

HBAT BOARD OF DIRECTORS MEETING 2020 ANNUAL MEETING SATURDAY, NOVEMBER 14, 2020

AGENDA

- | | | |
|-------|--|--|
| I. | Call to Order | Ethan Collier, President |
| II. | Invocation/Pledge of Allegiance | |
| III. | Determination of Quorum | Duane Vanhook,
VP/Secretary |
| IV. | Approval of August 20, 2020 Meeting Minutes | Duane Vanhook |
| V. | Vice President/Treasurer's Report | James Reid, VP/ Treasurer |
| | A. Approval of YTD September 30, 2020 Financials | Use Budget cmte packet |
| | B. Consideration of 2021 Budget Schedule | |
| VI. | Presidents Report | Ethan Collier |
| | A. Recognition of Sponsors | |
| | B. Recognition of Executive Committee | |
| | C. Senior Officer Business | |
| VII. | Report on HBAT Benefits Trust Health Plan | Jeff Burkhardt,
<i>Benefits Trust Chair</i> |
| VIII. | National Reports | Chairs: |
| | A. Area 7 Chairman | James Carbine |
| | B. NAHB State Representative | Mitzi Spann |
| | C. NAHB Build PAC | Kevin Woodward |
| | D. Associate National Director | Carmen Ryan |
| IX. | Committee Reports | Chairs: |
| | A. Government Affairs | Byron Wood |
| | B. HIPAC Trustees | Kevin Woodward |
| | C. Membership/Local Leadership | Vicki Schambron |
| | D. EOC | Doug Fisher |
| | E. Past Associate Leadership | John Pointer |
| | F. Associates Council | Vicki Schambron |
| | G. Past Presidents/Nominating | Mack Andrews |
| | • Bylaws Recommendation: Allow Virtual Meetings | |
| | • Officers for Elections | |
| | ○ HBAT Vice President/Secretary | |
| | ○ NAHB Director & alternate Director | |
| | ○ NAHB St. Rep. reappointment | |

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X. HBAT Area Vice President's Reports

Danny Mitchell, NE Area VP
John Crabbe, Middle Area VP
David Moore, West Area VP
Chad Dean, SE Area VP

XI. Old Business

Ethan Collier

XII. New Business

Ethan Collier/James Reid

- Election of Officers
 - HBAT Vice President/Secretary
 - HBAT Associate Secretary
 - Reappointment NAHB St. Rep.
 - NAHB Director
 - NAHB alternate Director
- Official Installation of Officers
- Appointment of Committee Chairs

Adjourn

HBAT BOARD OF DIRECTORS MEETING MINUTES August 20, 2020 – Virtual Summer Meeting

I. Call to Order

Ethan Collier, HBAT President 2020, called the meeting to order. He welcomed everyone and thanked them for participating in the virtual meeting format.

II. Invocation/Pledge of Allegiance

Ethan Collier offered a word of prayer.

III. Determination of a Quorum

Duane Vanhook, HBAT Vice President/Secretary, determined that we had a sufficient quorum after conferring with HBAT staff.

Records show 44 participants, the list is added as attachment to these minutes. .

IV. Approval of the minutes

Duane Vanhook asked the board to review the minutes of the previous meeting: **A motion was made and properly seconded to approve the March 10, 2020 meeting minutes. Motion approved.**

V. Vice President/Treasurer's Report.

James Reid, Vice President/Treasurer provided an overview of the association's financial situation, noting the budget committee had met numerous items since the Spring meeting to examine and discuss finances.

- A. Presentation of the Year to date June 30, 2020 financials, previously approved by the Budget & Finance committee.

A motion was made and properly seconded to approve the 6/30/2020 financials. Motion approved.

- B. Mortgage Refinance Proposal

The terms of the mortgage refinance were explained as outlined in the letter from Midsouth mutual included in the board packet. *Mortgage Amount \$900,000 (784,698.33 previously owed), 5-year term, 4.5 % interest rate, amortized over 30 years. Yielding a mortgage payment of \$4,560.00*

A motion was made and properly seconded to approve the mortgage refinance of the HBAT office, authorizing the CEO to complete the transaction. Motion approved.

- C. Lobbyist Contract modification & extension

James Reid directed the board to the proposed lobbyist contract in the board packet. The agreement eliminated \$40,000 in obligations from January to June 2020 and extends a new contract term for 2 years (July 1, 2020 – June 30, 2022) at the rate of \$6,666.67 per month.

Discussion: Procedural questions were asked regarding Budget and Finance approving the terms. Ethan Collier and Mark Miesse recounted the budget discussion directed the CEO to negotiate the best contract possible and bring it to the Board, which is the current posture. Concerns were raised about the need for a lobbyist and whether the association's finances could support it. It was gently mentioned that the purpose of the association was to advocate for our industry and a lobbyist was necessary to achieve this goal.

A motion was made and properly seconded to approve the lobbyist contract. Motion approved *with Tim Neal and Dan Mitchell requesting to be recorded in opposition.*

VI. President's Report

Ethan Collier thanked the directors on the call and those who had participated in the various virtual "zoom" meetings that were held to conduct HBAT Summer Board meeting. He appreciated that the Zooms did allow for efficient discussions, he expressed the desire to meet again in person as soon as the coronavirus restrictions were relaxed.

He took a point of privilege encouraging directors to look at membership in a fresh way. Instead of thinking about the total number of members we have, consider that every January we are starting again at zero members. We should focus our efforts to reenroll all our past members and recruit new ones. This focus can help create a more intentional perspective towards membership and lead to a healthier association.

VII. HBAT Health Plan update

Jeff Burkhart, Past President and Chairman of the HBAT Benefits Trust health plan, gave report on update to the health plan. The main item was with open enrolment beginning October 1st, the Benefits Trust is switching to Aetna Health Insurance carrier as the plan administrator. Participating members will be part of the Aetna network beginning Jan. 1, 2021. The health plan also continues to improve its financial position.

A question was asked about marketing to increase awareness and Mr. Burkhart stated new materials would soon be available and we need the local HBAs to increase the focus on the plan.

VIII. National Reports

James Carbine gave the National Area 7 Chairman report. NAHB is expressing concern on the increase in lumber prices and working the levers in Washington to see if we can get some relief. He mentioned that NAHB had a leadership change when the Chairman had to step down. Finally, he mentioned that the NAHB's fall meeting will be held online after Kansas City extended their COVID restrictions through the end of the year.

Kevin Woodward gave the BUILD PAC report. He stated Tennessee continues to contribute well and is close to reach their annual goal. Once we do, additional funds will be rewarded with split back dollars to HIPAC.

Carmen Ryan, Associate National Director, did not have a report. Mitzi Spann, NAHB State Rep was unable to attend. Dan Mitchell asked that others pray for Mitzi's father's health.

IX. Committee Reports

I. Government Affairs

Byron, Wood, GA Chair, reminded directors of the updated legislative process. An advisory committee with appointments from each local HBA considered proposals met in June to review the proposals submitted from local HBAs. These proposals were then heard in the Government Affairs Committee in July. Due to the COVID interrupted session, we are planning to re-run our previous agenda items, plus a new addition.

2021 Legislative Agenda bloc with the following items

1. Update law to allow for the pre-sale of lots prior to recording plats in new subdivisions.
2. Owner/Builder notification of contracting law obligations when applying for a permit. Record the affidavit with the property deed.
3. Drip bill. Prohibit TDEC from mandating design and engineering requirements unrelated to water quality.
4. New environmental proposal to allow for environmental credits when using new technology with higher treatment standards that do not require drip fields.

A motion was made a properly seconded to adopt the 2021 Legislative agenda as listed above (a document listing these items was included in the agenda packet).

Discussion occurred on whether a bill on the Homestead Exemption should be included in the legislative agenda. GA Committee members reminded directors that they had agreed to file a caption bill and were planning to work on the bill in the GA committee this fall to agree on the details.

John Sheley, EO of HBA of Middle TN, noted their Board had approved a resolution in favor of increasing the Homestead exemption and would like to see it passed.

Kevin Atwood, President of HBA of Central TN read a resolution they approved to “table the introduction” the homestead exemption until such time as a broad coalition is assembled to support it.

Seeing there would be no effective manner to record votes of the competing proposal on the virtual call, President Ethan Collier encouraged directors to refer the matter back to Government Affairs for future consideration. **A motion was made to send consideration of the Homestead Exemption proposal back to government Affairs committee for additional consideration. The motion was properly seconded, and the motion was approved.**

The Government Affairs Committee is planning to have a meeting in September and October, prior to the fall meeting.

President Collier brought the Director back to the current motion. **A motion to adopt the 2021 Legislative agenda, consisting of four items as listed above. The motion had been previously seconded. The motion was restated and seconded again. The motion to approve the 2021 Legislative agenda was approved.**

II. HIPAC

Kevin Woodward introduced the new pledge card Charles had designed and distributed to trustees and EOs. He encouraged all directors to participate in HIPAC and to use the pledge cards as a tool to recruit new members. He also stated that we had secured various distilled products from across Tennessee to use as fundraising incentives.

Kevin also reminded everyone that JCA HBA builder Tim Hicks won his primary for St. Rep.

III. Membership and Local Leadership

Vicki Schambron: No motions

Vicki encouraged all members to participate in NAHB connect for great information and resources. She thanked Charles for fighting to get our members named as essential businesses during the pandemic.

IV. Executive Officer Council (EOC)

Doug Fisher: No motions

EOs have met twice since the spring. Main focus is discussing maintaining membership activities during the current COVID restrictions.

V. Past Associate Leadership

Peaches Searles: No motions

Nathan Paul has been approved for the ladder.

VI. Associates Council

Vicki Schambron: No motions. But she announced they are working on a fundraiser to raise funds for the Scholarship Fund.

Ethan Collier asked everyone on the call to participate by contributing at least \$50. There was no objection and HBAT staff will invoice all directors.

VII. Past Presidents/ Nominating

Mack Andrews, Chairman, had to leave the call early so Charles Schneider reported that the Hall of Fame selections had been made. There were no motions from the Committee.

X. HBAT Area Vice President's Reports

Dan Mitchell, NE Area VP, reported on activity with Johnson City and Knoxville having numerous upcoming events. Greater Knox is planning to have their annual Parade of Homes.

Charlotte Peak spoke for Chad Dean, SE Area VP. ORBA held a successful clay shoot and were planning additional activities.

Dave Moore, West Area VP, reported that West TN meeting and they are planning to have their annual Vesta Home Show.

John Crabbe was unable to attend. Charles Schneider summarized some recent activity, several HBAs have had successful events but some HBAs are not having many of the social gatherings due to COVID interruptions.

XI. Old Business

None

XII. New Business

Duane Vanhook noted that HBAT would probably bring some bylaws changes to the fall meeting to bring our bylaws up to date with virtual meeting standards.

Mark Miesse offered to share the language that Memphis have been considering to update their bylaws.

Clay Cochran congratulated all the ORBA and Southeast Tennessee HBA members who worked on repairing a Cleveland veteran's home that was damage by the spring tornados that impacted their area.

Adjourn

A motion to adjourn was offered and seconded, concluding the meeting.

Respectfully submitted by:



Charles Schneider, CEO

Attachment to 08.20.2020 Board of Directors Minutes

Attendees

- | | |
|----------------------|---------------------------------------|
| 1. Charles Schneider | 23. Jordan Cornelison |
| 2. Joy Odjegba | 24. Clay Cochran |
| 3. Kevin Woodward | 25. Ashley Burnette |
| 4. Susan Ritter | 26. Steve Hodgkins |
| 5. James Reid | 27. John Proffitt |
| 6. Ethan Collier | 28. Nina Boss |
| 7. Vicki Schambron | 29. Dennis Epperson |
| 8. Doug Fisher | 30. Eric Weekley |
| 9. John Farris | 31. Keith Grant |
| 10. Jen Lacey | 32. Karen Flores |
| 11. Dan Mitchell | 33. Tim Neal |
| 12. Peaches Searles | 34. Paula Palmer |
| 13. John Catmur | 35. Andy Neuman |
| 14. Jimmy Franks | 36. Tim Hicks |
| 15. James Carbine | 37. Mark Miesse |
| 16. Carmen Ryan | 38. Charlotte Peak |
| 17. Mack Andrews | 39. Chris Mabee |
| 18. Jeff Burkhart | 40. Kevin Atwood |
| 19. Duane Vanhook | 41. (901) 301-2921 – West TN |
| 20. Lisa Luster | 42. (423) 650-9818 – Blake Allison |
| 21. Seth Billings | 43. (615) 431-8688 – Hendersonville # |
| 22. John Sheley | 44. Byron Wood |

V. Vice President / Treasurers Report.

A. Approval of YTD September 30, 2020 Financials

Please refer to Budget & Finance Committee Agenda Packet.

B. Consideration of 2021 Budget Schedule

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2021 Budget Work Sheet _Draft5

2021 Budget
Annual

2021 Budget schedule

Code	Accounting Item	2021 Budget	misc.	Notes
	Dues Revenue	2% growth	current	
1201	Clarksville HBA	152	149	estimated 2020 members
1202	Cumberland Co. HBA	25	25	estimated 2020 members
1203	Chattanooga HBA	348	341	estimated 2020 members
1204	Ocoee Region HBA	102	100	estimated 2020 members
1207	Kingsport HBA	120	117	estimated 2020 members
1208	Maryville-Alcoa HBA	64	63	estimated 2020 members
1209	Knoxville HBA	328	322	estimated 2020 members
1210	West TN HBA	361	354	estimated 2020 members
1211	Middle TN HBA	456	447	estimated 2020 members
1214	Central TN HBA	113	111	estimated 2020 members
1215	Upper Cumberland HBA	64	63	estimated 2020 members
1216	Johnson City Area HBA	114	112	estimated 2020 members
1217	Warren Co. HBA	0	1	estimated 2020 members
1219	HBAT at large	5	2	estimated 2020 members
	accumulation	2252	2207	No longer over projecting member counts
0	Dues Revenue anticipated	\$ 292,500	@\$130 ea.	Using 2,250 members @\$130
1300	Interest			
	Endorsement Income			
1440	Other	\$ 18,840		NAHB Split & Rebate programs - 2019#
			\$ 12,500	2020 NAHB Split on Rebate Programs
			\$ 6,000	Member Rebate Programs
			\$ 300	National Purchasing Partners
			\$ 40	United Networks
1450	MSMIC	\$ 2,000		Agreement/\$40K sponsor + 2K royalty
1460	2/10 HBW Warranties	\$ 16,800		2020:\$13k as of 9/30, 2019: 17.8k actual
1470	Buyers Guide	\$ 12,000		Estimate based on 2019 actual: \$12,183
1400	Total Endorsements	\$ 49,640		
	Sponsorships		ideal targets	
1510	Double Diamond	\$ 15,000	2s=\$15k	2 sponsors @ 7,500
1511	Diamond	\$ 12,000	2s=\$12k	2 sponsors @ 6,000
1512	Platinum	\$ 25,000	5s=\$25k	5 sponsors @ 5,000
1513	Gold	\$ 7,500	8s=\$20k	3 sponsors @ 2,500
1514	Silver	\$ 8,000	16s=\$32k	4 sponsors @ 2,000
1515	Bronze	\$ 16,500	25s=\$37k	11 sponsors @ 1,500
1516	Titanium	\$ 40,000	1	MidSouth Mutual Insurance Co.
1517	Pinnacle	\$ 6,500	1	Pinnacle Bank
1518	Champion Sponsor	\$ 12,000	0.05	(MSMIC Investment) - Patton & Patton (we have only been getting \$6,500)
1519	Elite Sponsor	\$ 25,000	1	Builders Mutual
	Leg. & Reg. Assistance		1	TBD, ask is for \$12,500
1500	Total Sponsorships	\$ 167,500	\$ 208,200	

2021 Budget Work Sheet _Draft5

2021 Budget
Annual

2021 Budget schedule

Code	Accounting Item	2021 Budget	misc.	Notes
	HBAT Meetings			
	Sponsors/Registrations			
1521	Spring Meeting		\$ 6,000	Leg. Conf. Sponsors \$6,000
	registration fees		\$ 3,000	reg fees sum sufficient - 75% (\$50 x80ppl)
1522	Summer Meeting	\$ 5,000		Mtg Sponsor \$5000, Registrations 50 x \$150
	registration fees		\$ 5,625	reg fees sum sufficient - 75% (\$150 x50 ppl)
1523	Fall Meeting	\$ 8,000		Table Tops \$8,000 + 35 X 100
	registration fees		\$ 9,000	reg fees sum sufficient - 75% (\$150 x80ppl)
		\$ -		
1520	Total Mgt Sponsors + Fees	\$ 13,000	\$ 23,625	
1600	Scholarships	\$ -		Scholarships now have separated entity and accounts
	Lease of Office Space			
			\$ 51,504	Queener 12 months at \$4,292/mo. (2021)
				in negotiations - RF at \$1100/mo.
1900	Lease of Office Space	\$ 51,504		12 months at \$4,292
	Total Revenue	\$ 574,144		

2021 Budget Work Sheet _Draft5

2021 Budget
Annual

2021 Budget schedule

Code	Accounting Item	2021 Budget	misc.	Notes
Payroll & Benefits				
2010	Compensation	\$ 177,000		
2020	Payroll Taxes	\$ 14,100		8% of Compensation
2030	Benefits	\$ 24,561		Life, Disability, Health Ins.
	Health Insurance		\$ 21,530	2020 HBATBT premium = 1708.74/mo. +5% inc
	Dental & Vision		\$ 1,471	2020 BCBS premium = 122.61/mo. +x% increa
	Disability & Accident		\$ 1,560	2020 Sun Life = \$130/mo. +x% increase?
2040	Retirement	\$ 7,610		3% Match + \$2,300 fees
2000	Total Payroll & Benefits	\$ 223,271		
Meetings & Conventions				
	Spring Meeting			Virtual BOD & Leg Boot Camps
3120	Breaks			\$1,500 2020 Actual Based
3130	Lunch			\$5,000
3140	Receptions/Events			\$13,000
3150	Signage			\$750
3170	Misc./Rent/Equipment/AV			\$2500 +\$5,500 if Zoom AV added at Hotel
3180	Printing			\$500
3190	Awards/Gifts	\$ -		
3100	Total Spring Meeting	\$ -		\$23,250- virtual BOD due to restrictions
	Summer Meeting			The Henderson, Destin, FL
3210	Breakfast	\$ 8,000		contract minimums
3220	Breaks	\$ 1,000		
3230	Lunch			
3240	Receptions/Events	\$ 15,000		requesting contract decrease
3250	Signage	\$ 750		
3270	Misc./Rent/Equipment/AV	\$ 4,000		+\$5,500 if Zoom AV added at Hotel
3280	Printing	\$ 500		
3290	Awards/Gifts	\$ -		
3200	Total Summer Meeting	\$ 29,250		
	Fall Annual Meeting			Nashville Area
3310	Breakfast	\$ -		Middle TN
3320	Breaks	\$ 2,000		
3330	Lunch	\$ 5,000		
3340	Receptions/Events	\$ 23,000		
3350	Signage	\$ 750		
3370	Misc./Rent/Equipment/AV	\$ 2,500		+\$5,500 if Zoom AV added at Hotel
3380	Printing	\$ 500		
3390	Awards/Gifts	\$ 1,500		
3300	Total Fall Meeting	\$ 35,250		
3000	Total Meetings	\$ 64,500		

2021 Budget Work Sheet _Draft5

2021 Budget
Annual

2021 Budget schedule

Code	Accounting Item	2021 Budget	misc.	Notes
	Leadership Travel			
4110	President Travel	\$ -	tbd	3 NAHB Meetings and local travel
4120	Vice President/Treasurer	\$ 3,000	tbd	3 NAHB Meetings and local travel (4,000)
4130	Vice President/Secretary	\$ 3,000	tbd	3 NAHB Meetings and local travel (4,000)
4140	Associate Vice President	\$ 3,000	tbd	3 NAHB Meetings and local travel (4,000)
4150	Immediate Past President	\$ -	tbd	3 NAHB Meetings and local travel (4,000)
4170	Area Vice Presidents	\$ -		
4160	Discretionary	\$ -		
4100	HBAT Leadership Travel	\$ 9,000		(16,000) removed 03.10.2020
4210	Area 7 Chairman	\$ 3,000	tbd	Split travel w/ AL- 3 NAHB Meetings (4,000)
4220	Associate National Director	\$ 3,000	tbd	3 NAHB Meetings (4,000)
4230	State Representative	\$ 3,000	tbd	3 NAHB Meetings-longer stay required (4,500)
4240	2 BuildPac Trustees		\$4,000 from HIPAC	3 NAHB Meetingsx2 Trustees (HIPAC to fund \$5k from Split backs)
4200	NAHB Leadership Travel	\$ 9,000		(14,500 removed 03.10.2020)
4000	Total HBAT & NAHB Travel	\$ 18,000		
4310	Any Special Meetings			
4320	Annual Pres. Planning Mtg.	\$ 5,000		2021 Planning Retreat - 2019 estimate?
4300	Executive Committee Mtgs.	\$ 5,000		Target Sponsor
5100	Mileage & Auto Expenses	\$ 5,000		Mileage at \$.50/mi
5200	Dues & Subscriptions	\$ 550		2020 rates TLA = \$235, TNSEA = \$225
5300	Local HBA Meetings	\$ 1,500		Travel to local meetings
5400	Meals & Entertainment	\$ 1,000		Expenses
5500	NAHB Meetings, Staff	\$ -		\$5,000, 3 NAHB Mtgs/EOG Seminar/State EOG
5000	Total Staff Travel/Expenses	\$ 8,050		
5610	HBAT Staff Spring Meeting			Parking/Meals/Hotel - \$500/employee x 2
5620	HBAT Staff Summer Meeting	\$ 4,000		\$2,000/employee x 2
5630	HBAT Staff Fall Meeting	\$ 2,000		\$1,000/employee x 2
5600	Total Staff HBAT Meetings	\$ 6,000		

2021 Budget Work Sheet _Draft5

2021 Budget
Annual

2021 Budget schedule

Code	Accounting Item	2021 Budget	misc.	Notes
7100	Occupancy Costs	\$ 18,786		Mo. Cleaning \$350, Condo Fees \$1200, +1%
7101	Principal on mrtg. & loan	\$ 14,740		Set Schedule
7105	Interest on Mrtg & loan	\$ 39,986		Set Schedule
				<i>2018 line item: 2nd mortgage interest</i>
7110	Building Replacement Reserve			Building Reserves (Priority need)
7200	Downtown Parking	\$ 6,000		\$250 x 2 x 12 (2020 rates)
7300	Telephone	\$ 7,950		Business phones & cell - 2019 estimate was wrong
			\$ 4,500	Comcast - \$375/mo.
			\$ 750	Technical Services
			\$ 2,700	Staff Phone reimbursement
7511	Copier Rental & Maintenance	\$ 1,200		Maintenance - Price per copies
7513	Computers Reserve	\$ 1,500		Computer service & contingency
7515	Software	\$ 1,500		*new* budget line
7520	Printing	\$ 300		Stationery/Business Cards/Etc.
				Board meeting printing itemized by event.
7530	Supplies	\$ 3,000		Includes 3 state meeting materials
7540	Miscellaneous	\$ 2,000		2K misc.
7512	Postage Meter Rental	\$ 620		Contract - Machine Rental (\$1240 split with tenn)
7550	Postage	\$ 1,000		2020 usage slashed, less than \$500
7000	Office Admin. & Equipment	\$ 98,582		
8100	Industry Scholarships	\$ 2,000		tbd
				<i>11/18 Motion: earmark for MTSU student travel</i>
8200	EOC	\$ 4,000		reserved for local EOs Re:NAHB & HBAT
8000	Scholarships	\$ 6,000		Meeting Travel Scholarship
9010	Contract Lobbyist	\$ 80,000		80K Contract Lobbyist
				<i>11/18 Motion: earmark for Homestead exemption</i>
9020	Lobbyist Expenses	\$ 4,350		
			\$ 1,350	Lobbying Registration fees (3)
			\$ 3,000	Travel Expense reservation
9000	Lobbying	\$ 84,350		
9110	Federal Legislative			Federal Issues/NAHB Leg. Conf.
9120	Misc. GAC	\$ -		Contingency Gov. Affairs Issues
9130	Special Issues			<i>divert rental income to HIPAC, was repealed</i>
9140	State Legislative	\$ 8,500		State Leg. fees & Legal Regulatory Retainer
			\$ 1,300	Lobbyist registrations + PP fee
	Environmental attorney retainer		\$ 7,200	\$500/mo. + expected expenses
9100	Total Governmental Affairs	\$ 8,500		
9210	Accounting Services	\$ 12,100		\$400/month + \$6,500 for Review + 200/Q
9220	Legal Retainer	\$ -		\$500 per month
9200	Legal & Accounting	\$ 12,100		
9310	Magazine	\$ -		We need to bring this back
9320	Website	\$ 1,200		\$100 per month for web hosting
9330	PR Firm			Goal
9300	Total Publications	\$ 1,200		

Code	Accounting Item	2021 Budget	misc.	Notes
9410	Property Tax	\$ 14,889		2019 Actual = \$11,111 + 34% Increase??
9400	Miscellaneous Taxes	\$ 14,889		
9510	Director & Officer D & O	\$ 1,300		2019 Actual (up 1% from 2018)
9520	Business Owners	\$ 1,000		2018 Actual?
9530	Workers Compensation	\$ 600		2018 Actual?
9540	Fidelity Bonds	\$ 200		2018 Actual?
	Unemployment Insurance Tax			
	Business filing fees			
	Other Business Taxes			
9500	Officer Insurance	\$ 3,100		
9600	Membership	\$ -		
	Total Expenses	\$ 553,542		
	Total Revenue	\$ 574,144		
	Difference	\$ 20,602		
	HBAT Health Plan M&A cost recoupment	\$ 12,000		Amount dependent on premium, current outlook \$1,000/mo. <i>August premium only yielded \$850</i>

Sent: Monday, October 12, 2020 4:08 PM

Subject: HBAT Board Notification

HBAT Board members,

The following information is a notice that HBAT is required to present to directors in advance of the 2020 Annual Meeting.

If you do not recall getting a similar notification before, that is ok. We believe the information presented is self-explanatory. However, if you have questions please call me cell phone, 615-772-6507.

Charles Schneider

October 12, 2020

RE: HBAT dues inflation adjustment Notice.

This message is intended to notify HBAT Directors of the initial calculation for the inflationary adjustments to state dues that will be considered by the Budget & Finance committee.

History:

On November 10, 2012, The HBAT Board adopted a motion to

"increase the state membership dues annually, beginning January 1, 2016, by a percentage based on the CPI change with the amount being rounded up to the nearest \$1.00 increment. The Budget and Finance Committee will incorporate the increase in the annual HBAT Budget. All or some may be waived by a 2/3 vote of the Board of Directors following dues guidelines established in the HBAT Bylaws. This is in addition to any other dues increase or decrease voted into effect by the Board of Directors."

Last Dues adjustment was January 1, 2015. Dues at that time were set at \$130.

Value = \$130 in January 2015, adjusted for inflation has the same buying power as \$144.84 in October 2020.

Source: [Bureau of Labor CPI Inflation Calculator](#)

What is an inflationary adjustment?

Over time general prices rise and fixed the purchasing power of a dollar decreases. An inflationary adjustment reviews the fixed price for a set of goods or services on a date in the past and calculates the additional dollars needed to purchase these same products today.

Does this mean Dues will automatically increase?

No. The Budget and Finance Committee will review the 2021 Budget and consider the impact of the inflationary adjustment during their budget discussions.

Further, as stated in the 11/10/02 motion the HBAT Board can waive some or all of any dues increases by a 2/3 vote.

When was the last time dues to the state association were increased?

The HBAT Board approved a staged increase from \$100/yr. adding \$10/yr. over in 2013, 2014 & 2015, until state dues were adjusted to \$130/yr.. Dues have remained at \$130/yr. since this time.

Dues by	2012	\$100
Year	2013	\$110
	2014	\$120
	2015	\$130

2021 CANDIDATES

Automatic Succession as determined by the HBAT Bylaws*

Office of the President (1 Year)	James Reid
Office of the Vice President/Treasurer (1 Year)	Duane Vanhook
Office of the Immediate Past President (1 Year)	Ethan Collier

Uncontested Senior Officer Races as Certified by the Nominating Committee:

Office of HBAT Vice President/Secretary (1 Year)	Charlotte Peak
Office of Associate Vice President (1 Year)	Seth Billings

Uncontested NAHB Races as Certified by the Nominating Committee:

Office of NAHB State Representative (1'st year of 2 year term)	Mitzi Spann
NAHB National Delegate	James Reid
NAHB alternate National Delegate	Duane Vanhook

Uncontested Associates Council Officer as Certified by the Past TAC Leadership:

Associates Council Secretary	Nathan Paul
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*(A) *Election.* At the Annual Meeting of the Board of Directors, the Board shall elect from among its members the Vice President/Secretary. At the conclusion of his or her term as President, the President shall automatically succeed to the office of Immediate Past President. The Immediate Past President will then become a Past President with the attendant privileges and responsibilities. At the conclusion of their respective offices the Vice President/Treasurer shall automatically succeed to the office of President and the Vice President/Secretary shall automatically succeed to the office of Vice President/Treasurer.