



NAHU Board of Trustees Meeting Agenda

Monday, April 20, 2020, 4:00 pm – 5:30 pm EST
Zoom

Call to Order (*Pat Griffey*)

Reading of Antitrust Statement (*Eugene Starks*)

Roll Call of Attendees (*Eric Kohlsdorf*)

Board of Trustees	Present	Guests	Present
President: Pat Griffey	X	NAHU CFO: Jennifer Murphy	X
Pres-Elect: Dane Rianhard	X	NAHU VP Gov Affairs: Marcy Buckner	X
Vice Pres: Eugene Starks	X	NAHU VP Leadership Svcs: Brooke Willson	X
Treasurer: Kelly Fristoe	X	Legislative Council VC: Scott Wham	X
Secretary: Eric Kohlsdorf	X	Membership Council VC: David Smith	X
Imm Past Pres: Rusty Rice	X	Professional Development VC: Susan Rider	X
CEO: Janet Trautwein	X	Awards Ch: Rosanne Wolfe	X
Region 1VP: Mike Grinnell	X	Chapt Leadership & Dev Ch: Cerrina Jensen	X
Region 2VP: Erica Hain	X	Governance Ch: Jim Stenger	X
Region 3VP: Mike Deagle	X	HUPAC Ch: Cathy Cooper	X
Region 4VP: Alycia Riedl	X	Media Ch: Suzy Alberts	X
Region 5VP: Paige Phillips	X	Vanguard Ch: Mark Fox	X
Region 6VP: Ed Oleksiak	X	Region 2 VP Candidate: Dave Mordo	X
Region 7VP: Ray Magnuson	X	Region 4 VP Candidate: Paul Scholz	X
Region 8VP: Patrick Burns	X	Annette Bechtold	X
Leg Council Chair: Jessica Watts		Michele Malooley	X
Mem Council Chair: Kevin Trokey	X	Lou Reginelli	X
Prof Dev Chair: Jill Pedersen	X	Sue Wakamoto-Lee	X

A Quorum is present

Approve Agenda (*Pat Griffey*)

MOTION: Pat Burns / Eugene Starks made the motion to adopt the posted agenda.

MOTION: Motion passed unanimously

Consent Agenda A (*Pat Griffey*)

- BoT Meeting Minutes – March 16, 2020
- BoT Meeting Minutes – March 25, 2020
- BoT Meeting Minutes – April 6, 2020

MOTION: Paige Phillips / Pat Burns made the motion to adopt the Consent Agenda A.

MOTION: Motion passed unanimously

Consent Agenda B (*Pat Griffey*)

- 2019-2020 National Committee/Council Reports
 - Awards
 - Chapter Leadership and Development
 - Governance
 - Nominations
 - Professional Development
 - Vanguard
- Mid-Penn AHU – Resolution of Resignation

- Nevada AHU Amended Bylaws

MOTION: Ray Magnuson / Ed Oleksiak made the motion to adopt the Consent Agenda B.

MOTION: Motion passed unanimously

Financial Reports (*Kelly Fristoe*)

- Financial Statements – February 2020
- Finance Committee Meeting Minutes – April 2020
- Financial Trends – February 2020

Discussion Notes

An overview of the Summary tab of the spreadsheet that shows how the “buckets” will collapse the revenue and expenses by revenue center. At this point we are doing well compared to the Annual Budget. With the Virtual Annual Convention vs the Face to Face meeting in Chicago we may also see an uptick in revenues from that event. We also have moved the \$200k back into the investment account.

MOTION: Kelly Fristoe (Committee) / Eugene Starks made a motion to accept the February Financials.

MOTION: Motion passed unanimously

RVP Report (*Erica Hain*)

Discussion Notes

The regional leadership summit was discussed on the last RVP report. They agree that nobody would sit in front of a computer for 8 hours on a weekend. They are planning on further meetings on how to do the RLS in a virtual format. Maybe a series of webinars or learning labs. Committed to doing the RLS but figuring out how to do it and the format has more flexibility because we are constrained by the physical meeting room. Cost constraints should not be an issue as long as its not stretched over a long-time.

Current Membership Numbers (*Kevin Trokey*)

Discussion Notes

Very dedicated Regional Chairs on the Council. March #s were down (see report) but that follows 2 months of growth. Still struggling with retention. Reg 7 is up for the year. Completed the Just Thank One (as a subset of the Just Ask One campaign). In May it will be a Just Serve One with the idea of giving back to people in need. We are still asking to join and making sure we are getting a presence out in social networks.

Federal Legislative Update (*Jessica Watts & Marcy Buckner*)

Discussion Notes

Everything is COVID19. Comments were due and sent on the Proposed rules for Medicare. There is a grinding halt to regulations because of the COVID19. Congress is currently working on the next phase of legislation with COVID. They are trying to find additional funding for the next wave of money. We are also doing

NAHU submitted a letter to the Administration on the different things we could do without passing a bill by Congress that will help Employers through these times with relationship to benefits for employees. Administration is already working with some of our ideas.

Our coalitions are still working on ideas.

CEO Report (Janet Trautwein)

Discussion Notes

Virtual Convention -- we are working with sponsors and exhibitors. We may not have as many but we will get more sponsors (less exhibitors). What we are doing with them:

- *Packaging things for them specifically.*
- *Different ideas that sponsors will want to do.*

We are talking with the vender putting this on and working through the details. We pretty much have the PD outlined and ready to go across time zones. Working on the Gordon Award as well. We are trying to create an excellent event so people will feel they got a great value from the virtual event. We will be giving away gift cards. A special candidate forum. Committee Specific – LPRT, Vanguard, Awards with a special place. We will try to replicate the receptions. The cost will be about \$17,500. Our sponsors will be picking up much of that. Registration cost will be \$99.

Fundraising – a committee is together to raise funds from members that want to contribute for grants that go out to members in a health crisis. The vendor is named “Once Cause” rather than “Go Fund Me”. The grants will be very bright line of qualification. This will be up and running very soon and on the website. We will pass this on to our chapters to help within the community. The Auditors said we could run it through the Foundation but is not the mission of the organization. We could get Vanguard to work on this... but we need this done right away. And any contributions will be tax deductible for the donations.

Old Business

Strategic Planning Update (Pat Griffey/Annette Bechtold)

Please provide Annette with your teams and get them going.

Goal #1 – Ashley Kapostins will be chairing this committee for fundraising (see Janet’s report). Once the vehicle is finalized, we will be launching the fundraising. The hardship will be based on medical needs rather than financial criteria.

New Business - None

Motion for Adjournment of General Meeting

MOTION: Eugene Starks / Ray magnus made the motion to adjourn.

MOTION: Motion passed unanimously

Meeting adjourned at 5:19pm.



NAHU Board of Trustees Meeting Agenda
Monday, April 20, 2020, 4:00 pm – 5:30 pm
Zoom

Call to Order (*Pat Griffey*)

Reading of Antitrust Statement (*Eugene Starks*)

Roll Call of Attendees (*Eric Kohlsdorf*)

Approve Agenda (*Pat Griffey*)

Consent Agenda A (*Pat Griffey*)

- BoT Meeting Minutes – March 16, 2020
- BoT Meeting Minutes – March 25, 2020
- BoT Meeting Minutes – April 6, 2020

Consent Agenda B (*Pat Griffey*)

- 2019-2020 National Committee/Council Reports
 - Awards
 - Chapter Leadership and Development
 - Governance
 - LPRT
 - Media
 - Nominations
 - Professional Development
 - Vanguard
- Mid-Penn AHU – Resolution of Resignation
- Nevada AHU Amended Bylaws

Financial Reports (*Kelly Fristoe*)

- Financial Statements – February 2020
- Finance Committee Meeting Minutes – April 2020
- Financial Trends – February 2020

RVP Report (*Erica Grimm*)

Current Membership Numbers (*Kevin Trokey*)

Federal Legislative Update (*Jessica Watts & Marcy Buckner*)

CEO Report (*Janet Trautwein*)

Old Business

- Update on Annual Convention (*Janet Trautwein*)
- Strategic Planning Update (*Pat Griffey/Annette Bechtold*)

New Business

Motion for Adjournment of General Meeting



NAHU Board of Trustees Meeting Agenda

Monday, March 16, 2020, 4:00 pm – 5:30 pm
Zoom

Call to Order (*Pat Griffey*) Called to order at 4:00 pm Eastern

Reading of Antitrust Statement (*Eugene Starks*)

Roll Call of Attendees (*Eric Kohlsdorf*)

Board of Trustees	Present	Guests	Present
President: Pat Griffey	X	NAHU CFO: Jennifer Murphy	X
Pres-Elect: Dane Rianhard	X	NAHU VP Gov Affairs: Marcy Buckner	X
Vice Pres: Eugene Starks	X	NAHU VP Leadership Svcs: Brooke Willson	X
Treasurer: Kelly Fristoe	X	Legislative Council VC: Scott Wham	
Secretary: Eric Kohlsdorf	X	Membership Council VC: David Smith	X
Imm Past Pres: Rusty Rice	X	Professional Development VC: Susan Rider	X
CEO: Janet Trautwein	X	Awards Ch: Rosanne Wolfe	X
Region 1VP: Mike Grinnell	X	Chapt Leadership & Dev Ch: Cerrina Jensen	X
Region 2VP: Erica Hain	X	Governance Ch: Jim Stenger	
Region 3VP: Mike Deagle	X	HUPAC Ch: Cathy Cooper	X
Region 4VP: Alycia Riedl	X	LPRT Ch: Valeria Cramer	X
Region 5VP: Paige Phillips	X	Media Ch: Suzy Alberts	X
Region 6VP: Ed Oleksiak	X	Vanguard Ch: Mark Fox	
Region 7VP: Ray Magnuson	X	Region 2 VP Candidate: Dave Mordo	X
Region 8VP: Patrick Burns	X	Region 4 VP Candidate: Paul Scholz	X
Leg Council Chair: Jessica Watts		Region 6 VP Candidate: Doris Waller	X
Mem Council Chair: Kevin Trokey		Annette Bechtold	X
Prof Dev Chair: Jill Pedersen	X	Karen Kirkpatrick	X
		Michele Malooley	X
		Lou Reginelli	

A Quorum is present.

Approve Agenda (*Pat Griffey*) –

MOTION: Pat Burns made the motion to adopt the posted agenda.

MOTION: Motion passed unanimously

Consent Agenda A (*Pat Griffey*)

- BoT Meeting Minutes – February 18, 2020
- BoT Meeting Minutes – February 22, 2020

MOTION: Alycia Riedl made the motion to approve Consent Agenda A.

MOTION: Motion passed unanimously

Consent Agenda B (*Pat Griffey*)

- 2019-2020 National Committee/Council Reports
 - Awards
 - Chapter Leadership and Development
 - LPRT
 - Media
 - Nominations
 - Professional Development

- 2019 House of Delegates Minutes
- Northwest Pennsylvania AHU – Resolution of Resignation

MOTION: Eric Kohlsdorf made a motion to approve Consent Agenda B.

MOTION: Motion passed unanimously

Financial Reports (*Kelly Fristoe*)

- Financial Statements – January 2020
- Finance Committee Meeting Minutes – March 2020
- Financial Trends – January 2020

Reported that the January Financial Statements show a \$65, 437 surplus. No budget item is out of the plus or minus range of \$5,000.

MOTION: Kelly Fristoe made a motion to accept the January Financials.

MOTION: Motion passed unanimously

RVP Report (*Mike Grinnell*)

Reported that they are working on the programming for the Leadership Summit. The 2025 Strategic Plan will be included in the Leadership Summit. The goal is to have an agenda on the next board call.

Current Membership Numbers (*David Smith*)

Reported positive growth for two months in a row. We are working the larger agencies and chasing those numbers. We are striving to focus on the value proposition which is working well.

Federal Legislative Update (*Jessica Watts & Marcy Buckner*)

Marcy Buckner reported the following:

- *Regulatory Comments Submitted on: 2021 NBPP, 2021 Draft Letter to Editor, International Drug Indexing*
- *Legislative Action update:*
 - *Great progress on surprise billing, but being sidelined by focus on coronavirus*
 - *House passed their version of COVID-19 virus that addresses support for employers under 500 lives, but this is taking longer than expected in the Senate; however, we should have this package passed sometime this week.*
 - *Congress will continue to act on COVID-19. There will be several rolling bills and regulations to address not only the medical side of this crisis, but also the economic impact.*
- *Upcoming webinar: Compliance Corner – Individual Coverage HRAs and Coronavirus on March 19 at noon Eastern*

CEO Report (*Janet Trautwein*)

- *Sent COVID-19 notice to members about the new regulations for employers. On the operational side: all staff is working remotely and everything is working. Chapters are canceling meetings and staff is grounded indefinitely. Awards Committee cancelled the fly-in judging weekend.*
- *Virtual programming is doubling with a mixture of PD for membership.*
- *UNITE program is not a good fit in this situation, we are trying to figure out an alternative program.*
- *Convention is moving forward with sponsorships and booths are still being sold. Some larger sponsors may pull out for safety reasons (no employee travel). We can cancel, re-schedule, or do a virtual meeting. There are many different scenarios available. We can also push the programing to membership in different forums. Potential for a partnership with another group as well. We have a clause in our hotel contract that allows us to get out if things continue for a long period of time. We are looking into the House of Delegates as well.*
- *Disaster Relief Foundation – possibly start a new entity that members can give too.*
- *Medicare Certification Course – 400 people have pre-register for this program.*
- *Discussion continued regarding what we should be doing because of this pandemic.*

Old Business

- Strategic Planning Update (*Pat Griffey/Annette Bechtold*)
 - *Pat Griffey requested that leaders get names and committees to Annette so we can start moving the dial. If anyone knows someone to be members of committees, then suggest them.*
- Platinum Advisors (*Eric Kohlsdorf*)
 - *The task force is proposing that the Platinum Advisor be resurrected for individual brokerage/agency owners who could band together for purchasing power and learning opportunities. This would be established through a separate 'for profit' entity so there would be no anti-trust issues. Discussion ensued.*

New Business – None.

Motion for Adjournment of General Meeting

MOTION: to adjourn by Mike Deagle. Adjourned at 5:14pm.



NAHU Board of Trustees Meeting Agenda

Wednesday, March 25, 2020, 1:00 pm – 2:00 pm
Zoom

Call to Order (*Pat Griffey*)

Reading of Antitrust Statement (*Eugene Starks*)

Roll Call of Attendees (*Eric Kohlsdorf*)

Board of Trustees	Present	Guests	Present
President: Pat Griffey	X	NAHU CFO: Jennifer Murphy	X
Pres-Elect: Dane Rianhard	X	NAHU VP Gov Affairs: Marcy Buckner	X
Vice Pres: Eugene Starks	X	NAHU VP Leadership Svcs: Brooke Willson	X
Treasurer: Kelly Fristoe	X	Legislative Council VC: Scott Wham	X
Secretary: Eric Kohlsdorf	X	Membership Council VC: David Smith	X
Imm Past Pres: Rusty Rice	X	Professional Development VC: Susan Rider	X
CEO: Janet Trautwein	X	Region 2 VP Candidate: Dave Mordo	X
Region 1VP: Mike Grinnell	X	Region 4 VP Candidate: Paul Scholz	X
Region 2VP: Erica Hain	X	Region 6 VP Candidate: Doris Waller	X
Region 3VP: Mike Deagle	X	Jim Stenger	X
Region 4VP: Alycia Riedl	X	Ashley Kapostins	X
Region 5VP: Paige Phillips	X	Annette Bechtold	X
Region 6VP: Ed Oleksiak	X		
Region 7VP: Ray Magnuson	X		
Region 8VP: Patrick Burns	X		
Leg Council Chair: Jessica Watts			
Mem Council Chair: Kevin Trokey			
Prof Dev Chair: Jill Pedersen	X		

➤ **Approve Agenda** (*Pat Griffey*)

MOTION: Pat Griffey made the motion to waive the 5-day rule for convening a BOT call and accepting today's agenda

MOTION: Motion passed unanimously

➤ **Strategic Plan** (*Pat Griffey*)

- Jennifer Murphy added to Goal 1 which has Eugene Starks as the lead.

➤ **Brief Legislative Update** (*Marcy Buckner*)

- We are doing weekly webinars regarding COVID19 pandemic. We are updating this information on the website and constantly pushing information.
 - Families First – extensions for FMLA and extensions – we are discussing how this will be implemented. The technologies are becoming a barrier.
 - Language was just released today.
 - Regulation does NOT focus on issues that we want.

- We will be going back through the Regs to see if we can provide more information to make these laws more ability to implement.
- Looking at additional Educational pieces we can provide to members since states and locals are unable to manage many things during this difficult time.

➤ **Annual Convention Update** (*Janet Trautwein*)

- Statuses of Staff Work from Home – all employees have been remoting in and everything seems to be going well. Someone is going into the office at least one day per week to pay checks and look at the lockbox for memberships.
- Convention Contingency Planning - not officially cancelling the convention. We are still moving forward as though we are going to hold the meeting in Chicago. We are still getting sponsors etc. We are not able to cancel right now because the Hyatt contract requires local/state governments to determine if the conditions are not suitable for a meeting, and this has yet to be done.
 - Much of the convention can be replicate remotely.
 - House of Delegates (HOD) – our Bylaws don't allow voting virtually. Our Parliamentarian states that we cannot do it. Our Governance committee suggests that we have a HOD virtual meeting because of the extraordinary conditions. Hold this virtually and then move to the voting on candidates and changes to committee names.
 - Looking into potentially moving the HOD to an earlier date in June.
 - If we do the HOD at beginning of June, then we would not have a HOD at an actual convention.
 - Conversation ensued about pushing the HOD up virtually.
 - Cancelling the contract with the Hyatt would cost NAHU \$384,000.
 - Jim Stenger from Governance suggests that the BOT can change the location of the Annual Convention. BOT can move the HOD to a virtual meeting (different location).

MOTION: Rusty Rice moved to hold a virtual HOD meeting on June 2, 2020, to allow for virtual votes for HOD elections.

MOTION: Passed unanimously

Motion for Adjournment made by Ray Magnuson.

Meeting ended 1:17



NAHU Board of Trustees Meeting Agenda

Monday, April 6, 2020, 4:00 pm – 5:00 pm Eastern
Zoom

Call to Order (*Pat Griffey*) 3:03pm Eastern

Reading of Antitrust Statement (*Eugene Starks*)

Roll Call of Attendees (*Eric Kohlsdorf*)

Board of Trustees	Present	Guests	Present
President: Pat Griffey	X	NAHU CFO: Jennifer Murphy	X
Pres-Elect: Dane Rianhard	X	NAHU VP Gov Affairs: Marcy Buckner	
Vice Pres: Eugene Starks	X	NAHU VP Leadership Svcs: Brooke Willson	X
Treasurer: Kelly Fristoe		Legislative Council VC: Scott Wham	
Secretary: Eric Kohlsdorf	X	Membership Council VC: David Smith	X
Imm Past Pres: Rusty Rice	X	Professional Development VC: Susan Rider	
CEO: Janet Trautwein	X	Region 2 VP Candidate: Dave Mordo	X
Region 1VP: Mike Grinnell	X	Region 4 VP Candidate: Paul Scholz	X
Region 2VP: Erica Hain	X	Region 6 VP Candidate: Doris Waller	X
Region 3VP: Mike Deagle	X	Jim Stenger	
Region 4VP: Alycia Riedl	X		
Region 5VP: Paige Phillips	X		
Region 6VP: Ed Oleksiak	X		
Region 7VP: Ray Magnuson	X		
Region 8VP: Patrick Burns	X		
Leg Council Chair: Jessica Watts			
Mem Council Chair: Kevin Trokey	X		
Prof Dev Chair: Jill Pedersen	X		

A QUORUM IS PRESENT.

➤ **Approve Agenda** (*Pat Griffey*)

MOTION: Eric Kohlsdorf made the motion to waive the 5-day notice for convening a BOT call and accepting the agenda.

MOTION: Motion passed unanimously

- The Agenda was outlined via email last Friday to discuss the cancellation of the Annual Convention in Chicago.

MOTION: Eric Kohlsdorf made the motion to reconsider the Motion from the March 25, 2020, BOT meeting approving the timing of the virtual House of Delegates. In light of NAHU's legal counsel's opinion that we are able to hold a "virtual House of Delegates", there is not need to advance the HOD to June 2, 2020, to approve virtual voting for the House of Delegates.

MOTION: Motion passed unanimously

➤ **Cancel the Location of the 2020 Annual Convention**

MOTION: Rusty Rice moved to approve the cancellation of the 2020 Annual Convention hotel contact with the Hyatt Regency Chicago and to approve that NAHU's 2024 Annual Convention be held at the

Hyatt Regency Chicago for the dates, June 22-25, 2024. With this cancellation the 2020 convention, including the House of Delegates, will be held in a virtual format. The date for the virtual House of Delegates will be June 30, 2020, from 12:00 pm - 2:00 pm Eastern Time.

DISCUSSION:

- Janet shared that there is opportunity to cancel and transfer the convention to 2024 with no penalties for any item. Chicago is a good location and people liked the venue the last time. Allows us to spend time to plan a virtual event. We have a vendor that can plan a virtual event. The cost to put this on is anywhere between \$16,000-\$20,000. Sponsors have been booked over to the virtual event.
- This could be a test run for virtual meetings in the future. Especially regional meetings.
- Cost/Revenue estimates: Will save money on hotel, AV, food and beverage. Registration could be set around \$100 per person.
- Keynote speakers – will still be presenting virtually. There will be a similar cost for the speakers.
- Chapters will save their budgets by only having to pay \$100 per attendee.
- Is the Virtual meeting a license that we get it for a certain time period? We can:
 - Event can be recordings
 - Main Stage and Breakouts with Live viewing
- We need 60 days to put the virtual together – we can't move forward without knowing for sure to cancel. The Union is the issue with cost in Chicago.
- What about awards? Gordon etc. Still need to work this out..
- Speeches for candidates could be at beginning of HOD as well as a virtual room "about the candidates". Own social media.

Eugene Starks called the question.

MOTION: Motion passed unanimously

Motion to Adjourn at 4:50 pm Eastern by Eric Kohlsdorf



AWARDS

Chair: Rosanne Wolfe
EC Liaison: Eric Kohlsdorf
Month: April 2020

The awards committee is busy preparing to judge all of the awards remotely. This is mostly new territory and will have challenges, but we are doing our best to put the plan into action soon, as April 6th was the submission deadline. The website awards have been done remotely for a number of years, but the much more complex awards like the Landmark and Pacesetter have always been judged in Washington, DC in teams of two, with the entire team as a backup for questions that arise. A plan has been put into place to assist the Awards Regional Chairs/judges with those issues. We will be able to report more once we have completed the judging process. Without a doubt, the committee will be working many extra hours than anticipated due to the needed change to remote judging.



CHAPTER & LEADERSHIP DEVELOPMENT

Chair: Cerrina Jensen
EC Liaison: Dane Rianhard
Month: April 2020

MAJOR PROJECTS & PROGRESS (**new info in bold**)

1. Leadership Forum:
 - **Survey results received**
 - **Compiling suggestions received for chapter engagement and next year's LF.**
 - VC Keith Wallace's slides are being used to develop further programming.
2. Communication Program: Streamline access, ease of use, and awareness of Chapter Tools.
 - **Chapter Leaders group on LinkedIn now has 75 members.** Please consider joining! <https://www.linkedin.com/groups/12285455/>
 - **Leader Resources posted to NAHU.org updated.**
3. Regional Communications: Continually relay the various channels of communication and who does what in our association.
4. Chapter Tools & Resources: Evaluate existing tools & resources and refine as needed.
 - After LF, committee will work on updating the Leader Guidebook for Presidents Elect.
 - Ongoing promotion and navigational support.
5. Chapter Certification: Evaluate existing program and recommend any necessary edits.
 - Project completed.

END OF REPORT



NAHU Governance Committee Report to the NAHU Board of Trustees



Recommendation for the Binding Contracts P&P

- The Governance Committee was asked to review this P&P to clarify it regarding the execution of the employment contract of the EVP/CEO. This P&P was originally adopted because committee chairs were signing contracts.

ACTION: The committee unanimously approved a recommendation to amend the first paragraph of the “POLICY” section to read as follows:

Only the Executive Vice President/CEO or the CFO/COO of the Association is permitted to sign or otherwise obligate NAHU to any contractual agreements **with the exception of the EVP/CEO contract which is executed by the Personnel Committee Chair**. The BOT members and committee chairs may agree to customary and reasonable expenses which do not require a contract, and which have been authorized by the BOT within their respective budgets.

Recommendations for Bylaws for the House of Delegates

- **Recommendation 1:** Amend the bylaws to read Professional Development “Council” instead of “Committee”. The language in Article IX, Section 2 would be amended as follows:

Article IX: - Committees

Section 2:

Current Language

- A. *Legislative Council*
- B. *Membership Council*
- C. *Nominations Committee*
- D. *Elections Committee*
- E. *Harold R. Gordon Award Committee*
- F. *Finance & Audit Committee*
- G. *Professional Development Committee*
- H. *Governance Committee*

Amended Language

- A. Legislative Council***
- B. Membership Council***
- C. Professional Development Council***
- D. Nominations Committee***
- E. Elections Committee***
- F. Harold R. Gordon Award Committee***
- G. Finance & Audit Committee***
- H. Governance Committee***

- **Recommendation 2:** The advice from outside legal counsel states that there is not a need to amend the bylaws in order to conduct a 2020 virtual annual meeting, including the House of Delegates (HOD). The location of the 2020 annual meeting is “virtual”. The Standing Rules of Order address the necessary guidelines and are the first thing that the delegates vote on in the HOD.
- ACTION:
 - “Hybrid annual meeting” is a meeting held at a designated physical location and permits members to attend at the physical location or virtually on line. For future annual meetings beginning in 2021 this issue will be researched.
 - Options for a hybrid meeting be prepared by the October Budget Meeting.
 - EVP/CEO will check with legal counsel to determine whether the language in bylaws Article XI, Section 9 “The Board of Trustees has discretionary power to change the location in the event circumstances prevent the use of the place designated” permits NAHU to hold a hybrid annual meeting.

Respectfully submitted,

Governance Committee
April 14, 2020



MEMBERSHIP

Chair: Kevin Trokey

Month: April 2020

The Membership Council is focused on building on the momentum we have with back to back growth months. However, we are deeply concerned (along with everyone else) about the financial impact of the COVID crisis on our members and how that could ultimately impact membership. We are suspending the Just Ask One campaign for April (out of sensitivity to the crisis and its impact) and replacing it with a Just Thank One day. We are also starting to work on filling chair positions at all levels for the next membership year.



NOMINATIONS

Chair: Rusty Rice

Month: April 2020

The following nominations have been received as of 3-1-20

President-elect: Eugene Starks

Vice President: Kelly Fristoe

Treasurer: Eric Kohlsdorf

Secretary: Alycia Riedl

Secretary: Ed Oleksiak

Region 2 VP: David Mordo

Region 4 VP: Paul Scholz

Region 6 VP: Doris Waller

Region 8 VP: Patrick Burns

Key Dates to remember;

4-14-20 - Secretary Communicates slate of candidates to the chapters

4-15-20 – **RVP's appoint election committee representatives**

4-17-20 – ABS Article due – Candidate bio and vision statements

The Following Dates may be adjusted based on the convention amended and approved format

5-22-20 – 2nd deadline for candidate nominations

5-27-20 – All additional candidates for BOT communicated to chapters

6-28-20 – 3rd and final deadline for any BOT candidate running from the floor

6-27-20 - Convention Begins

Election Committee:

Rusty Rice

Dane Rianhard

Jim Stenger



VANGUARD

Chair: Mark Fox

EC Liaison: Eric Kohlsdorf

Month: April 2020

Green items are action items.

- Over the past few months the Vanguard Council has been presented with several members who would like comprehensive studies done. It seems these concerns are overlapping in nature and thus the Vanguard Council has decided to research potential developments and present the findings to the BOT. These are controversial subjects, so please keep in mind that this is just a research project.
- Member Benefit Offering
 - Several members have asked us to do a study on member benefits including insurance products.
 - This is a study to see if our members want an insurance offering and to see how that would impact the association.
 - Would this be in conflict to our own members, bylaws and constitution?
 - Would there be financial backlash from our current sponsors?
 - How would we structure an offering as to not benefit a single vendor or member?
 - What other questions need to be answered? Please submit additional questions you would like answered by April 30th to Vanguard@nahu.org
- Vanguard Membership
 - There is an unreached group of insurance professionals. The voluntary benefits agents. Our research will explore an entry level membership for agents licensed less than 2 years.
 - Would this be mutually beneficial to the agent and association as a whole?
 - Would this be a discount on membership and reduction of services/member benefits?
 - Would this be a stand alone product outside of NAHU membership but governed by NAHU?
 - How can we avoid issues that were experienced in the past with a similar program?
 - What other questions need to be answered? Please submit additional questions you would like answered by April 30th to Vanguard@nahu.org

3-6-2020

To Whom it May Concern,


The MID PENN Chapter of the Pennsylvania Health Underwriters has voted to dissolve their chapter.

A vote was taken by the membership and has passed. Out of seven active members, TWO voted YES, 0 voted NO and FIVE did not respond. This meets the 75% approval requirement.

I have included with this letter a listing of the seven members, which should all be transferred over to the Central Pa. Health Underwriters.

A cashiers check has already been sent to Eric Beittel, the Pa, State Treasurer in the amount of \$901.71, which will be held for 2 years in case the MID PENN Chapter decides to start up again.

Thank you.

A handwritten signature in black ink, reading "David K. Scott". The signature is fluid and cursive, with the first name "David" being the most prominent.

David K Scott

Pa. State President

CHAPTER	FULL_NAME	LAST_NAME	COMPANY
PAMIDPENN	Joseph P Fortunato, LUTCF	Fortunato	American Insurance Marketing
PAMIDPENN	Mr. Robert L. Moore, CEBS	Moore	L.R. Webber Associates, Inc.
PAMIDPENN	James J Calistri	Calistri	Swift Kennedy & Associates
PAMIDPENN	Damian Mochan	Mochan	Central PA Benefit Solutions
PAMIDPENN	Susan Shildt	Shildt	Shildt Financial Services
PAMIDPENN	Jan Heimbaugh	Heimbaugh	Business Planning Service LLC
PAMIDPENN	Stephen Shaffer, CFP, AIF	Shaffer	

ADDRESS_1	ADDRESS_2	CITY	STATE	ZIP	JOIN_DATE
503 Luray Avenue		Johnstown	PA	15904-2544	11/7/2001 12:00:00 AM
1644 Plank Rd		Duncansville	PA	16635	6/24/2009 12:00:00 AM
100 Meadow Lane, # 1		Du Bois	PA	15801	3/31/2004 12:00:00 AM
100 Radnor Rd Ste 202		State College	PA	16801	7/23/2007 12:00:00 AM
2216 Hickory Ridge Road		Warriors Mark	PA	16877	11/19/2007 12:00:00 AM
120 Old Route. 322		Spring Mills	PA	16875	12/7/2007 12:00:00 AM
1216 11th Ave	Ste 232	Altoona	PA	16601	11/1/2012 12:00:00 AM

BY-LAWS
of the
Nevada Association of Health Underwriters

Adopted July 1, 2009
Amended date 11-3-16
Proposed Amendments 10-11-2019

ARTICLE I – NAME AND TERRITORIAL LIMITS

- Section 1. This organization shall be known as the Nevada Association of Health Underwriters, hereinafter referred to as this Association, a non-profit corporation incorporated as such under the law of the state of Nevada and chartered by the National Association of Health Underwriters.
- Section 2. The territorial limits of this Association shall be confined to the state of Nevada.

ARTICLE II – PURPOSES

- Section 1. The objectives of this Association shall be:
- A. To promote the common business interests of those engaged in the sale of health, disability and related insurance products and services.
 - B. To advance public knowledge for the need and benefit of the financial protection provided by health, disability and related insurance products and services.
 - C. To promote the adoption and application of high standards of ethical conduct in the health, disability and related insurance products and service industry.
 - D. To provide and promote a program of continuing education and self-improvement of Association members.
 - E. To increase the knowledge of members concerning the principles, functions and applications of health, disability and related insurance products and services.
 - F. To promote education, legislation, regulation and practices which are in the best interest of the health, disability and related insurance industry and thus provide financial protection to the insuring public.
 - G. To encourage adequate protection against the hazards of disability as part of a well-rounded health, disability and related insurance products and services program.
 - H. To do such other things and to carry out such other programs so as to further the purposes of the National Association of Health Underwriters.
- Section 2. This Association and its members recognize an obligation to present accurately, honestly and completely every fact essential to the client's decision as expressed in the National Association of Health Underwriters Code of Ethics which is considered a part of these bylaws.

ARTICLE III – MEMBERSHIP

Section 1. Membership in this Association will be available under the following designations:

- A. Individual Members
- B. Life Members

Section 2. An individual member may be any individual licensed by his/her state licensing authority for the sale of health, disability and related insurance products and services. Individual members may also include non-licensed individuals engaged in the distribution of health, disability and related insurance products and services such as, but not limited to, home office personnel and others engaged in the management and distribution of such products. Individual members who have paid their annual national, state and local dues will also be referred to as Active Members.

Section 3.

- A. Life membership may be granted when an active member has been in good standing for a minimum of ten (10) consecutive years, and has:
 - 1) attained age 65 and retired; or
 - 2) become disabled.
- B. This association shall determine the amount of reduction of local chapter dues, if any, **for whom**
State dues shall be waived for Life Membership as defined in Section 3A.
- C. Life members have the same rights and privileges as individual members.
- D. Life member status shall be automatically conferred when all qualifications are met and application is made and verified by the National Association of Health Underwriters.

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ARTICLE IV – NATIONAL AND STATE AFFILIATION

Section 1. This Association agrees to be bound by the bylaws of the National Association of Health Underwriters as adopted and amended.

Section 2. The Board of Directors shall provide for the prompt review, approval and forwarding of all reports required or requested by the National Association of Health Underwriters.

Section 3. Insofar as possible, this Association shall be represented by its proper delegates, or their duly appointed alternates, at the annual meeting of the National Association of Health Underwriters.

ARTICLE V – DUES AND FINANCE

Section 1. Each active member of this Association shall pay local, state and national annual dues. Such annual dues shall be payable on the first day of the member's anniversary month as recorded by the National Association of Health Underwriters. All dues shall be submitted to and through the National Association of Health Underwriters. Any individual member more than sixty (60) days in arrears in payment of dues shall be dropped from the rolls as a member in good standing.

ARTICLE V – DUES AND FINANCE CON'T.

Section 2. The Board of Directors shall determine the amount of annual dues of this Association, subject to the ratification of at least three-fourths (3/4) of the local associations in the state. This Association's dues may only be changed once a year and will be in effect from January 1 through December 31 of each year. Not later than the fifteenth (15th) of September of each year, or a date

specified by the National Association of Health Underwriters, if this Association plans to increase or decrease its state chapter dues for the following calendar year, the President shall advise the National Association of Health Underwriters in writing of the Board-approved dues for the following year.

- Section 3. The fiscal year of this Association shall begin on the first day of July of each year.
- Section 4. This Association's books of accounts shall be reviewed and/or audited at least once each fiscal year. The Board of Directors shall name the auditors/reviewers.
- Section 5. The Board of Directors shall determine the official depository (ies) for Association funds and shall designate one or more Board members in addition to the Treasurer to sign or countersign checks or other documents for the disbursement of such funds.

ARTICLE VI – OFFICERS

- Section 1. The officers of this Association shall be: President, President-Elect, Immediate Past President, Secretary, and Treasurer. The offices of the Secretary and Treasurer may be combined at the discretion of the Board. The Association may also have an Association Executive who shall be a non-voting member.
- Section 2. Each officer shall be an active individual or Life member of this Association, and one of the local Associations of this state, and the National Association of Health Underwriters.
- Section 3. All officers shall serve without compensation.
- Section 4. All officers shall take office on the first day of July of each year following their election, and shall serve for a term of one year.
- Section 5. The office of Immediate Past President shall be filled automatically by the outgoing President. In the event there is no outgoing President, this office shall remain vacant.
- Section 6. If the office of the President shall become vacant due to death, disability, resignation, or removal by due process, the President-Elect shall assume the office for its unexpired term and the term of President for the succeeding year and the office of President-Elect shall become vacant until the next regular election. If the office of President becomes vacant and there is no President-Elect, the order of succession shall be the Treasurer, and then the Secretary.
- Section 7. If the office of President-Elect shall become vacant due to death, disability, resignation, or removal by due process, or by succession to the Presidency under Article VI., Section 6, the President shall, within thirty (30) days of the effective date of vacancy, appoint a member of this Association in good standing to fulfill the duties of the office for its unexpired term. The appointment shall be subject to a three-fourths (3/4) vote of approval by the Board of Directors. The office itself shall remain vacant until the next regular election.
- Section 8. If the offices of Secretary and/or Treasurer become vacant due to death, disability, resignation, recall or removal by due process, or by succession under Article VI.,

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Section 6, the office(s) shall be filled by appointment by the President. The appointment shall be subject to three-fourths (3/4) vote of approval of the Board of Directors and shall be only for the unexpired term of the office(s). Appointees shall assume the title and duties of the office(s).

ARTICLE VII – DUTIES OF OFFICERS

Section 1. The duties of the officers shall be as follows:

- A. President – The President shall be the chief elected officer of this Association and shall preside over all meetings of this Association and the Board of Directors. The President shall appoint all committee chairs and committees whose inclusion is not otherwise established by these bylaws.
The President shall be an ex officio member of all standing and special committees except the Nominations Committee.
- The President shall also be empowered to fill all vacancies in the manner prescribed by these bylaws. Upon completion of his/her term, the President shall assume the office of the Immediate Past President.
- B. President-Elect – The President-Elect, in the absence of the President, shall preside at all meetings of this Association and the Board of Directors and shall perform such other duties as may be assigned by the President or Board of Directors.
- C. Immediate Past President – The Immediate Past President shall serve as an advisor to the Board of Directors and perform other duties as assigned by the President or Board of Directors.
- D. Secretary – The Secretary shall be responsible for taking the minutes and attendance of the meetings of the Board of Directors. The Secretary shall maintain the Association's active Bylaws and Policies & Procedures (P&Ps). The Secretary shall perform other duties as they are assigned by the President or Board of Directors. keeping all records of membership, attendance, membership dues and minutes of the meetings of this Association and the Board of Directors and shall perform other duties as may be assigned by the President or Board of Directors.
- E. Treasurer – The Treasurer shall be responsible for receiving all funds and dues paid to this Association. Dues shall be forwarded to the National Association of Health Underwriters, where they will be deposited and the local portion remitted back to this Association on a monthly basis. The Treasurer shall deposit all other funds in this Association's official depository (ies) and shall disburse such funds upon the order of the Board of Directors. The accounts and books of the Treasurer and this Association shall be open at all times for inspection by the President, the Board of Directors, and any authorized auditors. The Treasurer shall be responsible for the completion and submission of forms required by laws governing the administration and/or tax status of this Association.

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ARTICLE VIII – BOARD OF DIRECTORS

Section 1. The Board of Directors shall consist of 9 voting members. This is made up of:

- A. 4 Elected Officers (President, President Elect, Secretary and Treasurer),
B. 2 Elected Directors, which may or may not hold committee chair positions, and
C. 3 Directors (Immediate Past President, Local Chapter Presidents)

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All members of the Board of Directors shall be members in good standing of the National Association of Health Underwriters.

the officers and one (1) elected director of each local association within the state. Beginning 7-1-17 the Board of Directors shall consist of the officers who are elected by members and the local chapter presidents who serve ex officio. An ex officio member is a member of a board who is part of it by virtue of holding another office.

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Section 2. Each director shall be an active member of this Association, and one of the local chapter Associations of the National Association of Health Underwriters.

Section 3. All directors shall serve without compensation. The exception being an Association Executive if one is retained by the Board.

Section 4. All directors shall take office on the first day of July of each year following their election, and shall serve for a term of one year. (See Article VI, Section 4.)

Section 5. The Board of Directors shall determine the policies and activities of this Association, approve the budget, authorize all expenditures and disbursements, and have the authority and responsibility to manage this Association's affairs.

Section 6. The Board of Directors shall meet no less than four (4) times per year or at the call of the President. The meetings shall be held at such times and places as may be determined by the President or Board of Directors. A written notice of the time and place of all regular meetings of the Board of Directors of this Association shall be distributed to each member of the Board by the President not less than thirty (30) days prior to the meeting.

Section 7. The Board of Directors may transact business by mail or electronic means by voting upon proposals presented to them. Any such proposal shall be adopted if at least two-thirds (2/3) majority of the entire Board returns affirmative votes. The members of the Board of Directors shall be advised of the results of such balloting no less than seven (7) days after the vote is tabulated.

Section 8. A majority of the Board of Directors shall constitute a quorum for the transaction of business.

Section 9. In the event a director position becomes vacant due to death, disability, resignation or removal by due process or by succession under Article VI., Section 6, the position shall be filled by appointment by the President. The appointment shall be subject to three-fourths (3/4) vote of approval of the Board of Directors and shall be only for the unexpired term of the office(s).

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Section 10. All meetings of the NVAHU Board of Directors will be open to any member in good standing.

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ARTICLE IX – NOMINATIONS AND ELECTIONS

Section 1. Nominations

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A. The Nominations & Elections Committee shall consist of the Chairperson and two (2) additional members. The Chairperson shall be the Immediate Past President or the appointee of the President fulfilling the duties of that office for its unexpired term.

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The Vice-Chairperson shall be the President-Elect or the appointee of the President fulfilling the

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duties of that office for its unexpired term.

The third member shall be a past NVAHU President, who is appointed by the Nominations Committee Chairperson

B. The duties of this committee shall be to solicit and receive nominations and to prepare a slate of candidates. The Nominations Committee shall have general charge of the election process including the preparation, distribution, collection and counting of ballots, and reporting the results.

C. The Nominations Committee shall, if necessary, ?? prepare a ballot containing the names of all qualified nominees and distribute ballot materials to all active members. Members must be notified ?? at least one (1) month prior to the date of the local association chapter's annual meeting. The ballots shall be cast in person at the annual meeting. (Refer to NAHU's bylaws Article X, Section 1E for more information on elections.)

The election of officers shall be held at the annual meeting of this Association. The election of directors shall be held by the local associations prior to the annual meeting of this Association.

Section 2. Elections

A. The election of officers and directors shall be held at the annual meeting of each local association chapter, which must be held prior to June 1 of each year. At least three (3) months prior to the date of the annual meeting, the President shall appoint a Nominations Committee. The duties of this committee shall be to solicit and receive nominations and to prepare a slate of candidates. The Nominations Committee shall have general charge of the election process including the preparation, distribution, collection and counting of ballots, and reporting the results.

Section 3. The Nominations Committee shall prepare a ballot containing the names of all qualified nominees and distribute ballot materials to all active members at least one month prior to the date of the annual meeting. The ballots shall be cast in person at the annual meeting. (Refer to NAHU's bylaws Article X, Section 1E for more information on elections.)

ARTICLE X – COMMITTEES

Section 1. There shall be the following standing committees:

- A. Awards
- B. Education/Programs, Legislation
- C. Legislation, Media
- D. Membership/Retention
- E. Nominations, Professional Development
- F. Nominations & Elections

We can have other committees, but they will not be required by the bylaws.

Section 2. committees The President shall appoint the chairpersons and members of all standing or special or ad hoc and task forces, except the Nominations & Elections Committee (as provided in Article IX), subject

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to the approval of the Board of Directors.

Section 3. The Board of Directors shall establish guidelines for all committees and task forces regarding usual duties, terms of office, and requirements for reports unless otherwise specified in these bylaws.

Section 4. The administration of the fiscal affairs of all standing, special and ad hoc committees and task forces are vested in the Board of Directors.

Section 5. The Board of Directors may establish a special committee that is intended to exist beyond the term of the appointing Board of Directors.

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ARTICLE XI – RECALL AND REMOVAL FROM OFFICE

Section 1. An officer, member of the Board of Directors, committee member or chair, or task force member or chair may be removed from office in the event of such acts of dishonesty, fraud, misrepresentation, or other reasonable cause as would prevent the effective performance of his/her duties.

Section 2. No elected officer or board member, or appointed committee member or chair, or appointed task force member or chair may be removed from office without a three-fourths (3/4) vote of the Board of Directors at any regular or special meeting at which a quorum is present.

Section 3. Notice of recall or removal must be sent by registered mail to the affected individual advising him/her of the action taken or about to be taken. Removal by due process requires notification prior to the vote for removal from office. The Board of Directors and/or twenty-five percent (25%) of this Association's membership can initiate recall. Recall can only be achieved by a three-fourths (3/4) vote of the Board of Directors.

Section 4. Failure to achieve the required vote for removal will cause the immediate reinstatement of the recalled individual to office. Any appointee replacing the recalled officer shall also immediately be discharged.

Section 5. Any individual member of this Association shall lose all rights and privileges of office under this Association if his/her license to sell insurance is revoked or if he/she is convicted of a felony or gross misdemeanor.

ARTICLE XII – PARLIAMENTARY AUTHORITY

Section 1. The current edition of "The Standard Code of Parliamentary Procedure" (Sturgis) governs this Association in all parliamentary situations that are not provided for in the law or in its charter, bylaws or adopted rules.

ARTICLE XIII – AMENDMENTS

Section 1. Amendments to these bylaws, if in conformity with the policy of the National Association of Health Underwriters, may be adopted by a two-thirds (2/3) vote of the active members of this Association present at any meeting of this Association, or by voting by mail as determined and directed by the Board, provided that written notice of the meeting or mail-in ballot, and of the proposed amendment(s) shall have been given to the members at least one month prior to the meeting, and

provided further that a quorum is present at the meeting or if by mail that at least 51% of all eligible members cast a ballot.

Section 2. One-tenth (1/10) of this association's membership shall constitute a quorum.

ARTICLE XIII – INDEMNIFICATION

Section 1. This Association may, by resolution of the Board of Directors, provide for indemnification by this Association of any and all its Directors or officers or former Directors or officers against expenses actually and necessarily incurred by them in connection with the defense of any action, suit or proceeding, in which they or any of them are made parties, or a party, by reason of having been Directors or officers of this Association, except in relation to matters as to which such Director or officer or former Director or officer shall be adjudged in such action, suit or proceeding to be liable or negligence or misconduct in the performance of duty and to such matters as shall be settled by agreement predicated on the existence of such liability for negligence or misconduct.

ARTICLE XIV – DISSOLUTION

Section 1. Dissolution of this Association requires the passing of a Resolution of Resignation by a three-fourths (3/4) vote of all active members. The adopted resolution shall be sent by the Secretary of this Association by registered mail to the Executive Vice President of the National Association of Health Underwriters and shall become effective upon acceptance by the Board of Trustees. Upon acceptance of the Resolution of Resignation by the Board of Trustees, individual members of this Association shall become active members of the existing local association nearest them in their state, or members-at-large if no other association exists within their state.

Section 2. This Association, by taking the action to resign, shall surrender all rights to use the name, emblem, insignia, plate, sign, label or phrase indicative of membership in this Association.

Section 3. This Association's charter with the National Association of Health Underwriters may be suspended or revoked in accordance with appropriate sections of the bylaws of the National Association of Health Underwriters.

Section 4. This Association shall use funds only to accomplish the objectives and purposes specified in these bylaws and no part of said funds shall inure or be distributed to its members in the event this Association is dissolved or its charter revoked for cause in violation of the bylaws of the National Association of Health Underwriters. Immediately upon dissolution or revocation of its charter, this Association's Board of Directors shall return all remaining Association funds to the National Association of Health Underwriters for placement in escrow. Funds placed in escrow will be distributed in accordance with the procedures outlined in the bylaws of the National Association of Health Underwriters.

ARTICLE XV – PREVIOUS BYLAWS SUPERCEDED

Section 1. These bylaws, as revised, supersede all provisions of any previous bylaws of this Association.

##END##

APPENDIX A - NAHU Code of Ethics

To hold the selling, service and distribution of disability insurance and health insurance plans as a professional and a public trust and to do all in my power to maintain its prestige.

To keep paramount the needs of those whom I serve.

To respect my clients' trust in me, and to never do anything which would betray their trust or confidence.

To give all service possible when service is needed.

To present policies factually and accurately, providing all information necessary for the issuance of sound insurance coverage to the public I serve.

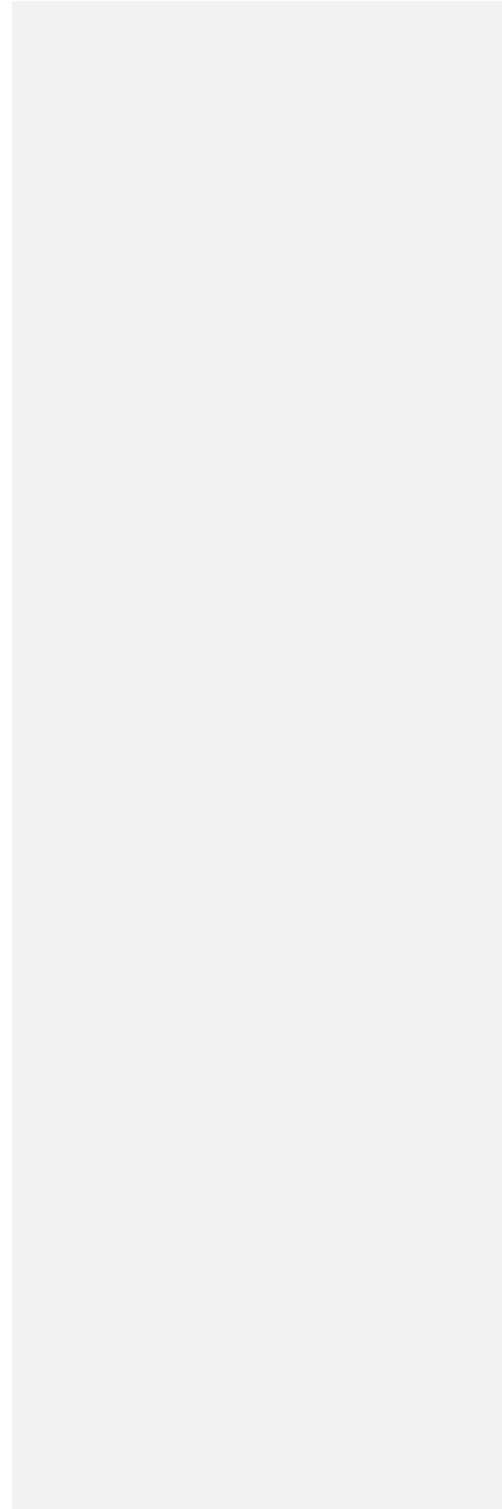
To use no advertising which may be false or misleading.

To consider the sale of disability income and health insurance plans as a career, to know and abide by the insurance laws of my state, and to seek to constantly increase my knowledge and improve my ability to meet the needs of my clients.

To be fair and just to my competitors and to engage in no practices that may reflect unfavorably on me or my industry.

To treat prospects, clients and companies fairly by submitting applications that reveals all available information pertinent to underwriting a policy.

To be loyal to my clients, associates, fellow agents and brokers, and the company or companies whose products I represent.



National Association of Health Underwriters
BALANCE SHEET
February 29, 2020

	This Year	Last Year	Variance	% Increase(Decrease)
ASSETS				
CURRENT ASSETS				
Operating Cash and Cash Equivalents	834,956.09	526,318.04	308,638.05	58.64%
Accounts Receivable, Net	174,772.56	172,097.25	2,675.31	1.55%
Prepaid Expense	169,888.76	85,937.82	83,950.94	97.69%
Total Current Assets	1,179,617.41	784,353.11	395,264.30	50.39%
LONG TERM INVESTMENTS, at Fair Value				
Equity Securities	812,408.75	1,023,756.01	(211,347.26)	-20.64%
Total Long Term Investments	812,408.75	1,023,756.01	(211,347.26)	-20.64%
PROPERTY AND EQUIPMENT, at Cost				
Office Furniture and Equipment	587,706.05	425,208.79	162,497.26	38.22%
Leasehold Improvements	460,953.93	460,953.93	0.00	0.00%
Less: Accumulated Depreciation & Amortization	(797,794.86)	(661,914.59)	(135,880.27)	20.53%
Total Property and Equipment	250,865.12	224,248.13	26,616.99	11.87%
LONG TERM ASSETS				
Intangible Assets-REBC Designation	50,000.00	50,000.00	0.00	0.00%
Total Long Term Assets	50,000.00	50,000.00	0.00	0.00%
DEPOSITS	37,161.60	30,161.60	7,000.00	23.21%
TOTAL ASSETS	2,330,052.88	2,112,518.85	217,534.03	10.30%
LIABILITIES AND NET ASSETS				
CURRENT LIABILITIES				
Accounts Payable and Accrued Expenses	330,296.74	234,101.00	96,195.74	41.09%
State and Local AHU Dues Payable	246,090.03	217,119.16	28,970.87	13.34%
Deferred Revenue - Membership	1,973,336.96	1,695,213.40	278,123.56	16.41%
Deferred Revenue - Conferences	35,400.00	8,120.00	27,280.00	335.96%
Total Current Liabilities	2,585,123.73	2,154,553.56	430,570.17	19.98%
LONG TERM LIABILITIES				
Deferred Rent Obligation	141,095.69	197,776.97	(56,681.28)	-28.66%
Deferred Tenant Allowance	75,487.57	120,780.01	(45,292.44)	-37.50%
Total Long Term Liabilities	216,583.26	318,556.98	(101,973.72)	-32.01%
TOTAL LIABILITIES	2,801,706.99	2,473,110.54	328,596.45	13.29%
NET ASSETS				
Net Assets, Beginning of Year	(606,615.31)	(247,765.85)	(358,849.46)	144.83%
Current Year Activity	134,961.20	(112,825.84)	247,787.04	-219.62%
TOTAL NET ASSETS	(471,654.11)	(360,591.69)	(111,062.42)	30.80%
TOTAL LIABILITIES AND NET ASSETS	2,330,052.88	2,112,518.85	217,534.03	10.30%



Finance Committee Teleconference

Date: April 13 2020

AGENDA

1. Roll Call

Present: Kelly Fristoe, Eugene Starks, Eric Kohlsdorf, Ray Magnuson, Paige Phillips, David Smith, Laura Firestone, Mike Deagle, Janet Trautwein, Jennifer Murphy

Excused: Susan Rider, Scott Wham

2. Approve Agenda - Motion was made by Paige, second by Eric and the motion carried.

3. Comments and discussion concerning the monthly financial report

February 2020 Financial Statements and Trend Analysis - the committee reviewed the statements and other reports and discussed the following –

- We will not change the budget even though we are making changes to annual convention
- We put \$200,000 back into the investment account in March
- Considering the current economic environment, we will continue to monitor our cash flow very closely
- We will work on doing a pro forma for annual convention based on the changes being made

Motion to accept the financials as presented was made by Susan, second by David and the motion carried.

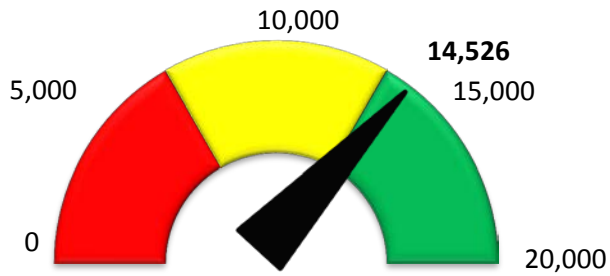
4. New Business - none

5. Adjourn

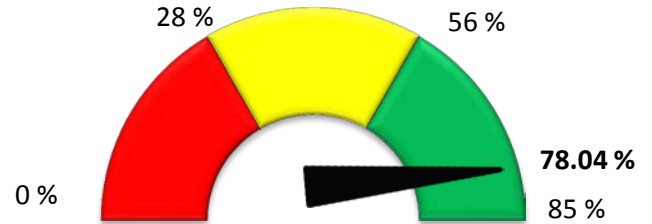


NAHU BOARD OF TRUSTEES KEY INDICATORS REPORT FEBRUARY 2020

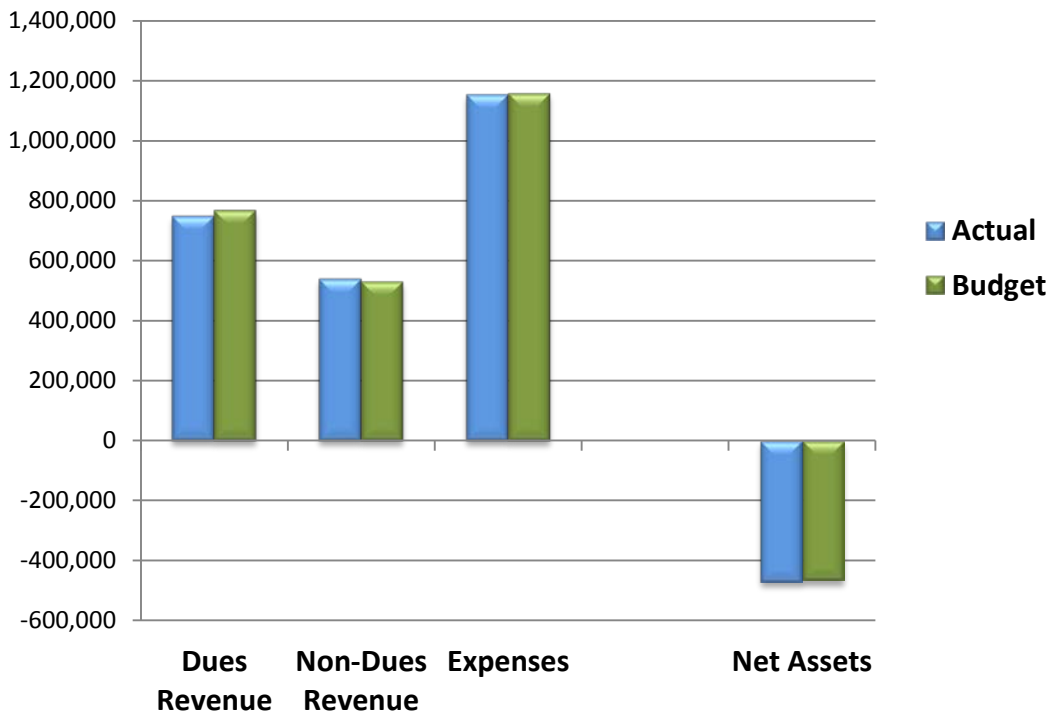
MEMBERSHIP



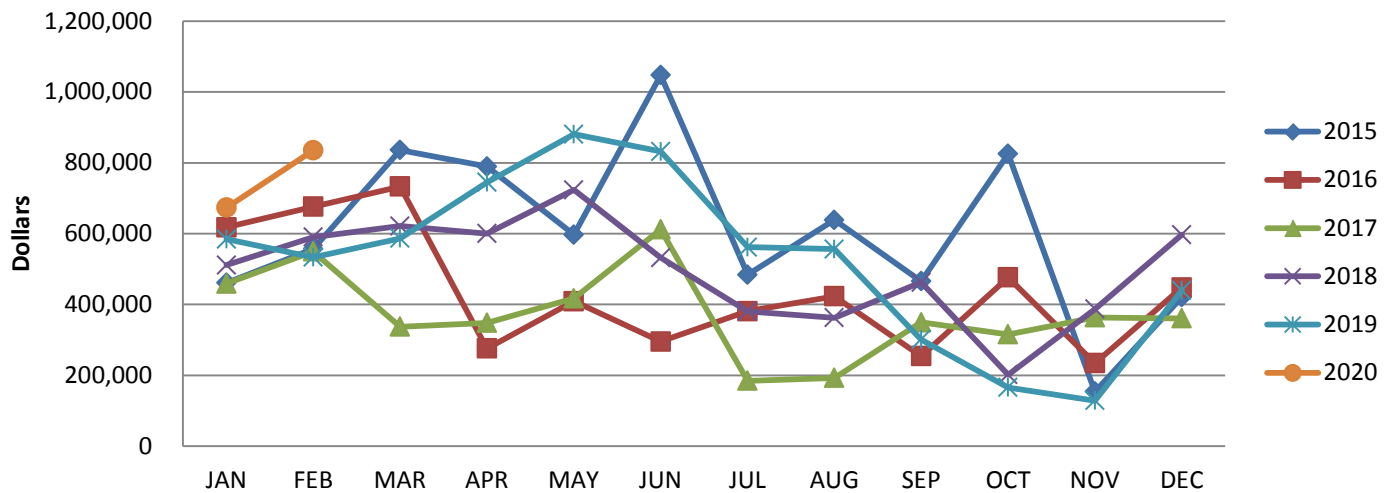
RETENTION



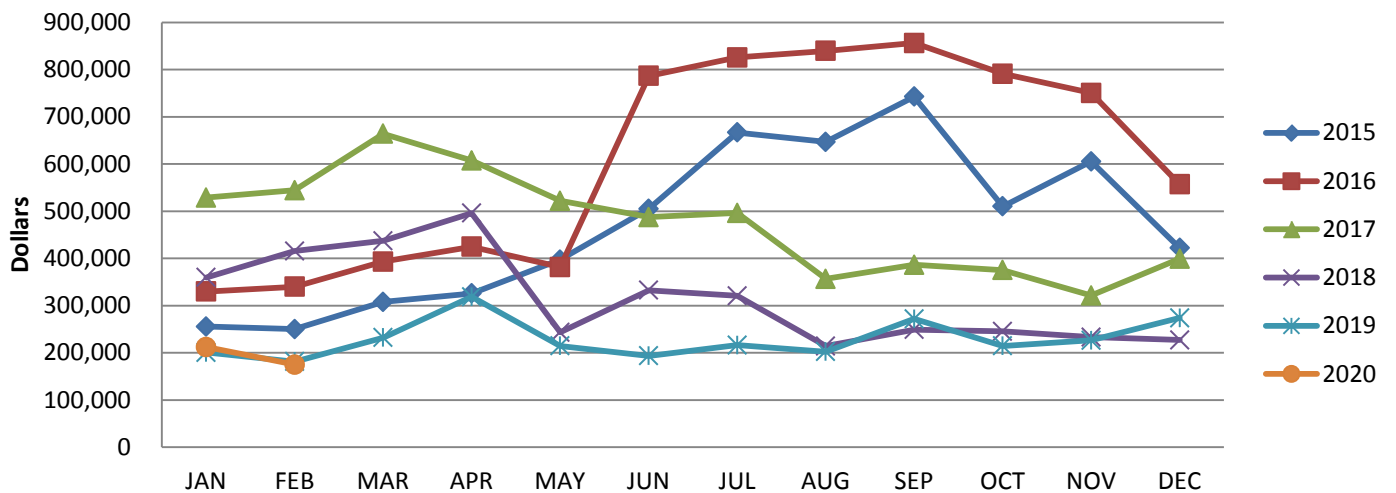
2020 TOTAL FINANCIAL RESULTS



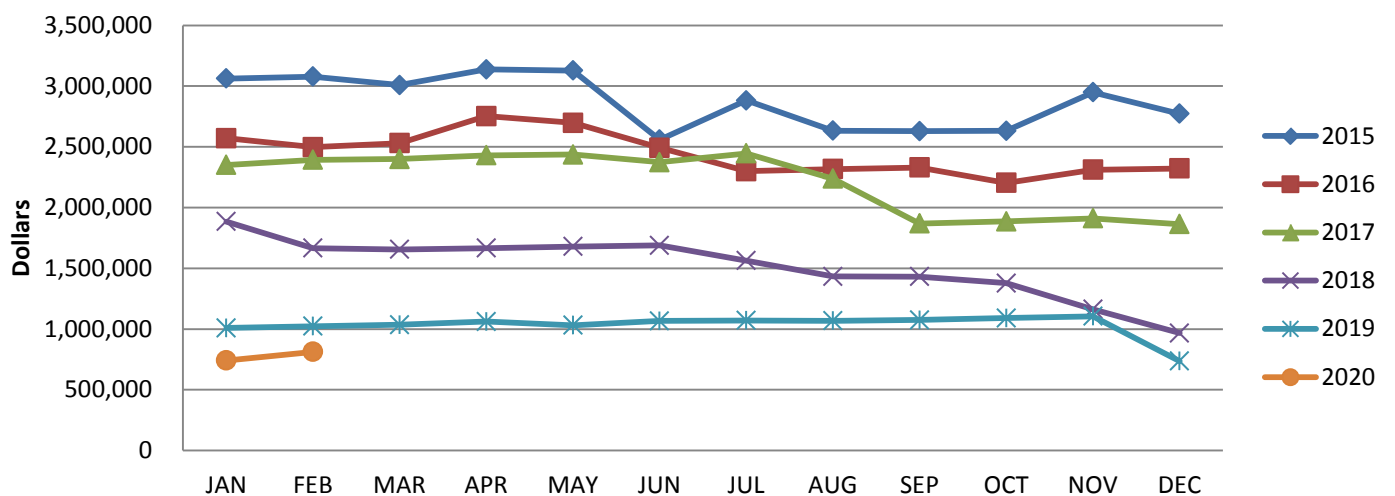
CASH



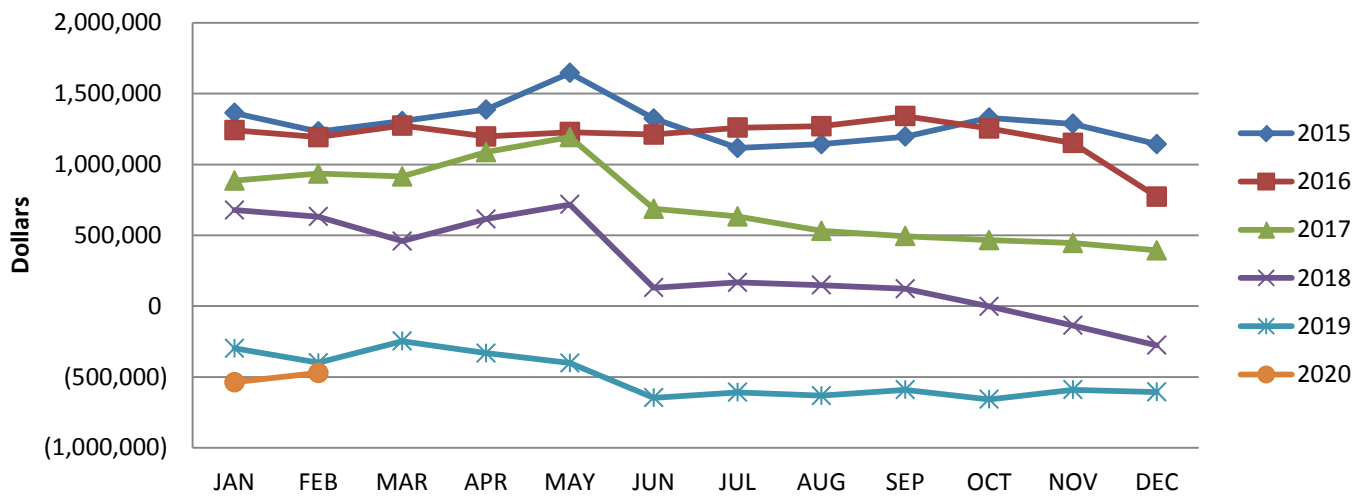
ACCOUNTS RECEIVABLE



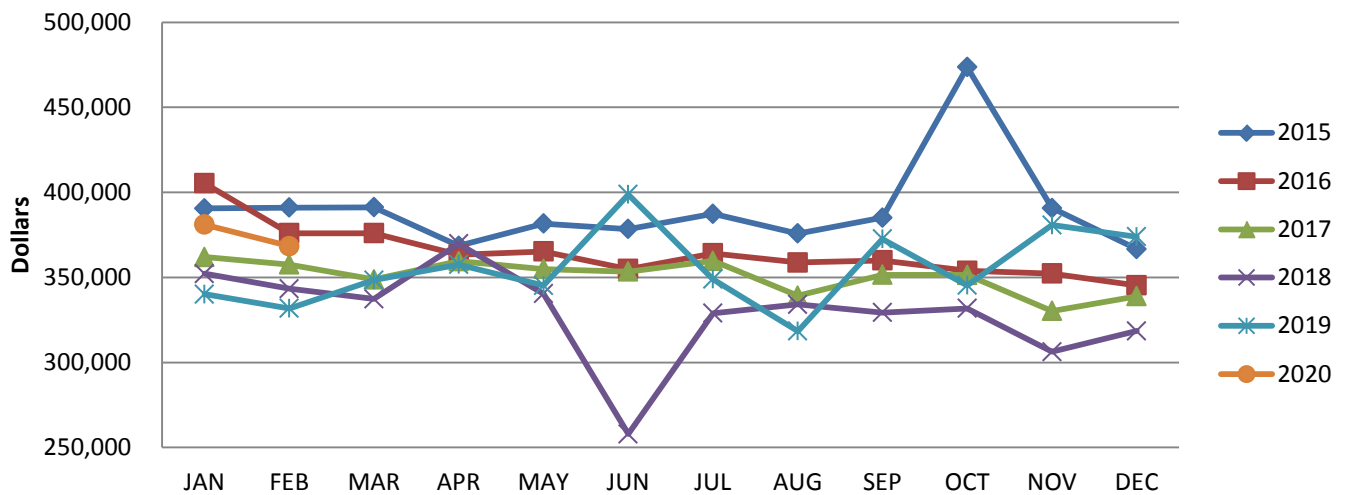
INVESTMENTS



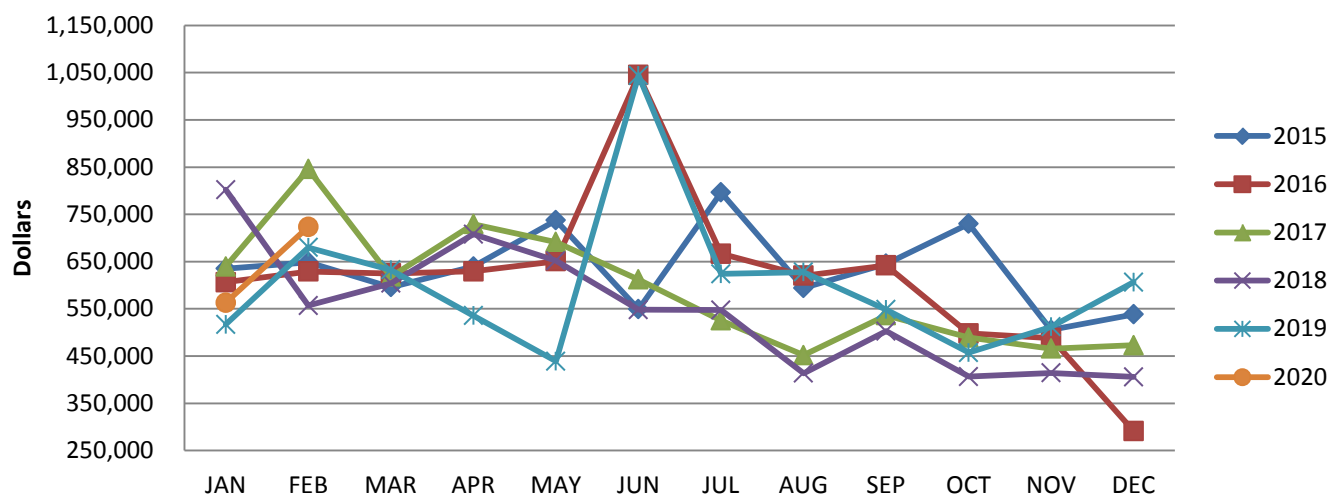
NET ASSETS



DUES



TOTAL REVENUE



TOTAL EXPENSES

