

## TCOTC Board Meeting 2/8/22 Minutes

Meeting called to order at 7:04pm

**Members present:** Joyce Carlson-Rioux; Karen Radford; Marsha LeDuc; Tonni-Sue Keinz; Meera Kannan; Chris Mosley; Anitra Francis; Vanessa Niemi, Taylor Davis; Jane Jacobson; Anne Schenk; Cally Samson; Susanne Jones;

**Excused Absences:** Corrie Barrows;

### New Member list

- Marsha LeDuc approved
- Meera Kannan seconded
- All approved
- No opposed

### Officer & Staff Reports

- **Managing Director's Report, including New Member List – Anne Schenk – 10 minutes (7-7:10)**
  - Great things about nosework seminars
  - Connection made with Karen Erickson, former member, willing to do some workshops/coaching sessions for small groups of people periodically
    - First one today 7 people filled 8 slots
    - Very experienced, not looking to teach regular classes
  - Class possibility with St. Anthony community education
    - Taylor may teach
    - "Lite" version of basic training
  - A ton of events on calendar
    - Jane and Taylor working on mock obedience trial
    - Conditioning sessions in March
    - Stress seminar to be offered
    - Wendy Olson - conformation clinic in spring
    - Saige Bell doing more weave seminars
  - Call from Landlord - Capp Industries
    - Upstairs neighbor - Event Sales - moving out
    - Their lease ends in 2023 - negotiating with Capp
    - Joe called us to give first opportunity for this space
    - Definite advantages: possibly lower cost space, already have relationship with landlord, allows us to do a lot more that needs space and calendar time
    - Pillars are there but not quite the same
      - North/south pillars 50 ft
      - East/West same as the annex
    - A couple walls could come down, some air conditioned space, office space
    - Could make an event space, 3-4 poles, find judges, more attendance, all the parking no semis, no stairs
    - Recommend board to seriously review space, options and how to make it happen
      - *Karen Radford to create a poll, to find a date and time for committee*
- **Treasurer's Report – Mary Steinbauer - will be available later**

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- **Staff Report – (All Staff Reports 7:10-7:25)**
  - **Chris Mosely – 5 minutes**
    - In interest of time, will submit written report
    - All is well
  - **Jane Jacobson – 5 minutes**
    - Doing well
    - Filling rings more than in the past
    - Taylor exploring options for secretary for October obedience trial
    - Reserving date in April for future
    - Holding "run and done" soon
  - **Vanessa Niemi – 5 minutes**
    - Drop in attendance November and December
    - February reduced price by \$5 for both half and full day
      - 3 dogs to 1 trainer still makes money
    - Also opened up Thursday; does not affect open ring
      - Saw more rentals as Fridays no longer available in spring
    - A lot more applications have come in
      - Schedule is pretty much full
      - Working on employee schedules

### New Business

- **Proposed Budget - Anne Schenk, Mary Steinbauer and Karen Radford - 20 minutes (7:25-7:45)**
  - Conservative, may have room to grow more revenue
  - Finished the year in the black
  - Rent is consistent thru 2024
  - Baseline estimate > lots of opportunity to do more
  - **Motion to approve**
    - Karen Radford moved to approve
    - Marsha LeDuc seconded
    - All approved
    - No opposed
- **Proposal for Behavior Department Head Position and Proposal for Behavior Department Program – Vanessa Niemi and Taylor Davis - 35 minutes (7:45-8:20)**
  - Taylor and Vanessa have been doing this since July
  - Have brought in \$9,000
  - Most members want to keep continuing education but dogs are not ready for regular obedience or agility classes
  - Changing attitudes has become class for reactive dogs > market what it is, not what it was supposed to be
    - Way underpriced compared to other organizations
  - Jane suggested Wallflower class for shy timid dogs
  - Proposal sent out with financials > room to grow class options
  - Proposal to have a Behavior Dept and Dept Head
  - Taylor and Vanessa think they can cover cost with classes alone
  - Believe training instructor should be paid more due to education and risk
  - A lot of demand for well run classes for reactive and shy dogs
  - Take the strain off of other classes
  - Advisory committee - vet behaviorist, 2-3 people that Taylor & Vanessa could consult with
  - Marketing: want to be cohesive with how club is marketing itself but it doesn't match right now
    - Shift in market - black & white training techniques vs LIMA
    - Less science > more create a connection with you & your pet

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- more user friendly and meaningful
    - Good timing for broader conversation of TCOTC brand, elevator speech, universal language, iterative process
  - Does not affect bylaws - there's nothing preventing us from changing Organizational structure
  - Karen will review Dept. Head job description, and compare to what we have. Suggestion to only have one Dept. Head job description. Will send to board.
  - Discussion:
    - need is there, good idea for the pandemic dogs,
    - pricing structure compared to specialty classes and our club identity
    - how to staff courses, expectation of specialist instructors, recruiting,
    - specific expectations of certifications (e.g. CPDT? IAABC?) vs number of people who are certified in Twin Cities, certification may be more important for instructors vs. admin, positive reinforcement training important, focus on people skills
    - slower rollout of classes as momentum and staff builds,
    - liability insurance consideration for club - Vanessa and Mary will check, perhaps check with others that offer these classes
  - [Meera Kannan - motion to approve and move forward with behavior dept. for 6 months](#)
    - [Cally Samson second](#)
    - [All approved](#)
    - [No opposed](#)
    - [Re-evaluate in August](#)
- **Report from Diversity Committee – Meera Kannan and Vanessa Niemi - 10 minutes (8:20-8:30)**
- 3 small action items we can take
    - Welcoming space for people of all backgrounds > develop and provide educational opportunities
      - Webinar, seminar, exam different cultural norms all pertaining to dog training
    - Create community buy in > create pet food drive at club
      - Positively affects community due to Covid and job losses
      - Donate to both S Mpls People and Pets Together, N Mpls Pet Resource Center
    - Offer 3 BIPOC scholarships - cover 50% of basic class fees
      - Prices may not be accessible to all backgrounds
      - Help dogs stay in their homes
      - Target where people would be most in need - S Mpls People and Pets Together, N Mpls Pet Resource Center
      - Perhaps offer clicker, bag of treats, leash/collar, or \$10 at store so they are prepared
      - [Anne will ask membership for donations to this program](#)
  - People and Pets Together is under Second Hand Hounds now
    - Anitra can help with introductions
    - One trainer at PPT offers classes free or reduced prices but would welcome scholarships
  - Possibly create a separate non-profit if this takes off
    - Launch humane fund for community outreach to improve people's relationship with their dogs
  - Suggestion to also waive club membership fee
  - Suggestion to start with two organizations above, then broaden our reach
  - TCOTC does not currently gather or have a lot of diversity data on our members

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- [Board vote on Scholarship due to financial impact.](#) (Do not need to vote on seminar or pet food drive ideas)
  - [Anitra Francis moved to approve](#)
  - [Joyce seconded](#)
  - [All approved](#)
  - [No opposed](#)

### Unfinished Business

- **Event Coordinator Position - 15 minutes (8:30-8:45)**
  - Included in budget
    - Part time salaried position
  - Karen will send out revised job description and send it out
  - [Meera Kannan motioned to approve, pending changes to job description](#)
    - [Marsha LeDuc seconded](#)
    - [All approved](#)
    - [No opposed](#)
- **Covid Policy Review – 15 minutes (8:45-9:00) - Joyce Carlson-Rioux and Anitra Francis**
  - Omicron numbers going down
  - Still considered high due to hospitalizations
  - Infection rate under 1
  - Positive test rate for Hennepin County = 15.0%
    - MDH considers anything above 5% high
  - State still dark red > highest
  - Definitive decision needed, published and then supported whether one other person can come to class
    - Some concern last time about smaller spaces - e.g. Star Room
    - It was not communicated last time
    - Most understood there could be an extra person in ring room and annex
    - Needs to be communicated to all staff, desk help and Corrie
    - Question on whether we can add more people to puppy class?
      - [Jane will check with instructors about having extra people and report back](#)
      - [May update technology if needed](#)
    - Decision that one extra person can attend ring room and annex, and behavior classes
      - [Decision will be communicated to staff](#)
      - [Anne will let Corrie know](#)
    - Foundations - [Chris will check with Foundations staff](#)
- **Announcements: Strategic Planning Meeting Scheduling - Joyce Carlson-Rioux**
  - Strategic planning meeting
    - Not everyone got original poll
    - [Joyce will resend poll](#)
  - Conflict of Interest form needs to be returned to Anne
- **Board adjourned at 9:22 pm**
  - [Karen Radford moved to adjourned](#)