

## **OHA Board Minutes 7/7/2020 (Draft)**

**Annual Meeting Date set for 9.13, Sunday, 3:00PM**, changed to 11 AM

**Rule change for comments:** Any Riding Partner, Associate Member, or Proprietary Member must sign the OHA Arbitration Agreement before he/she can visit OHA [RULES: Changes to the Rules and Procedures may be approved at the Annual Membership Meeting by a majority vote of the membership present or by a majority vote of the OHA Board at any meeting. Members planning to propose rule changes at a General Membership meeting are encouraged to present their proposed change to the membership via e-mail at least 15 days prior to the meeting. However, the Board may change the Rules or Procedures only after 30 days notice has been given to the entire membership of proposed changes by including the written text of such changes in the Board meeting minutes.]

1. Call to order (6:06) Board members present: Bowen, Maclean, Pugliese-Moretti, Quay, Razo, Reiter, Weare. Guest present: Michael Barglow

2. Agenda approved

3. Minutes of last meeting approved – Revised Draft version approved as final.

4. consent items --

- a. Extension to fill horse space granted to Anna J.-- 6 mos.
- b.-Bill, Julie, Caroline (Longs new tenants) - approved as Associate Member  
Thomas Hughes - approved as Associate Member (Marina)  
-mentor for Nicole-Sally

5. Planning grid items

- a. review pasture rotation schedule –Horses in Upper Pear until move to Pond on 7/12
- b, feeding schedule sign-ups--Allison B will send out feeding announcement soon; be prepared. Feeding begins in September!
- c. complete hay order - Doug preparing for hay order. Fewer horses than previous years. Estimated at \$21.50/bale (.50c higher than last year) Remind Doug of open trough at Red Barn. Wakean will ask Kerry about fixing.
- d. prep barns and enclosures for hay –Wakean will send emails to Pasture Managers about prep. Cheryl has begun work cleaning the Red Barn.
- e. set annual meeting date (45 days advance) -- **Annual Meeting Date set for 9.13, Sunday, 11 AM**, Location TBD
- f. review insurance policies-D & O insurance (Michael B /Wakean/Sally) – Michael B provided an overview of the current status of OHA insurance and efforts to secure a new Directors and Officers (D&O) policy. Due to the recent lawsuit, OHA is having trouble securing Directors and Officers Liability Insurance. The first policy quoted was cost-prohibitive (\$5,000/year; \$10,000 deductible), and included an exclusion for the appellant in the lawsuit, rendering it untenable for this board. The most recent policy quoted (following rejection by 10 other insurers) is more affordable (~\$2,000/year), but also includes an exception that may be impossible for the board to accept. Some board members expressed concern about continuing to serve on the board in the absence of adequate D&O insurance.  
A significant discussion followed about insurance. Ultimately, the board voted to adopt the second policy contingent on an affirmative response from the insurer regarding the nature of the exclusion. (WM/SW).

g. EBMUD liaison report-Wakean provided the EBMUD liaison report. Water to the PavD is scheduled to return this week. WM relayed a report from Linda Furtado on the prescribed burns. She reported that the burns will move to the south side of Wildcat Cyn Road, including along Forest Meadow, and may imperil the plastic water pipe along that fenceline. Kerry reports that she will bring gate parts to Lower Sullivan soon and gravel to Red Barn.

6. Member comment - none

7. Membership issues

a. membership coordinator role – Sarah C. will continue to the September meeting as membership coordinator. The board extolled her talent in that role and expressed its appreciation for her service to OHA. She provided a written report to OHA via email.

b. report from 'spring grazing issues' subcommittee . . Erica provided tentative rotation. Erica will have an informal dialogue with EBMUD staff regarding alternatives and next steps for grazing rotations in preparation for OHA's next Annual Grazing Plan (AGP). Erica will seek significant flexibility in pasture rotation and determine if a rescue pasture is possible. The board expressed its desire for transparency with the grazing committee progress in EBMUD meetings. The board proposed that a board "observer" be present at those meetings in order to better understand decisions about pasture management and herd health. Discussion of alternative pastures boiled down to Beer Can, Lower Pear and Lower Sullivan. August board meeting will have "Part B" report out of the grazing committee. KR volunteered to take Lisa McLaughlin's position on the committee.

c, possible 2nd annual membership meeting per year? -Alix proposed that OHA have two all-members meetings per year. General agreement that this is a good idea, but needs to wait until post Shelter-in-Place for planning

c. Discussion of minutes distribution Proper procedure is for Draft minutes to go to Board within a few days after a meeting. After any corrections, new Draft goes to Membership (about a week after meeting). Minutes are approved at the next Board meeting and then posted to the web.

d. Start 'saddle pals' newsletter?- Lisa said this is easy. All agree that it positive news is good for OHA. Kate suggested that each Board member submit one positive item for every newsletter. Alix agreed to write a newsletter.

e. Assoc members --sign arbitration agreement? -- Motion: "Any Riding Partner, Associate Member, or Proprietary Member must sign the OHA Arbitration Agreement before he/she can visit OHA." Passed. Comment: make as easy as possible (electronic fine). Add to existing forms. Ask current Riding Partners and Assoc Members also to sign.

f. Honorary Members: offer Bubs and Page Honorary Membership (moved, passed). To do: Re-write criteria and rules for Honorary Members as part of general rule revision and update.

8.Treasurers report -Kate only received files from Diane the previous day, and she has not received the final yearly expense report from 2018-2019. Some parts of the file are hard to read – EBMUD lease is budgeted at \$9607, but payment was \$3820 (EBMUD told us that was an overpayment). Two lines have \*\* that seem to refer to footnotes, but none was given.

It is noted that we have 38 horse spaces, with 36 filled. Proprietary dues are \$720.00 yearly,(\$800.00 was suggested as an increase, at an earlier meeting). Associate Members pay \$50.00 yearly (to become \$250.00). Riding Partners dues are \$25.00 annually. (should be raised as well).

This may be a difficult time to raise dues, and there is possibly financial hardship for some members.

However, we do not have other means of raising of funds--we are a non-profit with 'social club' status, but can not receive tax-exempt donations.

We are currently projected to be \$4,000.00 in debt by the end of the year at the projections given by the last Treasurer. We have a substantially larger insurance bill due to recent legal issues.

Kate is hoping to have a better grasp on the finances by the August meeting..

## 9.Other business

a. Rules/Procedures update proposals : This is a project that should be done. Discuss at Annual Meeting. Form some variety of subcommittee to achieve.

b. emergency procedures webinar reschedule –Will be held July 8. Anna is leading.

10.Next mtg : Early August, tentatively 8/11 9 AM.

Thank yous

Erica: All she has done to help the horses and the pastures

Cheryl: major sweep of Red Barn, tagging Pear Orchard fences for safety.

Gianni and Michael: major Pear Orchard fence repair

Lisa: ditch work, Taj work (Linnea will be managing the Taj)

Wakean – new lock

Many others – your many contributions to OHA!

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## **Membership Coordinator Update 7-7-20**

### **New Members & Member Updates**

- New members are Tanya Ericson, Liz Strauss and Nicole Davis. Liz Strauss put her horse down and is deciding on her next steps. Nicole is bringing her second horse in within the next week.

### **Waitlist and Interview Status**

- We have 2 members on the waitlist, one who I got very negative feedback on but who should be screened next and one who was looking at buying a 2 month old filly but I can check back with her. We also have one person that was turned down and is interested. There were concerns but he was told he could be considered after he got to know his two year old mustang. The rest of the list has all been screened. There were a few good folks on it who turned us down but they have been asked within the last 6-10 months so it is unlikely much has changed/

### **Associate Member Status**

- RJ has been accepted as an Associate Membership under Eddie. Don't know if fees have been paid
- Anna is an Associate member who is transferring from Lisa to Sarah
- Thomas is a new member under Marina. I have not received any paperwork on him and don't know if fees have been paid.
- **Honorary Member**
- Linda Furtado gave up her Proprietary Membership and informed me that the board gave her Honorary Membership Status.
- Liz Strauss is now a member so is coming off the honorary membership list.

### **Current Member Openings**

- Harvey- didn't hear back if he was bringing a horse in.
- Sonny has an open spot and a new horse
- Sally has an open spot
- Anna -Arthur Stanley is off pasture. Status unknown
- Bob has an open spot. Status unknown.
- **Probationary Members.**
- Current probationary members are Megan, Robin, Carla, Linnea, Gianni, Teresa, Caitlin.
- Caitlin, Megan and Robin are currently off pasture.

### **Horses**

- We have 24 horses on pasture. Nicole's second horse is coming very soon.
- We have 8 horses off including Nicole's second horse
- We have 6 open spots.

### **New Member Applications- None**

## **Member Retention**

We have had a high attrition rate of new members over the years. We are currently at risk of losing new members due to difficulties with the grazing and also due to our culture which can be difficult. I applaud the meetings that were happening around grazing changes and looking at the different options between tier 2 and 3. I think this is important as a number of horses had issues this year and some of them were new member horses with years of pasture experience. The best way to retain members given that grazing seems to be an increasingly big issue for horses due to climate and rain/drought conditions is to look at and consider shifting grazing. We need to look at keeping our culture more positive, and creating a place where new and old members can make mistakes and gently learn as mistakes or misunderstandings are sometimes corrected in a manner that doesn't feel good. A number of new members have alluded to this and I think we should look at it as an organization. I also think that when Covid ends, promoting more fun activities and work parties may be helpful, though obviously not much can be done about that now and it may go on quite a while. In my work we say that teams that play well together work well together and I would like to help us regain that, if possible as it will help new and old members enjoy OHA.

I would recommend focusing on member retention rather than bringing in new members who may not be a great fit, especially considering the limited list we have and the fact that we have great new members who we may lose. It is also hard to terminate members who are not a good fit so keeping positive, qualified folks makes even more sense given the difficulty of moving someone out if they are a problem. I have gone through the entire list once since I took over, and some have been asked twice already.

## **Mentors**

- Sarah is Carla and John's mentor
- Wakean is Linnea's mentor
- Marina & Doug are Gianni's mentors
- Lisa is Megan and Teresa's mentor
- Eddie is Robin's mentor
- Caitlin doesn't have a mentor given her long familiarity with OHA.
- ? Liz's mentor
- Sally is Nicole's mentor
- Tanya- no mentor
- Megan and Carla: coordination for dieting horses, stall and paddock management.

I would propose that all new probationary members, even those who have been longstanding associate members have mentors. That way if there is feedback that needs to be given, it can first be channeled through the mentor. It helps to keep the processes the same for everyone.

From Erica: I sent a copy of my preliminary rotation draft (which is based on committee discussion & still being discussed in the committee), with the request for board okay to have my initial conversation with Kerry. The draft experiments with rotation stays outside the existing parameters for any of the tiers.

We ended up on Tier III parameters managing through the 2012-14 drought - having de facto backed into it. Since then what has changed is the climate and the impact on both horses and plants. We've always had to deal with laminitis concerns, but now we have a season that starts earlier and ends later - dramatically so, and it happened pretty quickly.

It's accelerated climate change that's driving this, not the tiers. Each year we've tried some adjustments to cope, but the next year outstrips the measures. My first statement to the committee

was let's not talk about the tiers, let's talk about what we think is best, then make the case to EBMUD for their endorsement without penalty.

(I think we can successfully update the parameters to better fit the needs of the horses - the one piece that remains critical for pasture management is sufficient rest time to manage for perennial root and soil health. One way or the other, EBMUD will continue to use the standard of how well the allotment is managed.)