



International Conference of Young People in Alcoholics Anonymous
P. O. BOX 22987, DENVER, CO 80222
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ICYPAA Advisory Council Board of Directors Annual Business Meeting Minutes

August 23, 2020 @ 12:00 PM PDT / 1:00 PM MDT / 2:00 PM CDT / 3:00 PM EDT

- Opening: 2PM CST
- Roll Call: Shannon, Tyler, Tamara, Spencer, Mo, MK, Kelsey, Katie E, Katie B, Joe, Jared, James M, Chris B, Rachel, and James H
 - a. Listen only: Portia
- Review/approval of minutes from May Quarterly Meeting & June Emergency Meeting
 - a. Unapproved May Quarterly Minutes
 - i. **James H motions to suspend the reading of the minutes and accept as submitted**
 - 1. **Shannon seconds**
 - a. James H - Yes
 - b. Rachel - Yes
 - c. Chris B - Yes
 - d. James M - Yes
 - e. Jared - Yes
 - f. Joe - Yes
 - g. Katie B - Yes
 - h. Katie E - Yes
 - i. Kelsey - Yes
 - j. MK - Yes
 - k. Mo - Yes
 - l. Spencer - Yes
 - m. Tamara - Yes
 - n. Tyler - Yes
 - o. Shannon - Yes
 - i. **Motion passes**
 - b. Unapproved June Emergency Minutes
 - i. **James H motions to suspend the reading of the minutes and accept as submitted**
 - 1. **Shannon seconds**
 - a. Rachel - Yes
 - b. Chris B - Yes
 - c. James M - Yes
 - d. Jared - Yes
 - e. Joe - Yes
 - f. Katie B - Yes
 - g. Katie E - Yes
 - h. Kelsey - Yes
 - i. MK - Yes
 - j. Mo - Yes
 - k. Spencer - Yes
 - l. Tamara - Yes



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- m. Tyler - Yes**
- n. Shannon - Yes**
- o. James H - Yes**
 - i. Motion passes**

- Reports:
 - a. Chair Report (Phillip)
 - i. Tamara - You said you submitted the address to GSO, do you want a new address if we've moved? (Yes) It looks like they're putting on a virtual ICYPAA this year and my understanding was that the HC had to put the program through AC, is there a reason why they didn't?
 - ii. Phillip - No, I know exactly what you're talking about. We had a discussion about, "Hey here's a thing we're going to do" and we saw in the reading of minutes that they passed a motion to have ICYPAA 61.5 online. Then out of nowhere I saw the same flyer that all of you guys probably saw - that has the program. It's a pretty minimal program and there's not, for me personally, I didn't necessarily see anything objectionable but no that was not the proper process of events for that to occur. However, since it was already blasted out to the world, I didn't tell them to pull it down.
 - iii. Shannon - You said you didn't feel the need to pull it down. Was that an OC decision or your decision?
 - iv. Phillip - That was my decision. If somebody wants to bring a motion today for them to pull it down, or you read the program and don't feel comfortable with any part of it -
 - v. Shannon - I was just wondering
 - vi. Phillip - Once something is out there, what do you do? Any other questions?
 - b. Co-Chair Report (Mary Kate)
 - c. Treasurer Report (Mo)
 - d. Secretary Report (Rachel)
 - e. Hotel & AV Report (Mary Kate)
 - f. Bid Development Report (Mo)
 - g. General Service Report (Shannon)
 - h. Finance Report (Chris)
 - i. Tech Report (Jared)
 - j. Archivist Report (David) - Read by Phillip
 - i. Phillip - So we have our report from David there and there are some questions in



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there that are kind of more ethereal, "Is this the archives repository that we envisioned?" I dunno, people probably envision different things. "What are data capacity limits?" That's more of a nuts and bolts website function. "Who should I send this to?" Tech. His question "Would AC allow me autonomous access to the archives section?" I'd like to get a sense of this meeting. I'm just going to go through, this is not an official vote, this is just to give me a sense of the meeting. Either "for" or "against" allowing our Archivist to have access to the archives portion of the website. At this state it would be the whole back end because we don't currently have a way to divvy off access to only the archives portion. Let's just run down this list of names. If any one feels strongly one way or the other I will ask him to bring a discussion point to the next quarterly.

ii. Discussion:

- Spencer - All for it
- MK - Yes, I'm in favor of that
- James M - I don't see a problem with it
- Mo - I'm good with the Archivist having access to the archives section
- James H - (stepped away really quickly and we'll circle back at the end)
- Tyler - In favor
- Shannon - I'm in favor of him having autonomous control over the archives section
- Joe - I'm in favor of him having control over the archives section. I don't love the fact that someone would have more access control than they need but there's really no other way to do it - I guess we just trust our trusted servants.
- Tamara - Yes, I'm fine with it
- Katie E - Yup
- Jared - I'm a big fan of this idea. I think, as long as we can, regulate - I think what we could do is create an account and restrict the access to archives but I think it's important that our Archivist could access the archives section of the site. That's their domain. I think that would be awesome
- Chris B - Yes please
- Katie B - Yeah I'm fine with that
- Rachel - Yeah I'm good with that. I'm interested in exploring the options to restrict the access to just the archives portion
- Kelsey B - Yup sounds good
- James H - I'm all for it. There is not risk that David is going to do anything to the back end of our website and if he wants to maintain the archives portion of it, puff it up and make it look better - shoot, let's let him.

iii. Phillip - Alright gang, that gives me the input that I was looking for. I appreciate the round of discussion. Normally we would entertain questions but since he's not here we will move on.

k. Accessibility Ad Hoc (James)



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- New Business:
 - Motion A - OC
 - Addendum A - Crisis Management Quick Reference Sheet
 - Addendum B - Epidemic/Pandemic Risk Assessment Chart
 - Addendum C - Email from lawyer
 - Questions:
 - Shannon - I noticed on the chart that, first of all I love all this stuff, I just had a question about the pandemic chart - I realize in the background it said that this was a first step. I just feel like this is Covid specific because in some pandemics face coverings and social distancing wouldn't matter. That's my only feedback on it, once again I think it's a great document and I would certainly hope that we're not faced with this in the foreseeable future but that's my only comment on it.
 - Rachel - Yeah and just as a response to that, all of this information was very Covid specific because that was the current situation that we are dealing with. I did include on that document that it should be reviewed annually, and should reflect whatever the state/local/CDC is doing at that time because it is going to vary depending upon what the actual sickness or whatever we're dealing with is. I definitely hear that concern.
 - Joe - I got one question. It's on the review and update thing. Did we outline a review and update process anywhere? Can we add that? Like it's the responsibility of the OC to update this, just so it's clear?
 - Phillip - Good clarifying question. This document should be reviewed/revised annually and Joe's question is who is tasked specifically with doing that.
 - Rachel - I'm fine saying the OC because that's the CM Team.
 - Phillip - Rest of the OC is everyone open to that? (Yes)
 - Shannon - I noticed in some of the feedback from the attorney that she was asking specifically about shootings, bomb threats, or something like that and I noticed that wasn't included in this chart. Would you mind explaining why that wasn't included in here? I assume it falls under an umbrella but I was just wondering.
 - Rachel - Yeah so we felt that it fell under the "Act of Violence" in progress and so like I said this document is the very first step in what should happen should these incidents arise. So if it's a bomb it's a different response, if it's an active shooter it's a different response and in the "Act of Violence in Progress" a lot of that is if we're on site it's going to be dependent upon hotel security and how they would respond. So we would defer to their expertise in those situations so we felt this was a good umbrella to cover all those situations.
 - Tamara - One more, it talks about "Threat of Future Violence" and this just might be known but it says, "should an act of violence occur at ICYPAA, authorities must immediately be notified. AC Chair will work with the HC Chair to ensure information about emergency exits is



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announced.” But where, in this, is the rest of the council notified? It doesn’t say anything that the rest of the council is notified.

- Rachel - I would be more than happy to add that in and OC corrects me if I’m wrong, but the assumption here is that because this is a first step document all of AC would always be informed of the current situation happening. I’m more than happy to add that in here. To me I just assumed that was an assumption.
 - Phillip - Mo and MK?
 - MK - I think it’s more of an overall asterisk versus a specific - I am with Rachel, this is what we do in the moment in a crisis and certainly it gets communicated but if we do want to note that as an overall note to it I think that would be the best way to do it.
 - Mo - I agree with that. My hesitation came from, looking through the document to see where that wouldn’t apply, and maybe a future addition to this could include lines of communication like how some organizations have trees so something along those lines. I would imagine that anything on this document would immediately be communicated to all of council as soon as the CM Team had a handle on the situation.
 - Tamara - I only asked, and include it only if the rest of council agrees, because there are some things that have happened that I find out 3 months later at an event. Everyone is like, “Oh yeah this happened at ICYPAA and the AC handled it like this.” And I’m like, “Oh I had no idea there was maybe a sexual thing going on at the conference” and I find out at the next quarterly meeting and that has happened more than once.
 - Rachel - Yeah absolutely, if OC is cool with it I can add a little asterisk at the top and just say, “Inform all of AC at the time of the incident” or whatever. I don’t mind doing that. I think this will be the last tweak though just because we did present it as a whole thing and I would hate for us to spend a whole lot of time tweaking a document that has already been tweaked. They’re all great questions and great concerns but we did spend a hell of a lot of time on it, and it is what it is.
 - Phillip - It sounds like from Mo and MK and perhaps from Rachel that there is some agreement to add this at this time or we can add it at our annual review which would be before the conference.
 - Rachel - If yall are cool with that I just added, “All of AC will be notified following the incident”.
 - Philip - Alright, thanks Rachel. With that in mind we’re going to move into the discussion portion.
 - *Phillip rereads the motion*
- Discussion:
- MK - I’m in favor. I think this is a helpful document to have and I think it’s good that we have noted that we’ll be sure to review it every year. Looks good, thanks.
 - James M - Just reading this the other day, I have some questions about it



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but going forward and seeing that it's reviewable every year I'm for it.

- Mo - I'm in favor of it, we worked a lot on what had been passed down to us from the previous OC of Phillip, Lindsay, James, and Trey. Took a lot of their work that had been done and that was a thumbs to go ahead from last year. We didn't add a whole lot of information. We just tweaked it and appreciated all of the work that they did and a shout out to Rachel for making it a beautiful clean chart. As with most things in AA we can continue to adjust and listen to the group conscious. I'm excited to put this into play.
- James H - I'm in favor of this, great work, nothing to add
- Tyler - I'm in favor as well. I think this is great. Thank you OC
- Shannon - I'm in favor of this overall. Again I think that it's a great starting document, as with most documents in AA, it's good to be open to change with the times so I'm happy that it's being reviewed annually/possibly updated annually. I think that I would also appreciate the full council looking at it each year or every other year so that we're keenly aware of this and aware of any changes.
- Joe - Love the document. I love how it's set up, easy to follow, easy to read. Pretty clear cut. As the reviews go on I would like to get more specific on the information sharing process and deadlines for review. I think that could just be helpful.
- Tamara - Thank you guys for the work you've put into this. I know that it was a lot of work. I support it.
- Katie E - Really great work. Definitely in favor of it.
- Jared - Nothing to add. I think that it's nice that we all can review it but I think it's well put together and I appreciate the time that went into it.
- Chris B - Looks great, thanks
- Katie B - Great job, I love the chart. It's easy to follow and I can tell you guys put a lot of time and effort into this. I'm in favor of this and being able to review it and update it each year to make sure everything is up to date and as relevant as possible.
- Rachel - I am in totally for it
- Kelsey - I am in favor. I think you guys did a great job and I really appreciate all the hard work you guys put into it. We can never go over every scenario possible that could happen so I think this is great.
- Spencer - In favor. I just want to say thank you guys for your work. That's all.
- *Phillip rereads the motion*

■ Vote:

- **MK - In favor**
- **James M - In favor**
- **Mo - In favor**
- **James H - In favor**
- **Tyler S - In favor**



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- **Shannon C - In favor**
- **Joe - Yup, in favor**
- **Tamara - In favor**
- **Katie E - In favor**
- **Jared - In favor**
- **Chris B - Yup**
- **Katie B - In favor**
- **Rachel - In favor**
- **Kelsey B - In favor**
- **Spencer - In favor**
 - **Motion passes**

10 MINUTE BREAK AT 3PM CST UNTIL 3:10PM CST

- Motion B - Accessibility
 - Addendum A - Host Committee Access Update
 - Addendum B - Accessibility Host Best Practices
 - Questions:
 - Joe - I just have one question. This is very well done and covers a lot. Was there any reason, the one thing I just noticed in the HCR portion, there was mention of working with the treasurer but there wasn't mention working with the hotel or program or AV. On the flip side, did you guys look at adding anything to those - to the treasurer's responsibility to make sure they budget for accessibilities so it's like reciprocal?
 - James - It's a great question Joe. If you flip over to the best practices document and just scroll down a little bit for me. If you look at number C which basically is where we put in a best practice that the accessibilities chair or subcommittee should really be working with everyone on the host committee to ensure that they're considering accessibility needs. To be honest with you Joe the reason why the treasurer is specifically called out in the HCR, and we could remove it, it wouldn't bother me, I'd have to poll the rest of the committee. The reason that's in there specifically is because when we looked back, historically, at what was in the HC budgets and what we could see what was actually spent it was a pittance. It became very clear that this stuff was under budgeted and that the spend all happened at the end of the HC year when budgets were tight and there wasn't any money. So we wanted to make sure it was really clear in the HCR that budgeting was a critical part in ensuring that we have an accessible conference. So it had more to do with that than to do with looking past any other position. We felt like at least that work is happening pretty good right now so it was addressed in the best practices. So I don't know if that makes sense to you or not.
 - Joe - Yeah, I guess I would ask then, if it's that important then should it be put in the treasurer's responsibilities too to make sure that budget is



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reflective. Sometimes people have a hard time working with each other, especially with whose job it is and whose job it isn't, and whose authority it is.

- James - It's great feedback but would you be open to us taking it back and talking about it at the next meeting? And if we feel there are additional modifications needed then we can bring them at a quarterly? I don't want to rewrite the work we have done today.
- Joe - Yeah that's fine
- James - Great feedback and I appreciate it.
- Mo - I think what we want to look at is just coming from the accessibilities standpoint. So the changes that are presented in that document and if there's a potential domino effect on other positions and responsibilities then that something that a future ad hoc that talks about structure could handle. I just want to remind us that we are looking at, specifically, the accessibility changes that are presented today.
- MK - It's really just a question, was there any discussion around - it says, "Submit a plan to AC to review in a timely fashion." I was thinking back to when we were hosting and how heavily I leaned on the HCR where it is like what chairs get what stuff done. I found it really useful to have those timelines in there. Was there any discussion about presenting the plan in 90 days or 120 days after being awarded?
- James - There was and we just didn't really know what deadline to put on there because it's not something that's ever been asked for so instead of holding this up trying to hammer it out we decided to use the softer language and then come back at some other point and clean it up.
- MK - I assumed you guys discussed it but I just wanted to understand the background.
- Shannon - Great work, super excited to add this but I did have a question for continuity purposes and I realize that this probably won't get changed today and maybe it's a structure ad hoc thing but I just wanted to get this in the minutes. It talks about, in number 3, "Present an accessibility plan for review and approval" - who exactly do they submit it to? Do they submit it to all of AC at a quarterly meeting, similar to a program? I guess just, like in the program chair, it says who to contact and who to email it to so I just didn't know if there was any discussion around that and like I said it could be a structure thing later down the line.
- James - No, I think we were trying to mimic what was done with the program chair so if we missed that we can certainly clean that up in a future motion. Yeah all it says in number 6 it says, "Present a program for review and approval by the AC." So that's the language that we were using.
- Shannon - I think I was specifically looking at number 1 where it specifically calls out the chair to find out all that information. Again this is probably a structure question so when those get updated it could be tackled then.



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- Philip - Any other clarifying questions? (No)
- *Philip rereads the motion*
- Discussion:
 - James M - Thank you for all the hard work I'm for it
 - Mo - I'm on Accessibilities and so I'm absolutely in favor
 - James H - Obviously I'm in favor of this, since I have a couple of seconds I will just one more time give a huge thank you to all the members of the accessibility subcommittee. I particularly want to give a shout out to our two alternate members, Kendall and Robert, who worked as hard, if not harder, than all of us. It was just really cool to see and like I said, introducing this - I am as proud of this as I am with any work that I have done for ICYPAA. I am very much in favor.
 - Tyler - In favor, I'm on the ad hoc as well
 - Shannon - I'm in favor. I'm excited. Thank you
 - Joe - I'm in favor, I would just like to just highlight again that the whole document needs to be looked at again. I would like to see a little bit more specifics on who works with who and things like that. As someone that had to deal with an overzealous HC member and we didn't have clear cut guidelines on how a position was supposed to work. It can just see eventually this becoming a problem if it's not specific on who works with who and how it all comes together and comes together effectively where the goal is met.
 - Tamara - I'm on this committee and really proud of this work. I also love how a lot of times ICYPAA is the forefront of changes in AA as a whole and I think this could do a lot of work for accessibility in AA. Thank you everyone.
 - Katie E - I love this and I'm all for this. Really great work.
 - Jared - Yeah this is great work. I think there are a lot of different things the accessibility ad hoc could have done and I think this is a huge thing that they did. It was really great work and I'm really glad they chose this as a thing to address and bring forward. I also think the HCR is the best place for that. I haven't fully reviewed all of it but it looks really great and thorough.
 - Chris B - I think this is great and I really appreciate all the hard work on it. There are a couple things I would bring to structure but overall it looks great.
 - Katie B - I think it looks great; thanks so much
 - Rachel - Thank yall, it's a fantastic document. I really appreciate it.
 - Kelsey - Thank you guys for all your hard work, I love this. Totally in favor.
 - Spencer - In favor and that's it
 - MK - Great motion and great work everyone
 - *Phillip rereads the motion*
- Vote:



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- **James M - In favor**
- **Mo - In favor**
- **James H - In favor**
- **Tyler - In favor**
- **Shannon - In favor**
- **Joe - In favor**
- **Tamara - In favor**
- **Katie E - In favor**
- **Jared - In favor**
- **Chris B - Yup**
- **Katie B - In favor**
- **Rachel - In favor**
- **Kelsey - In favor**
- **Spencer - Yes**
- **MK - In favor**
 - **Motion passes**
- Philip - Great work Accessibility ad hoc. It was really cool to watch that all come together.
- Motion C - Tech
 - Questions:
 - None
 - Discussion:
 - Mo - I'm in favor of this motion as a member of Tech for a few years and also dealing with some of the aforementioned security issues earlier this year. It's been a pretty difficult relationship and I think it's time that we start fresh, in a way, and I appreciate all the research that Tech has done and with all the options layed out for us. It's very thorough, I appreciate all yalls work.
 - James H - Do what you need to do, go for it
 - Tyler - I would be in favor as well and definitely would trust whatever the Tech committee thinks would be best
 - Shannon - Totally in favor. You do you
 - Joe - Yeah I'm on Tech and I think it's time to move on
 - Tamara - I'm also in favor. Thank you guys for putting this together and I trust the work that you have done.
 - Katie E - I have nothing to add. I think this is the best option.
 - Jared - This is not something we came to lightly. I've been on Tech for almost maybe my entire time on council but we have continuously had issues with that company and it's been difficult because the company we have very close relationships with. The website is really important to use, especially on Tech. You know, after the last couple years of not being able to get in touch with them, not having the work get done, was really



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rough. On top of that the security breach we had was a really serious thing and we got really lucky there that it didn't end up worse than it was. We took it really seriously and that was the straw that broke the camel's back.

- Chris B - I'm on the committee, participated in the search for the members for the vendors. Feel good about the options. I probably came 180 degrees during this process. I went in saying, 'lets just stick with what we've got" but learned along the way that there were better options out there that can give us better service. I'm in support.
- Katie B - I'm in favor of this. Thanks guys.
- Rachel - On Tech. Been on Tech. Y'all know how I feel. Let's do this shit.
- Kelsey - I trust all of you, great work, totally in favor.
- Spencer - I serve on Tech. I am in favor of this. I don't think it can be stated how much of a dumpster fire that relationship has been. I love Daniel as a person but it just was very distressing for the past, however many years.
- MK - Yes this sounds like a great plan.
- James M - Nothing to add on the actual conversation.
- *Phillip rereads the motion*

■ Vote:

- **Mo - In favor**
- **James H - Yes**
- **Tyler - Yes**
- **Shannon - Yes**
- **Joe - In favor**
- **Tamara - Yes**
- **Katie E - Yes**
- **Jared - Yes**
- **Chris B - Yes**
- **Katie B - In favor**
- **Rachel - Hell Yes**
- **Kelsey - Yes**
- **Spencer - Yes**
- **MK - Yes**
- **James M - In favor**
 - **Motion passes**

○ Discussion Point A - Bid Dev

■ Questions:

- MK - Is the feeling disjointed with liaisons between subcommittees or is this specific with Bid Dev? Overall I know we need a better solution for sure but is this specific one related to Bid Dev or across?
- Mo - This is across the board. I'll use myself as an example. I'm also on the finance subco so if someone called me, or if I was talking to a



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committee about finance things and then they had a question about hotels. I would say, "Well I'm not on the hotel subcommittee so you should go and talk to so and so" So things get lost there. So it's across the board.

- James H - The background has "historically" at the start of it and I just want to point out that the liaison system is relatively new. It has started in my tenure on council so I feel that that's important information for the background.
- Mo - I was using "historically" because for those of us who are on council it has been a very relevant thing we've experienced in our bidding and council years.
- *Phillip rereads the discussion point*

■ Discussion:

- James H - I don't like the liaisons at all, on any subcommittee. I was a fan of it when we started it out. I thought it was an interesting thing to try and I've come to not really be a fan of it. I think it creates internal advocates for specific bid committees on AC and I think it confuses things for the bids. I think it's causing more trouble than it's helping. I would like to see us go back to bids reaching out to the subcommittee emails when they have specific questions so the whole subcommittee can form some kind of group conscious. That's just how I see it. I don't like the system. Period.
- Tyler - I'm on the Bid Dev Subco and I'm curious as to what everyone else has to share about this. I have experienced a lot of confusion talking to bid committee members, specifically with chairs, I've been liaising with on Bid Dev. It seems like everytime I talk to someone they're confused as to who they should take this question to. A lot of confusion so I think something needs to be changed.
- Shannon - I don't know if there is one document that everyone has access to that says who everyone's liaising with but that might be something that might be helpful among council if we choose to stick with the liaison role. I also don't know if each committee has a liaison role with the host so that might be something. Those are my knee jerk ideas.
- Joe - I'm on Bid Dev so I want to hear what everyone else has to say. I just wanted to say I agree with James. I don't care for the liaisons. I think it works fine when we were bidding because we just email the subcommittee and we get feedback, except for when it would fall through the cracks. The only way I envision it working effectively is if we set up a team on council where the Bid Dev liaison, finance liaison, and hotel liaison for a bid hops on a call and gets on the same page. Or if we ask the bids to fill out a report just like the chair of host has to send to the OC, like I did when I was chair every month. Maybe that would help communication a little better. I see the liaisons as unnecessary.
- Tamara - Yeah I've been thinking a lot about this. I was on Bid Dev for



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the last two years, when we started doing the liaisons. I felt like it worked and sometimes it didn't. So again I definitely think something needs to be changed but I don't have suggestions on what that would look like.

- Katie E - I've been thinking about this and I don't know if I have any suggestions. I know what my experience was as a bidder and seeing how things are now. Obviously things aren't working. I guess the email seems easier and it's been pointed out that sometimes emails fall through the cracks but it is what it is. As a bidder I also realized that AC is human and you always got different answers and there were always AC members that we vibed with and so maybe the email thing is the best option.
- Jared - Thank you for everyone's input so far. I don't know where I stand with it and I was initially one of the people that was a big proponent of it. I really value everyone's input for and against it because I think that on Bid Dev we strive to help build the communication and how can we build more transparency with the bids. Before we had the liaisons I still, from afar, saw unconscious bias. Some people just knew some people better on committees. I was looking for a way to change that but I do see where it can cause confusion. What other options do we have? Not is it good or bad but what can we do?
- Chris B - I've been thinking about this a good bit. We need to really decide if we're serious about this or not. I can see it both ways. I think the liaison thing can kind of be a pain when people aren't responsive. I see that side of that. I have had really good experiences when folks have been responsive. It can build really cool relationships. I would like to see Bid Dev communicate across the committees and create a roster of who are the liaisons. It can give the bids some direction on how they should interact with us.
- Katie B - I'm on Bid Dev and I feel like I like the liaisons in theory but I agree with what has been said. I don't know if there's a better avenue we can take. I would like to be on the same page with all of AC on all of the bids on what's going on. I just want to hear from everyone else.
- Rachel - On Bid Dev as well. This is something that I have been thinking about and something we have been talking about for a long time. I think there are a couple different factors that go into this. I think there's a communication factor amongst us on council. While I don't necessarily need to be giving hotel advice it would be nice to know what's been talked about. If a bid asks me a question about it or I ask a bid a question about it it doesn't seem redundant to them. A lot of this process is how we can better serve our bid committees. So one way I keep updated on what's happening is I read their committee minutes and as far as us communicating amongst ourselves, creating some kind of document, like Shannon said, or sending an email out and copying all of AC.
- Kelsey - I love and hate the liaison idea altogether. I think that it can be beneficial for new bids especially when someone reaches out and makes



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that connection. I think it's just welcoming for them, at least it was for me. The communication issue is a big problem and I think that what we need to do on hotel and finance is kind of say, "Hey I'm here to reach out to you but any hard questions we would direct you to the whole subco" so that everyone is on the same page.

- Spencer - Thanks for bringing this. If I'm perfectly honest I didn't know this was an issue. My experiences with this have been pretty good. I don't think that us doing more is the, I don't know. I think that we just do too much throughout the year as a whole. So doing more is probably not the solution for us. Just getting rid of the liaisons as a whole and just emailing the subcommittee is the best option here. If we wanted to put together a list of subcommittees, their attendees, and the subcommittee information and send that to each committee so they could reach out with questions.
- MK - I didn't know this caused consternation either so I'm glad to get that update. I personally think that liaisons are a good thing and I think, too much of a good thing, ya know. I think we could find a way to streamline the process and I totally understand why bids would be a little confused by it. I don't want to create more work for Bid Dev because I know they do a lot of heavy lifting but some sort of central repository of liaisons and information shared. Liaisons are a good thing; it breaks the ice between bids who may not be familiar with council or who to call on the subcommittees. I'm in favor of it. I just need a little more time to think about it.
- James M - Thinking about it, keeping the rapport with the bid committees is kind of important and I know that things can get lost in translation from liaison to liaison. I really like what Chris and Joe had said about a list going forward. Even if there was a meeting once a month, I'm not sure. A human element from AC to the bid committees is important. When I started bidding until now, you guys have made a lot of progress on that and one year with some confusion, it would just be a shame to throw it all away.
- Mo - First of all there is a document, it's in the Google Drive that has all the different subcommittees and who their liaisons are. I'm going to take ownership for everyone not knowing about that. I thought everyone had access to that, I'll own that. It still exists, I can send it out after the meeting. Truthfully I'm feeling a little bit of frustration right now because we asked for solutions and I feel like the feedback is, "I don't like it" and honestly that's not a solution. Maybe we can keep brainstorming what we can do because one of our goals is to break down this, quote, invisible barrier between the bids and AC. They're scared to talk to us so us reaching out is a really important bridge and I will continue to do that whether we dissolve liaisons or not.
- Philip - Alright we've had one round of discussion and I know I cut off multiple people who were in the midst of their discussion. We need, in my opinion, we



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need some kind of direction or we need to be aligned in some kind of way as a whole. If that does not happen here today then that would need to happen at our next quarterly in November because it's something that affects all of our bid committees and all of our subcommittees here on council. We have two ways we can go with this; we can do another round of discussion on this discussion point - I would entertain a motion but that would be out of order if we're still doing discussion on this discussion point. So let's do one more round and after that we will be taking a break or adjourning.

■ 2nd Discussion:

- James H - I would just like to say that given the content of the discussion point, that providing the suggestion that perhaps we should look at whether or not the liaison system is working and if it's not then look at a different way of providing communication is feedback. You know the goals, or whether those goals are being met that doesn't include liaisons is valid feedback to this discussion point. I, for one, have never felt there was an invisible wall between myself and bids. When I was on a bid, I didn't feel there was an invisible wall between me and the AC. I didn't need a liaison, I just picked up the phone and called people when I needed to talk. I built relationships over years and the suggestion that that feedback isn't valuable is unfortunate to me.
- Tyler - I don't have anything to add
- Shannon - Apologies that I was unaware of the spreadsheet. I'm sorry about that.
- Joe - I'll say that the most meaningful conversation I've had with anyone on AC happened in person, at an ICYPAA, when a member pulled me aside after a heartbreaking year and gave me a pep talk. I've been friends with that AC member ever since and like, so those have always been the most meaningful conversations. I would entertain the idea of a motion to suspend liaisons for all committees except for Bid Dev to try to streamline the liaison process to cut out redundancies and confusion. I don't want to make a motion now but that's where my head is at.
- Tamara - Awesome discussion. I'm wondering if you have talked to the bids about what would be helpful for them or how they think the relationship would be better? I feel like James had said, I didn't feel there was an invisible wall at all, and maybe that's just me and my personality. I'm wondering if how much of that barrier is on their side or how much is something that's on our side. Maybe they would have suggestions on how they would fix that.
- Katie E - I was just thinking about what James and Tamara just said. I knew the barrier was because of me because I'm awkward and don't want to talk to strangers. So that was my issue with AC when I was bidding but I would bring it to the other bid committees members and tell them to reach out and talk to so and so, even though I don't talk to them because that's just my personality. So maybe that is an idea. Every bid is



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different. All the ones who have been bidding longer, it's easier for them, and the new ones they need a little bit more hand holding. I don't know if there is one clear cut answer for this.

- Jared - I really appreciate all the discussion here. I don't know the right answer. We've been talking about this a lot. I really like the idea of the liaison thing but I don't know if I have a lot to add here. I thought it was important in saying if I wanted to get to know them then I just pick up the phone or shoot someone a message. Maybe we should just encourage that more?
- Chris B - So in the spirit of providing feedback to Bid Dev; as a bidder I do think there was a barrier where I personally didn't know how to engage. I felt like there was feedback but ultimately having a cheat sheet on how to do that would have been helpful. Let's keep the liaison program and take the onus off of AC and let's put it in the bidders hands. The ones who are serious about getting the conference will take it and run with it. I think the trade off in getting to know the bids outweighs the chaos of folks having different experiences. The main things would be making it straightforward, eliminating rotation, and documenting who's talking to who.
- Katie B - I like the idea that was suggested about keeping the liaisons on Bid Dev and getting rid of the other liaisons so there's one person that can report back to the rest of AC. To answer someone else's question during discussion - I know some of the feedback from the bidders was that there was a lot of confusion. I think some of that was because on Bid Dev we were alternating liaisons so we could get to know everyone. My experience is that I had some who were very responsive and other bid committees who I reached out to on multiple occasions and they never really responded, which is fine, but that's just some info on that.
- Rachel - As far as this discussion is concerned. We've talked a lot about bridging the gap between bids and AC and how important that is and how everyone wanted to stress that. Now I feel like the conversation is gearing towards lets not do that, lets just go back to how it was before even though we all decided to change it because we felt it wasn't working then. For me, the liaison positions are super helpful in breaking down that communication barrier. Once again, I think that a good solution could be copying everyone on emails or creating some kind of central document where we take notes about bids. There's this weird thing where we want to bridge this gap, but we also don't. We're worried about other people talking to one committee because I don't know. There's a bunch of weird shit going on and it's super confusing about how everyone feels. Mixed messages.
- Kelsey - I still like the liaison position for the most part. I understand the confusion but I think by streamlining it and saying, "Hey I'm here to check in with you" and you kind of make that connection with the bids is super helpful. At the same token with large important feedback I encourage you



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to reach out to the rest of the subcommittee so we're all on the same page but they feel they have someone they can reach out to and I do feel that it bridges that gap.

- Spencer - I don't think I have anything else to add to the discussion. I appreciate everyone.
- MK - I think that localizing to our individual experiences is not helpful in this case because we're not a random selection of bidders that are sharing our experiences here. It wasn't my experience - I didn't feel comfortable building relationships or know who to call. And just because some individuals on council did that's great but that doesn't mean it's a universal experience for bidders and that, as a result, we don't need liaison positions. It may end up being that liaisons go the way of the dinosaurs eventually, not everything is made to last but I don't think saying, "Because I felt comfortable calling AC we don't need liaison positions". I don't think there's a logical linear jump there. I didn't come with a solution and I feel like a jerk but I will think about it.
- James M - I guess I have a clarifying question: When Bid Dev is doing their liaisons and rotations are they reaching out to the bid committee chair, is it just the chair? With that, I know the finance committee, when we do our liaison positions we specifically reach out to the treasurer. Is there confusion on whose reaching out to who on what position? I'm not sure where the confusion is coming from.
- Mo - I guess if yall want to do away with liaison position I guess I just beg of you to answer and/or return phone calls because some of yall don't. We can talk about that later but that needs to be put out there. I know that that doesn't happen. Really think about whether you're available for the bids and I'm really disheartened that doing away with the liaison positions is even a consideration right now considering the pandemic, the postponement and bids being in a weird two year, lack of motivation, can't meet in person, what do you do for events, and in these "unprecedented" times that just doing away with liaisons is a shit move. Aren't we supposed to be here for them and to advise them as the AC? Or are we just dicking around on Sunday on a GTM?
- Phillip - Mo and the Bid Dev Committee did you glean the information that you were hoping to?
- Mo - We'll take the feedback back to the subcommittee. Unless another member of Bid Dev wants something else.
- Joe - I have a thought, as a Bid Dev member, is it possible to ask the bids to send us a monthly report similar to the report that the Chair of the HC to the Chair of the AC every month that just goes over bullet points of where they're at? On all the things so that the three committees that have liaisons have that information as a whole? Is that a motion that could develop out of this or is that out of order or don't even bother?
- Mo - You could ask, but I think putting more work on the bids, especially right now, is not fair to them. We can ask them, we can poll them, they don't respond



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to surveys but we can ask them. I wouldn't feel comfortable making a motion without having asked them anything.

- Phillip - An individual could make that motion or it could come out of Bid Dev. For the purposes of this discussion point - if you guys have gotten the info then you could bring a motion such as that, or any other at our next quarterly and right now, its business as usual from now until then. That's where we're at. I don't know if there was a need for a third round of discussion on this point unless Bid Dev feels they need it.
 - Mo - I don't need a third round unless someone from Bid Dev would like another one.
 - Phillip - Thank you Bid Dev for some good discussion to get everyone thinking.
- Announcements:
 - Phillip - We're going to be kicking this year off kind of like a new year although everyone will stay on the same subcommittees. Wanted everyone to have that IGR experience with this group of people. I will be sending out doodle polls to set up our quarterly business meetings just like we would when we kick off another year. That's it - keep an eye out for that.
 - **Shannon motions to close**
 - **Spencer seconds**
 - **Motion passes**
 - Close: 4:22PM CST