

October Minutes (Draft)

WAIA Executive Committee

October 13, 2020 – 7:00pm - 7:55pm

Called to order 7:03pm; Adjourned 7:55

Officers:

- **Chair:** Alex M. chair@aa-dc.org
- **Vice Chair:** Spahr H.
- **Treasurer:** Will R.
- **Secretary:** Suzanna D. secretary@aa-dc.org

Also present: Finance committee chair and members

At Large Members:

- Andrea C
- Kerry O
- Liz L
- Sarah P
- Maggie

Agenda:

1. Staff salaries discussion (Kerry O.)
 - a. Guided by the spiritual principles of Tradition 8-hire alcoholics and pay them a competitive wage; Concept 11-have best possible staff with the proper basis for their compensation to attract and retain the best.
 - b. Developed recommendations based on reviews of 990s for other intergroups and Guidestar nonprofit compensation book using data for nonprofits between \$250k and \$500k; recognizing our budget is around \$225k but operations are heavily subsidized by volunteers and with that factored in our annual budget probably exceeds 250k.
 - c. Recommendations and extended discussion. Consensus that we are underpaying base salary for both employees by around 25%. Have a strong desire to meet competitive wages. But meeting market rate salary would bring the bottom line of our budget further into negative.
 - d. **Decision to raise the budget discussion with the full Board. Decisions on the salaries of individuals falls within the purview of the Office Committee.**

Tabled items:

- (September) Process for defining prudent reserve
- (October) Need to define staff salary bands
- (September) WAIA Overview [revised](#) [Suzanna D]
- (June) Onboarding new reps [Suzanna D]
- (June) Making clearer expectations of committee chairs [Alex M]
- (January-Feb) Decision on how to make sure ExComm is aware that their names will be public on 990 form
- (Dec?) Representation Data Analysis Findings to see we need to do outreach based on reps attendance and contributions [Sarah P.]