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| **Attendees** | Karen Manno- presentSepi Browning- PresentBobby Ryan - PresentTy Bozcurt -PresentCallie Andrews -PresentTim Slocum- not presentCraig Honaman -PresentTrent Lind -presentJohn Kueven -presentJay Dennard- not presentLarry Tyler- not present |  John Henson- not presentRahul Ghote- presentSonya McLendon- presentDoug Gregory PresentChet Bhasin -presentJon Paul Croom -presentStuart Downs- not presentMatt Jernigan- not presentLynn Scroggins- not presentMary German- not presentBryant Cornett -presentMarlene Sidon-presentBrandon Smith - Facilitator |
| **Times** | **topic** |  |
| 10:00AM – 10:05AM | **Welcome & Introductions** | Confirmation of incoming 2019 Board Members as follows: **Callie Andrews**- President, **Trent Lind** VP& President Elect, **Ty Bozkurt** Treasurer, **Tim Slocum**, Immediate Past President and Senior Exec Committee Chair**, Craig Honaman** Advisor, **John Kueven** Secretary, **Jay Dennard** Regent, **Larry Tyler** Advisor, **Karen Manno** Administrator**John Henson MD**, Member at Large, Physician exec committee chair, **Bobby Ryan,** Member at Large and Sponsorship Committee Chair, **Rahul Ghote** Member at Large and Fellow Advancement Committee Chair, **Sonya McLendon,** Career Development Committee Chair, **Doug Gregory** Member at Large Programs Committee Chair, **Sepi Browning,** Communications Committee Chair, **Chet Bhasin,** Member at Large and Growth and Satisfaction Committee Chair, **Jon Paul Croom** , Local Programs Sub Committee Chair, **Stuart Downs,** Joint Programs Sub Committee Chair. |
| 10:05AM – 10:25AM | ***State of GAHE***Tim Slocum – President, GAHECraig Honaman in Tim’s place gave the report and update on behalf of Tim | **GAHE Year In Review-** review of dashboard and goal attainment**GAHE Board Self Evaluation –** review is survey feedback and priority areas |
| 10:25AM -12:45PM | ***Journey to Excellence,*** Callie Andrews – Vice President, GAHEFour goals of today; 1. 1meet new members
2. Leadership Development
3. Current members to discuss what went well and opportunities
4. Review accomplishments, and

Develop multiyear strategic planBrandon Smith - Facilitator, The Worksmiths | **Building a High-Performing Board**What makes a High-Performing Board? (15 minutes)Leadership Values Exercise (45 minutes)Traits of High-Performing Boards (90 minutes)* TRUST – Discussion on the “Trust Formula” for building trust with others
* How does a leader gain trust? Formula authenticity plus vulnerability credibility = trust
* Credibility= past performance, consistency, reliability, frequency of communication, responsiveness of communication.
* The worst kind of boss defined= inconsistent. Unmedicated bipolar
* Authenticity= honesty transparent, appropriate emptions, professionally real.
* Vulnerability= sharing, asking for help, stating I don’t know, stating I was wrong, sharing owning a mistake, sharing something personal, one’s story.
* Alignment, accountability and candor.
* Strong culture gets you speed. Chick fil a got to 13 sec and needed to slow down. Tear down to redesign the drive thru.

**Action**- monthly call, quarterly in person meeting at the monthly site after the luncheon. Agenda and purpose should be different more personal, engagement focused for the in person meeting. * + Values Exercise key values identified by the Board Members-
	+ integrity, team, accountability, honesty, cooperation, perseverance, communication, competence, humor and fun, communication, collaboration and coordination, family, integrity, make a difference, respect, self-discipline, loyalty, building relationships, continuous learning, courage, fairness, dependability, trust, courage, bravery, humility, compassion, ethics, excellence, honesty, trust, ethics, service, trust, relationships, integrity, accountable relationships, diversity/inclusion as respect, show up, integrity, growth.
	+ Success is a mix between relational and operational values
* Board values, clarity of roles, goals, commitment. To time, getting foundational tasks done as well as new ideas, well-defined communicated measures, hardwire process continuity. Environmental awareness, passion, commitment, communication, execution, realism,
* Leaders answer the why, managers answer the how
* Vuca military volatile, uncertain, complex ambiguous. Commander’s intent. The why, what and win agreed upon. The is managed after. First job of every leader is to establish clarity.
* Always strive for being efficient and effective.

i* ALIGNMENT & ACCOUNTABILITY – Discussion on how we want to foster alignment and accountability
* CANDOR – Discussion on how to promote candid conversations
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| 12:45PM – 1:00PM | **Lunch** |  |
| 1:00PM – 2:00PM develop | **Board & Committee Report Outs:***2018 Goals & Performance, Wins & Opportunities* | **Programs (10 Minutes)**Doug Gregory* Regional programs, Joint Programs
* Wins, added f2f and filled all hours
* Teleconference close to implementation.

Goal quarterly Regional offering. Two collaborate events outside of the state. Savannah and LPC lead with a high functioning offsite committee. Calendar will go to the board for minute. Another original template to be approved for next year. Partnership with GONO will have CEUs for nursing and will partnership with GONO. Will bring to nurse leaders. Currently 1.5 over our credits for F2F.**Member Relations (10 Minutes)**Ty Bozkurt * Growth, Fellow advancement, Networking, Student Council

Sonja career development- mentorship, * Next year goals- grow mentorship program effectiveness and satisfaction- more feedback from participants, develop survey tool, have a closing event to celebrate success, share tools for mentors. Increase the frequency of communication, offer up conference calls for mentors/mentees.
* Create opportunity for student members. Additional opportunities for their involvement.
* On the advancement side, increase the offerings for members, webinars, study groups and other state involvement.
* Recruit our own members who are eligible and engage and invite them and their leaders to

Advance to Fellow.Growth- * announce address change to capture out of state migration
* list of membership lapse and outreach to renew before terminated- connect to Karen
* Senior exec event- bring emerging leader and add to ticket price to encourage awareness and step to encourage membership.

**Sponsorships (5 Minutes)**Bobby Ryan* 2018 Goals & Performance

Grown to 47 K in sponsorships. Bryant got Grady. Sponsors associated to sponsors. * New sponsorship email and flyer

Key initiatives- keep same level of hospital and increase vendor sponsors, quarterly sponsor reportEnd of year letter to thank sponsor, show value and ask for renewal. Set up sub committeeDevelop sponsorship blueprints. Suggest monthly list of sponsors and prospects**Communications (10 Minutes)**Sepi Browning* Website, Social Media & Communications

Email blasts, open rates above industry standards, new email and flyer templates. Routine maintenance, program and sponsorship campaigns, programs on calendars. Segments of newsletter on social media. * LinkedIn did not grow much; need to focus on this campaign.
* New website was a success. Great interaction.
* Playbook and SOP continue development.
* Focus on LinkedIn membership
* Increase twitter and FB.
* Committee succession planning
* Marketing improvements engage Board Members
* Enhance committee information to communicate initiatives
* Enhance value of sponsorship communication
* Increase social media engagement.
* Let people know they can get events added to their calendar.

**Physician Executives (10 Minutes)**John Henson, MD* 2018 Goals & Performance

**Fellow Advancement (5 Minutes)**Matt Jernigan* 2018 Goals & Performance

**Treasurer (5 Minutes)**Bryant Cornett* 2018 Performance & 2019 Budget
* Finance committee met and approved the budget.
* Budget built on cost of goods sold
* Main budget change is an increase in the business manager time. In addition, GAHE officer Chair travel for Chapter Leader Sept conf... Ty suggests an early careerist and Bryan mentee drawing.
* 41 k net operating income. Ty motion to approve
* Marlene second. All in favor.
* Big wins- a finance committee
* Completion of financial review
* Moved banks
* Accountant and bookkeeping
* Financial dashboard
* Event level P&L

Doug says we are saving 1200.00 per month saving on AV. Next year- continue to evaluate the bookkeeper* Continue to evaluate the cash on hand
* Continue to look at nonprofit status
* Evaluate how to utilize cash on hand.
 |
| 2:00PM - 3:00PM | **2019 Key Performance Indicators & Strategic Plan** | **Bylaws Committee Update*** **Review of recommendations to Bylaws**
* **Recommend during second quarter nominating committee would meet for recommendations, and notification in August to attend the September Chapter Leader conf. 8.2A**
* **No need for separate governance committee with Bylaws**
* **Agree to follow Roberts Rule of Order**
* **ACHE will review final form for awareness and consistency.**
* **5.6 And 8.8 Quorum majority.**
* **Motion to approve, Callie first**
* **Ty second motion all approved.**

**Larry, Craig, Trent and Sonja worked together to work on Bylaws.**Tim Slocum, Callie Andrews & Trent Lind |
| 3:00PM | **Adjourn**  |  |

Minutes \_X\_ amended and \_X\_ approved January 4, 2019.

Send corrections to GAHE Administrator Karen Manno.