



**American Brain Foundation
Executive Committee Meeting
December 19, 2017
Held via Conference Call**

In attendance: Kevin Goodno, Chair; Robert Griggs, MD; Ralph Jozefowicz, MD; John Mazziotta, MD

Staff: Jane Ransom, Shelly Collins Rucks, Tim Engel, CFO; Natalie Baumgartner

Excused: A. Gordon Smith, MD

Mr. Goodno called the meeting to order. Meeting minutes from October 9, 2017, and November 30, 2017 were approved unanimously.

- Compensation Committee Recommendation on 2018 ABF Incentive Goals:** Dr. Jozefowicz outlined the proposed 2018 incentive goals on page 4. These goals will be used to determine the 2018 executive director/staff incentive plan for next year.

A forecast of the expected threshold – based on 2017 - will be provided, but the target (+3% of the threshold) and maximum (+5% of threshold) will be created for the research clearing house, public engagement, and philanthropy. Fundraising has been separated into unrestricted and restricted, and the number of donors has been broken into AAN members and public members. The final threshold numbers for public engagement and fundraising will be set in early 2018.

Each of these goals is weighted, with nearly 70% of the overall weight of the scorecard related to the financial well-being of the organization.

There was a discussion about incorporating board performance metrics into the incentive goals or Board Scorecard, but the Committee agreed to consider this idea at a later time.

Dr. Jozefowicz directed the Committee to look at the survey on pages 5 -8 and noted that a new survey with Dr. Grigg's notes were sent in a separate email prior to the meeting.

It was requested that this Committee recommend the incentive goals to the Board in the December 21, 2017 meeting, but that the goals not be finalized until the January 12, 2018 meeting.

Motion to recommend the 2018 Incentive Goals to the Board and approve the revisions to the Executive Director performance review survey which were suggested by Dr. Griggs.

Motion approved. (*Unanimous*).

Meeting adjourned at 9:14 a.m. C.T.