



**Membership Outreach Committee Annual Meeting Minutes
October 24, 2021**

Call to Order

Kristen McGraw

1:03 EST

Roll Call

Kristen McGraw

Present: 1-Sarah Bronson, 2-George Paffendorf, 3-Sherri Moore, 5-Missy Lamont, 7-Dionne Newton, 8-Jen Donahue, 9-Annie Mabry, 10-Kristen Marcus (late), 11-Kaitlyn Siewart
Staff: *Kathy Alm, Kendyl Berger*
Guest: *Sue Becklenberg, Ed Milford, Karen Tanchak (9), Courtney Mellor, (11)*
Excused:
Not Present: 4- Toby Cross

Opening: Sue Becklenberg

THANKS TO MOC!

Kristen McGraw

Action Items

Kristen McGraw

1. BOT DEI Presentation
 - a. Ed has been with PATH Intl. since 2016 in a non-BOT capacity.
 - b. PATH Intl. Diversity, Equity and Inclusion vision statement. It is a big vision statement that will require a lot of work and BOT is continuing to build action steps. Goal is to have objectives and outline with dates all to roll out at the November 5, 2021 annual meeting. PATH Intl. will not be telling centers/members what to do regarding DEI, but rather to lead my example.
2. Leadership Training
 - a. Emotional Intelligence as a Leadership Skill by Julie Broadway
 - b. Cultivate: self-awareness, curiosity, empathy, and vulnerability
 - c. Youtube: emotional intelligence "quiz" <https://youtu.be/nUk-hsImWQ>
 - d. Max De Pree: Leadership is an Art <https://www.amazon.com/Leadership-Art-Max-Depree-ebook/dp/B0053CT29A> , Leadership Jazz <https://www.amazon.com/Leadership-Jazz-Revised-Essential-Elements/dp/038552630X>
 - e. Andy Andrews: The Noticer https://www.amazon.com/s?k=the+noticer+by+andy+andrews&gclid=Cj0KCQjwiNSLBhCPARIsAKNS4_c50le1DZGrTg1M2nkGUJRBk-SC9fqdITXcz0HTrALS45dj08QVjIUaAsNREALw_wcB&hvadid=177216541114&hvdev=c&hvlocphy=9028882&hvnetw=g&hvqmt=e&hvrnd=17396948147852541628&hvtargid=kwd-11887842351&hydacr=15527_9753833&tag=googhydr-20&ref=pd_sl_29w7igxvu8_e
3. RLT development & Succession plan
 - a. Successes in recruiting new RLT individuals
 - i. Reg 1 – has relied on state chairs

- ii. Reg 11 – keep a pulse on those most active on Facebook and reaching out to him/her directly via email
 - iii. Reg 8 - Direct invites to attend state meetings and conferences; call executive directors and ask him/her if they know of any individuals in leadership/action who would like to get involved
 - iv. Reg 7 – when having in-person events to be interactive with those who are regularly attending and actively engaging in different aspects of the industry (they most likely have the drive to be involved)
 - v. Reg 2 – engaging individuals who are part of the regional conference task forces
 - b. Challenges in recruiting new RLT individuals
 - i. Kristen – challenge when don't have an active RLT individual so recruiting is even harder to do/replace; repeating individuals who always 'step up to the plate'
 - ii. Reg 8 – comparison to past individuals in the position; fear of entering into PATH Intl. as it is such a big organization in the industry
4. Getting to know you
- a. Reg 11 – Kaitlyn member since 2004, fav thing is to see how quickly the industry is growing right now/seeing the growth
 - b. Reg 10 – Kristen M. 2015 interviewed at a barn and became the ED, program from pre-k to elders in the community, working on a first responders' program, added EFP and EAL and Driving to the program, goal to keep learning and having a heart for people as it is difficult with the negativity around, push forward equine manager certification through PATH Intl., like to be able to have horse handling clinics
 - c. Reg 9 – Karen 2005 started volunteering at a nonregistered center, became member in 2010, fav thing is being CTRI and seeing equine welfare advance in the industry (partners not tools is a huge advancement) and she has incorporated nonmounted activities for lessons, personal goal to always learn more and bring back the science to the impact
 - d. Reg 8 – Jen members since 1993, volunteer instructor, 2004 became certified in registered and advanced, fav is the connection with the people, clients, staff, caregivers and PATH Intl., was asked to be the Texas state chair for many years, being focused on the members, goals to finish our final year as region rep and continue to serve in a different capacity, dream to start her own center, build up leaders/ teach teachers
 - e. Reg 7 – Dionne volunteered at center in 2007, advanced certification, the limitless potential for good through EAS, passionate about PATH Intl. and the opportunities for people to have access to resources and training, wants to become involved in the criterion, and mentorship for instructors and new centers, helping with a day camp for adopted foster children alongside licensed therapist and ESMHL
 - f. Reg 6 - Erika joined 1998 and became certified instructor, fav is it all, EAS program at NDSU and looking to expand mental health opportunities for students as an equine specialist/and or integrating equines with therapies, have manuscript coming out
 - g. Reg 5 – Missy joined 2008 volunteered as side walker in Naples for older individuals, wanted to join a community that didn't know much about covering all ages with common passion, 2010 became RTRI. 2018 now Executive Director and became FL state chair, fav

building connections, proud that the community recognizes the need and impact of their center, goal to continue to grow center and embarking on multiyear initiatives, working on personal balance to not be burned out

- h. Reg 4 – n/a
 - i. Reg 3 – Sherri started as a volunteer, 2011 became member and certified, middle of 2020 opened a center and working on growing that, enjoy doing the research aspect at their center, driving and EFP research as well, goal never ending learning community and continue to grow center
 - j. Reg 2 – George joined 2012 and was mentored by Octavia Brown, worked with at-risk youth for, CTRI and ESMHL, hosted the vaulting workshop, fav is horse human connection, loves starting programs (at risk youth, veterans), staying up to date with PATH Intl and stay relevant, goal of self-care, be a lifelong learner, goal to write more articles for Strides and having a regular column for Driving, conference planning, goal to have more connection with Paralympics, love working with committees/PATH Intl.
 - k. Reg 1 – Sarah joined prior to 1998, RTRI in 1998, fav is all the connections in EAS with the field, center and within PATH Intl., fully reopened center in June 2020 due to covid-19, wanted to become advance instructor, making sure next generation of professionals are being brought up
 - l. Kathy – joined NARHA 1999 when became ED of Little Bit Therapeutic Riding Center, volunteered a lot for NARHA, fav is the people and the communities and hear about their passion of what they are doing and the equine that connects everyone, goal do what needs to get done to serve the members and professionals, continue recognizing this is as a profession and professionalizing the work that everyone is doing, personal goal to lead with heart and balance self-care
 - m. Kendyl Berger joined 2020 to become ESMHL, favorite is bridging personal and professional life, goal of growing membership and supporting RLT, personal goal of completing ESMHL
 - n. Annie – started first center in Alaska (driving, hippotherapy, special Olympics team, veterans), goal to start special Olympics team in Idaho, CTRI and mentor, working on ESMHL, fav is reaching out to centers and finding open arms
 - o. Kristen McGraw- joined 2000, fav of EAS is hearing from parents/guardians has carried into their life outside of the barn, goal to have 2031 mobile program become stable and then retire
- 5. PATH Presentation
 - a. Certification, Education and Membership Updates/Highlights
 - 6. Newsletters - tabled
 - 7. How to move Zoom recordings - tabled

Old Business/Action Item Review

Kristen McGraw

1. Approve Sept minutes- George motion, Jen 2nd, no further discussion all in favor
2. Check for completion of Monthly Outreach Survey
3. Update RLT listing in Google doc

Next Meeting

November 17, 8pm EST Regions 9 & 10 RLT invited to attend

Adjourn

4:00 EST

Kristen McGraw