



**Board of Trustees Meeting**  
**January 23, 2017**  
**5:30pm MST**

**Minutes**

**Welcome and Call to Order**

Julie Broadway

The meeting was called to order at 5:34pm MST

Present: Julie Broadway, Ross Braun, Patti Coyle, Michael Kaufmann, Moira Corcoran, Scott Carver, Richard Loomis, Dr. Joahn Hall, Susan Becklenberg, Jim Harlan, Jeff Beck

Guest: Miyako Kinoshita

Staff: Kathy Alm, Kandis Branum

**PATH Intl. Employee Handbook Revision**

Miyako Kinoshita

Motion to approve: Jim Harlan

Second: Dr. Joahn Hall

Revised handbook approved with thanks to Miyako Kinoshita and the workgroup.

**President's Comments**

Julie Broadway

C-1 Whistleblower policy

Motion to approve: Jim Harlan

Second: Susan Becklenberg

Whistleblower Policy approved

Advisory Council Update

Letters were sent and some responses have been received.

Affirmatives: Dr. Jerry Black, Dr. Andrea Beetz, Shannon Carter, David Foley, Larry Pence

Julie Broadway asked that designated board members who were charged with following up with invitees please do so. When the initial ten invitations are resolved, open positions will then be filled. Kathy Alm will request biographies from advisory council members and the completed council will be added to the website and letterhead.

Committee Chair Appointments

Committee members

C-2 2017 Committee Rosters

Motion to approve: Patti Coyle

Second: Michael Kaufmann

Committee chairs and committee members were approved.

**Mega Question for future board meeting:** *Non-profit and business trends show that disruption is the norm – think Uber disrupting the established taxi services. What are the possible disruptions to PATH Intl.?*

Julie Broadway asked the trustees to consider not only this question but in addition: Regardless of the disruptor – what do we do about the disruption? How do we react?



## **CEO Report**

Kathy Alm

CEO Report  
Dashboard  
Annual Conference Report

## **Board Committee Reports**

### **Finance**

Sue Becklenberg

Form 990  
Motion to approve: Scott Carver  
Second: Moira Corcoran  
Form 990 approved.

Narrative and financials – December 2016  
Motion to approve: Scott Carver  
Second: Richard Loomis  
December 2016 narrative and financials approved

Narrative and projections  
Motion to approve: Michael Kaufmann  
Second: Scott Carver  
Narrative and projections approved

Finance Committee Charter\_revDec2016  
The PATH Intl. by-laws (Article VIII, Section 1) state that there are no term limits for finance committee members. The finance committee charter is amended to align with the by-laws.  
Motion to approve finance committee charter as amended: Ross Braun  
Second: Scott Carver  
Finance committee charter approved as amended.

### **Governance**

Ross Braun/Patti Coyle

Updated Board Experience Matrix – The matrix is under review by the committee. They are working on format, criteria, and possible new information that might be of use.  
Board Evaluation Survey – This document is under review by the committee.

### **Board Goals Work Group**

Julie Broadway

Board of Trustees Smart Goals  
The work group combined some of the goals developed in November; some were edited to be more succinct in order to make them achievable in this fiscal year.  
Julie Broadway and Kathy Alm will develop a tracking mechanism for progress. Reports of goal achievements should be sent to Kandis Branum who will maintain the report and include with meeting documents.  
Motion to accept Smart Goals: Patti Coyle  
Second: Michael Kaufmann  
Smart Goals accepted.



## **Minutes**

Julie Broadway

Minutes, November 28

In the President's Comments/Exit Interviews, the words "step down" will be changed to "terms expired" for accuracy.

Motion to approve minutes as amended: Richard Loomis

Second: Jim Harlan

Minutes approved as amended.

## **Consent Agenda**

Finance committee minutes, November

Finance committee minutes, December

Governance committee minutes, November

Governance committee minutes, December

Motion to approve committee minutes: Sue Becklenberg

Second: Scott Carver

Committee minutes approved.

## **Other Business**

Julie Broadway

Julie Broadway tasked the group to remember the mega question from earlier in the meeting and send email responses to engender discussion.

Julie Broadway attended a USEF event at which they presented their strategic plan. PATH Intl. was mentioned as a possible pipeline for para-equestrians. Discussion ensued.

Ambassador stories were shared.

Dr. Joahn Hall thanked the board for their support.

## **Adjourn**

Julie Broadway

Motion to adjourn: Patti Coyle

The meeting was adjourned at 6:47pm MST

## **Next meeting**

March 27, 2017