

**PATH International Annual Meeting**  
**Friday, October 31, 2014**  
**San Diego, California**  
**7:30am – 8:30am**

**Welcome and Call to Order** Jim Harlan, President  
7:38am Jim welcomes the room and calls the meeting to order

**Minutes** Jim Harlan, President  
For Miyako Kinoshita,  
Secretary

November 8, 2013 minutes *Approve*

Motion to approve: Sherry Butler  
Second: Octavia Brown  
Request for changes or modifications? None proffered  
Approved

**Treasurer's Report** Ross Braun, Treasurer  
Finance Report 2013-2014 Fiscal Year

The annual audit has been completed and went very well. 2013 was a good year for PATH International.

- All local, state, and federal filings are up to date
- The 2013-2014 audit will be available on the website as soon as the auditors have finalized the 990. As always, both will appear at the same time on the website.
- PATH International uses an independent auditor.

PATH International Fiscal Results  
Fiscal Years ending June 30, 2014 and 2013

	June 30, 2014	June 30, 2013
	Audited	Audited
Total Support and Revenue .....	2,214,580	2,186,180
Total Expenses .....	2,169,288	2,122,348

**President's Report** J. Harlan  
Jim described the extensive nationwide search which the search committee took to find a new CEO for PATH International. The committee consisted of current board members, membership

representatives from both larger and smaller EAAT programs. Jim named and thanked the committee.

- Julie Broadway – Chair
- Jody Enget
- Ross Braun
- Arlene Alen
- Lili Kellogg
- Karen Bocksel

A rigorous interview and selection process followed and Kathy Alm was selected as the new CEO of Path Intl. Kathy brings to PATH Intl. proven strategic leadership, having spent the last 25 years transforming organizations, guiding their respective boards, staff, donors and volunteers to the realization of their visions. For the last 15 years she served as Executive Director of Little Bit Therapeutic Riding Center in Woodinville, WA, one of the largest organizations in the industry. She grew the previously grass roots organization from a \$280,000 annual operating budget to a \$2.1 million organization, serving 230 children and adults each week, leading a staff of 23 full-time employees and building and operating a new \$11 million facility.

**New Board Member:**

A new process was used for recruiting board members, resulting in many qualified applicants. The board president has the privilege to appoint up to two board members when there are vacancies. Jim introduced our new board member – Richard Loomis. Richard brings extensive non-profit board experience, is the Director of Operations for the Engelberg Center for Health Care Reform at the Brookings Institute and has a daughter in vet school who introduced him to EAAT.

**CEO's Report** – Kathy Alm stated her excitement about working for PATH Intl. and working with everyone to strengthen and build this industry in the days ahead. Kathy talked about the following topics.

Strategic Plan – The staff and volunteers have rolled up their sleeves and have dived into the plan. Program includes:

1. Credentialing
  - a. The National Commission of Certifying Agencies (NCCA) performed an alignment study to look at how PATH Intl. certifications align with the national credentialing standards with the ultimate goal to accredit our certification programs.
  - b. Changes that we will need to make to be compliant with this program are being outlined.
  - c. These changes will be rolled out to the BOT and program committees in the spring or summer.

2. Continuing Education and Knowledge Management
  - a. As a part of credentialing best practices, PATH Intl. is looking at how to separate education and testing, while still continuing to offer education as well as testing.
  - b. We are also having conversations with higher education institutions and other organizations that are preparing the next generation of certified professionals in order to better support them.
3. Quality Assurance
  - a. To look at how to institute quality assurance across everything we do we established a Quality Assurance task Force. Their final report is going to the board and we will communicate any progress on a regular basis. This year the focus will be on certification.
4. Capacity Building
  - a. We have reviewed the Board size and make up and will do so on an annual basis.
  - b. We are continually reviewing the committee structure
  - c. Our region restructure efforts, which really started in earnest with the July 1 fiscal year, are well underway, and we appreciate the support of all the Region representatives in making this happen.
  - d. We have begun a detailed technology assessment of our internal needs, as well as an external technology scan of better, faster, and more efficient solutions to better serve our members.
5. Community Engagement and Partnerships
  - a. We are exploring a greater presence in the higher education arena, talking to our existing higher ed members as well as working with other groups.
  - b. We are exploring how we can engage the research community for focused progress in the EAAT industry.
  - c. Our YouTube channel, has videos on the organization, why give to PATH Intl., and most popular – PATH Intl. certification 1200 views from the public
  - d. And we continue to focus on exposure and education to national health and wellness organizations. This year it was the American Psychological Association – with an attendance of over 12,000 attendees.
  - e. We have updated our partnership agreement with the American Hippotherapy Association. We are very pleased to continue to work closely with them.

### **CEO Report continued**

Kathy Alm continued her report. She discussed Data Trends where Membership, Premier Accredited Centers, Center Data, and Certification Data were highlighted. Kathy stated, “Last year:

PATH Intl. membership growth slowed between 1 and 2 %, however the retention rate for individuals increased to 51% and remained at 92% for center renewals.

---

PATH Intl. accredited 57 centers--39 centers were reaccredited and 18 centers became newly accredited.

995 PATH Intl. Members attended certification workshops, and 690 of those attended certifications and skills tests, almost exclusively hosted by PATH Intl. Premier Accredited Centers. The data captured from last year's renewal notices shows that of the 759 centers responding:  
You are serving 58,336 participants  
315 centers have participant waiting lists with 5,261 hopeful participants on those lists  
You have 52,644 center volunteers contributing a value of nearly \$3.5 million dollars  
There are 7,733 equines at your centers. That large number is not lost on the equine industry with many individuals from various organizations recognizing and commenting on its significance  
The number of centers offering specialty programs continues to increase year over year. The specialty program most listed is Equine-facilitated learning, followed closely by Veterans Programs and Hippotherapy.

And finally, the top five special needs represented at centers are as follows:

- Autism
- Developmental delay or disability
- ADD/Hyperactivity disorder
- Learning disability
- Cerebral Palsy

### **Data Trends**

A Value Survey was sent to all individual and instructor members. The top five benefits reported by members were (in no particular order):

- The PATH Intl. Certification program
- Education provided at the PATH Intl. Conference and Annual Meeting
- Advocacy
- PATH Intl. Workshops
- Discounts on professional liability insurance

Finally, Kathy stated PATH Intl. has been successful in applying for a grant from the Department of Veterans Affairs for \$100,000. This grant has 3 components: the first is direct reimbursement to Premier Accredited Centers for therapeutic riding instruction for veterans – regardless of their era of service. The second is a training component where we will be providing face to face and online education for PATH Intl. certified instructors who want to learn more about how to better serve the veteran population. The third segment is for equipment – for example, a lift or heavy duty ramp.

---

## **Governance Report and Election Results**

Arlene Alen, Chair

### Announced new Region Representatives

Region 2	Elizabeth Carlson
Region 4	Amanda Bubb
Region 6	Bette Shipley
Region 8	Malinda Smith
Region 10	Jenny Nell

Appreciation was given to all of the outgoing Region Reps for hard work and dedication.

## **Board Officers**

Jody Enget, Past President

### Announced 2014 – 2015 Board

Jim Harlan	President
Julie Broadway	President Elect
Miyako Kinoshita	Secretary
Ross Braun	Treasurer
Jody Enget	Past President

## **President's Award**

J. Harlan

Jim presented to Kim Henning this year's Presidents Award. Kim is still serving as Membership Oversight Chair and has also contributed to the standards course development, region structure reorganization task force, and the 2011 conference host committee.

In the Strategic Plan, one of the objectives was to re-structure the regional systems. Kim Henning was instrumental in the creation and execution. From her perspective as a member, a past Region Rep, and from her position as the Membership Oversight Chair – Kim has had nothing but the best interest of PATH Intl. in mind during her involvement with the Region Restructure Task Force - and then working closely with the Region Representative's to implement the new direction.

## **Old Business**

J. Harlan

None

## **New Business**

J. Harlan

None

## **Adjourned**

J. Harlan

Motion to adjourn: Brian Miller

Meeting Adjourned: 8:19am