



BCHA National Board Meeting Minutes
Kalispell, Montana
April 17-19, 2023

Called to Order: Monday, April 17th, 2023, at 8:39AM Mountain Time

Chairman Introduction and introductions of the Executive Committee, Randy Rasmussen; Public Lands Director, Michelle Wade; Executive Administrator, Darrel Wallace; Past Chairman and Parliamentarian, Freddy Dunn; Past Chairman.

Roll Call taken for National Directors.

Expansion Committee Presentation

- Oklahoma is a possibility.
- Texas:
 - Submitted their application.
 - EC voted to approve pending National Board approval.
 - *Motion to accept Texas into BCHA, seconded. All in favor, none opposed. Motion passed.*
 - Presentation from Texas National Directors: presented the Texas flag to the board and a certificate from the Governor of Texas.

Consent Agenda

Motion to accept the agenda, seconded. All in favor, none opposed. Motion passed.

Motion to approve the consent agenda, seconded. All in favor, none opposed. Motion passed.

Motion to approve the minutes of the 2022 National Board Meeting, seconded. All in favor, none opposed. Motion passed.

Departed Members Memorial

States were provided time to acknowledge passed members who we lost in the last year. Moment of silence for the deceased.



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STATE OF BCHA

- Chairman provided the State of BCHA
- Forest Service Chainsaw Training Program
- UJoin
- Newsletter and Lack of Articles
- Elevated participation and positive progress
- Successful collection of Member data information
- Funding chapter support grants
- Help desk to assist in the millions of dollars of grants available.
- Light on the Land
- SWOT Analysis
- 12,160 members
- 198 Chapters and 32 States.

Treasurer Report

Fiscal Year runs May 1 through April 30 each year.

The treasurer provided an overview of the balance sheet and the totals.

Profit & Loss Budget vs Actual with Projections

- **Income**
 - We received all state dues and increased 3%.
 - Donation totals provided; chair letter went out.
 - Sponsors and & Advocacy are the newsletter advertisers.
 - Chapter support grant donations
 - Social Media Campaigns are anything out of the Facebook Birthday Fundraiser
 - National Board Meeting income – The registration fees and auction
 - Promotional Item – An in and out account, more items purchased for the 50th anniversary.
 - Interest is the income on 5 bank accounts.
- **Expenses**
 - Administration General is office necessities.



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- Software is Ujoin
- General Travel: officers training or Hike the Hill for example.
- National Board Meeting: We won't realize this expense until it is over, projected numbers provided.
- Light on the Land – Copyright cost
- Newsletter Expense – One bill is not included.
- Business plan directed – Budget items in the Business Plan

National Directors have been provided with an extra line to suggest a different amount and the proposed budget provided.

Committee Reports

- Marketing & Media
 - The digital age, how stories are getting out there more quickly than the quarterly newsletter.
 - Keep up with the changing media and keep with the mission.
- Membership
 - If each member brought in one new member each, we would double every year. We would not have any financial issues.
 - Retain members: How do we retain them. There is information on the education page of the website.
 - Development: Need to help develop new chapters that come in. Mentor chapters that are having problems.
 - We need to get more youth involved. Change the dynamics of BCHA to have younger people involved.
- Member Benefits
 - Some of the places would like to use our name and logo as a sponsor for their items.
 - Assist chapters and states to use online membership dues.
- Education
 - See the Presentation Slides attached to minutes.
- Partnerships
 - See Presentation Slides attached to minutes.



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Advocacy presentation available by contacting Michelle at michellewade@bcha.org.

- Youth
 - Sponsored 36 projects in 13 states. Over 300 youth in Montana alone. Thank you for responding to the survey.
 - Would like to make the Youth Committee a stand-alone committee.
- Public Lands
 - Involved and Committed
 - Budget: Really haven't spent much in the budget. They don't see a need to spend money for the Public Lands Committee. They have asked for nothing in the budget.
- Volunteer Hours
 - Double Diamond Award will be announced at the banquet on Wednesday Night
- Chapter Support Grants
 - Explained where the grant money came from. TFF, Specific donations, previous years remaining balance, and funds not used by grants given and funds returned.
 - Grant request must be \$1000 or less.

Nominations

- Call for nominations from the floor.
- Greg Schatz was nominated from the floor for non-director position.
- Open floor for questions...

Executive Administrator Report

- Report provided by Michelle Wade

Director of Public Lands Report

- Report provided by Randy Rasmussen

Contract Review Committee

Three businesses reviewed.

- Washington Accounting Services – Accounting/Bookkeeping Firm



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- Recommends Continuing with WAS Services
- Lakeside Administrative Services – Michelle Wade
 - Recommendation is to raise her services and compensation 25%
- Director of Public Lands – Randy Rasmussen
 - Recommendation Income raise \$5,000 in the first, second and third year.

Treasurer Report Approval (Balance Sheet and P&L with Projections)

Motion to accept the financials as presented, seconded. No discussion. All in favor, none opposed. Motion passed.

Resolutions

- State of Oregon Resolution: See attached.
- State of Wyoming Resolutions (2): See attached.

Resolution Discussion

Nomination Committee Job Description resolution

- Would like to see the very best submit resumes for positions. The Nomination committee should start working on this immediately after the NBM each year to run the next year.
- Discussion: This would necessitate a governance policy change.
- Contrary to the proposed resolution: Do we have volunteers to execute this? After taking a poll of the National Directors, there was a handful of National Directors raised their hands they would take on this task.
- Who determines what and who the best qualifications are and what are those qualifications.
- It takes an understanding of people's strengths and talents in a broad sense across BCHA.
- Regarding the Director positions: States don't elect their ND until right before the NBM, how do we deal with that when it changes so often.
- Table this until Wednesday morning.



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Financial Reports Resolution: See attached resolution.

- A lot of terms that are Germaine to accounting that people may not understand. The financials need to be laid out so that everyone can understand, plain and simple. See resolutions.
- Discussion:
- All financial reports should be fully disclosed.
- We should ask questions; these financials statements should not be distributed to third parties. We can't put it in simpler terms than what it is.
- Would like to have the Treasurer input on this: Treasurer comment: Feels they are understandable in the format they are.
- Table it until Wednesday Moring in unfinished business.

Mission Statement Resolution: See attached resolution.

- At every meeting the mission statement should be read. The purpose is to remind everyone to always support those 5 principles. Agendas should fit neatly within at least one of the 5 principles.
- Discussion: This is to be required at the National level, not state or chapter.
- Tabled until Wednesday under unfinished business.

WYOMING RESOLUTIONS -Discussion

- Fix the Oregon line at the bottom of the resolution.
- COLA Resolution: Increase in membership dues. Committee to investigate BCHA by-laws to allow dues to be raised periodically based on cost-of-living adjustment.
- Discussion:
- Fully support this resolution
- Let's not wait a year to make this happen.
- Clarification: Are we asking the committee to implement something continuous or just options?



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- Are they also going to address the 3-year process of raising dues.
- A: The committee would research and make recommendation to the board of what should happen.
- The last dues increase took 2 years to complete, this board must recommend the change to the directors and then take it to the state and then they vote on it. Do you need it quicker, absolutely.
- Think it would be a great idea to look at both options in this resolution.
- Would it be easier to just modify the Constitution. It is still the same amount of time to change the constitution as to increase dues across the states.

Table this resolution until Wednesday morning during unfinished business.

Online Membership Application through BCHA (National)

Discussion:

- Keep it at the chapter level.
- States have online membership, asking members to change from paper to online application and payment. It does work and this is very efficient.
- Are you proposing this is done on the National level and then go down to the state or chapters. Answer is Yes.
- Comment: You are going to a top down and then work your way back up again.
- Not all chapters have the same dues so this could be really confusing.
- They are asking for a committee to look at this and see how this will work and if it will work for states.
- Marketing & Media: This is doable technologically, so Craig Ferdig would like to be involved with this if goes to a committee.

Table to unfinished business on Wednesday morning



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Governance Policy Changes

Partnerships; See the proposed changes.

Motion to accept this Governance Policy Change regarding the Partnership Committee, seconded. All in favor, none opposed. Motion Passed!

Expansion Committee; See Proposed changes.

Discussion:

- Purpose of Expansion is to grow states, membership is the grass roots.
- Suggested a committee, Terri Haver, Fredy Dunn, Kathy Young, small group of people to get together between now and Wednesday with Freddy

Motion to form a group to discuss this, seconded, all in favor, none opposed. Motion passed.

Youth Committee, See proposed change.

Motion to accept the changes to governance policy as presented. Seconded.

Clarification: This makes Youth a standalone committee

Comment: No information to the state level that would make a difference with this.

What are they tasked with? A: With the change in the SBP communication will increase from the Youth Committee.

Motion to accept the changes to governance policy and amendment to remove the word "American" and just use "Youth".

Discussion: We are Back Country Horsemen of America, why do we need to remove the word America. We are not alienating anyone by having American left in this governance policy.

Motion to stop discussion on this topic, seconded. All in favor, none opposed. Motion passed.

Vote on the amendment, Motion passed, not unanimous, Remove the word American.

Motion to approve the youth policy change, all in favor, none opposed. Motion passed.



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Strategic Business Plan

- What we are trying to do is apply business logic to the way things are run and have National Directors, EC to take ownership of this plan.

SMART GOALS

- Take the mission statement and apply it to the committee you chose to work with. You must be specific.

Wednesday Business Meeting Reconvened April 19, 2023

Called to Order at 8:43AM Mountain Time.

Hike The Hill presented by Randy Darrell and Mark; All attended Hike the Hill in 2023. Randy, Public Lands Director provided an overview of what took place at the 2023 Hike the Hill in Washington DC.

- Darrell Wallace discussed the Tax Issue: Mileage rates. There is a lot of unknown because IRS has refused to provide clarification on this subject. Darrell consulted a tax attorney for this. The difference between the 14 cents per mile as a volunteer vs the .65 is it is taxable income.
- Trying to influence a change.
- Washington DC appreciated BCHA presents the stories from the boots on the ground in comparison to numbers and statistics from other organizations.
- Suggested we need a videographer.

Help Desk

- How does BCHA help states and chapter leverage the millions of dollars of grant funds available?
- BCHA states and chapters need to apply for grant funds, BCHA has implemented a Help Desk to assist states and chapters with this process.
- Webinars have been provided on specific grants that have been available from outside resources.



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- Would like to have a true help desk, another BCH to help you get through the process. We will continue with the help desk, unless the ND tells us this is a bad idea. The consensus is most states would like the support.

USFS Saw Program

- In December the curriculum came out, Mark Himmel attended the meeting.
- BCHA put together a training in North Carolina, three different challenge cost shares that came into play at the same time.
- Train the Trainer Curriculum.

Public Lands Committee

- Introduction to the Public Lands Committee by Darrell Wallace
- Brad Pollman is the Public Lands Committee Chairman
- Know your public land agencies, and leaders.
- Issues are changing and we are getting better with the changes.

Unfinished Business

Recommendation Expansion remain as is and the Membership Ad Hoc be dissolved.

Motion no change to the governance policy change, Expansion committee remains unchanged in the governance policy and the Ad Hoc Membership Committee to be dissolved. Seconded. All in favor, none opposed,

Point of Order, Confirming the Membership Ad Hoc Committee is dissolved.

Answer: Yes, the Ad Hoc Membership Committee is dissolved.

Resolutions

Nomination Committee Resolution: Show of hands 8 in favor the rest opposed.

Resolution Failed

Financial Report Resolution: *Resolution Failed*

Mission Statement: *Resolution failed.*

Online Membership Resolution: *Resolution Failed*



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The point of this resolution is to start the conversation as to what would make the most sense. Clarity: Form a committee what makes sense for potential online membership.

COLA Resolution: By laws was the wrong word, it should say constitution. This resolution is just to form a committee to respond next year with more information.

Resolution passed.

Strategic Business Plan Discussion

- We wanted to make sure everyone was involved, all National Directors, to have a say in the updated plan.
- We will set a timeline when we will be able to get the goals back.
- Partners and Advocacy: No Change
- Marketing and Media/Website: Request has not changed. They are going to be sending out a survey for specific on the website. From here we will make an educated plan to update the website.
- Financial and Fundraising: No budget increase
- Service: No budget changes
- Education: No additional Budget required
- Youth: Requested \$1000 specifically earmarked for youth, to help chapters/possible grants.
- There is nothing keeping the youth committee from applying for BCHA chapter support grant.
- Working groups will turn in their findings and adjustments made then incorporated into the SBP.
- The service would like to put together a YouTube video on volunteer hours and would like to get with Craig Allen to get this done.
- Educational Component: 5 resources for trail maintenance activity. Be available by May 15th of 2023.
- Membership goal to increase membership annually by 5% and retain 8 % of existing membership.
- Just because there isn't a committee doesn't mean it can't be in the SBP.



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Proposed Budget Discussion and Approval

- The treasurer opened the discussion by asking questions.
- Dues: What is the percentage of dues increase, it is a 3% increase for the new year.
- Newsletter: Last year spent \$9000 why is this budgeted amount zero? It is suggested to do away with the Newsletter and just use the monthly eblast. Sponsors for the newsletter? We can move them to other platforms they will still pay for.
- Spur Donations: How do you justify the SPUR donation increase? The actual number is based on one chair letter being mailed. The proposed budget is based on 2 chair letters produced digitally. This is an average historical income of a chair letter.
- Collected 4900 through the end of March and collect more through the end of April,
- Support Grants: Why is nothing shown in the budget. The \$5000 was a targeted donation from a generous donor. So, this is why the amount shows \$5500.
- National Board Meeting Cost: Are we going to come out ahead? We anticipate a little ahead.
- Promotional Items: Why is there a budgeted only for \$2000. We purchased more for the 50th Anniversary. We purchased more items. This is an in and out expense/income. We sell them at our cost so what we purchase gets sold at the same cost.
- Why wasn't there a markup on these items to make some money. We felt it was better for our members to spend less, so they could sell to their own members or give away.
- Public Lands Advisor: The last pay increase Randy received was an office expense and this year it is included in his pay.
- Membership Dues: Suggested to go through the motion to raise our dues \$15.



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- General Travel – Expenses to attend Hike the Hill. Next year is \$5000 going to be enough? Suggested this number should be higher, such as \$7000. Suggested a number of \$6000 instead of \$5000.
- Business Plan Directive: What is this? The category, if during the year there is something identified in the new SBP that requires funding, this allows the EC to direct to use these funds for what that particular thing is.
- Partnerships: Projected to go down, why is this? It went down a \$1000 because we paid this to American Horse Council Equestrian Horse Study.
- Difference between the Fundraising funds; the description of these funds was provided from the floor. Requested \$2000 to go into the fundraising budget. Question: What is the return expected on this \$2000. A: You won't see this in dollar figures but more so in the boots on the ground. \$50,000 return. This should be divided into all of the donation accounts. \$25K Legacy, \$15K Spur and \$10K to TFF.
- Discussion on Corporate Sponsorships. Been tried a couple times in the past.
- Youth Budget (\$1000) There should be more support for youth over the \$1000.

NEWSLETTER:

Motion to have one newsletter annually, printed and mailed. Seconded.

Discussion: No digital newsletter,

Amendment to motion: Keep it the same as last year, 3 digital and 1 printed, mailed copy. Seconded. *Amendment* passed by show of hands.

Sponsors and Advocacy partners income: Approx. \$3800.

Motion to have one printed newsletter and 3 digital newsletters per year.

Seconded. Show of hands: In favor: 23 opposed: 25 Roll Call vote requested.

Roll Call Vote Results: Yes: 23 No: 27 Abstain: 2

Motion to publish 4 digital newsletters per year, seconded. (2/3 vote for this to pass due to change of motion).

Discussion: How much will this cost? About \$6,000.

Vote for the call for the question. Passed.

Call for the vote: **Motion to publish 4 digital newsletters per year, seconded.**

Motion failed, did not pass by 2/3



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Compromise – 3 digital and 1 printed per year.

Motion print 1 newsletter and 3 digital per year.

\$8500 for the cost.

Motion passed by 72% Count 37 yes vote and 14 no vote.

Dues Increase

Motion to increase dues by \$5.00, Seconded. All in favor, none opposed.

Motion passed.

Discussion: Motion to amend the motion to \$10.00 per membership per year, seconded. Amendment vote: **Amendment Failed.**

Proposed Budget

The Proposed Budget with updated numbers per National Director input provided.

New Net Ordinary income is \$200 in the black.

Motion to accept the budget as presented, seconded. All in favor, none opposed. Motion passed.

Discussion – This year the only amount going into reserve is \$200.

National Director Gifts provided and a toast to the present was made.

Elections

Last call for nominations, each position was asked for nominations from the floor 3 times, separately.

Non-Director Position: *Motion to cease nominations from the floor for non-director position; seconded. All in favor, motion passed.*

Director position: *Motion to cease nominations from the floor for non-director position; seconded. All in favor, motion passed.*

Treasurer: *Motion to cease nominations from the floor for non-director position; seconded. All in favor, motion passed.*

Vice Chairman: *Motion to cease nominations from the floor for non-director position; seconded. All in favor, motion passed.*



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Chairman: *Motion to cease nominations from the floor for non-director position; seconded. All in favor, motion passed.*

Each nominee was provided 1 minute to speak.

Nominees:

- Officers:
 - Chairman, Mark Himmel; Vice Chairman, Craig Ferdig; Treasurer, Kathy Young.
- Director
 - Jim Allen.
- Non-Director
 - Freddy Dunn and Greg Schatz.

Motion to elect by acclamation all unopposed positions, seconded. All in favor, none opposed. Motion passed. (Includes: Mark Himmel, Craig Ferdig, Kathy Young, Jim Allen)

Non-Director position by ballot: Greg Schatz elected to the non-director position.

Motion to destroy the election ballots; seconded. All in favor, none opposed. Motion passed.

Presentation of the chairman's gift; belt buckle.

2024 National Board Meeting

- Proposed to hold it in Cheyenne Wyoming.
- Connector flight from Denver to Cheyenne if you don't drive.

Motion for the board of directors to meet in Cheyenne Wyoming in 2024. Seconded and all in favor, none opposed. Motion passed.

Motion to adjourn, seconded. All in favor, none opposed. Motion passed.

Meeting adjourned at 5:10PM Mountain Time