

Destination ImagiNation, Inc.
BOARD OF TRUSTEES
TELECONFERENCE
January 8, 2008

8:00 p.m. (EST) The meeting was called to order by BoT Chair, Andy Loftis.
ROLL CALL:
Present: Karen Anderson, Frank Begun, Val Conroy, Andy Loftis, John Maloney, Doug Maulik, Brownie Mitchell, Sue Oclassen, Pam Schroeder, Bruce Urban, Johnny Wells, and Nancy Wingenbach.
Also Present: Joe O'Brien, Management Team Representative

APPROVAL OF MINUTES:

Motion: Doug Maulik moved to approve the Minutes from the December 19, 2007 Teleconference.
Second by Pam Schroeder.

Action: **Motion Passed.**

MANAGEMENT TEAM REPORT:

Joe O'Brien, Management Team Representative, reported on the following:

- Cash Flow – staying within the plan
- AEM Project – staying within budget
- Personnel
- BoT Email List – being tested
- Agenda Items for January BoT face to face meeting as proposed by Management Team and to be forwarded to BoT Chair, Andy Loftis
- Global Finals Site Visit – January 23 – 27, 2008
- IT Meeting for Global Finals Set Up in Annex – January 21, 2008

Motion: Pam Schroeder moved to receive the Management Team's Report.
Second by Sue Oclassen.

Action: **Motion Passed.**

COMMITTEE REPORTS:

Management Committee: Nancy Wingenbach, Chair
No Report

Finance Committee: Johnny Wells, Chair
No Report

Development Committee: Val Conroy, Chair
Val Conroy reported on a fundraising Golf Tournament for DIAD which will include assistance from Knoxville Sponsors along with

DIAD. This fundraising event would provide DIAD to be responsible for funding their entire meeting and planning. It would also provide the opportunity to attract contributors for future sponsorship.

Governance Committee: Brownie Mitchell, Chair

Brownie Mitchell reported that there were no comments made on the posted Bylaws change within the 30 day posting period so as of January 6, 2008 the change became official and will be made to the current Bylaws.

TASK FORCE UPDATES:

Charter Task Force:

A Charter Task Force meeting will be added to the January face to face meeting's Agenda.

Merchandising Policy Task Force:

No report.

Search Committee Task Force:

No report.

OLD BUSINESS:

Cost of Programs - Andy Loftis and Joe O'Brien to meet

Address for Stakeholders – In progress

Forensic Audit – Andy Loftis will converse with the representative from the audit company.

NEW BUSINESS:

Rising Stars! Kits I, II and III – Obsolescence reserve on inventory made of \$33,000

Independent Auditor's Report - from the certified public accountants' office of Faktorow, Barnett & Brunner, L.L.C.

Motion:

Karen Anderson moved to receive the Audit Report submitted by the office of Faktorow, Barnett & Brunner, L.L.C. to the Board of Trustees.

Second by Brownie Mitchell.

Action:

Motion Passed.

AEM

It was proposed that a summary document be produced to use for fundraising and publicity.

Global Finals:

- GF Tickets will need to be purchased by selected Officials/Staff for later reimbursement (notification of cost limits to be made)
- It is recommended that GF Team Leaders keep a schedule and a journal of their GF activities, job description, timeline and details of the job
- GF Board Schedule – will include discussion at face to face meeting.

Challenge Writing:

Management Team will look into ways of cutting costs for these sessions.

9:48 p.m.

Motion:

Val Conroy moved to go into Executive Session.
Second by Sue Oclassen.

Action:

Motion Passed.

10:52 p.m.

Out of Executive Session

Pending the report on the financial impact to the organization from the Controller, the Board of Trustees is holding off on approving the new position of Ask DI as a paid position.

NEXT MEETING DATE:

Teleconference – Tuesday, January 22, 2008 at 8:00 p.m. EST

Motion:

John Maloney moved to adjourn.
Second by Brownie Mitchell.

Action:

Motion Passed.

The meeting adjourned at 10:55 p.m.

Karen Anderson
Recording Secretary

Minutes approved February 1, 2008

Destination ImagiNation, Inc.
Board of Trustees Meeting
February 12, 2008
Teleconference

8:00 p.m. (EST) The meeting was called to order by Chair, Andy Loftis.

ROLL CALL:

Present: Karen Anderson, Val Conroy, Andy Loftis, Doug Maulik, Brownie Mitchell, Sue Oclassen, Pam Schroeder, Bruce Urban, Nancy Wingenbach.

Absent: Frank Begun, John Maloney and Johnny Wells

MANAGEMENT TEAM REPORT:

No Report

COMMITTEE REPORTS:

Management Committee – Nancy Wingenbach, Chair
A Strategic Plan review is planned for later this evening.

Finance Committee – Bruce Urban, Chair
No Report

Development Committee – Val Conroy, Chair
No Report

Governance Committee – Brownie Mitchell, Chair
No Report

TASK FORCE UPDATES:

Charter Task Force – Karen Anderson, Chair
No Report

Merchandising Policy Task Force – Val Conroy, Chair
No Report

Search Committee Task Force – Andy Loftis, Chair
Members of the Committee: Andy Loftis, Nancy Wingenbach, Sue Oclassen, Brownie Mitchell, Doug Maulik, Joe O'Brien, Linda Wayne, Sue Shanks and Jill Schoonmaker and a yet to be named Alumni member.

Andy Loftis reported that materials will be sent out to the Search Committee and that a conference call has been scheduled for

Thursday evening, February 14. The Agenda will include a discussion of Title, priority characteristics, and the revised Succession Plan. All committee members will get a copy of the book *Hiring the Chief Executive* from Board Source.

OLD BUSINESS

Strategic Plan Review

The edits will be incorporated into the Strategic Plan and the plan is scheduled for approval at the April 8th BoT meeting.

NEXT MEETING DATE

Tuesday, March 11, 2008 - 8:00p.m. EST

Motion: Sue Oclassen moved for adjournment.
Second by Pam Schroeder

Action: **Motion Passed.**

The meeting adjourned at 9:39 p.m. EST.

Karen Anderson
Recording Secretary

Minutes approved March 25, 2008

**DESTINATION IMAGINATION, INC.
BOARD OF TRUSTEES
TELECONFERENCE
March 4, 2008**

Call to Order

8:00 p.m. EST

The meeting was called to order by Board Chair, Andy Loftis.

Roll Call

Present:

Karen Anderson, Val Conroy, Andy Loftis, Doug Maulik, Brownie Mitchell, Pam Schroeder, Bruce Urban, and Johnny Wells. Joining late – John Maloney and Nancy Wingenbach. **Also present, Management Team Representatives:** Rusty McCarty and Joe O'Brien

Absent:

Frank Begun, Sue Oclassen

MANAGEMENT TEAM REPORT

Joe O'Brien, Controller reported on:

- National Dairy and 3M money distributed to Affiliates – March 4, 2008
- DIcon Certification Classes – 18 Participants

Rusty McCarty, Vice President of Creative Programming reported on:

- Contacts made during recent trip to Washington, D. C.
- Construction Challenge/AEM – March 10th in Las Vegas. Live updates available next week on website: constructionchallenge.org
- DI Memberships and Challenge writing teams
- SciFi Channel, Visions for Tomorrow. This continued relationship will have DII staff attending two national conferences to promote Visions for Tomorrow, Project Outreach and Destination ImagiNation.
- Summer Internships for Alumni
- Global Finals 2008
- Dairy Challenges
- ImagiNation for Life

Motion:

Brownie Mitchell moved to accept the Management Team's report. Second by Val Conroy.

Action:

Motion Passed.

COMMITTEE REPORTS:

Management Committee Report – Nancy Wingenbach, Chair
No Report

Finance Committee Report – Bruce Urban, Chair
No Report

Development Committee Report – Val Conroy, Chair
Val Conroy reported on the following:

- Annual Campaign – 25 for \$25
- Training in Knoxville
- Sponsor Support in Knoxville
- Program to attract Donors
- Donor Recognition
- Plan in progress to add non-Board members to Development Committee
- Volunteer Recognition

Motion: Karen Anderson moved to accept the Development Committee’s report.

Second by Brownie Mitchell

Action: **Motion Passed.**

Governance Committee Report – Brownie Mitchell, Chair
Brownie Mitchell reported on:

- Policy Book still in progress – waiting for completion of Finance Policies and Merchandise Policy
- Board Member qualifications and Code of Conduct sent to DIAD secretary

Motion: Val Conroy moved to accept the Governance Committee Report
Second by Pam Schroeder

Action: **Motion Passed.**

TASK FORCE UPDATES

Charter Task Force

The Charter statements and draft Charters have been sent to Board members for comments and concerns.

Merchandising Policy Task Force

Survey in progress for Affiliates on merchandise sales
Affiliate License Agreements not to be signed until Merchandise Policy is complete

Search Committee Task Force

Andy Loftis reported that the Search Committee has met three times. A document has been drafted that summarizes the job description. Research is in progress for posting applications and a timeline has been established. A retired executive recruiter has been contacted about working with the Search Committee to

recruit our next Chief Executive Officer and to provide advice and guidance in the process.

A summary of Search Committee Meetings will be sent to the Board to keep them informed.

OLD BUSINESS

Strategic Plan 2008 - 2013

Motion: Karen Anderson moved to accept the Strategic Plan for 2008 – 2013.

Second by Nancy Wingenbach.

Action: **Motion Passed.**

Nancy Wingenbach will send the document to the Management Team for review and will also have it posted to the website. An announcement will also go out to DIAD as it will be posted to the DIAD forum.

Costs of Programs

The Chair will send this to Bruce Urban and John Maloney this week for review and comments.

Global Finals 2008

Motion: Val Conroy moved that the Board come together on Monday, May 19th from 10:00 a.m. to 4:00 p.m., at a place to be determined, for a one day development training session as a corporate expense.

Second by Pam Schroeder.

Action: **Motion Passed.**

NEW BUSINESS

The Management Team and Ruth Smith, DI Lobbyist, are working together to get the US Congress to support a Destination ImagiNation week.

Motion: Brownie Mitchell moved the following resolution:
Second by Karen Anderson.

Action: **Motion Passed.**

RESOLUTION

Recognizing Destination ImagiNation Week beginning on May 19, 2008.

WHEREAS, the Board of Trustees of Destination ImagiNation, Inc. has declared the week beginning May 19, 2008 as Destination ImagiNation Week;

WHEREAS, the future of our national workforce depends on developing students with strong skills in creative and critical thinking, teamwork, time management and problem solving; and

WHEREAS, Destination ImagiNation is a community-based, school-friendly program dedicated to promoting these critical life skills;

WHEREAS, Destination ImagiNation gives children a place to learn how to apply their individual knowledge and skills to solve challenges as they work cooperatively within a team, pushing the limits of their imaginations; and

WHEREAS, the vision of Destination ImagiNation is to provide a positive and friendly environment for participants to explore their own unlimited creativity and to take creative risks in competition with themselves, rather than with others;

WHEREAS, Destination ImagiNation was developed by parents, teachers, team managers (people who coach teams), appraisers (people who evaluate team solutions), regional directors, affiliate directors, and others who have the desire to help create the best possible, creative, problem-solving program for teams of up to seven students;

WHEREAS, Destination ImagiNation offers a wide range of challenges for participants including programs that focus on the performing and visual arts, geography, and writing;

WHEREAS, each challenge offers students the chance to develop group projects that rely upon creativity to make the subject matter come to life;

WHEREAS, this year marks the 25th anniversary of Destination ImagiNation and its creative problem solving programs;

WHEREAS, Destination ImagiNation has operated as a non-profit, volunteer driven organization providing some five million students with the skills needed to be successful;

WHEREAS, Destination ImagiNation is the world's largest creativity, teamwork and problem-solving program with approximately 250,000 participants and 35,000 volunteers from 50 states and over 40 countries;

WHEREAS, an approximately 150,000 students in the U.S. ages 4 to 20 will participate in statewide competitions this spring;

WHEREAS, 18,000 people from around the world will gather at the University of Tennessee to celebrate the Annual Global Finals Competition from May 21st thru 24th;

Resolved, that the House
(1) Recognizes Destination ImagiNation week beginning on May 19, 2008.

ImagiNation for Life Camp Marketing Coordinator

Motion: Brownie Mitchell moved that the Management Team hire an ImagiNation for Life Camp Marketing Coordinator, based on the plan shared by the Management Team for this position.
Second by Pam Schroeder.

Action: **Motion Passed.**

Recommendation from Search Committee:

Motion: Brownie Mitchell moved that the title of the corporate leadership be changed from Executive Director to Chief Executive Officer.
Second by John Maloney.

Action: **Motion Passed.**

10:07 p.m.

Motion: Val Conroy moved to go into Executive Session.
Second by Brownie Mitchell.

Action: **Motion Passed.**

10:18 p.m.

Motion: Karen Anderson moved that the next meeting date be Tuesday, March 25, 2008 at 8:00 p.m. EDT.
Second by Val Conroy.

Action: **Motion Passed.**

Motion: Brownie Mitchell moved for adjournment.
Second by Val Conroy.

Action: **Motion Passed.**

The meeting adjourned at 10:20 p.m. EST.

Karen Anderson
Recording Secretary

Minutes approved March 25, 2008

DESTINATION IMAGINATION, INC.
BOARD OF TRUSTEES
TELECONFERENCE
March 25, 2008

CALL TO ORDER

8:00 p.m. EDT The meeting was called to order by Board Chair, Andy Loftis.

ROLL CALL

Present: Karen Anderson, Frank Begun, Val Conroy, Andy Loftis, John Maloney, Doug Maulik, Brownie Mitchell, Sue Oclassen, Pam Schroeder, Bruce Urban, and Johnny Wells, Nancy Wingenbach.
Also present, Management Team Representatives: Rusty McCarty and Joe O'Brien

APPROVAL OF AGENDA

Motion: John Maloney moved to approve the Agenda as posted.
Second by Johnny Wells.

Action: **Motion Passed.**

APPROVAL OF MINUTES

Motion: Karen Anderson moved to approve the Minutes from January 31, 2008; February 12, 2008; and March 4, 2008.
Second by Doug Maulik.

Action: **Motion Passed.**

MANAGEMENT TEAM REPORT:

Joe O'Brien reported on:

- AEM Construction Challenge income
- Dicor Revenue
- Cash projections

Rusty McCarty reported on:

- Membership Report w/projections for next year with the increase in membership fees
- Challenge Writing Session for 2009-10 challenges is set for June 19-23, 2008
- Imagination for Life Coordinator – Ginger Green
- Construction Challenge - Media response was terrific
- Internship Proposal for 2008 Summer – submitted to Board

Motion: Pam Schroeder moved to accept the Management Team's report.
Second by Val Conroy.

Action: **Motion Passed.**

COMMITTEE REPORTS:

Management Committee – Nancy Wingenbach, Chair
No Report

Finance Committee – Bruce Urban, Chair
No Report

Development Committee – Val Conroy, Chair
Val Conroy reported on the following:

- Menu of Offering for donors
- Committee Meeting set for next week
- Updating the \$25 for 25 campaign along with a pin
- Diamond Award will be rewarded again
- Potential Donor Proposal being worked on
- Development Training for BoT at Global Finals in progress

Governance Committee – Brownie Mitchell, Chair
Brownie Mitchell reported:

- Conference Call scheduled for March 30, 2008
- ByLaw Changes

The Destination ImagiNation, Inc. Board of Trustees proposed the following ByLaw changes:

The DII leadership title of Executive Director be changed to Chief Executive Officer in the following locations:

- Article 3 Section 9. Special Meetings
- Article 4 Section 1 a) & Section 1 c)
- Article 4 Section 4
- Article 4 Section 5
- Article 4 Section 6
- Article 4 Section 9

The rewording of the following:

- Article 4 Section 1 b)
Current Sub-section be deleted and replaced with the following:
The Chief Executive Officer, Vice President(s) and the Treasurer are corporate officers appointed by the Board. The Secretary shall be appointed by the Board to serve at the will of the Board Chair.
- Article 6 c) Delete “Director or” in beginning paragraph

Discussion followed about the Secretary and the title of President. It was decided to table this discussion for the next Board Meeting so the Chair is able to receive some clarification and vote on the proposed ByLaw changes.

Motion: Val Conroy moved to accept the Committee Reports.
Second by Sue Oclassen.

Action: **Motion Passed.**

TASK FORCE UPDATES

Charter Task Force – Karen Anderson, Chair

Karen Anderson lead a discussion of where we are going with the Charters.

Research on this issue will be done and this discussion will continue at the April 8, 2008 BoT meeting.

Merchandising Policy Task Force

A survey is going to take place with the Affiliate Directors.

Search Committee Task Force – Andy Loftis, Chair

A job description has been written and sites for posting have been researched. BoardSource will also be contacted for posting sites input. The Search Committee will report back to the BoT on the cost of advertising. The Committee is currently working on an interview question form.

OLD BUSINESS

DIAD Nominations

- DIAD will be providing a pool of nominations for three open seats this year

Global Finals Meetings for BoT

- Needs for these meetings were discussed

NEW BUSINESS

Internship Proposal – more time is needed to read and discuss the proposal

Motion: Bruce Urban moved to approve the Internship Proposal in principal with a final vote to take place April 8, 2008.
Second by Brownie Mitchell.

Action: **Motion Passed.**

CEO Job Description

The Board discussed the job description. Wordsmith issues will be emailed to the Committee. Changes will be made and resent to the Board.

Motion: Nancy Wingenbach moved that an electronic vote on the CEO job description be authorized and held on Wednesday, March 26th thru Thursday noon, March 27th.
Second by Sue Oclassen.

Action: **Motion Passed.**

10:10 p.m.

Motion: Val Conroy moved to go into Executive Session.
Second by John Maloney.

Action: **Motion Passed.**

10:30 p.m.

NEXT MEETING DATE

Teleconference: Tuesday, April 8, 2008 – 8:00 p.m. EDT

Upcoming Meetings:

Teleconference: Tuesday, May 13, 2008 – 8:00 p.m. EDT

Face to Face: Monday, May 18, 2008 – 9:00 a.m. EDT

Knoxville, TN

Sunday, May 25, 2008 – 9:00 a.m. EDT

Knoxville, TN (Annual Membership Meeting)

Motion: Doug Maulik moved that the meeting be adjourned.
Second by Brownie Mitchell.

Action: Motion Passed.

The meeting adjourned at 10:36 p.m.

Karen Anderson
Recording Secretary

Minutes approved April 8, 2008

DESTINATION IMAGINATION, INC.
BOARD OF TRUSTEES
TELECONFERENCE
April 8, 2008

CALL TO ORDER

8:00 p.m. EDT The meeting was called to order by Board Chair, Andy Loftis.

ROLL CALL

Present: Karen Anderson, Andy Loftis, Doug Maulik, Brownie Mitchell, Sue Oclassen, Pam Schroeder, Johnny Wells, Nancy Wingenbach.

Also present - Management Team Representatives:
Rusty McCarty and Joe O'Brien

Absent: Val Conroy, John Maloney, Frank Begun, Bruce Urban

APPROVAL OF AGENDA

Motion: Doug Maulik moved to approve the Agenda as posted.
Second by Sue Oclassen

Action: **Motion Passed.**

APPROVAL OF MINUTES

Motion: Nancy Wingenbach moved to approve the Minutes from the March 25, 2008 teleconference.
Second by Pam Schroeder

Action: **Motion Passed.**

MANAGEMENT TEAM REPORT:

Rusty McCarty reported on:

- Application for 2008-09 program year is up on the website
- FYI – Rusty will attend Minnesota and Colorado Affiliate Finals
- 38 Affiliate Finals have been completed with 28 more to go.
- Oklahoma teams – 4 teams at the Arkansas tournament and going to Global Finals
- Government Affairs – Ruth Smith is leaving Brown-Rudnick – we will continue working with her independently through Global Finals.
- AEM Proposal – overwhelmingly, enthusiastically approved at the AEM Meeting. Full time person included in the budget.

Joe O'Brien reported on:

- Cash flow is going as planned
- 5 postings up on the website – three new sets of minutes, the Strategic Plan and the CEO job description.

- Membership dollars for 2007-08 \$739,000 compared to \$766,000 for 2006-07 drop of 3.5% overall, about the same numbers this year as 2005-06. Membership in 1paks down 12% and 5paks down 6%. + size Rising Stars is at \$15,000 compared to \$9,000 last year.
- Proposal to change payroll cycle from what it is now. Switch the cycle from Monday morning to Sunday night.
- Hope to install a new phone system this summer.
- In regard to IT –we need someone with IT skills – hope to hire sometime this summer if all goes well.
- May 10 is the last payment for past Executive Director.

Motion: Pam Schroder moved to go into Executive Session
Second by Sue Oclassen

Action: **Motion Passed**

8:37 p.m. Executive Session

8:45 p.m. Out of Executive Session

Motion: Karen Anderson moved to accept the Management Team’s report
Second by Johnny Wells

Action: **Motion Passed**

COMMITTEE REPORTS:

Management Committee – Nancy Wingenbach, Chair
No Report

Finance Committee – Bruce Urban, Chair
No Report

Development Committee – Val Conroy, Chair
No Report

Governance Committee – Brownie Mitchell, Chair

Motion: Brownie Mitchell moved to remove from the table the Bylaw changes.

Second by Pam Schroeder

Action : **Motion Passed**

After Research by Joe O’Brien, we found that we do indeed need to have a Corporate Secretary.

- ByLaw Changes
The Destination ImagiNation, Inc. Board of Trustees proposes the following By-Law changes:

The DII leadership title of Executive Director be changed to Chief Executive Officer in the following locations:

- Article 3 Section 9. Special Meetings
- Article 4 Section 1 a)
Section 1 c)
- Article 4 Section 4
- Article 4 Section 5
- Article 4 Section 6
- Article 4 Section 9

The rewording of the following:

- Article 3 Section 4
Delete current sentence and replace with the following:

Board of Trustee seats shall be filled in accordance with the procedures as defined by the Board of Trustees.
- Article 3 Section 15
Change first sentence to read as follows:

Vacancies on the Board of Trustees shall exist (1) on the death, resignation or removal of any Trustee, (2) whenever the number of authorized Trustees is increased, and (3) at the end of a Board term.
- Article 4 Section 1 b)
Current Sub-section be deleted and replaced with the following:

Corporate officers to be appointed to the Board of Trustees are the Chief Executive Officer, Treasurer and Secretary.
- Article 6 c) Delete “Director or” in beginning paragraph

Motion

Karen Anderson moved to post the proposed changes to the ByLaws.

Action: Second by Brownie Mitchell
Motion Passed

The Governance Committee will be working on the procedures to fill vacancies on the Board. They are also going to review the ByLaws.

Motion: Pam Schroeder moved to accept the Committee Reports.
Second by Johnny Wells

Action: **Motion Passed.**

TASK FORCE UPDATES

Charter Task Force – Karen Anderson, Chair
Discussion moved to May’s Meeting

Merchandising Policy Task Force - Val Conroy, Chair
No Report

Search Committee Task Force – Andy Loftis, Chair
Andy Loftis reported:

- 23 applications have been reviewed by a sub group.
- Applications will be received for an additional 2 weeks.
- The Committee members are rating the applicants by a set of scoring metrics from the Board Source Guide.
- The Search Committee initially sent the job application to 5 ad sites and a print ad in the *Chronicles of Philanthropy*.

Motion: Sue Oclassen moved to accept the Task Force reports.
Second by Johnny Wells

Action: **Motion Passed**

OLD BUSINESS

DIAD Nominations

Doug Maulik reported on where the nominations stand at this point.

Internship Program Proposal

Motion: Pam Schroeder moved to accept the proposed Internship Program.
Second by Johnny Wells

Action: **Motion Passed**

NEW BUSINESS

Project Outreach

We are doing two conferences with Sci-Fi regarding Project Outreach - National PTA convention and NEA convention.

Project Outreach will be added to the DI program as a 6th challenge as a Pilot this year and then we will evaluate and review it as per the January minutes.

It will be important that training happens for the AD's on both Project Outreach and AEM and how Affiliates will be affected.

Dicor Consultant

The Consultant job was split into 3 parts, 1 training- ATD, 1 tools training and View, and 1 marketing. The marketing piece is to help those who had been trained to do Dicor trainings. The marketing person also has an incentive piece.

9:49 p.m.

Motion: Brownie Mitchell moved to go into Executive Session.
Second by Sue Oclassen

Action: **Motion Passed.**

10:27 p.m. Out of Executive Session

Motion: Brownie Mitchell moved that the Board approve the three year proposal as presented by the Management Team for AEM and applaud the efforts of the Management Team on AEM.
Second by Johnny Wells.

Action: **Motion Passed**

10:30 p.m.

NEXT MEETING DATE

Teleconference: Tuesday, May 13, 2008 – 8:00 p.m. EDT

Upcoming Meetings:

Face to Face: Monday, May 19, 2008 – 9:00 a.m. EDT
Knoxville, TN

Sunday, May 25, 2008 – 9:00 a.m. EDT
Knoxville, TN (Annual Membership Meeting)

Motion: Brownie Mitchell moved that the meeting be adjourned.
Second by Johnny Wells

Action: **Motion Passed.**

The meeting adjourned at 10:35 p.m.

Karen Anderson
Recording Secretary

Minutes approved as corrected May 13, 2008

**DESTINATION IMAGINATION, INC.
BOARD OF TRUSTEES MEETING
SPECIAL TELECONFERENCE MEETING
May 8, 2008**

8:00 p.m. EDT Meeting was called to order by Chair, Andy Loftis.

ROLL CALL: **Present:** Karen Anderson, Frank Begun, Val Conroy, Andy Loftis, John Maloney, Doug Maulik, Brownie Mitchell, Sue Oclassen, Bruce Urban, Johnny Wells and Nancy Wingenbach.

Motion: Doug Maulik moved to have a Special Meeting.
Second by Val Conroy.

Action: **Motion Passed.**

Motion: Sue Oclassen moved to go into Executive Session.
Second by Val Conroy.

Action: **Motion Passed.**

9:30 p.m.

Motion: Pam Schroeder moved to adjourn the meeting.
Second by Val Conroy.

Action: **Motion Passed.**

The meeting adjourned at 9:31 p.m.

Karen Anderson
Recording Secretary

Minutes approved as corrected May 13, 2008

DESTINATION IMAGINATION, INC.
BOARD OF TRUSTEES MEETING
May 13, 2008
Teleconference

8:00 p.m. EDT Meeting Called to Order by Chair, Andy Loftis.

ROLL CALL: **Present:** Karen Anderson, Frank Begun, Val Conroy, Andy Loftis, John Maloney, Doug Maulik, Brownie Mitchell, Sue Oclassen, Pam Schroeder, Bruce Urban, Johnny Wells, Nancy Wingenbach
Management team representative: Roger Garriock, Joe O'Brien.

APPROVAL OF AGENDA:

Motion: Brownie Mitchell moved to approve the Agenda.
Second by Pam Schroeder.

Action: **Motion Passed.**

APPROVAL OF MINUTES:

Motion: Nancy Wingenbach moved to approve the Minutes, as corrected, for April 8, 2008 and May 8, 2008.
Second by Pam Schroeder.
Corrections - April 8th – the AEM **proposal** was approved (not the contract)
May 8th - Frank was late but present not absent

Action: **Motion Passed.**

MANAGEMENT TEAM REPORT:

Roger Garriock, Vice President of DIcor reported on:

- Background with CCL and CPSB and the completion of a three year contract for all the IP.
- Hiring of marketing support to all certified Associates (Kathy O'Holleran)

Joe O'Brien, CFO reported on:

- Global Finals team count and attrition rate
- Dairy Challenge patent
- AEM (Construction Challenge profit)

Motion: Pam Schroeder moved to receive the Management Team Report.
Second by Brownie Mitchell.

Action: **Motion Passed.**

COMMITTEE REPORTS:

Management Committee - Nancy Wingenbach, Chair
No Report

Finance Committee – Bruce Urban, Chair

- Prepared financial reports will be reviewed at Global Finals and supporting documents may be requested from the CFO
- Discussion for a proposed budget in July will be added to the GF agenda
- The Finance Committee is in receipt of Financial Statements, Statement of Operations and Statement by Programs ending March 31, 2008

Development Committee – Val Conroy, Chair

- Request to Board Members to make a donation to the corporation before Global Finals
- Development Committee Meeting scheduled for 7:00 p.m. EDT on May 14, 2008
- Development Training scheduled for Monday morning, May 19, 2008 from 9:00 a.m. – 4:00 p.m. Knoxville, TN
- Thank You pins to be given to GF registrants at the Hilton Hotel
- Meeting with Howard Greenstone is scheduled for June 4, 2008 with John Maloney, Val Conroy and Eric Wolff

Governance Committee – Brownie Mitchell, Chair

- Bylaw changes that were posted on the internet have been there 30 days and are ready to vote on
- The Whistleblower policy is in effect
- The Board has charged the Governance Committee to go through the policies and update them to reflect the CEO (instead of President and Executive Director)
- Review of Bylaws

Motion: Karen Anderson moved to accept the Bylaw changes that have been posted the last 30 days regarding the change of name from Executive Director to CEO.
Second by Sue Oclassen.

Action: **Motion Passed.**

Board Member Selection Process

Article 3, Section 15 of the Destination ImagiNation, Inc. By-laws describes three ways, in which a BOT vacancy could exist, included as Addendum A of this document. The following procedures will be followed to address each of those contingencies:

- 1) A vacancy may exist from death, resignation, or removal of any Trustee

The Board may elect to choose one of the following procedures:

- A. Follow the “Board Member Selection Process” as described in Section B, 10.2 of the Policy Manual, attached to this document as Addendum B.
- B. Allow seated BOT members to submit names of possible candidates to the Governance Committee. This committee will review and collate all submitted information and return to the board with a list of candidates and a recommendation. The board will then vote to seat one board member, or more if needed.

- 2) A vacancy may exist whenever the number of authorized Trustees is increased.

The Board will follow the process described in Section B, 10.2 of the Policy Manual. (Addendum B)

- 3) A vacancy may exist at the end of a Board term.

The Board may elect to choose one of the following procedures:

- A. Follow process 1) B described above,
- B. Vote to reseat the Board member if the existing term limit rules, as described in the By-laws, allow for the member to serve another term and if there is a vacant Board seat not yet filled.

Motion: Karen Anderson moved to approve the Board Member Selection Process
Second by Val Conroy.

Action: **Motion Passed**

Addendum A

Destination ImagiNation, Inc. By-laws, Article 3, Section 15: Vacancies

Vacancies on the Board of Trustees shall exist (1) on the death, resignation or removal of any Trustee, and (2) whenever the number of authorized Trustees is increased. Any Trustee may resign effective upon giving written notice to the Chair of the Board. No Trustee may resign if the Corporation would then be left without a duly elected Trustee of Trustees in charge of its affairs, except upon notice to the Office of the Attorney General or other appropriate agency of this state. Unless otherwise prohibited by the Articles of Incorporation, these Bylaws or provisions of law, vacancies on the Board may be filled by the Board of Trustees. If the number of Trustees then in office is less than a quorum, a vacancy on the Board may be filled by a majority of the Trustees then in office or by a sole remaining Trustee. A person elected to fill a vacancy on the

Board shall hold office until the next election of the Board of Trustees or until his or death, resignation or removal from office.

Revised: January, 2006

Addendum B

Destination ImagiNation, Inc. Policy Manual Section B, 10.2: Board Member Selection Process

The Governance Committee will:

1. Receive direction from Board as to the number, terms and timing of the appointment of Trustees
2. Publish, through appropriate channels, the criteria, expectations and an invitation to apply to be a Trustee
3. Current Trustee recruit applicants
4. Review responses
5. Identify interview candidates
6. Interviews conducted jointly and together by the Chair, Vice Chair and the President and report(s) issued to the Governance Committee. Governance Committee will develop and provide standard questions to be used in addition to ones provided by the interviewers
7. Review interview reports
8. Recommend candidates to the Board. The number of candidates recommended will not be greater than the number of Trustee positions to be appointed.
9. Board passes a motion to appoint Trustee(s) from the list of recommended candidates. The Board may appoint all, one or any combination of the individuals recommended.

Motion: Val Conroy moved to accept the Committee Reports.
Second by Bruce Urban

Action: **Motion Passed.**

TASK FORCE UPDATES:

Charter Task Force

DRAFT BOARD MISSION STATEMENTS

Board of Benefactors

The Destination ImagiNation, Inc. Board of Benefactors, in cooperation with the Destination ImagiNation, Inc. Board of Trustees, dedicates itself

to providing creative problem solving opportunities and trainings to children and adults by ensuring, through contributions and fundraising endeavors, the financial stability and success of all Destination ImagiNation, Inc. programs.

Board of Trustees

The Destination ImagiNation Board of Trustees, in cooperation with the Destination ImagiNation, Inc. Board of Benefactors, is dedicated to providing leadership and guidance for the operational aspects of all the programs of Destination ImagiNation, Inc. while serving as spokespersons for its community of participants, volunteers, and supporters around the globe.

Motion: Val Conroy moved to approve the Mission Statements (Final Mission Statements)
Second by Bruce Urban.

Action: **Motion Passed.**

See Attached Charters

Motion: Karen Anderson moved to approve, in concept, the Charter Frameworks (detailed in Charter Final Draft 5-08.excel) of the two Boards.
Second by Val Conroy.

Action: **Motion Passed.**

Merchandising Policy Task Force

DRAFT PROPOSED: Merchandising Policy Components

- Policy reflects only use of “box and ball” logo and the words “Destination ImagiNation”
- Logo must be used exactly as described (no change of design, change of colors...creative embellishments of any kind) except for the depiction of the logo as all white or all black. It must include any registration or trademark protections that currently exist.
- License for use goes only to the Affiliate (Directors.) It does not extend to regions, sub regions, volunteers or memberships.
- Document will provide a clear and specific list of items and garments which do not require additional approval. And for some items it may include the location on the item will be restricted to specific use; (ie not on the rear of pants)
- Licensed logos and the words “Destination ImagiNation” are to be used as the ONLY logo on the garment with the exception of the “pre-approved” **combined graphic use agreements** or by specific individual agreement additions. (This is meant to allow individual affiliates to pre-approve their affiliate logos and special taglines or identifiers [phone

number, e-mail, web address, etc] to be used on the same item as the box and ball, reducing work for staff that is predictable.)

- Where use is “pre-approved,” it must be described verbally and the graphic will be attached to the agreement at the time of licensing. These “pre-approved” graphic combinations will be considered as special permission to the individual Affiliate and will not need additional consideration by HQ.
- Non “pre-approved” graphic combinations must be submitted to HQ for approval and will include the graphic or use of the words “Destination ImagiNation” , a description of the item it will be placed on, the location on the item, and the length of time the item is expected to be distributed, and the number of logo images to be produced. (i.e., we are ordering 300 pencils, 100 shirts, etc.) These additional approvals may take up to 3 business days to approve.
- Breach of the agreement will disallow any use of the box and ball logo and the words “Destination ImagiNation” for sale or distribution without sale unless purchased via HQ.
- This will in no way impact the current or future agreements regarding the use of Dairy logos or other logos used by affiliate. (ie challenge logos, Project Outreach image, etc)

Motion: Val Conroy moved to approve the Merchandise Policy Component document and to send it to an attorney for review prior to a final vote by the Board.

Second by Doug Maulik

Action: **Motion Passed.**

Charge the Committee at taking a look at all the components that need to be addressed for a full merchandising policy after the attorney looks at it.

Search Committee Task Force

The Search Committee narrowed the candidates down to four, and one has withdrawn. The three Candidates will be at Global Finals so that the Board can meet with them. Background checks and references are being checked.

Motion: Brownie Mitchell moved to accept the Task Force Reports.

Second by Pam Schroeder.

Action: **Motion Passed.**

OLD BUSINESS

Global Finals Board Schedule

- Development Training Meeting – Monday 9:00 a.m. – 4:00 p.m.
- Reception at the Boat Dock for the Deputy Secretary of Education

Wednesday – 5:30 p.m. – 6:30 p.m. (Dress for the event – business casual – staff will wear the DI shirts and black pants)

- Breakfast on Thursday is still a possibility – Time with candidates is still a need
- Board members will need to help out at the Expo at several DI Booths
- BoT Meeting 9:00 a.m. on Sunday / Breakfast at 8:00 a.m.

NEW BUSINESS

Agenda for Board Meeting at Global Finals

NEXT MEETING DATES:

Development Retreat – Monday, May 19, 2008 @ 9:00 a.m. EDT – Knoxville Hilton

Open Board Meeting – Sunday, May 25, 2008 @ 9:00 a.m. EDT – Knoxville Hilton

Upcoming Meetings:

Teleconference – June 10, 2008 @ 8:00 p.m. EDT

Teleconference – July 8, 2008 @ 8:00 p.m. EDT

Summer Board Meeting – July 31 – August 2, 2008 (travel days July 30 & August 3) – Location TBD

Teleconference – August 12, 2008 @ 8:00 p.m. EDT

Motion: Brownie Mitchell moved that the meeting be adjourned.
Second by Sue Oclassen.

Action: **Motion Passed.**

The meeting adjourned at 10:50 p.m.

Karen Anderson
Recording Secretary

Attachments: Charter Framework

Minutes approved July 8, 2008

**Destination ImagiNation, Inc.
Board of Trustees/Board of Benefactors Model**

	Board of Benefactors (Foundation?) Responsibilities	Board of Trustee Responsi
Board Name	Board of Benefactors (Foundation Board)	Board of Governors
Legal Structure	Foundation - Will need a separate non-profit status if treating as a separate entity. However, IF the intent is simply to have a separate, specialized fund-raising board, then this "joint" board is, in reality, a Development Committee (a \$\$ raiser). Many 501c3's are structured this way. Others have a Board of Directors (BOD) (large group who main function is to raise money/contributions with a minimum annual contribution to belong), i.e. most large cultural organizations. These groups then have an Executive Committee (EC) that takes care of "business." Beneath the EC are the Governance/Nominating Committee, the Finance Committee, and the Audit Committee.	Can retain its present 501c3
Basic Responsibilities	<ol style="list-style-type: none"> 1) Develop fundraising strategies and annual action plan for involvement and cultivation of major gift prospects, i.e. corporate, governmental, foundation and private. 2) Help to develop policies for board and staff action related to gift solicitation and recognition. 3) Ensure that the case for support is strong, current, and based on the organization's mission and goals. 4) Solicit gifts at levels required for annual, special and planned giving programs. 5) Evaluate potential prospects for increase contributions. 6) Provide information about prospects. 7) Involve and motivate other board members and volunteers in cultivation and solicitation of gifts. 8) Help to develop expectations for financial contributions from the board, and providing leadership by making their own gifts. 9) Develop and sign solicitation and acknowledgement letters in conjunction with the staff. 	As per ByLaws and BOT Policies
	11)Develop marketing strategies and oversight of same	

Board Member Donation Expectations	Each member and/or its organization must give a minimum annual donation of \$3,000.00	Each member must give a substantial donation
Size:	No more than 12	No more than 15 as determined by the
Term Limits:	NA	4 year term no more than 2 terms con
Compensation	Volunteer	Volunteer
Recruitment of Members	Active recruitment and recommendation to the BOT for members to the Board of Benefactors	Active recruitment via the Nominating for both the Board of Benefactors and
Acceptance of a Board Member	Right to approve or reject additional members to the Board of Benefactors before appointed by the BOT.	Recruit and appoint members to the Benefactors Board.
Board Member from another Board	Provide a voting member to the BOT	Provide a voting member to the Board of Benefactors
Board Member Orientation and Education	1) Customized version of the BOT orientation training 2) Annual training for every board member	1) New Board member orientation to by the board chair and vice chair prior to the first BOT meeting 2) Annual training for every board member
Board Member Qualifications	Jointly determined by the Board of Benefactors and the BOT.	Determined by the Nominating Comm BOT.
Board Member Resignation	Policy developed by Foundation Board; reviewed or approved by BoT	As per bylaws
Relationship between Boards	Receive annual fundraising needs from BOT	
	Provide BOT with a quarterly update on fundraising efforts and results.	Receive solicitation/fund raising input from the Foundation Board on a quarterly
		Provide the Foundation Board with quarterly financials.
	Assist in public relations with the corporation with public appearances, letters of support, good stewardship, and participation in public events.	Assist in public relations with the corporation with public appearances, letters of support, stewardship, and participation in public
	Encourage annual individual BOT contributions.	Donate annually to DII fundraising efforts
	Request potential donor names from the BOT.	Assist the Foundation Board by providing donor names
Relationship with the Executive Director	CEO is not a member of the Board. Serves as an advisor.	CEO is not a member of the Board. Serves as an advisor.
Relationship with Staff	Staff: Provide information about the organization, develop proposals and letters, provide first drafts and coordinates the mailing of solicitation letters, provide information about programs and tax advantages in a solicitation call, and send acknowledgements of donations.	Staff: The CEO and Management Team Board Members fully informed on the projects of the corporation. New projects that fall outside the Strategic plan involve substantial funding will be brought to the BOT. The Board will work in partnership to ensure the mission and vision of the organization are carried out.

	Foundation Board: Learn the mission and goals of the organization, provide information about prospects; provide final edits of and sign personalized solicitation letters; solicit gifts on behalf of the organization and send personal thank you notes.	BOT: The board will communicate re staff to ensure that the mission and v organization are carried out. The BC that staff has the resources needed t of the corporation
Committees	Sub-committees as needed	Governance/Nominating, Finance, Au Committees
Committee Members	Chair should be a Board of Benefactors Member. Committee members can be recruited from outside the Board as advisory members.	Chair should be a BOT Member. Co members can be recruited from outsi as advisory members. (Comment - K done a lot with other Boards I work w in regard to the Finance Committee a (requirement of the Audit Committee Committee. Governance Committee more usually only from the sitting Bo
Financial Oversight	Receive quarterly updates and fundraising "Target" expectations.	1) Responsible for Financial oversight corporation. One member of the Boa Benefactors should sit on the BOT Fi Committee. 2) recommen additional funding is needed to suppl regular revenue stream of the organi
Annual Budget	Review the annual budget developed by the staff inconjunction with both Board's input, comment as necessary.	Review and approve the annual budg by the staff inconjunction with both B
Special Projects	Approve, reject and or suggest special projects for the corporation	Approve, reject and or suggest spec the corporation
Lobbying	Lobby efforts should be done within the federal nonprofit guidelines.	Lobby efforts should be done within t nonprofit guidelines.
Operations	n/a	Oversee the implementation of opera strategic operation of the Corporation
Strategic Planning	Assist in the development/revision of DII's general Strategic Plan.	Assist in the development/revision of Strategic Plan.
Meeting Attendance	Quarterly Board of Benefactors meetings either in person and/or via teleconference and physical attendance at the Annual Meeting	Monthly Board of Trustee meetings (person or via teleconference) and ph attendance at the Annual Meeting.
Selection of an Chief Executive Officer (CEO)	Assist in the selection of an Chief Executive Officer	Assistance in the selection of an Chie Officer
Annual Evaluation of the CEO	Provide general evaluation input to the BOT Evaluation Committee for the CEO's annual review.	Formal annual evaluation and compe recommendations should be done by evaluation input provided by the Boar Benefactors.
Policies	Annually sign the Code of Ethics, Conflict of Interest and Confidentiality Statements	Annually sign the Code of Ethics, Co Interest and Confidentiality Statemen

DESTINATION IMAGINATION, INC.
BOARD OF TRUSTEES MEETING
May 25, 2008
University of Tennessee, Knoxville

9:00 a.m. EDT Meeting was called to order by Chair, Andy Loftis.

ROLL CALL: **Present:** Karen Anderson, Frank Begun, Val Conroy, Andy Loftis, Doug Maulik, Brownie Mitchell, Sue Oclassen, Pam Schroeder, Bruce Urban, Johnny Wells and Nancy Wingenbach.
Management Team Representation: Roger Garriock, Rusty McCarty, Joe O'Brien and Linda Wayne.

Absent: John Maloney

APPROVAL OF AGENDA:

Motion: Bruce Urban moved to approve the Agenda as posted.
Second by Nancy Wingenbach.

Action: **Motion Passed.**

On behalf of the Board, Andy Loftis, Chair thanked Rusty McCarty and the Management Team for the great job on Global Finals 2008.

MANAGEMENT TEAM REPORTS:

Rusty McCarty, Vice President of Creative Programming

- We are all about Team: Staff, Consultant Team and Management Team are an amazing set of people
- 1031 Teams came to Global Finals
- Volunteers delivered – 1 Challenge site saw over 80 teams
- Teams were incredibly happy at celebration parties
- 187 separate events as well as the major tournament
- UT did a tremendous job for DI this year
- Process for GF 2009 in progress
- All of the 300 backpacks for the KARM Outreach Program were sold
- Exceeded the goal of 2000 on the Healthy Study in conjunction with UT
- Over 250 teams completed all 3 parts of the Dairy Challenge (900 teams did one or more)

Linda Wayne, Vice President of Development

- 59 different VIPs from 18 different organizations (including Elsie the Cow)
- DI Volunteer group – excellent
- Dairy was very pleased with the Dairy Challenge

Roger Garriock, Vice President of DIcon

- Productive year for DIcon
- Three year contract for use of IP with the Center for Creative Solutions, Buffalo and the Center for Creative Learning in Florida has been signed
- DIcon has 95 certified consultants with 22 waiting for certification
- A part time consultant to help and assist associates to market the program has been hired

Joe O'Brien, Controller

- Financials looking up from last fall
- Positive actions taken to generate new revenue
- Over 9,000 GF packages sold /Souvenir Sales did well
- Memberships down this past year
- Successful AEM pilot project – discussions underway for a 3 year proposal
- Plans to hire an IT person and some additional program support staff

Motion: Brownie Mitchell moved to accept the Management Team's Reports.

Second by Nancy Wingenbach.

Action: **Motion Passed.**

ALLIED ORGANIZATIONS' REPORTS

University Level, Chris Groberg

See attached report

DISC Committee, Charles Compton (Chris Groberg reporting)

See attached report

Alumni Committee, Lara Morrell

- Two newsletters distributed last year to Alumni
- Goal is to have an Alumni representative for each Affiliate
- Alumni have a presence on Facebook
- Alumni cards distributed to all Affiliates
- 319 members recruited in 2007; 94 new Alumni so far for this year
- Brainstorming new DI Alumni Programs

DIAD, Doug Maulik

- DIAD providing a slate of candidates for three Board of Trustee seats
- Eric Wolff, CT, was elected the new DIAD President

Motion: Val Conroy moved to accept the reports of the Allied Organizations.
Second by Johnny Wells.

Action: **Motion Passed.**

Search Committee Task Force

Andy Loftis, Board Chair, spoke about the work towards selecting a new CEO. There were 56 candidates that applied, 14 phone interviews, 6 face to face interviews.

The final candidates were invited to Global Finals. The Committee will be bringing forward their recommendation in June. The hope is to have a CEO in place by the end of July.

Motion: Nancy Wingenbach moved to adjourn the meeting.
Second by Brownie Mitchell.

Action: **Motion Passed.**

The meeting adjourned at 10:36 a.m.

Karen Anderson
Recording Secretary

Attachments: University Level Report 2008
DISC Report 2008

Minutes approved July 8, 2008

Attachment: BoT Minutes May 25, 2008

2008 Report
Chris Groberg
University Level Coordinator
www.idodi.org/univ

1

Destination ImagiNation, Inc.
Board of Trustees' Meeting
University Level Report 2008

Introductory Remarks

This Global Tournament marks my 6th event as the University Coordinator. During that time, I feel that we have gone from little awareness that there WAS a UL, to students now looking forward to being part of it when they graduate high school. We still have a ways to go but by encouraging programs that build the secondary level, we increase the odds that we will have more participation after high school. New program options, special considerations for UL teams, higher visibility through interactive Global activities like the Performance Stage at the Improv Fiesta, talking regularly with TMs and members of high school teams, maintaining the collegedi e-group and using facebook are all tools that have contributed to an increase in community awareness.

The University Level remains a vibrant part of the organization with teams committed to the regular flagship program as well as DI eXtreme. It is the norm anymore to see teams mix their Global participation between both. There are over ten teams scheduled for Globals in the flagship challenges with many of their members participating in one or more versions of eXtreme, too. We see quite a few alumni teams participating. We still have paid flagship memberships, though, that unfortunately are unable to afford the trip and housing for Globals. Finances remain an issue for University Level participants. They appreciate when special considerations like the unadvertised Housing Package 4a/b are offered! Many would willingly work for the week, if they could be allowed to also compete.

We do continue to add to our list of colleges that can say "I DO DI"! Colorado School of Mines, Cuesta College, Reedly College, UCLA, University of Oregon, and Willamette College in Oregon were just some of the new institutions that had DI participants on campus this year.

Global Finals (see attached Meeting Notes)

UL Events at Globals 2008

Icebreaker

Improv Fiesta Performance Stage

Career Exploration, Friday 9:30-10:30

UL Annual Meeting

The addition of these extra opportunities furthers the goal of making kids think that is it cool to be older and say U R DI!

Operating under the theory that increased awareness of DI at the secondary level will grow the

University Level, the following are just some of the ways I sought to promote the level in 2007-2008:

- On August 18th, I ran a Secondary/UL eXtremely eXpress Tournament at the Illinois Institute of Technology as the culminating event for a camp offered by FIRST Robotics Midwest Coordinator, Jackie Moore. This camp demo was the trial run for a bigger piece later on in the Fall. The location of the FIRST Tournament gave us a presence on this busy college campus and helped us recruit students for future activities as well as for volunteer positions. Campus sororities and fraternities there expressed interest in DI, as

well as the competitive engineering/robotics teams. Ginger Green ran a DI booth at the same time to talk to Robotics parents and supporters. Response was enthusiastic and warm.

- As a result of the Robotics connection, I was visited by Dr. Susan A. Linnemeyer, from the **Office of Special Programs of the College of Engineering of the University of Illinois**. Dr Linnemeyer was interested in using the Destination Imagination structure challenge as a project for their undergraduate engineering students. She was also interested in employing some of our alumni to assist with the teams in Champaign, Illinois. While it did not work out to do that this year, I have hopes that we will get this in place for 2009.
- In 2009, **Harvard** will once again offer Destination ImagiNation. They have decided to do it every other year, as they get mostly juniors and seniors to take the course. There was an overwhelmingly positive response to the course last year. Another plus out of the sharing of that success- other MADi folks were more interested to participate (as appraisers) for the coming year!
- Over the summer, with ILDI, I joined the Chicago Mayor's Office in planning and celebrating a ten day, **Science in the City (SITC)** festival. Other participants in these events included Chicagoland Chamber of Commerce, University of Chicago, Fermi Research Laboratory, First Robotics, Lego NXT, Science Olympiad, the Field Museum, Argonne National Laboratory, Illinois Institute of Technology, Northeastern University, Shedd Aquarium, U of I-Chicago, U of I-Urbana/Champaign, Northwestern University and many others. Working with the various universities and schools, attending the many meetings, networking, all gave a "foot in the door" to future collaborations and recruitment.

Our lead activity was a **DI eXtreme Tournament** for high school and university students, partnering with the Museum of Science & Industry and Chicago Public Schools. We received sponsorship funds of \$2000 towards the competition, supplies, signage and alumni used as staff. We hosted between 85-100 High School students for the day long event. In addition the Museum of Science and Industry donated additional signage, interns and a very large space. DI donated many of the disposable products and approx 20-25 volunteers between the day of the event and the day of set up. As a result of this event, we had an additional 50 students who chose to participate in other spring events such as the Construction Challenge and the Flagship program. We had double the usual number of teams at ILDI Affiliate Finals in the Secondary Level, due to events like these. We will do this event again in 08, doubling its size.

Key to this event was an **IC component**, bringing in the Flagship program and using "super sized" ICs for a broad general audience. We were able to offer an introduction to the program and exposure to Properties of Materials for the mostly "new to DI" teams.

- Attended the (second annual) **Innovation Summit**, presented by the Chicagoland Chamber of Commerce, the Illinois Department of Commerce and Economic Opportunity and World Business Chicago. This event drew close to 600 members of the Chicago business community to Navy Pier on October 25, providing an opportunity to showcase innovations and technologies that are changing people's lives and the way we do business. Attendees heard authors John Kao and Rosabeth Moss Kanter deliver compelling messages about why innovation is crucial to our economy and how it can be achieved. Excellent opportunity to network and sell DI! They need us!

- **DI eXtreme Tournaments**. I ran eXtreme at our ILDI Affiliate Tournament and we had one university team compete along with 4 secondary teams. I have offered assistance to any Affiliate or Region that is hosting such an event, to talk over the different ways they can be run. I asked for responses from those that did do a local event, see attached. Response has been very positive and I would expect to see more such events offered next year.

- **Email for DI eXtreme inquiries**. Attached chart shows the number of emails I have fielded in relation to eXtreme and the UL. I do a lot of "handholding" via emails. As you can see, there are highs as new college students plan their upcoming DI year and want to know their options, and in April and May as we inch closer to Globals. The number of emails for eXtreme is dramatically

higher than for the regular teams- 577 vs 191. That is a lot of traffic through my account! (Note: the number above does not include email communications I send out to the collegedi@yahogroups.com e-group.)

- I operate the **collegedi email list group** for the participants and their supporters. Our files section holds various documents and plans in regard to fund raising, planning meetings, and generally getting started with college DI.
- **Phone calls** are also fielded since my cell # is listed with my signature. It is not odd to have a 10:30 PM call right before the UL deadline.
- University Level **web site** finally has an idodi address and is listed on the home page! That makes it much easier to find us.
- I continue to **work with the ADs and RDs**, assisting them with UL participants in their area. When possible, I visit and talk with their graduating seniors or correspond with them via email at the request of the affiliate.
- I serve as a **Co-Chair to the DISC Scholarship Committee**, which helps me to connect with secondary students and college students to encourage them to continue their involvement.
- **Business cards** to interested parents, graduating seniors and college students that want to try eXtreme or put together a regular team so that they can reach me after they return home. The cards have my email address as well as my home phone and cell numbers. I have had people call me with questions even while at Globals, so they do prove useful.

Looking ahead

One of my other DI "hats" is as the Affiliate Training Director for Illinois. Last year we focused much of our energies on outreach into the city of Chicago, and those efforts continue to offer some unique opportunities for the UL and also for growing the secondary participation in our area. I hope to have some exciting news to share in that regard in my next report.

I am attaching one of the proposals received this year for a Chicagoland Innovation Olympics - a one-day multievent including various competitions similar to a Destination Imagination "DI eXtreme program." This would culminate in a main competition which would include presentation of an innovative idea for a public works project of limited scope. There would be two levels of the competition, based on "life stage": COLLEGE STUDENT (undergraduate, graduate), and PROFESSIONAL (primarily engaged in a career position).

Conclusion

I expect to see university student participation to grow. Increased secondary participation will hopefully translate to more UL teams, whether they be Flagship, or Comm Pro. That should translate to a larger pool to draw from for appraisers and for affiliate and region leadership positions, too.

The main obstacle to getting more college participation is and always has been funding. We could dramatically increase the numbers of teams at Globals if we could arrive at a way to help subsidize or offset some of the expense, especially for those that are on the west coast and up in the Northwest. We also need to increase promotion at the Affiliate level, and include contact information at their sites could help. Many do not offer a link to the web site we operate. Having an Alumni Rep or one for the UL on their Affiliate Boards might be helpful in promoting the level. We also could look at the promotional materials that are available and whether they focus on the benefits of continued participation at the UL. It is time for new brochures, please.

I also believe it would be beneficial to provide more collaboration with corporate sponsors, and the attached internship proposal may offer an option for that. I think it would be a wonderful opportunity if do-able.

I will continue to work on the development of participation levels in every way possible, as well as encouraging everyone to join the alumni organization. I remain enthusiastic about the level and its participants and I hope to convey that to all I come in contact with. I would appreciate it if a way can be found for me to be able to access information on UL memberships and teams

through the DION system. I think it is important that I know who is out there and that they receive contact from me as soon as possible.

Thank you for your continued support and commitment to this level.

Respectfully submitted,

Chris Groberg /University Level Coordinator

Program Proposal

Destination ImagiNation® Internship Program

Objective

Establish an internship program in collaboration with corporate sponsors, to give late high-school and college students advanced creativity and team skills training put to use in real-world business environments.

Basis

It has been commonly observed that the currently embodied CPS programs serve the needs of young students very well, but the vast majority of participants withdraw from the program in high school and college. It has historically been argued that high school and college students undergo a shift in priorities, and programs like Destination ImagiNation fall to a new interest in social life, part-time jobs, and accelerated academic studies. The organization, however, has a significant interest in maintaining program activity for students throughout their educational careers, for today's participants are tomorrow's volunteers, directors, and staff. Thus the organization must focus resource toward maintaining interest and activity among high school and college students, in order to assure organizational perpetuity.

Program Description

The Internship Program would be operated on an annual basis in conjunction with one or more corporate sponsors. The program would be implemented as follows.

1. The program coordinator meets with the identified corporate sponsor to identify a realworld business issue in the sponsor's company. The business issue may be one of product development, marketing, packaging design, or any other corporate matter that requires creativity and divergent approach in order to craft a solution. The coordinator works with the sponsor to frame the issue in terms of a project, complete with appropriate background information, market data, and any other materials useful to a project team.
2. The organization selects a group of 5 to 10 students to become the project team. The students are chosen through an application process based on prior CPS experience, diverse skills, and the specific needs of the sponsor's project. Students are at least 18 years of age, having completed at minimum their junior year of high school.
3. In the summer of the program year, the project team gathers with the coordinator for a four-week internship. Students are housed, preferably on a University campus, with use of a meeting and work space available for the entire four-week period. In the first week, students are given advanced training in creative problem solving, presentation skills, organizational practice, personal presentation, and any other project specific training as determined by the coordinator. The team meets with the corporate sponsor at the beginning of week two, for a full description and overview of the project and related background information. The team then creates its solution, which is presented to the sponsor's organization at the end of week four. The team has benefit of research facilities and a working budget for creating presentation materials, mock-ups, and other working supplies.
4. The team's presentation, its report, recommendations, and all supporting materials become the property of the sponsoring corporation. Any intellectual property derived from the team's work reverts to the sponsoring corporation.
5. Ideally, the program participants would also receive a scholarship grant from Destination

ImagiNation in the amount of \$500 to \$1000.

Program Funding

The cost of the program would be borne entirely by a grant from the sponsoring corporation. The cost of the program to a sponsor would be in the range of \$35,000 to \$50,000, depending on the number of students on the team, the complexity of the issue, and the location of the site. The grant would include the cost of administration by Destination ImagiNation, Inc., consultants for skills training, and a stipend for the program coordinator.

Program Benefits

Students benefit from the intensive training in CPS process and business skills, as well as the accomplishment of completing a real-world business project. The students also receive exposure to potential employers, and receive funding for their higher education. Students who participate in the program receive an experience and benefit that is not available from a normal summer job.

Sponsoring corporations receive consulting services from some of the most creative young minds in the world. They receive exposure to talented young people who are potential employees of the future. And, the sponsoring corporation is the beneficiary of any intellectual property derived from the program, including the possible realization of revenues from product sales.

Destination ImagiNation, Inc. obtains critical relationships with program sponsors, along with ongoing commitment brought about from successful project completion. With further development, the program could develop into an ongoing creativity consulting business for the organization. In the near term, however, the program provides a vehicle to attract and retain high school and college students to the Destination ImagiNation program, with the promise of ongoing involvement of these students as they become adults established in the community.

CHICAGOLAND INNOVATION OLYMPICS PRELIMINARY PROPOSAL

Version 2

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I PURPOSES

- 1 Promote Chicagoland as a center of innovation and focus attention on the value, process, and fun of innovation,
- 2 Stimulate innovative thought and action through competition, and
- 3 Help everyone involved grow in their understanding and use of innovation.

II THE EVENT

- 1 A one-day multi-event including various competitions similar to a Destination Imagination “*DI eXtreme program*,” culminating in a **main competition** which would include presentation of an innovative idea for a public works project of limited scope.

a To quote from the Destination Imagination website,
<http://www.destinationimagination.org/>:

DI eXtreme is “edgy, intense and real – this creative problem experience ... takes teamwork to a whole new echelon. DI eXtreme teams solve heavy task-based challenges with a dash of performance pizzazz with minimal time and limited resources.”

b See “Final Competition” below.

- 2 Invitations to participate would be to business organizations in the Chicagoland region.

a “*Business organizations*” – can be broadly interpreted to mean: commercial enterprises, trades, industry associations, labor organizations, government, and educational institutions. Teams could be from one organization or across an industry or trade group.

b “*Chicagoland region*” – To keep the physical boundaries simple and flexible ... let’s say it should be a 150 mile (or so) radius from State & Madison Streets in Chicago. I further suggest that we, at least initially, trust teams to self-select. After all, for them, the further the distance the more time and expenses involved.

3 *Other team parameters* – We could set up levels of teams, based on life stage ... e.g. COLLEGE STUDENT (undergraduate, graduate), and PROFESSIONAL (primarily engaged in a career position) could be two levels. We should specify that at least one member of the team be able to speak and read English fluently so as to understand the event descriptions and processes.

III **FINAL COMPETITION**

1 **THE SIX “I”s** -- Deborah Wince-Smith spoke at the 2006 Innovate Now Summit, describing “innovation” as five “I’s”: **Imagination, Insight, Ingenuity, Invention, and Impact**. Because we have special characteristics as Midwesterners, I would suggest a sixth “I” – **Integrity**. That means “character and honesty,” of course. But it also means consistency of behavior ... when I act with integrity I act from the heart and truth of who I am. Midwesterners are very much about Integrity, which represents a tremendously important “value proposition” that we in Chicagoland can contribute to innovation as a way of doing business ... and of living life. So, as part of all the competitions, I suggest we look into establishing a component of this competition that is similar to the “Champions of Character” program of the National Association of Intercollegiate Athletics, <http://naia.cstv.com/champions-character/>. This program promotes the following core values: Respect, Responsibility, Integrity, Servant Leadership, and sportsmanship. This in turn was influenced by the Josephson Institute of Ethics, <http://www.josephsoninstitute.org/>.

2 **FAMILY AND FRIENDS SPACES** -- As part of who we are as Chicagoans, family and friends are very important ... especially getting together with them. That often happens in neighborhood restaurants, parks, and coffee shops. But, once you’re downtown, that neighborliness gives way to large buildings, monuments, and awesome public spaces. It comes back a little with the Crown Fountain, which is a wonderful place for families and kids. But I suggest we need more locations that accomplish that.

a The inspiration for this is from the idea of “**Third Places**.” Ray Oldenburg, author of *The Great Good Place*, describes Third Places as anchors of community life which facilitate and foster broader, more creative interactions. According to him, a third place has these attributes: “free or inexpensive; food and drink, while not essential, are important; highly accessible: proximate for many (walking distance); involve regulars - those who habitually congregate there; welcoming and comfortable; both new friends and old should be found there.”

(Source: http://en.wikipedia.org/wiki/Third_Place).

b Also, see information from the Project for Public Spaces, which was founded by Mr. Oldenburg: <http://www.pps.org/>

3 **THE COMPETITION ITSELF** -- I propose a competition wherein we request innovative proposals for constructing small spaces within our big spaces here in Chicago. These small spaces would be accessible to the public (probably part of an outdoor area such as a park), safe, and invite conversation and small group interaction. These small spaces probably would not in themselves be an enclosed building, but more of a comfortable, inviting arrangement of space.

a Participants in this competition would prepare a presentation, including identifying the location, an exciting description, a visualization, an accurate analysis of costs, and a reasonable timeframe for constructing it.

b This would be judged by a panel of experts.

c The winner(s) would receive recognition, of course, plus (ideally) their project would actually be funded and built!

4 **PANEL OF JUDGES** -- Presentation quality would be a consideration in the judgment of this competition. To facilitate this, I suggest at least one member of the panel of judges be from Toastmasters International (perhaps the "Windy City Toastmasters" <http://www.geocities.com/windycitytm/index.html>). Another member could be from the Lincoln Center for Character Development (College of DuPage <http://www.lincolncharacter.org/>). In addition, the panel should be selected based on expertise, objectivity, and stature in the Chicagoland Region and/or their professional community.

IV **NEXT STEPS**

1 **COMMITTEE**: Set up a formal committee to steer this, perhaps working with the Chicagoland Chamber of Commerce

<http://www.chicagolandchamber.org/home.asp>) and the Product Development Management Association (PDMA Chicago <http://www.chicagopdma.org/>). We also should be in contact with the Mayor's Office for Special Events (<http://egov.cityofchicago.org/city/webportal/home.do>). Also, we would of course involve representatives of Destination Imagination, the Project for Public Spaces, and the Lincoln Center for Character Development.

2 **TIMING**: Perhaps the Chicagoland Innovation Olympics could be done in conjunction with an Innovation Summit ... in 2008 or 2009 ... www.innovatenow.us

a Based on that, the committee would develop a timeline for accomplishing this.

3 **VENUE**: Same as Chicagoland Innovation Summit?

4 **FUNDING**: If we're associated with the Chamber, perhaps they could provide (or help us solicit) funding.

Attachment: BoT Minutes May 25, 2008

Annual Report

Report to: Destination Imagination Board of Trustees
From: Charles Compton, Chairman – DISC
Report amended prior to final submission

GF Notes

- Booth receipts (when final checks for auction items and potential matching funds are received) were \$18,962 (Amount not confirmed with DIHQ). We do not have a final accounting at this time but estimated expenses are \$6,300.00
 - Auction receipts
 - Large pin towel - \$2,000
 - Smaller pin towel - \$800
 - Vintage pin collection from DIHQ - \$350
 - Donated quilt - \$500
 - Frank's photographs – with potential matching funds - \$1,415
 - 20 Teams participated in the TMO. This was our first attempt at a TM&O that involved water. All the participants had a great time.
 - One of our committee members donated a mascot (Dinnie) costume. This seemed to be well received throughout the campus. Dinnie assisted in presenting DISC scholarship awards at Graduation.
 - Our new booth gave us a presence that we have not had in the past. It looked awesome

Accomplishments for the Past year

General

- Improved on our timeline for creating of the TMO such that it was able to be included in the “Going to Globals” notebook
- Purchased a new booth display for Global Finals. The designer donated his labor. DI/DISC purchased the materials for the construction of the booth.
- In order to try and improve our planning processes we experimented with using a WIKI (similar to wikipedia) to record our notes and thoughts in a central location that all committee members can easily view and edit.

Scholarships:

- Reviewed 60 scholarship applications
- Awarded \$10,500 in scholarships to 13 students

Website

- Created our initial website at www.idodi.org/disc

DINI List

- Continued to moderate the dini list

Goals for Future

General Planning

- Our goal is to get at least 2 years ahead on the TM&O, Pin design, etc. so that we are ready for a complete “roll out” in September of each year. We would like to work on including information about disc and our scholarship program information on the Materials CD / Notebooks distributed to Team Members. (We have already selected a TMO for 2009)
- Expand number of working members on the committee
- Continue to increase our exposure through regular articles in the DImagninings and Leading the Way newsletters.

Scholarships

- Establishing written scholarship procedures and timeline.
- Define the category for “traditional” essay scholarship entries so that students understand that we are looking for something more than the traditional college scholarship essay. Scholarship awards for traditional type essays will be (tentatively) limited to \$500
- Have Scholarship review completed in time for (most) winners to be recognized at their regional tournaments.
- Establish online submission of scholarship entries using the www.idodi.org/disc website.
- Make better use of YouTube (or similar website) for submission of video entries so that it is simpler for our scholarship review committee to view these applications. We are going to require that all video submissions be in the form of 1 CD/DVD with the application and a private copy posted for the committee on youtube.
- Provide better communication between the scholarship committee and AD’s/RD’s to help them when writing recommendation letters for candidates so that we have a better basis for awarding our Founders Award scholarship which recognizes service.

Website

- Find a webmaster
- Complete the current website
- Establish a clearing house webpage that lists ALL scholarships available in DI at the National, Affiliate and Regional level.
- Use the DISC website and youtube to make available past scholarship entries where appropriate
- Establish a TMO page with past winners, photographs and video (via youtube) available

Other items under discussion

- DI, Inc. has provided the committee with more support than we have had in the past. We have a web presence at www.idodi.org. There is a link to support scholarships on the main webpage. DIHQ (Kate Wise) has helped us create logos and created a professional looking TMO challenge for this year. A note about the TMO and scholarships was included in emails to Team Mangers headed to Global Finals,

However, the committee feels like in order to succeed we need greater exposure to the DI community. While we are very excited that we have been able to continue to award \$10,000 in scholarships each year, this is very small amount for an organization our size. Our exposure has increased with a presence on the main IDODI website but our primary exposure is still through the DINI list which represents a very small portion of the DI population.

We would like to work with DIHQ to increase our visibility to the greater community.

- Establishing a “longevity award” to recognize team members with at least 10 years participation in creative problem solving. RD’s would submit information to DISC for recognition on a “DI DIHards” (or something similar) page on the DISC site. One consideration is to design a standard pin that RD’s can purchase to give to their long timers at their regional tournaments. . We would also design and make available a certificate that RD’s could print locally. Many regions already do this in at least an informal way. If we formalized this process and provided a national website for recognition it provides DISC with another opportunity for exposure to a greater audience.
- Establish a DI WIKI resource list to eliminate the tremendous amount of duplication of effort by Regional and Affiliate Webmasters across the country. (See separate sheet for further details).
- We have discussed the feasibility of processing our pin and tshirt orders through Shop DI. Our general feeling is that would create additional work for an already overworked staff in New Jersey. But we also believe we could improve our fund raising if there was someway that we could offer Pay Pal as a method of paying for scholarship fund raiser items. With Pay Pal we believe we would get more folks ordering our pins and shirts because they could immediately go on line and complete the transaction as opposed to having to download and fill in a form and then mail a check for payment. We would have a \$1 surcharge for Pay Pal but believe that even with that charge most folks would choose the paypal route because by the time you pay postage and deal with the headaches of a manual order you have spent at least that much.
- The committee believes that we cannot grow the TMO without moving to a different location. We would not have been able to have handled many more teams than the twenty we had at this year’s competition.

General Comments

- The general consensus of the committee is that the forums that Frank Kohl created for Team Managers either need to be taken off line OR someone has to take responsibility for moderating this list. DISC does not have the volunteers to take this on. There was a LOT of inappropriate discussions going on in the forums. This included (relating primarily to the Obstacles challenge)
 - Team Managers publishing team specific clarifications
 - Team Managers discussing very specifically their teams solutions
 - Disgruntled Team Managers starting discussion threads on why they were no longer going to participate in the program.
 - Users creating totally inappropriate user names (“DI-CM-SUC” for instance)
- The committee was glad to see the recognition of the “DI Scholars” because this is something that we have been discussing. If this is something that is going to be continued we believe the pool for consideration should be expanded to include ALL Senior participants in DI and not just those who apply to be Valedictorian. There are many Seniors participating in DI with credentials as impressive as those of this years’ DI Scholars who were not recognized simply because they did not happen to apply to be the DI valedictorian.

WIKI Resource List

Background:

There is a tremendous amount of duplication of effort by Regional and Affiliate Webmasters across the country who attempt to keep comprehensive lists of resources for DI Teams. We would like to create a national resource site that is maintained by a large number of users instead of each webmaster relying on creating their own resource list or borrowing lists from other websites. Our thought is that by having volunteers or groups of volunteers take responsibility for certain sections that the resource lists could be kept current and that the workload of having to continual double check for bad links will be reduced.

Some initial experimenting has lead us to believe that a WIKI is a natural tool for implementing this plan. "WIKIs" are basically user editable web pages. WIKI's can be set up such that:

- Anyone can view and edit the web pages
- Anyone can view but only certain people can edit the pages
- Or Privately so that only invited members can view and edit pages (this is how the DISC wiki is created)

An advantage that we have seen using a wiki is that it very easy to make changes that are immediately available to the entire user group and it is much more efficient than trying to sort through threads in a forum and / or an email group.

Our initial tests of this concept can be found at: <http://diresources.wikispaces.com>. This test site is set up so that anyone can view the site but only invited members can edit the pages. This is how the final version of the proposed site would be set up. This is a free site so includes advertising. We can set up a private site for \$50 a year which removes all advertising from the pages. (Another option is the creation of a private label wiki which allows setting up of an unlimited number of private and public wikis on your own domain such as www.idodiwiki.org. The cost of this service is \$1,000 per year)

DISC would establish an outline format/index for the resource lists. We would then solicit volunteers from across the country. Our volunteer editors would only have responsibility for one section of the WIKI such as IMPROV, STRUCTURE or STAGECRAFT. It would be best if we could find several volunteers to take on each section so that we have more than one set of eyes keeping things current.

Once the page was establish, Regional and Affiliate Webmasters would only need to link to this site and know that they have a much more comprehensive list of resources than they could keep up on their own. This would also provide additional exposure for DISC across the country.

DESTINATION IMAGINATION, INC.
BOARD OF TRUSTEES MEETING
May 25, 2008
University of Tennessee, Knoxville

9:00 a.m. EDT Meeting was called to order by Chair, Andy Loftis.

ROLL CALL: **Present:** Karen Anderson, Frank Begun, Val Conroy, Andy Loftis, Doug Maulik, Brownie Mitchell, Sue Oclassen, Pam Schroeder, Bruce Urban, Johnny Wells and Nancy Wingenbach.
Management Team Representation: Roger Garriock, Rusty McCarty, Joe O'Brien and Linda Wayne.

Absent: John Maloney

APPROVAL OF AGENDA:

Motion: Bruce Urban moved to approve the Agenda as posted.
Second by Nancy Wingenbach.

Action: **Motion Passed.**

On behalf of the Board, Andy Loftis, Chair thanked Rusty McCarty and the Management Team for the great job on Global Finals 2008.

MANAGEMENT TEAM REPORTS:

Rusty McCarty, Vice President of Creative Programming

- We are all about Team: Staff, Consultant Team and Management Team are an amazing set of people
- 1031 Teams came to Global Finals
- Volunteers delivered – 1 Challenge site saw over 80 teams
- Teams were incredibly happy at celebration parties
- 187 separate events as well as the major tournament
- UT did a tremendous job for DI this year
- Process for GF 2009 in progress
- All of the 300 backpacks for the KARM Outreach Program were sold
- Exceeded the goal of 2000 on the Healthy Study in conjunction with UT
- Over 250 teams completed all 3 parts of the Dairy Challenge (900 teams did one or more)

Linda Wayne, Vice President of Development

- 59 different VIPs from 18 different organizations (including Elsie the Cow)
- DI Volunteer group – excellent
- Dairy was very pleased with the Dairy Challenge

Roger Garriock, Vice President of DIcon

- Productive year for DIcon
- Three year contract for use of IP with the Center for Creative Solutions, Buffalo and the Center for Creative Learning in Florida has been signed
- DIcon has 95 certified consultants with 22 waiting for certification
- A part time consultant to help and assist associates to market the program has been hired

Joe O'Brien, Controller

- Financials looking up from last fall
- Positive actions taken to generate new revenue
- Over 9,000 GF packages sold /Souvenir Sales did well
- Memberships down this past year
- Successful AEM pilot project – discussions underway for a 3 year proposal
- Plans to hire an IT person and some additional program support staff

Motion: Brownie Mitchell moved to accept the Management Team's Reports.

Second by Nancy Wingenbach.

Action: **Motion Passed.**

ALLIED ORGANIZATIONS' REPORTS

University Level, Chris Groberg

See attached report

DISC Committee, Charles Compton (Chris Groberg reporting)

See attached report

Alumni Committee, Lara Morrell

- Two newsletters distributed last year to Alumni
- Goal is to have an Alumni representative for each Affiliate
- Alumni have a presence on Facebook
- Alumni cards distributed to all Affiliates
- 319 members recruited in 2007; 94 new Alumni so far for this year
- Brainstorming new DI Alumni Programs

DIAD, Doug Maulik

- DIAD providing a slate of candidates for three Board of Trustee seats
- Eric Wolff, CT, was elected the new DIAD President

Motion: Val Conroy moved to accept the reports of the Allied Organizations.
Second by Johnny Wells.

Action: **Motion Passed.**

Search Committee Task Force

Andy Loftis, Board Chair, spoke about the work towards selecting a new CEO. There were 56 candidates that applied, 14 phone interviews, 6 face to face interviews.

The final candidates were invited to Global Finals. The Committee will be bringing forward their recommendation in June. The hope is to have a CEO in place by the end of July.

Motion: Nancy Wingenbach moved to adjourn the meeting.
Second by Brownie Mitchell.

Action: **Motion Passed.**

The meeting adjourned at 10:36 a.m.

Karen Anderson
Recording Secretary

Attachments: University Level Report 2008
DISC Report 2008

Minutes approved July 8, 2008

Attachment: BoT Minutes May 25, 2008

2008 Report
Chris Groberg
University Level Coordinator
www.idodi.org/univ

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Destination ImagiNation, Inc.
Board of Trustees' Meeting
University Level Report 2008

Introductory Remarks

This Global Tournament marks my 6th event as the University Coordinator. During that time, I feel that we have gone from little awareness that there WAS a UL, to students now looking forward to being part of it when they graduate high school. We still have a ways to go but by encouraging programs that build the secondary level, we increase the odds that we will have more participation after high school. New program options, special considerations for UL teams, higher visibility through interactive Global activities like the Performance Stage at the Improv Fiesta, talking regularly with TMs and members of high school teams, maintaining the collegedi e-group and using facebook are all tools that have contributed to an increase in community awareness.

The University Level remains a vibrant part of the organization with teams committed to the regular flagship program as well as DI eXtreme. It is the norm anymore to see teams mix their Global participation between both. There are over ten teams scheduled for Globals in the flagship challenges with many of their members participating in one or more versions of eXtreme, too. We see quite a few alumni teams participating. We still have paid flagship memberships, though, that unfortunately are unable to afford the trip and housing for Globals. Finances remain an issue for University Level participants. They appreciate when special considerations like the unadvertised Housing Package 4a/b are offered! Many would willingly work for the week, if they could be allowed to also compete.

We do continue to add to our list of colleges that can say "I DO DI"! Colorado School of Mines, Cuesta College, Reedly College, UCLA, University of Oregon, and Willamette College in Oregon were just some of the new institutions that had DI participants on campus this year.

Global Finals (see attached Meeting Notes)

UL Events at Globals 2008

Icebreaker

Improv Fiesta Performance Stage

Career Exploration, Friday 9:30-10:30

UL Annual Meeting

The addition of these extra opportunities furthers the goal of making kids think that is it cool to be older and say U R DI!

Operating under the theory that increased awareness of DI at the secondary level will grow the

University Level, the following are just some of the ways I sought to promote the level in 2007-2008:

- On August 18th, I ran a Secondary/UL eXtremely eXpress Tournament at the Illinois Institute of Technology as the culminating event for a camp offered by FIRST Robotics Midwest Coordinator, Jackie Moore. This camp demo was the trial run for a bigger piece later on in the Fall. The location of the FIRST Tournament gave us a presence on this busy college campus and helped us recruit students for future activities as well as for volunteer positions. Campus sororities and fraternities there expressed interest in DI, as

well as the competitive engineering/robotics teams. Ginger Green ran a DI booth at the same time to talk to Robotics parents and supporters. Response was enthusiastic and warm.

- As a result of the Robotics connection, I was visited by Dr. Susan A. Linnemeyer, from the **Office of Special Programs of the College of Engineering of the University of Illinois**. Dr Linnemeyer was interested in using the Destination Imagination structure challenge as a project for their undergraduate engineering students. She was also interested in employing some of our alumni to assist with the teams in Champaign, Illinois. While it did not work out to do that this year, I have hopes that we will get this in place for 2009.
- In 2009, **Harvard** will once again offer Destination ImagiNation. They have decided to do it every other year, as they get mostly juniors and seniors to take the course. There was an overwhelmingly positive response to the course last year. Another plus out of the sharing of that success- other MADi folks were more interested to participate (as appraisers) for the coming year!
- Over the summer, with ILDI, I joined the Chicago Mayor's Office in planning and celebrating a ten day, **Science in the City (SITC)** festival. Other participants in these events included Chicagoland Chamber of Commerce, University of Chicago, Fermi Research Laboratory, First Robotics, Lego NXT, Science Olympiad, the Field Museum, Argonne National Laboratory, Illinois Institute of Technology, Northeastern University, Shedd Aquarium, U of I-Chicago, U of I-Urbana/Champaign, Northwestern University and many others. Working with the various universities and schools, attending the many meetings, networking, all gave a "foot in the door" to future collaborations and recruitment.

Our lead activity was a **DI eXtreme Tournament** for high school and university students, partnering with the Museum of Science & Industry and Chicago Public Schools. We received sponsorship funds of \$2000 towards the competition, supplies, signage and alumni used as staff. We hosted between 85-100 High School students for the day long event. In addition the Museum of Science and Industry donated additional signage, interns and a very large space. DI donated many of the disposable products and approx 20-25 volunteers between the day of the event and the day of set up. As a result of this event, we had an additional 50 students who chose to participate in other spring events such as the Construction Challenge and the Flagship program. We had double the usual number of teams at ILDI Affiliate Finals in the Secondary Level, due to events like these. We will do this event again in 08, doubling its size.

Key to this event was an **IC component**, bringing in the Flagship program and using "super sized" ICs for a broad general audience. We were able to offer an introduction to the program and exposure to Properties of Materials for the mostly "new to DI" teams.

- Attended the (second annual) **Innovation Summit**, presented by the Chicagoland Chamber of Commerce, the Illinois Department of Commerce and Economic Opportunity and World Business Chicago. This event drew close to 600 members of the Chicago business community to Navy Pier on October 25, providing an opportunity to showcase innovations and technologies that are changing people's lives and the way we do business. Attendees heard authors John Kao and Rosabeth Moss Kanter deliver compelling messages about why innovation is crucial to our economy and how it can be achieved. Excellent opportunity to network and sell DI! They need us!

- **DI eXtreme Tournaments**. I ran eXtreme at our ILDI Affiliate Tournament and we had one university team compete along with 4 secondary teams. I have offered assistance to any Affiliate or Region that is hosting such an event, to talk over the different ways they can be run. I asked for responses from those that did do a local event, see attached. Response has been very positive and I would expect to see more such events offered next year.

- **Email for DI eXtreme inquiries**. Attached chart shows the number of emails I have fielded in relation to eXtreme and the UL. I do a lot of "handholding" via emails. As you can see, there are highs as new college students plan their upcoming DI year and want to know their options, and in April and May as we inch closer to Globals. The number of emails for eXtreme is dramatically

higher than for the regular teams- 577 vs 191. That is a lot of traffic through my account! (Note: the number above does not include email communications I send out to the collegedi@yahogroups.com e-group.)

- I operate the **collegedi email list group** for the participants and their supporters. Our files section holds various documents and plans in regard to fund raising, planning meetings, and generally getting started with college DI.
- **Phone calls** are also fielded since my cell # is listed with my signature. It is not odd to have a 10:30 PM call right before the UL deadline.
- University Level **web site** finally has an idodi address and is listed on the home page! That makes it much easier to find us.
- I continue to **work with the ADs and RDs**, assisting them with UL participants in their area. When possible, I visit and talk with their graduating seniors or correspond with them via email at the request of the affiliate.
- I serve as a **Co-Chair to the DISC Scholarship Committee**, which helps me to connect with secondary students and college students to encourage them to continue their involvement.
- **Business cards** to interested parents, graduating seniors and college students that want to try eXtreme or put together a regular team so that they can reach me after they return home. The cards have my email address as well as my home phone and cell numbers. I have had people call me with questions even while at Globals, so they do prove useful.

Looking ahead

One of my other DI "hats" is as the Affiliate Training Director for Illinois. Last year we focused much of our energies on outreach into the city of Chicago, and those efforts continue to offer some unique opportunities for the UL and also for growing the secondary participation in our area. I hope to have some exciting news to share in that regard in my next report.

I am attaching one of the proposals received this year for a Chicagoland Innovation Olympics - a one-day multievent including various competitions similar to a Destination Imagination "DI eXtreme program." This would culminate in a main competition which would include presentation of an innovative idea for a public works project of limited scope. There would be two levels of the competition, based on "life stage": COLLEGE STUDENT (undergraduate, graduate), and PROFESSIONAL (primarily engaged in a career position).

Conclusion

I expect to see university student participation to grow. Increased secondary participation will hopefully translate to more UL teams, whether they be Flagship, or Comm Pro. That should translate to a larger pool to draw from for appraisers and for affiliate and region leadership positions, too.

The main obstacle to getting more college participation is and always has been funding. We could dramatically increase the numbers of teams at Globals if we could arrive at a way to help subsidize or offset some of the expense, especially for those that are on the west coast and up in the Northwest. We also need to increase promotion at the Affiliate level, and include contact information at their sites could help. Many do not offer a link to the web site we operate. Having an Alumni Rep or one for the UL on their Affiliate Boards might be helpful in promoting the level. We also could look at the promotional materials that are available and whether they focus on the benefits of continued participation at the UL. It is time for new brochures, please.

I also believe it would be beneficial to provide more collaboration with corporate sponsors, and the attached internship proposal may offer an option for that. I think it would be a wonderful opportunity if do-able.

I will continue to work on the development of participation levels in every way possible, as well as encouraging everyone to join the alumni organization. I remain enthusiastic about the level and its participants and I hope to convey that to all I come in contact with. I would appreciate it if a way can be found for me to be able to access information on UL memberships and teams

through the DION system. I think it is important that I know who is out there and that they receive contact from me as soon as possible.

Thank you for your continued support and commitment to this level.

Respectfully submitted,

Chris Groberg /University Level Coordinator

Program Proposal

Destination ImagiNation® Internship Program

Objective

Establish an internship program in collaboration with corporate sponsors, to give late high-school and college students advanced creativity and team skills training put to use in real-world business environments.

Basis

It has been commonly observed that the currently embodied CPS programs serve the needs of young students very well, but the vast majority of participants withdraw from the program in high school and college. It has historically been argued that high school and college students undergo a shift in priorities, and programs like Destination ImagiNation fall to a new interest in social life, part-time jobs, and accelerated academic studies. The organization, however, has a significant interest in maintaining program activity for students throughout their educational careers, for today's participants are tomorrow's volunteers, directors, and staff. Thus the organization must focus resource toward maintaining interest and activity among high school and college students, in order to assure organizational perpetuity.

Program Description

The Internship Program would be operated on an annual basis in conjunction with one or more corporate sponsors. The program would be implemented as follows.

1. The program coordinator meets with the identified corporate sponsor to identify a realworld business issue in the sponsor's company. The business issue may be one of product development, marketing, packaging design, or any other corporate matter that requires creativity and divergent approach in order to craft a solution. The coordinator works with the sponsor to frame the issue in terms of a project, complete with appropriate background information, market data, and any other materials useful to a project team.
2. The organization selects a group of 5 to 10 students to become the project team. The students are chosen through an application process based on prior CPS experience, diverse skills, and the specific needs of the sponsor's project. Students are at least 18 years of age, having completed at minimum their junior year of high school.
3. In the summer of the program year, the project team gathers with the coordinator for a four-week internship. Students are housed, preferably on a University campus, with use of a meeting and work space available for the entire four-week period. In the first week, students are given advanced training in creative problem solving, presentation skills, organizational practice, personal presentation, and any other project specific training as determined by the coordinator. The team meets with the corporate sponsor at the beginning of week two, for a full description and overview of the project and related background information. The team then creates its solution, which is presented to the sponsor's organization at the end of week four. The team has benefit of research facilities and a working budget for creating presentation materials, mock-ups, and other working supplies.
4. The team's presentation, its report, recommendations, and all supporting materials become the property of the sponsoring corporation. Any intellectual property derived from the team's work reverts to the sponsoring corporation.
5. Ideally, the program participants would also receive a scholarship grant from Destination

ImagiNation in the amount of \$500 to \$1000.

Program Funding

The cost of the program would be borne entirely by a grant from the sponsoring corporation. The cost of the program to a sponsor would be in the range of \$35,000 to \$50,000, depending on the number of students on the team, the complexity of the issue, and the location of the site. The grant would include the cost of administration by Destination ImagiNation, Inc., consultants for skills training, and a stipend for the program coordinator.

Program Benefits

Students benefit from the intensive training in CPS process and business skills, as well as the accomplishment of completing a real-world business project. The students also receive exposure to potential employers, and receive funding for their higher education. Students who participate in the program receive an experience and benefit that is not available from a normal summer job.

Sponsoring corporations receive consulting services from some of the most creative young minds in the world. They receive exposure to talented young people who are potential employees of the future. And, the sponsoring corporation is the beneficiary of any intellectual property derived from the program, including the possible realization of revenues from product sales.

Destination ImagiNation, Inc. obtains critical relationships with program sponsors, along with ongoing commitment brought about from successful project completion. With further development, the program could develop into an ongoing creativity consulting business for the organization. In the near term, however, the program provides a vehicle to attract and retain high school and college students to the Destination ImagiNation program, with the promise of ongoing involvement of these students as they become adults established in the community.

CHICAGOLAND INNOVATION OLYMPICS PRELIMINARY PROPOSAL

Version 2

By Lee Mann, lmann@wilton.com, 630-810-2450

I PURPOSES

- 1 Promote Chicagoland as a center of innovation and focus attention on the value, process, and fun of innovation,
- 2 Stimulate innovative thought and action through competition, and
- 3 Help everyone involved grow in their understanding and use of innovation.

II THE EVENT

- 1 A one-day multi-event including various competitions similar to a Destination Imagination “*DI eXtreme program*,” culminating in a **main competition** which would include presentation of an innovative idea for a public works project of limited scope.

a To quote from the Destination Imagination website,
<http://www.destinationimagination.org/>:

DI eXtreme is “edgy, intense and real – this creative problem experience ... takes teamwork to a whole new echelon. DI eXtreme teams solve heavy task-based challenges with a dash of performance pizzazz with minimal time and limited resources.”

b See “Final Competition” below.

- 2 Invitations to participate would be to business organizations in the Chicagoland region.

a “*Business organizations*” – can be broadly interpreted to mean: commercial enterprises, trades, industry associations, labor organizations, government, and educational institutions. Teams could be from one organization or across an industry or trade group.

b “*Chicagoland region*” – To keep the physical boundaries simple and flexible ... let’s say it should be a 150 mile (or so) radius from State & Madison Streets in Chicago. I further suggest that we, at least initially, trust teams to self-select. After all, for them, the further the distance the more time and expenses involved.

3 *Other team parameters* – We could set up levels of teams, based on life stage ... e.g. COLLEGE STUDENT (undergraduate, graduate), and PROFESSIONAL (primarily engaged in a career position) could be two levels. We should specify that at least one member of the team be able to speak and read English fluently so as to understand the event descriptions and processes.

III **FINAL COMPETITION**

1 **THE SIX “I”s** -- Deborah Wince-Smith spoke at the 2006 Innovate Now Summit, describing “innovation” as five “I’s”: **Imagination, Insight, Ingenuity, Invention, and Impact**. Because we have special characteristics as Midwesterners, I would suggest a sixth “I” – **Integrity**. That means “character and honesty,” of course. But it also means consistency of behavior ... when I act with integrity I act from the heart and truth of who I am. Midwesterners are very much about Integrity, which represents a tremendously important “value proposition” that we in Chicagoland can contribute to innovation as a way of doing business ... and of living life. So, as part of all the competitions, I suggest we look into establishing a component of this competition that is similar to the “Champions of Character” program of the National Association of Intercollegiate Athletics, <http://naia.cstv.com/champions-character/>. This program promotes the following core values: Respect, Responsibility, Integrity, Servant Leadership, and sportsmanship. This in turn was influenced by the Josephson Institute of Ethics, <http://www.josephsoninstitute.org/>.

2 **FAMILY AND FRIENDS SPACES** -- As part of who we are as Chicagoans, family and friends are very important ... especially getting together with them. That often happens in neighborhood restaurants, parks, and coffee shops. But, once you’re downtown, that neighborliness gives way to large buildings, monuments, and awesome public spaces. It comes back a little with the Crown Fountain, which is a wonderful place for families and kids. But I suggest we need more locations that accomplish that.

a The inspiration for this is from the idea of “**Third Places**.” Ray Oldenburg, author of *The Great Good Place*, describes Third Places as anchors of community life which facilitate and foster broader, more creative interactions. According to him, a third place has these attributes: “free or inexpensive; food and drink, while not essential, are important; highly accessible: proximate for many (walking distance); involve regulars - those who habitually congregate there; welcoming and comfortable; both new friends and old should be found there.”

(Source: http://en.wikipedia.org/wiki/Third_Place).

b Also, see information from the Project for Public Spaces, which was founded by Mr. Oldenburg: <http://www.pps.org/>

3 **THE COMPETITION ITSELF** -- I propose a competition wherein we request innovative proposals for constructing small spaces within our big spaces here in Chicago. These small spaces would be accessible to the public (probably part of an outdoor area such as a park), safe, and invite conversation and small group interaction. These small spaces probably would not in themselves be an enclosed building, but more of a comfortable, inviting arrangement of space.

a Participants in this competition would prepare a presentation, including identifying the location, an exciting description, a visualization, an accurate analysis of costs, and a reasonable timeframe for constructing it.

b This would be judged by a panel of experts.

c The winner(s) would receive recognition, of course, plus (ideally) their project would actually be funded and built!

4 **PANEL OF JUDGES** -- Presentation quality would be a consideration in the judgment of this competition. To facilitate this, I suggest at least one member of the panel of judges be from Toastmasters International (perhaps the “Windy City Toastmasters” <http://www.geocities.com/windycitytm/index.html>). Another member could be from the Lincoln Center for Character Development (College of DuPage <http://www.lincolncharacter.org/>). In addition, the panel should be selected based on expertise, objectivity, and stature in the Chicagoland Region and/or their professional community.

IV **NEXT STEPS**

1 **COMMITTEE**: Set up a formal committee to steer this, perhaps working with the Chicagoland Chamber of Commerce

<http://www.chicagolandchamber.org/home.asp>) and the Product Development Management Association (PDMA Chicago <http://www.chicagopdma.org/>). We also should be in contact with the Mayor’s Office for Special Events (<http://egov.cityofchicago.org/city/webportal/home.do>). Also, we would of course involve representatives of Destination Imagination, the Project for Public Spaces, and the Lincoln Center for Character Development.

2 **TIMING**: Perhaps the Chicagoland Innovation Olympics could be done in conjunction with an Innovation Summit ... in 2008 or 2009 ... www.innovatenow.us

a Based on that, the committee would develop a timeline for accomplishing this.

3 **VENUE**: Same as Chicagoland Innovation Summit?

4 **FUNDING**: If we’re associated with the Chamber, perhaps they could provide (or help us solicit) funding.

Attachment: BoT Minutes May 25, 2008

Annual Report

Report to: Destination Imagination Board of Trustees
From: Charles Compton, Chairman – DISC
Report amended prior to final submission

GF Notes

- Booth receipts (when final checks for auction items and potential matching funds are received) were \$18,962 (Amount not confirmed with DIHQ). We do not have a final accounting at this time but estimated expenses are \$6,300.00
 - Auction receipts
 - Large pin towel - \$2,000
 - Smaller pin towel - \$800
 - Vintage pin collection from DIHQ - \$350
 - Donated quilt - \$500
 - Frank's photographs – with potential matching funds - \$1,415
 - 20 Teams participated in the TMO. This was our first attempt at a TM&O that involved water. All the participants had a great time.
 - One of our committee members donated a mascot (Dinnie) costume. This seemed to be well received throughout the campus. Dinnie assisted in presenting DISC scholarship awards at Graduation.
 - Our new booth gave us a presence that we have not had in the past. It looked awesome

Accomplishments for the Past year

General

- Improved on our timeline for creating of the TMO such that it was able to be included in the “Going to Globals” notebook
- Purchased a new booth display for Global Finals. The designer donated his labor. DI/DISC purchased the materials for the construction of the booth.
- In order to try and improve our planning processes we experimented with using a WIKI (similar to wikipedia) to record our notes and thoughts in a central location that all committee members can easily view and edit.

Scholarships:

- Reviewed 60 scholarship applications
- Awarded \$10,500 in scholarships to 13 students

Website

- Created our initial website at www.idodi.org/disc

DINI List

- Continued to moderate the dini list

Goals for Future

General Planning

- Our goal is to get at least 2 years ahead on the TM&O, Pin design, etc. so that we are ready for a complete “roll out” in September of each year. We would like to work on including information about disc and our scholarship program information on the Materials CD / Notebooks distributed to Team Members. (We have already selected a TMO for 2009)
- Expand number of working members on the committee
- Continue to increase our exposure through regular articles in the DImagninings and Leading the Way newsletters.

Scholarships

- Establishing written scholarship procedures and timeline.
- Define the category for “traditional” essay scholarship entries so that students understand that we are looking for something more than the traditional college scholarship essay. Scholarship awards for traditional type essays will be (tentatively) limited to \$500
- Have Scholarship review completed in time for (most) winners to be recognized at their regional tournaments.
- Establish online submission of scholarship entries using the www.idodi.org/disc website.
- Make better use of YouTube (or similar website) for submission of video entries so that it is simpler for our scholarship review committee to view these applications. We are going to require that all video submissions be in the form of 1 CD/DVD with the application and a private copy posted for the committee on youtube.
- Provide better communication between the scholarship committee and AD's/RD's to help them when writing recommendation letters for candidates so that we have a better basis for awarding our Founders Award scholarship which recognizes service.

Website

- Find a webmaster
- Complete the current website
- Establish a clearing house webpage that lists ALL scholarships available in DI at the National, Affiliate and Regional level.
- Use the DISC website and youtube to make available past scholarship entries where appropriate
- Establish a TMO page with past winners, photographs and video (via youtube) available

Other items under discussion

- DI, Inc. has provided the committee with more support than we have had in the past. We have a web presence at www.idodi.org. There is a link to support scholarships on the main webpage. DIHQ (Kate Wise) has helped us create logos and created a professional looking TMO challenge for this year. A note about the TMO and scholarships was included in emails to Team Mangers headed to Global Finals,

However, the committee feels like in order to succeed we need greater exposure to the DI community. While we are very excited that we have been able to continue to award \$10,000 in scholarships each year, this is very small amount for an organization our size. Our exposure has increased with a presence on the main IDODI website but our primary exposure is still through the DINI list which represents a very small portion of the DI population.

We would like to work with DIHQ to increase our visibility to the greater community.

- Establishing a “longevity award” to recognize team members with at least 10 years participation in creative problem solving. RD’s would submit information to DISC for recognition on a “DI DIHards” (or something similar) page on the DISC site. One consideration is to design a standard pin that RD’s can purchase to give to their long timers at their regional tournaments. . We would also design and make available a certificate that RD’s could print locally. Many regions already do this in at least an informal way. If we formalized this process and provided a national website for recognition it provides DISC with another opportunity for exposure to a greater audience.
- Establish a DI WIKI resource list to eliminate the tremendous amount of duplication of effort by Regional and Affiliate Webmasters across the country. (See separate sheet for further details).
- We have discussed the feasibility of processing our pin and tshirt orders through Shop DI. Our general feeling is that would create additional work for an already overworked staff in New Jersey. But we also believe we could improve our fund raising if there was someway that we could offer Pay Pal as a method of paying for scholarship fund raiser items. With Pay Pal we believe we would get more folks ordering our pins and shirts because they could immediately go on line and complete the transaction as opposed to having to download and fill in a form and then mail a check for payment. We would have a \$1 surcharge for Pay Pal but believe that even with that charge most folks would choose the paypal route because by the time you pay postage and deal with the headaches of a manual order you have spent at least that much.
- The committee believes that we cannot grow the TMO without moving to a different location. We would not have been able to have handled many more teams than the twenty we had at this year’s competition.

General Comments

- The general consensus of the committee is that the forums that Frank Kohl created for Team Managers either need to be taken off line OR someone has to take responsibility for moderating this list. DISC does not have the volunteers to take this on. There was a LOT of inappropriate discussions going on in the forums. This included (relating primarily to the Obstacles challenge)
 - Team Managers publishing team specific clarifications
 - Team Managers discussing very specifically their teams solutions
 - Disgruntled Team Managers starting discussion threads on why they were no longer going to participate in the program.
 - Users creating totally inappropriate user names (“DI-CM-SUC” for instance)
- The committee was glad to see the recognition of the “DI Scholars” because this is something that we have been discussing. If this is something that is going to be continued we believe the pool for consideration should be expanded to include ALL Senior participants in DI and not just those who apply to be Valedictorian. There are many Seniors participating in DI with credentials as impressive as those of this years’ DI Scholars who were not recognized simply because they did not happen to apply to be the DI valedictorian.

WIKI Resource List

Background:

There is a tremendous amount of duplication of effort by Regional and Affiliate Webmasters across the country who attempt to keep comprehensive lists of resources for DI Teams. We would like to create a national resource site that is maintained by a large number of users instead of each webmaster relying on creating their own resource list or borrowing lists from other websites. Our thought is that by having volunteers or groups of volunteers take responsibility for certain sections that the resource lists could be kept current and that the workload of having to continual double check for bad links will be reduced.

Some initial experimenting has lead us to believe that a WIKI is a natural tool for implementing this plan. "WIKIs" are basically user editable web pages. WIKI's can be set up such that:

- Anyone can view and edit the web pages
- Anyone can view but only certain people can edit the pages
- Or Privately so that only invited members can view and edit pages (this is how the DISC wiki is created)

An advantage that we have seen using a wiki is that it very easy to make changes that are immediately available to the entire user group and it is much more efficient than trying to sort through threads in a forum and / or an email group.

Our initial tests of this concept can be found at: <http://diresources.wikispaces.com>. This test site is set up so that anyone can view the site but only invited members can edit the pages. This is how the final version of the proposed site would be set up. This is a free site so includes advertising. We can set up a private site for \$50 a year which removes all advertising from the pages. (Another option is the creation of a private label wiki which allows setting up of an unlimited number of private and public wikis on your own domain such as www.idodiwiki.org. The cost of this service is \$1,000 per year)

DISC would establish an outline format/index for the resource lists. We would then solicit volunteers from across the country. Our volunteer editors would only have responsibility for one section of the WIKI such as IMPROV, STRUCTURE or STAGECRAFT. It would be best if we could find several volunteers to take on each section so that we have more than one set of eyes keeping things current.

Once the page was establish, Regional and Affiliate Webmasters would only need to link to this site and know that they have a much more comprehensive list of resources than they could keep up on their own. This would also provide additional exposure for DISC across the country.

**DESTINATION IMAGINATION, INC.
BOARD OF TRUSTEES MEETING
SPECIAL TELECONFERENCE MEETING
May 27, 2008**

8:00 p.m. EDT Meeting was called to order by Chair, Andy Loftis.

ROLL CALL:

Present: Karen Anderson, Frank Begun, Val Conroy, Andy Loftis, John Maloney, Doug Maulik, Brownie Mitchell, Sue Oclassen, Pam Schroeder, Bruce Urban, Johnny Wells and Nancy Wingenbach.
Management Team Representative:

Special Meeting Motion:

Motion: Val Conroy moved to waive the seven day notice and hold a special meeting.
Second by Sue Oclassen.

Action: **Motion Passed.**

8:35 p.m.

Motion: Sue Oclassen moved to go into Executive Session.
Second by Val Conroy.

Action: **Motion Passed.**

9:39 p.m. Out of Executive Session.

Next Meeting Date:

Tuesday, June 10, 2008 – 8:00 p.m. EDT

Motion: Karen Anderson moved to adjourn.
Second by Pam Schroeder.

Action: **Motion Passed.**

The meeting adjourned at 9:40 p.m. EDT

Karen Anderson
Recording Secretary

Minutes approved July 8, 2008

**DESTINATION IMAGINATION, INC.
BOARD OF TRUSTEES
SPECIAL TELECONFERENCE MEETING
June 3, 2008**

Call to Order

8:00 p.m. EDT

The meeting was called to order by Board Chair, Andy Loftis.

Roll Call

Present:

Karen Anderson, Frank Begun, Val Conroy, Andy Loftis, John Maloney, Doug Maulik, Brownie Mitchell, Sue Oclassen, Pam Schroeder, Bruce Urban, Johnny Wells, Nancy Wingenbach.
Management Team Representative: Joe O'Brien

Special Meeting Motion:

Motion:

Doug Maulik moved to waive the seven day notice and hold a special meeting.
Second by Pam Schroeder.

Action:

Motion Passed.

8:05 p.m.

Motion:

Brownie Mitchell moved to go into Executive Session.
Second by Val Conroy.

Action:

Motion Passed.

9:07 p.m.

Out of Executive Session

Next Meeting Date:

Tuesday, June 10, 2008 – 8:00 p.m. EDT

Motion:

John Maloney moved for adjournment.
Second by Val Conroy.

Action:

Motion Passed.

The meeting adjourned at 9:08 p.m. EDT

Karen Anderson
Recording Secretary

Minutes approved July 8, 2008

**DESTINATION IMAGINATION, INC.
BOARD OF TRUSTEES
SPECIAL TELECONFERENCE MEETING
June 19, 2008**

Call to Order

8:00 p.m. EDT

The meeting was called to order by Board Chair, Andy Loftis.

Roll Call

Present:

Karen Anderson, Val Conroy, Andy Loftis, John Maloney, Doug Maulik, Brownie Mitchell, Sue Oclassen, Pam Schroeder, Bruce Urban, Johnny Wells, Nancy Wingenbach. **Management Team Representative:** Joe O'Brien

Absent:

Frank Begun

Special Meeting Motion:

Motion:

Nancy Wingenbach moved to waive the seven day notice and hold a special meeting.
Second by Johnny Wells.

Action:

Motion Passed.

8:06 p.m.

Motion:

Brownie Mitchell moved to go into Executive Session.
Second by Val Conroy.

Action:

Motion Passed.

9:11 p.m.

Motion:

Karen Anderson moved to approve an electronic vote for the approval to hire the CEO.
Second by Pam Schroeder.

Action:

Motion Passed.

Motion:

Brownie Mitchell moved to approve an electronic vote for the approval of the CEO contract.
Second by Bruce Urban.

Action:

Motion Passed.

Motion:

John Maloney moved to adjourn the meeting.
Second by Johnny Wells.

Action:

Motion Passed.

The meeting adjourned at 9:30 p.m.

Karen Anderson
Recording Secretary

Minutes approved July 8, 2008

DESTINATION IMAGINATION, INC.
BOARD OF TRUSTEES
TELECONFERENCE
June 10, 2008

CALL to ORDER
8:00 p.m. EDT

The meeting was called to order by Board Chair, Andy Loftis.

ROLL CALL

Present:

Karen Anderson, Frank Begun, Val Conroy, Andy Loftis, John Maloney, Doug Maulik, Brownie Mitchell, Sue Oclassen, Pam Schroeder, Bruce Urban, Johnny Wells, Nancy Wingenbach.
Management Team Representative: Joe O'Brien

APPROVAL of AGENDA

Motion: Brownie Mitchell moved to approve the Agenda as posted.
Second by John Maloney.

Action: **Motion Passed.**

APPROVAL of MINUTES

Motion: Val Conroy moved to table the approval of the four sets of Minutes dated May 13, 2008; May 25, 2008; May 27, 2008 and June 3, 2008 to the next meeting.
Second by Doug Maulik.

Action: **Motion Passed.**

Management Team Report:

Joe O'Brien reported on the following:

- Brief Global Finals Financial overview
- Challenge Development Team Meeting scheduled in June
- 4 Interns scheduled in Glassboro office June 15 to work on projects as assigned
- Logistics for face to face / Affiliate Tournament Schedules
- Merchandise Agreement to national vendors

Motion: Nancy Wingenbach moved to accept the Management Team's Report.
Second by Brownie Mitchell.

Action: **Motion Passed.**

COMMITTEE REPORTS:

Management Committee – Nancy Wingenbach, Chair

- A BoT approval process was introduced to the Board (the Board will review and look for questions and/or concerns)

Finance Committee – Bruce Urban, Chair

- Finance Committee will meet prior to the July meeting
- Management Team and Finance Committee will partner in putting together a preliminary budget

Development Committee – Val Conroy, Chair

- Thank you notes have been sent out to VIPs
- Rosa Mexicana – delayed but still on plate

Governance Committee – Brownie Mitchell, Chair

- Finance Policies to be completed soon
- Policies to be addressed annually – tasks assigned to Committees to be completed by July or October
- DIAD President elect has been sent a copy of Policy Manual and other BoT materials.

Motion: Nancy Wingenbach moved to accept the Committee Reports.
Second by Val Conroy.

Action: **Motion Passed.**

OLD BUSINESS

Selection of New CEO:

The Committee has reached a decision and has recommended the top three candidates to the Board and they have asked that the first, second and third place vote count be communicated with the Board.

9:10 p.m.

Motion: Karen Anderson moved to go into Executive Session.
Second by Pam Schroeder.

Action: **Motion Passed.**

10:30 p.m.

NEW BUSINESS

DIAD Board Seat Recommendations:

Four nominations have been brought forward for the three seats available. The nominees are: Val Conroy, Pam Schroeder, David Thomason and Nancy Wingenbach.

Motion: Doug Maulik moved to receive the list of nominees for the three BoT seats. The vote will take place at the July meeting.
Second by Karen Anderson.

Action: **Motion Passed.**

Doug Maulik will acknowledge receipt to DIAD.

Face to Face Meeting:

July 31 – August 2, 2008 – Glassboro, New Jersey

Travel days – July 30th and August 3rd

Board Members will make airline reservations into Philadelphia.

Next Meeting Date:

Teleconference – Tuesday, July 8, 2008 at 8:00 p.m. EDT

Motion:

Brownie Mitchell moved to adjourn the meeting.

Second by Johnny Wells.

Action:

Motion Passed.

The meeting adjourned at 10:44 p.m.

Karen Anderson

Recording Secretary

Minutes approved July 8, 2008

**DESTINATION IMAGINATION, INC.
BOARD OF TRUSTEES
SPECIAL TELECONFERENCE MEETING
June 19, 2008**

Call to Order

8:00 p.m. EDT

The meeting was called to order by Board Chair, Andy Loftis.

Roll Call

Present:

Karen Anderson, Val Conroy, Andy Loftis, John Maloney, Doug Maulik, Brownie Mitchell, Sue Oclassen, Pam Schroeder, Bruce Urban, Johnny Wells, Nancy Wingenbach. **Management Team Representative:** Joe O'Brien

Absent:

Frank Begun

Special Meeting Motion:

Motion:

Nancy Wingenbach moved to waive the seven day notice and hold a special meeting.
Second by Johnny Wells.

Action:

Motion Passed.

8:06 p.m.

Motion:

Brownie Mitchell moved to go into Executive Session.
Second by Val Conroy.

Action:

Motion Passed.

9:11 p.m.

Motion:

Karen Anderson moved to approve an electronic vote for the approval to hire the CEO.
Second by Pam Schroeder.

Action:

Motion Passed.

Motion:

Brownie Mitchell moved to approve an electronic vote for the approval of the CEO contract.
Second by Bruce Urban.

Action:

Motion Passed.

Motion:

John Maloney moved to adjourn the meeting.
Second by Johnny Wells.

Action:

Motion Passed.

The meeting adjourned at 9:30 p.m.

Karen Anderson
Recording Secretary

Minutes approved July 8, 2008

**DESTINATION IMAGINATION, INC.
BOARD OF TRUSTEES
TELECONFERENCE
July 3, 2008**

8:00 p.m. The meeting was called to order by Chair, Andy Loftis.

ROLL CALL:

Present: Karen Anderson, Val Conroy, Andy Loftis, John Maloney, Doug Maulik, Brownie Mitchell, Sue Oclassen, Pam Schroeder, Bruce Urban, Johnny Wells, Nancy Wingenbach, and Eric Wolff.

Absent: Frank Begun

MOTION FOR SPECIAL MEETING:

Motion: Brownie Mitchell moved to waive the seven day notice and hold a special meeting.

Second by Doug Maulik.

Action: **Motion Passed.**

8:12 p.m.

Motion: Doug Maulik moved to go into Executive Session.

Second by Brownie Mitchell.

Action: **Motion Passed.**

10:08 p.m.

OLD BUSINESS:

Electronic Vote:

An electronic vote to hire David Maola as the new CEO for Destination ImagiNation, Inc. was held on June 23, 2008.

The vote was unanimous.

NEW BUSINESS:

The Board acknowledged the receipt of an email from David Maola that he has accepted another offer.

Motion: John Maloney moved that we pursue the hiring of an Interim CEO from an outside management agency.

Second by Karen Anderson.

Action: **Motion Passed.**

Motion: John Maloney moved that the meeting be adjourned.

Second by Bruce Urban.

Action: **Motion Passed.**

The meeting adjourned at 10:12 p.m.

Karen Anderson,
Recording Secretary

Minutes approved August 1, 2008

DESTINATION IMAGINATION, INC.
BOARD OF TRUSTEES
TELECONFERENCE
July 8, 2008

8:00 p.m. The meeting was called to order by Chair, Andy Loftis.

ROLL CALL:

Present: Karen Anderson, Val Conroy, Andy Loftis, Doug Maulik, Brownie Mitchell, Sue Oclassen, Bruce Urban, Johnny Wells, Nancy Wingenbach, and Eric Wolff.

Management Team Representatives: Roger Garriock, Rusty McCarty, Joe O'Brien and Linda Wayne.

Absent: Frank Begun, John Maloney, Pam Schroeder

APPROVAL OF AGENDA:

Motion: Brownie Mitchell moved to approve the Agenda as posted.
Second by Johnny Wells.

Action: **Motion Passed.**

APPROVAL OF MINUTES:

Motion: Karen Anderson moved that the Minutes dated May 13, 2008; May 25, 2008; May 27, 2008; June 3, 2008; June 10, 2008 and June 19, 2008 be approved.

Second by Brownie Mitchell.

Action: **Motion Passed.**

MANAGEMENT TEAM REPORT:

Rusty McCarty reported on:

- Ongoing activities
- Gearing up for the new program year

Joe O'Brien reported on:

- Global Finals Invoice – information to be sent to Finance Chair by July 18th
- IT meeting scheduled for July 22nd and 23rd with staff
- Preliminary budget work to be completed prior to the end of the month Board Meeting

Roger Garriock reported on:

- Four DIcon sessions booked for July
- Two DIcon sessions booked for August (two additional pending)
- Two virtual classes will include 260 people and will be linked with 17 other countries
- DIcon will be working on a new pricing structure to enhance associate engagements.

Linda Wayne reported on the huge success of the NEA Conference and the National PTA Conference done in conjunction with SciFi.

8:51 p.m.

Motion: Sue Oclassen moved to go into Executive Session.
Second by Brownie Mitchell.

Action: **Motion Passed.**

9:08 p.m.

Motion: Nancy Wingenbach moved to accept the Management Team's Report.

Second by Johnny Wells.

Action: **Motion Passed.**

COMMITTEE REPORTS:

Management Committee – Nancy Wingenbach, Chair
No Report.

Finance Committee – Bruce Urban, Chair
No Report.

Development Committee – Val Conroy, Chair

Val Conroy reported:

- Development Committee will meet before the face to face BoT Meeting.
- Reminders will go out to all BoT members regarding commitments made at the GF Training with reports to be made at the face to face meeting.

Governance Committee – Brownie Mitchell, Chair

Brownie Mitchell reported:

- Items to be reviewed at the July meeting have been sent out by email
- Other items to be completed will be discussed at the face to face meeting

TASK FORCE UPDATES:

Search Committee Task Force

No Report

Merchandise Policy Task Force:

The proposed policy change is currently in the hands of the attorney.

Motion: Karen Anderson moved to authorize an electronic review and vote on the Merchandise Policy.

Action: Second by Val Conroy.
Motion Passed.

OLD BUSINESS:

BoT Selection

BoT Selection will take place at the face to face meeting at the end of July.

Interim CEO

Motion: Andy Loftis moved to reopen the Interim CEO proposition.
Second by Val Conroy.

Action: **Motion Did Not Pass** (6 to 3)

Val Conroy gave a report about the process of hiring an Interim CEO. After much research, Transition Management Company was selected as a possible vendor. This company deals exclusively with non-profits.

Pricing quotes will be received from at least two vendors prior to selection. A special meeting has been scheduled for July 15, 2008 to review the CEO status and take action, if possible, to have the interim CEO at the July 30th Board Meeting.

NEW BUSINESS:

Change of Meeting Dates:

It has been requested that meeting nights be changed starting in August. Electronic discussion will be held and a vote will take place at the next meeting scheduled for July 15th.

Motion: Brownie Mitchell moved for a one year \$5000 line of credit to be granted for the new Wisconsin Affiliate.
Second by Karen Anderson.

Action: **Motion Passed.**

The Board has asked that a VIEW analysis of the entire Board take place at the face to face Board Meeting in July.

Next Meeting Dates:

Special Teleconference Meeting – July 15, 2008 – 8:00 p.m. EDT
Upcoming Face to Face Meeting in New Jersey – July 31 thru August 2, 2008.

10:07 p.m.

Motion: Sue Oclassen moved to go into Executive Session.
Second by Brownie Mitchell.

Action: **Motion Passed.**

10:28 p.m.

Motion: Brownie Mitchell moved that the meeting be adjourned.
Second by Johnny Wells.

Action: **Motion Passed.**

The meeting adjourned at 10:29 p.m.

Karen Anderson
Recording Secretary

Minutes approved August 1, 2008

DESTINATION IMAGINATION, INC.
BOARD OF TRUSTEES
TELECONFERENCE
July 15, 2008

8:00 p.m. EDT The meeting was called to order by Chair, Andy Loftis.

ROLL CALL:

Present: Karen Anderson, Val Conroy, Andy Loftis, John Maloney, Doug Maulik, Brownie Mitchell, Sue Oclassen, Pam Schroeder, Bruce Urban, Johnny Wells, Nancy Wingenbach, and Eric Wolff.

Absent: Frank Begun

OLD BUSINESS

Interim CEO Proposal:

Val Conroy presented for herself and Pam Schroeder the research and proposals for an interim CEO as well as information regarding a professional search for a CEO.

It was agreed to ask for proposals for an Interim CEO from two companies that were discussed based on a criteria of desired services. The criteria will be worked on via email by a Committee consisting of: Pam Schroeder, Karen Anderson, Val Conroy, Sue Oclassen, Eric Wolff and Andy Loftis.

Motion: Nancy Wingenbach moved to have an electronic vote on approval of the Request for Proposal framework to be submitted to the two companies.

Second by Val Conroy.

Action: **Motion Passed.**

Change of regular teleconference meeting night:

Motion: Bruce Urban moved to hold an electronic vote on moving the Board Meetings to a different day.

Second by Pam Schroeder.

Action: **Motion Passed.**

Next Meeting Date: Face to face – July 31, 2008 @ 8:00 a.m. EDT

Motion: Brown Mitchell moved to adjourn.

Second by Johnny Wells.

Action: **Motion Passed.**

The meeting adjourned at 9:45 p.m. EDT

**DESTINATION IMAGINATION, INC.
BOARD OF TRUSTEES MEETING
DEPTFORD, NJ
July 31st thru August 2, 2008**

Thursday, July 31, 2008

8:00 a.m. EDT The meeting was called to order by Chair, Andy Loftis.

ROLL CALL:

Present: Karen Anderson, Frank Begun, Val Conroy, Andy Loftis, Doug Maulik, Brownie Mitchell, Sue Oclassen, Pam Schroeder, Johnny Wells, Nancy Wingenbach.

Management Team: Joe O'Brien, Rusty McCarty and Linda Wayne.

Absent: John Maloney, Bruce Urban, Roger Garriock (Management Team).

APPROVAL OF AGENDA

Motion: Val Conroy moved to approve the Agenda as posted.
Second by Pam Schroeder.

Action: **Motion Passed.**

ANNUAL REVIEW OF POLICIES

The Board assigned policies requiring annual review to the appropriate committee. In addition, items that have been on the list but not completed were assigned to various committees for completion.

MERCHANDISE POLICY

Destination ImagiNation's corporate attorney gave some recommendations and concerns to the Board regarding changes to the Merchandise Agreement. The attorney will put together a letter of agreement as an addendum to the License Agreement which will be sent to all Affiliates.
Discussion followed.

COMMITTEE MEETINGS

The Committees met to work on ongoing projects.

VIDEO

The Board viewed the outstanding 2008 Global Finals video.

VIEW

Time was spent reviewing "VIEW" results of Board Members and learning how that affects their interaction with each other.

MANAGEMENT TEAM REPORT

Linda Wayne reported on the following:

- Sponsors – National Dairy Council and 3M
- Children’s Fitness Nutrition Initiative
- Productive meeting with DuPont
- Great contacts made at PTA and National Education Association conferences
- Presentations at two technical and career conferences this fall and After School Conference in the spring will be done by staff.

Roger Garriock’s report was presented by Joe O’Brien and included the following:

- DIcon’s new engagements are now 70% word of mouth
- CCL and CCSB three year contract with DIcon has been finalized
- DIcon EDU is for School Boards and Administrators (not for teachers)
- Proposed special fall pricing for first 50 engagements booked by Associates
- Several objectives presented for next year

Rusty McCarty reported on the following:

- Government Affairs – DI Day on the Hill set for October 7, 2008 (Hands-on session lead by DI staff for congressional staffers and educational advisors)
- Provisional patent received for “Master Cube”
- 2008-2009 Program Materials completed
- projectOutreach should be completed shortly after review from USDA
- NDC to fund projectOutreach Team Challenge for this year
- NDC will also fund Site Based Dairy Challenges including Master Cube and will also sponsor an IC practice set for 2009.
- Copywriter/Editor Job has been listed
- AEM contract for this year has been signed (There will be 15 rallies culminating with Global Finals)
- AEM Coordinator has been hired – Peggy Middendorf
- Recommends hiring one person to be Volunteer Coordinator, ImagiNation for Life Coordinator, Rally Leader and Dairy support.

Joe O’Brien reported on the following:

- Projected budget for 2009-2010
- Financial Statement ending June 20, 2008
- Accounting changes that have been instituted
- Looking into Global Finals changes using Pay Pal for credit payment and possible online registration

Motion: Frank Begun moved that Rusty McCarty proceed with the formal patent on the Master Cube.
Second by Sue Oclassen.

Action: **Motion Passed.**

Motion: Pamela Schroeder moved to accept the Management Team Report.
Second by Brownie Mitchell.

Action: **Motion Passed.**

Meeting recessed for the evening.

Friday, August 1, 2008

APPROVAL OF MINUTES

Motion: Karen Anderson moved that the Minutes from July 3, July 8, and July 15, 2008 be approved.

Second by Sue Oclassen.

Action: **Motion Passed.**

Motion: Brownie Mitchell moved to accept the changes to the Agenda.
Second by Sue Oclassen.

Action: **Motion Passed.**

8:26 a.m.

Motion: Val Conroy moved to go into Executive Session.

Second by Sue Oclassen.

Action: **Motion Passed.**

9:00 a.m.

COMMITTEE MEETINGS CONTIUED

10:44 a.m.

Motion: Brownie Mitchell moved to go into Executive Session.
Second by Sue Oclassen.

Action: **Motion Passed.**

11:20 a.m.

CONFERENCE CALL

A conference call with Transition Management was held regarding the possibility of an interim CEO.

COMMITTEE REPORTS

Management Committee – Nancy Wingenbach, Chair

Nancy Wingenbach reported on:

Tasks to work on for the coming months include:

- Development of an evaluation process for the CEO
- Review of the Strategic Plan in the fall with the new CEO when hired.
- Develop a job description for the President of DII.
- Consider a program specific evaluation process to identify, in an organized format, achievable goals, time line for progress and financial expectations and cost benefit evaluation.

The Management Committee has three recommendations for approval.

- Destination ImagiNation Board of Trustees Approval Communication Process as a vital document in our Policy Manual with a copy to be forwarded to each Board Member and staff.
- The Board of Trustees Roles and Responsibilities and Board Member commitment letter - July 2008
- The Board of Trustees Code of Conduct revised and modified as of July 2008 to be signed by the Board of Trustees at the October meeting.

Motion:

The Management Committee moved to approve the three documents listed.

Action:

Motion Passed.

The following statements will be added to the vital documents section of the Policy Manual.

Relationship Between Alumni Association (DIAA) and Destination ImagiNation, Inc.

Destination ImagiNation Alumni Association (DIAA) is a group of former creative problem solving program participants organized as a volunteer and support group for Destination ImagiNation, Inc. programs. Destination ImagiNation, Inc. will offer support, where possible, to assist DIAA in meeting its goals and may, from time to time, request assistance from DIAA.

Relationship Between DISC and Destination ImagiNation, Inc.

Destination ImagiNation Scholarship Committee (DISC) is devoted to raising scholarship funds for past participants and providing volunteer support to the Destination ImagiNation, Inc. programs. Destination ImagiNation, Inc. will offer support, where possible, to assist DISC in meeting its goals and may, from time to time, request assistance from DISC.

Motion: The Management Committee moved that the DIAA and DISC statements of relationship be accepted.

Action: **Motion Passed.**

Finance Committee – Pam Schroeder, Acting Chair

Pam Schroeder, Acting Chair, reported on the following recommendations from the Finance Committee:

- Recommend the Fall Conference for DIAD be approved for room and board with up to \$350 for domestic travel and \$700 for international travel reimbursement.

Motion: The Finance Committee moved that the conference be approved.

Action: **Motion Passed.**

- Recommend an expenditure of \$4000 for a membership renewal reminder mailing.

Motion: The Finance Committee moved the expenditure of \$4000 for a membership renewal reminder mailing.

Action: **Motion Passed.**

- Recommend an expenditure of up to \$40,000 for development in AZ, NV, OK, KS with a plan for development to be presented by Management to the Board for approval before release of the funds.

Motion: The Finance Committee moved the expenditure of \$40,000 for development in AZ, NV, OK, KS with a plan for development to be presented by Management to the Board for approval before release of the funds.

Action: **Motion Passed.**

- Recommend approval of a contract with CCL which would include Affiliate Training Director training and support, updating *Building Creative Excellence* and online training support for \$14,000.

Motion: The Finance Committee moved the expenditure of \$14,000 which would include Affiliate Training Director training and support, updating *Building*

Creative Excellence and online training support in conjunction with the approved contract with CCL.

Action: **Motion Passed.**

- Recommend reserve funding of \$40,000 for the operation of two resident summer camps with release of funds to be based on business plans and interest survey.

Motion: The Finance Committee moved the expenditure of \$40,000 for the operation of two resident summer camps with release of funds to be based on business plans and interest survey.

Action: **Motion Passed.**

- Recommend approval of the office space plan accrual of \$20,000 a month beginning October 2008.

Motion: The Finance Committee moved the expenditure of \$20,000 per month for the office space plan accrual to begin October 2008.

Action: **Motion Passed.**

- Recommend the distribution of a GF DVD to all Global Finals' Team Managers (one per team domestic only) at a cost of \$4,000.

Motion: The Finance Committee moved the expenditure of \$4,000 for the distribution of a GF DVD to all Global Finals' Team Managers (one per team/domestic only)

Action: **Motion Passed.**

- Recommend approval of \$10,000 for the development of online trainings (IT) for Team Managers, Appraisers and Parents.

Motion: The Finance Committee moved the expenditure of \$10,000 for the development of online trainings (IT) for Team Managers, Appraisers and Parents.

Action: **Motion Passed.**

It was also reported by Joe O'Brien, Controller, that the Budget will be available for the Board prior to the Fall meeting.

Motion: Karen Anderson moved to accept the Management Committee and Finance Committee reports.
Second by Brownie Mitchell.

Action: **Motion Passed.**

5:25 p.m.

Motion: Karen Anderson moved to go into Executive Session to discuss personnel issues.
Second by Val Conroy.

Action: **Motion Passed.**

The meeting recessed for the day at 6:32 p.m.

Saturday, August 2, 2008

Development Committee – Val Conroy, Chair

Val Conroy reported on the following:

- Teleconference set for end of August to review sponsor contracts and Signature Opportunities as required by policy.
- An award will be sent to Pat Schoonover recognizing her service as the first Executive Director of Destination ImagiNation.
- A special award for the National Dairy Council is in progress
- Volunteer recognition plan recognizing all levels of volunteering is also underway
- Unrestricted individual donations for this year total \$22,000

Motion: The Development Committee moved to have the Destination ImagiNation, Inc. office send the Board award to Pat Schoonover in recognition of her service as the first Executive Director.

Action: **Motion Passed.**

Governance Committee – Brownie Mitchell, Chair

Brownie Mitchell reviewed with the BoT the Governance Committee Task List:

- Merchandise Policy – with attorney. Letter of agreement will be added as an addendum to the License Agreement which will be sent to all Affiliates.
- Finance Policy – The Finance Committee plans to have Finance Policy completed by end of August.
- Signature Opportunities – To be reviewed by the Development Committee and Linda Wayne end of August
- Policies governing programs other than DI program – To be reviewed. Develop governance model and standards, develop a policy for new member orientation.
- Whistleblower Policy - Signed by all employees. Ensure completion and update of the Employee Handbook (copy to be sent to Board).
- New Board Member Appointment – documentation and application has been completed.
- Document Retention Policy – Completed. Will be added to policies
- Risk Management Policy – A worksheet has been developed with areas of risks and where they are covered in the Policies and Bylaws. Board members need to review the materials and look for

areas not being addressed and bring them to the Board. Management Committee will review annually.

Motion: The Governance Committee moved to approve the Documentation Retention Policy.

Action: **Motion Passed.**

Motion: The Governance Committee moved to approve the Risk Management Worksheet as a vital document.

Action: **Motion Passed.**

Motion: Karen Anderson moved for the Development Committee and Governance Committee Reports to be accepted.

Second by Val Conroy

Action: **Motion Passed.**

OLD BUSINESS

Electronic Vote Results

An electronic vote held on July 24th to approve the wording and sending of the RFP for an Interim CEO position was passed.

Selection of New Board Members

A secret ballot was held on the four nominees put forth by DIAD for the three available Board seats. Those elected to the Board were: Val Conroy, Pamela Schroeder and Nancy Wingebach.

Merchandise Policy

Val Conroy and Rusty McCarty will work on a letter/power point to explain the new Merchandise Policy to the Affiliate Directors.

Interim CEO Proposal

Discussion was held on the proposal from Transition Management Consulting, Inc. regarding an Interim CEO and or a professional search for a CEO.

Motion: Frank Begun moved that we engage in a professional search firm or firms for the purpose of hiring a new CEO.

Second by Sue Oclassen.

Action: **Motion Passed.**

Motion: Val Conroy moved that we interview the candidates and if one is acceptable, negotiate to hire a full time Interim CEO with Transition Management.

Second by Karen Anderson.

Action: **Motion Failed.**

Motion: Pam Schroeder moved that we develop an RFP to invite firms to provide an in house full organizational review to be delivered to the Board in less than 60 days.

Second by Karen Anderson.

Action: **Motion Passed.**

Pam Schroeder, Karen Anderson and Val Conroy will write a letter of interest to send to the search firms along with a copy of the CEO position profile and the RFP and cover letter for the Organizational Review.

Meeting Date Change

Motion: Brownie Mitchell moved that the BoT Teleconference meetings be moved to the second Wednesday of each month at 8:30 p.m. EST

Second by Pam Schroeder.

Action: **Motion Passed.**

NEW BUSINESS

Motion: Val Conroy moved to accept the RFP for the organizational review.

Second by Johnny Wells.

Action: **Motion Passed.**

Motion: Val Conroy moved to accept the letter format in lieu of an RFP for the CEO Search Committee.

Second by Frank Begun.

Action: **Motion Passed.**

Volunteer Coordinator and Production Coordinator

Motion: Johnny Wells moved to approve the hiring of a Volunteer Coordinator and Production Coordinator.

Second by Pam Schroeder.

Action: **Motion Passed.**

Selection of Board Officers

Motion: Karen Anderson moved for the election of Board Officers at the summer meeting with the elected officers to assume their positions at the start of the fiscal year.

Second by Johnny Wells.

Action: **Motion Passed.**

Nominations

Karen Anderson nominated Brownie Mitchell for Chair of the Board.

Nancy Wingenbach nominated Andy Loftis for Chair of the Board.

Motion: Frank Begun moved that the nominations for Chair of the Board be closed.
Second by Sue Oclassen.

Action: **Motion Passed**

The vote resulted in a tie. Therefore, the election was deferred to the Fall face to face meeting.

Next Meeting Date

A Teleconference Meeting is scheduled for Wednesday, August 13, 2008 at 8:30 p.m. EDT

Motion: Brownie Mitchell moved that the meeting be adjourned.
Second by Johnny Wells.

Action: **Motion Passed.**

The meeting adjourned at 4:58 p.m.

Karen Anderson
Recording Secretary

Minutes approved August 13, 2008

Destination Imagination, Inc.
Board of Trustees
Teleconference
August 13, 2008

8:30 p.m. EDT The meeting was called to order by Chair, Andy Loftis.

ROLL CALL:

Present: Karen Anderson, Val Conroy, Andy Loftis, John Maloney, Doug Maulik, Brownie Mitchell, Sue Oclassen, Pam Schroeder, Bruce Urban, Johnny Wells, Eric Wolff. Connecting late: Frank Begun and Nancy Wingenbach.
Management Team Representatives: Joe O'Brien and Rusty McCarty. **Absent:** Roger Garriock and Linda Wayne.

APPROVAL OF AGENDA

Motion: Brownie Mitchell moved to approve the Agenda as posted.
Second by Pamela Schroeder.

Action: **Motion Passed.**

APPROVAL OF MINUTES

Motion: Johnny Wells moved that the Minutes from July 31 – August 2, 2008 be approved as amended.
Second by Brownie Mitchell.

Action: **Motion Passed.**

MANAGEMENT TEAM REPORT

Joe O'Brien reported on the following:

- AEM 2007-2008 – Final contribution \$50,000
- FDIC – Funds protected up through \$200,000 with no additional protections for non-profits.
- Membership Drive – Bonus Plan to be proposed for office staff at a future meeting
- Rhode Island Donation – Management Team proposes to reclassify this donation as a loan and will offer to return the funds along with a huge thank you for the help.
- Service Fee for collecting Affiliate Membership Fees – raised from \$1 to \$2 (2% – 3.25% credit card fees and processing for POs).

Motion: Frank Begun moved to authorize Joe O'Brien to contact the Rhode Island Affiliate and offer the return of donated funds with the thanks of DII. If the Affiliate does not wish to receive the return of the funds, they should be included in the decision of how best to use the funds.
Second by John Maloney.

Action: **Motion Passed.**

Rusty McCarty reported on the following:

- Membership count was up last year, with the number being the highest since 2003.
- Current Membership count for August 2008 is equal to last year at this time.
- Personnel Updates – Peggy Middendorf, Construction Challenge Coordinator, started August 12, 2008. An offer has been extended for the Copywriter position that is currently listed. The position for Northeast Rally Coordinator and office person has not yet been hired.
- Destination ImagiNation program materials will be shipped on the 18th of August to all ADs, ATDs and BoT.

Motion: Karen Anderson moved to accept the Management Team's Report. Second by Pamela Schroeder.

Action: **Motion Passed.**

COMMITTEE REPORTS

No Reports

OLD BUSINESS

Merchandise Policy

Andy Loftis, Board Chair, will contact the corporate attorney for the final Affiliate License Agreement, letter of addenda. After review of the letter by Andy Loftis and Val Conroy, the letter will be issued to staff for distribution to the Affiliates.

Report and Recommendation on the RFPS for an Organizational Review and for Professional Search Firm for CEO.

Alliance Management and Transition Management Consulting have been given consideration after the Task Force of Karen Anderson, Val Conroy and Pamela Schroeder reviewed their responses.

The Task Force, which also includes Andy Loftis, will be conducting phone interviews with the two companies and will then be able to make a recommendation for hiring one of the firms to do both the organizational review and to search for a CEO.

Motion: Nancy Wingenbach moved to authorize an electronic vote for approval of the contract with the recommended firm pending legal review. Second by Doug Maulik.

Action: **Motion Passed.**

Search Committee Report

Nancy Wingenbach reported on the recent Search Committee Meeting. An ad has been place in Philanthropy.com/jobs.

NEW BUSINESS

Discussion was held on the service fee for collecting Affiliate Membership fees. Andy Loftis will be contacting the Management Team to discuss the BoT's concerns.

10:13 p.m.

Motion: Karen Anderson moved to go into Executive Session.
Second by Sue Oclassen.

Action: **Motion Passed.**

10:24 p.m.

The Chair tasked the Governance Committee to draft an Employee Code of Ethics and Conduct.

NEXT MEETING DATE

A Teleconference meeting is scheduled of Wednesday, September 10, 2008 at 8:30 p.m. EDT.

The Fall Board Meeting – Knoxville, Tennessee – Saturday, September 27, 2008 (at the end of the DIAD meeting) thru 4:00 p.m. on Monday, September 29th.

Motion: Brownie Mitchell moved that the meeting be adjourned.
Second by Nancy Wingenbach.

Action: **Motion Passed.**

The meeting adjourned at 10:34 p.m.

Karen Anderson
Recording Secretary

DESTINATION IMAGINATION, INC.
BOARD OF TRUSTEES
TELECONFERENCE
September 10, 2008

CALL to ORDER

8:30 p.m. EDT

The meeting was called to order by Board Chair, Andy Loftis.

ROLL CALL

Present:

Karen Anderson, Frank Begun, Val Conroy, Andy Loftis, John Maloney, Doug Maulik, Brownie Mitchell, Sue Oclassen, Pam Schroeder, Bruce Urban, Johnny Wells, Nancy Wingenbach.
Management Team Representative: Rusty McCarty Joe O'Brien

Absent:

Johnny Wells, Brownie Mitchell

APPROVAL of AGENDA

Motion:

Pamela Schroeder moved to approve the Agenda as posted.
Second by Sue Oclassen.

Action:

Motion Passed.

APPROVAL of MINUTES

Motion:

Bruce Urban moved to approve the Minutes dated August 13, 2008.
Second by John Maloney.

Action:

Motion Passed.

Management Team Report:

Rusty McCarty reported on the following:

- Rusty asked the board to approve \$2,500 for expenses to help get Oklahoma off the ground.
- Rusty brought up the research project measuring the benefits and impact of the program for participants that has been proposed. Phase one was completed in 2004. The proposed Phase Two to be done this year would be 4-6 thousand and the final phase next year would be about 40K. This research will be crucial as we move ahead and apply for grants and federal money. He will send the board more information for us to make a decision next month.
- NDC will pay the national fee for the first 500 teams in project OUTREACH®.
- Merchandizing Policy - in addition recommend allowing the name project OUTREACH® as well as Destination Imagination and Box and Ball.
- Preparation for the Fall conference is going well.
- Domestic welcome back kits will be sent to all of last years memberships. 790 DVDs of Global Finals will go out to last years domestic teams who attended Global Finals.

Joe Obrien reported on the following

- financials were sent to the board

Motion: Val Conroy moved to accept the Management Team's Report.
Second by Karen Anderson.

Action: **Motion Passed.**

9:08 p.m.

Executive Session

Motion: Nancy Wingenbach moved to go into Executive Session for personnel issues.

Second by Sue Oclassen .

Action: **Motion Passed.**

9:28pm

COMMITTEE REPORTS:

Management Committee – Nancy Wingenbach, Chair

- The code of conduct will be signed at the October meeting
- The CEO evaluation document is on hold

Finance Committee – Bruce Urban, Chair

- Cash flow was sent out to everyone
- The budget should be sent out to Board Members about September 17th

Development Committee – Val Conroy, Chair

- The committee has reviewed the Dairy contract and also made suggestions for change.
- The committee suggests that in the future Destination Imagination include a non compete clause in contracts with sponsors just as Dairy does in their portion of the contract.
- We reviewed the signature opportunities.

Governance Committee – Brownie Mitchell, Chair

- No report

Motion: Bruce Urban moved to accept the Committee Reports.
Second by Pamela Schroeder.

Action: **Motion Passed.**

OLD BUSINESS

Results of Electronic Vote: (approved at the last meeting) an electronic voted was held on August 16th to approve the hiring of Transition Management Company for an operational review and to conduct a CEO search pending legal review.

Action: **Motion Passed.**

Merchandise Policy - Karen will send the draft policy to Rusty. The board has received an addendum to the affiliate license agreement from Ryan. Staff is working on the national vendor agreement and the affiliate vendor agreement

Motion: Karen Anderson moved the addendum to the license agreement be accepted.

Seconded by Pamela Schroeder.

Action: **Motion Passed.**

NEW BUSINESS

Motion: Karen Anderson moved that we authorize up to \$2500 to help with training and other expenses related to helping start Oklahoma DI.

Second by Nancy Wingenbach.

Action: **Motion Passed.**

Motion: Nancy Wingenbach moved to include project OUTREACH as one of the unrestricted trademarks that affiliates can use.

Seconded by Andy Loftis.

Action: **Motion Passed.**

10:04 p.m. Executive Session

Motion: Pamela Schroeder moved to go into Executive Session

Second by Sue Oclassen .

Action: **Motion Passed.**

11:03pm

Motion: John Maloney moved that the Authority to Execute Instruments Resolution dated September 10 2008 be adopted. The document will be filed with the attorney as well as held at the office.

Seconded by Karen Anderson.

Action: **Motion Passed.**

DESTINATION IMAGINATION, INC. PROPOSED RESOLUTION OF THE BOARD OF TRUSTEES

Authority to Execute Instruments – September 10, 2008

WHEREAS, pursuant to Article 7, Section 1 of the Bylaws of Destination ImagiNation, Inc. (the “Company”), the Board of Trustees (the “Board”) has deemed it advisable and in the best interests of the Company to authorize any two of the following four individuals to together execute and deliver any contract or any instrument in the name of and on behalf of the Company: (i) the Chairman of the Board of the Company, (ii) the Vice-Chairman of the Board of the Company, (iii) the Controller of the Company, and (iv) the President of the Company; and

NOW, THEREFORE, BE IT AND IT IS HEREBY:

RESOLVED, that any two of the following four individuals are hereby authorized, empowered and directed to together execute and deliver any contract or other instrument in the name of and on behalf of the Company: (i) the Chairman of the Board of the Company, (ii) the Vice-Chairman of the Board, (iii) the President of the Company, and (iv) the Controller of the Company.

Next Meeting Date:

Face to Face Saturday Sept 27, 2008 in Knoxville Tennessee

Motion:

Karen Anderson moved to adjourn the meeting.
Second by John Maloney.

Action:

Motion Passed.

The meeting adjourned at 11:25 p.m.

Karen Anderson
Recording Secretary

DESTINATION IMAGINATION, INC.
BOARD OF TRUSTEES
TELECONFERENCE
September 10, 2008

CALL to ORDER

8:30 p.m. EDT

The meeting was called to order by Board Chair, Andy Loftis.

ROLL CALL

Present:

Karen Anderson, Frank Begun, Val Conroy, Andy Loftis, John Maloney, Doug Maulik, Brownie Mitchell, Sue Oclassen, Pam Schroeder, Bruce Urban, Johnny Wells, Nancy Wingenbach.
Management Team Representative: Rusty McCarty Joe O'Brien

Absent:

Johnny Wells, Brownie Mitchell

APPROVAL of AGENDA

Motion:

Pamela Schroeder moved to approve the Agenda as posted.
Second by Sue Oclassen.

Action:

Motion Passed.

APPROVAL of MINUTES

Motion:

Bruce Urban moved to approve the Minutes dated August 13, 2008.
Second by John Maloney.

Action:

Motion Passed.

Management Team Report:

Rusty McCarty reported on the following:

- Rusty asked the board to approve \$2,500 for expenses to help get Oklahoma off the ground.
- Rusty brought up the research project measuring the benefits and impact of the program for participants that has been proposed. Phase one was completed in 2004. The proposed Phase Two to be done this year would be 4-6 thousand and the final phase next year would be about 40K. This research will be crucial as we move ahead and apply for grants and federal money. He will send the board more information for us to make a decision next month.
- NDC will pay the national fee for the first 500 teams in project OUTREACH®.
- Merchandizing Policy - in addition recommend allowing the name project OUTREACH® as well as Destination Imagination and Box and Ball.
- Preparation for the Fall conference is going well.
- Domestic welcome back kits will be sent to all of last years memberships. 790 DVDs of Global Finals will go out to last years domestic teams who attended Global Finals.

Joe Obrien reported on the following

- financials were sent to the board

Motion: Val Conroy moved to accept the Management Team's Report.
Second by Karen Anderson.

Action: **Motion Passed.**

9:08 p.m.

Executive Session

Motion: Nancy Wingenbach moved to go into Executive Session for personnel issues.

Second by Sue Oclassen .

Action: **Motion Passed.**

9:28pm

COMMITTEE REPORTS:

Management Committee – Nancy Wingenbach, Chair

- The code of conduct will be signed at the October meeting
- The CEO evaluation document is on hold

Finance Committee – Bruce Urban, Chair

- Cash flow was sent out to everyone
- The budget should be sent out to Board Members about September 17th

Development Committee – Val Conroy, Chair

- The committee has reviewed the Dairy contract and also made suggestions for change.
- The committee suggests that in the future Destination Imagination include a non compete clause in contracts with sponsors just as Dairy does in their portion of the contract.
- We reviewed the signature opportunities.

Governance Committee – Brownie Mitchell, Chair

- No report

Motion: Bruce Urban moved to accept the Committee Reports.
Second by Pamela Schroeder.

Action: **Motion Passed.**

OLD BUSINESS

Results of Electronic Vote: (approved at the last meeting) an electronic voted was held on August 16th to approve the hiring of Transition Management Company for an operational review and to conduct a CEO search pending legal review.

Action: **Motion Passed.**

Merchandise Policy - Karen will send the draft policy to Rusty. The board has received an addendum to the affiliate license agreement from Ryan. Staff is working on the national vendor agreement and the affiliate vendor agreement

Motion: Karen Anderson moved the addendum to the license agreement be accepted.

Seconded by Pamela Schroeder.

Action: **Motion Passed.**

NEW BUSINESS

Motion: Karen Anderson moved that we authorize up to \$2500 to help with training and other expenses related to helping start Oklahoma DI.

Second by Nancy Wingenbach.

Action: **Motion Passed.**

Motion: Nancy Wingenbach moved to include project OUTREACH as one of the unrestricted trademarks that affiliates can use.

Seconded by Andy Loftis.

Action: **Motion Passed.**

10:04 p.m. Executive Session

Motion: Pamela Schroeder moved to go into Executive Session

Second by Sue Oclassen .

Action: **Motion Passed.**

11:03pm

Motion: John Maloney moved that the Authority to Execute Instruments Resolution dated September 10 2008 be adopted. The document will be filed with the attorney as well as held at the office.

Seconded by Karen Anderson.

Action: **Motion Passed.**

DESTINATION IMAGINATION, INC. PROPOSED RESOLUTION OF THE BOARD OF TRUSTEES

Authority to Execute Instruments – September 10, 2008

WHEREAS, pursuant to Article 7, Section 1 of the Bylaws of Destination ImagiNation, Inc. (the “Company”), the Board of Trustees (the “Board”) has deemed it advisable and in the best interests of the Company to authorize any two of the following four individuals to together execute and deliver any contract or any instrument in the name of and on behalf of the Company: (i) the Chairman of the Board of the Company, (ii) the Vice-Chairman of the Board of the Company, (iii) the Controller of the Company, and (iv) the President of the Company; and

NOW, THEREFORE, BE IT AND IT IS HEREBY:

RESOLVED, that any two of the following four individuals are hereby authorized, empowered and directed to together execute and deliver any contract or other instrument in the name of and on behalf of the Company: (i) the Chairman of the Board of the Company, (ii) the Vice-Chairman of the Board, (iii) the President of the Company, and (iv) the Controller of the Company.

Next Meeting Date:

Face to Face Saturday Sept 27, 2008 in Knoxville Tennessee

Motion:

Karen Anderson moved to adjourn the meeting.
Second by John Maloney.

Action:

Motion Passed.

The meeting adjourned at 11:25 p.m.

Karen Anderson
Recording Secretary

DESTINATION IMAGINATION, INC.
BOARD OF TRUSTEES
Knoxville
September 28, 2008

CALL to ORDER
8:00 a.m. EDT

The meeting was called to order by Board Chair, Andy Loftis.

ROLL CALL

Present:

Karen Anderson, Andy Loftis, John Maloney, Brownie Mitchell, Sue Oclassen, Bruce Urban, Johnny Wells, Nancy Wingenbach, Eric Wolff.

By Teleconference as needed: Val Conroy. **Guest:** Doug Maulik.

Management Team Representatives: Rusty McCarty Joe O'Brien

Absent

Frank Begun, Pam Schroeder

Andy welcomed Eric Wolff, the new DIAD President, to the Board and thanked Doug Maulik for his service to both DIAD and the Board of Trustees.

Discussion was held on election procedures and dates elections are held for officers of the Board. The Governance committee will look at this procedure and come back with a recommendation.

APPROVAL of AGENDA

Motion:

Johnny Wells moved to approve the Agenda.
Second by Eric Wolff

Action:

Motion Passed

BOARD OFFICER ELECTION 2008-2009 Year

Motion:

Karen Anderson nominated Brownie Mitchell for Chair of the Board
Seconded by Bruce Urban.

Nancy Wingenbach nominated Andy Loftis for Chair of the Board
Seconded by Sue Oclassen.

Action:

Brownie Mitchell was elected Chair of the Board of Trustees for 2008-2009

Motion:

Karen Anderson nominated Andy Lofts for Vice Chair

Action:

Seconded by John Maloney

Andy Loftis was elected Vice Chair of the Board of Trustees for 2008-2009 by acclamation

BOARD SIGNING OF CODE OF CONDUCT

The Board members each signed the BOT Code of Conduct for 2008-2009, and a copy of Board Member Roles & Responsibilities.

9:30 a.m.

Executive Session

Motion: Bruce Urban moved that we go into Executive Session
Seconded by Johnny Wells

Action: **Motion Passed**

10:40 a.m.

COMMITTEE MEETINGS

MANAGEMENT TEAM REPORT

Controller, Joe Obrien

- Cash flow is on target.
- Shared the financial recap for the year 2008 - 7.7Million in sales 400-500 thousand in income.
- Shared Membership 08 revenue and projections for 09. Projecting membership decrease of 81% for 1paks and 88% for 5paks in order to be conservative.
- Membership volume to date is showing an increase as compared to last year.
- Global Finals – discussion on increasing the minimum team count guarantee with Univ. Tennessee in 2009. In addition to the DI program teams we have to assume 50 teams for Construction Challenge and an undetermined number of project OUTREACH and DI eXtreme teams.
- New IT admin/programmer Charles Bell, starting soon.
- Rene Goodwin will be retiring the end of October.
- Have made some upgrades to the office to increase efficiency.

DICor, Joe Obrien for Roger Garriock

- August he presented to Burger King Senior Staff in Florida
- Roger is doing a series of workshops traveling to France, Poland and England in October.
- While in England he will be meeting with a group about certification workshops.
- Holding Webinars (40-120 people per session)
- Kathy O'Holleran trying to get associates engaged and is working on DICor EDU.

President, Rusty McCarty

- We now have one website up and running www.idodi.org
Thanks to Kate Wise, Steve Greenwood and the 2008 summer interns.
- Ginger Green will be managing our America's Promise partnership as one of her roles.
- Looking to hire a Customer Service Representative/office manager and a Copywriter.

- AEM and DI have come to a verbal understanding toward making Construction Challenge occur through 2011. For this year the 16 Rally leaders are contracted. The goal is 15-50 teams per Rally, 2800-5600 participants. DI free memberships will be offered to every team for the next program year.
- Shared the report from the Summer Interns on their experience.
- China DI program is growing very rapidly, planning for Asia Games in 2010. Proposal to hire a professional fundraiser on site in China and for DI Inc. moving forward with Registering the Destination ImagiNation® name in PRC.
- Update on the DI program in India
- Update on Global Finals 2009 Contract has been signed with University of Tennessee.
- Program Evaluation Phase II

Motion: Nancy Wingenbach moved to authorize the President of DI Inc to move forward on hiring a professional fundraiser on site in China working through GETE and to move forward with registering the Destination ImagiNation® name in PRC.
Seconded by Sue Oclassen

Action: **Motion Passed**

Motion: Andy Loftis moved to accept the Management Team's Report.
Seconded by Johnny Wells

Action: **Motion Passed**

4:35 p.m. Executive Session

Motion: Johnny Wells moved to go into Executive Session
Seconded by Sue Oclassen

Action: **Motion Passed**

5:00 p.m.

RECESS FOR THE EVENING

SUNDAY 8:15 a.m.

APPROVAL of MINUTES

Motion: Johnny Wells moved to approve the Minutes dated September 10 and September 17 2008
Second by Sue Oclassen

Action: **Motion Passed**

8:20 a.m. Executive Session

Motion: Bruce Urban moved that we go into Executive Session
Seconded by Johnny Wells.

Action: Motion Passed

8:34 a.m.

COMMITTEE REPORTS:

Management Committee – Nancy Wingenbach, Chair

- Tasked to develop an evaluation instrument for the CEO position (to be done in partnership with the Interim CEO)
- To review and establish the job description of the President of DI Inc.
- Create program specific evaluation process
 - Establish achievable goals
 - Measurable benchmarks
 - Time line for measurement of progress toward goals
 - Financial expectations
 - Projected expense/revenue at each point
 - Cost benefit analysis
 - Cost of start up point of project
 - Points of evaluation

Finance Committee – Bruce Urban, Chair

Motion: John Maloney moved to accept the proposed budget for the 2008-2009 program year as adjusted.

Seconded by Johnny Wells

Action: Motion Passed

Development Committee –Val Conroy, Chair

- Mail campaign – via email and web. Update the campaign letter that is currently on line.
- Discussed the formation of a Development Fund
- Discussed the name of a special award

Motion: John Maloney moved that we have a special award that will be given from time to time and awarded in recognition of a group or individual who aligns their mission with our own mission. The name of the award will be revealed at Global Finals.

Seconded by Eric.

Action: Motion Passed

Governance Committee – Karen Anderson, Chair

There are 3 tasks at the moment on the Governance Agenda

- Develop a new board member orientation procedure
- Develop a Board officer and board member election timeline procedure
- Develop the Code of Ethics for DI Staff

Motion Karen Anderson moved that we add to the list of policies and procedures to be review annually the following:
On an annual basis the board will determine the need for board Development or training for the next year.

Seconded by Sue Oclassen.

Action: **Motion Passed**

Motion: Eric Wolff moved to accept the Committee Reports.
Second by Bruce Urban

Action: **Motion Passed**

Management Team Rusty

Discussion was held on the proposed Phase II Program Evaluation and future research possibilities.

OLD BUSINESS

TMC, Interim CEO

Andy updated the board on the status on the hiring of TMC to provide Interim CEO services.

Search Committee

Discussion was held on re-engaging the search committee to start the process and move forward.

Motion: Nancy Wingenbach moved that we re-activate the search committee to follow the process as stated in the policies.

Seconded by Sue Oclassen

Action: **Motion Passed**

NEW BUSINESS

Secretary of the Board

Motion: Karen Anderson moved to elect Sue Oclassen as secretary of the Board for the 2008-2009 Board year.

Seconded by Johnny Wells

Action: **Motion Passed**

New Committees of the Board for 2008-2009

Management – Chair Nancy Wingenbach, Bruce Urban, Val Conroy, Sue Oclassen, Eric Wolff

Finance – Chair Pamela Schroeder, Karen Anderson, John Maloney, Johnny Wells

Development – Chair Val Conroy, Johnny Wells, John Maloney, Pam Schroeder, Eric Wolff

Governance – Chair Karen Anderson, Andy Loftis, Nancy Wingenbach, Sue Oclassen, Bruce Urban

Andy Loftis was appointed the compliance officer for 2008-2009

Resignation

Acknowledge receipt of an electronic letter from Frank Begun regarding his resignation from the Board of Trustees.

The Board of Trustees voted to accept the resignation of Frank Begun with regret. Frank has served on this DI board of Trustees since its inception in 1999 with passion and conviction during some very difficult times. Multitalented, committed, insightful and generous, Frank has been a steadfast program supporter, protector and teacher of our DI kids and has often reminded us that all decisions should be made to serve those kids. We applaud and thank him for his many roles in Destination ImagiNation as a tireless DI celebrator, promoter, challenge writer, challenge solver and Pied Piper-like Pinman persona, and we look forward to his continuing volunteer efforts in our program.

Motion: Bruce Urban moved to accept the resignation of Frank Begun
Second by John Maloney

Action: **Motion Passed**

The board decided to fill the open seat on the board. Governance was given the task to pursue this.

11:53 a.m.

Executive Session

Motion: Andy Loftis moved to go into Executive Session
Seconded by Sue Oclassen

Action: **Motion Passed**

12:25p.m.

Thank You's

Eric Wolff as DIAD president thanked the DI Inc Staff for their tremendous help and training at the DIAD Fall meeting. He thanked Rusty and Joe for their open and forthright conversation with DIAD and DIAD looks forward to continuing that openness and two way conversation. He also thanked the Board for their forthrightness and openness and look forward to continued dialogue with the Board. And lastly he thanked Robert Gibbs, Brent Lackey and the UT Staff for hosting a wonderful event for all of us.

Retiring Staff

The Board would like to Thank Lindy Redmond for her invaluable service in creativity. She has been a light for our path. Lindy will be missed but her legacy is still bright.

The Board expresses thanks to Mo Guy for her 24/7 commitment to the Kids of Destination ImagiNation. Her guidance and efforts will be reflected through programs for many years.

The Board thanks Rene Goodwin for many years of Service. She has been a transitional anchor, maintained participation through turbulence, and still sailed. Each time we looked around over the last 25 years, she was there to foster DI.

1:30 p.m.

Motion:

Bruce moved to go into Executive Session

Seconded by Johnny Wells

Action:

Motion Passed

1:44 p.m.

Next Meeting Date:

Teleconference – Wednesday, October 8, 2008 at 8:30 p.m. EDT

2008-2009 BOT Schedule

Teleconferences – second Wednesday of the month

Face to Face meetings (Travel on Wednesday and Sunday)

January 28 – Feb 1 2009

July 29 – Aug 2 2009

October 2-4 2009

Motion:

John Maloney moved to adjourn the meeting.

Second by Johnny Wells

Action:

Motion Passed

The meeting adjourned at 1:45 p.m.

Karen Anderson
Recording Secretary

DESTINATION IMAGINATION, INC.
BOARD OF TRUSTEES
TELECONFERENCE
October 15, 2008

CALL to ORDER

8:34 p.m. EDT

The meeting was called to order by Board Chair, Brownie Mitchell.

ROLL CALL

Present:

Karen Anderson, Val Conroy, John Maloney, Brownie Mitchell, Sue Oclassen, Bruce Urban, Johnny Wells, Nancy Wingenbach, Eric Wolff.

Management Team Representatives: Joe O'Brien, Rusty McCarty

Absent:

Andy Loftis, Pam Schroeder

APPROVAL of AGENDA

Motion:

Karen Anderson moved to approve the Agenda as posted.

Second by Johnny Wells

Action:

Motion Passed.

APPROVAL of MINUTES

Motion:

Johnny Wells moved to approve the Minutes dated September 28-29, 2008

Second by Sue Oclassen

Action:

Motion Passed.

Management Team Report:

Joe O'Brien reported on the following:

- Cash flow is within reason
- Charles Bell has been hired as our IT Administrator/Programmer
- Additional space has been rented in order to facilitate the sixteen AEM Construction Challenge rallies

Brownie talked with Roger Garriock earlier today. He reported that:

- He held a DiCor workshop in France and will present in Poland and Great Britain
- Domestic workshops have been given, prospects are good and leads have been coming in despite the economic downturn

Rusty McCarty reported on the following:

- DI Back-to-School Day on Capitol Hill was a great success in press coverage, attendance and contacts made
- The staff is working to simplify and allow the electronic submission of documents required in the current Affiliate license agreement:

- Membership updates
- Global Finals 2009 meetings and site visits schedule
- Construction Challenge 2009 rallies
- The AEM/DI 2008 Construction Challenge was awarded, “Outstanding Achievement in Innovation in Business Solutions Award” by the International Association of Exhibitions and Events (IAEE)
- George Jacob hired as Copy/Technical Writer
- Recommended growth proposals for affiliates in North Carolina and Montana
- Training was done in Tulsa, Oklahoma

Motion: Sue Oclassen moved to accept the Management Team’s Report.
Second by Johnny Wells

Action: **Motion Passed.**

COMMITTEE REPORTS:

Management Committee – Nancy Wingenbach, Chair

- No report

Finance Committee – Pamela Schroeder, Chair

- No report
- Plan to send Finance policies to Joe O’Brien for review

Development Committee – Val Conroy, Chair

- No report

Governance Committee – Karen Anderson, Chair

- Strategic Plan has been updated
- Bylaws on website will be updated

Motion: John Maloney moved to accept the Committee Reports.
Second by Nancy Wingenbach

Action: **Motion Passed.**

OLD BUSINESS

Ryan Udell advised Brownie Mitchell on status of corporate officers. Freedom calls: we are investigating the possibility of facilitating calls between participants and soldiers in their families during Global Finals.

Motion: Val Conroy moved that the Board of Trustees allow an electronic vote to approve the Interim CEO contract.
Second by Johnny Wells

Action: **Motion Passed.**

The Board agreed to ask the Search Committee to reconvene to continue the search for a permanent Chief Executive Officer. Although the BOT Chair normally heads the Search Committee, the current Chair and Trustees agreed that former Chair, Andy Loftis, should continue as the Search Committee Chair. Nancy Wingenbach asked the Trustees to give some direction to the committee as to priorities for qualities sought in CEO candidates and discussion ensued.

10:30 p.m.
NEW BUSINESS

Motion: Karen Anderson moved to approve the growth proposals recommended for North Carolina and Montana
Second by Eric Wolff

Action: **Motion Passed.**

The January 2009 BOT meeting will be held in Dallas, Texas.

Next Meeting Date:
Teleconference – Wednesday, November 12, 2008 at 8:30 p.m. EST

Motion: Eric Wolff moved to adjourn the meeting.
Second by Johnny Wells

Action: **Motion Passed.**

The meeting adjourned at 10:16 p.m.

Sue Oclassen
Recording Secretary

DESTINATION IMAGINATION, INC.
BOARD OF TRUSTEES
TELECONFERENCE
November 12, 2008

CALL to ORDER

8:34 p.m. EST

The meeting was called to order by Board Chair, Brownie Mitchell.

ROLL CALL

Present:

Karen Anderson, Val Conroy, Andy Loftis, John Maloney, Brownie Mitchell, Sue Oclassen, Bruce Urban, Johnny Wells, Nancy Wingebach, Eric Wolff.

Management Team Representatives: John Fiegel and Joe O'Brien

Absent:

Pam Schroeder

APPROVAL of AGENDA

Motion:

Bruce Urban moved to approve the Agenda as posted.
Second by Johnny Wells.

Action:

Motion Passed.

APPROVAL of MINUTES

Motion:

Bruce Urban moved to approve the Minutes
Second by Johnny Wells

Action:

Motion Passed.

Brownie Mitchell welcomed Interim CEO John Fiegel to the meeting and moved the Finance Committee Report to the next item in the Agenda.

Finance Committee – Pamela Schroeder, Chair

- Brownie Mitchell asked Andy Loftis to help temporarily with Chair duties while Pamela deals with pressing family concerns.
- The committee will work to finish the financial section for the Policy Manual and ask input from Joe O'Brien and John Fiegel

MANAGEMENT REPORT

Interim CEO John Fiegel reported on the following:

- He is delighted to be here, has met with most of the staff and has been impressed by their talent, dedication and passion, as well as the quality of the Destination ImagiNation programs
- He felt it was highly commendable that, in the past year, the Management Team had been able to deliver Global Finals, run operations and end with a surplus.
- He will be working on an operational assessment and will offer management reports to the Board a week or so before each Board of Trustees meeting.

- Roger Garriock just returned from Europe, where he taught workshops in London and spoke to groups in Poland.
- Roger and Faith Garriock met recently with the Minister of Education in Canada.
- Rusty McCarty has been investigating options for the second phase of research to validate our hypotheses and get scientific recognition for the impact that the Destination ImagiNation program has on creativity and teamwork in participants.
- We will be considering media and public relations firms for a possible working relationship.
- Only three Affiliate Directors joined in the recent Ask-DI conference call; the original notice had been given a month ahead in *LeaDIng The Way*. A reminder, later timeslot and blog form of communication were suggested as possibilities to broaden participation.

Joe O'Brien reported on the following:

- The cash flow is running a bit better than the plan
- With great pleasure, Joe asked the Board how the cash not immediately needed should be invested; the Finance Committee will consider the options.
- The auditors completed the in-house portion of the audit and, when all is finished, Joe is confident of a positive report.
- Current sales meet predictions, giving further confidence
- Remodeling of the office added several work stations, including half in movable cubicles; the rear door was replaced with one containing a window for increased security, and the back storage shed was removed. Crime in the area has been of concern.
- Space was rented at 133 East High Street, near the office, to allow support for the sixteen AEM rallies.

8:48 p.m.

Motion:

Karen Anderson moved to go into Executive Session.
Second by Johnny Wells.

Action:

Motion passed.

8:55 p.m.

Out of Executive Session.

Motion:

Bruce Urban moved to accept the management reports given.
Second by Eric Wolff.

Action:

Motion Passed.

COMMITTEE REPORTS:

Management Committee – Nancy Wingenbach, Chair

- No report

Development Committee – Val Conroy, Chair

- No report

Governance Committee – Karen Anderson, Chair

- The updated Bylaws should be posted to the website. Brownie Mitchell has asked the Committee to consider proposed bylaws changes.
- Committee members are asked to comment on the proposed Code of Ethics.

DIAD REPORT

Eric Wolff reported on the following:

- During the October meeting, DIAD members discussed ways to increase communication and cooperation in order to create a more effective partnership with the Board of Trustees; a letter from DIAD is being drafted to open the dialogue.

Motion: Val Conroy moved to accept the Committee and DIAD Reports.
Second by John Maloney.

Action: **Motion Passed.**

OLD BUSINESS

Search Committee

Andy Loftis requested Board direction in re-starting the search for a CEO.

Results of Electronic Vote: (approved at the October 15, 2008 meeting) An electronic vote was held October 22 -23, 2008, to approve the Interim CEO agreement with Transition Management Corp. The Board also voted to approve the reimbursement of the Chair's travel expenses to the Glassboro office to aide in the transition of the new Interim CEO, John Fiegel.

Action: **Motion Passed.**

NEW BUSINESS

Correspondence

The Board has received a letter from its government affairs contractor, Ruth Smith, covering some of her accomplishments during the term of her two-year contract, and she thanked the Board for the opportunity to work with DI. The Board also received an electronic mailing from David Thomason.

Motion: Bruce Urban moved to receive the correspondence.
Second by Val Conroy.

Action: **Motion Passed.**

9:44 p.m.

Motion:

Executive Session

Val Conroy moved to go into Executive Session.
Second by Eric Wolff.

Action:

Motion Passed.

9:51 p.m.

Out of Executive Session.

Appointments

Chair Brownie Mitchell appointed Eric Wolff to serve as Board Parliamentarian.

The Board appointed David Thomason to assume the remaining Board member term of office left by the resignation of Frank Begun.

Next Meeting Date:

Teleconference – Wednesday, December 3, 2008 at 8:30 p.m. EST

Motion:

Eric Wolff moved to adjourn the meeting.
Second by Johnny Wells.

Action:

Motion Passed.

The meeting adjourned at 9:58 p.m.

Susan R. Oclassen
Recording Secretary

DESTINATION IMAGINATION, INC.
BOARD OF TRUSTEES
TELECONFERENCE
December 3, 2008

CALL to ORDER
8:32 p.m. EST

The meeting was called to order by Board Chair, Brownie Mitchell.

ROLL CALL

Present:

Karen Anderson, Andy Loftis, Brownie Mitchell, Sue Oclassen, Pam Schroeder, David Thomason, Bruce Urban, Johnny Wells, Nancy Wingenbach, Eric Wolff. Val Conroy and John Maloney joined later.
Management Team Representatives: John Fiegel and Joe O'Brien

APPROVAL OF AGENDA

Motion: Karen Anderson moved to approve the agenda.
Second by Sue Oclassen.

APPROVAL of MINUTES

Motion: Karen Anderson moved to approve the Minutes
Second by Andy Loftis.

Action: **Motion Passed.**

Brownie Mitchell welcomed David Thomason to the Board.

CORRESPONDENCE

Two items of correspondence arrived from:

- Faktorow, Barnett & Brunner
- DIAD

Motion: Nancy Wingenbach moved to receive both items of correspondence.
Second by Bruce Urban.

Action: **Motion passed.**

MANAGEMENT REPORT

The Management Report, sent in written electronic form, included the following from Roger Garriock, Dicolor:

- Progress has been made in meetings with officials from the Ministry of Education of British Columbia.
- A Dicolor Certification class will be held in Toronto in January.
- Two sessions are confirmed for London, England in January.
- There has been a definite slowdown resulting from recent economic results; four sessions originally scheduled for November and December have been pushed to the New Year.
- Marketing efforts have been greatly increased and expenses have been decreased where possible.

From Joe O'Brien, Controller, in written form:

- The auditors from Faktorow, Barnett & Brunner reported a net increased surplus, in comparison to the previous fiscal year, of \$428,210 in the attached report and submitted for Board approval. Increased revenues from Global Finals 2008 with expenses held to near-2007 levels were the principal reasons for the increased surplus.

From Rusty McCarty, President, in written form:

- Two additional affiliates, Rhode Island and Maryland, have decided to participate in project OUTREACH, bringing the total to thirty (30)
- In response to concerns to the age-appropriateness of sleuths in Challenge D, Sheila, Rusty, the ICMs, some who had complained and the writers coordinated a response, including an Internet research clarification and the offer of ten additional sleuths from which to choose, that greatly diminished the issue.
- Current revenue is ahead of last year due to price increases but total membership has decreased. The sale of Five-Paks is greatly diminished, possibly because people are waiting to upgrade from One-Paks or are purchasing only what they know they need.

Interim CEO John Fiegel reported on the following:

- The office will be closed December 24, 2008 – January 4, 2009
- Rusty had asked whether the usual fundraising letter should be sent out; the Board agreed it should, along with a website link.
- John congratulated Joe on his fiscal efforts as verified by the positive auditors' report.
- John congratulated the entire staff, with primary thanks to Rusty and Joe, for its extraordinary work resulting in an exemplary Global Finals with many extra teams to handle, even without a CEO. Bruce asked that we also give much credit to Robert Gibbs and the UT staff. The housing problem was noted; it was caused by the shared belief that there would be attrition in attendance due to the worsening economic climate last year.

COMMITTEE REPORTS:

Management Committee – Nancy Wingenbach, Chair

- No report

Development Committee – Val Conroy, Chair

- No report

Governance Committee – Karen Anderson, Chair

- No report

Search Committee -- Andy Loftis, Chair

- The Search Committee has renewed its efforts. Andy asked the Board to offer feedback on the qualities it considered most important in CEO candidates.
- The job description is being revised for Board approval and will be submitted for an electronic vote.
- The Committee is working to expedite the interview process.

DIAD REPORT – Eric Wolff, President

- There were concerns about Challenge D but they seemed to be well handled by the staff.
- The letter received from DIAD was a request for increasing communication and partnership between the Board and DIAD. The October meeting was felt to be a positive step. John Fiegel shared the letter with the staff.

Motion: Nancy Wingenbach moved to authorize Eric Wolff to form a work group to establish an agenda with timeline and expectations in response to the DIAD letter.

Second by Johnny Wells.

Action: **Motion passed.**

Motion: Andy Loftis moved to accept all reports.

Second by David Thomason.

Action: **Motion passed.**

OLD BUSINESS

Meeting dates were set for 2009 as follows:

- Teleconference on January 14
- Meeting in Dallas, TX, January 29 – 31 (travel dates January 28 and February 1)
- Teleconferences on February 11, March 11, April 1 (note: one week early due to holiday)
- Global Finals May 20 - 24 (travel date to Knoxville to be determined, travel from Knoxville late in the day on August 24)
- Teleconference on June 10
- Meeting in Glassboro, NJ, area July 23 – 25 (travel dates July 22 and 26)

- Teleconferences on August 12, September 9
- Meeting October 4 (in conjunction with DIAD meeting October 1 – 4 (location and Board travel dates to be determined))
- Teleconference on November 4 (note: one week early due to holiday), December 9

Results of Electronic Vote: An electronic vote, approved on December 3, 2008, was taken December 9 – 11, 2008, to authorize the Search Committee to use a newly revised version of the CEO job description in all future advertisements and web postings.

Action: **Motion Passed.**

NEW BUSINESS

Correspondence

As noted in the Search Committee and DIAD reports.

Next Meeting Date:

Teleconference – Wednesday, January 14, 2009 at 8:30 p.m. EST

Motion: Andy Loftis moved to adjourn the meeting.
Second by Johnny Wells.

Action: **Motion Passed.**

The meeting adjourned at 10:23 p.m.

Susan R. Oclassen
Recording Secretary

Destination ImagiNation, Inc.
BOARD OF TRUSTEES
TELECONFERENCE
January 22, 2008

8:00 p.m. (EST) The meeting was called to order by BoT Chair, Andy Loftis.
ROLL CALL:
Present: Karen Anderson, Val Conroy, Andy Loftis, John Maloney, Doug Maulik, Sue Oclassen, Pam Schroeder, Bruce Urban, and Nancy Wingenbach.
Also Present: Joe O'Brien, Management Team Representative

Absent: Frank Begun, Brownie Mitchell, Johnny Wells

APPROVAL OF AGENDA

Motion: Nancy Wingenbach moved to approve the Agenda as posted.
Second by Pam Schroeder.
Action: **Motion Passed.**

MANAGEMENT TEAM REPORT:

Joe O'Brien, Management Team Representative, reported on the following:

- Ask DI position – FAQ Service being used
- Office help (temps to hire) working well
- BoT/Management Team Mail Group in place
- Vice President of Creative Programming's recent visit with the Mayor of Chicago
- Dairy Council and NFL
- Dicor Certification Classes – rescheduled
- A Needed Marketing Coordinator for Dicor
- Shipping of 51 Team Kits for AEM to Las Vegas
- Planned Global Finals Site Visit
- IT Global Finals Annex Meeting held
- Travel Information for upcoming Board Meeting

Motion: Val Conroy moved to receive the Management Report.
Second by Sue Oclassen.
Action: **Motion Passed.**

COMMITTEE REPORTS:

Management Committee – Nancy Wingenbach, Chair
Nancy Wingenbach reported that the Management Committee has the following items on its plate:

- Organizational Structure
- Policy / ByLaws Comparison
- Strategic Plan Time Line

Finance Committee – Johnny Wells, Chair (absent)

The Finance Committee is in the process of writing/updating Financial Policies. It has also been requested that the Controller review with the BoT “how to read the financial documents.”

Development Committee – Val Conroy, Chair

Val Conroy reported on the planned Golf Tournament at Global Finals.

- Marketing Director reviewed documents
- UT on board along with Knoxville Tourism

The goals of this fundraiser are to attract parents and supporters that may have some sponsorship ability, to talk with sponsors in a social environment and to help DIAD to become financially independent.

Val Conroy also reported that Plano Pins will again provide pins for the BoT to distribute to volunteers at Global Finals.

Governance Committee – Brownie Mitchell, Chair

Reviewed needed change in ByLaws.

Motion:

Nancy Wingenbach moved to remove the sentence in Article 3, Section 1, subsection b.: “additionally the Executive Director will sit on the Board as a non voting member”.

Second by Sue Oclassen.

Action:

Motion Passed.

TASK FORCE UPDATES:

Charter Task Force – Karen Anderson

Karen Anderson reported that the Charter ideas have been combined and will be sent out to Board Members as well as the rough drafts of Missions for each Board.

Merchandising Policy Task Force

No Report

Search Committee Task Force

Will kick off at the face to face meeting the end of January.

OLD BUSINESS:

Costs of Programs:

Andy Loftis will meet with Joe O’Brien, John Maloney and Bruce Urban at the face to face meeting end of month on the costs of programs.

Board Address for Stakeholders:

This will be the 3rd email address that will be developed.

Forensic Audit:

This will be discussed at the January 31, 2008 meeting.

Agenda for Face to Face Meeting:

Andy Loftis, Chair, will send out Agenda for the face to face meeting.

Financial Impact of Ask DI:

FAQ piece that was put in place is working. May keep Ask DI in house.

NEW BUSINESS:

No hire/No Fire Policy established at October Board Meeting:

Discussion took place. The Chair will bring a motion to the next meeting.

Staff Recommendations:

DI Staff will be bringing to the BoT, recommendations and ideas on programs, at the January 31, 2008 meeting.

DIcor Marketing Position:

Motion: Nancy Wingenbach moved to approve the hiring of a marketing position for DIcor.

Second by Karen Anderson.

Action: **Motion Passed.**

9:49 p.m.

Motion: Karen Anderson moved to go into Executive Session.
Second by Sue Oclassen.

Action: **Motion Passed.**

10:17 p.m.

Out of Executive Session

Next Meeting Date:
Thursday, January 31, 2008 – 8:00 a.m. EST

Motion: Val Conroy moved for adjournment.
Second by Sue Oclassen.

Action: **Motion Passed.**

Meeting adjourned at 10:19 p.m.

Karen Anderson
Recording Secretary

Minutes approved February 1, 2008