



United States Mondio Ring Association Board of Directors Meeting

Minutes from the September 21, 2015 Board Meeting

Call to Order

The meeting was called to order by President Donald Lee at 2008 (or 8:08 P.M. CST). A quorum was present.

Members Present:

President	Donald Lee	Director	Jake Schneider
Vice President	Jill Fryling	Director	Jennifer Marshall
Secretary	Michon Mills	Director	Lisa Lucero
Treasurer	David Broderick		
	Absent		

Approval of Previous Meeting Minutes

The minutes will be approved via Facebook vote.

Financial Report – no report

Officer Reports

President – no report

Vice President – no report

Treasurer – no report

Secretary – Discussed the ratification of email/Facebook votes for documentation in the minutes. There will be a section added to the minutes to address business addressed via Facebook or email. There was further discussion about listing the names specific names of members involved in disciplinary actions.

Committee Reports

Judge’s Committee – Lisa Geller and Jake Schneider’s exams have been received by the Judges committee. Geller’s exam has been graded and Jakes will be graded at the next meeting scheduled for this week.

Decoy Committee – Jake reported that three more decoys have been certified and Schneider has been certified as a Level 2 decoy. The Decoy Committee will create a spreadsheet to track the status of USMRA decoys to ensure that their certifications and decoy status are tracked.

There was discussion that Francois Massart is currently living in the US and would be a good addition as a decoy. He is a Level 3 Mondioring decoy. There was some discussion about setting up a training camp to have him assist with other current USMRA decoys.

Membership Committee – there was discussion about the electronic score sheets. Nick Rempp is still working on getting these to work properly.

Education Committee – Elissa Cline has taken over as chair of the Education committee due to Debra Parker stepping down. Four clubs had submitted for the grants. The Education Committee recommended approving Club Mondio and Heartland Mondio Club for the Educational grants they applied for and denied the grant request for World Ring of Dallas. They approved expenses only for Carolina Dog Sports.

It was moved by Michon, second Jake to “approve the Education Committee recommendation for the \$500.00 grant to Heartland Working Dog Club”. The motion carried unanimously.

It was moved by Michon, second by Lisa to “approve the Education Committee recommendation for the \$500.00 grant to Club Mondio”. Motion carried unanimously. Abstain – Jennifer

There was discussion that Carolina Dog Sports expenses should not come out of the Educational Grant funds. There was further discussion that if they are making a video for use of the Electronic Score sheets, the BOD would discuss and vote on paying for expenses related to the production of the instructional video and not have those expenses paid from the Grant funds.

The Grant Request from World Ring of Dallas was denied by the Education Committee.

It was moved by Jake, second by Jennifer to “approve the addition of Nina Iwashco to the Education Committee”. Abstain – Lisa The motion carried unanimously.

Auditing Committee – Nothing to report

Code of Conduct Committee – The Code of Conduct was discussed by the BOD. The Code of Conduct Committee has approved the Code of Conduct. It was moved by Jill, second by Lisa to “Approve the Code of Conduct as presented”. Motion carried unanimously.

Board of Inquiry –The BOI was disappointed with the consequences being delayed for the sanctions voted on regarding the investigation for the Steel City complaint. This was addressed via Facebook by Don and stated the following: “I want to clarify the “E-collar” situation from the beginning. FCI ruled in 2001 that no e-collars can be utilized in Championship trials. USMRA adopted a policy that does not allow a dog to wear an e-collar during a trial about 2010 – SEE USMRA WEBPAGE – Trials and Events – Trial Policies “*The Chien Blanc can wear a flat collar or fur-saver on a dead ring. No pinch or electronic collar may be worn.”

This has been the USMRA standard, as far as I know, since USMRA adopted the policy. In some countries, e-collars are illegal, making it a criminal offense simply to be in possession of an e-collar. Some countries will suspend a Judge from conducting trials if that Judge (knowingly or

unknowingly) allows a participant, including DIW onto the trial field with a pinch collar or e-collar.

Earlier this year a USMRA member entered onto a USMRA sanctioned trial field, with the dog wearing a hidden e-collar during Dog in White. The member had a ring type controller. The member had the whistle lanyard wrapped around the ring type e-collar controller so it was hidden from view. The Judge did not recognize the leather collar the DIW dog was wearing as a hidden e-collar during check in. The USMRA member and dog nearly finished the DIW routine, before the e-collar was noticed. The e-collar was noticed by other members, based on the dog's behavior from being stimulated during DIW exercises.

A formal written complaint was filed and due process for discipline was followed according to the USMRA By-Laws. The complaint was received. The member was informed of the complaint / charge and the Board of Inquiry conducted the investigation. The member was allowed a rebuttal. The BOI discussed and returned with a decision and recommendation for punishment. The BOI recommended the member could not participate in any trials for the rest of 2015, and could not participate at the 2016 USMRA Nationals.

The BOI Decision and consequential recommendation went to the BOD. At the next BOD meeting, the BOD voted to uphold the BOI decision and to follow the BOI recommended punishment. At each step in this process, there are time frames to meet. The discipline process is fairly lengthy from start to finish – from the time the violation occurred to the time the consequences are administered.

When the final letter was sent to the USMRA member, the member was going to receive it about one week before a certain USMRA Trial. The BOD voted to start the discipline sanctions the Monday after that trial, rather than the week before. The BOI was displeased with the BOD's decision to delay the consequences.

Not everyone is going to be in agreement with all decisions. The BOD is comprised of seven individuals. We do not always agree. I can assure everyone that collectively the BOD will make decisions characterized by fairness and by good faith. We, the BOD, are here to serve the members of USMRA in an unbiased manner.”

Business

AWDF Update – Don reported on the current status of AWDF.

Unfinished Business

International Teams for the future World Cup / FMBB – continued from July meeting and discussions on FB Group –

- Review and discuss a revised selection process for future World Cup Teams
- Vote on new process for future World Cup Team selection.

This will be posted again on Facebook to be voted on by the BOD.

USMRA Insurance for Sanctioned Events – carried over from July meeting - This will need to be looked at further. Tabled.

Evaluate the Status of USMRA Clubs

Discuss / Approve new Clubs

There are no new clubs to discuss. There was discussion about the possibility of the disbandment of Lucky Louie’s Mondioring Club. It has not been determined if the club wants to disband, but they are still current as a club. It will need to be determined if they are still meeting the 3 member requirements to have a club.

New Business

National Committee –

2016 USMRA Nationals – There were 3 USMRA Clubs that had submitted, Big Apple Mondioring Club, Utah Protection Sports and Steel City Working Dog Club. The National Committee voted to approve Utah Protection Sports as the hosting club for the 2016 USMRA Nationals.

It was moved by Michon, second by Lisa to “approve Utah Protection Sports as the hosting club for the 2016 USMRA National Championships”. The motion carried unanimously.

There was extensive discussion about the type of facility needed for a National event to take place. Decoys will be selected soon and brought to the Board of Directors for approval at the next meeting.

Discuss Options for Treasury Audit – This will be discussed further at the next meeting.

Member’s Concerns – Any concerns that USMRA Members may have.

None discussed

Announcements

Next Regular BOD Meeting – October 19, 2015 at 8:00 PM Central Time

Adjournment

It was moved by Jill, second by Jake to adjourn the meeting. The motion carried unanimously.

The meeting adjourned at 2116 hours (9:16 P.M. CST)

Michon M. Mills,
USMRA Secretary

**Approved (Approved as Corrected)
BOD Electronic approval**

Michon M. Mills
USMRA Secretary
October 8, 2015



United States Mondioring Association

A Member of the American Working Dog Federation



United States Mondioring Association Code of Conduct

United States Mondioring Association (USMRA) seeks to provide an environment that promotes all aspects of our sport and that serves the mission of the organization.

(a) The organization seeks a community (both in person and on-line) that is free from violence, threats, and intimidation; that is respectful of the rights, opportunities, and welfare of all; and that does not threaten the physical or mental health or safety of its members or community.

(b) The organization is dedicated to responsible stewardship of its resources and to protecting its property and resources from theft, damage, destruction, or misuse.

(c) The organization supports and is guided by local, state and federal law while also setting its own standards of conduct for its community.

(d) The organization is dedicated to the rational and orderly resolution of conflict

1. The Conduct of Code shall apply to member's conduct that occurs at any USMRA sponsored events, activities, and any supported media.

2. At the discretion of the USMRA Board of Directors (BOD), the Conduct of Code also shall apply to non-USMRA events when the conduct, as alleged, adversely affects the USMRA organization. Either:

(a) constitutes a criminal offense as defined by local, state, or federal law or ordinance, regardless of the existence or outcome of any criminal proceeding; or

(b) indicates that the member may present a danger or threat to the health or safety of the others.

SANCTIONS

Members or clubs found responsible for disciplinary offenses under the USMRA Conduct of Code are subject to sanctions. Factors to consider in determining appropriate sanctions include: the nature of the offense, the number of offenses, the severity of the offense, the culpability of the member or club, and the impact on other members of the community. Separation from USMRA through suspension or expulsion is a serious sanction that may be appropriate for: repeated violations of the Code, and for misconduct that constitutes a threat to community safety or well-being (including, but not limited to harm to person), or significantly disrupts the rights of others or the operations of USMRA. The following sanctions may be imposed upon members or clubs found to have violated the Code (multiple sanctions may be imposed simultaneously, such as restriction of privileges and required compliance in order to remove the restriction):

1. Warning.

A warning means the issuance of an oral or written warning or reprimand.

2. Probation.

Probation means special status with conditions imposed for a defined period of time and includes the probability of more severe disciplinary sanctions if the member is found to violate any rules during the probationary period.

3. Required Compliance.

Required compliance means satisfying USMRA requirements: for example a written retraction or public apology, or any other activity deemed necessary for compliance

4. Temporary Restriction of Privileges.

Temporary restriction of privileges means the denial or restriction of specified privileges, including, but not limited to, access to the official FB page for a period not to exceed 30 days.

5. Restriction of Privileges.

Restriction of privileges means the denial or restriction of specified privileges, including, but not limited to, access to the official FB page for a defined period of time.

6. Restitution.

Restitution means making compensation for loss, injury, or damage.

7. Suspension.

Suspension means separation of the member from the organization for a defined period of time, after which the member is eligible to return to the organization. Suspension may include conditions for readmission.

8. Expulsion. Expulsion means the permanent separation of the member from the organization.

The USMRA BOD, or its designate, as may be the case if an individual or committee oversees an official aspect of the organization, such as social media, may *unilaterally* issue the following sanctions: #1 Warning, and #4 Temporary Restriction of Privileges. Communication of any sanctions applied by an individual must be communicated to the BOD.

The USMRA BOD, by way of majority vote, or the Board of Inquiry (BOI), via the disciplinary procedures written in the USMRA By-Laws, may also impose sanctions 1 -5.

Only the BOI can impose sanctions 6 – 8.

Any member or club that feels sanctions have been unfairly applied by the BOD may appeal to the Board of Inquiry via the standard disciplinary procedure outlined in the USMRA By-Laws.