

**COLORADO ASSOCIATION FOR RECYCLING  
2009-2010 BOARD OF DIRECTORS MEETING  
September 25, 2009**

President Bob Edmiston called the meeting to order at 8:00am at the Wine Country Inn, 777 Grande River Dr, Palisade, Colorado.

**Board Members Present:**

Alicia Archibald	Anne Peters
Karen Bloomfield	Rick Schulte
Bob Boggio (By Phone)	Lisa Skumatz (By Phone)
Bob Edmiston	Gerri Walsh (By Phone)
Becky Goyton (By Phone)	Bob Yost
Michelle Kincheloe	

Executive Director Marjorie Griek was in attendance. Alicia Archibald was not present at the start of the meeting. Absent: Sammie Baratta, Mick Barry, Gary Horton, Tim Towndrow.

**Approval of Minutes from the July 17 Board Meeting:**

Michelle Kincheloe motioned to approve the minutes from the 2009-2010 July 17 Board meeting. Rick Schulte seconded the motion. **Motion passed unanimously.**

**President's Report:**

Bob Edmiston said he is willing to run for re-election to the CAFR Board of Directors; however, he is not seeking to be re-elected as president because he needs to focus his time on his Board of County Commissioners and since he does not wholeheartedly support the renewal of HB-1288 he does not want to be in a position where he is called upon to speak in favor of that issue. Edmiston said he would like to stay active on the Board if re-elected and would consider nomination to a position on the Executive Committee other than president.

**Treasurer's Report:**

See Appendix One.

Marjorie Griek said the good news was that CAFR is way ahead of budget, in terms of the big picture, with income at \$39,330 when the budgeted income was projected at negative \$13,000. Griek said there would not be much opportunity for additional income between now and the end of the year except for membership fees.

Griek said ARD was lower in income than projected, though expenses are less, so hopefully income will be about as budgeted. Griek said there has been no change to the ERRC budget after the request for funding at the last Board meeting. Griek said the composting workshop conducted by Bob Edmiston had a net income of about \$1,000; Lisa Skumatz donated a good portion of her fees for the Ball Grant workshop in August back to CAFR.

Griek said any work that is being done on the Web site is being funded by the Wal-Mart grant. Any remaining funds after the completion of the redesign will be used to promote the site and new search function, hopefully increasing general donations and the public's general awareness of CAFR.

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Bob Boggio said since January CAFR has gained 30 new members and lost 18. As of today, about 40 members or 20% are past due and another 25 are due to renew between now and the first of the year.

Michelle Kincheloe said R.H. Donnelley filed bankruptcy, so the \$854.50 that is due to CAFR will likely be on the books as a payable for quite some time as these dollars fall within the pre-petition timeframe. Griek said CAFR has filed the paperwork necessary to claim the \$1,000 due from Quebecor, which also filed bankruptcy.

Bob Yost said it would be prudent to include a category for uncollectable funds in the financials and also include receivables for past due memberships. Griek said membership dollars only appear on the books after they are received so they would not be included.

Alicia Archibald joined the meeting.

Bob Yost motioned to approve the Treasurer's Report as presented with the requirement that an uncollected funds category is included in future financials. Rick Schulte seconded the motion.

**Motion passed unanimously.**

**Executive Director's Report:**

*Employee Benefits:* Marjorie Griek said staff would appreciate some sort of retirement-type benefit; both Griek and Amy Randell currently have health care coverage. Griek said she and Gary Horton have determined that for an organization the size of CAFR, with only two part-time employees, the best option would be to set up a personal IRA and have a company, Schwab for example, administer it. Griek asked for the Board's permission to proceed with looking into that option for staff and any future employees. Bob Boggio asked if the program could be put in place fast enough to get into the budget cycle. Griek said potentially, it is primarily a matter of making phone calls and getting the information; \$6,000 has already been included as an estimate in the current draft of the 2010 budget. Bob Edmiston said he feels strongly that this is something that needs to be done and concurs with Boggio's comment that if it is to be implemented it needs to be done in light of budget for next year. Edmiston said he recommends approving the request to move forward.

*NRC/KAB/RONA Update:* Griek said the vote to merge Keep America Beautiful (KAB) and the National Recycling Coalition (NRC) failed. KAB has since hired three or four NRC employees. The NRC Board voted to go into Chapter 7 bankruptcy; a petition by past presidents was filed to stop that process and to see if the organization can be salvaged.

Griek said the Recycling Organizations of North America (RONA) has been incorporated. A meeting is scheduled in October at the GRRN conference. RONA will have a Board meeting on Tuesday at the end of the conference. Griek said she was invited to participate in the closing plenary but turned it down and asked another founding RONA member to speak instead. Additional open-forum meetings are being planned. Griek said she would eventually like to see CAFR join RONA. Membership dues would be about \$1,000. The benefits are numerous including sharing organization development programs, training, various e-magazines with tips and info on holding conferences, speakers' bureau, job board, business council, university council.

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Bob Yost said since NRC no longer exists, CAFR members need to be informed what the portion of dues previously applied to NRC membership are now being used for. Griek said it is simply no longer a benefit of membership and that members have never known how much of their membership fee has applied to NRC membership; offering membership in NRC as a benefit of membership in CAFR was something the organization took on believing it was worthwhile to pay additional money to NRC. Yost said benefits of CAFR membership list as a benefit membership in NRC. To protect CAFR, it should be communicated to the members that dues haven't changed, but they are no longer members of NRC; in its place CAFR is considering potential membership in a new national organization. Bob Edmiston said he would address the issue as part of his column in the upcoming CAFR newsletter.

Michelle Kincheloe asked who was currently on the Board of RONA. Griek said current Board members are herself, Mick Barry, Gary Bilbro, Gary Liss, and Jerry Powell, and John Frederick and Jack DeBell are founding members. Alicia Archibald asked what Griek's role is in RONA. Anne Peters said Griek is currently involved on her own time, not CAFR's time. Edmiston said if Griek wants to continue her role in the development of RONA, the Board needed to decide whether to support her and at what level. Edmiston said during his three years on the Board he developed only bad feelings for the NRC and is not ready to jump from one national fiasco into a different unknown organization. Griek said within two months basic membership information with RONA should be finalized.

Peters agreed and asked if there had been discussion about what the CAFR Board might need from a national entity; RONA is now dominated by California and East Coast representation whose experience differs from our needs. Griek said it would be very useful to know what the Board needs. Peters agreed to work with Kincheloe on a committee to draft a list of Board member input on what would most benefit CAFR from a national organization.

**CAFR By-Laws:**

Bob Edmiston said the by-laws are now in better shape than they were and proposed that the by-laws be voted on along with the Board election similar to the way SWANA has done it in the past. Griek said a majority of the CAFR members have to vote in favor of amending the by-laws. Anne Peters Bob Yost and Becky Goyton agreed that the vote should take place in conjunction with the Board election via e-mail and not at the annual meeting. Griek said an article announcing the amended by-laws would be included in the next newsletter and bi-weekly update; the draft by-laws would also be posted on the website.

Griek asked since the entire section related to membership in the NRC was removed from the revised by-laws, does something similar need to be added that allows the Board to affiliate with another national organization if it chooses. Alicia Archibald said it would not be appropriate to include such a statement in the by-laws. Michelle Kincheloe motioned to eliminate all reference to a national organization in the by-laws. Archibald seconded the motion. **Motion passed unanimously.**

**Legislative Update:**

*Electronic Device Recycling Task Force:* Anne Peters said the task force meetings to date have included presentations and preferences from all the stakeholders. The task force is not responsible for drafting legislation but will prepare a report to be submitted to the legislature indicating recommendations. Peters said she and the other CAFR members on the task force are working on a formal CAFR position.

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*RREO:* Griek said CAFR will be listed as authors of the bill; Judy Solano will introduce the bill. Rick Schulte motioned to approve Griek's request to proceed with the RREO renewal bill. Michelle Kincheloe seconded the motion. **Motion passed unanimously.**

*Waste Tire Meetings:* Griek said a lot of people are participating in the meetings; however, the meetings aren't producing any solutions. Griek said once an official CAFR position has been agreed on by the tire recyclers, she will send it to the Board to comment on and move forward from there. If the Board approves, a couple of things will happen: CAFR may develop its own bill to support tire recyclers in streamlined fashion where they get all money generated from the tire recycling fee except for money that might go to CDPHE to do enforcement; another bill may come from Representative Looper that would deal with enforcement issues and training on fire control/safety for local county officials where a monofill might be sited. Griek said Rep. Looper seems to want to end the program as it is today and get rid of the portion of the fee that's collected for tire recycling; tire recyclers agree that if that happens their businesses will be negatively affected. Griek said with the law requiring the elimination of monofills within 10 years, it will not do Colorado any good to lose our tire recyclers; that industry needs to be supported.

Edmiston asked if the waste tire fee is sunseting. Griek said no, not at this time; but there are folks who believe that we shouldn't be collecting that fee because it gets taken, which did happen recently. Last quarter of last fiscal year through today the end users and processors and grantees receiving funds got nothing because the fund was swept by the state. The state not only swept what was currently in the account but also took projected income for the next six months or so. Griek said the Colorado Supreme Court ruled that it was legal for the state to take existing money without defining it as a tax; however, it is unknown how the court would rule on taking projected funds.

*Office Space:* Griek said CAFR's lobbyist offered to share office space in Denver with CAFR during the upcoming legislative session. Griek asked the Board if it would be worthwhile to pay \$100 per month for office space for four months, January through early May. Griek said the arrangement would probably not offset any current expenses, such as mileage; however, it would give her space to work between meetings at the capitol, keeping her level of efficiency up. Peters asked to defer the decision; it might be awkward to be committed to sharing the office while we are in a competitive selection for our lobbyist. Edmiston said he doesn't want to encumber next year's money until the budget is set.

*Policy Co-Chair:* Griek said Susie Gordon has said she would serve as co-chair of the Policy Committee and take over some of the workload from Anne Peters. Griek said Gordon would co-chair with Peters, since a CAFR Board must serve as chair of the Policy Committee. Peters said so long as Gordon can get approval from her employer, the City of Fort Collins, it would be a great arrangement. Edmiston said to applaud Gordon for stepping up to such a huge commitment.

**Board Member Compensation/Reimbursement:**

Bob Boggio asked the Board if it would support the concept of compensating otherwise uncompensated directors since about 40 percent of the membership is small business and individuals who might be more willing to participate if there were some remuneration. Boggio said whether CAFR can afford to do it during any given year is up to the Board. Bob Edmiston said by signing the Board letter of commitment, Board members agree to take an active role in raising money for the

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organization. Edmiston proposed that Board members could be eligible for a certain amount per year for travel; however, they would have to go out and earn that money. For example, if a Board member raised \$3,000, the first \$1,500 could be used for travel reimbursement. Boggio said that scenario might provide an incentive for folks to be more proactive. Bob Yost said he agrees that the Board may want to provide an option for those in need, but he is leery of creating individual accounts for compensation. Yost said money could go into a general category with a limit of \$100 per request. Becky Goyton asked that the option be offered as a stipend to discourage individuals from claiming mileage reimbursement when they could call in to a meeting. Peters said you don't want to create an incentive for more travel than necessary. Michelle Kincheloe said she was not opposed to the reimbursement proposal but that the option should be fair to all members and open to any membership level. Kincheloe said for reference Washington has a Board reimbursement option, and will provide up to \$100 per trip with annual total not to exceed \$600 and it can only be applied to 50 percent of required meetings. Peters suggested exploring an all-telephone Board meeting.

Edmiston asked Griek to send an email to the Board asking whether a reimbursement option is important and the amount of such a reimbursement. Edmiston said then the Board would have a structure to discuss.

**Draft Budget:**

Bob Edmiston said this is the first review of the budget. The Board reviewed each category in the draft budget prepared by Marjorie Griek.

*Annual Meeting:* Griek said budget numbers are based on past performance of the meeting.

*ARD:* Griek said ARD will not necessarily go away. KAB believes they now own ARD and are continuing with it this year. ARD may still occur next year and it would be our choice to be involved or not. Kincheloe asked if the Board would want to continue the poster contest and calendar. Alicia Archibald asked about expenses and revenue for that project. Griek said there is minimal revenue; it appears to not be a very popular fundraiser. Cost for the project is not separated in the ARD budget.

*Assistance Committee:* Edmiston said this is for being involved in the RREO grant funding; participants get some expenses reimbursed by the state. Griek said typically half of expenses are reimbursed.

*Board Meetings:* Edmiston said number will be based on projection and current need.

*Education and Outreach:* Edmiston encouraged Board members, if they have an area of expertise, to host a workshop or seminar like the composting workshop he coordinated. It is a good opportunity for fundraising. Anne Peters and Alicia Archibald discussed the possibility of setting up a grant writing seminar.

*General Fund:* Griek said this category included everything not attributed directly to a program, such as administrative work, expenses for internet access, telephone, etc. Income varies and can't be relied on. Griek said scholarship money is typically kept in this fund until needed for specific events. Griek said it also includes all of the payroll expenses (workers comp; CAFR tax portion), accountant costs, and director/officer insurance instead of spreading out over all categories. Griek said the

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employee benefit amount is an estimated number. Goyton said typically it is a percentage of salary (between 7 and 8 is common).

*Grants:* Griek said historically CAFR has received a grant from Weyerhaeuser Foundation; making the request of International Paper this year. Griek said it is hard to anticipate grant funding. For what CAFR does, grants are pretty limited, and any money received is restricted for use. Alicia Archibald asked why there was a category for grants and also a line item for grants. Griek said the line item is a historical remnant.

*Membership:* Boggio said from a cash flow standpoint it concerns him that many members are not renewing on time. Boggio recommended return to historical averages. Griek said budget numbers are based on current year's numbers. Bob Yost asked if it was reasonable to think we could meet this year's numbers. Kincheloe said yes, the numbers were conservative. Boggio agreed. Edmiston recommended maintaining conservative expected revenue.

*Newsletter:* Kincheloe asked if there should be a revenue item to offset contract labor time. Lisa Skumatz said it does not matter to her. Archibald said it was important to identify the expense so if the service wasn't donated we would know how much to budget.

*Policy Committee:* Griek said lobbying cost is \$12,000, and she is projecting a potential slight increase because historically that's what happens; the budget amount includes \$500 for rent that would be paid by CAFR for Griek to share office space in Denver with the lobbyist. Kincheloe said she would assume CAFR would receive a proposal prior to November to determine an actual number for the budget. Griek said for this coming year, with three major bills, already the work Annmarie Jensen is doing during the interim break is a lot, workload will really increase during session. In the past, the agreement was that they would carry one bill for the amount we pay them. Peters said the rent should be listed somewhere else. Griek said the cost for rent wouldn't apply to direct lobbying spending limits.

*RONA:* Griek said she took the budget for the NRC Recycling Organizations and changed the name of the category to create a placeholder for her time. Edmiston said the Board needs to decide to either fund Griek's RONA work or tell her it's on her own time. Griek said she wanted to have it in the budget, so if the Board approves, the money has already been allotted; it is difficult to do a mid-year adjustment to the budget. Edmiston said Griek needs clear direction about how much of her time could be spent on RONA. Edmiston said if the item is approved, Griek needs to agree that any time spent above the limit will be on her personal time. The Board agreed to allow Griek to a limited level of participation, with the agreement that anytime beyond that was on her own. Bob Yost said it is a research and development issue; Griek is allowed to spend a certain amount of her time on RONA and should come back to the Board with a recommendation and a substantial proposal to look at.

Griek asked if there should be a placeholder for membership dues. Kincheloe said even though the Board hasn't made a decision about joining RONA, there should be a \$1,000 placeholder. Peters asked if the membership placeholder required a vote. Griek said during 2010 is when she would want to make membership decision. Peters said since the Board was not decided, \$500 instead of \$1,000 could be listed to reflect ambiguity. Yost said to include a membership fee. Griek asked to include a placeholder now so if the Board decides next year that RONA is where we want to go, we

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have the money budgeted to do that. Lisa Skumatz said it is important that Griek stay involved with RONA. Boggio said it was OK to include a placeholder. Edmiston said the consensus is to put it in a \$1,000 placeholder for membership dues.

*RMOC:* Bob Yost said revenue estimate was conservative and he anticipated increased activity and expenses. Yost said to list revenue and expenses as \$700 each.

*Summit:* Kincheloe said the facility expense should be changed to \$28,800. Part of the planning work will be done by a contractor. Kincheloe said expected net revenue is \$30,000. Edmiston asked if a contract would be signed before the budget was approved. Kincheloe said the committee has a recommendation for a venue and will move toward contract level after approval. Kincheloe said she didn't know if the signing of the contract could be delayed until the second reading of the budget.

*Website:* Griek said the only expenses expected for next year are hosting the site, updating, and misc. expenses; no income projected. Bob Yost said there are firms that sell advertising for Websites; if such a company exists, it might be an option for generating revenue. Yost offered to check into this further.

Edmiston said the bottom line is that we are projecting another deficit. Griek said everything would be done to prevent a loss; she expects next year will be tough, especially for government members affected by the economy. Skumatz said one option could be to offer a discount for members who renew early.

Edmiston said to reduce Board meeting deficit to \$5,000; he doesn't want to spend \$15,000 in that category. Skumatz agreed. Boggio said to lower the amount to \$2,500. Edmiston said he was not discouraging anyone from applying, he just doesn't see a need.

Alicia Archibald motioned to approve the initial reading of the budget. Rick Schulte seconded the motion. **Motion passed unanimously.**

**Assistance Committee:**

Marjorie Griek said rebates are being distributed; the Advanced Technology Grant cycle closes October 8. The committee is looking at mitigating risk, such as a grantee buying equipment with grant money and then going out of business. A potential solution could be in contract terminology, which could include liens on equipment and other risk mitigation. Griek said the committee is looking at changing focus of rebates; currently 50% go to waste haulers doing curbside recycling and 50% go to glass recycling. The January 2010 cycle may be directed toward helping to supplement drop-off sites for standard recyclable material.

**Summit 2010:**

Michelle Kincheloe said the committee formally recommended having the 2010 Summit at the Sheraton Steamboat Resort in Steamboat Springs; the hotel is offering a room rate of \$108 per night (the government rate) for all attendees. The Sheraton is part of the Starwood rewards program and will offer one complimentary room for every 25 rooms reserved and paid for; Starwood points accrue for master bill and can be utilized for future hotel space. Kincheloe said both she and Marjorie Griek visited the Sheraton, and Kincheloe visited the Steamboat Grand; the Sheraton was more willing to

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work with CAFR. Kincheloe said the committee also recommends Steamboat Springs because CAFR members are in the area that are eager to be involved with the host committee.

Alicia Archibald asked what other proposals for venue the committee received. Kincheloe said they received proposals from Loveland, Pueblo, Colorado Springs and Vail Resorts. Anne Peters asked if government members will have a problem getting to Steamboat. Kincheloe said the committee discussed the distance from Denver and agreed that travel would be an issue regardless of location; the committee is brainstorming ways to help facilitate easy travel. Lisa Skumatz asked if government members not able to travel could have done a day trip to Loveland. Kincheloe said that was potentially true; however, prices in Loveland were significantly higher, for example rooms were \$120-\$130. For Pueblo, Griek said the room rate was competitive but additional fees for the conference center, which comes out of CAFR's pocket, were significantly more expensive. Peters said given the Summit's location, the annual meeting should be in Denver, to make it really easy for people to get there. Skumatz said with the tight budget year, maximizing attendance is a plus; but as long as the committee has considered all the options, the CAFR should go to Steamboat.

Bob Edmiston said the planning committee had been asked to look at this, they worked with the tools they were given, and the Board needs to give its blessings. Edmiston said individuals interested in the process should participate in the committee next year. Archibald said she was on the committee and thinks the Board should see the other proposals; Archibald asked if Steamboat was chosen because the committee liked the hotel. Edmiston said this type of discussion should have occurred in committee and that if you don't know the answers it wasn't because it wasn't available to you. Edmiston said there was no more time for this discussion. Skumatz said the Board needs to understand why Steamboat was chosen. Becky Goyton said she was on the committee and received all the proposals; the issue of distance from Denver came up many times and it always came to hosting the Summit in a location where people wouldn't stay overnight and CAFR would have greater expenses vs. going too far away and risk losing attendees.

Skumatz asked if the Summit made more money from the daytime conference activities or more money at extra evening events. Kincheloe said registration fees generated \$25,000; a resort facility offered the definite benefit of a more captive audience for sponsors and exhibitors. Kincheloe said the committee is looking at the schedule to make sure the conference ends early enough on Tuesday to allow attendees to return to Denver at a reasonable hour.

Rick Schulte motioned to approve the committee's recommendation to host the Summit at the Sheraton Steamboat Resort in Steamboat Springs and proceed with contract negotiations. Michelle Kincheloe seconded the motion. **Motion passed.** (Approved: Bob Boggio, Bob Edmiston, Becky Goyton, Michelle Kincheloe, Rick Schulte, Lisa Skumatz, Gerri Walsh, Bob Yost; Opposed: Karen Bloomfield, Alicia Archibald)

Kincheloe said the committee's second recommendation was to start planning now for locations in 2011 through 2015. The committee received an offer from Vail Resorts for a contract for three out of the next five years. Kincheloe asked for permission to pursue the offer, noting that at some point in the next five years the Summit will occur in southern Colorado.

Skumatz asked if the Vail Resorts proposal was at a significant discount. Kincheloe said it offered 2008 rates but that she and Griek would attempt to negotiate down from there. Kincheloe said an

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agreement would mean going to Keystone the first year, then Vail, then Breckenridge. Kincheloe said she was asking for approval to further negotiate; the committee would need a response in November to sign on the dotted line, which would lock in rates with Vail Resorts through 2015. Griek said there would still be a year in that timeframe to negotiate with other facilities in other regions. Michelle Kincheloe motioned to allow the Summit Planning Committee to negotiate with Vail Resorts for a contract for three out of the next five years; one of those years hosting the Summit in southern Colorado. Rick Schulte seconded the motion. **Motion passed.** (Approved: Alicia Archibald, Karen Bloomfield, Bob Boggio, Becky Goyton, Michelle Kincheloe, Rick Schulte, Gerri Walsh, Bob Yost; Opposed: Bob Edmiston, Lisa Skumatz)

**Annual Meeting:**

Lisa Skumatz said she sent a list of possible locations for the meeting to the Board and asked for feedback and for other ideas. Skumatz said in order to encourage attendance she was trying to keep the location in the metro area; the locations on the list all had dates available in February. Edmiston said the Board had previously discussed the heavy workload for CAFR staff during that time of year and had considered moving the meeting to later in the year. Skumatz said she didn't care about the timing of the meeting and that all the locations she researched were free to minimal cost.

Edmiston said that if the Summit was going to be in northern Colorado, the annual meeting should potentially be in southern Colorado and encouraged Skumatz to look into locations in the south. Peters said 75-80 people could be expected to attend and she wasn't sure if some of the venues on the list would be big enough. Peters said the downside of a September/October timeframe was that many of the national conferences occurred then. Bob Yost asked if the Board disagreed on the late summer/fall timing. Edmiston said the only comments he heard were that the CAFR members need to be notified of what the Board is planning.

Skumatz asked how moving the date would affect the program and the introduction of new Board members. Griek said Board elections would still occur at the same time and the Board would still meet in February

Yost suggested that the meeting be moved to either June or July. The Board did not agree that this was a good date. Yost proposed September. Skumatz said she could agree with a September/October date and would look for dates in September /October that didn't conflict with national conferences. Yost motioned to move the annual meeting to September or October and to start planning accordingly for 2010. Rick Schulte seconded the motion. **Motion passed unanimously.** Edmiston encouraged Skumatz to involve others on the committee.

**Nominating Committee:**

Michelle Kincheloe said members coming off the Board of Directors were herself, Gerri Walsh, and Mick Barry, who were all term limited, and Bob Edmiston and Alicia Archibald. Edmiston has agreed to run for re-election and Archibald declined. Kincheloe said she, Tim Towndrow and Charlotte Pitt generated a list of recommendations for Board candidates that included Adam Lovato, City of Thornton; Brent Hildebrand, Alpine Waste & Recycling; Matthew Alvarez, All Recycling; Chad Barker, GeoCycle; Jack DeBell, University of Colorado; Jennifer Orgolini or Alie Rich, New Belgium; John-Paul Maxfield, Waste Farmers; Melissa Kolwaite, Waste Management; Jerry Simms, Atlas Metals; Joe Francis, Centennial Recycling; Mark Glorioso or Matt Gallegos, Gallegos Sanitation; Michael Cohen, Iron & Metals. Kincheloe reminded the Board that it is losing a southern Colorado

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representative and three large business members and asked that additional recommendations be sent to her within the next two weeks.

**ARD:**

Karen Bloomfield said the 2010 calendars are currently being printed. Total sponsorship income was \$6,250. That included \$1,000 from Ball Corporation, Alpine Waste and Recycling, Dex and Western Disposal; \$500 from A1 Organics, OKC Products, and Dell; \$250 from CU Recycling, ENSR/AECOM, and Hunter Douglas. In-kind donations were received from Dex (shipping), Boulder County (reduced printing cost) and Gale Elstun (graphic design). See the financials for expenses to date.

National ARD Campaign: CAFR received \$1,000 from KAB/NRC to help promote ARD in Colorado.

**RMOC:**

Bob Yost said the council has been reenergized to some degree. RMOC met with CDOT and brought in a consultant from North Carolina to request that CDOT change the specifications for compost to include requirements contained within FDA program; this is the accountability the council has been seeking in recent years.

**Website:**

Marjorie Griek said the new site is still in design stage. Griek said the logo in the design has been altered; the basic design is the same but new colors are being proposed. Griek asked the Board objects to altering the logo and said the Board would be shown the final design. There were no objections. Peters said the committee is comprised of all women, and that male opinions were needed. Edmiston said he would give his opinion and asked what was driving the change to the logo. Griek said to generate a new look and new energy.

**November Board Meeting:**

Anne Peters asked about the November 20 Board meeting. The Board agreed to hold the meeting in Golden. Peters said she would work on finding a location.

Bob Yost motioned to adjourn the meeting at 12:10pm. **Motion passed unanimously.**

**Action Items:**

This is a summary list of 'Action Items' from the BOD meetings. If you are listed as an 'owner', please come prepared to the next BOD meeting with this information. If you don't think you were assigned a particular task, indicate who you think the owner is and return a copy of the edited table to Amy Randell for updating.

<b>Action Item or Commitment</b>	<b>Owner</b>	<b>BY WHEN</b>	<b>Status</b>
Look into "budgeted interest" item under Annual Meeting in budget	Horton and Griek	7/17/09	Pending
Research company to run employee benefit program	Griek	11/20	Pending
Get input from Board members about desired benefits from a national recycling organization	Peters and Kincheloe	11/20	Pending
Write article about amended by-laws	Griek	10/10	Pending

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<b>Action Item or Commitment</b>	<b>Owner</b>	<b>BY WHEN</b>	<b>Status</b>
for newsletter			
Send email to Board asking for feedback on Board member reimbursement	Griek	11/20	Pending
Send additional Board candidate recommendations to Kincheloe	Everyone	10/8	Pending
Check on firms to sell Web advertising	Yost	11/20	Pending
Secure location for November Board meeting	Peters	11/20	Pending

**APPENDIX ONE**  
**COLORADO ASSOCIATION FOR RECYCLING**  
**TREASURER'S REPORT - January through August 2009**

Balance Sheet	Current Year	Prior Year	\$ Change	%	Comments
Total Assets	\$143,110	\$108,521	\$34,589	32%	The increase is all in cash and receivables
Total Liabilities & Equity	\$143,110	\$108,521	\$34,589	32%	The increase is in equity

Category/Budget	YTD Profit & Loss				Comments
<b>Total Annual Budget</b>					
Budgeted Income	\$	132,885	Actual Income	\$	162,513
Budgeted Expense	\$	148,302	Actual Expense	\$	122,863
Budgeted Net	\$	(15,417)	Actual Net	\$	39,650
Budgeted Interest	\$	2,365	Actual Interest	\$	(17)
Budgeted Net w/Interest	\$	(13,053)	Actual Net w/Interest	\$	39,633
<b>America Recycles Day 2009</b>					
Budgeted Income	\$	9,000	Actual Income	\$	5,545
Budgeted Expense	\$	6,828	Actual Expense	\$	1,677
Budgeted Net	\$	2,172	Actual Net	\$	3,868
<b>Assistance Committee</b>					
Budgeted Income	\$	2,500	Actual Income	\$	1,627
Budgeted Expense	\$	3,877	Actual Expense	\$	2,328
Budgeted Net	\$	(1,377)	Actual Net	\$	(701)
<b>Annual Meeting</b>					
Budgeted Income	\$	4,670	Actual Income	\$	4,880
Budgeted Expense	\$	6,170	Actual Expense	\$	2,563
Budgeted Net	\$	(1,500)	Actual Net	\$	2,317
Budgeted Interest	\$	1,965			
Budgeted Net	\$	465	Actual Net	\$	2,317
<b>Education &amp; Outreach</b>					
Budgeted Income	\$	1,000	Actual Income	\$	1,944
Budgeted Expense	\$	4,739	Actual Expense	\$	5,717
Budgeted Net	\$	(3,739)	Actual Net	\$	(3,773)
<b>ER&amp;R Council</b>					
Budgeted Income	\$	700	Actual Income	\$	575
Budgeted Expense	\$	268	Actual Expense	\$	-
Budgeted Net	\$	432	Actual Net	\$	575
<b>General Fund</b>					
Budgeted Income	\$	1,500	Actual Income	\$	650
Budgeted Expense	\$	37,300	Actual Expense	\$	26,819
Budgeted Net	\$	(35,800)	Actual Net	\$	(26,169)
Budgeted Interest	\$	400	Actual Interest	\$	(17)
Budgeted Net	\$	(35,400)	Actual Net	\$	(26,186)
<b>Grants in Total</b>					
Budgeted Income	\$	5,000	Actual Income	\$	34,911
Budgeted Expense	\$	15,001	Actual Expense	\$	15,623
Budgeted Net	\$	(10,001)	Actual Net	\$	19,288

**APPENDIX ONE**  
**COLORADO ASSOCIATION FOR RECYCLING**  
**TREASURER'S REPORT - January through August 2009**

<b>Membership</b>			
Budgeted Income	\$ 30,015	Actual Income	\$ 36,675
Budgeted Expense	\$ 3,701	Actual Expense	\$ 2,849
Budgeted Interest	\$ -	Actual Interest	
Budgeted Net	\$ 26,314	Actual Net	\$ 33,826

<b>Newsletter</b>			
Budgeted Income	\$ 1,500	Actual Income	\$ -
Budgeted Expense	\$ 2,040	Actual Expense	\$ 508
Budgeted Net	\$ (540)	Actual Net	\$ (508)

<b>Policy Committee</b>			
Budgeted Income	\$ 500	Actual Income	\$ 200
Budgeted Expense	\$ 20,116	Actual Expense	\$ 14,311
Budgeted Net	\$ (19,616)	Actual Net	\$ (14,111)

<b>Rec. Org. Council</b>			
Budgeted Income	\$ -	Actual Income	\$ -
Budgeted Expense	\$ 4,861	Actual Expense	\$ 2,956
Budgeted Net	\$ (4,861)	Actual Net	\$ (2,956)

<b>RMOC</b>			
Budgeted Income	\$ 400	Actual Income	\$ 575
Budgeted Expense	\$ -	Actual Expense	\$ 8
Budgeted Net	\$ 400	Actual Net	\$ 567

<b>EDRTF</b>			
Budgeted Income	\$ -	Actual Income	
Budgeted Expense	\$ -	Actual Expense	\$ 2,896
Budgeted Net	\$ -	Actual Net	\$ (2,896)

<b>Summit 2009</b>			
Budgeted Income	\$ 76,100	Actual Income	\$ 74,931
Budgeted Expense	\$ 41,713	Actual Expense	\$ 43,015
Budgeted Net	\$ 34,387	Actual Net	\$ 31,916

<b>Summit 2010</b>			
Budgeted Income		Actual Income	
Budgeted Expense		Actual Expense	\$ 385
Budgeted Net	\$ -	Actual Net	\$ (385)

<b>Website</b>			
Budgeted Income	\$ -	Actual Income	\$ -
Budgeted Expense	\$ 1,689	Actual Expense	\$ 1,208
Budgeted Net	\$ (1,689)	Actual Net	\$ (1,208)