



United States Mondioring Association

A Member of the American Working Dog Federation



United States Mondioring Association Board of Directors Meeting Minutes January 28, 2019

Call to Order

The meeting was called to order by President Don Lee at 2007 hrs (or 08:07 P.M. CST). A quorum was present.

Members Present

President	Donald Lee	Director	Francois Massart
Vice President	Paul Anthony	Director	Heather Ratynski
Secretary	Angelyn Leonberger	Director	Karen Shivers
Treasurer	Jake Scott		

Guests: Prior BOD Members

Michon Mills
Allison Seghetti
Gail Marit
Todd Dunlap (absent)

Approval of Previous Meeting Minutes

- October minutes were electronically approved unanimously December 29, 2018 via Facebook
- November minutes were electronically approved unanimously December 29, 2018 via Facebook
- Approve December minutes - Allison moved to approve, second by Gail to approve the December minutes. The motion carried unanimously.

Officer Reports

President - Discussed and later submitted by Don.

Expectations for the Board of Directors

The membership voted for each of you to represent them as a group. You each have specific duties that are outlined in our by-laws. We function as a group, but you are responsible for your part. This is a huge responsibility to USMRA membership – do not fail in your duties.

As the Board of Directors, we will not always agree. I do not expect anyone of you to agree, unless you believe your decision is the best possible choice for USMRA. I do however; expect that each one of you will be respectful to each other, and to each and every member of our organization.

I believe integrity and fairness are two of the most important characteristics that we, as Board members must deliver to our membership.

We will have discussions, and some of them will become very heated – do your best to focus on what is best for USMRA. Do your best to not take discussions personally. Personal attacks will not be tolerated. Check yourselves and focus on facts and information that will lead to the best possible outcomes for USMRA. There will be times when we make mistakes. Own your mistakes and correct them. We are not perfect. We must always strive for the betterment of this organization. We (or you) will not make everyone happy with our decisions. Do the best you can do, for the right reasons; and the majority of the membership will support the decisions that we make.

Here are some values that I expect from each of you as Board of Directors:

Read and know the USMRA By-Laws - Not everything we do will be covered within our By-Laws. Our by-laws are foundationally backed by The Standard Code of Parliamentary Procedure by Alice Sturgis – you should get a copy.

Equality of Rights – All members have equal rights, privileges, and obligations

Majority Decision – Our primary purpose as Board members is to determine the will of the majority and see that it is properly carried out.

- By the act of joining a group, a member agrees to be governed by the vote of the majority
- Again, we will not always agree on decisions. When we decide by majority vote, as a Board member we should be supporting the organization and each other. I am not suggesting that we must be happy about decisions that do not go our way, but when the majority votes we should respect the process and accept the results

Minority Rights – As Board members, it is your duty to represent each and every member, and to protect their individual rights. All members are entitled to the same considerations, and each person deserves our respect

The Right of Discussion – Each member has the right to speak freely without interruption or interference, provided the rules are observed.

Fairness and Good Faith – All meetings must be characterized by fairness and good faith. The interpretations of the courts make it clear that the intent and overall good faith of a group are of more importance than the particular detail of procedure used in a given instance.

Confidentiality – In order to encourage and foster open and candid discussion at BOD meetings, confidentiality must be maintained. Board members are free to discuss actions adopted by the Board. The duty of confidentiality is essentially a duty not to speak about board matters,

disclose information concerning discussion, or share Board materials to non-board members unless authorized to do so.

Remember, we work for the membership. Our actions will be monitored and criticized. Play fairly and utilize social media appropriately.

Vice President - Allison reported that USMRA will be reviewing insurance policies to see which best suits our organization's needs. She will discuss with Paul Anthony, our new VP, to help with the transition. VP responsibilities will continue to include insurance duties.

Treasurer - Jake reported the following: Wells Fargo – \$36230.68 PayPal \$3,173.88
Total: \$39,404.56

Secretary - Angie reported the following: 2019 YTD numbers: 98 members and 12 clubs

Director at Large - No report

Committee Reports

Judge's Committee - Written report submitted by Ann Putegnat:

The Judge's Committee met Jan. 18 to discuss the things needed for our revised Judge's Program to be implemented. The committee members in attendance discussed the tasks assigned to them. Ann and Aida are revising the entry exam, and creating an exit exam for apprentices to complete before they are approved as judges. Don discussed the Judge's College that will be held in conjunction with the Nationals. We also discussed the plans for quarterly video conference calls with a European judge to assist us with continuing education.

Also on the agenda were discussion of a Grievance Policy and the requirement for insurance coverage for foreign judges. All members were not in attendance, and these items will be on agenda for February. In addition, there will be further discussion on the continuing education requirement.

A conference call that will include all judges will be scheduled for a date in February. A flash drive with the Judge's College held with Jos Helsen in Texas in November was provided to all judges. The conference call will provide judges an opportunity to ask questions and make comments about the information provided by Jos.

Decoy Committee - Working to update all decoy certification standards as well as the liability waiver.

Membership Committee - No report

AWDF Update - No report

Nationals Committee - Written report submitted by Jake Scott:

The hosting clubs at this time have accomplished most of the major points needed to secure venue and have entered into a formal agreement with Rohr Park, Chula Vista, CA. A .com website has been built featuring event details, sponsor information, competitor information etc. but has not been launched to date.

This upcoming weekend myself (Jake, National Committee Chair) will be meeting with representatives of all 3 hosting clubs in California to ensure we are all on the same page.

Brian Aghajani has been confirmed again as the official photographer of the event.

Registration is slated/requested to open Feb. 1 and close April 1.

During the meeting, Jake added that he did meet with OJ Knighten, Francois Massart and Mahogany Gamble regarding 2019 Nationals. They are planning a meeting to discuss further details.

FCI Committee - Per Don, the next FCI Mondio meeting is slated for February 16th in Poland. The FCI will be meeting October 2nd, 2019 with the Championship occurring October 4th-6th, 2019.

International Committee - No report

Election Committee - No report

Unfinished Business

By-law changes results - all were approved by the membership and will take effect January 27th, 2019.

Bylaw Amendment Addition of Temporary Membership

Yes - I approve the amendments	77 votes (88.5%)
No - I reject the amendments	10 votes (11.5%)

87 votes tallied and 4 abstentions from 91 ballots

Bylaw Amendment Addition of Expulsion from USMRA to Discipline

Yes - I approve the amendments	64 votes (71.9%)
No - I reject the amendments	25 votes (28.1%)

89 votes tallied and 2 abstentions from 91 ballots

Bylaw Amendment Approval of Notification Changes For Discipline

Yes - I approve the amendments	79 votes (91.9%)
No - I reject the amendments	7 votes (8.1%)

86 votes tallied and 5 abstentions from 91 ballots

Bylaw Amendment Restructuring of the Auditing Committee

Yes - I approve the amendments	84 votes (93.3%)
No - I reject the amendments	6 votes (6.7%)

90 votes tallied and 1 abstention from 91 ballots

Addition of Date of Membership Eligibility To Vote

Yes - I approve the amendments 86 votes (95.6%)
No - I reject the amendments 4 votes (4.4%)
90 votes tallied and 1 abstention from 91 ballots

Bylaw Amendment Changes of Notification of Ballots and Results of Election to Include Email

Yes - I approve the amendments 88 votes (97.8%)
No - I reject the amendments 2 votes (2.2%)
90 votes tallied and 1 abstention from 91 ballots

Bylaw Amendment to change the number of members of the Decoy Committee

Yes - I approve the amendments 79 votes (88.8%)
No - I reject the amendments 10 votes (11.2%)
89 votes tallied and 2 abstentions from 91 ballots

Bylaw Amendment Approval to change the number of members of the Judges Committee

Yes - I approve the amendments 80 votes (87.9%)
No - I reject the amendments 11 votes (12.1%)
91 votes tallied and 0 abstentions from 91 ballots

Bylaw Amendment Approval to change the number of members of the Membership Committee

Yes - I approve the amendments 82 votes (90.1%)
No - I reject the amendments 9 votes (9.9%)
91 votes tallied and 0 abstentions from 91 ballots

Complaint submitted to the BOI from the 2018 Board of Directors

- Confidentiality
- Communications with accused
 - Notarized copy of complaint was received by the accused via certified mail.

Evaluate the Status of USMRA Clubs

- **Discuss/motion for approval of new clubs.**
 - None to approve.

New Business

- Assignment of Committee Members
 - Don will review the committees.
- Discussion and motion to approve 2019 USMRA Budget.
 - The 2019 budget worksheet was sent to all Board Members for review. Discussion was had regarding the 2019 USMRA budget. Further discussion is needed.
 - It was discussed that, in the past, USMRA has not used the full amount that was budgeted for. The amount currently budgeted for is higher than the amount of income we have coming in.

- It was discussed to lower the decoy committee budget from \$3000 to \$1500. These funds are to be used as decoy grants, scorebooks.
 - It was discussed to lower the membership committee budget from \$3000 to \$1000. These funds support the biannual \$100 Membership grant but, given the size of our organization, the budget must remain sustainable.
 - Discussion will continue on Facebook regarding the finalization of the 2019 USMRA budget.
- Discuss and motion to approve revised Code of Conduct.
 - The revised Code of Conduct was posted for all Board Members to review. The Code of Conduct was revised to match the revisions of the By-Laws that were approved by the Membership on December 28th. 2018.
 - Angie motioned to move the discussion to the Board of Directors Facebook page, second by Jake, motion carried unanimously.
 - Voting was moved to Facebook to give the Board of Directors ample time to read through the changes.
- Les Amis Du Mondioring Club has requested an extension to their trial requirement until April 2020. They are a club consisting of very new members that will not be ready or prepared to trial until April 2020.
 - It was moved by Angie to approve an extension for Les Amis Du Mondioring Club's trial requirement until April 2020. Second by Paul, motion carried unanimously.
- Discuss and approve a liability waiver for all members to sign when completing USMRA membership and for clubs to require signatures at all USMRA sanctioned events.
 - Allison is planning to update USMRA's liability waiver. Discussion is postponed until the Board of Directors has a final draft and time to review. It was moved by Jake to move discussion of the liability waiver to the Facebook BOD page once it is ready to be read, second by Angie, motion carried unanimously.
 - Once completed and voted on, it will be sent to all members to sign as well as part of the New Membership/Renewal form.
 - It is important that all participants understand & accept the level of risk & financial responsibility when training or trialing in this sport.
- Discuss that it is not the responsibility of USMRA to pay for or submit injury claims for decoys being injured at USMRA events.
 - It is strongly recommended that all decoys have their own individual insurance policies to cover any injuries sustained during any USMRA sanctioned event.
 - Allison spoke with NARA Secretary, Ari Fleischman, regarding NARA decoys carrying personal insurance. Currently NARA does not require decoys to carry personal insurance before participating in NARA sanctioned events.
 - There is concern that USMRA would lose valuable decoys if proof of personal insurance was mandatory.
- Discuss possible bid for 2020 FCI World Championship.
 - Discussion was had for possible locations, concern for up front costs. Due to the time of year, location will be important when considering weather and nearby international airports. Preferably locations that are tourist hot spots so that

international competitors could make it a vacation. Nearby hotels should be dog friendly.

- Jake plans to put together an outline for a proposal.
- USMRA insurance responsibilities
 - The USMRA Vice President will be responsible for the duties of filing & tracking insurance claims as well as obtaining insurance certificates for clubs hosting trials or other sanctioned events.
- Discussion was had regarding non-US resident full members being able to podium at the USMRA National Championships.
 - Currently anyone can submit payment with the membership form and become a full Member of USMRA.
 - Currently, per the by-laws, if a non-resident were to place first in MR3, they would receive the automatic bid towards Worlds. Due to the World's requirements, the non-resident team would be ineligible to represent the USMRA.
 - Plan to continue discussion in the coming month.
- Discussion was had regarding non-FCI dogs being able to podium at the USMRA National Championships.
 - Current variance allows non-FCI dogs to compete for another 3 years.
 - Discussion was had of what to do if a non-FCI dog, which is unable to compete at Worlds, places first in MR3.
 - Plan to continue discussion in the coming month.
- FMBB Team Selection
 - Congratulations to our team as selected by AWMA. No doubt you'll make us proud!
 - Discussion was had regarding how the AWMA FMBB mondio team is selected.
 - AWMA directly accepts applications for the team and selects the competitors. USMRA is then presented with the selected team to verify that the participants selected by AWMA are eligible according to USMRA's world team criteria.
 - Per the AWMA Mondio World Team Selection Criteria listed under FMBB Mondio Team Competitor Guidelines (Updated 11/27/2018), "Qualifications for the FMBB Mondioring Team are set by USMRA, with an additional requirement that a candidate must be a member of AWMA as well as USMRA."
 - In the past, the requirements set forth by the USMRA have been the world team criteria.
 - Per the AWMA Mondio World Team Selection Criteria listed under FMBB Mondio Team Competitor Guidelines (Updated 11/27/2018), under Team Selection Procedure, "a joint AWMA/USMRA committee will make the selection for the Mondioring championship" and "the joint committee will include the USMRA President and the Chair or member of the USMRA World Team Selection Committee and the AWMA President and the Chair or member of the AWMA World Team Selection Committee."

- In past experiences, AWMA has selected the team from applications directly received and then presented the applicants to the USMRA to confirm if the teams selected qualify. USMRA then informs AWMA which of the teams do or do not meet world team criteria.
- Plan to continue discussion in the coming month.

Facebook Business

December 18, 2018

- The BOD approved the recommendation from the Judge's Committee to approve the new USMRA Judge's program unanimously.

December 29, 2018

- It was moved by Michon, second by Gail to remove David Broderick and add Donald Lee, Angelyn Leonberger and Jake Scott to the USMRA Wells Fargo Business account. The motion carried unanimously.

December 29, 2019

- It was moved by Michon, second by Gail to approve a \$100.00 membership grant award to each of the following members that were randomly selected from a list of trial attendees from July-December 2018: Jake Scott, Katherine Quense, Ann Petegnat, Dawn Skura, Shawna Snukst, Aida Flick, Janet Kemerer, Lisa Lucero, Mahogany Gamble, Francois Massart, Gene Baillif, Karla Carlson, Sara Keegans, Annette Reale, and Chuck Austin. The motion carried unanimously

December 29, 2018

- It was moved by Michon, second by Allison to file a complaint, submitted by the Board of Directors, with the Board of Inquiry, against USMRA Member Otto Sturm. The motion carried unanimously.

January 23, 2019

- It was moved by Angie, second by Paul to approve Anne-Sophie Mullenders, Maxine Herbs and Joel Clercq as Temporary USMRA members for the time period of 1/25/2019 through 1/27/2019. The motion carried unanimously.

Member's Concerns - Any concerns that USMRA Members may have.

Is Limited AKC Registration accepted by FCI

- Michon has been in contact with Y.De Clercq, FCI Executive Director, about this question. He stated that an FSS pedigree is not recognized by the FCI or its members but that AKC pedigrees are recognized at FCI events. Dogs with a limited AKC registration still have AKC pedigrees and are recognized by FCI.

Can a dog with a medical condition such as Pannus be allowed to trial wearing eye protection (i.e. Rex Specs)

- It was discussed that per the Mondioring rules, dogs cannot wear bandages or equipment and must be 'naked'. Rex Specs could impact the dog's performance or be seen as a cue from the owner.

Announcements

Next regular BOD meeting - February 16, 2019 at 8:00 PM CST

Adjournment

It was moved by Angie, second by Paul to adjourn the meeting. The motion carried unanimously.
The meeting adjourned at 2230 hours (10:30 P.M. CST)

Angelyn Leonberger
USMRA Secretary

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

Angelyn Leonberger
USMRA Secretary
March 18, 2019