



Board of Trustees Meeting  
September 26, 2022  
3:30-5:00 MT  
Minutes

**Welcome and call to order**

Ed Milford

Present: Ed Milford, Susan Becklenberg, Scott Carver, Jessica Normand, Brandan Montminy, Kim Berggren, Adam Daurio, Michael Kaufmann, KC Henry, Lili Kellogg, Lynn K. Petr, Ashley Phelps-Dunn, Cliff Williamson

Staff: Kathy Alm, Anna Warbritton

Excused: Aviva Vincent

The meeting was called to order at 3:33 pm MT

**Minutes**

*Approve*

B-1 Minutes July 25, 2022

Ed Milford

Motion: Kim Berggren

Second: Lynn Petr

Approved: Minutes July 25, 2022

**President's Comments**

Ed Milford

Board pledges for 2022-23

CEO Annual Review

Board meeting in St. Louis

Ed Milford welcomed the Board of Trustees to the meeting and began by announcing that 100% of the Board has submitted their pledges. Ed also commented that PATH Intl. is financially healthy and is projected to be ahead of the budget.

After giving the Board a brief overview of the CEO's annual review, Ed thanked Kathy Alm for her tremendous leadership of PATH Intl. During the CEO's annual Review, the Executive ensured that Kathy was properly rewarded for her work. ED thanked Susan Becklenberg, Scott Carver, and Brandan Montminy for their research into compensation relative to the market.

Kathy presented the draft agenda for the Board meeting during the PATH Intl. annual conference in St. Louis in October.

**CEO Report**

Kathy Alm

C-1 CEO Report

C-2 PCC Summary of Fourth Year Accomplishments and Prospects

C-3 Dashboard

Kathy thanked the board for their kind work and support while she was working in Seattle

After reviewing the CEO report, Kathy also informed the Board that a part-time accounting assistant and a full-time certification support representative has been hired.

The PCC is a group that is working to protect credentialing rights for credentialing organizations like PATH Intl. by monitoring proposed legislation at both the state and federal level.

The Dashboard was reviewed

**Finance**

Scott Carver

D-1 FYE 20/21 Narrative *Approve*

D-2 FYE 20/21 financials

D-3 July 2022 financials

D-4 Katie Vachris to Join Finance Committee *Approve*

The 2021/22 Fiscal Year End and July 2022 financials are healthy due in part to PPP loan forgiveness and the employee retention credit.



Scott Carver informed the board that the audit went very well, and the financials were in great order. Kathy gave kudos to Heidi Herman and Lauri Meili, in the accounting department for the work that they have done for the Audit. Financials and the 990 will be presented to the Board at the annual conference meeting.

After conversing with Katie Vachris, an applicant for the Finance committee, Scott was very interested in having her join. He noted that she is very excited about the opportunity.

Financials

Motion: Kim Berggren

Second: Brandan Montminy

Financials approved

Katie Vachris

Motion: Kim Berggren

Second: Brandan Montminy

Approved: Katie Vachris to join the Finance committee

**Governance**

Brandan Montminy

New trustee orientation

E-1 Alan Dorantes *Approve*

The new trustee orientation presentation has been reworked for the oncoming trustees as all three of them have experience in the EAS industry. The presentation will take place in person during the Board meeting at the annual conference with one of the new trustees joining via Zoom as she will not be able to attend in person.

Alan Dorantes is an applicant for the Governance committee whom Brandan knows personally and has great experience in governance.

Alan Dorantes

Motion: Scott Carver

Second: Jessica Normand

Approved: Alan Dorantes to join the Governance Committee

**Board Officer Nomination**

*Approve*

Sue Becklenburg

F-1 Slate of Officers

President: Ed Milford

Treasure and President-Elect: Scott Carver

Secretary: Jessica Normand

Officer at Large: Brandan Montminy

Scott would have rolled off the Board this year, however, becoming president-elect allows him to continue serving on the Board of trustees and as Treasurer. At large and/or committee chair appointments will come later from the board president.

Board Officer Nomination

Motion: Brandan

Second: Lili

Approved: Board Officer Nomination

**Board Goals**

KC Henry

G-1 Trustee Goals Committee Charter Draft

The Board Goals Committee drafted a charter in order to ensure clarity of purpose. The Trustee Goals committee will be an ad hoc committee. Adam Daurio will make the suggested changes and submit to the October board meeting.



Trustee Goals Committee Charter Draft

Motion: Kim Berggren

Second: Ashely Phelps-Dunn

Approved with changes to the language

**Documents for Review**

Ed Milford

H-1 Code of Ethics 09.2020

H-2 Confidentiality Policy 09.2020

H-3 Conflict of Interest 09.2020

Documents were reviewed with no comments or suggested edits.

**Consent Agenda**

*Approve*

Ed Milford

I-1 Minutes June 06, 2022, Executive Committee

I-2 Minutes August 22, 2022, Executive Committee

I-3 Minutes May 19, 2 Finance Committee

I-4 Minutes June 16, 2022, Finance Committee

I-5 Minutes July 21, 2022, Finance Committee

I-6 Minutes August 18, 2022, Finance Committee

I-7 Minutes May 19, 2022, Governance Committee

I-8 Minutes June 16, 2022, Governance Committee

I-9 Minutes July 21, 2022, Governance Committee

I-10 Minutes August 18, 2022, Governance Committee

Consent Agenda

Motion: Kim Berggren

Second Cliff Williamson

Approved: Consent Agenda

**Other Business**

Ed Milford

**Ambassador stories**

Ed Milford

During a networking event, Brandan met with a vet-owned company and was able to make a connection. He will likely be making an introduction with them to PATH Intl.

Jessica shared about Seen through Horses Campaign happening in early October. She also shared that a vet from a PATH Intl. center has been nominated for the Good Works for Horses Campaign, which honors vets who volunteer their time or other good works. Jessica will email the article to the Board.

Ashley shared an article from DVM that took a closer look at therapeutic horseback riding and mention mentioned PATH Intl. Ashely will also email the article to the Board.

Michael had a visit from 6 staff members from Singapore, through conversation about PATH Intl.

Michael was able to clarify their understanding of PATH Intl.

Lili attended a regional conference that was well attended.

**Adjourn**

Ed Milford

*Next Board meeting: October 29<sup>th</sup> & 30<sup>th</sup> St. Louis*

Motion To Adjourn: Kim Berggren

The meeting was adjourned at 4:36 pm MT