

## **2017 AERC Midyear Meeting August 12, 2017, Chicago, IL**

President Paul Latiolais called the meeting to order 8:08 am CST

Connie Caudill moved to approve the agenda second by Susan Kasemeyer. Passed

Paul Sidio moved to approve the July 10, 2017 conference call minutes second by Susan Garlinghouse. Passed

Excusals—Stephanie Teeter, Heather Reynolds, Jody Wyatt, Barbara Reinke and Roger Taylor – all family matters.

Jan Stevens moved to accept excusals second by Mary Howell. Passed

Board members present – Andrew Gerhard, Mike Maul, Olin Balch, Christoph Schork, Paul Sidio, Michael Campbell, John Parke, Connie Caudill, Jan Stevens, Sue Keith, Susan Kasemeyer, Paul Latiolais, Susan Garlinghouse, Mollie Krumlaw-Smith, Monica Chapman, Lisa Schneider, Mary Howell, Nick Kohut, Duane Barnett, Bob Marshall, Janet Tipton and Executive Director Kathleen Henkel.

Announcements – Paul Latiolais

President Paul Latiolais received an email from Pippa Cuckson stating she was writing a article for Chronicle of the Horse on ongoing issues in endurance riding in the FEI group 7 region. She asked Paul for a statement from AERC of any observations on this. A statement was sent with incorrect names a correction was made on the names.

Tevis Ride good Samaritan Brian Reome saved the day twice on the Tevis trail helping riders in emergencies. The hat was passed around before the start of the meeting to thank Brian with a AERC membership.

Paul asked the Board to look at the AERC Strategic Plan. The plan will be used to plan the Boards meetings.

Membership report August 2017

Membership as of 8/1/2016 4950

Membership as of 8/4/ 2017 4808

Sanction fees as of 8/4/2016 \$15,805

Sanction fees as of 8/4/2017 \$ 15,892

Riders fees as of 8/4/2016. \$ 53,125

Riders fees as of 8/4/2017 \$ 51,156

New members as of 8/1/2016 551

New members as of 8/4/2017 487

Kathleen and the office offer a fall membership special to members who have not renewed their membership with a reduced price membership and most renew for the rest of the year and next year.

Consideration of Protest Appeals

1) Charles and Laura Bramel vs Jennifer Poling

2) Charles and Laura Bramel vs Cindy Young

Before the appeal process began, John Parke as Legal Counsel, answered the question of conflict of interest as a situation in which a person or organization is involved in multiple interests, financial or otherwise, one of which could possibly corrupt the decision-making of the person or organization.

John Parke described how the Board should consider protest appeals under Rule 14. There are various approaches by which appeals may be decided. In this case, the AERC Board will decide the relevant appeals as a de novo hearing under Rule 14, meaning the Board considers the same evidence considered by the Protest and Grievance Committee and makes its own decision based on the evidence. The Board is not merely reviewing any purported mistakes of procedure or rules made in the prior rulings. The decisions and any resulting penalties may either uphold or deny the rulings by the Protest & Grievance (P&G) Committee, or may establish a different ruling or penalty, if any.

John Parke commented that under Rule 14 board members may not utilize their own personal knowledge of the protested circumstances in order to reach their conclusions, and may only consider the evidence presented to the P&G Committee.

The statement of the parties in support of or in opposition to the appeal shall only comment on the record of the protest and shall not contain any new factual information. No additional witness statements or new factual information shall be considered by the members of the Board of Directors in deciding the appeal.

Charles and Laura Bramel appeal of protest against Jennifer Poling.

Paul Latiolais asked each director for comment on the appeal. An extensive and thorough discussion was held. A motion was made and second by Olin Balch-

Charles Bramel's Protest appeal against Jennifer Poling is denied. Ride manager Jennifer Poling's decision to ban Chuck and Laura Bramel from her ride will be acceptable. AERC Rules and Regulations Rule 4, a ride manager may refuse entry for cause. Motion passed.

Charles and Laura Bramel appeal of protest filed by Cindy Young. After a thorough discussion a motion was made by John Parke and second by Paul Sidio. The Board grants the protest and adopt the findings and reasoning of the Protest and Grievance Committee. Motion Passed with one recusal.

**P&G RULING:** The protest is upheld and the Committee finds that the following penalties are appropriate:

1. Mrs. Bramel is disqualified under Rule 6(k) and forfeits her placement and completion for the Ride.
2. Mr. Bramel is censured and warned against future conduct that interferes with a ride. In particular, Mr. Bramel is specifically instructed not to be present on ride trails during a ride in which Mrs. Bramel is entered unless he is an entered participant actively competing in a sanctioned ride at the time. Future violations of Rules 12 and/or 12.1 may be ground for more severe penalties.

Sponsorship Committee update- Paul Sidio. He is not looking to market our numbers but marketing a AERC brand," Toughness is Endurance "to Fortune 500 companies with cash sponsorship at higher levels than we have now with 3 year contracts. Also all in one packages with member discounts and to promote membership pride. Examples would be for \$5000.00, you would get four ads in Endurance News and a 10X10 booth at convention for \$10,000 a monthly ad in EN and a 10X12 booth. Paul will be working with the office so they are on the same page.

FEI Official needed for Florida ride- Kathleen Henkel. Darolyn Butler called Kathleen, she said a FEI official for the Florida ride had been found so no need for any further discussion.

Green Bean Motion – Mary Howell (Membership Committee) After a discussion John Parke made a motion second by Lisa Schneider to table the Green Bean Motion until later in the meeting so Mary Howell and Mollie Krumlaw-Smith could have the time to give the Board a more clear motion.

## New Green Bean Motion

Green Bean Endurance (GBE) operates under the philosophy that there is more than one way to learn about and enjoy endurance riding. Our program employs existing AERC mentor and riding partner programs, adding incentives for newer members to get to know each other and receive support/encouragement as they progress through their first years of competition. Green Bean Endurance is a support group for AERC members with 1000 or less combined recorded miles of AERC limited distance and endurance competition. Enrolled members may form teams or participate as individuals, and will receive access to educational support, social networking and various incentive prizes.

> AERC hereby authorizes the Membership Committee to establish a pilot program available as an option for current AERC members with fewer than 1,000 recorded miles in AERC rides of 50 miles or more.

> This pilot program, to be known as Green Bean Endurance (GBE), would require each participant to pay a \$15 annual enrollment fee. Program supporters could also pay the \$15 annual GBE fee and indicate their noncompetitive status when enrolling, acknowledging they are ineligible for program incentives.

> The GBE option would be added to AERC's membership form for the 2018 membership year and launch on Dec. 1, 2017, with program details to be provided via a link to be added to the aerc.org website.

> The AERC Membership Committee would be responsible for reviewing all GBE program materials and content, to include information provided online and via social media, with AERC staff approval.

> Supporters of the GBE pilot program agree to donate \$2,500 in seed money to AERC by Nov. 1, 2017, with all program funds to be available for eligible program expenses but remain under AERC administration and revert to AERC's general fund should the program ever be dissolved.

> The Membership Committee would be responsible for appointing volunteer GBE program managers and agree submit no more than 3 requests for disbursement or reimbursements from available program funds each fiscal year, to help limit the impact of this program on staff duties. Motion passed

Stabling Motion- Lisa Schneider ( Rules Committee) Owner / rider responsibility for secure restraint of all equines at AERC rides. The Board of Directors adopts the following rule 12.2: Owners / riders must adequately restrain or contain their equines at the ride venue. The owned/ rider is responsible for secure restraint of equines under their care and supervision from the time of arrival at the venue until final departure, whether the equines are entered into competition or not. Motion passed

Intro Ride Rules Motion – Lisa Schneider (rules Committee) Add rules for the Introductory Rides to ensure and horse welfare. This will add to the existing rules to clarify and cover issues relating to equine welfare and ride manager flexibility .

There have been issues with 3-year old equines entered in Intro Rides and racing, this will eliminate those problems. Ride managers need additional flexibility to adjust ride times and allow mentors to ride along with Intro riders. Racing will be discouraged because there won't be placings or any other awards other than whatever the ride managers choose to offer for participation.

The rules can be updated online for the 2017 season and when the printed 2018 rule book comes out, this will be included.

The current rules state.

“AERC ride managers may elect to host rides sanctioned for less than 25 miles. These rides are designated as “Introductory Rides.” These rides must be included on the sanction form and held in conjunction with an AERC endurance ride.

Introductory rides are subject to Limited Distance Rules with the following exceptions:

1. No control checkpoint is required during rides sanctioned for 15 miles or less. This does not preclude the pre-ride or post-ride exam.
2. Riders may not elevate from an Introductory Ride.
3. No ride longer than 22.4 miles may be run as an introductory ride.
4. No points or miles are recorded for equine or owner and no sanctioning or rider fees assessed.
5. Ride results for these distances should not be reported to AERC, and will not be published.”

The Board adopts the following rules for Intro Rides:

## INTRODUCTORY RIDES

AERC ride managers may elect to host rides which are sanctioned for less than 22.5 miles. These rides are designated as “Introductory Rides.” Intro Rides must be included on the sanctioning form and be held in conjunction with an AERC endurance ride or an AERC endurance clinic.

1. Ride managers have flexibility with Intro Rides to make them a better tool for education (examples are riding with mentors and longer time limits).
2. No placing or Best Condition will be awarded.
3. No control checkpoint is required during Intro Rides sanctioned for 15 miles or less. This does not preclude the pre-ride or post-ride exam.
4. All Intro Rides must have a pre-ride and post-ride exam completed by a control judge. These exams are to have the same requirements as any other AERC-sanctioned distance.
5. Riders may not elevate from an Intro Ride.
6. No points or miles are recorded for the equine or owner.
7. Ride results for these distances should not be reported to AERC and will not be published.

Motion passed

Motion from Olin Balch DVM second Michael Campbell

Financial reimbursement for AERC President or Vice President to attend the National Championship. The AERC president will be reimbursed a maximum of \$800 to cover expenses incurred attending the annual National Competition. In the event that the AERC president does not attend, then the vice president may be monetarily reimbursed for similar expenses if he or she attends.

Allowable expenses to be reimbursed are:

Hotel

Airline Ticket (including baggage fees)

Parking

Auto rental and directly related costs (gas, insurance, etc.)

Mileage of \$0.35 per mile if driving a director's personal car or actual gas receipts

Background, analysis and benefit (describe the problem this motion is solving) The annual AERC National Championship (NC) and the annual convention are the two highest profile events that the AERC promotes. Regular attendance at the NC by either the AERC president or vice president would further elevate the importance and prestige of that competition and increase the likelihood of participation by other AERC members.

Budget effect/impact (Attach spreadsheet if appropriate) Financial allocation not exceeding \$800 annually.

Benefit and/or Impact to Membership and/or the AERC Organization AERC Presidents, as do all other AERC officers and Board of Directors, serve as volunteers to promote the sport of endurance riding under the AERC banner. In particular, executive officers devote many hours without financial reimbursement to coordinate and promote this sport. Regular and predictable attendance by the president or vice president at the National Championship would enormously promote the NC. The funding is not intended to pay the executive officer to attend the event, but rather simply to reimburse him or her for normal and regular expenses (although not meals) incurred in travel and lodging.

During the discussion it was stated that the Executive Director has discretionary funds that could be dispensed for things such as sending an officer or the Executive Director to the NC Ride.

Motion failed 14 no 7 yes

Finance Report : Mollie Krumlaw-Smith reviewed the 2017, we're tracking very close to budget with our revenue streams. The operating profit is showing significantly higher than budget. This is only because of timing, we simply haven't received invoices for some legal and computer work completed and/or due to be completed. The remaining favorability is related to grants not yet funded for 2017.

There was a loss for the 2017 AERC convention. The 2018 Convention will be held in Reno, NV. Kathleen will be looking at future sites including Las Vegas.

Supporting organization update – John Parke - AERC Legacy Foundation, (ALF). The paperwork has been completed but has not been signed. Kathleen Henkel Executive Director will be working on the project to move it along. She will give the Board an update on the September conference call.

The Board went into executive session at 1:21 pm and went out at 2:40 pm.

Board topics-

Updating technology. President Paul Latiolais would like the Board to check out Slack.com a more chat-like interface, making it easier to keep up with Board conversations.

AERC Strategic plan- Strategic Concerns

1. Membership
2. Financial Stability
3. Trails Preservation
4. Education and Equine Welfare
5. Governance

## Strategy Plan Implementation Facilitation Teams

Membership- Mary Howell, Paul Sidio, Barbara Reinke, Susan Kasemeyer, Roger Taylor, Stephanie Teeter, Janet Tipton

Finance – Mollie Krumlaw-Smith, Christoph Schork, Mike Maul, Bob Marshall, Jody Wyatt

Education / Welfare – Susan Garlinghouse, Nick Kohut, Duane Barnett, John Parke, Heather Reynolds,

Trails- Monica Chapman, Olin Balch, Sue Keith, Michael Campbell,

Governance – Connie Caudill, Kathleen Henkel, Andrew Gerhard, Lisa Schneider, Jan Stevens

Connie Caudill moved to adjourn the meeting second by Jan Stevens .

President Paul Latiolais adjourn the meeting at 4:45 pm CST

Submitted by Sue Keith