

ERA Board of Directors Meeting Dec. 19, 2007

Start Time: 6:33 PM CST

Attendees: Henry Henke, Joe Bradish, Ken Plourde, Jim Thomas, Ronnie Charms, Chris Thompson, Joe Davis, Kenny Turner, Jerry Kieffer, Mike Schroeder, Dennis Jacinto, Blaine White, Dan Smith and Alan Melton

AGENDA

1.) Membership Report

Jerry Kieffer reported the following:

- a.) As of November 30th, the ERA has 508 paid members in 2007.
- b.) 23 new members joined from Sept. through Nov.
- c.) The membership drive came in under budget.
- d.) The quarterly newsletter has received good feedback.
- e.) Darlene Schroeder sends new membership lists to Jerry Kieffer who then sends out thank you cards.

Joe Davis stated that 16 of 28 new members joined at his seminars.

2.) Training Committee Report

Joe Davis gave the following information:

- a.) 8 ERA seminars are planned for 2008. They are; Grand Rapids, Chicago, Salt Lake City, Atlanta, Boston, Providence, RI, Las Vegas and Kansas City.
- b.) A Canada seminar is planned, but WAI will contract with Joe Davis independently through Rick Rowe.
- c.) EMS will pay Joe Davis for a seminar and will not charge it's customers to attend. Chris Thompson of EMS wants to see if this free seminar might drastically increase attendance.
- d.) This will be Joe Davis' last year for a seminar schedule of this nature due to financial considerations and lack of attendance.
- e.) Joe Bradish explained that the Tech Committee also suggested raising seminar fees to \$100 for ERA members and \$150 for non-members. Also the Tech Committee recommended eliminating the "4th person free" benefit at seminars.

Henry Henke made a motion to accept the 8 seminars, price changes and the elimination of the "4th person free" benefit. Chris Thompson seconded the motion. The motion passed with Alan Melton being the only no vote.

3.) Treasurer's Report

Chris Thompson had a technical glitch and did not have hard numbers in front of him. An approximate amount of \$31,000 is in the checking account. Chris made a motion to buy back a \$12,500 CD. Hank Henke seconded the motion. The motion was passed unanimously.

4.) Budget Report (See attachment)

Jim Thomas created the proposed 2008 budget. Chris Thompson said Jim did a wonderful job. Dan Smith made a motion to accept the budget as proposed. Henry Henke seconded the motion. The vote to accept was unanimous.

It has been two years since Darlene Schroeder was given a raise. Joe Bradish made a motion to give Darlene a \$1 per hour raise effective Jan. 1, 2008. Ronnie Charms seconded the motion. The motion passed unanimously. Thanks for the wonderful job, Darlene!

Joe Davis asked to be paid monthly as in the past. All agreed that this was acceptable. Hank Henke expressed his

gratitude for the discounted Counter Man's Guide books he used in teaching classes at the local high school. The program was very successful and the books are now part of the course requirements.

Holiday wishes were exchanged.

Meeting Adjourned at 7:53 PM CST

Respectfully submitted and Happy Holidays to all,

Joe Bradish
Secretary