

## AGENDA – Planning and Review Committee Meeting

17Feb2022 @ 6:00PM CST

1. Call to Order – 6:08 CST
2. Roll Call
  - a. Attendees: Lori Wunderlich, Deb Dyer, Kevin Griner, Leslie Foxvog, Lisa Feldner, DeeDee Douglass, Haley Pembroke
3. Introductions
4. Ground Rules
5. Review Committee Responsibilities & Mission

*Mission: maintain an effective, high-performance planning and governance system for the Appaloosa Horse Club.*

- *Considers, develops, and implements programs and policies to promote and serve the best interests of the Appaloosa horse and ApHC members.*
- *This committee could also be referred to as the Governance Committee, in that it considers issues relating to policies and procedures that enable the board to do its work effectively and efficiently.*
- *Reviews and recommends modifications to the ApHC Strategic Plan.*
- *Develops and implements fund raising ideas for ApHC.*
- *Evaluates proposals from other committees for potential impact on the board's overall effectiveness in terms of governance, or that affect board policies, procedures, and priorities.*

### 6. Old Business

- a. Hall of Fame Committee
  - i. P&R has been asked to review the current HOF Policy – this request was made last spring at a BOD meeting
  - ii. Concerns include: lack of BOD oversight in the committee review process and if the award has lost some of the prestige over the years
  - iii. Alison sent the current policy to the Committee members, as is to review the process before our next meeting where we can work through if there are suggested changes
- b. Trainer of the Year Program
  - i. ApHC has not historically been involved in this program; it was created and funded privately. That funding has now been exhausted
  - ii. Award consisted of a trophy – we do not have access to the cast used previously; new trophies would need to be created
  - iii. There would need to be a process created around this - what are the requirements to be considered eligible, how a winner is selected, what is awarded to the winner (advertising vs. trophy to start with? Up for discussion)
  - iv. AQHA does award for Professional Horsemen of the Year – we can look at this
  - v. Sub-committee created to review with DeeDee and Alison, will check with a couple other BOD members who expressed interest on if they would like to join as well
- c. Exemplary Regional Club Award Consideration
  - i. This was put on hold for 2020 and 2021 due to COVID
  - ii. Need to revisit the effectiveness of the process, the submissions are not consistent and there has been feedback that it is too cumbersome
  - iii. Committee needs to decide if we keep this award, and if so, refresh the process to make sure it is more effective

- d. Staff Compensation and Benefits Structure – Discussion that this should fall under the responsibility of the new Executive Director
- e. Staff WFH Policy Review
  - i. Requested by BOD in November 2021
  - ii. Tabled for next meeting, Alison emailed Lynette for current policy
- f. Management of general members on committees short of removal
  - i. Executive Committee has the authority to add/remove members from Committees. There were questions last year within the BOD if actions outside of removal (like issuing warnings) could be done by the Executive Committee
  - ii. The P&R Committee discussed; motion made by Kevin Griner that no updates to the by-laws are required; the by-laws afford the EC the flexibility on how to manage Committee memberships and this falls within the purview of their elected responsibilities. Seconded by Leslie Foxvog; approved unanimously. Recommendation will go to the BOD.

## 7. New Business

- a. Rule Change Proposal – Member Bullying
  - i. Recommendation that this be transitioned to the Rules Committee to be managed
- b. Codification of Article V. Section 3 of the by-laws
  - i. Ask to all Committee members to review Article V. Section 3 as well as the BOD Orientation Manual and discusses disputes amongst directors
  - ii. General agreement that the latter would be updated vs. the by-laws if more clarification is needed on the procedure in the removal of a duly elected officer
- c. Strategic Planning Sessions
  - i. Last formal strategic sessions took place in 2014; some documents sent out from 2021 that a group had been working on. Alison to share with the full committee
  - ii. Alison reviewed strategic planning process proposal – first step is to collect information
    - 1. Will engage with Lori and Lynette regarding process to engage in a member (or public / non-member) survey
    - 2. Interviews of a small number of members was also discussed – need additional discussion on how individuals would be selected
    - 3. SWOT analysis to be complete by all the Committee Members; recommendation made by Leslie that all Committees perform this activity as well
    - 4. Alison sent slide packet to committee members and will engage other Committee chairs on SWOT analysis
    - 5. Alison to send out options for next meeting dates – will need workshop type sessions specific to Strategic Planning to be scheduled

## 8. Any other Business

- 9. Adjourn – Motion made by Leslie Foxvog, Seconded by Kevin Griner. Adjourned at 7:58 pm CST