



Board of Trustees October Retreat

Friday, October 9, 2020

12:00-4:00 PM MT

Zoom

Minutes

Call to Order & warm up

Susan Becklenberg

Present: Susan Becklenberg, Kim Berggren, Ross Braun, Scott Carver, Patti Coyle, Adam Daurio, KC Henry, Michael Kaufmann, Lili Kellogg, Robin Krueger, Ed Milford, Brandan Montminy, Jessica Normand

Guests: Cliff Williamson, Lynn K. Petr, Shannon Middleton, Carrie Garnett, Bret Maceyak, Kaye Marks

Staff: Kathy Alm, Kandis Branum

Susan Becklenberg introduced the newly elected Trustees, Lynn Petr and Cliff Williamson who then told the rest of the group about their roles and experience with PATH Intl. and EAS.

Each person shared his or her favorite famous quotation.

MOC Report on Trends

Shannon Middleton, MOC Chair

B-1 MOC Report

Shannon Middleton (Membership Outreach Committee Chair) shared the MOC report for 2020 and took questions. The Board thanked her for a well-executed report and for her time.

Grievance Panel Report

Brandan Montminy

C-1 2020 Grievance Review Panel Report

Brandan Montminy (Grievance Panel Chair) shared the panel activity report for 2020 which also summarized previous years' activity.

Board Committee Chairs/Members

Susan Becklenberg

D-1 Chairs/Members List

Susan Becklenberg presented the nominees for Board Committee Chairs and Committee Members.

The list:

Finance Committee Chair - Ed Milford

Governance Committee Chair - Brandan Montminy

Committee members:

Finance:

Robin Krueger

Scott Carver

Tom Cramer

KC Henry



Governance:

Kim Berggren
Jessica Normand
Michael Kaufmann
Lilli Kellogg
Cliff Williamson
Gary Warren

Adam Daurio will continue to serve on the Grievance Panel
Lynn Petr will join the Governance Committee

Strategic Plan Update and Prioritization

Kathy Alm/Staff

E-1 2020-22 Strategic Plan

Kathy Alm reviewed the new Strategic Plan goals. Bret Maceyak, Carrie Garnett and Kaye Marks (Staff Leadership) addressed each goal objective under her purview. Following the meeting, Kandis will send Trustees a fresh copy of the individual priorities worksheet for completion as priorities may have changed due to the COVID-19 Pandemic and pursuant financial challenges for the organization. Worksheets will be completed and returned to Kandis on or by October 13 for subsequent review and discussion.

Board Goal Setting

Susan Becklenberg

In order to establish Board goals for 2021 Susan Becklenberg reviewed the parameters for annual Board goals and best practices for establishing them. After much discussion of the relationship between goals and norms, it was agreed that goals for 2021 will be established in support of the PATH Intl. strategic plan and the goals of the CEO. Discussions regarding Board norms and their impact on the goal setting process will continue in order to inform goals for future years. She asked each Trustee to propose one or two goals for 2021 for consideration by the full Board at the November 23 meeting and agreed to send an email to the full Board reminding everyone.

Slaughter Presentation/Discussion

Jessica Normand and Cliff Williamson

Cliff Williamson and Jessica Normand presented information to educate the Board on the history and trends pertaining to equine slaughter in the United States. Jessica and cliff will present this information to the PATH Intl. Equine Welfare Committee.

Annual Meeting Preparation

Susan Becklenberg/Kathy Alm

Kathy Alm gave an overview of the plan for the virtual annual meeting to be held on November 6. A printed report of the meeting will be created for attendees, featuring more detail than will be presented during the hour. Kathy asked that all Trustees have cameras on for the meeting. Staff will be taking polls and monitoring real-time questions from attendees. All Trustees will be invited to attend the rehearsal/run-through on October 15 at 5:00pm MT.

Diversity, Equity, Inclusion Discussion

Ed Milford

F-1 ASAE Diversity and Inclusion Driver of Change



Ed Milford gave an overview of the Racial Diversity, Equity and Inclusion Work Group's progress. In addition, he led a discussion on ASAE's trend report "Diversity and Inclusion Driver of Change".

Adjourn

Susan Becklenberg

Motion to adjourn: Kim Berggren

The meeting was adjourned at 4:19pm MT

It was noted after the meeting was adjourned that this was Patti Coyle's last Board meeting as a Trustee. Susan Becklenberg, Kathy Alm and others thanked her for her service and wished her well. Patti will attend the Annual Meeting after which her official term on the Board will end. Thank you, Patti Coyle for your exemplary service to PATH Intl. and the Board of Trustees!

Next meeting:

October 15, 2020, 5:00pm MT (Executive Committee required, Trustees invited; GoToWebinar Annual meeting run-through)

November 6, 2020 (Terminology Panel and Annual Meeting, GoToWebinar)

November 23, 2020 (regular meeting, Zoom)