directors

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




MINUTES




13 April 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
- Vacant

Staff and Others (non-Voting)

-  Shelley Frost
-  Glorianne O'Neilin
-  Tony Ramos
-  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 4:07 pm EST, Wednesday 13 April, by Zoom and teleconference. President Hinkley called the meeting to order.

President Hinkley opened with a review of the planned 2023 Schedule of BoD and BoG meetings.

President Hinkley provided a quick update on the activities of the Symposium Committee; they are working hard and making progress towards getting everything completed in time to establish a successful International Symposium.

President Hinkley briefed the BoD that he recently signed an Exclusion Resolution Memo. It has been posted on the portal and is available for review. This document:

- Excludes our international members from access to classified information and from adversely affecting performance on classified contracts.
- Exclusion Resolution signed by Brian Hinkley and adopted by AOC in accordance with 32 CFR, part 117 (NISPOM)
- An updated Exclusion Resolution will be drafted after the next Board of Directors elections this year.

SECRETARY REPORT

Dennis did not have minutes prepared from the last meeting. Those minutes will be prepared and provided to the Board for approval at the next BoD meeting.

Dennis reviewed the action items. Two items remain open:

- **D2020-10: Assigned to** Staff/Strategic Planning Committee. **ITEM:** In support of Board's "Top-to-Bottom" N&E review, analyze alternatives to AOC Leadership selection compared to other Associations.
- **D-2021-01: Assigned to** Membership/Communications. **ITEM:** Update our standardized AOC message used when visiting Chapters.

BOD TREASURE'S REPORT

Treasurer Patschke opened up his briefing by introducing Jim Utt as a new member to the Finance Committee.

Treasurer Patschke provided a review of the 2023 financials and spoke briefly about the audit.

The AOC has experienced almost \$600k in growth due to early exhibit sales and market growth. Overall account balance stands at \$5,246K as of 13 April 2023 with Contingency Operating Reserve Fund set at \$2.3 million dollars and the Capital Expenses Reserve Fund at \$146K dollars. Annual planned obligations amount to ~\$393K for 2023; P/L Estimate at -\$506K; and "Extra Funds" at \$1,902K.



The audit is now complete and final report was received on 12 April. Finance Committee is reviewing the report and will post it once the review is complete.

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

EDUCATION AND MEMBERSHIP ASSESSMENT UPDATE

Mr. Patrick Glaser and Mr. Noah Braunstein, McKinley Advisors, provided an initial brief to the Board on the survey analysis and interview project.

The project began in October 2022 and is expected to conclude with a final report in July 2023.

The purpose of the project is to glean insights from individuals about their experiences with AOC membership, find what they are looking for from an educational portfolio perspective, identify trends and challenges, benchmark the AOC against similar organizations, and provide findings and recommendations to the Board.

Initial high-level findings from interviews and surveys include:

- The AOC's purpose is to connect and educate the EW/EMSO community, advance awareness of EMSO operations and related professions, and provide advocacy.
- Areas where the AOC excels or provides benefit include the webinars, JED magazine, symposiums and conferences, networking, advocacy, and podcasts.
- The AOC has a unique position that, while focused on EW/EMSO, provides access to different membership audiences and engages with adjacent organizations and markets.
- Opportunities for the AOC exist with AOC certification, increased partnerships, chapter utilization, younger member engagement, and increased corporate memberships.

STRATEGY COMMITTEE UPDATE

Mr. Myles Murphy provided a high-level brief on the AOC Strategy, Vision, 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 within these pillars that have already been identified to meet growth objectives. Identified an open SME position on the Technical Advisory Committee that remains to be filled.

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.



AWARDS

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

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

NOMINATIONS & ELECTIONS COMMITTEE UPDATE

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

Nominations & Elections (N&E) Committee looked at the open Action Item 2020-10, “Top-to-Bottom” N&E review, analyze alternatives to AOC Leadership selection compared to other Associations. They compared our AOC process to that of the Military Officers Association of America (MOAA) and found there is no real significant difference in the way they conduct their nomination and voting processes.

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 incorporating a Young Crow Director as an Ad Hoc Committee Chair to address the qualifications and duties of what we want that Director to do.

The N&E committee also looked at the election process and does not recommend that we change our election process.

The N&E committee reviewed the qualifications requirements for the positions that are up for election later this year and made some recommendations for changes that take into account “equivalent leadership” qualifications as either a Senior Executive Leadership/EMSO experience (mil, gov, or industry) as GO/FO, SES, or C-Suite.

It was **MOVED and SECONDED** (Ball/Parks) to **ACCEPT** the 2023 BoD Qualifications as presented. **MOTION PASSED.**

NEW DATABASE REPORT

Mrs. Hollann Schwartz provided a high-level update on a new Association Management Software (AMS) database that is being requested for the AOC. The new AMS would better house all of the information about our membership, transactions, registrations, profiles, et cetera, to better serve them. The need for a new AMS is called in the Five-Year Strategy to fill the gap of current software downfalls, and it protects the investment of hiring McKinley Advisors.

It was **MOVED and SECONDED** (Ball/Amoroso) to **APPROVE** up to \$150,000 from the Reserve Fund for implementation of a new database and website as presented. **MOTION PASSED.**

MEMBERSHIP REPORT

Mr. Jim Utt provided a brief update on recent membership and chapter activities.

A new Chapter is in the process of standing up in Poland.

Recent revitalization efforts are occurring in Missouri, Texas, and Florida.



EXECUTIVE DIRECTOR (ED) REPORT

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

CLOSING COMMENTS

President Hinkley thanked everyone for a productive meeting. He was pleased that we were able to hear from McKinley Advisors.

It was **MOVED** and **SECONDED** (Utt/Parks) to adjourn the meeting. **MOTION PASSED**. President Hinkley **ADJOURNED** the proceedings at 1815EST, 13 April 2023.

RESPECTFULLY SUBMITTED

Presented by the Secretary for APPROVAL by the Board of Directors on 1 May 2023.

Dennis Monahan

Dennis Monahan, Secretary

01 May 2023

Date

