



Board of Directors Spring Advance Meeting Minutes April 9 & 10, 2021

Friday 12 pm – 6 pm PT & Saturday 8 am – 5 pm PT

DAY 1 – Friday

Approved: 6.24.21

I. **Welcome** – Beth Kuchenreuther, Chair of the Eagala Board of Directors

A. Meeting Call to Order

The meeting was called to order by the Chair at 1:10 pm PT.

B. Roll Call:

Board Members Present: Beth Kuchenreuther, Chair; Lisa Krystosek, Vice-chair; Marian Heyink, Governance Chair; Misty Baker, Governance; Wanda Whittlesey-Jerome, Secretary

Executive Officers Present: Eagala Acting CEO Amy Blossom; Interim CFO/Board Financial Consultant Mike Plymale

C. Mindfulness Minute – Wanda Whittlesey-Jerome

Wanda shared a guided relaxation and music video focused on the required knowledge and skills to perform due diligence on behalf of the Eagala organization and its members.

II. **Approval of Eagala Board Meeting Minutes**

A. Vote on Approval of the January 11, 2021 (Part I) Meeting Minutes

After discussion, Misty Baker moved and Marian Heyink seconded the motion to approve the January 11, 2021 (Part I) meeting minutes. The motion carried unanimously.

B. Vote on Approval of the January 25, 2021 (Part II) Meeting Minutes

After discussion, Marian Heyink moved and Lisa Krystosek seconded the motion to approve the January 25, 2021 (Part II) meeting minutes. The motion carried unanimously.

C. Vote on Approval of the February 8, 2021 Meeting Minutes

After discussion, Lisa Krystosek moved and Misty Baker seconded the motion to approve the February 8, 2021 meeting minutes. The motion carried unanimously.

III. **Current Status: Legal and IT** – Eagala Acting CEO Amy Blossom

A. Legal

The Board, led by Beth and Amy, discussed recent legal developments. Eagala has a talented legal team. The Board will always follow the letter of the law on behalf of the organization.

B. IT Update

Beth and Amy led the discussion of recent IT developments in the process of discovery. They have scheduled another meeting timely to determine next steps. Discussion regarding the Eagala database centered on assuring the integrity and security of all Eagala data. How the Board reports and responds to the membership was discussed, as were strategies and options to proactively protect our membership and the organization moving forward.



- IV. Current Status: Financial** – Interim CFO/Board Financial Consultant Mike Plymale
- A. Mike Plymale’s continuing concern is gaining access to the financials and reconciling the financials.
 - B. He stressed that the highest priority must be gaining access timely to all Eagala accounts.
- V. Financial Report** – Eagala Acting CEO Amy Blossom and Interim CFO/Board Financial Consultant Mike Plymale
- A. Amy shared the myriad of action items that need resolution. Included were financial accounts of Eagala with no available access.
 - B. Mike shared the Training Operating Budget’s projected numbers and information needed to reconcile the financials. The goal is to have all financials under control by June 30, 2021 with the budget available by end of May, 2021. The audit and 990 were discussed in depth.

- VI. Ethics Committee Update** – Dora Lupo, Ethics Committee Chair
- Dora Lupo shared an update on the Ethics Committee’s progress with the Board. Their committee continues to review resumes and applications to recruit new members. They are interviewing individuals to get a good mix of strengths with a wide variety of personal filters that will strengthen authentic autonomy and ethical integrity. The Ethics Committee continues to seek people who want to grow and will bring fresh perspectives to the work of the committee.

The Ethics Committee wants to do more webinars and be more visible to the entire membership. She discussed an Equine Specialist Code of Ethics on which the committee is working. The committee has many ideas for connecting with the membership. Amy offered to connect Dora on the networking coordinator meetings. Current members were discussed, as was the current transition.

Dora recommended the Board consider a Project Management program such as “Monday Project Management” which would be like having an administrative assistant on her computer. She has done research in this area.

Dora was also invited by Amy to participate in the next trainer meeting. Dora is thinking about having a resource bank on articles referencing ethics information. The forum could be opened to all members. The Ethics link on the Eagala website could include a FAQ section – and hot topics, resources, etc. Learning modules for pre-training will include ethics, as will questions on the post-training evaluation.

VII. Round Pen Topics & Review of Day 2

- A. Discussion

Amy and the Board had a brief end-of-day discussion and a review of Day 2 agenda.

VIII. Adjourn

Marian Heyink moved and Lisa Krystosek seconded the motion to adjourn for the day. 5:40 pm PT. The motion carried unanimously.



Board of Directors Spring Advance Meeting Minutes

April 9 & 10, 2021

Friday 12 pm – 6 pm PT & Saturday 8 am – 5 pm PT

DAY 2 – Saturday

I. Welcome – Beth Kuchenreuther, Chair of the Eagala Board of Directors

A. Meeting Call to Order

The meeting was called to order by the Chair at 8:07 am PT.

B. Roll Call:

Board Members Present: Beth Kuchenreuther, Chair; Lisa Krystosek, Vice-chair; Marian Heyink, Governance Chair; Misty Baker, Governance; Wanda Whittlesey-Jerome, Secretary

Executive Officers Present: Eagala Acting CEO Amy Blossom; and special guests

B. Mindfulness Minute: Wanda Whittlesey-Jerome

Wanda shared a music video about keeping faith during challenging times and acting with courageous compassion and integrity.

II. Reports to the Board

- A. Report from Mickey DiGiacomo – Member Support Services and Networking Coordination
During the transition, Mickey DiGiacomo stepped in and joined the team. She has years of experience in creating such member-focused services. Mickey shared her perspective that Eagala's members are the driving force of the organization. She is nurturing past relationships of a global nature and is helping re-build global relationships. Membership retention is key.

Beth asked Mickey what she thought about moving forward. Mickey would like to see more communication with the team – Amy, and all of us. Many former members have rejoined because of the people moving Eagala forward now. She highlighted the “Welcome Back” movement currently under way.

- B. Report from Patti Mandrell – Training Coordination

Beth thanked Patti for taking the time to coordinate the trainings. Beth asked Patti about training needs moving forward. Patti suggested the needs for our members and those seeking training are multifaceted – including the impact of Covid-19.

Patti is hopeful for the future. She suggested starting over with an IT system that could be much simpler. Examples of different types of curricula and delivery were discussed – with an eye to the Eagala's future. Finally, Patti shared that people are excited about where Eagala is heading.

- C. Report from Brenda Hunter – Member Support Services, Continuing Education, and Recertification

Brenda is excited to provide the meetings for members – member support, global meetings, advanced meetings, networking coordinators meetings, and others. She and Amy meet ahead of time to plan these meetings, get Zoom up and running, and get people connected. They both facilitate the meetings, and then afterwards, they debrief.



Brenda wants to strengthen the educational component and make our advanced members feel more included. She wants to also focus on making learning opportunities fair and equitable for the advanced certified members. She wants them to be able to share their resources with the entire membership.

Beth asked Brenda about the VA grant and the Military Services Designation. A discussion centered on the detailed applications for an individual and/or program to become approved to serve the military. Amy suggested showcasing the programs that are effective, culturally appropriate and skilled at working with the military.

- D. Report from StarrLee Heady –Professional Collaborations and Memberships
The Board welcomed StarrLee back to Eagala. She is accessing the organizations with whom Eagala had continuing education relationships in the past. Beth suggested the months for those renewals are identified in the budget formulas projected for 2021. StarrLee and the Board discussed a variety of options and opportunities for members who want and need Eagala to offer space for legitimate vision-sharing, networking, and state-of-the-art participation.

III. Board Member Slate/Nominations/Votes to Approve

A. Elections: Votes on Approval of Appointment of Extension of Board Terms

Lisa Krystosek (3rd term). Wanda Whittlesey-Jerome moved and Marian Heyink seconded the motion to appoint Lisa Krystosek to a third term on the Eagala Board of Directors. The motion carried unanimously.

Beth Kuchenreuther (2nd term). Marian Heyink moved and Lisa Krystosek seconded the motion to appoint Beth Kuchenreuther to a second term on the Eagala Board of Directors. The motion carried unanimously.

The Board determined that all executive roles would remain the same for the next year, and Mike Plymale will continue in his role as the Financial Consultant to the Board.

B. Committee Membership

Marian Heyink nominated Misty Baker to be Chair of the Governance Committee. Marian Heyink moved and Beth Kuchenreuther seconded the motion to appoint Misty Baker as Governance Chair. The motion carried unanimously.

IV. Executive Report – Eagala Acting CEO Amy Blossom

The Board discussed the recent past history of Eagala and how our new team exemplifies authenticity, ethical behaviors, and integrity. Our team is united in purpose and passion. Their commitment is core-deep and their experience with Eagala is long-standing.



Amy thanked her team and the Board's acknowledgement of the sacrifices and courage her team has made – and that also goes for the Board. Together, our team shares the commitment forward for Eagala. She shared a variety of themes she heard earlier this morning from her team and the Board (in alphabetical order here):

- Community – bringing the Eagala family back together again;
- Connection – IT systems, members, meetings, trainings;
- Continuity – we want to become a better us – that our members can count on;
- Diversity – diversity brings everything together – every single role in Eagala sees diversity through an ethical lens;
- Improvement – the value of continuous improvement – we can always do better;
- International – sharing a global vision – seeing through a multicultural lens on everything Eagala;
- Knowledge – rich historical knowledge and traditions in Eagala's past;
- Quality – Eagala will not be a *short-cut* to professional certification – we want more for our members;
- Refreshing – offering our members every opportunity to practice and expand their skills;
- Strength – Eagala is strong and will continue to grow; and
- Variety – diversifying unique and traditional modes of education and training delivery.

Amy shared this quote: “Eagala is what it is today because of every member who has ever been a member and or is a member today.” She summed up her vision for the future as well as basic needs identified for timely intervention. Amy reiterated that the membership largely believes in the Board of Directors – news which we received whole-heartedly.

V. Governance Committee Discussion – Marian Heyink, Chair

A. Future Board Matrix/Membership

Marian asked us to discuss future Board members and the skillsets needed to complement the current Board. Areas of knowledge, skill, and experience were discussed. Marian suggested different approaches to connecting members and the Board. Ideas regarding specific skillsets were discussed with enthusiasm.

Amy suggested the Board connect directly to Eagala's global communities. Member Select Calls would be one way in the future to strengthen Board-Member communications and relations. The Board discussed the idea of a new Eagala Advisory Council and possibly recruiting new Board members timely.

B. Policy Review Priorities

The Board reviewed the Eagala Bylaws. Recognizing a review of all policies needs to happen every year, the Board discussed employment policies, contracts, unauthorized use of data policies, employment at will policies, Conflict of Interest policies, and many others.



Misty Baker, as the new Governance Chair, will oversee the development of a master list of Eagala policies for Board review in time for our May 2021 Board meeting.

VI. New Board Business

A change of Board monthly meeting dates and times was discussed and decided upon. The Board also approved Amy's hiring of an administrative assistant. Beth reminded the Board that we need to complete a new process of Strategic Planning for Eagala's bright future.

Beth proposed we have a consultant from Board Source lead us through the process in June, 2021. We may, at that time, possibly have members of an Eagala Advisory Council and some new Board members.

VII. Adjourn – Entire Board

Misty Baker moved and Lisa Krystosek seconded the motion to adjourn the meeting at 4:33 pm PT. The motion carried unanimously.

Minutes respectfully submitted,

Wanda Whittlesey - Jerome

Eagala Secretary of the Board, 2021 – 2022

APPROVED